



**PETROKIMIA
GRESIK**
Solusi Agroindustri

BUMN UNTUK
INDONESIA

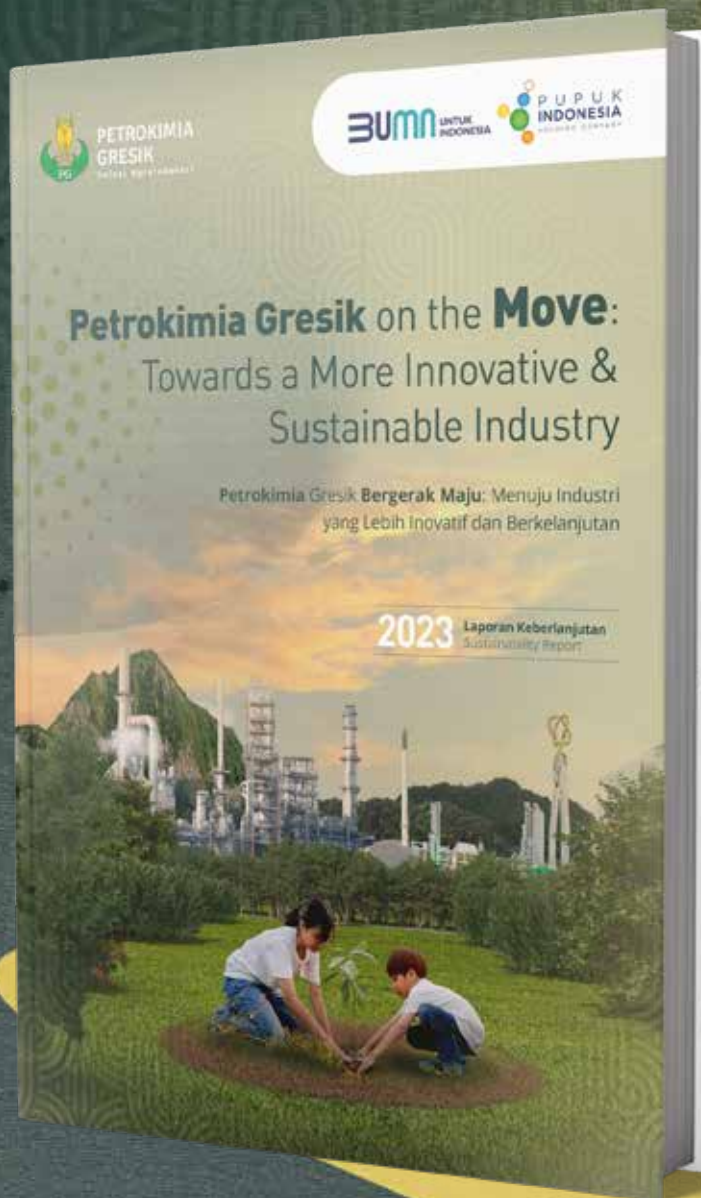


Petrokimia Gresik on the **Move:** Towards a More Innovative & Sustainable Industry

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

2023 Laporan Keberlanjutan
Sustainability Report





SANGKALAN DAN BATASAN TANGGUNG JAWAB

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

DISCLAIMER

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

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

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

Komitmen PT Petrokimia Gresik terhadap pembaruan dan pertumbuhan berkelanjutan menekankan pada upaya Perseroan dalam mengadopsi berbagai inovasi dalam meningkatkan efisiensi dan daya saing, di samping menjaga tanggung jawabnya terhadap lingkungan. Untuk itu, Perseoran secara konsisten menjalankan beberapa program strategis, di antaranya pengamanan bahan baku, perluasan cakupan pasar dan penguatan pasar global, penambahan kapasitas pabrik dan diversifikasi produk, digitalisasi proses bisnis, peningkatan keamanan siber, serta penerapan prinsip-prinsip *Environmental, Social, dan Governance* (ESG). Berbagai inisiatif tersebut merupakan instrumen penting bagi Petrokimia Gresik untuk menjamin kelancaran operasional bisnisnya secara berkelanjutan.

PT Petrokimia Gresik's commitment to renewal and sustainable growth highlights the Company's efforts to implement various innovations to increase efficiency and competitiveness, while also upholding its environmental responsibilities. As a result, the Company consistently implements a number of strategic programs, such as securing raw materials, expanding market coverage and strengthening global markets, increasing factory capacity and product diversification, digitizing business processes, improving cyber security, and implementing Environmental, Social, and Governance (ESG). These various initiatives are critical tools for Petrokimia Gresik to ensure the sustainability of its business operations.

IKHTISAR KINERJA KEBERLANJUTAN 2023

2023 Sustainability Performance Highlights



KINERJA EKONOMI ECONOMIC PERFORMANCE

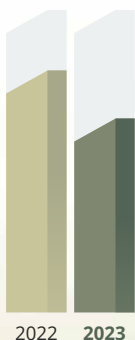
Nilai Ekonomi yang Diperoleh Economic Value Obtained

31,74 Rp juta
Rp million

Tahun 2023
Year 2023

39,72 Rp juta
Rp million

Tahun 2022
Year 2022



Nilai Ekonomi yang Diatribusikan Economic Value Distributed

30,49 Rp juta
Rp million

Tahun 2023
Year 2023

36,49 Rp juta
Rp million

Tahun 2022
Year 2022



Nilai Ekonomi yang Ditahan Economic Value Retained

1,25 Rp juta
Rp million

Tahun 2023
Year 2023

3,23 Rp juta
Rp million

Tahun 2022
Year 2022



Kontribusi kepada Negara Contribution to the State

0,39 Rp juta
Rp million

Tahun 2023
Year 2023

0,94 Rp juta
Rp million

Tahun 2022
Year 2022





KINERJA LINGKUNGAN ENVIRONMENTAL PERFORMANCE



Pengelolaan Limbah Waste Management

- PG memiliki izin pengecualian limbah B3 gipsum oleh KLHK dengan SK No. 238/MENLHK/SETJEN/PLB.3/5/2021 tentang Penetapan Pengecualian Limbah Gypsum Hasil Kegiatan Industri Pupuk dan Bahan Kimia pada PG dari Pengelolaan Limbah Bahan Berbahaya dan Beracun.
- PG memiliki izin pengecualian Limbah B3 Kapur oleh KLHK dengan SK No. 126/MENLHK/SETJEN/KUM.1/2/2022 tentang Penetapan Pengecualian Limbah Kapur Hasil Kegiatan Industri Pupuk dan Bahan Kimia pada PG dari Pengelolaan Limbah Bahan Berbahaya dan Beracun.
- Untuk limbah B3 non dominan, pengelolaannya melalui pengelola limbah B3 yang telah memiliki izin dari KLHK.
- PG telah memiliki TPS 3R yang di dalamnya terdapat pembuatan *eco paving* dengan bahan baku plastik cacah dan *composting* daun.
- PG telah menyusun komitmen *Zero Plastic* yang di tandatangani BOD, buku minimasi plastik, hingga pengadaan seperti gelas dan botol untuk mengurangi pemakaian plastik di area PG.
- PG has an exception permit for B3 gypsum waste issued by the Ministry of Environment and Forestry with SK Number. 238/MENLHK/SETJEN/PLB.3/5/2021 concerning the Determination of the Exclusion of Gypsum Waste Resulting from Fertilizer and Chemical Industry Activities in PG from the Management of Hazardous and Toxic Waste.
- PG has an exemption permit for Hazardous Lime Waste by the Ministry of Environment and Forestry with number SK.126/MENLHK/SETJEN/KUM.1/2/2022 concerning the Determination of the Exclusion of Lime Waste Resulting from Fertilizer and Chemical Industrial Activities at PG from Hazardous and Toxic Waste Management
- For non-dominant B3 waste, management is through a B3 waste manager who has permission from KLHK.
- PG already has TPS 3R, which includes making *eco-paving* using chopped plastic as raw materials and leaf composting.
- PG has prepared a Zero Plastic commitment, which was signed by the BOD, a plastic minimization book, and procurements such as glasses and bottles to reduce plastic use in the PG area



Pengukuran Air Limbah Wastewater Measurement

Pengukuran air limbah dilakukan oleh pihak eksternal dan pihak internal setiap bulan di 2 (dua) titik penataan (poin L dan poin UBB). Pengukuran pihak eksternal dilakukan oleh laboratorium independen yang sudah terakreditasi KAN, yaitu PT Syslab, sedangkan pengukuran oleh pihak internal dilakukan oleh laboratorium uji kimia PG.

Wastewater measurements are carried out by external parties and internal parties every month at two arrangement points (point L and point UBB). External measurements are carried out by an independent laboratory that has been accredited by KAN, namely PT Syslab, while internal measurements are carried out by the PG chemical test laboratory.



Penggunaan Air Water Usage

Penggunaan air untuk proses produksi sebesar 17.855.981 m³.
Water use for the production process is 17,855,981 m³.



Konsumsi Energi Energy Consumption

Konsumsi energi yang digunakan sebesar 20.159.247 gigajoule.
The energy consumption used is 20,159,247 gigajoule.



Pengukuran Emisi Udara Air Emission Measurement

Pengukuran emisi dilakukan oleh pihak eksternal dan internal. Pengukuran oleh pihak eksternal dilakukan oleh laboratorium independen yang sudah terakreditasi KAN, yaitu PT Syslab setiap 6 (enam) bulan sekali untuk masing-masing sumber emisi. Pengukuran oleh pihak internal dilakukan oleh laboratorium uji kimia PG dan dilakukan setiap bulan untuk masing-masing sumber emisi.

Emission measurements are carried out by both external and internal parties. Measurements by external parties are carried out by an independent laboratory that has been accredited by KAN, namely PT Syslab, every 6 (six) months for each emission source. Internal measurements are carried out by the PG chemical test laboratory and are carried out every month for each emission source.



Jumlah Hukuman/Denda/ Sanksi akibat Ketidakpatuhan terkait Lingkungan Number of Fines/Sanctions Due to Environmental Non- Compliance

Selama tahun 2023, tidak ada hukuman/denda/sanksi yang diterima oleh PG terkait ketidakpatuhan terhadap lingkungan. In 2023, there were no penalties/fines/sanctions received by PG related to non-compliance with the environment.



Jumlah Pohon yang Ditanam Number of Trees Planted

Selama tahun 2023, PG telah melakukan penanaman pohon sebanyak 10.850 pohon.
In 2023, PG had planted 10,850 trees.



Penghargaan di Bidang Lingkungan Awards in the Environmental Sector

- Penghargaan PROPER EMAS dari Kementerian Lingkungan Hidup dan Kehutanan periode 2021–2023.
- Penghargaan Industri Hijau kategori Industri Hijau Kinerja Terbaik pada tahun 2023.
- Penghargaan Indonesia Green Award (IGA) sebanyak 8 (delapan) kategori dan 1 (satu) penghargaan The Best Indonesia Green Award (IGA).
- Penghargaan Top CSR Award 2023.
- Penghargaan Indonesian Conference & Competition Occupational Health and Safety (ICC-OHS) mendapatkan 4 (empat) stars sebanyak 6 (enam) kategori.
- Penghargaan International Quality and Productivity Convention (IQPC) 2023 sebanyak 13 kategori.
- Penghargaan Eco-Tech Pioneer and Sustainability Award sebanyak 6 (enam) kategori.
- GOLD PROPER Award from the Ministry of Environment and Forestry for the 2021–2023 period.
- Green Industry Award in the Best Performance Green Industry category in 2023.
- Indonesia Green Award (IGA) in 8 (eight) categories and 1 (one) award, The Best Indonesia Green Award (IGA).
- Top CSR Award 2023.
- The Indonesian Conference & Competition Occupational Health and Safety (ICC-OHS) award received 4 (four) stars in 6 (six) categories.
- 2023 International Quality and Productivity Convention (IQPC) Awards in 13 categories.
- Eco-Tech Pioneer and Sustainability Award in 6 (six) categories.



KINERJA SOSIAL SOCIAL PERFORMANCE



Produktivitas Pegawai Employee Productivity

URAIAN Description

SATUAN Unit

2023

2022

Produktivitas Pegawai
Employee Productivity

Rp juta/karyawan
Rp million/employee

15,82

20,33

Indeks Keterikatan Pegawai
Employee Engagement Index

Skor
Score

89,37%

87,35%

Kriteria Penilaian Kinerja Unggul (KPKU)
Superior Performance Assessment Criteria (KPKU)

Skor
Score

706

682



Keselamatan dan Kesehatan Kerja (K3) Occupational Health and Safety (OHS)

URAIAN Description

SATUAN Unit

2023

2022

Jumlah Tenaga Kerja
Total Manpower

Orang
Person

2.267

2.239

Tingkat Kecelakaan Kerja
Work Accident Rate

Jam/Orang
Hour/Person

0,80

0,40

Rasio Kecelakaan Kerja
Work Accident Ratio

Tenaga Kerja
Manpower

XX

XX

Tingkat Kehilangan Hari Kerja
Work Day Loss Rate

Jam
Hour

XX

XX

Jumlah Kematian Akibat Kerja
Number of Occupational Deaths

Orang
Person

XX

XX



Masyarakat Community

URAIAN Description

SATUAN Unit

2023

2022

Jumlah Mitra Binaan
Number of Fostered Partners

Mitra
Partner

359

337

Investasi Sosial Kemasyarakatan
Community Social Investment

Rp Miliar
Rp Billion

49,93

53,85

Jumlah Pengaduan/Keluhan Masyarakat
Number of Public Complaints

Pengaduan
Complaint

51

77

Fasilitas Umum yang Dibangun (Complete Build)
Public Facilities Built (Complete Build)

Bangunan
Building

—

—

Survei Kepuasan Lingkungan
Environmental Satisfaction Survey

Skor
Score

88,24

86,80

PENGHARGAAN

Awards



PENGHARGAAN | AWARDS

01

22 Januari | January

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

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

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

02

Februari | February

The Best Indonesia Green Award (IGA) 2023

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

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

03

Februari | February

The Best Indonesia Green Award (IGA) 2023

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

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

04

Februari | February

The Best Indonesia Green Award (IGA) 2023

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

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



05

Februari | February

The Best Indonesia Green Award (IGA) 2023

Penghargaan atas Rekayasa teknologi dalam menghemat energi atau penggunaan energi baru terbarukan melalui Program Penurunan Konsumsi Energi Reaktor dengan memasang alat penyemprot air bongkar pasang penyerap HCl di Pabrik ZK dari The La Tofi School of CSR di Jakarta
Award for technological engineering in saving energy or using new and renewable energy through the Reactor Energy Consumption Reduction Program by installing a removable HCl absorber water sprayer at the ZK Factory from The La Tofi School of CSR in Jakarta

06

Februari | February

The Best Indonesia Green Award (IGA) 2023

Penghargaan atas mengembangkan keanekaragaman hayati dengan Program Geobag Rangka Bambu sebagai Pelindung Mangrove dan Kerang dari Gelombang Pasang yang Ramah Lingkungan dari The La Tofi School of CSR di Jakarta
Award for developing biodiversity with the Bamboo Frame Geobag Program as an Environmentally Friendly Protector for Mangroves and Shellfish from Tidal Waves from The La Tofi School of CSR in Jakarta

07

Februari | February

The Best Indonesia Green Award (IGA) 2023

Penghargaan atas memelopori pencegahan polusi dengan Program Penurunan Beban Pencemar Emisi Asam Klorida dengan Penyemprot Air Bongkar Pasang Vf System 2.0 dari The La Tofi School of CSR di Jakarta
Award for pioneering pollution prevention with the Hydrochloric Acid Emission Pollutant Load Reduction Program with the Vf System 2.0 Dismantled Water Sprayer from The La Tofi School of CSR in Jakarta

08

Februari | February

The Best Indonesia Green Award (IGA) 2023

Penghargaan atas mengembangkan pengolahan sampah terpadu dengan Program Pemanfaatan Limbah Pertanian Menjadi Silase Menggunakan Petro Biofeed dari The La Tofi School of CSR di Jakarta
Award for developing integrated waste processing with the Agricultural Waste Utilization Program into Silage Using Petro Biofeed from The La Tofi School of CSR in Jakarta

09

Februari | February

The Best Indonesia Green Award (IGA) 2023

Penghargaan atas Digitalisasi Konservasi Alam oleh PR Perusahaan dengan Program Penggunaan Sosial Media sebagai Wadah Informasi Mengenai Konservasi Alam dari The La Tofi School of CSR di Jakarta
Award for the Digitalization of Nature Conservation by Company PR with the Program for Using Social Media as a Container for Information Regarding Nature Conservation from The La Tofi School of CSR in Jakarta

10

Maret | March

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

CEO Innovative Leader dan Perusahaan Peduli Pengembangan UMKM dari BUMN Track di Jakarta
CEO Innovative Leader and Company Concerned with MSME Development from BUMN Track in Jakarta

11

20 Maret | March

Public Relations Indonesia Awards (Pria) 2023

Platinum Winner atau satu-satunya penghargaan tertinggi utk Sub Kategori Anak Perusahaan BUMN dari Majalah PR INDONESIA di Bali
Platinum Winner or the only highest award for the SOE Subsidiary Sub Category from INDONESIAN PR Magazine in Bali

12

20 Maret | March

Public Relations Indonesia Awards (Pria) 2023

Gold Winner untuk Kategori Departemen Public Relations (PR) dari Majalah PR INDONESIA di Bali
Gold Winner for the Public Relations (PR) Department Category from INDONESIAN PR Magazine in Bali



13

20 Maret | March

Public Relations Indonesia Awards (Pria) 2023

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

14

20 Maret | March

Public Relations Indonesia Awards (Pria) 2023

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

15

20 Maret | March

Public Relations Indonesia Awards (Pria) 2023

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

16

20 Maret | March

Public Relations Indonesia Awards (Pria) 2023

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



17

20 Maret | **March**

Public Relations Indonesia Awards (Pria) 2023

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

18

20 Maret | **March**

Public Relations Indonesia Awards (Pria) 2023

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

19

Maret | **March**

Indonesia Inhouse Magazine Awards (InMA) 2023

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

20

Februari | **February**

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

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

21

Maret | **March**

Digital Technology & Innovation (Digitech) Awards 2023

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

22

Maret | **March**

Digital Technology & Innovation (Digitech) Awards 2023

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

23

Maret | **March**

Digital Technology & Innovation (Digitech) Awards 2023

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

24

Maret | **March**

Digital Technology & Innovation (Digitech) Awards 2023

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

25

Maret | **March**

Digital Technology & Innovation (Digitech) Awards 2023

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

26

April | **April**

Assessment GCG PI Grup 2022 PI Group GCG Assessment 2022

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



27

Mei | May

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

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

28

Mei | May

Indonesia Wow Brand 2023

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

29

Juni | June

TOP CSR AWARD

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

30

Juni | June

TOP CSR AWARD

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



31

Juli | July

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

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

32

Agustus | August

3th TJSL & CSR Award 2023

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

33

Agustus | August

3th TJSL & CSR Award 2023

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

34

Agustus | August

**Anugerah BAPETEN 2023
BAPETEN Award 2023**

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

35

September | September

Eco Tech Pioneer and Sustainability Award (EPSA) 2023

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

36

September | September

Eco Tech Pioneer and Sustainability Award (EPSA) 2023

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

37

September | September

Eco Tech Pioneer and Sustainability Award (EPSA) 2023

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

38

September | September

Eco Tech Pioneer and Sustainability Award (EPSA) 2023

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



39

4–7 September | September

International Quality and Productivity Convention (IQPC)

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

40

September | September

Pupuk Indonesia Quality Improvement (PIQI)

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

41

September | September

Pupuk Indonesia Quality Improvement (PIQI)

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

42

September | September

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

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



43

18 Oktober | **October****Jatim Bangkit Award 2023**

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

44

24 Oktober | **October****Green Port Award System (GPAS) 2023**

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

45

27 Oktober | **October****Jambore PR INDONESIA (JAMPIRO) #9**

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

46

27 Oktober | **October****Jambore PR INDONESIA (JAMPIRO) #9**

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

47

27 Oktober | **October****Jambore PR INDONESIA (JAMPIRO) #9**

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

48

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

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

49

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

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

50

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

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

51

6 November | **November****Asia Sustainability Reporting Rating (ASRRAT) 2023**

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

52

24 November | **November****Indonesia Quality Award (IQA) 2023**

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

53

24 November | **November****Indonesia Quality Award (IQA) 2023**

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

54

28 November | **November****Bisnis Indonesia Logistic Award (BILA) 2023**

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



55

30 November | November

TOP BUMN Award 2023
TOP SOE Award 2023

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

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

56

30 November | November

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

9 Diamond dari Wahana Kendali Mutu (WKM) di Yogyakarta

9 Diamond from Wahana Kendali Mutu (WKM) in Yogyakarta

57

30 November | November

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

3 Platinum dari Wahana Kendali Mutu (WKM) di Yogyakarta

3 Platinum from Wahana Kendali Mutu (WKM) in Yogyakarta

58

30 November | November

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

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

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



59

30 November | November

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

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

60

4 Desember | December

TOP DIGITAL Award 2023

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

61

4 Desember | December

TOP DIGITAL Award 2023

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

62

4 Desember | December

TOP DIGITAL Award 2023

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

63

4 Desember | December

Indonesia SDGs Awards (ISDA) 2023

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

64

4 Desember | December

Indonesia SDGs Awards (ISDA) 2023

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

65

4 Desember | December

Indonesia SDGs Awards (ISDA) 2023

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

66

4 Desember | December

Indonesia SDGs Awards (ISDA) 2023

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

67

4 Desember | December

Indonesia SDGs Awards (ISDA) 2023

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

68

4 Desember | December

Indonesia SDGs Awards (ISDA) 2023

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

69

4 Desember | December

Indonesia SDGs Awards (ISDA) 2023

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

70

4 Desember | December

Indonesia SDGs Awards (ISDA) 2023

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



71

4 Desember | December

Indonesia SDGs Awards (ISDA) 2023

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

72

4 Desember | December

Indonesia SDGs Awards (ISDA) 2023

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

73

4 Desember | December

Indonesia SDGs Awards (ISDA) 2023

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

74

11 Desember | December

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

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

75

14 Desember | December

Penghargaan Perusahaan Teladan Panutan 2023
2023 Role Model Exemplary Company Award

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

76

20 Desember | December

PROPER Emas 2023
2023 Gold PROPER

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

PERISTIWA PENTING 2023

2023 Event Highlights

10

Januari | January



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

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

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

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

17

Februari | February



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

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

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

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

25

Februari | February



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

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

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

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

02

Maret | March



Jelang Ramadhan, Petrokimia Gresik Bersama Kementerian BUMN Siapkan 4.000 Sembako Murah di "Pasar Rakyat dan Bazar UMKM"

Ahead of Ramadhan, Petrokimia Gresik, together with the Ministry of SOE, Prepares 4,000 Cheap Basic Foods at "People's Markets and MSME Bazaars"

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

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

07

Maret | March



Petrokimia Gresik Ajak Ribuan Peserta Ramaikan "Jalan Sehat Bersama BUMN" di Pati dan Tegal

Petrokimia Gresik Invites Thousands of Participants to Join the "Healthy Walk with SOE" in Pati and Tegal

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

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

08

Maret | March



Jalin Komunikasi dengan Empat Duta Besar dari Timur Tengah dan Afrika Utara, Petrokimia Gresik Amankan Suplai Bahan Baku

Establishing Communication with Four Ambassadors from The Middle East and North Africa, Petrokimia Gresik Secures Supplies of Raw Materials

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

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

11

Maret | March



Petrokimia Gresik Kembali Berangkatkan 38 Taruna Makmur

Petrokimia Gresik Once Again Departs 38 Taruna Makmur

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

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

17

Maret | March



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

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

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

08

April | April



Berbagi Berkah Ramadhan, Petrokimia Gresik Berikan Bantuan untuk Masjid, Musala, Pondok Pesantren, dan Panti Asuhan Sekitar Perseroan
Sharing the Blessings of Ramadhan, Petrokimia Gresik Provides Aid to Mosques, Prayer Rooms, Islamic Boarding Schools, and Orphanages Around the Company

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

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

14

April | April



Menjelang Idul Fitri 1444H, Petrokimia Gresik Bagikan Lebih dari 12.500 Paket Sembako untuk Masyarakat Sekitar Perseroan
The Blessings of Ramadhan, Petrokimia Gresik Provides Aid to Mosques, Prayer Rooms, Islamic Boarding Schools, and Orphanages Around the Company

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

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

19

April | April



Inovasi Digital Petrokimia Gresik Kembali Dipamerkan di Kancah Internasional

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

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

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

25

Mei | May



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

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

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

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

31

Mei | May



Menteri Pertanian Tinjau Kesiapan Program “Smart Precision Farming” Inisiasi Petrokimia Gresik

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

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

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

07

Juni | June



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

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

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

11

Juni | June



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

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

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

14

Juni | June



Memperkuat Komitmen Peduli Lingkungan, Petrokimia Gresik Hadirkan *Employee Green Behavior* Strengthening Commitment to Care for the Environment, Petrokimia Gresik Presents Employee Green Behavior

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

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

19 Juni | June



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

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

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

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

21 Juni | June



Petrokimia Gresik Kembali Buka Program Beasiswa Petani Muda

Petrokimia Gresik Reopens Young Farmer Scholarship Program

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

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

02 Juli | July



Petrokimia Gresik Salurkan Hewan Kurban Senilai Rp947 Juta untuk Masyarakat Sekitar Perseroan

Petrokimia Gresik Distributes Sacrificial Animals Worth Rp947 Million to Communities Around the Company

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

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

10 Juli | July



Tasyakuran HUT-51, Petrokimia Gresik Capai Laba Terbesar Selama Lebih dari 50 Tahun

Celebrating Its 51st Anniversary, Petrokimia Gresik Achieves the Highest Profit in More Than 50 Years

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

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

11 Juli | July



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

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

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

12 Juli | July



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

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

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

22 Juli | July



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

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

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

25 Juli | July



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

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

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

28

Juli | July



Penandatanganan Kerja Sama dengan Kementerian Perindustrian Republik Indonesia

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

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

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

29

Juli | July



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

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

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

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

31

Juli | July



Petronite Fest 2023

Petronite Fest 2023

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

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

14

Agustus | August



Penandatanganan HoA Petrokimia Gresik Bersama Krisenergy terkait Suplai Gas Bumi

Signing of the HoA of Petrokimia Gresik with Krisenergy regarding Natural Gas Supply

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

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

14

Agustus | August



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

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

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

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

22

Agustus | August



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

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

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

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

05

September | September



Penandatanganan MoU Petrokimia Gresik Bersama Gubernur Jawa Timur untuk Pengelolaan Lingkungan di Jawa Timur

Signing of the MoU of Petrokimia Gresik with the Governor of East Java for Environmental Management in East Java

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

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

20

September | September



Penandatanganan Perjanjian Jual Beli Gas (PJBG) Petrokimia Gresik dengan Pertamina EP Cepu untuk Optimalkan Ketersediaan Pupuk Nasional

Signing of the Gas Sales and Purchase Agreement (PJBG) of Petrokimia Gresik with Pertamina EP Cepu to Optimize National Fertilizer Availability

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

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

25

September | September



Robby Setiabudi Madjid Resmi Dilantik sebagai Direktur Keuangan dan Umum Petrokimia Gresik

Robby Setiabudi Madjid is Officially Appointed as Director of Finance and General of Petrokimia Gresik

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

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

13

Oktober | October



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

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

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

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

17

Oktober | October



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

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

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

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

10

November | November



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

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

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

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

12

November | November



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

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

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

05

Desember | December



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

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

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

07

Desember | December



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

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

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



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List of "Comprehensive" GRI Standards Index

FORMULIR TANGGAPAN ATAS LAPORAN KEBERLANJUTAN

Response Form to the Sustainability Report



**PETROKIMIA
GRESIK**
Solusi Agroindustri

12,3%



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01

PERNYATAAN **MANAJEMEN**

Statement Management



PERNYATAAN DIREKSI

[2-12, 2-14, 2-22]

Board of Directors Statement



Dwi Satriyo Annurogo

Direktur Utama
President Director





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

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

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

Pencapaian tidak selalu diukur dari angka dan statistik. Terkadang pengalaman dan pembelajaran yang diperoleh dari menghadapi kegagalan adalah

Considering the Company's journey in 2023, we express our gratitude to God the Almighty, as well as our heartfelt appreciation to all Petrokimia Gresik personnel for their dedication and hard work in dealing with unexpected situations.

Despite the fact that the Company's financial performance in 2023 fell short of targets, we believe that what we have done lays a solid foundation for the Company to face increasingly uncertain and diverse challenges. The processes we go through, the challenges we face, and the efforts we put in are all integral parts of the journey to success.

We are extremely proud of all Petrokimia Gresik personnel for their adaptability and collaborative spirit. Stay united and fight together to overcome obstacles. We have demonstrated hard work and commitment, which reflect our Company's character and integrity.

Numbers and statistics do not always accurately reflect achievement. Failure can sometimes provide invaluable experience and learning. I am confident

aset yang tak ternilai. Saya yakin bahwa apa yang kita pelajari dari pengalaman ini akan membekali kita dengan pengetahuan dan wawasan yang akan membantu kita tumbuh dan berkembang di masa depan. Sekali lagi saya ucapkan terima kasih atas semangat juang yang diperlihatkan oleh insan Petrokimia Gresik.

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

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

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

TINJAUAN EKONOMI DAN INDUSTRI

Berdasarkan Badan Pusat Statistik (BPS), secara kumulatif Ekonomi Indonesia tahun 2023 tumbuh sebesar 5,05%, lebih rendah dibanding capaian tahun 2022 yang mengalami pertumbuhan sebesar 5,31%. Dengan angka pertumbuhan tersebut, PDB per kapita Indonesia meningkat menjadi Rp75,0 juta, lebih tinggi dari PDB per kapita di tahun 2022 sebesar Rp71 juta. Pencapaian tersebut kembali membawa Indonesia masuk dalam klasifikasi negara berpenghasilan menengah atas. Tingkat inflasi berdasarkan data BPS, inflasi IHK pada bulan Desember 2023 tercatat rendah sebesar 0,41% (mtm) sehingga inflasi IHK 2023 menjadi 2,61% (yoy). Perkembangan inflasi tahun 2023 ini lebih rendah dibandingkan dengan inflasi tahun 2022 yang tercatat sebesar 5,51% (yoy)

Di sisi lain, peningkatan ekonomi di tahun 2023 tidak mampu mendorong nilai tukar rupiah, khususnya terhadap dolar Amerika Serikat (AS). Bank Indonesia melaporkan bahwa nilai tukar rupiah telah menguat hanya sebesar 2,2% terhadap dolar AS. Meskipun nilai tukar rupiah stabil terhadap dolar AS, namun hal tersebut tidak terlalu berpengaruh terhadap kinerja ekspor-impor Indonesia. BPS mencatat nilai ekspor dan impor Indonesia pada tahun 2022 melonjak hingga mencapai rekor tertinggi dalam dekade terakhir. Nilai

that the knowledge and insights we gain from this experience will help us grow and develop in the future. Once again, I would like to express my gratitude to the personnel of Petrokimia Gresik for their fighting spirit.

Even though the pandemic's status ends in 2023, its effects are still felt strongly in unstable global conditions. Governments and citizens all over the world are still struggling to recover from the crises caused by these two difficult years. Petrokimia Gresik has successfully navigated all challenges in the midst of prolonged geopolitical tensions, high inflation due to the energy crisis, and food export restrictions, as well as rising interest rate policies that have slowed global economic growth and reduced purchasing power for goods and services.

We were able to achieve strong performance results, which not only strengthened the Company's fundamentals but also strengthened Petrokimia Gresik's position as a subsidiary of Pupuk Indonesia, a major player in the fertilizer and chemical industries.

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

ECONOMIC AND INDUSTRIAL REVIEW

According to the Central Statistics Agency (BPS), the Indonesian economy cumulatively grew by 5.05% in 2023, which is lower than the 5.31% growth rate achieved in 2022. With this increase, Indonesia's GDP per capita has risen to Rp75.0 million, surpassing Rp71 million in 2022. This achievement has restored Indonesia's status as an upper-middle-income country. According to data from the BPS, CPI inflation in December 2023 was recorded as low at 0.41% (mtm), resulting in 2023 CPI inflation of 2.61% (yoy). The development of inflation in 2023 was lower than inflation in 2022, which was recorded at 5.51% (yoy).

On the other hand, economic growth in 2023 was not enough to boost the rupiah exchange rate, particularly against the US dollar. According to Bank Indonesia, the rupiah exchange rate strengthened by only 2.2% against the US dollar. Even though the rupiah exchange rate remains stable against the US dollar, this has little impact on Indonesia's export-import performance. According to BPS, the value of Indonesia's exports and imports in 2022 increased to the highest level in the last decade. Indonesia's export value in December 2023



ekspor Indonesia pada bulan Desember 2023 mencapai US\$22,41 miliar atau naik 1,89% dibanding ekspor pada bulan November 2023. Dibanding pada bulan Desember 2022 nilai ekspor turun sebesar 5,76%. Nilai impor Indonesia pada bulan Desember 2023 mencapai US\$19,11 miliar, turun 2,45% dibandingkan pada bulan November 2023 dan turun 3,81% dibandingkan pada bulan Desember 2022.

Menyikapi kondisi tersebut, Dewan Komisaris menilai Direksi telah menjalankan kinerja PG dengan baik. Penilaian tersebut dilakukan dengan memperhatikan pencapaian realisasi kinerja dengan rencana dan target bisnis yang telah ditetapkan bersama yang dituangkan dalam Rencana Kerja dan Anggaran Perusahaan (RKAP). Selain itu, Dewan Komisaris juga melihat upaya dan inisiatif yang dilakukan Direksi dalam rangka mencapai target bisnis tersebut. Dewan Komisaris mengapresiasi langkah inisiatif Direksi dalam mengembangkan kinerja PG sekaligus memajukan sektor pertanian di tanah air melalui transformasi bisnis menuju Solusi untuk Agroindustri Nasional. Transformasi tersebut dilakukan tidak hanya menekankan pada ekspansi bisnis pupuk semata, namun juga menekankan pada pengembangan inovasi produk dan pemberian edukasi terkini untuk memenuhi tuntutan dan kebutuhan para petani sehingga dapat memaksimalkan hasil pertanian mereka.

Pada tahun 2023, PG juga terus memperkuat basis pasar internasional dengan melakukan ekspor produksi pupuk non-subsidi ke sejumlah negara di kawasan Asia. Kebijakan ini selaras dengan kebijakan Induk Perusahaan PG, yaitu PT Pupuk Indonesia (Persero) untuk dapat berkontribusi dalam memacu pertumbuhan ekonomi nasional melalui penguatan ekspor yang berkontribusi terhadap devisa, sekaligus mendorong penguatan nilai tukar rupiah terhadap dolar AS yang mengalami fluktuasi. Dewan Komisaris memandang bahwa ekspor pupuk merupakan bentuk pengakuan pelaku bisnis dunia terhadap eksistensi PG sebagai produsen pupuk majemuk terlengkap dan terbesar di Indonesia.

MEWUJUDKAN KINERJA KEBERLANJUTAN

PG menyadari sepenuhnya untuk mengelola aspek keberlanjutan membutuhkan komitmen dan langkah nyata dengan mengidentifikasi segala potensi risiko eksternal dan internal serta melakukan mitigasi dampak ekonomi, lingkungan dan sosial.

Kinerja Ekonomi Berkelanjutan

Nilai ekonomi yang diperoleh tahun 2023 sebesar Rp31,74 triliun atau 81% dibandingkan tahun 2022 sebesar Rp39,41 triliun karena kurang optimalnya penjualan pupuk subsidi akibat telah terpenuhinya *supply agreement* yang mencapai 101%. Nilai ekonomi yang didistribusikan tahun 2023 sebesar Rp30,49 triliun atau 84% dibandingkan tahun 2022 sebesar Rp36,18 triliun. Selain itu, nilai ekonomi yang ditahan tahun

reached US\$22.41 billion, a 1.89% increase from November 2023. In comparison to December 2022, the export value decreased by 5.76%. Indonesia's import value in December 2023 reached US\$19.11 billion, down 2.45% compared to November 2023 and 3.81% compared to December 2022.

In response to these conditions, the Board of Commissioners assesses that the Board of Directors has carried out PG's performance effectively. This assessment is conducted by considering the achievement of performance realization in accordance with the jointly determined business plans and targets outlined in the Company's Work Plan and Budget (RKAP). In addition, the Board of Commissioners considers the efforts and initiatives undertaken by the Board of Directors to achieve these business targets. The Board of Commissioners appreciates the Board of Directors' initiative in improving PG's performance while also simultaneously advancing the country's agricultural sector through business transformation to Solutions for National Agroindustry. This transformation was accomplished not only by emphasizing fertilizer business expansion, but also by emphasizing product innovation development and providing the most up-to-date education to meet the demands and needs of farmers in order to maximize their agricultural yields.

In 2023, PG kept expanding its global market reach by exporting non-subsidized fertilizer production to several countries in the Asian region. This policy is consistent with the policy of PG's parent company, PT Pupuk Indonesia (Persero), to contribute to spurring national economic growth by strengthening exports that generate foreign exchange, as well as encouraging the strengthening of the rupiah exchange rate against the US dollar, which is fluctuating. The Board of Commissioners views fertilizer exports as a form of recognition by global business players of PG's status as Indonesia's most complete and largest compound fertilizer producer.

REALIZING SUSTAINABLE PERFORMANCE

PG is fully aware that managing sustainability aspects necessitates commitment and concrete steps such as identifying all potential external and internal risks and mitigating economic, environmental, and social impacts.

Sustainable Economic Performance

The economic value obtained in 2023 was Rp31.74 trillion, or 81%, compared to Rp39.41 trillion in 2022, owing to suboptimal sales of subsidized fertilizer due to the fulfillment of the supply agreement, which reached 101%. In 2023, the economic value distributed was Rp30.49 trillion, or 84% compared to Rp36.18 trillion in 2022. In addition, the economic value retained in 2023 was Rp1.25 trillion, or 39%

2023 sebesar Rp1,25 triliun atau 39% dibandingkan tahun 2022 sebesar Rp3,23 triliun sehingga nilai kontribusi yang diberikan PG kepada negara turun, pada tahun 2022 sebesar Rp939,42 miliar menjadi Rp386,54 miliar di tahun 2023.

Untuk perolehan profitabilitas, PG mencatatkan perolehan laba bersih di tahun 2023 sebesar Rp1,25 triliun atau mencapai 65% dari target Rencana Kerja dan Anggaran Perusahaan (RKAP) 2023 yang ditetapkan sebesar Rp1,93 triliun dan turun 61% dari realisasi laba bersih tahun 2022 yang tercatat sebesar Rp3,22 triliun.

Kinerja Lingkungan Berkelanjutan

Lokasi PG yang berada di wilayah pesisir pantai utara Gresik, sebagian wilayah Kabupaten Gresik juga merupakan wilayah pesisir mendorong PG untuk ikut peduli terhadap kelangsungan lingkungan laut dan kehidupan pesisir. Dengan program *Environment Base Community Development*, PG bersama-sama dengan para pemangku kepentingan menginisiasi beberapa program unggulan. Di antara beberapa program unggulan tersebut adalah penyelamatan lingkungan pesisir dengan *multi years programs* Mengare Discovery di Desa Tanjung Widoro dan Kalam Mangrove di Desa Sukorejo.

Program Mengare Discovery merupakan upaya penyelamatan lahan tambak dan rumah warga pesisir dari abrasi pantai. Sudah puluhan hektare lahan tambak warga Desa Tanjung Widoro, Kecamatan Bungah, Kabupaten Gresik tidak dapat difungsikan lagi karena terkena abrasi. Program Journey Mengare yang dirintis sejak tahun 2018 hingga kini telah memberikan kontribusi terhadap lingkungan dengan bertambahnya areal *mangrove* sebagai *green belt* untuk meminimalisir dampak abrasi, meningkatkan kesadaran warga setempat dan masyarakat akan pentingnya pelestarian kawasan *mangrove*, terciptanya Desa Tanjung Widoro sebagai destinasi wisata alam Pusat Restorasi dan Pembelajaran Mangrove (PRPM) sekaligus memicu nilai ekonomi kerakyatan. Sementara Program Masyarakat Sadar Pengelolaan Sampah (Masdarsa) merupakan upaya peningkatan kesadaran masyarakat akan lingkungan bersih tanpa sampah. Dengan menggandeng masyarakat sekitar Perseroan untuk dibentuk kelompok kelembagaan dengan membuat pengembangan pengelolaan sampah organik. Program ini dimulai dari tahun 2022 dengan rencana sampai dengan tahun 2026 (*existing*) dengan *goal* lingkungan bebas sampah terintegrasi.

Terhadap dampak perubahan iklim global dan ekosistem darat, PG dengan tetap berbasis *Environment Base Community Development* menginisiasi *multi years programs* seperti Literasi dan Program Kampung Pisang Trepan. Program Literasi merupakan solusi dampak integratif lingkungan, sosial dan ekonomi akibat kebiasaan membakar limbah pertanian, bau akibat timbunan kotoran sapi, konflik sosial dan rendahnya ekonomi masyarakat Desa Sumbersari,

compared to 2022, when it was Rp3.23 trillion, resulting in a decrease in the value of PG's contribution to the state from Rp939.42 billion in 2022 to Rp386.54 billion in 2023.

In terms of profitability, PG recorded a net profit of Rp1.25 trillion in 2023, achieving 65% of the 2023 Company Work Plan and Budget (RKAP) target of Rp1.93 trillion and a 61% decrease from the realized net profit of Rp3.22 trillion in 2022.

Sustainable Environmental Performance

PG's location on the North Coast of Gresik, which is also part of the Gresik Regency coastal area, inspires PG's concern for the sustainability of the marine environment and coastal life. With the Environment-based Community Development program, PG and stakeholders launched a number of excellent programs. Mengare Discovery in Tanjung Widoro Village and Kalam Mangrove in Sukorejo Village are among the excellent multi-year programs for saving the coastal environment.

The Mengare Discovery Program is an effort that aims to protect coastal residents' ponds and houses from coastal erosion. Tens of hectares of pond land owned by residents of Tanjung Widoro Village, Bungah District, Gresik Regency, have already been rendered unusable due to abrasion. The Journey Mengare program, which has been initiated since 2018 and continues to this day, has benefited the environment by expanding the mangrove area as a green belt to reduce the impact of abrasion, raising awareness among local residents and the community about the importance of preserving mangrove areas, and establishing Tanjung Widoro Village as a natural tourism destination of the Restoration Center and Mangrove Learning (PRPM), which also stimulates community economic values. Meanwhile, the Masdarsa Program (Community Awareness of Waste Management) is an effort that aims to raise public awareness about a waste-free environment. Collaborating with the surrounding community to form an institutional group to develop organic waste management. This program begins in 2022 and will run until 2026 (existing), with the goal of achieving an integrated waste-free environment.

Regarding the impact of global climate change on land ecosystems, PG, while remaining committed to Environment-based Community Development, has launched multi-year programs such as Literacy and the Pisang Trepan Village Program. The Literacy Program addresses the integrative environmental, social, and economic impacts caused by agricultural waste burning, cow dung generation odors, social conflicts, and the low economy of the people of Sumbersari



Kecamatan Sambeng, Kabupaten Lamongan. Program ini telah berhasil menciptakan dampak simultan berkelanjutan dan mendapat dukungan penuh dari Pemerintah Desa serta Dinas Peternakan dan Kesehatan Hewan Lamongan. Melalui program unggulan ini pula pada tahun 2023, PG meraih penghargaan Program Penilaian Peringkat Kinerja PG (PROPER) Emas dari Kementerian Lingkungan Hidup & Kehutanan. Sementara Program Kampung Pisang Trepan yang berlokasi berbatasan langsung dengan Instalasi Penjernihan Air Babat merupakan upaya optimalisasi potensi limbah pohon pisang sekaligus meningkatkan keekonomian warga Desa Trepan, Kecamatan Babat, Kabupaten Lamongan.

Komitmen di bidang pertanian PG memperluas Area Uji Aplikasi Produk Riset seluas 1,4 hektare di kompleks Kebun Percobaan PG. Kebun percobaan tersebut juga menjadi sarana agroekowisata bagi masyarakat sekitar sehingga dapat menikmati suasana kebun di tengah padatnya kota industri, sekaligus memperoleh edukasi mengenai budi daya pertanian sehingga masyarakat perkotaan dapat merasakan pengalaman baru.

Di bidang penghematan energi dan upaya pengurangan emisi karbon, PG menerapkan *Green Port* di lingkungan pelabuhan milik PG berupa penggunaan energi listrik berbasis tenaga surya dan penggunaan 180 sepeda motor listrik untuk keperluan mobilisasi operasional di lingkungan pabrik menggantikan sepeda motor berbahan bakar minyak.

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

Kinerja Sosial Berkelanjutan

PG senantiasa mendukung upaya pengembangan kesejahteraan masyarakat melalui perekrutan tenaga kerja lokal di sekitar wilayah operasional guna memenuhi kebutuhan SDM. Komposisi karyawan menjadi perhatian penting untuk mencetak SDM yang memberikan keunggulan optimal terhadap kinerja dan tingkat produktivitas PG. Produktivitas pegawai tahun 2023 sebesar 15,82 juta/karyawan, menurun dibandingkan tahun 2022 sebesar 20,33 juta/karyawan, meskipun jumlah karyawan mengalami peningkatan 3,5% dari tahun 2022 sebanyak 1.938 orang menjadi 2.006 orang pada tahun 2023. Indeks Keterikatan

Village, Sambeng District, Lamongan Regency. This program was successful in creating a sustainable simultaneous impact and received full support from the Village Government and the Lamongan Livestock and Animal Health Service. In 2023, PG received the Gold PG Performance Rating Program (PROPER) award from the Ministry of Environment and Forestry as a result of this excellent program. Meanwhile, the Pisang Trepan Village Program, located directly adjacent to the Babat Water Purification Installation, is an effort that aims to maximize the potential of banana tree waste while also improving the economy of the residents of Trepan Village, Babat District, Lamongan Regency.

PG is expanding its Research Product Application Test Area to 1.4 hectares in the PG Experimental Garden complex, demonstrating their commitment to agriculture. The experimental garden also serves as an agro-ecotourism facility for local communities, allowing them to enjoy the atmosphere of a garden in the heart of a bustling industrial city while also learning about agricultural cultivation, allowing urban communities to get new experiences.

In the field of energy savings and carbon emissions reduction efforts, PG is implementing Green Port in PG's port environment by using solar-based electrical energy and 180 electric motorcycles for operational mobilization purposes in the factory environment, which replace oil-fueled motorcycles.

Commitment to environmental sustainability is also strengthened by obtaining ISO 14001:2004 Environmental Management System certification, which proves that all PG business processes and activities have fulfilled the principles of sustainability and environmental benefits, providing a positive impact on the environment. This is reflected in the completeness of environmentally friendly policy tools, including the raw materials use policy, efficiency of water, and energy consumption, maintenance of biodiversity, waste and emissions management, compliance with environmental regulations, and a complaint mechanism for environmental problems.

Sustainable Social Performance

PG always supports efforts to improve community welfare by hiring local workers in operational areas to meet human resource requirements. Employee composition is an important consideration when developing human resources that provide optimal excellence in PG performance and productivity levels. Employee productivity in 2023 is 15.82 million per employee, down from 20.33 million/employee in 2022, despite a 3.5% increase in employee numbers from 1,938 in 2022 to 2,006 in 2023. The Employee Engagement Index increased by 2.02% in 2023 to 89.37%, and there were no workplace accidents during the 2023 reporting period.

Pegawai pada tahun 2023 mengalami peningkatan sebesar 2,02% menjadi sebesar 89,37% dan selama periode pelaporan tahun 2023, tidak terdapat kecelakaan kerja. Program Pendanaan Usaha Mikro & Kecil (PUMK) yang dicanangkan PG guna meningkatkan kemandirian ekonomi masyarakat pelaku usaha UMK meningkat menjadi sebesar 359 mitra binaan dibandingkan tahun 2022 sebesar 337 mitra. Sedangkan investasi sosial kemasyarakatan tahun 2023 sebesar Rp49,93 miliar menurun dibanding tahun 2022 sebesar Rp53,85 miliar. Jumlah keluhan masyarakat terhadap kinerja sosial PG tahun 2023 sebesar 55 keluhan, menurun jika dibandingkan tahun 2022 sebesar 77 keluhan. Selain itu, hasil survei kepuasan lingkungan yang menunjukkan peningkatan skor capaian sebesar 88,24 dibandingkan tahun 2022 sebesar 86,80.

Lokasi pabrik PG di perkotaan dan berbatasan langsung dengan permukiman warga berpotensi membawa dampak terhadap aspek sosial terutama di bidang kesehatan, pendidikan, pengembangan UMK, dan lingkungan. Program Kampung Sehat yang telah dirintis sejak tahun 2010 hingga sekarang berawal dari bantuan pengobatan gratis terhadap warga di 8 (delapan) desa di sekitar Perseroan bertransformasi sejak tahun 2018 menjadi pemberdayaan masyarakat berbasis kesehatan dengan peningkatan berbagai kapasitas komunitas masyarakat di bidang kesehatan. Di antaranya Program Anak Berkebutuhan Khusus (ABK), Program Bhakti Guru (pemeriksaan mata), Jus Sehat, Khitan Masal, *No Stunting*, Rangkul Djiwa (terapi Orang Dalam Gangguan Jiwa), dan Program Sekar Mamamia atau Sekolah Kader Mama dan Pemuda Petrokimia) dengan sub Program Sekolah Kader Kesehatan, Bunda Sigap, dan *Clean Heroes*. Program Sekar Mamamia ini telah dilaksanakan sejak masa pandemi tahun 2020.

PG juga berfokus pada bidang pendidikan melalui program Beasiswa Petro (Bestro) sarjana (S1) dan SMA, Beasiswa Anak Asuh & Prestasi, bantuan sarana dan prasarana pendidikan untuk PAUD, TPQ, Ponpes, Panti Asuhan, SD, SMP, SMA, perguruan tinggi, dan lainnya. Untuk bidang pengembangan UMK, PG mempunyai program Pelatihan *digital marketing* untuk Karang Taruna sekitar Perseroan, pameran/promosi produk olahan masyarakat sekitar Perseroan, dan juga memberikan kesempatan kepada badan usaha bisnis setempat sebagai mitra pemasok merupakan salah satu bentuk *Creating Shared Value* (CSV) melalui Program PaDi (Pasar Digital) UMKM. Selain itu pada bidang lingkungan, PG mempunyai program Restorasi *Mangrove* untuk mengurangi abrasi dan kerusakan lingkungan di sekitar pantai.

The Micro & Small Business Funding Program (PUMK), which was launched by PG to increase the economic independence of the MSE business community, now has 359 partners, up from 337 in 2022. Meanwhile, social investment in 2023 stands at Rp49.93 billion, down from Rp53.85 billion in 2022. The number of public complaints regarding PG's social performance in 2023 was 55, down from 77 in 2022. In addition, the environmental satisfaction survey results showed an increase in the achievement score to 88.24 from 86.80 in 2022.

The PG factory's location in an urban area, directly adjacent to residential areas, has the potential to have an impact on social aspects, particularly in the fields of health, education, MSE development, and the environment. The Kampung Sehat Program, which has been initiated since 2010 and continues to this day, began with free medical assistance to residents in eight villages surrounding the Company and has evolved since 2018 into health-based community empowerment by increasing the capacity of various community communities in the health sector. These include the Anak Berkebutuhan Khusus (ABK) Program, Bhakti Guru Program (eye examination), Healthy Juice, Mass Circumcision, No Stunting, Rangkul Djiwa (therapy for people with mental disorders), and the Sekar Mamamia Program (Sekolah Kader Mama dan Pemuda Petrokimia), with Sekolah Kader Kesehatan, Bunda Sigap, and Clean Heroes sub-programs. The Sekar Mamamia program has been implemented since the 2020 pandemic.

PG also focuses on the education sector through the Petro (Bestro) S1 & SMA Scholarship Program, Foster Children & Achiever Scholarships, and support for educational facilities and infrastructure at PAUD, TPQ, Islamic Boarding Schools, Orphanages, Elementary, Junior, and High Schools, as well as colleges and others. In the field of MSE development, PG has a digital marketing training program for Karang Taruna around the Company, exhibition/promotion of community-made products around the Company, and opportunities for local business entities as supplier partners, which is a form of creating shared value (CSV) through the PaDi Program (Digital Market MSMEs). In addition, in the environment sector, PG operates a Mangrove Restoration Program to reduce abrasion and environmental damage along the coast.



Sebagai upaya mencerdaskan bangsa, PG memiliki program Bestro yang telah dirintis sejak tahun 2012 hingga sekarang untuk jenjang pendidikan sarjana (S1) dan tahun 2014 untuk jenjang SMA/SMK. Program Bestro merupakan bantuan dana pendidikan, dana biaya hidup, dan pembinaan kepada siswa SMA dan mahasiswa berprestasi namun tidak mampu secara ekonomi untuk dapat menyelesaikan pendidikannya dan memperoleh kesempatan masa depan yang lebih baik. Penerima beasiswa S1 sejak tahun 2012 sebanyak 151 orang, dan untuk SMA/SMK sebanyak 296 orang

PENUTUP DAN APRESIASI

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

In an effort to educate the nation, PG has the Bestro Program, which has been initiated since 2012 and continues to this day for undergraduate education levels and was expanded to high school/vocational schools in 2014. The Bestro program assists economically disadvantaged high school students and high achievers with educational funds, living expenses, and coaching so that they can complete their education and pursue better opportunities in the future. Since 2012, 151 undergraduates and 296 high school/vocational school students have received scholarships.

CLOSING AND APPRECIATION

To conclude this report, the Board of Directors would like to thank the Board of Commissioners, all employees, shareholders, work partners, customers, and other stakeholders for their loyalty and trust in allowing us to achieve sustainable business development through the spirit of strengthening resilience to increase growth. We are committed to establishing harmonious cooperation and synergy, as well as demonstrating more beneficial values for all PG stakeholders.

Gresik, 22 April 2024

Gresik, April 22, 2024

Atas Nama Direksi PT Petrokimia Gresik

On behalf of the Board of Directors of PT Petrokimia Gresik

Dwi Satriyo Annurogo

Direktur Utama

President Director



Dwi Satriyo Annurogo
Direktur Utama
President Director



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



Digna Jatiningsih
Direktur Operasi dan Produksi
Director of Operation and Production



I Ketut Rusnaya
SEVP Operasi
SEVP Operations



PERNYATAAN DEWAN KOMISARIS [2-12, 2-14, 2-22]

Board of Commissioners Statement



T. Nugroho Purwanto

Komisaris Utama
President Commissioner





Ebis eaquo dellendamet am quam con nisciendis sequam, simolor ercipsam la nobitatur? Quibus dellorehendi dolupti atenienis rae ium harciati nisti nemos que nistrume corrupta temquis dolorun tempore molorepro quam rehent apeditassi alita dita ipicime nus et estia volestrunt fugiam ipsaper natquiatus re magnat occabori berionet imin repelicium dist, consequam nullique santem arum rerionse aut vellaut essum quoditias molesciam dolorpos dit labo.

Ebis eaquo dellendamet am quam con nisciendis sequam, simolor ercipsam la nobitatur? Quibus dellorehendi dolupti atenienis rae ium harciati nisti nemos que nistrume corrupta temquis dolorun tempore molorepro quam rehent apeditassi alita dita ipicime nus et estia volestrunt fugiam ipsaper natquiatus re magnat occabori berionet imin repelicium dist, consequam nullique santem arum rerionse aut vellaut essum quoditias molesciam dolorpos dit labo.

Komitmen Dewan Komisaris atas Laporan Keberlanjutan 2023 menjadi pola yang berkesinambungan dari tahun ketahun. Tahun 2023, dengan tema "Petrokimia Bergerak Maju: Menuju Industri yang Lebih Inovatif dan Berkelanjutan (Petrokimia on the Move: *Toward a More Innovative & Sustainable Industry*)", Komitmen PT Petrokimia Gresik terhadap pembaruan dan pertumbuhan berkelanjutan menekankan pada upaya Perseroan dalam mengadopsi berbagai inovasi dalam meningkatkan efisiensi dan daya saing, di samping menjaga tanggung jawabnya terhadap lingkungan. Untuk itu, Perseroan secara konsisten menjalankan beberapa program strategis, di antaranya pengamanan bahan baku, perluasan cakupan pasar dan penguatan pasar global, penambahan kapasitas pabrik dan diversifikasi produk, digitalisasi proses bisnis, peningkatan keamanan siber, serta penerapan prinsip-prinsip *Environmental, Social, and Governance* (ESG). Berbagai inisiatif tersebut merupakan instrumen penting bagi Petrokimia Gresik untuk menjamin kelancaran operasional bisnisnya secara berkelanjutan.

The Board of Commissioners' commitment to the 2023 sustainability report follows a consistent pattern year after year. In 2023, with the theme "Petrokimia on the Move: Toward a More Innovative & Sustainable Industry," PT Petrokimia Gresik's commitment to renewal and sustainable growth emphasizes the Company's efforts in adopting various innovations to increase efficiency and competitiveness while also maintaining its environmental responsibilities. Therefore, the Company consistently implements a number of strategic programs, such as securing raw materials, expanding market coverage and strengthening global markets, increasing factory capacity and product diversification, digitizing business processes, improving cyber security, and implementing Environmental, Social, and Governance (ESG). Petrokimia Gresik's various initiatives are important tools for ensuring the smooth running of its business operations in a sustainable manner.

PG pada tahun 2023 telah berhasil membawa ketahanan dan pertumbuhan organisasi pada aspek ekonomi dengan indikator kinerja keuangan yang sangat baik. Peningkatan nilai ekonomi yang terdistribusi di masyarakat juga menjadi indikator penting kinerja PG dengan kenaikan sebesar 34,2%. Peningkatan nilai ekonomi yang terdistribusi tersebut meliputi pendapatan, pendapatan bunga, pendapatan selisih kurs valuta asing, dan penerimaan lain-lain. Kontribusi PG terhadap pemerintah pada tahun 2022 juga mengalami peningkatan sebesar 43,65% dibanding tahun 2021. Semua peningkatan nilai ekonomi di atas, menjadi komitmen kami dalam mencapai visi dan misi PG.

Laporan Keberlanjutan 2023, PG juga berkomitmen membawa ketahanan dan pertumbuhan pada aspek lingkungan. Komitmen ini dilaksanakan dengan mengimplementasikan program-program lingkungan dan pelestarian lingkungan baik itu mono year maupun multi years. Program lingkungan ini hasil dari inisiasi para stakeholders PG. Semua program ini, in line dengan visi dan misi PG.

Pada aspek sosial, laporan keberlanjutan 2023 PG membangun ketahanan dan pertumbuhan dengan semangat pengembangan kesejahteraan masyarakat yang difokuskan pada pengembangan SDM disekitar lokasi perusahaan dan pemberian beasiswa kepada anak bangsa yang membutuhkan. Aspek sosial yang lain, PG berkomitmen dengan meningkatkan kemandirian ekonomi masyarakat melalui pemberdayaan UMKM sebagai mitra binaan yang berkesinambungan.

Mewakili Dewan Komisaris, kami sampaikan apresiasi dan terimakasih atas dukungan dan kepercayaan yang diberikan untuk kami kepada Pemegang Saham dan segenap pemangku kepentingan lainnya. Begitu juga apresiasi untuk karyawan dan mitra kerja PG atas kerja keras dan dedikasinya dalam memastikan tercapainya berbagai tujuan pembangunan keberlanjutan. Kami meyakini kerja sama dan hubungan yang harmonis dengan para pemangku kepentingan akan membantu kami dalam mencapai visi dan misi, juga memastikan meningkatnya sumbangsih Perseroan dalam mendukung pencapaian berbagai tujuan pembangunan berkelanjutan dalam SDGs.

In 2023, PG achieved organizational resilience and economic growth through excellent financial performance indicators. The increase in economic value distributed in society is also an important indicator of PG performance, increasing by 34.2%. Income, interest income, foreign exchange gain, and other receipts all contribute to increased distributed economic value. PG's contribution to the government in 2022 had also increased by 43.65% over 2021. All of the above-mentioned increases in economic value demonstrate our commitment to achieving PG's vision and mission.

In its 2023 Sustainability Report, PG also pledges to bring resilience and growth to environmental aspects. This commitment is carried out through the implementation of both mono and multi year environmental and preservation programs. This environmental program was initiated by PG stakeholders. All of these programs are consistent with PG's vision and mission.

In the social aspect, PG's 2023 sustainability report promotes resilience and growth through the spirit of community welfare, with a focus on developing human resources around the Company's location and providing scholarships to underprivileged children across the country. Another social aspect is PG's commitment to increasing the community's economic independence by empowering MSMEs as sustainable development partners.

On behalf of the Board of Commissioners, we express our appreciation and gratitude to Shareholders and all other stakeholders for their support and trust in us. Similarly, PG employees and work partners are appreciated for their hard work and dedication to ensuring the achievement of various sustainability development goals. We believe that cooperation and harmonious relationships with stakeholders will help us achieve our vision and mission, as well as increase the Company's contribution to the achievement of various sustainable development goals outlined in the SDGs.

Gresik, 22 April 2024

Gresik, April 22, 2024

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



T. Nugroho Purwanto
Komisaris Utama | President Commissioner



T. Nugroho Purwanto
Komisaris Utama
President Commissioner



Iqbal Billy Wahid
Komisaris Independen
Independent Commissioner



Noer Fajrieansyah
Komisaris
Commissioner



Bin Nahadi
Komisaris
Commissioner



Cecep Herawan
Komisaris
Commissioner

TANGGUNG JAWAB PELAPORAN KEBERLANJUTAN

Responsibility for Sustainability Reporting

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

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

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

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

Demikian pernyataan ini dibuat dengan sebenarnya.

This statement has been made truthfully.

Gresik, 22 April 2024 | April 22, 2024

DEWAN KOMISARIS
Board of Commissioners



T. Nugroho Purwanto
Komisaris Utama
President Commissioner



Iqbal Billy Wahid
Komisaris Independen
Independent Commissioner



Bin Nahadi
Anggota Dewan Komisaris
Member of Commissioners



Cecep Herawan
Anggota Dewan Komisaris
Member of Commissioners



Noer Fajrieansyah
Anggota Dewan Komisaris
Member of Commissioners



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

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

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

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Demikian pernyataan ini dibuat dengan sebenarnya.

This statement has been made truthfully.

Gresik, 22 April 2024 | April 22, 2024

DIREKSI

Board of Directors

Dwi Satriyo Annurogo

Direktur Utama
President Director

Digna Jatiningsih

Direktur Operasi dan Produksi
Director of Operations and Production

Robby Setiabudi Madjid

Direktur Keuangan dan Umum
Director of Finance and General



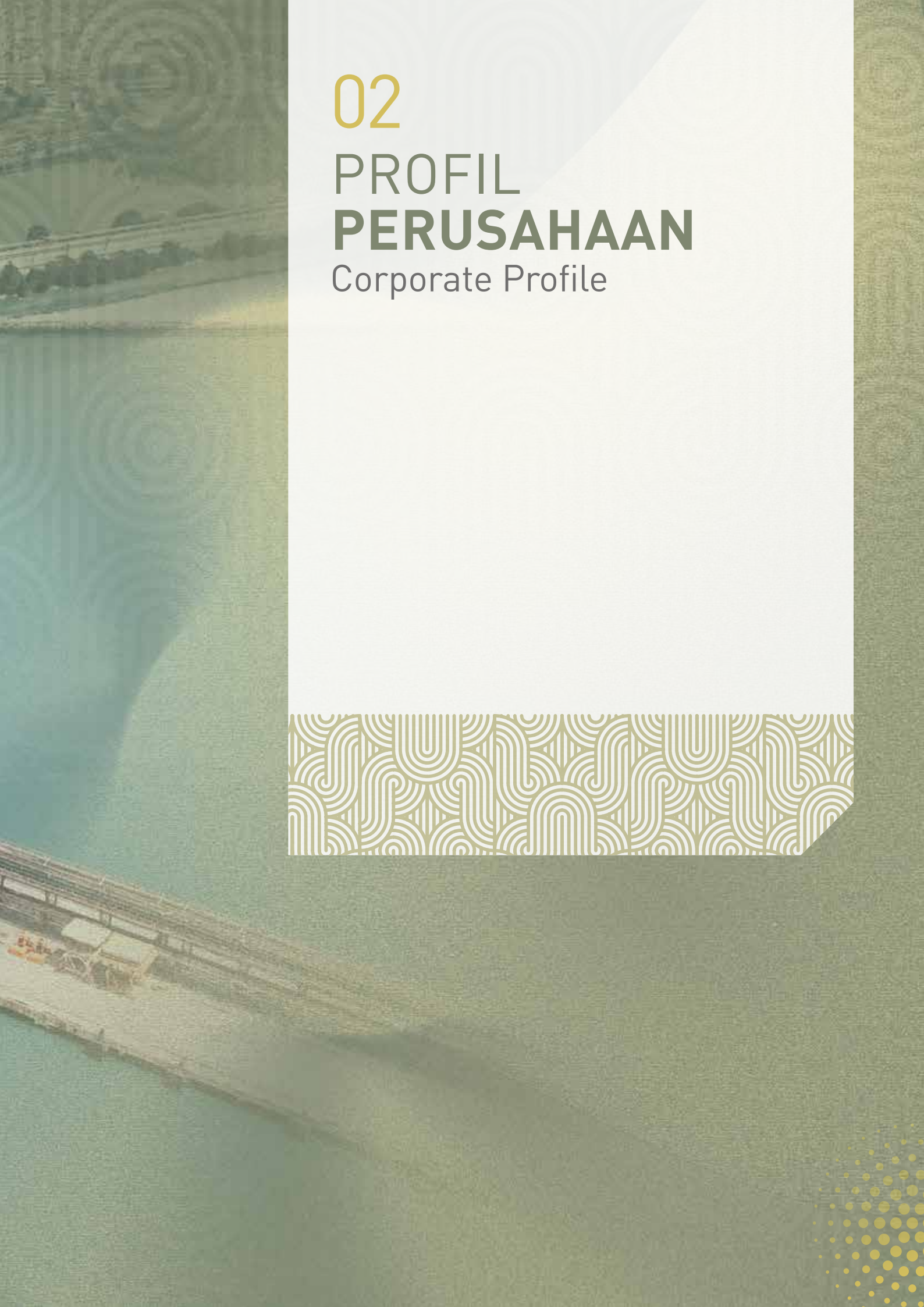
**PETROKIMIA
GRESIK**
Solusi Agroindustri

12,3%



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02

PROFIL
PERUSAHAAN

Corporate Profile



IDENTITAS PERUSAHAAN

Corporate Identity

Nama Perusahaan
Company Name [2-1]

PT PETROKIMIA GRESIK

Nama Panggilan
Nickname

PG

Tanggal Pendirian
Date of Establishment

10 Juli 1972
July 10, 1972



Dasar Hukum Pendirian
Legal Basis of Establishment [2-1]

Ketetapan MPRS No. II/MPRS/1960
Peraturan Pemerintah No. 55/1971
Peraturan Pemerintah No. 35/1974
Peraturan Pemerintah No. 28/1997



MPRS Decree No. II/MPRS/1960
Government Regulation No. 55/1971
Government Regulation No. 35/1974
Government Regulation No. 28/1997

Alamat Kantor Pusat
Head Office Address

Jln. Jenderal Ahmad Yani, Gresik 61119
Kotak Pos 102 Gresik 61101



KONTAK | CONTACTS

Telp: +62 31 3981811, 3982100, 3982200
Fax: +62 31 3981722, 3982272
E-mail: pg@petrokimia-gresik.com

Alamat Kantor Pusat
Head Office Address [2-1]

Jl. Tanah Abang II No. 63, RW 5,
Petojo Selatan, Kecamatan Gambir, Jakarta Pusat,
Daerah Khusus Ibu Kota Jakarta 10160



KONTAK | CONTACTS

Telp: +62 21 22035019 - 22036050
E-mail: perjaka@petrokimia-gresik.com

Bidang Usaha
Line of Business [2-6]

- **Industri** | Industry
- **Perdagangan** | Trading
- **Konstruksi** | Construction
- **Aktivitas profesional, ilmiah, dan teknis**
Professional, scientific, and technical activities
- **Penelitian dan pengembangan ilmu pengetahuan**
Scientific research and development
- **Pengadaan listrik, gas, uap/air panas, dan udara dingi**
Supply of electricity, gas, steam/hot water, and cold air
- **Pengelolaan air, pengelolaan air limbah, pengelolaan dan daur ulang sampah, dan aktivitas remediasi**
Water management, waste water management, waste management and recycling, and remediation activities
- **Pengangkutan dan pergudangan**
Transport and warehousing Real Estate
- **Pertanian dan perkebunan** | Agriculture and farming
- **Aktivitas penyewaan dan sewa guna usaha tanpa hak opsi**
Leasing and leasing activities without option rights
- **Industri pengolahan**
Manufacturing industry
- **Informasi dan komunikasi**
Information and communication



Situs Web | Website
www.petrokimia-gresik.com

Layanan Pelanggan | Customer Service

Telp Bebas Pulsa: +62 800-1-008001
Telp: +62 31 3981811 - 3982100 - 3982200
SMS/WA: +62 811-9918-001
E-mail: konsumen@pupuk-indonesia.com



 **Instagram:**
Petrokimiagresik_official

 **Youtube Channel:**
Petrokimia Gresik

 **Facebook:**
PT Petrokimia Gresik Official

 **Twitter:**
@petrogresik

 **Tiktok:**
@petrokimiagresik





Jaringan Perusahaan

Company Network

Wilayah Operasi PG berada di Indonesia meliputi Kabupaten Gresik (Kantor Pusat, Pabrik Pupuk, Pabrik Non Pupuk, dan Utilitas), Kotamadya Surabaya dan Kabupaten Lamongan (Instalasi Penjernihan Air), dan Jakarta (Kantor Perwakilan) serta 5 (lima) lokasi Distribution Center dan 244 Gudang Penyangga yang tersebar di seluruh Indonesia.

PG's operational areas in Indonesia include Gresik Regency (Head Office, Fertilizer Factory, Non-Fertilizer Factory, and Utilities), Surabaya Municipality, Lamongan Regency (Water Purification Installation), and Jakarta (Representative Office), as well as 5 (five) Distribution Center locations, and 244 Support Warehouses spread throughout Indonesia.



Perubahan Status

Change Status

- Proyek Petrokimia Surabaya (1960)
- Perusahaan Umum (Perum) (1971)
- Perseroan Terbatas (1974)
- Anggota *Holding* PT Pupuk Sriwidjaja (Persero) (1997)
- Anggota *Holding* PT Pupuk Indonesia (Persero) (2012)
- Surabaya Petrochemical Project (1960)
- Public Company (Perum) (1971)
- Limited Liability Company (1974)
- Member of PT Pupuk Sriwidjaja (Persero) Holding (1997)
- Member of PT Pupuk Indonesia (Persero) Holding (2012)



Kepemilikan Saham

Share Ownership **[2-1]**

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



Jumlah Pegawai

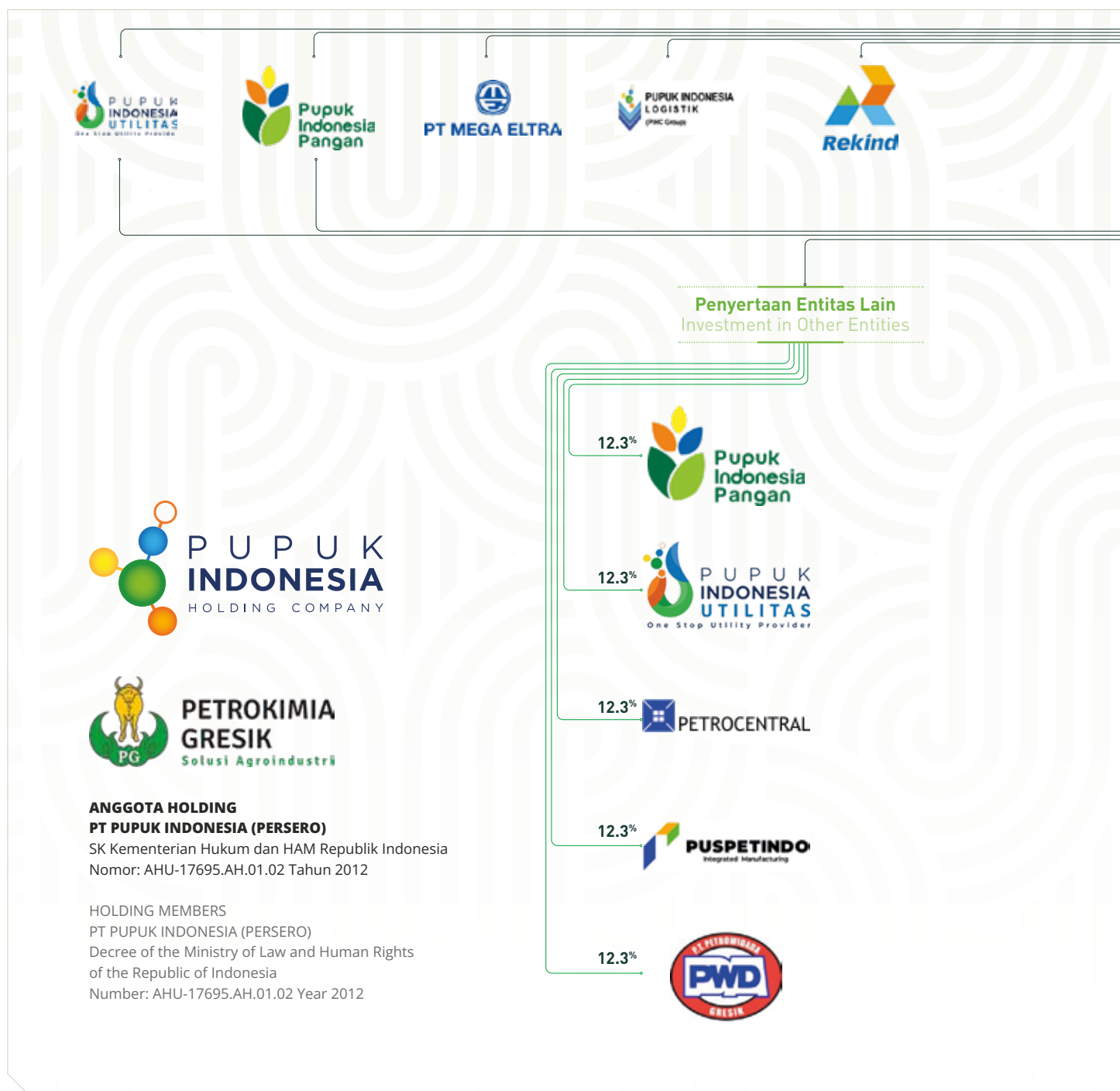
Number of Employees

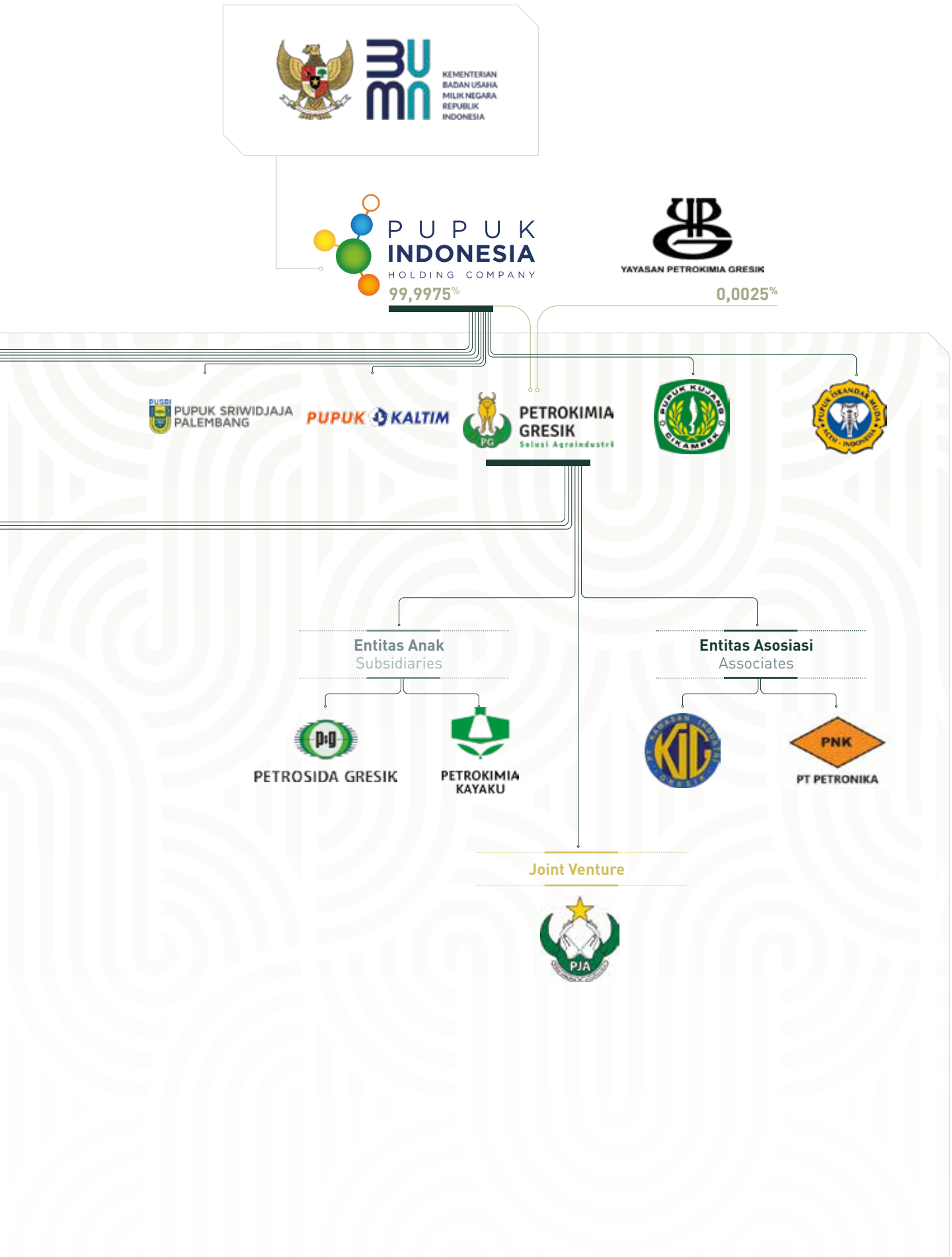
2.006 orang | person



STRUKTUR GRUP KEPEMILIKAN SAHAM PADA ANAK PERUSAHAAN DAN AFILIASI

Shareownership Group Structure in Subsidiaries and Affiliates





INFORMASI ENTITAS ANAK, PATUNGAN, DAN ASOSIASI

Information on Subsidiaries, Joint Ventures, and Associates

ENTITAS ANAK Subsidiaries



PETROSIDA GRESIK

PT PETROSIDA GRESIK

Alamat | Address:

Jl. KIG Raya Utara Kavling O, No. 5, Gresik 61151

Telp : (031) 3981553, (031) 3985541, (031) 3985542

Fax : (031) 3981653, (031) 3982761

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

Bidang Usaha | Business fields:

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

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

KAPASITAS PRODUKSI Production Capacity

Insektisida	6.000	Klt/Ton per tahun Klt/Ton per year
Herbisida	18.000	Klt/Ton per tahun Klt/Ton per year
Fungisida	700	Ton per tahun Tons per year
Zat Pengatur Tumbuh	100	Ton per tahun Tons per year
Produk Bio	1.350	Ton per tahun Tons per year

Kepemilikan | Ownership PT PETROSIDA GRESIK

Modal Dasar | Authorized capital
Rp39.000.000.000

Modal Disetor | Paid-up capital
Rp9.751.000.000
terdiri atas 9.751 lembar saham
consisting of 9,751 shares



IKHTISAR KEUANGAN FINANCIAL HIGHLIGHTS (Rp juta | Rp million)

	2023	2022	2021	2020	2019
Aset Assets	1.008.541	990.382	981.406	1.097.917	1.318.863
Omzet Turnover	970.777	1.104.621	1.313.942	1.215.035	1.167.410
Laba Bersih Net Income	(21.574)	10.757	27.646	15.364	21.760

DEWAN KOMISARIS | BOARD OF COMMISSIONERS

Komisaris Utama President Commissioner	Hendriarto (Non PG)
Komisaris Commissioner	Alif Rodhiyan (PG)
Komisaris Commissioner	Koko Sudiro (PG)

DIREKSI | DIRECTORS

Direktur Utama President Director	Widodo Heru Sulisty (PG)
Direktur Keuangan Director of Finance	Pandu Hida Swaraga (PG)
Direktur Operasional Director of Operations	Achmad Zaid (PG)

MANAJEMEN MANAGEMENT



ENTITAS ANAK Subsidiaries



PT PETROKIMIA KAYAKU

Alamat | Address:
Jl. Jendral A. Yani, Gresik 61101
Telp : (031) 398 1815; 398 1831
Fax : (031) 398 1830; 398 1831

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

Bidang Usaha | Business fields:
Formulator Pestisida.
Pesticide Formulator.

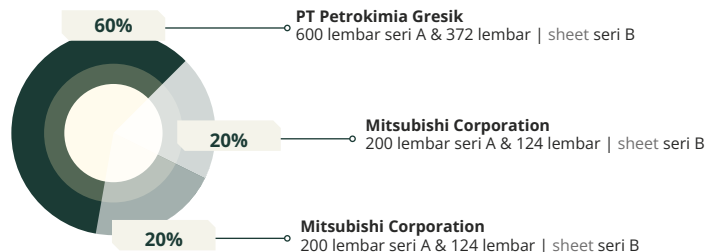
KAPASITAS PRODUKSI Production Capacity

Cair I	3.200	Liter per tahun year	Rodentisida	2.500	Kg per tahun year
Cair II	2.000	Liter per tahun year	WP	1.300	Kg per tahun year
Flowable	900	Liter per tahun year	Hayati Granule	10.000	Kg per tahun year
Peptisida II	24.800	Liter per tahun year	Butiran A	17.000	Kg per tahun year
Butiran B	2.500	Kg per tahun year			

Kepemilikan | Ownership PT PETROKIMIA KAYAKU

Modal Dasar | Authorized capital
Rp1.016.400.000

Modal Disetor | Paid-up capital
Rp1.016.400.000
1.000 lembar saham Seri A
@ Rp. 415.000 per lembar
620 lembar saham Seri B
@ Rp. 970.000 per lembar



IKHTISAR KEUANGAN FINANCIAL HIGHLIGHTS (Rp juta | Rp million)

	2023	2022	2021	2020	2019
Aset Assets	970.080	975.684	892.409	858.628	828.531
Omzet Turnover	1.000.073	1.144.897	1.015.483	864.729	824.474
Laba Bersih Net Income	87.501	93.426	86.160	70.193	239.783

MANAJEMEN MANAGEMENT

DEWAN KOMISARIS | BOARD OF COMMISSIONERS

Komisaris Utama President Commissioner	Tatang Hernas Soerawidjaja (Non PG)
Komisaris Commissioner	Ryosuke Bessho (Non PG)
Komisaris Commissioner	Musyafaur Rahman (Non PG)
Komisaris Commissioner	Joanes Joko (Non PG)

DIREKSI | DIRECTORS

Direktur Utama President Director	Ashari (PG)
Direktur Komersial Director of Commercial	Muammar Ma'arif (PG)
Direktur Operasional Director of Operations	Iqbal Wahyudi (PG)

PATUNGAN
Joint Ventures

PT PETROJORDAN ABADI

Alamat | Address:
Jl. Raya Roomo-Manyar, Gresik 61151
Telp : (031) 399 1887
Fax : (031) 399 1886

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

Bidang Usaha | Business fields:
Produsen Asam Fosfat.
Phosphoric Acid Producers.

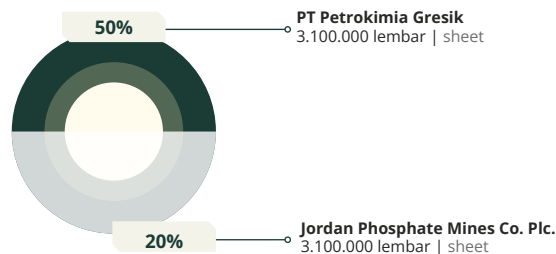
KAPASITAS PRODUKSI	Asam Sulfat	600.000	MT/Ton
Production Capacity	Asam Fosfat	200.000	MT/Ton

Kepemilikan | Ownership

PT PETROJORDAN ABADI

Modal Dasar | Authorized capital
USD62.000.000

Modal Disetor | Paid-up capital
USD62.000.000


IKHTISAR KEUANGAN
FINANCIAL HIGHLIGHTS
(USD ribu | USD thousand)

	2023	2022	2021	2020	2019
Aset Assets	203.833	220.684	206.368	200.321	209.138
Omzet Turnover	183.486	276.143	151.851	109.582	117.147
Laba Bersih Net Income	7.177	24.462	1.459	(6.666)	(5.801)

DEWAN KOMISARIS | BOARD OF COMMISSIONERS

Komisaris Utama President Commissioner	HE Mr. Mohammad Moh'd K. Thneibat (Non PG)
Komisaris Commissioner	PS Gahlaut (Non PG)
Komisaris Commissioner	Tovino Afari (PG)

DIREKSI | DIRECTORS

Direktur Utama President Director	Saiful Arif (PG)
Direktur Keuangan Director of Finance	Editha Hasiani (PG)
Direktur Operasional Director of Operations	Anwar Mustafa (Non PG)

MANAJEMEN
MANAGEMENT



ENTITAS ASOSIASI Associated Entity



PT KAWASAN INDUSTRI GRESIK

Alamat | Address:
Jl. Tridharma 3, Gresik 61121
Telp : (031) 398 4271; 398 4472
Fax : (031) 398 2117

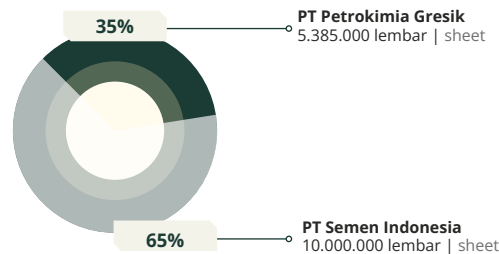
Pendirian Perusahaan | Company Establishment:
Berdasarkan Akta Notaris Ny. Nurlaily Adam, S.H.,
No. 145 tanggal 20 November 1990
Based on the Notary Deed Ny. Nurlaily Adam, S.H.,
No. 145, dated November 20, 1990

Bidang Usaha | Business fields:
Formulator Pestisida.
Pesticide Formulator.

Kepemilikan | Ownership PT KAWASAN INDUSTRI GRESIK

Modal Dasar | Authorized capital
Rp60.000.000.000

Modal Disetor | Paid-up capital
Rp15.385.000.000
PT Petrokimia Gresik
5.385.000 lembar (35%)
PT Semen Indonesia
10.000.000 lembar (65%)



IKHTISAR KEUANGAN FINANCIAL HIGHLIGHTS (Rp juta | Rp million)

	2023	2022	2021	2020	2019
Aset Assets	535.614	458.478	449.121	411.051	395.418
Omzet Turnover	131.178	69.847	102.891	58.604	79.124
Laba Bersih Net Income	62.556	27.363	51.448	14.253	36.489

MANAJEMEN MANAGEMENT

DEWAN KOMISARIS | BOARD OF COMMISSIONERS

Komisaris Utama President Commissioner	Nikolaus Gere (Non PG)
Komisaris Commissioner	Hadi Setiadi (Non PG)

DIREKSI | DIRECTORS

Direktur Utama President Director	Setyo Nugroho Haribowo (Non PG)
Direktur Director	Arief Wahyutomo (PG)

ENTITAS ASOSIASI Associated Entity



PT PETRONIKA

Alamat | Address:
Jl. Prof. Moch. Yamin, SH, Gresik 61119
Telp : (031) 395 1956
Fax : (031) 398 1955

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

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

KAPASITAS PRODUKSI Production Capacity

Dioctyl Pthalate

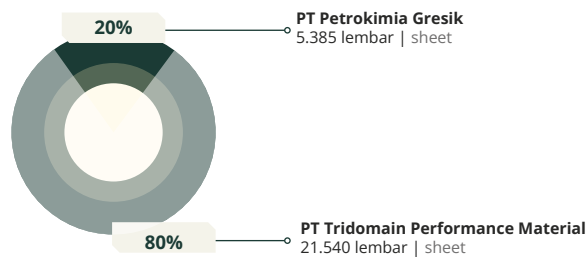
34.000 Ton per tahun | year

Kepemilikan | Ownership

PT PETRONIKA

Modal Dasar | Authorized capital
USD13.462.500

Modal Disetor | Paid-up capital
USD13.462.500
PT Petrokimia Gresik
5.385 lembar (20%)
PT Tridomain Performance Material
21.540 lembar (80%)



IKHTISAR KEUANGAN FINANCIAL HIGHLIGHTS

(USD ribu | USD thousand)

	2023	2022	2021	2020	2019
Aset Assets	23.336	25.234	31.336	32.758	38.563
Omzet Turnover	36.371	51.497	68.205	64.986	119.727
Laba Bersih Net Income	662	2.120	3.222	438	1.238

DEWAN KOMISARIS | BOARD OF COMMISSIONERS

Komisaris Utama President Commissioner	Ratna Irsana
Komisaris Commissioner	Hendro Waskito
Komisaris Commissioner	Choi Choon Ha

DIREKSI | DIRECTORS

Direktur Utama President Director	Restu Pribadi
Direktur Director	Indra Saptana Chaidrata
Direktur Director	Bambang Sutriaji

MANAJEMEN MANAGEMENT



ENTITAS ASOSIASI Associated Entity



PT PUPUK INDONESIA UTILITAS

Alamat | Address:
Gedung Petrokimia Gresik Perwakilan Jakarta Lantai 2,
Jl. Tanah Abang III No.16, Jakarta Pusat 10160
Telp : (031) 344 6678
Fax : (031) 344 6678

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

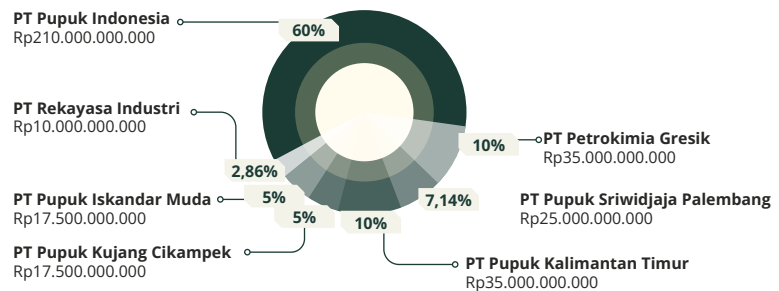
Bidang Usaha | Business fields:

- Industri di bidang pembangkitan tenaga listrik dan instalasi pembangkit uap air.
 - Perdagangan berupa penyaluran daya listrik dan uap air dan distribusi peralatan pembangkitan di bidang energi yang berhubungan dengan produk-produk di atas.
 - Pembangunan di bidang ketenagalistrikan dan instalasi pembangkit uap air.
 - Jasa melaksanakan studi penelitian, pengembangan, desain *engineering*, konstruksi, dan jasa teknis lainnya.
- Industry focused on electricity power generation and water steam installation.
 - Trade involves distributing electric power and water vapor, as well as the distribution of energy generation equipment related to these products.
 - Development in the electricity sector and water steam generator installations.
 - Research studies service, development service, engineering design service, construction service, and other technical services.

Kepemilikan | Ownership PT PUPUK INDONESIA UTILITAS

Modal Dasar | Authorized capital
Rp400.000.000.000

Modal Disetor | Paid-up capital
Rp100.000.000.000



IKHTISAR KEUANGAN FINANCIAL HIGHLIGHTS (Rp juta | Rp million)

	2023	2022	2021	2020	2019
Aset Assets	1.665.018	1.637.660	1.651.787	1.649.563	1.607.949
Omzet Turnover	921.720	787.660	757.088	936.613	858.631
Laba Bersih Net Income	147.185	92.802	114.762	136.541	150.022

MANAJEMEN MANAGEMENT

DEWAN KOMISARIS | BOARD OF COMMISSIONERS

Komisaris Utama | President Commissioner: Sumiyana Sukandar
Komisaris | Commissioner: Dana Sudjana

DIREKSI | DIRECTORS

Direktur Utama | President Director: Agus Subekti
Direktur Keuangan | Director of Finance: Nuri Kristiawan
Direktur Operasional | Director of Operations: Anis Ernani

PENYERTAAN ENTITAS LAIN

Investment in Other Entity

PT PETROCENTRAL



Alamat | Address:
Jl. Raya Roomo Gresik
Telp : (031) 398 2536, 398 1736
Fax : (031) 398 2776

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

Bidang Usaha | Business fields:
Produsen Sodium Tri Poli Phosphate.
Sodium Tri Poli Phosphate Producers.

KAPASITAS PRODUKSI

Production Capacity

Sodium Tri Poli Phosphate

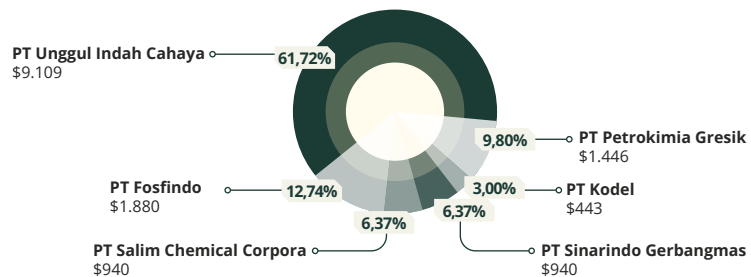
30.000 Ton per tahun | year

Kepemilikan | Ownership

PT PETROCENTRAL

Modal Dasar | Authorized capital
USD28.762

Modal Disetor | Paid-up capital
USD14.759



IKHTISAR KEUANGAN

FINANCIAL HIGHLIGHTS

(Rp juta | Rp million)

	2023	2022	2021	2020	2019
Aset Assets	5.564	6.743	5.630	6.116	4.816
Omzet Turnover	9.195	7.733	13.105	22.964	21.040
Laba Bersih Net Income	(2.011)	(121)	289	(265)	(1.633)

MANAJEMEN MANAGEMENT

DEWAN KOMISARIS | BOARD OF COMMISSIONERS

Komisaris Utama President Commissioner	Eddy William Katuari
Komisaris Commissioner	Widodo Heru Sulisty
Komisaris Commissioner	Jimmy Masrin
Komisaris Commissioner	Muktar Widjaja
Komisaris Commissioner	Hanny Sutanto
Komisaris Commissioner	Djazoeli Sadhani
Komisaris Commissioner	Syarifah Nuly Nazlia

DIREKSI | DIRECTORS

Direktur Utama President Director	Yani Alifen
Direktur Director	Lily Setiadi
Direktur Director	Setiawan Budi Satoto
Direktur Director	Emmanuel Pudji Astut
Direktur Director	Handoyo Sutanto



PENYERTAAN ENTITAS LAIN

Investment in Other Entity

PT PUSPETINDO



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

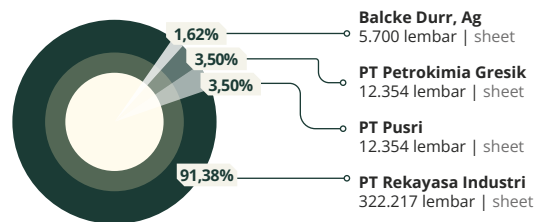
Pendirian Perusahaan | Company Establishment:
Berdasarkan Akta Notaris Soeleman Ardjasmita, S.H.
No. 30 tanggal 22 Maret 1990.
Based on the Notary Deed of Soeleman Ardjasmita,
S.H. No. 30, dated March 22, 1990.

Bidang Usaha | Business fields:
Bergerak di bidang jasa pelayanan *engineering* (*engineering services*) dan
manufaktur peralatan industri.
Engineering services and industrial equipment manufacturing.

Kepemilikan | Ownership
PT PUSPETINDO

Modal Dasar | Authorized capital
Rp51.000.000.000

Modal Disetor | Paid-up capital
Rp40.590.080.000



IKHTISAR KEUANGAN

FINANCIAL HIGHLIGHTS

(Rp juta | Rp million)

	2023	2022	2021	2020	2019
Aset Assets	83.459	126.232	131.284	106.359	106.359
Omzet Turnover	79.831	108.983	102.682	179.130	132.141
Laba Bersih Net Income	948	131.263	405	3.968	4.824

DEWAN KOMISARIS | BOARD OF COMMISSIONERS

Komisaris Utama | President Commissioner: Bachronsyah

Komisaris | Commissioner: Wijaya Santoso

DIREKSI | DIRECTORS

Direktur Utama | President Director: Gede Putu Yudasma

Direktur | Director: Tjejep Nirwan Mustofa

MANAJEMEN

MANAGEMENT

PENYERTAAN ENTITAS LAIN

Investment in Other Entity



PT PUPUK INDONESIA PANGAN

Alamat | Address:
Gedung Petrokimia Gresik Perwakilan Jakarta Lantai 2,
Jl. Tanah Abang III No.16, Jakarta Pusat 10160
Telp : (031) 344 6064
Fax : (031) 344 6064

Pendirian Perusahaan | Company Establishment:
Berdasarkan Akta Notaris Nanda Fauz Iwan, SH, M.Kn
No. 14 tanggal 30 April 2015.
Based on Notarial Deed of Nanda Fauz Iwan, SH, M.Kn
No. 14 dated April 30, 2015.

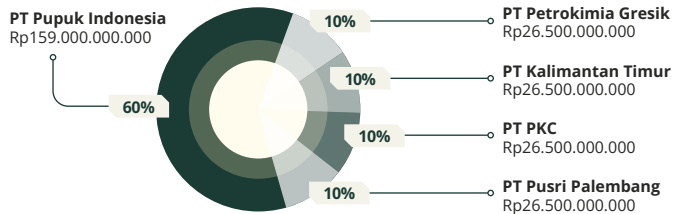
Bidang Usaha | Business fields:
Industri dan Perdagangan di Bidang Pertanian.
Industry and Trade in the Agricultural Sector.

Kepemilikan | Ownership

PT PUPUK INDONESIA PANGAN

Modal Dasar | Authorized capital
Rp700.000.000.000

Modal Disetor | Paid-up capital
Rp175.000.000.000



IKHTISAR KEUANGAN

FINANCIAL HIGHLIGHTS

(Rp juta | Rp million)

	2023	2022	2021	2020	2019
Aset Assets	106.195	186.169	194.174	188.962	190.822
Omzet Turnover	76.957	182.361	177.487	166.826	108.049
Laba Bersih Net Income	(23.858)	(13.658)	(8.428)	(5.440)	(73.823)

DEWAN KOMISARIS | BOARD OF COMMISSIONERS

Komisaris | Commissioner Subhan

DIREKSI | DIRECTORS

Direktur Utama | President Director Budiono

Direktur | Director Sefi n Martadjaja

MANAJEMEN

MANAGEMENT



PENYERTAAN ENTITAS LAIN

Investment in Other Entity



PT PETROWIDADA

Alamat | Address:
Mayapada Tower 1 Lt. 8,
Jl. Jenderal Sudirman Kav. 28, Jakarta 12920

Alamat Pabrik | Factory Address:
Jl. Prof. Dr. Moh. Yamin S.H. PO.BOX.132 Roomo
- Manyar - Gresik 61151, Jawa Timur

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

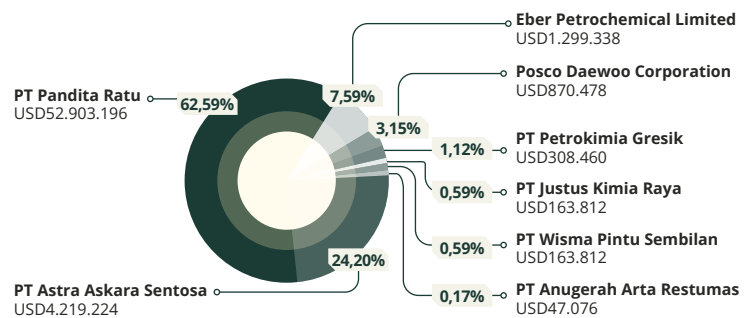
Bidang Usaha | Business fields:
Produsen kimia Phthalic Anhydride Phthalic Anhydride Chemical Manufacturers.
Business Lines Phthalic Anhydride Chemical Producers.

Kepemilikan | Ownership

PT PETROWIDADA

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

Modal Disetor | Paid-up capital
USD1.172.294.868
USD555.562.201 lembar saham seri A
USD616.732.667 lembar saham seri B



IKHTISAR KEUANGAN

FINANCIAL HIGHLIGHTS

(Rp juta | Rp million)

	2023	2022	2021	2020	2019
Aset Assets	99.631	101.830	108.331	103.526	94.022
Omzet Turnover	11.116	26.528	29.534	24.243	48.636
Laba Bersih Net Income	(9.754)	(9.086)	(10.111)	(579)	(3.270)

MANAJEMEN

MANAGEMENT

DEWAN KOMISARIS | BOARD OF COMMISSIONERS

Komisaris Utama President Commissioner	Bindra Setya Utama
Komisaris Commissioner	Hendro Waskito
Komisaris Commissioner	Dimas Okky Nugroho

DIREKSI | DIRECTORS

Direktur Utama President Director	Andre Sylvestre
Direktur Director	Dana Paramita

PENJELASAN *BRAND* LOGO PERUSAHAAN

Brand Explanation of the Corporate Logo

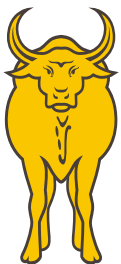


MAKNA DAN FILOSOFI

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

MEANING AND PHILOSOPHY

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



1

KERBAU BERWARNA KUNING EMAS | THE GOLDEN BUFFALO

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



TRANSFORMASI LOGO PERUSAHAAN

Transformation of Company Logo

- 

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

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

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

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

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

- 

Daun Berujung Lima | Five-Fingered Leaf

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

PETROKIMIA GRESIK

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

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

JEJAK LANGKAH

Milestones

1972

10 Juli | July

Petrokimia Gresik diresmikan dan mulai memproduksi pupuk Urea berbasis minyak bumi.

Petrokimia Gresik was inaugurated and started producing petroleum-based Urea fertilizer.

1976

Menciptakan dan mendirikan Pabrik Pupuk Fosfat untuk melengkapi pupuk Urea

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

1984

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

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

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

- Increased national rice productivity and achieved food self-sufficiency, earning an award from Food and Agriculture Organization (FAO).

1994

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

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

2002

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

1975

Petrokimia Kayaku berdiri sebagai anak usaha pertama Petrokimia Gresik

Petrokimia Kayaku was established as the first subsidiary of Petrokimia Gresik.

1992

Kehadiran Petrokimia Gresik dalam menyuplai pupuk dan pestisida berkualitas selama dua dasawarsa mampu berkontribusi pada peningkatan produktivitas padi nasional sehingga 4,3 ton/ha.

Petrokimia Gresik's two-decade presence in the supply of quality fertilizers and pesticides has contributed to increasing national rice productivity to 4.3 tons/ha.

2000

- Menjadi pionir pupuk Majemuk dengan mendirikan Pabrik Pupuk NPK pertama di Indonesia.

- Menginisiasi Program Kemitraan Agribisnis untuk mengedukasi petani pentingnya penggunaan pupuk NPK dalam sistem pertanian.

- Become a pioneer of compound fertilizer by establishing the first compound fertilizer plant in Indonesia.

- Initiated the Agribusiness Partnership Program to educate farmers about the benefits of using NPK fertilizer in agriculture.

1982

Kehadiran Petrokimia Gresik turut berkontribusi pada peningkatan produktivitas padi nasional dalam kurun waktu satu dasawarsa dari semula 2,6ton/ha menjadi 3,8 ton/ha

Petrokimia Gresik's presence also helped increase national rice productivity from 2.6 tons/ha to 3.8 tons/ha in just a decade.

2005

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



2008

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

Expanded business by establishing a Zwavel Potassium (ZK) Fertilizer Plant, NPK Granulation Plant, and Customized NPK Plant.

2012

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

2016

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

2020

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

2022

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

2009

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

2018

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

2015

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

2021

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

2023

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

Dasawarsa I Decade I

1972–1982

Titik Awal Menuju Perjalanan Panjang Starting Point Towards a Long Journey

I

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

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

Dasawarsa II Decade II

1982–1992

Indonesia Meraih Swasembada Pangan Nasional

Indonesia Achieves National Food Self-Sufficiency

II

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

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

Dasawarsa III Decade III

1992–2002

Massive Transformation & Pioneer Pupuk Majemuk NPK di Indonesia

Massive Transformation & Pioneer of NPK Compound Fertilizer in Indonesia

III

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

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

Dasawarsa VI Decade VI

2023

Solusi Makmurkan Negeri

Solutions to Prosper the Country

VI

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

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

Dasawarsa IV Decade IV

2002–2012

Komitmen Mewujudkan Pertanian Berkelanjutan

Indonesia Achieves National
Food Self-Sufficiency

IV

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

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

Dasawarsa V Decade V

2012–2022

Solusi Agroindustri untuk Indonesia Tangguh

Agroindustry Solutions for
Resilient Indonesia

V

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

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

BIDANG USAHA ^[2-6]

Business Field

Mengoperasikan 31 pabrik yang terdiri dari 17 pabrik yang memproduksi pupuk Urea, pupuk Fosfat, Pupuk ZA, pupuk majemuk Phonska, pupuk majemuk NPK Kebomas, dan pupuk ZK, serta 14 pabrik yang memproduksi produksi non-pupuk yang mencakup amonia, asam sulfat, asam fosfat, *cement retarder*, aluminium fluorida, *purified gypsum*, CO₂ liquid, dan asam klorida.

Sesuai Anggaran Dasar PG, maksud dan tujuan PG adalah sebagai berikut:

1. Industri

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

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

Operates 31 factories consisting of 17 factories producing Urea fertilizer, Phosphate fertilizer, ZA Fertilizer, Phonska compound fertilizer, NPK Kebomas compound fertilizer, and ZK fertilizer, as well as 14 factories producing non-fertilizers which include ammonia, sulfuric acid, phosphoric acid, cement retarder, aluminum fluoride, purified gypsum, CO₂ liquid, and hydrochloric acid.

According to PG's Articles of Association, the goals and objectives of PG are as follows:

1. Industry

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

- a. Inorganic fertilizers, in the form of Urea, ZA, SP-36, various NPK compound fertilizer formulas, DAP, Phosphate fertilizer, Agricultural Lime, Agricultural Gypsum;
- b. Organic fertilizer;
- c. Organic fertilizer; and
- d. Production of liquid fertilizers, biopesticides, and plant growth regulators in the form of formulated hormones and enzymes.



2. Perdagangan

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

3. Jasa Lainnya

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

Selain kegiatan usaha di atas, PG juga melakukan kegiatan usaha:

1. Kegiatan Penunjang Utama

a. Pengangkutan

Menjalankan kegiatan usaha dalam bidang angkutan dan pergudangan serta kegiatan lainnya yang merupakan sarana perlengkapan guna melancarkan dan melaksanakan kegiatan-kegiatan usaha tersebut.

b. Pertanian dan Perkebunan

Menjalankan kegiatan usaha dalam bidang pertanian dan perkebunan seperti produksi benih/bibit tanaman padi serta industri pengolahan hasil pertanian dan perkebunan.

2. Dalam rangka melakukan optimalisasi pemanfaatan sumber daya yang dimiliki untuk kawasan industri, antara lain berupa air baku industri, listrik, *steam* (uap kukus) dan nitrogen, pengusahaan pergudangan, olahraga, rumah sakit, pelatihan sumber daya manusia (*human resources*), penelitian, penyimpanan gas, dan bahan bakar minyak, perkebunan, jasa penyewaan sarana dan prasarana yang dimiliki dan/atau dikuasai PG, serta kegiatan lainnya yang merupakan sarana pelengkap dan penunjang guna kelancaran pelaksanaan kegiatan usaha tersebut.

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

2. Trade

Organizing product distribution and trade activities both inside and outside the country related to the products mentioned above and other products related to fertilizers, petrochemicals, agrochemicals, agroindustry, and other chemicals, as well as importing goods activities.

3. Other Services

Carry out research studies, education, development, design and engineering, packaging, construction, management, education and training, repair, maintenance, consulting, and other technical services in the fertilizer, petrochemical, agrochemical, agroindustry, and other chemical industry sectors, as well as services in agriculture and plantation.

In addition to the business activities mentioned above, PG can also carry out the following business activities:

1. Main Supporting Activities

a. Transportation

Carrying out business activities in the field of transportation and warehousing as well as other activities, which are the means of equipment to launch and carry out these business activities.

b. Agriculture and Farming

Carrying out business activities in the fields of agriculture and plantation, such as the production of rice plant seeds and the processing industry of agricultural and plantation products.

2. In the framework of optimizing resources utilization owned for industrial areas, among others, in the form of industrial raw water, electricity, steam (water vapor), and nitrogen; warehousing operations; sports; hospitals; human resources training; research; gas storage and fuel oil; plantations; leasing services for facilities and infrastructure owned and/or controlled by PG; as well as other activities that are complementary facilities and support for the smooth implementation of these business activities.

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



PRODUK DAN JASA USAHA ^[2-6]

Business Products and Services

Dalam perkembangannya, Perseroan secara konsisten dan berkesinambungan melakukan inovasi produk dan pengembangan pabrik berbasis teknologi. Bermula dari produksi pupuk berbasis nitrogen, Perseroan mengembangkan kemampuannya untuk memproduksi pupuk berbasis fosfat, dan kemudian berkembang lagi ke arah produksi pupuk majemuk. Dari berbagai langkah inovasi dan pengembangan pabrik yang dilakukan, Perseroan telah bermetamorfosis dari sekedar pabrik pupuk menjadi industri pupuk terlengkap dan terbesar di Indonesia yang juga memproduksi produk non-pupuk.

Perseroan mampu menerjemahkan *inventiveness* (daya temu) ke dalam proses perekayasaan dan pemasaran produk, sehingga tercapai target peningkatan teknologi sekaligus proses komersialisasi penemuan yang inovatif menjadi produk-produk unggulan yang kompetitif di pasar global.

Produk hasil inovasi PG meliputi, Phonska, Phonska Plus, NPK Kebomas, SP-26, ZK, Petro Nitrat, Petro Ningrat, Petro Niphos, Phonska Alam, ZA Plus, Phosgreen, Petro Cane, Phonska Cair, Petro Bio Fertil (pupuk hayati), Petro Gladiator padat dan cair (biodekomposer), Petro Fish (probiotik untuk ikan dan udang), Petro Chick (probiotik ternak unggas), Petro Biofeed (probiotik ternak ruminansia), Phonska Oca Plus (pupuk organik cair lengkap), Pupuk Organik Granul Petroorganik Premium. Perseroan juga mampu mengolah hasil samping dari produksi pupuk menjadi produk yang bermanfaat seperti Kapur Pertanian dan Petro CAS (Gypsum Pertanian). Dikombinasikan dengan profesionalisme yang terus ditempa, keunggulan kompetitif ini menjadikan Perseroan sebagai pemimpin dalam industri yang ditekuninya. Produk yang dihasilkan Petrokimia Gresik terdiri dari produk pupuk, produk non pupuk, produk inovasi, dan produk lain-lain. Berikut produk-produk PG tahun 2023:

In its development, the Company has consistently and continuously carried out product innovation and technology-based factory development. Starting with the production of Nitrogen-based fertilizer, the Company developed its ability to produce phosphate-based fertilizer and then expanded further into the production of compound fertilizer. Through the various innovation and factory development steps taken, the Company has metamorphosed from just a fertilizer factory into the most complete and largest fertilizer industry in Indonesia, which also produces non-fertilizer products.

The Company is able to translate *inventiveness* into product engineering and marketing processes, thereby achieving the target of improving technology as well as the process of commercializing innovative discoveries into superior products that are competitive in the global market.

PG's innovative products include Phonska, Phonska Plus, NPK Kebomas, SP-26, ZK, Petro Nitrate, Petro Ningrat, Petro Niphos, Phonska Alam, ZA Plus, Phosgreen, Petro Cane, Phonska Liquid, Petro Bio Fertil (biological fertilizer), Petro Gladiator solid and liquid (biodecomposer), Petro Fish (probiotic for fish and shrimp), Petro Chick (probiotic for poultry), Petro Biofeed (probiotic for ruminant livestock), Phonska Oca Plus (complete liquid organic fertilizer), and Petroorganik Granule Organic Fertilizer Premium. The Company is also able to process by-products from fertilizer production into useful products such as Agricultural Lime and Petro CAS (Agricultural Gypsum). Combined with the professionalism that continues to be forged, this competitive advantage makes the Company a leader in the industry it operates in. The products produced by Petrokimia Gresik consist of fertilizer products, non-fertilizer products, innovation products, and other products. The following are PG products for 2023:

PRODUK PUPUK FERTILIZER PRODUCT



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

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

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



Pupuk Urea Urea Fertilizer

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

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



Pupuk ZA ZA Fertilizer

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

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



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

Pupuk SP-36 merupakan pupuk sumber Phospat dengan kandungan P₂O₅ 36% yang berguna untuk memacu pertumbuhan akar dan sistem perakaran yang baik, memacu pembentukan bunga dan pemasakan buah.

SP-36 fertilizer is a phosphate-source fertilizer with a P₂O₅ content of 36%, which is useful for encouraging root growth and a good root system, encouraging flower formation, and fruit ripening.



Pupuk SP-26 SP-26 Fertilizer

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

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



Pupuk ZK **ZK Fertilizer**

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

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



Pupuk Phonska Plus **Phonska Plus Fertilizer**

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

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



Pupuk NPK Kebomas **NPK Kebomas Fertilizer**

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

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



Pupuk NPK Petro Nitrato **Petro Nitrato Fertilizer**

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

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



Pupuk NPK Petro Nitrat **NPK Petro Nitrate Fertilizer**

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

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



Pupuk Petro Niphos **Petro Niphos Fertilizer**

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

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



Petro Ponic Petroponic

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

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



Pupuk ZA Plus ZA Plus Fertilizer

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

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



Pupuk Phosgreen Phosgreen Fertilizer

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

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



Pupuk Phonska Alam Phonska Natural Fertilizer

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

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



Pupuk Petro Cane Petro Cane Fertilizer

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

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



Pupuk Phonska Cair **Phonska Liquid Fertilizer**

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

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



Pupuk Petroganik Premium **Premium Petroganic Fertilizer**

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

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



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

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

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



Pupuk Hayati Petro Bio Fertil **Biofertilizer Petro Bio Fertil**

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

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

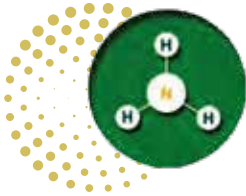


Pupuk Hayati Petro Gladiator **Biofertilizer Petro Gladiator**

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

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

PRODUK NON PUPUK NON-FERTILIZER PRODUCT



Amonia (SNI 06-0045-1987)

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

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



Asam Sulfat (SNI 06-0030-1996)

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

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



Asam Fosfat (SNI 06-2575-1992)

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

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



Alumunium Flouride (SNI 06-2603-1992)

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

Aluminum Fluoride is a raw material in the smelting process of aluminum in the form of powder grains.



Purified Gypsum (SNI 715:2016)

Purified Gypsum merupakan bahan baku pembuatan semen, *plasterboard*, dan bata ringan.

Purified Gypsum is a raw material for making cement, plasterboard, and light brick.



Neutralized Crude Gypsum (SNI 715: 2016)

Neutralized Crude Gypsum merupakan bahan baku pembuatan semen, *plasterboard*, dan bata ringan.

Neutralized Crude Gypsum is a raw material for the manufacture of cement, plasterboard, and light brick.



Dry Ice (SNI 06-0126-1987)

Digunakan sebagai pendingin dan pengawet makanan, ikan, sayur, buah, es krim, dan lain-lain.

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



CO₂ Cair | CO₂ Liquid (SNI 06-2603-1992)

Digunakan dalam industri minuman berkarbonat, pengelasan/pengecoran, pemadaman kebakaran, pengawetan bahan makanan, dan lain-lain.

Used in the carbonate drink industry, welding/casting, fire fighting, food preservation, etc.



Nitrogen (SNI 06-0042-1987)

Berguna untuk pembuatan amonia, *cyanamide*, alat pemadam api ringan, pengawet bahan makanan, industri listrik, dan pembersihan peralatan pabrik.

It is useful for the manufacture of ammonia, cyanamide, light fire extinguishers, food preservatives, the electrical industry, and the cleaning of factory equipment.



Hydrogen Gas (SNI 06-0041-1987)

Hydrogen Gas merupakan bahan baku pembuatan amoniak, actanol, Hidrogen Peroksida (H₂O₂).

Hydrogen Gas is the raw material for the manufacture of ammonia, actanol, and Hydrogen Peroxide (H₂O₂).



Surfaktan | Surfactant

Green Surfactant (Methyl Ester Sulfonate) digunakan dalam penginjeksian EOR/IOR *lifting* sumur di Indonesia guna peningkatan *ultra low-IFT*, membentuk fasa tengah, efektivitas meningkat dengan waktu, tahan temperatur tinggi, *biodegradable*, dan *low toxicity*.

Green Surfactant (Methyl Ester Sulfonate) is used in injecting EOR/IOR lifting wells in Indonesia to increase ultra-low-IFT, form a middle phase, increase effectiveness with time, withstand high temperatures, biodegradability, and low toxicity.



Petro-Cas

Petro Cas merupakan pembenah tanah yang dapat memperbaiki sifat fisika dan kimia tanah, membantu pertumbuhan perakaran dan peningkatan produktivitas dan kualitas hasil panen.

Petro Cas is a soil conditioner that can improve the physical and chemical properties of soil, help root growth, and increase crop productivity and quality yields.



Kapur Pertanian KEBOMAS | KEBOMAS Agricultural Lime

Kapur pertanian berfungsi untuk menetralkan pH tanah, meningkatkan ketersediaan unsur hara dalam tanah, menetralkan senyawa-senyawa beracun, serta merangsang populasi dan aktivitas mikroorganisme tanah.

Agricultural lime neutralizes soil pH, increases nutrient availability in the soil, neutralizes toxic compounds, and stimulates the population & activity of soil microorganisms.



Probiotik Petro Fish | Petro Fish Probiotics

Probiotik berbentuk cair untuk perikanan khususnya ikan dan udang yang mengandung mikroba bermanfaat (*Lactobacillus*, *Nitrosomonas*, *Bacillus*, dan *Bacillus* spp) berfungsi untuk menyeimbangkan mikroflora saluran pencernaan ikan dan udang, memperbaiki serapan nutrisi sekaligus meningkatkan kesehatan dan pertumbuhan ikan dan udang, meningkatkan jumlah pakan alami, menstabilkan siklus hara ekosistem tambak, mempercepat penguraian sisa-sisa bahan organik, meningkatkan produktivitas hasil ikan dan udang, serta memperbaiki kualitas lingkungan tambak.

Liquid probiotics for fisheries, especially fish and shrimp, which contain beneficial microbes (*Lactobacillus*, *Nitrosomonas*, *Bacillus*, and *Bacillus* spp), function to balance the microflora of the digestive tract of fish and shrimp, improve nutrient uptake while improving the health and growth of fish and shrimp, increase the amount of natural feed, stabilize the nutrient cycle of the pond ecosystem, accelerate the decomposition of remaining organic materials, increase the productivity of fish and shrimp products, and improve the quality of the pond environment.



Probiotik Petro Biofeed | Petro Biofeed Probiotics

Probiotik berbentuk cair untuk ternak ruminansia (sapi, domba, dan kambing) mengandung mikroba bermanfaat (*Lactobacillus*, *Bacillus*, dan *Bacillus* spp) berfungsi untuk menambah kekebalan ternak dari serangan penyakit, memecah makanan menjadi massa otot, sehingga meningkatkan bobot badan ternak, memperbaiki serapan nutrisi dalam sistem pencernaan sehingga menambah nafsu makan, dan meningkatkan kemampuan mencerna protein sehingga dapat mengurangi bau pada kotoran ternak.

Liquid probiotics for ruminant livestock (cattle, sheep, and goats) containing beneficial microbes (*Lactobacillus*, *Bacillus*, and *Bacillus* spp.) that function to increase livestock immunity from disease attacks, break down food into muscle mass, increase livestock body weight, improve nutritional absorption in the digestive system, increase appetite, and increase the ability to digest protein, reducing the smell of livestock manure.



Probiotik Petro Chick | Petro Chick Probiotic

Probiotik berbentuk cair untuk ternak unggas (ayam, itik dan burung) mengandung mikroba bermanfaat (*Lactobacillus*, *Bacillus*, dan *Bacillus* spp) berfungsi menambah kekebalan unggas dari serangan penyakit, dibuat dari bahan organik sehingga aman dan sehat untuk unggas, mudah dan fleksibel dalam aplikasi, yaitu dapat dicampur langsung pada air minum atau pakan unggas, serta meningkatkan kemampuan mencerna protein menjadi massa otot untuk menambah bobot badan.

Liquid probiotics for poultry (chickens, ducks, and birds) contain beneficial microbes (*Lactobacillus*, *Bacillus*, and *Bacillus* spp) that function to increase poultry immunity from disease attacks, are made from organic ingredients, so they are safe and healthy for poultry, are easy and flexible in application, can be mixed directly into drinking water or poultry feed, and increase the ability to digest protein into muscle mass to increase body weight.

PANGSA PASAR ^[2-6]

Market Share

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

1. Sektor pertanian ritel, meliputi:
 - a. Sub sektor tanaman pangan (Urea Pupuk Indonesia, Phonska Pupuk Indonesia, ZA Petro, ZA Plus, SP-36 Petro, SP-26, Phosgreen, Petroganik Premium, Phonska Plus, Kaptan Kebomas, Petro Cas, & Phonska Alam);
 - b. Sub sektor holtikultura (Urea Petro, ZA Petro, ZA Plus SP-36 Petro, SP-26, Phosgreen, Petroganik Premium, Phonska Plus, Petro Biofertil, Petro Nitrat, Petro Ningrat, ZK, Kaptan Kebomas, Petro Cas, Phonska Alam, & Petro Niphos);
 - c. Sub sektor perkebunan (NPK Kebomas, SP-36 Petro, ZA Petro, Urea Petro, & ZK);
 - d. Sub sektor peternakan (Petro Bio Feed);
 - e. Sub sektor perikanan (Petro Fish).
2. Sektor pertanian komersial, meliputi pasar dalam negeri (perusahaan perkebunan) dan ekspor, dengan produk NPK Kebomas berbagai komposisi, ZK petro, ZA Petro, dan Urea Petro.
3. Sektor industri, meliputi industri dalam negeri dan ekspor, dengan produk asam sulfat, asam fosfat, amonia, gypsum, *dry ice*, dan CO₂ cair.

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

1. Retail agricultural sector, including:
 - a. Food crop sub-sector (Indonesia Urea Fertilizer, Indonesia Phonska Fertilizer, ZA Petro, ZA Plus, SP-36 Petro, SP-26, Phosgreen, Premium Petroganic, Phonska Plus, Kaptan Kebomas, Petro Cas, & Phonska Natural);
 - b. Horticulture sub-sector (Urea Petro, ZA Petro, ZA Plus SP-36 Petro, SP-26, Phosgreen, Premium Petroganic, Phonska Plus, Petro Biofertil, Petro Nitrate, Petro Ningrat, ZK, Kaptan Kebomas, Petro Cas, Phonska Natural, & Petro Niphos);
 - c. Plantation sub-sector (NPK Kebomas, SP-36 Petro, ZA Petro, Urea Petro, & ZK);
 - d. Livestock sub-sector (Petro Bio Feed);
 - e. Fisheries sub-sector (Petro Fish).
2. Commercial agricultural sector, including domestic markets (plantation companies) and exports, with Kebomas NPK products of various compositions, ZK Petro, ZA Petro, and Urea Petro.
3. Industrial sector, including domestic and export industry, with sulfuric acid, phosphoric acid, ammonia, gypsum, *dry ice*, and liquid CO₂ products.

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

1. Pupuk Subsidi (Urea Pupuk Indonesia dan Phonska Pupuk Indonesia);
2. Pupuk Non Subsidi (Phonska Plus, NPK Kebomas, NPK Petro Nitrat, NPK Petro Ningrat, Petro Niphos, ZA, ZA Plus, SP-36, SP-26, Phosgreen, Petro Niphos, ZK, Phonska Alam, Nitalite, Petro Cane, Phonska Cair, Petroganik Premium, Organik Cair Phonska Oca Plus, Petro Biofertil, dan Petro Gladiator).
3. Produk Non Pupuk (Kaptan Petro, Petro Cas, Petro Bio Feed, dan Petro Fish).
4. Produk Kimia (Asam Sulfat, Asam Fosfat, Amoniak, Aluminium Flouride, Gypsum, Dry Ice, CO₂ Cair, Nitrogen, Hidrogen Gas, dan Surfaktan).

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

1. Subsidized Fertilizer (Indonesia Urea Fertilizer and Indonesia Phonska Fertilizer);
2. Non-Subsidized Fertilizer (Phonska Plus, Kebomas NPK, Petro Nitrate NPK, Petro Ningrat NPK, Petro Niphos, ZA, ZA Plus, SP-36, SP-26, Phosgreen, Petro Niphos, ZK, Phonska Natural, Nitalite, Petro Cane, Phonska Liquid, Premium Petroganic, Phonska Oca Plus Liquid Organic, Petro Biofertil, and Petro Gladiator).
3. Non-Fertilizer Products (Kaptan Petro, Petro Cas, Petro Bio Feed, and Petro Fish).
4. Chemical Products (Sulfuric Acid, Phosphoric Acid, Ammonia, Aluminum Flouride, Gypsum, Dry Ice, Liquid CO₂, Nitrogen, Hydrogen Gas, and Surfactants).

Penjualan Ekspor Export Sales

No.	Nama Produk Product Name	Tujuan Negara Country Destination
1	NPS	India
2	Urea	India, Filipina, Korea Selatan India, Philippines, South Korea
3	ZK	India
4	AlF3	India, Jepang, Montenegro India, Japan, Montenegro

SKALA ORGANISASI [2-6]

Organizational Scale

Jumlah karyawan organik PG per 31 Desember 2023 tercatat sebanyak 2.006 orang. Jumlah tersebut mengalami peningkatan dibandingkan tahun 2022 sebanyak 68 orang. Sedangkan karyawan kontrak per 31 Desember 2023 sebanyak 201 orang. Jumlah tersebut mengalami penurunan dibandingkan dengan tahun 2022 sebanyak 313 orang.

The number of PG organic employees as of December 31, 2023, was recorded at 2,006 people. This number has increased compared to 68 people in 2022. Meanwhile, as of December 31, 2023, there were 201 contract employees. This number has decreased compared to 2022, when there were 313 people.

Operasi dan Skala Usaha Operations and Business Scale

Uraian Description	Satuan Unit	2023	2022
Jumlah Pabrik Number of Factories	Unit	31	31
Produksi Pupuk Fertilizer Production	Ton	4.361.112	4.592.634
Produksi Non Pupuk Non-Fertilizer Production	Ton	3.777.054	3.064.488
Total Produksi Total Production	Ton	8.138.166	7.534.856
Penjualan Sales	Ton	3.787.178	4.511.316
Nilai Penjualan Sales Value	Rp juta Rp million	31.739.815	39.412.846
Total Aset Total Assets	Rp juta Rp million	42.003.902	54.586.025
Liabilitas Liabilities	Rp juta Rp million	19.340.777	32.382.022
Ekuitas Equity	Rp juta Rp million	22.663.125	22.204.003
Total Liabilitas & Ekuitas Total Liabilities & Equity	Rp juta Rp million	42.003.902	54.586.025



INFORMASI KARYAWAN [2-7, 405-1, 413-1]

Employee Information

Status tenaga kerja di PG dalam periode pelaporan terdiri dari karyawan tetap (organik) dan karyawan non organik (kontrak/ *outsourse*). Terdapat penurunan jumlah karyawan terutama karena pensiun usia kerja. PG tidak melakukan pengurangan tenaga kerja menggunakan pensiun dini dengan berbagai pertimbangan, namun menggunakan model pertumbuhan jumlah karyawan minus yang berarti jumlah rekrutmen lebih rendah dari jumlah karyawan yang pensiun dengan tetap memperhatikan kebutuhan organisasi secara efektif dan efisien. Dari total karyawan PG sekitar 80% berasal dari tenaga lokal kawasan pabrik di Kabupaten Gresik.

The status of the workforce at PG in the reporting period consisted of permanent employees (organic) and non-organic employees (contract/outsourced). There is a decrease in the number of employees, especially due to working-age retirement. PG does not reduce its workforce using early retirement for various considerations but uses a minus employee growth model, which means the number of recruitments is lower than the number of employees who retire while still paying attention to the needs of the organization effectively and efficiently. Approximately 80% of the total PG employees are local workers from the factory area in Gresik Regency.

Komposisi jumlah karyawan kontrak sebesar 10,01% dari total karyawan tetap dalam jumlah yang tidak terlalu dominan. Pekerjaan yang dilakukan oleh pegawai kontrak sebatas administrasi klerikal dan operasional lapangan di bawah supervisi karyawan tetap. Berikut tabel komposisi karyawan berdasarkan gender, status karyawan dan pendidikan:

The composition of the number of contract employees is 10.01% of the total number of permanent employees, which is not too dominant. The work carried out by contract employees is limited to clerical administration and field operations under the supervision of permanent employees. The following is a table of employee composition based on gender, employee status, and education:

Komposisi Karyawan berdasarkan Gender dan Kontrak Kerja Employee Composition based on Gender and Employment Contract

Status	2023			2022		
	Pria Male	Wanita Female	Jumlah Total	Pria Male	Wanita Female	Jumlah Total
Karyawan Tetap Permanent Employee	1.913	93	2.006	1.842	96	1.938
Karyawan Kontrak Contract Employee	150	51	201	260	51	311
Total Karyawan Total Employee	2.063	144	2.207	2.140	158	2.298

Komposisi Karyawan Tetap berdasarkan Tingkat Pendidikan Composition of Permanent Employees based on Education Level

Status	2023			2022		
	Pria Male	Wanita Female	Jumlah Total	Pria Male	Wanita Female	Jumlah Total
S2 Master	95	8	103	87	7	94
S1 Bachelor	345	65	410	342	65	407
D3 Diploma	132	18	150	134	19	153
SMA Highschool	1342	2	1343	1.274	5	1.279
SMP Junior High School	-	-	-	5	0	5
Total Karyawan Total Employee	1.913	93	2.006	1.842	96	1.938

Komposisi Karyawan Tetap berdasarkan Kelompok Umur Composition of Permanent Employees based on Age Group

Status	2023			2022		
	Pria Male	Wanita Female	Jumlah Total	Pria Male	Wanita Female	Jumlah Total
>50 tahun years old	53	6	59	83	6	89
45-50 tahun years old	4	1	5	7	4	11
40-44 tahun years old	23	2	25	19	1	20
35-39 tahun years old	286	9	295	160	8	168
30-34 tahun years old	665	56	721	616	42	658
25-29 tahun years old	817	19	836	913	35	948
<25 tahun years old	65	-	65	44	-	44
Total Karyawan Total Employee	1.913	93	2.006	1.842	96	1.938

Komposisi Karyawan Kontrak (Pekerja yang Bukan Tenaga Kerja Langsung) [2-8] Composition of Contract Employees (Workers Who are not Direct Labor)

No.	Jenis Pekerjaan Type of Work	Jumlah Total	
		Pria Male	Wanita Female
1	Pengemudi Driver	84	-
2	Keamanan Security	425	1
3	Kebersihan Janitor	145	43
4	Administrasi Administration	155	147
5	Non Administrasi Non-Administration	-	-
Total		809	191



RANTAI PASOKAN [2-6]

Supply Chain

PG sebagai produsen pupuk terlengkap di Indonesia memproduksi berbagai jenis pupuk dan non pupuk membutuhkan pasokan bahan baku yang sebagian besar masih impor di antaranya batuan fosfat, belerang, KCL, DAP serta pasokan dari dalam negeri yang pembayarannya menggunakan valuta asing yaitu gas alam dari belerang industri dan asam fosfat. Bahan baku amonia diperoleh dari hasil proses produksi berbahan baku gas alam. Bahan baku gas alam ini diperoleh dari Tiongkok dan Rusia juga dipergunakan dalam proses untuk menghasilkan utilitas/ listrik untuk mendukung proses produksi selain menggunakan listrik PLN.

Pasokan bahan baku sampai ke pabrik PG di Gresik menggunakan jalur laut sandar di pelabuhan khusus PG, sedangkan pasokan gas alam dari berbagai kilang menggunakan jalur pipa termasuk pasokan asam sulfat industri dari PT Smelting menggunakan jalur pipa.

Keberhasilan dan kelancaran proses bisnis yang dijalankan PG tidak terlepas dari andil pemangku kepentingan. PG sebagai perusahaan yang penyedia produk barang senantiasa memprioritaskan kelancaran sistem distribusi dengan memanfaatkan peran salah satu pemangku kepentingan, yakni mitra produksi guna mengembangkan penerapan sistem waralaba dan *franchise* dalam pengembangan unit produksinya.

Penerapan sistem waralaba senantiasa memperoleh pengawasan dan peninjauan secara berkala sehingga memungkinkan PG untuk menjaga kualitas produk yang diperdagangkan. Sistem penjualan waralaba menjadi sebuah upaya yang berkontribusi terhadap pengembangan usaha kecil menengah, penambahan lapangan kerja baru, pemanfaatan bahan baku daerah, serta penyediaan akses yang lebih mudah bagi produsen dengan sumber bahan baku sehingga distribusi pupuk dapat langsung tersalurkan kepada konsumen.

Perluasan jaringan pemasaran ditujukan guna memberikan manfaat multisegmental, baik pada segi pertanian maupun segi sosial. Dari segi pertanian, pengembangan jaringan pemasaran mendorong produksi produk yang ramah lingkungan dengan memanfaatkan lingkungan sekitar dan meningkatkan hasil produksi. Pengembangan jaringan pemasaran di segi sosial turut berkontribusi terhadap

PG, as the most complete fertilizer producer in Indonesia, produces various types of fertilizer and non-fertilizer, requiring a supply of raw materials, the majority of which are still imported, including phosphate rock, sulfur, KCL, and DAP, as well as supplies from within the country that are paid in foreign currency, namely natural gas from industrial sulfur and phosphoric acid. The raw material for ammonia is obtained from the production process using natural gas as the raw material. This natural gas raw material is obtained from China and Russia and is also used in the process to produce utilities/electricity to support the production process, in addition to using PLN electricity.

The supply of raw materials to the PG factory in Gresik uses the sea route, berthing at the PG Special Port, while the supply of natural gas from various refineries uses pipelines, including the supply of industrial sulfuric acid from PT Smelting using pipelines.

The success and smoothness of the business processes carried out by PG cannot be separated from the contributions of PG stakeholders. PG, as a company that provides goods and products, always prioritizes the smooth running of the distribution system by utilizing the role of one of the stakeholders, namely production partners, to develop the application of waralaba and franchising systems in the development of its production units.

The implementation of the franchise system always receives regular supervision and review, thereby enabling PG to maintain the quality of the products traded. The franchise sales system is an effort that contributes to the development of small and medium businesses by adding new jobs, utilizing regional raw materials, and providing easier access for producers to sources of raw materials so that fertilizer distribution can be channeled directly to consumers.

The expansion of the marketing network is aimed at providing multisegmental benefits, both in terms of agriculture and social aspects. From an agricultural perspective, the development of marketing networks encourages the production of environmentally friendly products by utilizing the surrounding environment and increasing production yields. The development of marketing networks from a social

pengembangan program usaha kecil menengah dan peningkatan tenaga kerja pada berbagai daerah di Indonesia.

Kelancaran rantai pasokan Perseroan didukung oleh keberadaan Distribution Center dan Gudang Penyangga sebagai sarana yang menunjang distribusi produk dan menjamin ketersediaan produk di wilayah operasional Perseroan sebagai berikut:

1. Distribution Center (Gudang Lini II) adalah lokasi gudang PG di wilayah ibu kota provinsi dan Unit Pengantongan Pupuk (UPP) atau di luar wilayah pelabuhan yang dapat berfungsi sebagai alternatif tempat bongkar selain di Pelabuhan Khusus (Pelsus) PG.

perspective also contributes to the development of small and medium enterprise programs and increasing the workforce in various regions of Indonesia.

The Company's smooth supply chain is supported by the existence of a Distribution Center and Support Warehouse as facilities that support product distribution and ensure product availability in the Company's operational areas, as follows:

- Distribution Center (Line II Warehouse) is a PG warehouse location in the Provincial Capital area and a Fertilizer Packing Unit (UPP) outside the Port area, which can function as an alternative unloading place other than at the PG Special Port (Pelsus).

Distribution Center [414-1]	Alamat Address	Provinsi Province	Kapasitas Gudang Warehouse Capacity
DC Medan I	Jl. Letda Sudjono No. 23 Kecamatan Percut Sei Tuan, Kabupaten Deli Serdang Jl. Letda Sudjono No. 23 Percut Sei Tuan District, Deli Serdang Regency	Sumatra Utara North Sumatra	20.000
DC Medan II	Jl. Raden Sulian No.1, Kecamatan Medan Belawan, Kotamadya Medan Jl. Raden Sulian No.1, Medan Belawan District, Medan Municipality	Sumatra Utara North Sumatra	20.000
DC Padang I	Komplek Gudang Pelabuhan Jl. Tanjung Priok, Teluk Bayur, Padang Selatan, Kota Padang Port Warehouse Complex Jl. Tanjung Priok, Teluk Bayur, South Padang, Padang City	Sumatra Barat West Sumatra	25.000
DC Makassar I	Jl. Kima 4 Kav. 6-7 Kecamatan Biringkanaya, Kota Makassar Jl. Kima 4 Kav. 6-7 Biringkanaya District, Makassar City	Sulawesi Selatan South Sulawesi	30.000
DC Makassar II	Jl. Ir. Sutami (Kompleks Pergudangan 88), Kelurahan Bulurokeng, Biringkanaya, Kota Makassar Jl. Ir. Sutami (88 Warehouse Complex) Bulurokeng Sub-District, Biringkanaya, Makassar City	Sulawesi Selatan South Sulawesi	30.000
DC KIG Blok Q	Jl. Raya KIG Utara, Blok Q No. 48-56, Kebomas, Kabupaten Gresik Jl. Raya KIG Utara, Block Q No. 48-56, Kebomas, Gresik Regency	Jawa Timur East Java	73.000

2. Gudang Penyangga (Gudang Lini III) merupakan gudang yang menyediakan kebutuhan pupuk pada tingkat kabupaten. Dalam satu kabupaten, bisa terdapat lebih dari satu gudang penyangga karena tingginya kebutuhan pupuk serta ketersediaan gudang sewa yang lebih banyak pada kabupaten tersebut. Berikut jumlah gudang penyangga yang tersebar di Indonesia:

2. Buffer Warehouse (Line III Warehouse) is a warehouse that supplies fertilizer needs at the regency level. In one regency, there can be more than one buffer warehouse due to the high need for fertilizer and the availability of more rental warehouses in that regency. The following are the number of buffer warehouses spread across Indonesia:



Gudang Penyangga Lini Warehouse	Jumlah Total
Wilayah I (Jawa-Bali) Region I (Java-Bali)	
Banten	3
Jawa Barat & DKI Jakarta West Java & DKI Jakarta	13
Jawa Tengah Central Java	36
DI Yogyakarta	4
Jawa Timur East Java	59
Bali	5
Jumlah Total	135
Wilayah II (Sumatera, Kalimantan, Sulawesi, & Indonesia Timur) Region II (Sumatra, Kalimantan, Sulawesi, & Eastern Indonesia)	
Sumatera Sumatra	
Nangroe Aceh Darussalam	8
Sumatera Utara North Sumatra	14
Riau & Kepulauan Riau Riau & Riau Island	5
Sumatera Barat West Sumatra	10
Jambi	3
Bengkulu	3
Bangka Belitung	2
Sumatera Selatan South Sumatra	1
Jumlah Total	46
Sulawesi & Indonesia Timur Sulawesi & Eastern Indonesia	
Sulawesi Barat West Sulawesi	2
Sulawesi Selatan South Sulawesi	17
Sulawesi Tengah Central Sulawesi	7
Sulawesi Tenggara Southeast Sulawesi	5
Gorontalo	4
Sulawesi Utara North Sulawesi	4
Nusa Tenggara Barat West Nusa Tenggara	11
Nusa Tenggara Timur East Nusa Tenggara	11
Maluku Utara North Maluku	3
Maluku	3
Papua	8
Papua Barat West Papua	2

PERUBAHAN SIGNIFIKAN PADA ORGANISASI DAN RANTAI PASOKAN [2-6]

Significant Changes to Organizations and Supply Chains

Tahun 2023, PG berhasil kantong hak guna dan pengelolaan 147,3 hektare lahan reklamasi sehingga saat ini PG menempati areal 561.986 hektare di Kabupaten Gresik, Jawa Timur.

In 2023, PG succeeded in securing the right to use and manage 147.3 hectares of reclaimed land, so currently PG occupies an area of 561,986 hectares in Gresik Regency, East Java.

Tidak terdapat perubahan terkait dengan lokasi pemasok dan hubungan dengan pasokan, namun terdapat sentralisasi kegiatan pengadaan barang dan jasa melalui PT Pupuk Indonesia sebagai induk *holding*.

There are no changes related to supplier locations or relationships with supplies, but there is centralization of goods and service procurement activities through PT Pupuk Indonesia as the parent holding.



PENERAPAN PRINSIP PENCEGAHAN DAN KEHATI-HATIAN [3-3]

Implementation of the Principles of Prevention and Prudence

Prinsip pencegahan dan kehati-hatian tata kelola manajemen PG dilakukan dengan *soft structure* GCG, yang meliputi *Self-Assessment* GCG, Panduan Tata Kelola, Pedoman Perilaku (*Code of Conduct*) bagi Dewan Komisaris dan Direksi, Tata Kerja Dewan Komisaris, Tata Kerja Direksi, Piagam Komite, Kebijakan *Whistleblowing System*, Pedoman Penanganan Gratifikasi, Kepatuhan LHKPN, serta Pengungkapan dan Keterbukaan Informasi Publik.

The principle of prevention and prudence in PG management governance is carried out with the GCG soft structure, which includes GCG Self-Assessment, Governance Guidelines, Code of Conduct for the Board of Commissioners and the Board of Directors, Work Procedures for the Board of Commissioners, Work Procedures for the Board of Directors, Charter Committee, Whistleblowing System Policy, Gratification Handling Guidelines, LHKPN Compliance, and Public Information Disclosure and Openness.

Dalam mengukuhkan akuntabilitas dan kualitas proses bisnis yang dijalankan, PG telah menerapkan standar dan sertifikasi bertaraf internasional, antara lain ISO 9001:2008 (Sistem Manajemen Mutu), ISO 14001 (Sistem Manajemen Lingkungan), SMK3 (Sistem Manajemen Kesehatan dan Keselamatan Kerja), ISO 31000 (Manajemen Risiko), ISO 26000 (Tanggung Jawab Sosial PG), dan Kriteria Baldrige.

In strengthening the accountability and quality of the business processes carried out, PG has implemented international standards and certifications, including ISO 9001:2008 (Quality Management System), ISO 14001 (Environmental Management System), OHSMS (Occupational Health and Safety Management System), ISO 31000 (Risk Management), ISO 26000 (PG Social Responsibility), and the Baldrige Criteria.

SERTIFIKASI | CERTIFICATION



SNI ISO 9001:2015

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



Sertifikat Halal Bahan Kimia Halal Certificate for Chemicals

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



FSSC 22000 version 5.1

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



Perkap No. 24 Tahun 2007

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



ISO 37001:2016

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



SNI ISO 50001:2018

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



SNI ISO 14001:2015

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



SMK3 PP 50 Tahun 2012 SMK3 PP 50 Year 2012

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



ISPS Code

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



ISO 45001:2018

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



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

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



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

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



SNI 6729:2016

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



Sertifikat SPPT SNI SPPT SNI Certificate

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



KEANGGOTAAN PERUSAHAAN DALAM ASOSIASI [2-28]

Company Membership in Associations

PG merupakan anggota dari sejumlah organisasi, baik dalam lingkup nasional maupun internasional, di industri terkait hingga tanggal 31 Desember 2023. Keanggotaan asosiasi menjadi sarana yang baik bagi PG dalam mempererat keharmonisan dengan pemangku kepentingan, memperkaya dan memperdalam wawasan industri, serta mengembangkan kompetensi dan keunggulan. Keanggotaan asosiasi yang diikuti PG antara lain sebagai berikut:

PG is a member of a number of organizations, both national and international, in related industries until December 31, 2023. Association membership is a good means for PG to strengthen harmony with stakeholders, enrich and deepen industry insight, and develop competence and excellence. Membership associations that PG participates in include the following:

No.	Asosiasi Association	Keterangan Description	Status Keterlibatan Engagement Status
1	IFA International Fertilizer Industry Association	IFA adalah organisasi nirlaba yang mewakili industri pupuk seluruh dunia. Pembahasan IFA berada pada ruang lingkup yang berkaitan dengan gizi tanaman, pengembangan operasional pelaku usaha di industri perpupukan, dan informasi industri terkait. IFA is a non-profit organization representing the fertilizer industry worldwide. IFA discussions are in scope related to plant nutrition, the operational development of business actors in the fertilizer industry, and related industry information.	Anggota Member
2	APPI Asosiasi Produsen Pupuk Indonesia Indonesian Fertilizer Producers Association	APPI merupakan asosiasi dan perhimpunan produsen pupuk seluruh Indonesia. APPI is an association and assembly of fertilizer producers throughout Indonesia.	Anggota Member
3	ABI Asosiasi Bioagroinput Indonesia Indonesian Bio-agroinput Association	ABI merupakan organisasi nirlaba yang mewadahi produser, distributor, pengguna (<i>end user</i>) dari input pertanian (pestisida, pupuk) yang bersifat hayati maupun organik seperti pestisida yang berbahan aktif alami (biologi, metabolit, mineral) maupun dari kelompok profesional seperti akademisi, peneliti, dan pemerhati lingkungan. ABI is a non-profit organization that accommodates producers, distributors, and end users of agricultural inputs (pesticides, fertilizers) that are biological or organic in nature, such as pesticides made from natural active ingredients (biology, metabolites, minerals), or from professional groups such as academics, researchers, and environmentalists.	Anggota Member
4	APINDO Asosiasi Pengusaha Indonesia, Jawa Timur dan Gresik Indonesian Employers' Association, East Java and Gresik	APINDO adalah organisasi independen non partisan para pengusaha Indonesia yang bergerak di bidang perekonomian. APINDO is an independent, non-partisan organization of Indonesian employers working in the economic sector.	Anggota Member
5	AKIDA Asosiasi Kimia Dasar Anorganik Indonesia Indonesian Basic Inorganic Chemistry Association	AKIDA adalah Asosiasi Kimia Dasar Anorganik terbesar di Indonesia, saat ini memiliki 7 (tujuh) kelompok kerja (Pokja) yaitu, Pokja Klor Alkali, Pokja Asam Sulfat, Pokja Sodium Silikat, Pokja Seng Oksida, Pokja Hidrogen Peroksida, Pokja Lain-lain, dan Pokja Pengembangan. AKIDA is the largest Basic Inorganic Chemistry Association in Indonesia and currently has 7 (seven) working groups (Pokja), namely the Chlor Alkali Working Group, Sulfuric Acid Working Group, Sodium Silicate Working Group, Zinc Oxide Working Group, Hydrogen Peroxide Working Group, Other Working Groups, and Development Working Group.	Anggota Member

No.	Asosiasi Association	Keterangan Description	Status Keterlibatan Engagement Status
6	KADIN Kamar Dagang Industri, Kabupaten Gresik Chamber of Industrial Commerce, Gresik Regency	KADIN adalah suatu badan atau organisasi yang anggotanya terdiri dari para pengusaha atau gabungan usaha nasional dari berbagai sektor, baik itu badan usaha milik swasta, koperasi, maupun badan usaha milik pemerintah. KADIN is a body or organization whose members consist of entrepreneurs or combinations of national businesses from various sectors, both private-owned business entities, cooperatives, and government-owned business entities.	Anggota Member
7	RCI Responsible Care Indonesia	RCI adalah inisiatif sukarela industri kimia di Indonesia yang dibentuk oleh perusahaan-perusahaan kimia untuk terus meningkatkan kinerja keselamatan, kesehatan, dan lingkungan (SHE). RCI is a voluntary initiative of the chemical industry in Indonesia that was formed by chemical companies to continuously improve their safety, health, and environmental (SHE) performance.	Anggota Member
8	ASBENINDO Asosiasi Perbenihan Indonesia Indonesian Seed Association	ASBENINDO adalah organisasi nirlaba pertama di Indonesia yang menjadi wadah bersatunya perusahaan-perusahaan yang bergerak di bidang pembenihan tanaman. ASBENINDO is the first non-profit organization in Indonesia to become a uniting agency for companies operating in the field of plant seeds.	Anggota Member
9	FKSPI Forum Komunikasi Satuan Pengawasan Internal, Jawa Timur Internal Monitoring Unit Communication Forum, East Java	FKSPI merupakan organisasi sekaligus wadah komunikasi dan konsultasi antar Satuan Pengawas Intern dan/atau Satuan Audit Internal di bawah naungan FKSPI pusat di Jakarta. FKSPI is an organization as well as a forum for communication and consultation between the Internal Supervisory Unit and/or Internal Audit Unit under the auspices of the central FKSPI in Jakarta.	Anggota Member
10	ASOHI Asosiasi Obat Hewan Indonesia Indonesian Veterinary Medicine Association	ASOHI merupakan perkumpulan dari badan usaha di bidang obat hewan. ASOHI is an association of business entities in the field of veterinary medicine.	Anggota Member
11	FHCI Forum Human Capital Indonesia	FHCI merupakan wadah khusus yang di dedikasikan di bidang Sumber Daya Manusia (SDM) dengan tujuan merumuskan wawasan strategis bagi pengembangan SDM di Indonesia terutama dalam lingkup BUMN. FHCI is a special forum dedicated to the field of Human Resources (HR) with the aim of formulating strategic insights for HR development in Indonesia, especially within the scope of SOE.	Anggota Member



ETIKA DAN INTEGRITAS

Ethics and Integrity



VISI vision

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

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



MISI mission

- Mendukung Penyediaan Pupuk Nasional Untuk Tercapainya Program Swasembada Pangan;
 - Meningkatkan Hasil Usaha untuk Menunjang Kelancaran Kegiatan Operasional dan Pengembangan Usaha Perusahaan;
 - Mengembangkan Potensi Usaha untuk Mendukung Industri Kimia Nasional dan Berperan Aktif dalam Community Development.
- Supporting national fertilizers provision to achieve food self-sufficiency programs.
 - Improving business results to support continuity of operational activity and business development of the Company.
 - Developing business potential to support and play an active role in community development.



PENJELASAN VISI **VISION EXPLANATION**

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

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



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

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

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

TATA NILAI DAN BUDAYA PERUSAHAAN

Corporate Value and Culture

AKHLAK



AMANAH TRUSTWORTHY



Memegang teguh kepercayaan yang diberikan. Panduan perilaku:

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

Uphold the trust given. Code of Conduct:

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



KOMPETEN COMPETENT



Terus belajar dan mengembangkan kapabilitas. Panduan perilaku:

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

Keep learning and developing capabilities. Code of Conduct:

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



HARMONIS HARMONIOUS



Saling peduli dan menghargai perbedaan. Panduan perilaku:

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

Mutual care and respect for differences. Code of Conduct:

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



LOYAL LOYAL



Berdedikasi mengutamakan kepentingan Bangsa dan Negara. Panduan perilaku:

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

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

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



ADAPTIF ADAPTIVE



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

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

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

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



KOLABORATIF COLLABORATIVE



Membangun kerja sama yang sinergis. Panduan perilaku:

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

Build synergistic cooperation. Code of Conduct:

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

KODE ETIK [2-23]

Code of Ethics

PG berkomitmen untuk terus melaksanakan penerapan prinsip-prinsip *Good Corporate Governance* (GCG) dalam mengelola PG dan dapat diakses di situs <https://petrokimia-gresik.com/page/komitmen-penerapan-gcg>.

Sebagai PG yang terus berkembang dan beradaptasi dalam lingkungan bisnis yang makin terbuka (pasar bebas), maka perlu diciptakan iklim usaha yang etis dan bertanggung jawab terhadap semua pemangku kepentingan serta lingkungan PG melalui implementasi Etika Bisnis dan Etika Kerja yang dibuat oleh PG dengan karyawan, pelanggan, pemasok, dan kreditur serta masyarakat sekitar tempat usaha PG dan pemangku kepentingan lainnya.

Pelaksanaan Pedoman Etika Bisnis dan Etika Kerja (PEBK) diharapkan dapat mencegah tindak korupsi, kecurangan dan perbuatan melanggar hukum lainnya. Keberadaan kebijakan PEBK berperan sebagai pedoman standar perilaku bisnis dan standar perilaku kerja bagi seluruh Insan PG dalam menjalankan aktivitas dan proses bisnis PG. PEBK dapat diakses oleh seluruh pemangku kepentingan dan diunduh di situs PG pada halaman awal (*home*), *shortcut banner* "Tata Kelola". Selain itu juga bisa diakses melalui menu utama "Tata Kelola" dengan submenu "Penerapan GCG/Manual Penerapan", selanjutnya pilih lampiran dengan nama *file* "PT Petrokimia Gresik pebk". Isi PEBK di antaranya:

- **Menjamin Hak Berserikat dan Berpolitik [407-1]**
PG menjamin hak setiap insan PG untuk berserikat dan menyalurkan aspirasi politiknya selama tidak bertentangan dengan peraturan dan peraturan perundang-undangan yang berlaku.
- **Penanganan Benturan Kepentingan [2-15]**
PG berkomitmen menerapkan tata kelola yang baik untuk menghindari benturan kepentingan dan mengelola benturan kepentingan melalui saluran *Whistleblowing System* (WBS) sebagaimana diatur dalam Pedoman No. PG-PD-10-0015 dan Pedoman Penanganan Benturan Kepentingan No. PG-PD-10-0025. Seluruh insan PG Grup dan/atau para pemangku kepentingan lainnya yang berlandaskan pada itikad baik dapat menyampaikan laporan situasi benturan kepentingan yang telah disosialisasikan kepada para pemangku kepentingan serta melaporkan kepada para pihak sebagaimana ketentuan yang berlaku. Rangkap jabatan diperkenankan dengan mengikuti aturan yang telah berlaku tanpa mengakibatkan benturan kepentingan.

PG is committed to continuing to apply the principles of Good Corporate Governance (GCG) in its management, which can be accessed at <https://petrokimia-gresik.com/page/komitmen-penerapan-gcg>.

As PG continues to develop and adapt in an increasingly open business environment (free market), it is necessary to create a business climate that is ethical and responsible for all stakeholders and the PG environment through the implementation of Business Ethics and Work Ethics created by PG with employees, customers, suppliers, and creditors, as well as the community around PG's business premises and other stakeholders.

Implementation of the Business Ethics and Work Ethics Guidelines (PEBK) is expected to prevent acts of corruption, fraud, and other unlawful acts. The existence of a Business Ethics and Work Ethics policy acts as a standard guideline for business and work behavior standards for all PG Personnel in carrying out PG business activities and processes. PEBK can be accessed by all stakeholders by downloading it from the PG website on the home page under the shortcut banner "Governance." Apart from that, it can also be accessed via the main menu "Governance" with the submenu "GCG Implementation/Implementation Manual," then select the attachment with the file name "PT Petrokimia Gresik PEBK." The contents of the PEBK include:

- **Guarantee the Right to Organize and Participate in Politics [407-1]**
PG guarantees the right of every PG personnel to associate and channel their political aspirations as long as they do not conflict with applicable laws and regulations.
- **Handling Conflicts of Interest [2-15]**
PG is committed to implementing good governance to avoid conflicts of interest and managing conflicts of interest through the Whistleblowing System (WBS) channel as regulated in Guidelines No. PG-PD-10-0015 and Guidelines for Handling Conflicts of Interest No. PG-PD-10-0025. All PG Group personnel and/or other stakeholders, based on good faith, can submit conflict of interest situation reports that have been socialized to stakeholders and report to the parties in accordance with applicable regulations. Concurrent positions are permitted if the applicable rules are followed without creating a conflict of interest.



- **Pengendalian Gratifikasi [205-21]**
Setiap insan PG dilarang menerima segala bentuk gratifikasi sebagaimana yang telah diatur dalam Pedoman Pengendalian Gratifikasi. Pedoman Gratifikasi merupakan bentuk komitmen PG dalam mewujudkan integritas insan PG. Hal ini didasari oleh semangat untuk mengambil sikap yang tegas terhadap pengendalian gratifikasi yang melibatkan insan Petrokimia dalam kegiatan PG. PG menyadari, Gratifikasi dalam kondisi tertentu dapat melanggar UU Pemberantasan Tindak Pidana Korupsi. Pedoman Pengendalian Gratifikasi PG telah disusun sesuai dengan Surat Keputusan Direksi No. 0261/LI.00.05/14/SK/2015 tanggal 1 Oktober 2015 tentang Pedoman Pengendalian Gratifikasi PG. Pedoman Pengendalian Gratifikasi PG telah disesuaikan dengan Surat Keputusan Direksi No. SK-DIR/023A/2015 tanggal 3 Agustus 2015 melalui Surat Edaran Direktur Utama PT Pupuk Indonesia (Persero) No. SE-06/VIII/2015.
- **Penanganan atas pelanggaran yang dilakukan oleh karyawan [2-26]**
 - Atasan langsung atau atasan dari atasan langsung sedapat mungkin memberi jawaban konsultasi secara langsung, termasuk mengkaji dan memberi teguran dan/atau memberi peringatan sesuai peraturan PG atau ketentuan yang berlaku. Bagi karyawan yang terbukti telah melanggar dan apabila terdapat hal-hal yang belum dapat dijawab atau ditangani segera meneruskannya kepada Sekretaris PG.
 - Atasan langsung atau atasan dari atasan langsung wajib melaporkan tentang konsultasi dan jawabannya termasuk apabila terbukti ada pelanggaran berikut penanggulangannya (teguran dan/atau peringatan) kepada Sekretaris PG dan Kompartemen Audit Intern;
 - Apabila dari masalah yang dilaporkan terdapat pelanggaran yang telah diberikan teguran dan/atau peringatan (I, II, III) namun diulangi kembali atau merupakan pelanggaran berat, pelanggaran hukum atau merugikan PG, maka harus dilakukan pemeriksaan lebih mendalam.
 - Direksi menjatuhkan sanksi terhadap karyawan termasuk dalam hal sanksi menyangkut Pemutusan Hubungan Kerja (PHK) sesuai dengan ketentuan dan perundang-undangan yang berlaku.
 - Dalam hal pelanggaran menyangkut tindak pidana umum, Direksi dapat menyerahkan permasalahan kepada pihak yang berwajib sesuai hukum dan peraturan perundang-undangan yang berlaku.
- **Penanganan Pelanggaran yang Dilakukan oleh Anggota Direksi [2-26]**
 - Direktur Utama sedapat mungkin memberi jawaban secara langsung dan bila terdapat hal-hal yang belum dapat dijawab segera meneruskannya kepada Dewan Komisaris;
- **Gratification Control [205-2]**
Every PG personnel is prohibited from accepting any form of gratification as regulated in the Gratification Control Guidelines. The Gratification Guidelines are a form of PG's commitment to realizing the integrity of PG personnel. This is based on the enthusiasm to take a firm stance on controlling gratification involving Petrochemical personnel in PG activities. PG is aware that gratification under certain conditions can violate the Corruption Eradication Law. PG Gratification Control Guidelines have been prepared in accordance with the Board of Directors' Decree No. 0261/LI.00.05/14/SK/2015 dated October 1, 2015, concerning PG Gratification Control Guidelines. PG Gratification Control Guidelines have been adapted to the Board of Directors' Decree No. SK-DIR/023A/2015 dated August 3, 2015 via a Circular Letter from the President Director of PT Pupuk Indonesia (Persero) No. SE-06/VIII/2015.
- **Handling Violations Committed by Employees [2-26]**
 - The direct superiors or superiors of direct superiors, as far as possible, provide consultation answers directly, including reviewing and giving reprimands and/or warnings in accordance with PG regulations or applicable provisions. For employees who are proven to have violated and if there are matters that cannot be answered or handled, immediately forward them to the PG Secretary.
 - The direct superior or superior of direct superior is obliged to report the consultation and response, including if there is proven violation and its handling (reprimand and/or warning) to the PG Secretary and the Internal Audit Compartment.
 - In the event that the reported problem is a violation that has been given a reprimand and/or warning (I, II, III) but is repeated, is a serious violation, violates the law, or is detrimental to PG, then a more in-depth investigation must be carried out.
 - The Board of Directors imposes sanctions on employees, including sanctions regarding Termination of Employment (PHK) in accordance with applicable provisions and legislation.
 - In the event that the violation involves a general criminal act, the Board of Directors may submit the matter to the authorities in accordance with applicable laws and regulations.
- **Handling violations committed by members of the Board of Directors [2-26]**
 - The President Director provides answers directly as far as possible, and if there are matters that cannot be answered, immediately forward them to the Board of Commissioners;

- Direktur Utama wajib melaporkan tentang konsultasi termasuk jawabannya kepada Dewan Komisaris.
- Apabila dari hal-hal yang dikonsultasikan dan/atau dilaporkan terdapat indikasi pelanggaran oleh anggota Direksi, maka Dewan Komisaris melaporkan kepada pemegang saham guna dilakukan pengkajian secara lebih mendalam.

Sebagai bentuk komitmen kepatuhan terhadap Standar Etika PG, setiap tahun dilakukan penandatanganan Pernyataan Kepatuhan secara digital oleh seluruh Insan PG. Keberhasilan PG dalam internalisasi dan institusionalisasi penerapan standar etika di seluruh lingkup dan jabatan PG dibuktikan melalui nihilnya kasus pelanggaran kode atau standar etik di lingkungan PG sepanjang tahun 2023. PG berkomitmen untuk selalu bersikap tegas dalam menindaklanjuti pelanggaran atas pedoman etik yang telah disepakati serta terus melakukan evaluasi secara berkelanjutan atas efektivitas penerapan pedoman etik di PG demi memelihara citra PG sebagai PG yang berintegritas dan beretika.

- The President Director is obliged to report consultations, including his or her answers, to the Board of Commissioners.
- In the event that from matters consulted and/or reported there are indications of violations by members of the Board of Directors, then the Board of Commissioners reports this to the Shareholders for a more in-depth study.

As a form of commitment to compliance with PG's Ethical Standards, every year a Digital Compliance Statement is signed by all PG Personnel. PG's success in internalizing and institutionalizing the application of ethical standards in all PG scopes and positions is proven by the zero cases of violations of ethical codes or standards in the PG environment throughout 2023. PG is committed to always being firm in following up on violations of agreed-upon ethical guidelines and continuing to carry out evaluations on an ongoing basis regarding the effectiveness of PG's implementation of ethical guidelines in order to maintain its integrity and ethics as a PG of integrity and ethics.





**PETROKIMIA
GRESIK**
Solusi Agroindustri



12,3%

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03

TATA KELOLA **BERKELANJUTAN**

Sustainable Governance





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TATA KELOLA BERKELANJUTAN

Sustainable Governance

PG menempatkan hakikat tata kelola PG yang baik (*Good Corporate Governance*) sebagai sebuah perangkat yang menjamin keberlangsungan usaha yang berkelanjutan melalui kejelasan fungsi seluruh organ PG serta perlindungan hak bagi seluruh pemangku kepentingan. Pemahaman tersebut direalisasikan melalui penerapan praktik-praktik terbaik (*best practices*) di seluruh perangkat kebijakan GCG demi terwujudnya dan terpeliharanya akuntabilitas dan profesionalisme PG serta kepercayaan pemangku kepentingan. **[3-3]**

Aspek lain yang menjadi fokus PG dalam mewujudkan implementasi prinsip GCG terutama prinsip *transparency* dan *fairness* adalah penerapan Sistem Pelaporan Pelanggaran atau *Whistleblowing System* (WBS) dalam rangka meminimalisir terjadinya tindakan pelanggaran atau penyimpangan terhadap peraturan perundang-undangan. Sampai dengan akhir tahun 2023, PG terus berupaya untuk menyempurnakan ketentuan WBS dalam rangka memberikan kesempatan kepada segenap Insan PG dan pihak eksternal lainnya untuk dapat menyampaikan laporan mengenai dugaan pelanggaran terhadap prinsip-prinsip Tata Kelola PG yang Baik, serta nilai-nilai etika yang berlaku di PG dengan berdasarkan bukti-bukti yang dapat dipertanggungjawabkan.

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

Sepanjang tahun 2023, PG tidak menerima laporan pengaduan WBS, baik yang masuk melalui sarana yang disediakan berupa surat elektronik (pgbersih@petrokimiagresik.com), faksimile, SMS, dan Kotak Surat, maupun yang diterima langsung oleh Unit Pengelola WBS. PG akan terus melanjutkan efektivitas pengelolaan WBS dengan menitikberatkan pada upaya preventif melalui sosialisasi yang tepat sasaran dan dilakukan secara berkala, sehingga dapat meminimalisasi risiko dan dampak negatif dari pelanggaran etika oleh karyawan di seluruh jenjang jabatan.

PG places the essence of PG Good Corporate Governance as a tool that ensures sustainable business continuity through clarity in the functions of all PG organs and protection of the rights of all stakeholders. This understanding is realized through the application of best practices in all GCG policy tools in order to realize and maintain PG accountability and professionalism, as well as stakeholder trust. **[3-3]**

Another aspect that PG focuses on in realizing the implementation of GCG principles, especially the principles of transparency and fairness, is the implementation of a Whistleblowing System (WBS) in order to minimize the occurrence of violations or deviations from statutory regulations. Until the end of 2023, PG continued to strive to perfect the WBS provisions in order to provide opportunities for all PG personnel and other external parties to be able to submit reports regarding alleged violations of the principles of PG Good Corporate Governance, as well as the ethical values that apply in PG based on reliable evidence.

The existence of WBS in PG governance is intended so that PG can detect early (*early warning*) the possibility of problems resulting from a violation and prevent all forms of irregularities in PG that have the potential to cause financial losses, including things that can damage PG's image. This view is motivated by the fact that in the performance implementation process, complaints of violations often arise from stakeholders, which, if not resolved properly, will give rise to prolonged disputes, thereby disrupting PG's focus on achieving the performance targets that have been set.

Throughout 2023, PG did not receive any WBS complaint reports, either those received via the means provided in the form of electronic mail (pgbersih@petrokimiagresik.com), faximile, SMS, and Mailbox, or those received directly by the WBS Management Unit. PG will continue the effectiveness of WBS management by focusing on preventive efforts through targeted and regular socialization, in order to minimize the risks and negative impacts of ethical violations by employees at all levels of position.

STRUKTUR TATA KELOLA [2-9]

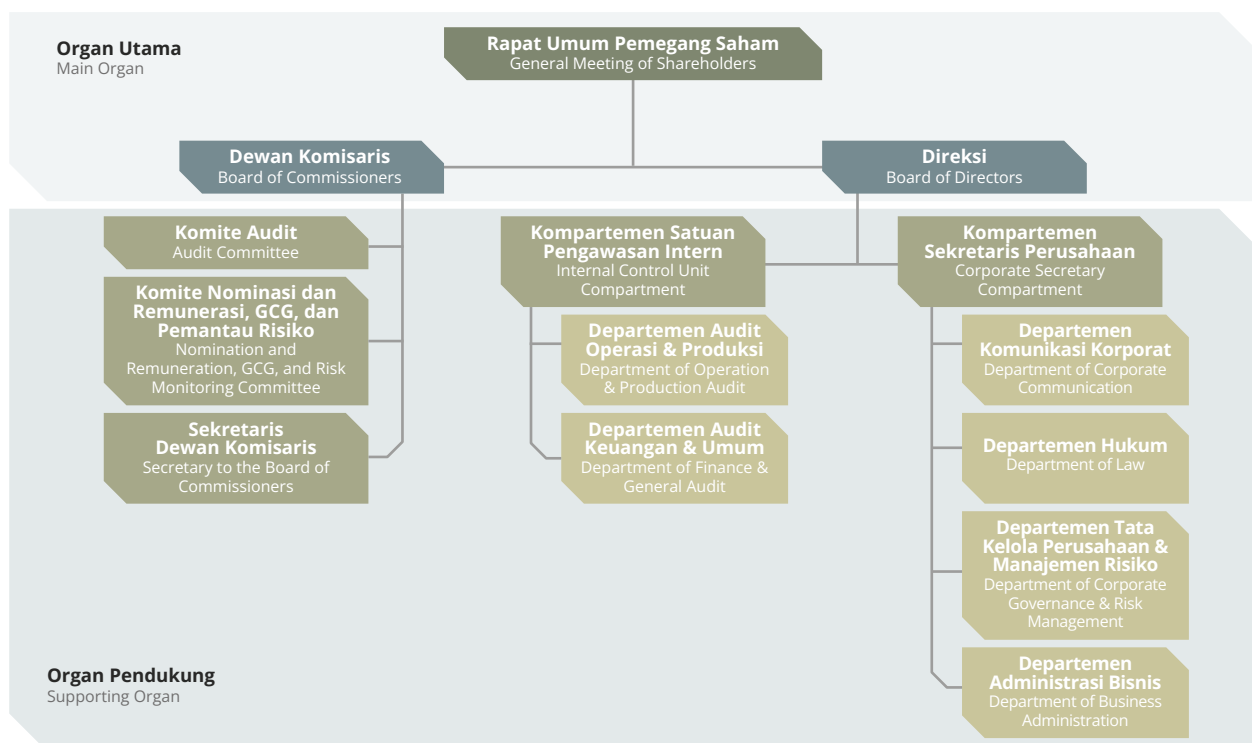
Governance Structure

Sesuai Anggaran Dasar PG dan Undang-Undang Republik Indonesia No. 40 tahun 2007 tentang Perseroan Terbatas (UU PT), struktur tata kelola PG tercermin pada organ utama tata kelola, yaitu Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris, dan Direksi. Ketiga organ utama dalam struktur GCG di PG telah menjalankan fungsi masing-masing sesuai dengan ketentuan yang berlaku atas dasar prinsip bahwa masing-masing organ bersifat independen dalam menjalankan tugas, fungsi, dan tanggung jawabnya. Guna memastikan terlaksananya pengelolaan PG sesuai dengan prinsip-prinsip GCG dan peraturan perundang-undangan yang berlaku, ketiga organ PG tersebut dibantu dengan organ pendukung, yaitu Komite Audit, Komite Nominasi dan Remunerasi, *Good Corporate Governance* dan Pemantau Risiko, Satuan Pengawasan Intern, dan Sekretaris Perusahaan.

In accordance with the PG Articles of Association and Law of the Republic of Indonesia No. 40 of 2007 concerning Limited Liability Companies (UU PT), PG's governance structure is reflected in the main organs of governance, namely the General Meeting of Shareholders (GMS), the Board of Commissioners, and the Board of Directors. The three main organs in the GCG structure at PG have carried out their respective functions in accordance with applicable regulations based on the principle that each organ is independent in carrying out its duties, functions, and responsibilities. In order to ensure that PG management is implemented in accordance with GCG principles and applicable laws and regulations, the three PG organs are assisted by supporting organs, namely the Audit Committee, Nomination and Remuneration Committee, Good Corporate Governance and Risk Monitoring, Internal Monitoring Unit, and Corporate Secretary.

Adapun struktur tata kelola Perseroan disajikan dalam bagan sebagai berikut:

The Company's governance structure is presented in the following chart:





PENDELEGASIAN WEWENANG [2-13]

Delegation of Authority

PG mengelola pendelelegasian tugas, wewenang RUPS, Dewan Komisaris & Direksi sebagaimana diatur dalam Pedoman Tata Kelola PG yang Baik (GCG Code) tanggal 27 Desember 2021 sebagai berikut:

1. Pendelelegasian Wewenang RUPS
 - a. Pemegang saham baik sendiri maupun diwakili berdasarkan surat kuasa, berhak menghadiri RUPS dan menggunakan hak suaranya sesuai dengan jumlah saham yang dimilikinya.
 - b. Ketua Rapat berhak meminta agar surat kuasa untuk mewakili pemegang saham diperlihatkan kepadanya pada waktu rapat diadakan.
 - c. Frekuensi pelaporan dilaksanakan setiap bulan antara Direksi dan Dewan Komisaris
2. Pendelelegasian Wewenang Dewan Komisaris
 - a. Seorang anggota Dewan Komisaris dapat diwakili dalam rapat hanya oleh anggota Dewan Komisaris lainnya berdasarkan kuasa tertulis yang diberikan khusus untuk keperluan itu.
 - b. Seorang anggota Dewan Komisaris hanya dapat mewakili seorang anggota Dewan Komisaris lainnya.
3. Pendelelegasian Wewenang Direksi
 - a. Penyerahan kekuasaan Direksi kepada seorang atau beberapa orang anggota Direksi untuk mengambil keputusan atas nama Direksi atau mewakili PG di dalam dan di luar pengadilan.
 - b. Penyerahan kekuasaan Direksi kepada seorang atau beberapa orang pekerja PG baik sendiri-sendiri maupun bersama-sama atau kepada orang lain, untuk mewakili PG di dalam dan di luar pengadilan.
 - c. Apabila Direktur Utama tidak ada atau berhalangan karena sebab apa pun, hal mana tidak perlu dibuktikan kepada pihak ketiga, maka salah seorang anggota Direksi yang ditunjuk secara tertulis oleh Direktur Utama berwenang bertindak untuk dan atas nama Direksi serta melaksanakan tugas-tugas Direktur Utama.
 - d. Dalam hal Direktur Utama tidak melakukan penunjukan, maka anggota Direksi yang terlama dalam jabatan berwenang bertindak untuk dan atas nama Direksi serta melaksanakan tugas-tugas Direktur Utama.
 - e. Dalam hal terdapat lebih dari 1 (satu) orang anggota Direksi yang terlama dalam jabatan dan yang tertua dalam usia yang berwenang bertindak untuk dan atas nama Direksi serta melaksanakan tugas-tugas Direktur Utama.
 - f. Dalam hal salah seorang anggota Direksi selain Direktur Utama berhalangan karena sebab apa pun,

PG manages the delegation of duties and authority of the GMS, Board of Commissioners, and Board of Directors as regulated in the PG Good Governance Guidelines (GCG Code) dated December 27, 2021, as follows:

1. Delegation of the GMS authority
 - a. Shareholders, whether personally or represented based on a power of attorney, have the right to attend the GMS and exercise their voting rights in accordance with the number of shares they own.
 - b. The Chairman of the Meeting has the right to request that a power of attorney to represent the Shareholders be shown when the meeting is held.
 - c. The Board of Directors and the Board of Commissioners have a monthly reporting frequency.
2. Delegation of the Board of Commissioners authority
 - a. A member of the Board of Commissioners may be represented at a meeting only by another member of the Board of Commissioners based on a written authorization specifically given for that purpose.
 - b. A member of the Board of Commissioners can only represent another member of the Board of Commissioners.
3. Delegation of the Board of Directors authority
 - a. Transfer of authority from the Board of Directors to one or several members of the Board of Directors to make decisions on behalf of the Board of Directors or represent PG inside and outside the court.
 - b. Handing over the powers of the Board of Directors to one or several PG employees, either individually or jointly, or to other people, to represent PG inside and outside the court.
 - c. In the event that the President Director is absent or unavailable for any reason, which does not need to be proven to a third party, then one member of the Board of Directors appointed in writing by the President Director has the authority to act for and on behalf of the Board of Directors and carry out the duties of the President Director.
 - d. In the event that the President Director does not make an appointment, the member of the Board of Directors who has been in office the longest has the authority to act for and on behalf of the Board of Directors and carry out the duties of the President Director.
 - e. In the event that there is more than 1 (one) member of the Board of Directors who has been in office the longest, then the oldest in age is authorized to act for and on behalf of the Board of Directors and carry out the duties of the President Director.
 - f. In the event that a member of the Board of Directors other than the President Director is absent for

hal mana tidak perlu dibuktikan kepada pihak ketiga, maka anggota-anggota Direksi lainnya menunjuk salah seorang anggota Direksi untuk melaksanakan tugas-tugas anggota Direksi yang berhalangan tersebut.

- g. Direksi untuk perbuatan tertentu atas tanggung jawabnya sendiri, berhak pula mengangkat seseorang atau lebih sebagai wakil atau kuasanya, dengan memberikan kepadanya atau kepada mereka kekuasaan untuk perbuatan tertentu yang diatur dalam surat kuasa.
- h. Untuk memberikan suara dalam pengambilan keputusan, seorang anggota Direksi dapat diwakili dalam rapat hanya oleh anggota Direksi lainnya berdasarkan kuasa tertulis yang diberikan khusus untuk keperluan itu.
- i. Seorang anggota Direksi hanya dapat mewakili seorang anggota Direksi lainnya.

any reason, which does not need to be proven to a third party, then the other members of the Board of Directors appoint a member of the Board of Directors to carry out the duties of the member of the Board of Directors who is absent.

- g. For certain actions on their own responsibility, the Board of Directors also has the right to appoint one or more people as their representatives or proxies by giving him or them the power to do certain actions as regulated in the power of attorney.
- h. To vote in decision-making, a member of the Board of Directors may be represented at a meeting only by another member of the Board of Directors based on a written authorization specifically given for that purpose.
- i. A member of the Board of Directors can only represent another member of the Board of Directors.

TANGGUNG JAWAB TINGKAT EKSEKUTIF [2-13]

Executive Level Responsibilities

Direksi bertanggung jawab terhadap pencapaian kinerja pada aspek ekonomi, lingkungan, dan sosial sesuai tugas masing-masing tanpa menghilangkan tanggung jawab kolegal. Pembagian tugas antara sesama anggota Direksi diatur dalam dokumen *Board Policy Manual*. Dalam *Board Policy Manual* tanggal 28 April 2021 juga menetapkan salah satu fungsi Sekretaris PG adalah sebagai penghubung (*Liaison Officer*) PG yang melapor langsung kepada Direksi. Rapat Anggaran perusahaan yang dilaksanakan sebanyak satu bulan sekali, dihadiri oleh seluruh Direksi, Pejabat *Grade I* dan *Grade 2* serta karyawan terkait.

The Board of Directors is responsible for achieving performance in economic, environmental, and social aspects according to their respective duties without eliminating collegian responsibilities. The division of duties between members of the Board of Directors is regulated in the Board Policy Manual document. The Board Policy Manual dated April 28, 2021 also stipulates that one of the functions of the PG Secretary is as a PG Liaison Officer who reports directly to the Board of Directors. The Company budget meeting is held once a month and is attended by the entire Board of Directors, Grade I and Grade 2 Officials, and related employees.

KONSULTASI DENGAN PEMANGKU KEPENTINGAN [2-12]

Consultation with Stakeholders

Direksi maupun eksekutif senior melakukan konsultasi dengan pemangku kepentingan internal dan eksternal dalam bentuk pertemuan formal dan non formal secara rutin dan setiap saat diantaranya dengan pemegang saham dan dewan komisaris, jaringan pemasok, karyawan, pemerintah, jaringan distribusi, konsumen, masyarakat dan pihak-pihak lain yang memiliki kekuatan dan kepentingan terhadap kelangsungan

The Board of Directors and senior executives carry out consultations with internal and external stakeholders in the form of formal and informal meetings regularly and at any time, including with shareholders and the board of commissioners, supplier networks, employees, government, distribution networks, consumers, the community, and other parties involved has the power and interest in the continuity



PG. Umpan balik dari hasil konsultasi sebagai pertimbangan dalam pengambilan keputusan strategis PG termasuk program kerja terkait topik ekonomi, lingkungan, dan sosial.

of PG. Feedback from the consultation results is used as a consideration in PG strategic decision-making, including work programs related to economic, environmental, and social topics.

RAPAT UMUM PEMEGANG SAHAM [2-9]

General Meeting of Shareholders

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

The General Meeting of Shareholders (GMS) is a PG organ that has authority that is not granted to the Board of Commissioners or the Board of Directors within the limits specified in the Limited Liability Company Law and/or the Articles of Association. At the GMS, the Board of Commissioners and the Board of Directors are required to convey information relating to PG management to shareholders.

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

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

Keputusan yang diambil dalam RUPS harus dilakukan secara wajar dan transparan dengan memperhatikan kepentingan usaha PG dalam jangka panjang, namun tidak terbatas pada penunjukan anggota Dewan Komisaris dan Direksi, keputusan menerima atau menolak laporan Dewan Komisaris dan Direksi, penunjukan auditor eksternal, serta kesesuaian antara remunerasi dan dividen.

Decisions taken at the GMS must be carried out fairly and transparently, taking into account PG's long-term business interests, including but not limited to the appointment of members of the Board of Commissioners and the Board of Directors, decisions to accept or reject reports from the Board of Commissioners and the Board of Directors, appointment of external auditors, as well as suitability between remuneration and dividend.

Sesuai dengan Pedoman Tata Kelola PG yang Baik, RUPS terdiri dari RUPS Tahunan dan RUPS Luar Biasa.

In accordance with the PG Good Governance Guidelines, the GMS consists of the Annual GMS and Extraordinary GMS.

1. Rapat Umum Pemegang Saham Tahunan (RUPST); terdiri dari:
 - a. RUPS Tahunan Kinerja (RUPS Kinerja)

Menyetujui laporan tahunan dan mengesahkan perhitungan tahunan. Pengesahan perhitungan tahunan oleh RUPS berarti memberikan pelunasan dan pembebasan sepenuhnya (*acquitt de charge*) kepada para anggota Direksi dan anggota Dewan Komisaris atas pengurusan dan pengawasan yang telah diajukan selama tahun buku yang lalu, sejauh tindakan tersebut ternyata dalam perhitungan tahunan. Waktu pelaksanaan RUPS Tahunan untuk menyetujui laporan tahunan dan mengesahkan perhitungan tahunan diadakan setiap tahun selambat-lambatnya pada bulan Juni, setelah penutupan tahun buku yang bersangkutan.

1. Annual General Meeting of Shareholders (AGMS); consist of:
 - a. Performance Annual GMS (Performance GMS)

Approve annual reports and validate annual calculations. Ratification of the annual calculations by the GMS means giving full repayment and release (*acquitt de charge*) to members of the Board of Directors and members of the Board of Commissioners for the management and supervision that have been proposed during the previous financial year, as far as these actions are found in the annual calculations. The time for holding the Annual GMS to approve the annual report and ratify the annual calculations is held every year no later than June, after the close of the relevant financial year.

b. RUPS Rencana Kerja dan Anggaran Perusahaan (RUPS RKAP)

Mengesahkan Rencana Kerja dan Anggaran PG tahun buku berikutnya diadakan selambat-lambatnya pada hari ke-30 bulan pertama setelah tahun buku baru dimulai.

2. Rapat Umum Pemegang Saham Luar Biasa (RUPSLB)

Rapat Umum Pemegang Saham Luar Biasa dapat diadakan setiap waktu berdasarkan kebutuhan untuk kepentingan Perseroan. Waktu dan pemanggilan RUPSLB yaitu sebagai berikut:

- Direksi menyelenggarakan RUPSLB dengan didahului pemanggilan RUPS.
- Penyelenggaraan RUPSLB dapat pula dilakukan atas permintaan seorang atau lebih Pemegang Saham yang mewakili paling sedikit 1/10 (satu per sepuluh) bagian dari jumlah seluruh saham yang telah dikeluarkan PG dengan hak suara yang sah; atau Dewan Komisaris yang diajukan kepada Direksi dengan surat tercatat disertai dengan alasannya.
- Direksi wajib melakukan pemanggilan RUPS dalam jangka waktu paling lambat 15 (lima belas) hari tergantung sejak tanggal permintaan penyelenggaraan RUPS diterima.
- Dalam hal Direksi tidak melakukan pemanggilan RUPS, maka permintaan penyelenggaraan RUPS dapat diajukan kembali kepada Dewan Komisaris atau Dewan Komisaris melakukan pemanggilan sendiri RUPS. Dewan Komisaris melakukan pemanggilan sendiri RUPS dalam jangka waktu paling lambat 15 (lima belas) hari tergantung sejak tanggal permintaan penyelenggaraan RUPS diterima.
- Dalam hal Direksi atau Dewan Komisaris tidak melakukan pemanggilan RUPS dalam jangka waktu paling lambat 15 (lima belas) hari setelah permintaan diterima, maka yang menandatangani surat permintaan itu dapat melakukan pemanggilan sendiri RUPS setelah mendapat izin dari Ketua Pengadilan Negeri yang daerah hukumnya meliputi tempat kedudukan PG.

Pada tahun 2022, PG telah menyelenggarakan RUPS sebanyak 4 (empat) kali yang terdiri dari RUPS Tahunan (RUPST) sebanyak 2 (dua) kali dan RUPS Luar Biasa (RUPSLB) sebanyak 2 (dua) kali serta 1 (satu) Keputusan Pemegang Saham di luar RUPS, dengan rincian sebagai berikut:

RUPST

1. Pengesahan RKAP dan RKA TJSL Tahun 2023

Hari, tanggal : Kamis, 26 Januari 2023
Waktu : 20.18–21.01 WIB
Tempat : Ruang Rapat Salon 2 Lt. 22
Park Hyatt Jl. Kebon Sirih
No. 17–19 Menteng, Jakarta

b. Company Work Plan and Budget GMS (RKAP GMS)

Ratifying the PG Work Plan and Budget for the next financial year shall be held no later than the 30th day of the first month after the new financial year begins.

2. Extraordinary General Meeting of Shareholders (EGMS)

An Extraordinary General Meeting of Shareholders can be held at any time based on the need for the interests of the Company. The time and summons for the EGMS are as follows:

- The Board of Directors holds an EGMS, preceded by a summons to the GMS.
- The EGMS can also be held at the request of one or more Shareholders representing at least 1/10 (one tenth) of the total number of shares issued by PG with valid voting rights, or the Board of Commissioners submitted to the Board of Directors by registered letter accompanied by the reasons.
- The Board of Directors is obliged to summon a GMS within a period of no later than 15 (fifteen) days, depending on the date the request for holding a GMS is received
- In the event that the Board of Directors does not summon the GMS, then the request for holding the GMS can be submitted again to the Board of Commissioners, or the Board of Commissioners can summon the GMS themselves. The Board of Commissioners shall summon the GMS themselves within a period of no later than 15 (fifteen) days, depending on the date the request for holding the GMS is received.
- In the event that the Board of Directors or Board of Commissioners does not summon a GMS within a period of no later than 15 (fifteen) days after the request is received, then those who sign the request letter can summon the GMS themselves after obtaining permission from the Chairman of the District Court whose jurisdiction covers the domicile of PG.

In 2022, PG held 4 (four) GMS consisting of 2 (two) Annual GMS (AGMS) and 2 (two) Extraordinary GMS (EGMS), as well as 1 (one) Shareholder resolution outside the GMS, with the following details:

AGMS

1. Ratification of the 2023 RKAP and RKA TJSL

Day and date : Thursday, January 26, 2023
Time : 20.18–21.01 WIB
Venue : Salon Meeting Room 2, 22nd Fl.,
Parks Hyatt, Jl. Kebon Sirih No.17–19
Menteng, Jakarta



Dihadiri oleh:

Attended by:

a. Pemegang Saham

a. Shareholders

Jabatan	Nama Name	Position
Bertindak untuk dan atas nama PT Pupuk Indonesia (Persero)		Acting for and on behalf of the PT Pupuk Indonesia (Persero)
Direktur Utama	Achmad Bakir Pasaman	President Director
Wakil Direktur Utama	Nugroho Christijanto	Vice President Director
Direktur Pemasaran	Gusrizal	Director of Marketing
Direktur Keuangan dan Investasi	Wono Budi Tjahyono	Director of Finance and Investment
Direktur Produksi	Bob Indiarto	Director of Production
Direktur Sumber Daya Manusia, Tata Kelola dan Manajemen Risiko	Tina Treestiana Kemala Intan	Director of Human Resources, Governance and Risk Management
Direktur Portofolio dan Pengembangan Usaha	Jamsaton Nababan	Director of Portfolio and Business Development
Direktur Transformasi Bisnis	Panji Winanteya Ruky	Director of Business Transformation
Bertindak untuk dan atas nama Yayasan Petrokimia Gresik		Acting for and on behalf of the Petrokimia Gresik Foundation
Ketua I Pengurus Yayasan dan berdasarkan SK No. 001/01/TU.00.01/00.YPG/SKU/2023 tanggal 26 Januari 2023 selaku kuasa dari Ketua Umum Pengurus Yayasan, Dwi Tjahjo Juniarto, dan berdasarkan SK No. 003/01/TU.00.01/00.YPG/SKU/2023 tanggal 26 Januari 2023 selaku kuasa dari Sekretaris Pengurus Yayasan, Ninuk Kurniasih Dwi Tjahjo Juniarto.	Wismo Budiono	Chairman I of the Foundation Management and based on power of attorney No. 001/01/TU.00.01/00.YPG/SKU/2023 dated January 26, 2023 as Power of Attorney from the General Chairman of the Foundation Management, Dwi Tjahjo Juniarto, and based on power of attorney No. 003/01/TU.00.01/00.YPG/SKU/2023 dated January 26, 2023 as Power of Attorney from the Secretary of the Foundation Management, Ninuk Kurniasih.

b. Dewan Komisaris

b. Board of Commissioners

Jabatan	Nama Name	Position
Komisaris Utama	T. Nugroho Purwanto	President Commissioner
Komisaris	Bin Nahadi	Commissioner
Komisaris Independen	Ammarsjah	Independent Commissioner

c. Direksi

c. Board of Directors

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

Hingga Laporan Keberlanjutan 2023 ini diterbitkan, seluruh keputusan RUPS Pengesahan RKAP dan RKA TJSL Tahun 2023 telah seluruhnya dilaksanakan. Adapun penjelasan atas setiap mata acara RUPS Pengesahan RKAP dan RKA TJSL Tahun 2023 sebagaimana tercantum dalam tabel di bawah ini:

Until the 2023 Sustainability Report is published, all GMS resolutions for the Ratification of the 2023 RKAP and RKA TJSL have been fully implemented. The explanation of each GMS agenda for the Ratification of the 2023 RKAP and RKA TJSL is listed in the table below:

No.	Mata Acara Agenda	Keputusan Resolution
1	Pengesahan RKAP Tahun 2023 dan RKA TJSL Tahun 2023 Ratification of the 2023 RKAP and 2023 RKA TJSL	Mengesahkan dan menyetujui RKAP Tahun 2023 dan RKA TJSL yang telah disampaikan oleh Direksi Anak Perusahaan. Ratifying and approving the 2023 RKAP and RKA TJSL, which have been submitted by the Subsidiary's Board of Directors.
2	Penetapan Indikator Aspek Operasional untuk pengukuran Tingkat Kesehatan Perusahaan Tahun 2023 Determination of Operational Aspect Indicators for Measuring the Company's Health Level in 2023	Menetapkan indikator aspek operasional pada tingkat kesehatan sebagai berikut: • Pencapaian Produksi (bobot 5) • Efisiensi Pemakaian Bahan Baku (5) • Produktivitas Tenaga Kerja (5) Determining operational aspect indicators at the health level is as follows: • Production Achievement (weight 5) • Raw Material Utilization Efficiency (5) • Labor Productivity (5)
3	Persetujuan dan pengesahan Kontrak Manajemen (<i>Key Performance Indicators</i>) antara Direksi dan Dewan Komisaris dengan Pemegang Saham Tahun 2023 Approval and ratification of the Management Contract (<i>Key Performance Indicators</i>) between the Board of Directors and the Board of Commissioners with Shareholders in 2023.	Menyetujui dan mengesahkan Kontrak Manajemen (<i>Key Performance Indicators</i>) Direksi dan Dewan Komisaris dengan Pemegang Saham Tahun 2023. Approving and ratifying the Management Contract (<i>Key Performance Indicators</i>) of the Board of Directors and Board of Commissioners with Shareholders in 2023.
4	Persetujuan dan pengesahan Kontrak Manajemen (<i>Key Performance Indicators</i>) antara Dewan Komisaris dengan Pemegang Saham Tahun 2023 Approval and ratification of the Management Contract (<i>Key Performance Indicators</i>) between the Board of Commissioners and Shareholders in 2023	Menetapkan <i>Key Performance Indicators</i> Dewan Komisaris dalam melakukan pengawasan terhadap Direksi atas pelaksanaan RKAP Tahun 2023. Determining <i>Key Performance Indicators</i> for the Board of Commissioners in supervising the Board of Directors regarding the implementation of the 2023 RKAP.

2. Laporan Tahunan, Pengesahan Laporan Keuangan, dan Laporan TJSL Tahun 2023

Hari, tanggal : Kamis, 8 Juni 2023
Waktu : 16.11–17.24 WIB
Tempat : Gedung Pusri Lt. 8
Jl. Taman Anggrek, Kemanggisan
Jakarta Barat

Dihadiri oleh:

a. Pemegang Saham

2. Annual Report, Ratification of Financial Statements, and TJSL Report

Day and date : Thursday, June 8, 2023
Time : 16.11–17.24 WIB
Venue : Pusri Building, 8th Fl.,
Jl. Taman Anggrek, Kemanggisan
West Jakarta

Attended by:

a. Shareholders

Jabatan	Nama Name	Position
Bertindak untuk dan atas nama PT Pupuk Indonesia (Persero)		Acting for and on behalf of the PT Pupuk Indonesia (Persero)
Direktur Utama	Achmad Bakir Pasaman	President Director
Wakil Direktur Utama	Nugroho Christijanto	Vice President Director
Direktur Pemasaran	Gusrizal	Director of Marketing
Direktur Keuangan dan Investasi	Wono Budi Tjahyono	Director of Finance and Investment
Direktur Produksi	Bob Indianto	Director of Production
Direktur Sumber Daya Manusia, Tata Kelola dan Manajemen Risiko	Tina Treestiana Kemala Intan	Director of Human Resources, Governance and Risk Management
Direktur Portofolio dan Pengembangan Usaha	Jamsaton Nababan	Director of Portfolio and Business Development
Direktur Transformasi Bisnis	Panji Winanteya Ruky	Director of Business Transformation



Jabatan	Nama Name	Position
Bertindak untuk dan atas nama Yayasan Petrokimia Gresik		Acting for and on behalf of the Petrokimia Gresik Foundation
Sekretaris Pengurus Yayasan dan berdasarkan SK No. 006/06/TU.00.01/00.YPG/SKU/2023 tanggal 6 Juni 2023 selaku Kuasa dari Ketua Pengurus Yayasan, Dwi Tjahjo Juniarto.	Ninuk Kurnasih	Secretary of the Foundation Management and based on power of attorney No. 006/06/TU.00.01/00.YPG/SKU/2023 dated June 6, 2023 as Power of Attorney from the Chairman of the Foundation Management, Dwi Tjahjo Juniarto.

b. Dewan Komisaris

b. Board of Commissioners

Jabatan	Nama Name	Position
Komisaris Utama dan berdasarkan SK No. 0003/BK/TU.00.01/99/KS/2023 tanggal 8 Juni 2023 selaku Kuasa dari Komisaris, Cecep Herawan.	T. Nugroho Purwanto	President Commissioner and based on power of attorney No. 0003/BK/TU.00.01/99/KS/2023 dated June 8, 2023 as Power of Attorney from the Commissioner, Cecep Herawan.
Komisaris	Bin Nahadi	Commissioner
Komisaris	Noer Fajrieansyah	Commissioner
Komisaris Independen	Ammarsjah	Independent Commissioner
Komisaris Independen	Indira Chunda Thita Syahrul	Independent Commissioner

c. Direksi

c. Board of Directors

Jabatan	Nama Name	Position
Direktur Utama	Dwi Satriyo Annurogo	President Director
Direktur Operasi dan Produksi	Digna Jatiningsih	Director of Operation and Production
Direktur Keuangan dan Umum	Budi Wahyu Soesilo	Director of Finance and General

Hingga Laporan Keberlanjutan 2023 ini diterbitkan, seluruh keputusan RUPS Persetujuan Laporan Tahunan, Pengesahan Laporan Keuangan dan Laporan TJSJL Tahun 2023 telah seluruhnya dilaksanakan. Adapun penjelasan atas setiap mata acara RUPS Persetujuan Laporan Tahunan, Pengesahan Laporan Keuangan, dan Laporan TJSJL Tahun 2023 sebagaimana tercantum dalam tabel di bawah ini:

Until the 2023 Sustainability Report is published, all GMS resolutions for the approval of the Annual Report, the Ratification of the Financial Statements and the TJSJL Report for 2023 have been fully implemented. The explanation for each GMS agenda for the approval of the Annual Report, the Ratification of the Financial Satatements and the TJSJL Report for 2023 is listed in the table below:

No.	Mata Acara Agenda	Keputusan Resolution
1	Persetujuan Laporan Tahunan Perseroan Tahun Buku 2022 termasuk Laporan Tugas Pengawasan Dewan Komisaris dan Laporan Pelaksanaan Program Tanggung Jawab Sosial dan Lingkungan serta Pengesahan Laporan Keuangan Konsolidasian Perseroan Tahun Buku 2022. Approval of the Company's Annual Report for the Financial Year 2022, including the Board of Commissioners' Supervisory Duties Report and the Social and Environmental Responsibility Program Implementation Report, as well as Ratification of the Company's Consolidated Financial Statements for the Financial Year 2022.	Menyetujui Laporan Tahunan Perseroan Tahun Buku 2022 termasuk Laporan Tugas Pengawasan Dewan Komisaris dan Laporan Pelaksanaan Program Tanggung Jawab Sosial dan Lingkungan serta mengesahkan Laporan Keuangan Konsolidasian Perseroan untuk Tahun Buku 2022 yang berakhir pada 31 Desember 2022, yang telah diaudit oleh Kantor Akuntan Publik (KAP) Tanudiredja, Wibisana, Rintis & Rekan sebagaimana dimuat dalam laporannya No. 00306/2.1025/AU.1/04/17841/1/III/2023, tanggal 15 Maret 2023 dengan opini "wajar dalam semua hal yang material", sekaligus memberikan pelunasan dan pembebasan tanggung jawab sepenuhnya (<i>volledig acquit et de charge</i>) kepada Direksi dan Dewan Komisaris atas tindakan pengurusan dan pengawasan perusahaan yang telah dijalankan dalam Tahun Buku yang berakhir pada tanggal 31 Desember 2022 sepanjang: - Tindakan tersebut termuat dalam Laporan Tahunan atau Laporan Keuangan yang telah diaudit KAP; - Tindakan tersebut bukan merupakan tindakan pidana dan tidak melanggar kode etik dan/atau ketentuan peraturan perundang-undangan yang berlaku; - Catatan KAP ditindaklanjuti dan diselesaikan secara tuntas, serta Laporan Tahunan dan Laporan Keuangan yang disajikan tersebut telah memuat hal-hal dan kejadian-kejadian yang sesungguhnya sehingga tidak mengakibatkan kerugian bagi Perseroan dikemudian hari dan dalam hal laporan keuangan yang disediakan ternyata tidak benar, anggota Direksi dan anggota Dewan Komisaris Perseroan secara tanggung renteng bertanggung jawab terhadap pihak yang dirugikan; - Bila mana di kemudian hari ditemukan penyalahgunaan kewenangan dan/atau bertindak di luar kewenangannya dan perbuatan tersebut menimbulkan kerugian dan/atau bertentangan dengan kode etik dan/atau ketentuan peraturan perundang-undangan, maka pelunasan dan pembebasan sepenuhnya dari tanggung jawab (<i>volledig acquit et de charge</i>) tersebut dinyatakan tidak berlaku. Approving the Company's Annual Report for the Financial Year 2022 including the Board of Commissioners' Supervision Duties Report and the Social and Environmental Responsibility program implementation report and ratifying the Company's Consolidated Financial Statements for the 2022 Financial Year ending on December 31, 2022, which has been audited by the Public Accounting Firm (PAF) Tanudiredja, Wibisana, Rintis & Partners as stated in its report No.00306/2.1025/AU. 1/04/17841/1/III/2023, dated March 15, 2023 with an opinion of "fair in all material respects", as well as providing full repayment and release of responsibility (<i>volledig acquit et de charge</i>) to the Board of Directors and the Board of Commissioners for the Company management and supervision actions that has been carried out in the Financial Year ending December 31, 2022 as long as: - These actions are contained in the Annual Report or Financial Statement that has been audited by PAF; - This action is not a criminal act and does not violate the code of ethics and/or provisions of applicable laws and regulations; - PAF records are followed up and completed completely; and the annual report and financial statements presented contain actual matters and events so that they do not result in losses for the Company in the future and in the event that the financial statements provided are found to be incorrect, members of the Board of Directors and members of the Board of Commissioners of the Company are jointly and severally responsible towards the aggrieved party; - If in the future it is discovered that there is abuse of authority and/or acting outside of one's authority and these actions cause losses and/or are in conflict with the code of ethics and/or provisions of laws and regulations, then the full repayment and release from responsibility (<i>volledig acquit et de charge</i>) shall be declared invalid.



No.	Mata Acara Agenda	Keputusan Resolution
2	Pengesahan Laporan Keuangan Program Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) Tahun Buku 2022 Ratification of the Financial Statements of the Micro and Small Enterprises Funding Program (PUMK) for the 2022 Financial Year	Mengesahkan Laporan Keuangan Program Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) Tahun Buku 2022 yang berakhir pada tanggal 31 Desember 2022 yang menjadi bagian dari Laporan Tanggung Jawab Sosial dan Lingkungan yang telah diaudit oleh Kantor Akuntan Publik (KAP) Tanudiredja, Wibisana, Rintis & Rekan sebagaimana dimuat dalam laporannya No. 00483/2.1025/AU.2/04/1784-1/1/III/2023 tanggal 30 Maret 2023, posisi keuangan Program Pendanaan Usaha Mikro dan Kecil PT Petrokimia Gresik tanggal 31 Desember 2022, laporan aktivitas dan arus kasnya untuk tahun yang berakhir pada tanggal tersebut, serta memberikan pelunasan dan pembebasan tanggung jawab sepenuhnya (<i>volledig acquit et de charge</i>) kepada Direksi dan Dewan Komisaris Perseroan atas tindakan pengurusan dan pengawasan Pendanaan Usaha Mikro dan Usaha Kecil Tahun Buku 2022, sepanjang tindakan tersebut bukan merupakan tindak pidana dan telah tercermin dalam buku-buku laporan Perseroan. Ratifying the Financial Statements of the Micro and Small Enterprises Funding (PUMK) Program for the 2022 Financial Year ending on December 31, 2022, which is part of the Social and Environmental Responsibility Report that has been audited by the Public Accounting Firm (PAF) Tanudiredja, Wibisana, Rintis & Partner as stated in its report No. 00483/2.1025/AU.2/04/1784-1/1/III/2023 dated March 30, 2023, the financial position of the Micro and Small Enterprises Funding Program of PT Petrokimia Gresik dated December 31, 2022, report on its activities and cash flows for the year ending on that date, as well as provide full repayment and release of responsibility (<i>volledig acquit et de charge</i>) to the Company's Board of Directors and Board of Commissioners for the management and supervision actions of the Micro and Small Enterprises Funding for the 2022 Financial Year, as long as the action is not a criminal offense and has been reflected in the Company's report books.
3	Penetapan Penggunaan Laba Bersih Konsolidasian Perseroan Tahun Buku 2022 Determination of the Use of the Company's Consolidated Net Profit for the 2022 Financial Year	Menyetujui dan menetapkan penggunaan laba tahun berjalan konsolidasi yang dapat diatribusikan kepada pemilik entitas induk Perseroan untuk tahun buku yang berakhir pada tanggal 31 Desember 2022. Approving and determining the use of the consolidated profit for the year attributable to the owners of the Company's parent entity for the financial year ending December 31, 2022.
4	Penetapan gaji/honorarium berikut fasilitas dan tunjangan lainnya untuk Direksi dan Dewan Komisaris Perseroan Tahun Buku 2023, serta tantiem/insentif kinerja/insentif khusus untuk Direksi dan Dewan Komisaris Perseroan atas kinerja Tahun Buku 2022 dan penetapan Jasa Operasi Karyawan atas kinerja Tahun Buku 2022. Determination of salary/honorarium along with other facilities and allowances for the Company's Board of Directors and Board of Commissioners for the 2023 Financial Year, as well as tantiem/performance incentives/special incentives for the Company's Board of Directors and Board of Commissioners for the performance of the 2022 Financial Year and determination of Employee Operation Rewards for the performance of the 2022 Financial Year.	a. Tantiem untuk Direksi dan Dewan Komisaris Tahun Buku 2022 serta gaji Direksi dan honorarium Dewan Komisaris untuk Tahun Buku 2023 akan ditetapkan kemudian secara terpisah dan tersendiri oleh Pupuk Indonesia selaku Pemegang Saham mayoritas. b. Menyetujui dan menetapkan Jasa Operasi karyawan atas kinerja tahun buku 2022. Ketetapan Jasa Operasi akan diberikan secara tersendiri dalam amplop tertutup dalam pelaksanaan RUPS ini dan merupakan bagian tidak terpisahkan dari RUPS tahunan. Jasa operasi agar diberikan kepada karyawan (termasuk karyawan penugasan) secara proporsional dengan memperhatikan masa kerja, kinerja dan tugas serta tanggung jawab. a. Tantiem for the Board of Directors and Board of Commissioners for the 2022 Financial Year, as well as the salaries of the Board of Directors and Honorarium for the Board of Commissioners for the 2023 Financial Year, will be determined separately by Pupuk Indonesia as the majority shareholder. b. Approving and determining employee Operation Rewards for the performance of the 2022 financial year. The determination of Operation Rewards will be given separately in a closed envelope during the implementation of this GMS and is an inseparable part of the annual GMS. Operation rewards must be provided to employees (including assigned employees) proportionally, taking into account length of service, performance, and duties and responsibilities.

No.	Mata Acara Agenda	Keputusan Resolution
5	Penunjukan Kantor Akuntan Publik untuk mengaudit Laporan Keuangan Konsolidasi an Perseroan Tahun Buku 2023 serta Laporan Keuangan Program Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) Tahun Buku 2023 Appointment of a Public Accounting Firm to Audit the Company's Consolidated Financial Statements for the 2023 Financial Year as well as the Financial Report for the Micro and Small Enterprises Funding Program (PUMK) for the 2023 Financial Year	a. Menunjuk kembali Kantor Akuntan Publik (KAP) Tanudiredja, Wibisana, Rintis & Rekan sebagai Kantor Akuntan Publik yang akan mengaudit Laporan Keuangan Konsolidasian Perseroan dan Laporan Keuangan Program Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) untuk Tahun Buku 2023. b. Menunjuk kembali Kantor Akuntan Publik (KAP) Tanudiredja, Wibisana, Rintis & Rekan sebagai Kantor Akuntan Publik yang akan mengaudit Laporan Keuangan Konsolidasian Perseroan dan Laporan Keuangan Program Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) untuk Tahun Buku 2023. c. Memberikan kuasa kepada Dewan Komisaris Perseroan untuk menetapkan imbalan jasa audit atau persyaratan lainnya bagi Kantor Akuntan Publik tersebut, serta menunjuk Kantor Akuntan Publik pengganti dalam hal Kantor Akuntan Publik Tanudiredja, Wibisana, Rintis & Rekan, karena sebab apapun, tidak dapat menyelesaikan audit Laporan Keuangan Konsolidasian Perseroan dan Laporan Keuangan Pelaksanaan Program Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) untuk Tahun Buku 2023, termasuk menetapkan imbalan jasa audit dan persyaratan lainnya bagi Kantor Akuntan Publik pengganti tersebut. a. Reappointing the Public Accounting Firm (PAF) Tanudiredja, Wibisana, Rintis & Partners as the Public Accounting Firm that will audit the Company's Consolidated Financial Statements and the Financial Statements for the Micro and Small Enterprises Funding Program (PUMK) for the 2023 Financial Year. b. Reappointing the Public Accounting Firm (PAF) Tanudiredja, Wibisana, Rintis & Partners as the Public Accounting Firm that will audit the Company's Consolidated Financial Statements and the Financial Statements of the Micro and Small Enterprises Funding Program (PUMK) for the 2023 Financial Year. c. Granting authority to the Company's Board of Commissioners to determine fees for audit services or other requirements for the Public Accounting Firm, as well as appointing a replacement Public Accounting Firm in the event that the Tanudiredja, Wibisana, Rintis & Partner Public Accounting Firm, for any reason, is unable to complete the audit of the Consolidated Financial Statements of the Company and the Financial Statement on the Implementation of the Micro and Small Enterprises Funding Program (PUMK) for the 2023 Financial Year, including determining fees for audit services and other requirements for the replacement Public Accounting Firm.

**RUPS Luar Biasa Perubahan Susunan Anggota Direksi**

Selama tahun 2023 diselenggarakan RUPSLB perubahan susunan anggota Direksi, sebagai berikut:

Hari, tanggal : Senin, 25 September 2023
 Waktu : 8.20–8.22 WIB
 Tempat : Gedung Pusri Lt. 3
 Jl. Taman Anggrek, Kemanggisan
 Jakarta Barat

Extraordinary GMS for Changes in the Composition of Members of the Board of Directors

In 2023, an EGMS was held to change the composition of members of the Board of Directors, as follows:

Day and date : Monday, September 25, 2023
 Time : 8.20–8.22 WIB
 Venue : Pusri Building, 3rd Fl.,
 Jl. Taman Anggrek, Kemanggisan
 West Jakarta

Dengan hasil keputusan RUPS dengan hasil sebagai berikut:

The results of the GMS resolutions are as follows:

No.	Mata Acara Agenda	Keputusan Resolution
1	Perubahan Susunan Anggota Direksi Changes in the Composition of Members of the Board of Directors	A. 1. Menunjuk surat pengunduran diri Tuan Budi Wahyu Soesilo tertanggal 27 bulan Juli tahun 2023 dengan ini menerima pengunduran diri dan selanjutnya mengukuhkan pemberhentian dengan hormat Tuan Budi Wahyu Soesilo sebagai Direktur Keuangan dan Umum Perseroan sejak tanggal 27 bulan Juli tahun 2023 disertai dengan ucapan terima kasih yang sebesar besarnya atas jasa dan sumbangsuhnya terhadap Perseroan selama ini. 2. Mengangkat Tuan Robby Setiabudi Madjid sebagai Direktur Keuangan dan Umum Persertoan terhitung sejak Rapat ini ditutup untuk masa jabatan sesuai dengan ketentuan Anggaran Dasar Perseroan dan dengan ketentuan dapat diberhentikan sewaktu-waktu sesuai dengan ketentuan Anggaran Dasar Perseroan. B. Menegaskan Kembali Direksi Perseroan saat ditutupnya Rapat yaitu sebagai berikut: • Tuan Dwi Satriyo Annurogo: Direktur Utama • Nyonya Digna Jatingingsih: Direktur Operasi dan Produksi • Tuan Robby Setiabudi Madjid: Direktur Keuangan dan Umum A. 1. Referring to Mr. Budi Wahyu Soesilo's resignation letter dated July 27, 2023, the EGMS hereby accepts the resignation and confirms the honorable dismissal of Mr. Budi Wahyu Soesilo as Director of Finance and General of the Company effective July 27, 2023, accompanied by sincere gratitude for his services and contributions to the Company thus far. 2. Appointing Mr. Robby Setiabudi Madjid as Director of Finance and General of the Company as of the closing of this Meeting for a term of office in accordance with the provisions of the Company's Articles of Association and with the provision that he can be dismissed at any time in accordance with the provisions of the Company's Articles of Association. B. Reaffirming the Company's Board of Directors at the closing of the Meeting as follows: • Mr. Dwi Satriyo Annurogo: President Director • Mrs Digna Jatingingsih: Director of Operations and Production • Mr Robby Setiabudi Madjid: Director of Finance and General

RUPS Luar Biasa Perubahan Susunan Anggota Dewan Komisaris

Selama tahun 2023 diselenggarakan RUPSLB perubahan susunan anggota Dewan Komisaris, sebagai berikut:

Hari, tanggal : Senin, 18 Desember 2023
Waktu : 11.30–11.38 WIB
Tempat : Gedung Pusri Lt. 3
Jl. Taman Anggrek, Kemanggisian
Jakarta Barat

Extraordinary GMS for Changes in the Composition of Members of the Board of Commissioners

In 2023, an EGMS was held to change the composition of members of the Board of Commissioners, as follows:

Day and date : Monday, September 25, 2023
Time : 11.30–11.38 WIB
Venue : Pusri Building, 3rd Fl.,
Jl. Taman Anggrek, Kemanggisian
West Jakarta

Dengan hasil keputusan RUPS dengan hasil sebagai berikut:

The results of the GMS resolutions are as follows:

No.	Mata Acara Agenda	Keputusan Resolution
1	Perubahan Susunan Anggota Dewan Komisaris Changes in the Composition of Members of the Board of Commissioners	a. Mengangkat Tuan Iqbal Billy Wahid sebagai Komisaris Independen Perseroan terhitung sejak rapat ini ditutup untuk masa jabatan sesuai dengan ketentuan Anggaran Dasar Perseroan dan dengan ketentuan dapat diberhentikan sewaktu-waktu sesuai dengan ketentuan Anggaran Dasar Perseroan. b. Menegaskan Kembali Direksi Perseroan saat ditutupnya Rapat yaitu sebagai berikut: • Tuan Tarcisius Nugroho Purwanto: Komisaris Utama • Tuan Bin Nahadi: Komisaris • Tuan Noer Fajrieansyah: Komisaris • Tuan Cecep Herawan: Komisaris • Tuan Iqbal Billy Wahid: Komisaris a. Appointing Mr. Iqbal Billy Wahid as Independent Commissioner of the Company as of the closing of this Meeting for a term of office in accordance with the provisions of the Company's Articles of Association and with the provision that he can be dismissed at any time in accordance with the provisions of the Company's Articles of Association. b. Reaffirming the Company's Board of Commissioners at the closing of the Meeting as follows: • Mr. Tarcisius Nugroho Purwanto: President Commissioner • Mr. Bin Nahadi: Commissioner • Mr. Noer Fajrieansyah: Commissioner • Mr. Cecep Herawan: Commissioner • Mr. Iqbal Billy Wahid: Commissioner

Keputusan Pemegang Saham Secara Sirkuler Tahun 2023 Circular Shareholder Resolutions in 2023

No.	Tanggal Date	Perihal Subject	Tindak Lanjut Follow up
1	15 Maret 2023 March 15, 2023	Penyampaian Keputusan Pemegang Saham PT Petrokimia Gresik tentang Persetujuan Kerja Sama Bangun Guna Serah Gedung Hemodialisis. Submission of the Resolution of PT Petrokimia Gresik Shareholders Regarding Approval for the Cooperation to Build, Operate, and Transfer the Hemodialysis Building.	Telah ditindaklanjuti Has been followed up
2	15 September 2023 September 15, 2023	Penyampaian Keputusan Pemegang Saham PT Petrokimia Gresik tentang Penghapusbukuan Aktiva Tetap Berupa Bangunan Lahan Parkir Sepeda Motor Pabrik II dan Pabrik III. Submission of the Resolution of PT Petrokimia Gresik Shareholders Regarding the Write-Off of Fixed Assets in the Form of Motorcycle Parking Buildings for Factory II and Factory III.	Telah ditindaklanjuti Has been followed up
3	6 Oktober 2023 October 6, 2023	Pemberhentian Anggota Dewan Komisaris dengan Hormat Ibu Indra Chunda Thita. Honorable Dismissal of Members of the Board of Commissioners, Mrs. Indra Chunda Thita.	Sesuai dengan keputusan In accordance with the resolution



No.	Tanggal Date	Perihal Subject	Tindak Lanjut Follow up
4	20 Oktober 2023 October 20, 2023	Keputusan Pemegang Saham PT Petrokimia Gresik tentang Ratifikasi Pedoman. The Resolution of PT Petrokimia Gresik Shareholders regarding Ratification of the Guidelines.	Sesuai dengan keputusan In accordance with the resolution
5	15 November 2023 November 15, 2023	Pemberhentian Anggota Dewan Komisaris dengan Hormat Bapak Ammarsjah. Honorable Dismissal of Members of the Board of Commissioners, Mr Ammarsjah.	Sesuai dengan keputusan In accordance with the resolution
6	11 Desember 2023 December 11, 2023	Penyampaian Keputusan Pemegang Saham PT Petrokimia Gresik tentang Persetujuan Penghapusbukuan Aset Tanah di Medan. Submission of the Resolution of PT Petrokimia Gresik Shareholders regarding Approval of the Write-Off of Land Assets in Medan.	Telah ditindaklanjuti Has been followed up

Dengan demikian, komposisi Dewan Komisaris PG periode 31 Desember 2023 adalah sebagai berikut:

Therefore, the composition of the PG Board of Commissioners for the period December 31, 2023 is as follows:

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

DEWAN KOMISARIS [2-9]

Board of Commissioners

Dewan Komisaris merupakan organ PG yang bertugas dan bertanggung jawab secara kolektif untuk melakukan pengawasan dan memberikan nasihat kepada Direksi serta memastikan bahwa PG melaksanakan GCG. Namun demikian, Dewan Komisaris tidak boleh turut serta dalam mengambil keputusan operasional PG. Kedudukan masing-masing anggota Dewan Komisaris termasuk Komisaris Utama adalah setara. Tugas Komisaris Utama sebagai *primus inter pares* adalah mengoordinasikan kegiatan Komisaris.

Agar pelaksanaan tugas Dewan Komisaris dapat berjalan efektif, perlu dipenuhi prinsip-prinsip bahwa komposisi Dewan Komisaris memungkinkan pengambilan keputusan yang efektif, tepat dan cepat, serta dapat bertindak secara independen. Setiap anggota Dewan Komisaris PG harus profesional, yaitu berintegritas dan memiliki kemampuan sehingga dapat menjalankan fungsinya dengan baik termasuk memastikan bahwa Direksi telah memperhatikan kepentingan semua pemangku kepentingan. Fungsi pengawasan dan pemberian nasihat Dewan Komisaris mencakup tindakan pencegahan, perbaikan, sampai dengan pemberhentian sementara.

The Board of Commissioners is a PG organ whose duties and responsibilities are collectively to supervise and provide advice to the Board of Directors and ensure that PG implements GCG. However, the Board of Commissioners may not participate in making PG operational decisions. The position of each member of the Board of Commissioners, including the President Commissioner, is equal. The duties of the President Commissioner as *primus inter pares* are to coordinate the activities of the Commissioner.

In order to effectively implement the Board of Commissioners' duties, it is necessary to fulfill the principles that the composition of the Board of Commissioners enables effective, precise, and fast decision-making and can act independently. Each member of the PG Board of Commissioners must be professional, that is, have integrity, and have the ability that will enable them to carry out their functions well, including ensuring that the Board of Directors has taken into account the interests of all stakeholders. The function of supervising and providing advice to the Board of Directors includes preventive and corrective actions, up to temporary dismissal.

JUMLAH DAN KOMPOSISI DEWAN KOMISARIS

[405-1]

PT Petrokimia Gresik memiliki total 5 (lima) anggota Dewan Komisaris, yang terdiri dari 1 (satu) orang Komisaris Independen dan 4 (empat) orang Komisaris. Berikut adalah komposisi Dewan Komisaris PT Petrokimia Gresik untuk periode Januari hingga Desember 2023:

Komposisi Dewan Komisaris

Composition of the Board of Commissioners

Nama Name	Gender	Jabatan Position	Domisili Domicile	Dasar Pengangkatan Basis of Appointment
T. Nugroho Purwanto	Laki-laki Male	Komisaris Utama President Commissioner	Gresik	Akta Notaris Lumassia, S.H., No.15 tanggal 25 Agustus 2020 Notarial Deed of Lumassia, S.H., No.15 dated August 25, 2020
Bin Nahadi	Laki-laki Male	Komisaris Commissioner	Jakarta	Akta Notaris Lumassia, S.H., No.2 tanggal 27 Januari 2021 Notarial Deed of Lumassia, S.H., No.2 dated January 27, 2021
Noer Fajrieansyah	Laki-laki Male	Komisaris Commissioner	Jakarta	Akta Notaris Lumassia, S.H., No.15 tanggal 12 Juni 2021 Notarial Deed of Lumassia, S.H., No.15 dated June 12, 2021
Cecep Herawan	Laki-laki Male	Komisaris Commissioner	Jakarta	Akta Notaris Lumassia, S.H., No.15 tanggal 12 Juni 2021 Notarial Deed of Lumassia, S.H., No.15 dated June 12, 2021
Iqbal Billy Wahid	Laki-laki Male	Komisaris Independen Independent Commissioner	Jakarta	Akta Notaris Lumassi, S.H., No 01 tanggal 19 Desember 2023 Notarial Deed of Lumassia, S.H., No.01 dated December 19, 2023

NUMBER AND COMPOSITION OF THE BOARD OF COMMISSIONERS [405-1]

PT Petrokimia Gresik has a total of 5 (five) members of the Board of Commissioners, consisting of 1 (one) Independent Commissioner and 4 (four) Commissioners. The following is the composition of the Board of Commissioners of PT Petrokimia Gresik for the period January to December 2023:

DIREKSI [2-9]

Board of Directors

Direksi merupakan salah satu organ PG yang memiliki tanggung jawab dan kewajiban kolektif. Setiap anggota Direksi memiliki wewenang dan tugas yang ditetapkan sesuai dengan pembagian tugas yang telah ditetapkan. Meskipun demikian, pelaksanaan tugas oleh setiap anggota Direksi tetap menjadi tanggung jawab bersama.

Setiap anggota Direksi termasuk Direktur Utama memiliki kedudukan yang setara. Direksi wajib dan beritikad baik, serta bertanggung jawab penuh menjalankan tugas pengurusan PG dengan tetap memperhatikan keseimbangan kepentingan seluruh pihak yang berkepentingan dengan aktivitas PG. Direksi memiliki kewajiban untuk patuh terhadap peraturan dan ketentuan perundang-undangan yang berlaku, Anggaran Dasar, tata kelola perusahaan, dan keputusan Rapat Umum Pemegang Saham (RUPS).

The Board of Directors is one of the PG organs that has collective responsibilities and obligations. Each member of the Board of Directors has the authority and duties determined in accordance with the assigned division of duties. However, the implementation of duties by each member of the Board of Directors remains a shared responsibility.

Every member of the Board of Directors, including the President Director, has equal status. The Board of Directors is obliged, has good intentions, and is fully responsible for carrying out the duties of managing PG while still paying attention to the balance of interests of all parties interested in PG activities. The Board of Directors has an obligation to comply with applicable laws and regulations, the Articles of Association, corporate governance, and the resolutions of the General Meeting of Shareholders (GMS).



Board Policy Manual (BPM) mengatur tanggung jawab dan kewajiban Direksi terkait pengembangan strategi dan rencana kerja yang meliputi merumuskan Visi, Misi, Tata Nilai/Budaya PG, Rencana Jangka Panjang PG, serta Rencana Kerja yang mencakup kebijakan, sasaran, strategi, dan aspek keuangan. Dokumen ini ditandatangani oleh Direksi dan Dewan Komisaris. Selanjutnya, hasil dari BPM disampaikan kepada pemegang saham dan disosialisasikan kepada seluruh karyawan perusahaan. **[2-12]**

The Board Policy Manual (BPM) regulates the responsibilities and obligations of the board of directors regarding the development of strategies and work plans, which include formulating the PG Vision, Mission, Values/Culture, PG Long-Term Plans, as well as Work Plans that include policies, targets, strategies, and financial aspects. This document is signed by the Board of Directors and the Board of Commissioners. Subsequently, the results of the BPM are conveyed to shareholders and socialized to all company employees. **[2-12]**

JUMLAH DAN KOMPOSISI DIREKSI **[405-1]**

Komposisi dan jumlah anggota Direksi ditetapkan oleh RUPS dengan memperhatikan visi misi dan rencana strategis PG untuk memungkinkan pengambilan keputusan yang efektif, tepat dan cepat serta dapat bertindak secara independen.

NUMBER AND COMPOSITION OF THE BOARD OF DIRECTORS **[405-1]**

The composition and number of members of the Board of Directors are determined by the GMS by taking into account PG's vision, mission, and strategic plans to enable effective, precise, and fast decision-making and to be able to act independently.

Pada tanggal 25 September 2023, komposisi Direksi PT Petrokimia Gresik mengalami perubahan. Komposisi Direksi PT Petrokimia Gresik per 31 Desember 2023 adalah sebagai berikut:

On September 25, 2023, the composition of the Board of Directors of PT Petrokimia Gresik underwent changes. The composition of the Board of Directors of PT Petrokimia Gresik as of December 31, 2023 is as follows:

Komposisi Direksi

Composition of the Board of Directors

Nama Name	Gender	Jabatan Position	Domisili Domicile	Dasar Pengangkatan Basis of Appointment	Masa Jabatan Term of Office
Dwi Satriyo Annurogo	Laki-laki Male	Direktur Utama President Director	Gresik	Akta Notaris Lumassia, S.H., No.15 tanggal 25 Agustus 2020 Notarial Deed of Lumassia, S.H., No.15 dated August 25, 2020	25 Agustus–sekarang August 25–present
Robby Setia Budi Madjid	Laki-laki Male	Direktur Keuangan dan Umum Director of Finance and General	Gresik	Akta Notaris Lumassia, S.H., No. 05 tanggal 25 September 2023 Notarial Deed of Lumassia, S.H., No. 05 dated September 25, 2023	25 September–sekarang September 25–present
Digna Jatningsih	Perempuan Female	Direktur Operasi dan Produksi Director of Operation and Production	Gresik	Akta Notaris Lumassia, S.H., No.15 tanggal 25 Agustus 2020 Notarial Deed of Lumassia, S.H., No.15 dated August 25, 2020	25 Agustus–sekarang August 25–present

KOMITE AUDIT **[2-9]**

Audit Committee

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

The Audit Committee is responsible to the Board of Commissioners and assists the Board of Commissioners in carrying out its duties so that PG management can take place efficiently and effectively through a competent and independent monitoring system and implementation.

Komite Audit memiliki tugas untuk membantu Dewan Komisaris melakukan pengawasan pengendalian internal Perseroan melalui laporan-laporan audit internal sesuai dengan peraturan yang berlaku, memberikan rekomendasi terkait penelaahan atas informasi keuangan, dan hasil audit internal oleh Satuan Pengawasan Intern dan audit eksternal serta memberikan rekomendasi kepada Dewan Komisaris dalam proses penunjukan Kantor Akuntan Publik (KAP).

PERSYARATAN ANGGOTA KOMITE AUDIT

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

1. Memiliki integritas yang tinggi, kemampuan, pengetahuan, dan pengalaman yang memadai sesuai dengan latar belakang pendidikannya, serta mampu berkomunikasi dengan baik;
2. Salah seorang dari anggota Komite Audit memiliki latar belakang pendidikan akuntansi dan keuangan;
3. Memiliki pengetahuan yang cukup untuk membaca dan memahami laporan keuangan;
4. Memiliki pengetahuan yang memadai tentang peraturan perundang-undangan di bidang pasar modal dan peraturan perundang-undangan terkait lainnya;
5. Bukan merupakan orang dalam Kantor Akuntan Publik yang memberikan jasa audit dan/atau non-audit di lingkungan PG dalam 1 (satu) tahun terakhir sebelum diangkat oleh Dewan Komisaris sebagaimana dimaksud dalam Peraturan No. VIII.A.2 tentang Independen Akuntansi yang Memberikan Jasa Audit di Pasar Modal;
6. Bukan merupakan karyawan kunci di PG dalam 1 (satu) tahun terakhir sebelum diangkat oleh Dewan Komisaris;
7. Tidak memiliki saham, baik langsung maupun tidak langsung di PG. Dalam hal anggota Komite Audit memperoleh saham akibat suatu peristiwa hukum maka dalam jangka waktu paling lama 6 (enam) bulan setelah diperolehnya saham tersebut wajib mengalihkan kepada pihak lain;
8. Tidak memiliki hubungan afiliasi dengan PT Petrokimia Gresik, Direksi, atau pemegang saham utama PG;
9. Tidak memiliki hubungan usaha baik langsung maupun tidak langsung yang berkaitan dengan kegiatan usaha PG;
10. Tidak merangkap sebagai anggota Komite Audit pada emiten atau PG pada periode yang sama;
11. Tidak memiliki kepentingan/keterikatan pribadi yang dapat menimbulkan dampak negatif dan konflik kepentingan terhadap PG, misalnya mempunyai kaitan keluarga sedarah dan semenda sampai derajat ketiga baik secara vertikal maupun horizontal dengan pegawai atau pejabat PG, atau tidak memiliki kaitan dengan rekanan PG.

The Audit Committee has the duties of assisting the Board of Commissioners in supervising the Company's internal control through internal audit reports in accordance with applicable regulations, providing recommendations regarding the review of financial information and the results of internal audits by the Internal Audit Unit and external audit, as well as providing recommendations to the Board of Commissioners in the process of appointing a Public Accounting Firm (PAF).

REQUIREMENTS FOR AUDIT COMMITTEE MEMBERS

The Audit Committee membership requirements as regulated in the Audit Committee Charter are as follows:

1. Have high integrity, adequate ability, knowledge, and experience in accordance with their educational background, and be able to communicate well;
2. One of the Audit Committee members has an educational background in accounting and finance;
3. Have sufficient knowledge to read and understand financial statements;
4. Have adequate knowledge of laws and regulations in the capital market sector and other related laws and regulations;
5. Not a person in a Public Accounting Firm who provided audit and/or non-audit services in the PG environment in the last year before being appointed by the Board of Commissioners as intended in Regulation No. VIII.A.2 concerning Independent Accountants Providing Audit Services in the Capital Market;
6. Not a key employee at PG in the last year before being appointed by the Board of Commissioners;
7. Does not own shares, either directly or indirectly, in PG. In the event that a member of the Audit Committee acquires shares as a result of a legal event, then within a period of no more than 6 (six) months after acquiring the shares, they are obliged to transfer them to another party;
8. Has no affiliation with PT Petrokimia Gresik, the Board of Directors, or the main shareholders of PG;
9. Does not have any direct or indirect business relationships related to PG's business activities;
10. Not concurrently serving as a member of the Audit Committee of the Issuer or PG during the same period;
11. Does not have personal interests/attachments that could have a negative impact or conflict of interest on PG, for example, having blood or marital family ties up to the third degree both vertically and horizontally with PG employees or officials, or having no ties to PG partners.



SUSUNAN ANGGOTA KOMITE AUDIT

Susunan anggota Komite Audit Perusahaan terdiri dari seorang Ketua dan seorang Wakil Ketua yang merupakan anggota Dewan Komisaris dan 2 (dua) orang anggota yang memiliki pengetahuan dan kemampuan di bidang audit, hukum, dan keuangan. Pada tahun 2023, terdapat pengunduran diri anggota Komisaris yang juga sebagai Wakil Ketua Komite Audit, yaitu Bapak Ammarsjah pada tanggal 18 Oktober 2023, maka susunan anggota sebagai berikut:

COMPOSITION OF AUDIT COMMITTEE MEMBERS

The composition of the Company's Audit Committee consists of a Chairman and a Deputy Chairman who are members of the Board of Commissioners and 2 (two) members who have knowledge and abilities in the fields of audit, law, and finance. In 2023, there was the resignation of the member of the Board of Commissioner who is also the Deputy Chairman of the Audit Committee, namely Mr. Ammarsjah, on October 18, 2023, so the composition of the members is as follows:

Nama Name	Gender	Jabatan Position	Domisili Domicile	Dasar Pengangkatan Basis of Appointment	Masa Jabatan Term of Office
Bin Nahadi	Laki-laki Male	Ketua Chairman	Gresik	SK Dewan Komisaris No. 06/ SK/04/99/DK/2021 tanggal 26 April 2021 Board of Commissioners Decree No. 06/SK/04/99/ DK/2021 dated April 26, 2021	26 April 2021– sekarang April 26, 2021– present
Ammarsjah	Laki-laki Male	Wakil Ketua Deputy Chairman	Jakarta	SK Dewan Komisaris No. 12/ SK/07/99/DK/2021 tanggal 13 Juli 2021 Board of Commissioners Decree No. 12/SK/07/99/ DK/2021 dated July 13, 2021	13 Juli 2021– sekarang July 13, 2021– present
Bambang Setiobroto	Laki-laki Male	Anggota Member	Gresik	SK Dewan Komisaris No. 05/ SK/09/99/DK/2022 tanggal 30 September 2022 Board of Commissioners Decree No. 05/SK/09/99/ DK/2022 dated September 30, 2022	2 Oktober 2020– sekarang October 2, 2020– present
Sutan Rambun Pamenan	Laki-laki Male	Sekretaris merangkap Anggota Secretary concurrently Member	Jakarta	SK Dewan Komisaris No. 01/ SK/07/99/DK/2023 tanggal 12 Juli 2023 Board of Commissioners Decree No. 01/SK/07/99/ DK/2023 dated July 12, 2023	11 Juni 2021– sekarang June 11, 2021– present

KOMITE NOMINASI & REMUNERASI, GCG, DAN PEMANTAU RISIKO [2-9]

Nomination & Remuneration, GCG, and Risk Monitoring Committee

Berdasarkan Surat Keputusan Dewan Komisaris No. 14/ SK/08/99/DK/2021 tanggal 10 Agustus 2021, Komite *Good Corporate Governance*, Sumber Daya Manusia, Pemantau Manajemen Risiko dan Investasi berubah menjadi Komite Nominasi & Remunerasi, *Good Corporate Governance*, dan Pemantau Risiko.

PERSYARATAN KEANGGOTAAN KOMITE NOMINASI & REMUNERASI, GCG, DAN PEMANTAU RISIKO

Persyaratan keanggotaan Komite Nominasi & Remunerasi,

Based on the Decree of the Board of Commissioners Number 14/SK/08/99/DK/2021 dated August 10, 2021, the Good Corporate Governance, Human Resources, Risk Management and Investment Monitoring Committee changed to the Nomination & Remuneration, Good Corporate Governance, and Risk Monitoring Committee.

REQUIREMENTS FOR MEMBERSHIP OF THE NOMINATION & REMUNERATION, GCG, AND RISK MONITORING COMMITTEES

Requirements for membership of the Nomination & Remuneration, GCG, and Risk Monitoring Committee from

GCG, dan Pemantau Risiko yang berasal dari selain Dewan Komisaris sebagaimana diatur dalam Piagam Komite Nominasi & Remunerasi, GCG, dan Pemantau Risiko tanggal 29 Oktober 2021 adalah sebagai berikut:

1. Memiliki integritas yang baik dan pengetahuan serta pengalaman kerja yang cukup di bidang nominasi dan remunerasi, GCG dan manajemen risiko;
2. Tidak memiliki kepentingan/keterkaitan pribadi yang dapat menimbulkan dampak negatif dan benturan kepentingan terhadap PG;
3. Mampu bekerja sama dan berkomunikasi dengan baik dan efektif;
4. Dapat menyediakan waktu yang cukup untuk menyelesaikan tugasnya.

SUSUNAN ANGGOTA KOMITE NOMINASI & REMUNERASI, GCG, DAN PEMANTAU RISIKO

Pada tahun 2023, terdapat perubahan komposisi anggota Komite Nominasi dan Remunerasi, GCG, dan Pemantau Risiko dengan rinciannya sebagai berikut:

Komposisi Komite Nominasi dan Remunerasi, GCG, dan Pemantau Risiko PG periode 1 Januari–6 Oktober 2023 adalah sebagai berikut:

other than the Board of Commissioners as regulated in the Nomination & Remuneration, GCG, and Risk Monitoring Committee Charter dated October 29, 2021 are as follows:

1. Have good integrity and sufficient knowledge and work experience in the fields of nomination and remuneration, GCG, and risk management;
2. Has no personal interests or relationships that could have a negative impact or conflict of interest on PG;
3. Able to work together and communicate well and effectively;
4. Able to provide sufficient time to complete the duties.

COMPOSITION OF NOMINATION & REMUNERATION, GCG, AND RISK MONITORING COMMITTEE MEMBERS

In 2023, there were changes to the composition of members of the Nomination and Remuneration, GCG, and Risk Monitoring Committees, with the details as follows:

The composition of the Nomination and Remuneration, GCG, and PG Risk Monitoring Committees for the period January 1, 2023–October 6, 2023, is as follows:

Nama Name	Gender	Jabatan Position	Domisili Domicile	Dasar Pengangkatan Basis of Appointment	Masa Jabatan Term of Office
Indira Chunda Thita*	Perempuan Female	Ketua Chairman	Jakarta	SK Dewan Komisaris No. 03/SK/02/99/DK/2021 tanggal 9 Februari 2021 Board of Commissioners Decree No. 03/SK/02/99/DK/2021 dated February 9, 2021	9 Februari 2021–6 Oktober 2023 February 9, 2021–October 6, 2023
Noer Fajrieansyah	Laki-laki Male	Wakil Ketua Deputy Chairman	Jakarta	SK Dewan Komisaris No. 13/SK/07/99/DK/2021 tanggal 13 Juli 2021 Board of Commissioners Decree No. 13/SK/07/99/DK/2021 dated July 13, 2021	13 Juni 2021–sekarang June 13, 2021–present
Ida Farida Noer	Perempuan Female	Sekretaris merangkap Anggota Secretary concurrently Member	Makassar	SK Dewan Komisaris No. 01/SK/01/99/DK/2022 tanggal 29 Januari 2022 Board of Commissioners Decree No. 01/SK/01/99/DK/2022 dated January 29, 2022	29 Januari 2022–sekarang January 29, 2022–present
Yana Nurahmad H.	Laki-laki Male	Anggota Member	Jakarta	SK Dewan Komisaris No. 03/SK/02/99/DK/2022 tanggal 1 Maret 2022 Board of Commissioners Decree No. 03/SK/02/99/DK/2022 dated March 1, 2022	1 Maret 2022–1 Mei 2024 March 1, 2022–May 1, 2024

* RUPS Sirkuler, yang kemudian ditetapkan dalam Akta Notaris Lumassia, S.H. No. 01, tanggal 6 Oktober 2023 menyetujui pengunduran diri Sdri. Indira Chunda Thita sebagai Komisaris Independen pada tanggal 12 September 2023 sekaligus memberhentikan yang bersangkutan, dengan demikian berakhir pula jabatan yang bersangkutan sebagai Ketua Komite Nominasi, Remunerasi, GCG dan Pemantau Risiko.
Circular GMS, which was then stipulated in Notarial Deed of Lumassia, S.H. No. 01, dated October 6, 2023, approved the resignation of Ms. Indira Chunda Thita as Independent Commissioner on September 12, 2023, and at the same time dismissed the person concerned, thereby ending her position as Chairman of the Nomination, Remuneration, GCG, and Risk Monitoring Committee.



Komposisi Komite Nominasi & Remunerasi, GCG, dan Pemantau Risiko PG periode 6 Oktober–31 Desember 2023 adalah sebagai berikut:

The Composition of the PG Nomination & Remuneration, GCG, and Risk Monitoring Committees for the period from October 6–December 31, 2023, is as follows:

Nama Name	Gender	Jabatan Position	Domisili Domicile	Dasar Pengangkatan Basis of Appointment	Masa Jabatan Term of Office
Noer Fajriensyah	Laki-laki Male	Wakil Ketua Deputy Chairman	Jakarta	SK Dewan Komisaris No. 13/SK/07/99/DK/2021 tanggal 13 Juli 2021 Board of Commissioners Decree No. 13/SK/07/99/DK/2021 dated July 13, 2021	13 Juni 2021–sekarang June 13, 2021–present
Ida Farida Noer	Perempuan Female	Sekretaris merangkap Anggota Secretary concurrently Member	Makassar	SK Dewan Komisaris No. 01/SK/01/99/DK/2022 tanggal 29 Januari 2022 Board of Commissioners Decree No. 01/SK/01/99/DK/2022 dated January 29, 2022	29 Januari 2022–sekarang January 29, 2022–present
Yana Nurahmad H.	Laki-laki Male	Anggota Member	Jakarta	SK Dewan Komisaris No. 03/SK/02/99/DK/2022 tanggal 1 Maret 2022 Board of Commissioners Decree No. 03/SK/02/99/DK/2022 dated March 1, 2022	1 Maret 2022–1 Mei 2024 March 1, 2022–May 1, 2024

* RUPS Sirkuler, yang kemudian ditetapkan dalam Akta Notaris Lumassia, S.H. No. 01, tanggal 6 Oktober 2023 menyetujui pengunduran diri Sdri. Indira Chunda Thita sebagai Komisaris Independen pada tanggal 12 September 2023 sekaligus memberhentikan yang bersangkutan, dengan demikian berakhir pula jabatan yang bersangkutan sebagai Ketua Komite Nominasi, Remunerasi, GCG dan Pemantau Risiko.
Circular GMS, which was then stipulated in Notarial Deed of Lumassia, S.H. No. 01, dated October 6, 2023, approved the resignation of Ms. Indira Chunda Thita as Independent Commissioner on September 12, 2023, and at the same time dismissed the person concerned, thereby ending her position as Chairman of the Nomination, Remuneration, GCG, and Risk Monitoring Committee.

MEKANISME PEMILIHAN DAN PENGANGKATAN DEWAN KOMISARIS DAN DIREKSI [2-10]

Mechanism for Selection and Appointment of the Board of Commissioners and the Board of Directors

Sebagaimana diatur dalam Peraturan Menteri Negara BUMN No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara pada pasal 2, pengangkatan dan pemberhentian anggota Dewan Komisaris dan Direksi dilakukan berdasarkan prinsip-prinsip GCG melalui mekanisme Rapat Umum Pemegang Saham (RUPS), dengan mempertimbangkan aspek integritas, kompetensi, reputasi, pengalaman, dan keahlian sesuai dengan jabatan yang akan diisi serta kebutuhan Perseroan yang dinamis.

As regulated in the Regulation of the State Minister of State-Owned Enterprises Number PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises in article 2, the appointment and dismissal of members of the Board of Commissioners and the Board of Directors are carried out based on GCG principles through the mechanism of the General Meeting of Shareholders (GMS), taking into account aspects of integrity, competence, reputation, experience, and expertise in accordance with the position to be filled and the dynamic needs of the Company.

Sebelum mengusulkan dalam RUPS, PT Pupuk Indonesia (Persero) selaku entitas induk sekaligus Pemegang Saham Utama dan Pengendali terlebih dahulu melakukan

Prior to making a proposal at the GMS, PT Pupuk Indonesia (Persero) as the parent entity and Main and Controlling Shareholder first carries out a screening process through a fit and proper test for prospective members of the Board

penyaringan melalui proses uji kelayakan dan kepatutan (*fit and proper test*) terhadap calon anggota Direksi dan Dewan Komisaris. Aspek penilaian uji kelayakan dan kepatutan meliputi kemampuan dan pandangan calon Direksi dan/atau Dewan Komisaris dalam menghadapi dan mengatasi isu ekonomi, sosial, dan lingkungan. Hasil uji ini kemudian diajukan dan diputuskan oleh Pemegang Saham dalam RUPS.

Selain melalui RUPS, penunjukan anggota Dewan Komisaris dan Direksi juga dapat dilakukan melalui penunjukan langsung oleh Kementerian BUMN dan PT Pupuk Indonesia (Persero).

PENILAIAN KINERJA DEWAN KOMISARIS DAN DIREKSI [2-18]

Penilaian Kinerja Dewan Komisaris

Sesuai Pedoman Tata Kelola Perusahaan yang Baik, mekanisme penilaian kinerja Dewan Komisaris PG adalah sebagai berikut:

1. Dewan Komisaris memenuhi *Key Performance Indicators* (KPI) Dewan Komisaris yang telah disetujui Pemegang Saham
2. Dewan Komisaris melaporkan hasil pencapaian KPI Dewan Komisaris kepada Pemegang saham

Berdasarkan Pasal 1 Angka 5 Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas, Dewan Komisaris bertugas untuk melakukan pengawasan secara umum dan/atau khusus, serta memberikan nasihat kepada Direksi dalam menjalankan pengelolaan Perusahaan. Selama tahun 2023, Dewan Komisaris melaksanakan tugas pengawasan dan kegiatan lain sesuai yang telah direncanakan dalam RKA Dewan Komisaris, di antaranya:

1. Pengawasan dan pemberian nasihat terutama dalam bidang pemasaran, produksi, keuangan, sumber daya manusia, pengelolaan Anak Perusahaan dan investasi.
2. Evaluasi dan analisis kinerja.
3. Melaksanakan rapat secara berkala melalui rapat internal Dewan Komisaris, rapat bersama organ pendukung Dewan Komisaris dan rapat bersama Direksi.
4. Melaporkan hasil pengawasan Dewan Komisaris kepada Pemegang Saham melalui laporan tertulis berkala.
5. Mengawasi tindak lanjut arahan Pemegang Saham dan hasil temuan audit.
6. Mengawasi dan memberi saran atas RJPP dan RKAP.
7. Menyusun RKA Dewan Komisaris.
8. Kunjungan lapangan untuk observasi langsung atas kondisi operasi dan investasi di lapangan.

of Directors and Board of Commissioners. Aspects of the fit and proper test assessment include the abilities and views of prospective Board of Directors and/or Board of Commissioners in facing and overcoming economic, social, and environmental issues. The test results will then be submitted and decided by the Shareholders at the GMS.

In addition to the GMS, the appointment of members of the Board of Commissioners and Board of Directors can also be done through direct appointment by the Ministry of SOE and PT Pupuk Indonesia (Persero).

PERFORMANCE ASSESSMENT OF THE BOARD OF COMMISSIONERS AND THE BOARD OF DIRECTORS [2-18]

Performance Assessment of the Board of Commissioners

In accordance with the Good Corporate Governance Guidelines, the performance assessment mechanism for the PG Board of Commissioners is as follows:

1. The Board of Commissioners fulfills the Key Performance Indicators (KPI) of the Board of Commissioners, which have been approved by Shareholders
2. The Board of Commissioners reports the results of the Board of Commissioners' KPI achievements to the Shareholders

Based on Article 1 Number 5 of Law No. 40 of 2007 concerning Limited Liability Companies, the Board of Commissioners is tasked with carrying out general and/or specific supervision as well as providing advice to the Board of Directors in carrying out the management of the Company. In 2023, the Board of Commissioners carried out supervisory duties and other activities as planned in the Board of Commissioners' RKA, including:

1. Supervision and advisory, especially in the areas of marketing, production, finance, human resources, subsidiary management, and investment.
2. Performance evaluation and analysis.
3. Hold regular meetings through internal meetings of the Board of Commissioners, meetings with supporting organs of the Board of Commissioners, and meetings with the Board of Directors.
4. Report the results of the Board of Commissioners' supervision to Shareholders through periodic written reports.
5. Supervise follow-up on Shareholder directives and audit findings.
6. Supervise and provide suggestion on RJPP and RKAP.
7. Prepare RKA for the Board of Commissioners.
8. Field visits for direct observation of operational and investment conditions in the field.
9. Provide recommendations.



9. Memberikan rekomendasi.
10. Memberikan persetujuan atas aksi korporasi yang dilakukan Direksi.
11. Mengikuti pelatihan peningkatan kompetensi Dewan Komisaris.
12. Melakukan evaluasi kinerja Direksi dan Komite Dewan Komisaris.
13. Melakukan evaluasi KPI korporat dan KPI individual Direksi.
14. Pengawasan program teknologi informasi.

Fokus pengawasan dan kegiatan Dewan Komisaris sebagaimana tercantum dalam RKA Dewan Komisaris Tahun 2023 di antaranya adalah sebagai berikut:

1. Pengawasan dan pemberian nasihat terutama dalam bidang pemasaran, produksi, keuangan, sumber daya manusia, pengelolaan Anak Perusahaan dan investasi.
2. Evaluasi dan analisis kinerja Perseroan.
3. Pengawasan aspek strategis Perseroan.
4. Pengawasan dan pemberian saran Dewan Komisaris atas RJPP dan RKAP.
5. Telaah isu-isu khusus.
6. Pengawasan tindak lanjut arahan Pemegang Saham dan hasil temuan audit.
7. Peninjauan lapangan dan proyek.
8. Peningkatan kualitas pengawasan Dewan Komisaris melalui pelatihan.
9. Evaluasi KPI korporat dan individual Direksi.
10. Pengawasan program teknologi informasi.

Fokus pengawasan dan pemberian nasihat oleh Dewan Komisaris yang dilakukan sepanjang tahun 2023 meliputi perencanaan dan pencapaian kinerja berdasarkan target bisnis yang tertuang dalam Rencana Kerja dan Anggaran Perusahaan (RKAP) dan Rencana Jangka Panjang Perusahaan (RJPP), implementasi strategi bisnis yang digunakan Direksi dalam menjalankan bisnisnya sepanjang tahun buku, tindak lanjut atas keputusan Rapat Umum Pemegang Saham (RUPS), dan penerapan Tata Kelola Perusahaan yang Baik di lingkungan kerja PG. Selama tahun 2023, Dewan Komisaris mengeluarkan tanggapan, persetujuan dan rekomendasi sebanyak 88 surat.

Sepanjang tahun 2023 Dewan Komisaris telah melakukan 7 (tujuh) kali kunjungan lapangan. Kunjungan lapangan dilakukan di beberapa daerah di antaranya Gresik, Yogyakarta, Semarang, Magelang, Bangka Belitung, hingga Sulawesi Selatan, dan Sumatera Utara. Kunjungan lapangan dilakukan untuk menganalisis dan mengobservasi secara langsung atas kondisi operasi (pengawasan stok, penanganan *Distribution Center* (DC), dan distribusi pupuk bersubsidi).

Dalam rangka menjaga kinerja PG agar sesuai dengan Anggaran Dasar Perusahaan, RKAP tahun 2023, dan peraturan

10. Provide approval for corporate actions carried out by the Board of Directors.
11. Participate in training to increase the competency of the Board of Commissioners.
12. Evaluate the performance of the Board of Directors and Board of Commissioners Committees.
13. Evaluate corporate KPIs and Board of Directors individual KPIs.
14. Supervision of information technology programs.

The focus of supervision and activities of the Board of Commissioners as stated in the 2023 RKA of the Board of Commissioners is as follows:

1. Supervision and advisory, especially in the areas of marketing, production, finance, human resources, subsidiary management, and investment.
2. Evaluation and analysis of the Company's performance
3. Supervision of the Company's strategic aspects
4. Supervision and provide suggestion to the Board of Commissioners on RJPP and RKAP
5. Examine specific issues
6. Supervision of follow-up on Shareholder directives and audit findings
7. Field and project inspection
8. Improvement on the quality of Supervision of the Board of Commissioners through training
9. Evaluation of corporate and Board of Directors individual KPIs
10. Supervision of information technology programs.

The focus of supervision and advisory by the Board of Commissioners carried out throughout 2023 includes planning and performance achievement based on business targets contained in the Company's Work Plan and Budget (RKAP) and Company Long Term Plan (RJPP), implementing business strategies used by the Board of Directors in running its business throughout the financial year, following up on the resolutions of the General Meeting of Shareholders (GMS), and implementing Good Corporate Governance in the PG work environment. In 2023, the Board of Commissioners issued responses, approvals, and recommendations totaling 88 letters.

Throughout 2023, the Board of Commissioners has carried out 7 field visits. Field visits were carried out in several areas, including Gresik, Yogyakarta, Semarang, Magelang, Bangka Belitung, South Sulawesi, and North Sumatra. Field visits were carried out to analyze and directly observe operating conditions (stock control, Distribution Center (DC) handling, and distribution of subsidized fertilizer).

In order to maintain PG's performance in accordance with the Company's Articles of Association, RKAP 2023, and applicable laws and regulations, the Board of Commissioners always

perundang-undangan yang berlaku, maka Dewan Komisaris selalu memberikan saran, arahan dan rekomendasi terhadap Direksi secara rutin dan konsisten.

Saran dan rekomendasi tersebut dapat disampaikan melalui Rapat Gabungan antara Dewan Komisaris dan Direksi, yang mana pada tahun 2023 telah diselenggarakan Rapat Gabungan sebanyak 12 kali maupun melalui surat tertulis yang harus diberikan dalam kurun waktu 14 hari setelah diterimanya usulan tertulis dari Direksi secara lengkap, termasuk lampiran data pendukung. Selain melalui Rapat Gabungan Dewan Komisaris dengan Direksi, Dewan Komisaris juga cukup intens melakukan pertemuan yang tidak diagendakan sebelumnya maupun komunikasi non formal.

KRITERIA PENILAIAN KINERJA DEWAN KOMISARIS

Kriteria evaluasi kinerja Dewan Komisaris dan individu anggota Dewan Komisaris ditetapkan dalam RUPS Pengesahan RKAP 2023 dan dievaluasi realisasinya dalam RUPS Persetujuan Laporan Tahunan Perusahaan. Indikator untuk evaluasi kinerja Dewan Komisaris adalah sebagai berikut:

- A. Aspek Proses Bisnis Internal (30%)
 1. Rapat Dewan Komisaris.
 2. Rata-rata jangka waktu pemberian tanggapan dan rekomendasi atas rancangan RKAP.
 3. Rata-rata jangka waktu pemberian keputusan atas permintaan persetujuan dari Direksi.
- B. Aspek Pelaksanaan Tugas Pengawasan dan Pemberian Nasihat (50%)
 1. Rapat Dewan Komisaris–Direksi.
 2. Kunjungan dan analisis anggota Dewan Komisaris ke lapangan.
 3. Kehadiran dalam Acara RUPS.
 4. Penyampaian tanggapan atas kinerja triwulanan kepada RUPS.
 5. Penyampaian laporan tugas pengawasan kepada RUPS.
- C. Aspek Pembelajaran dan Pertumbuhan (10%)

Pelatihan/pembelajaran yang diikuti oleh anggota Dewan Komisaris.
- D. Aspek Kontribusi Akhir terhadap Kinerja Perusahaan (10%)

Kontribusi pengawasan dan penasihat Dewan Komisaris terhadap KPI Direksi.

PIHAK YANG MELAKUKAN PENILAIAN KINERJA DEWAN KOMISARIS

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

provides advice, direction, and recommendations to the Board of Directors regularly and consistently.

These suggestions and recommendations can be submitted through Joint Meetings between the Board of Commissioners and the Board of Directors, of which in 2023 12 Joint Meetings were held, or through written letters, which must be provided within 14 days after receipt of written proposals from the Board of Directors in full, including supporting data attachments. Apart from joint meetings between the Board of Commissioners and the Board of Directors, the Board of Commissioners is also quite intensive in holding meetings that are not previously scheduled including non-formal communications.

CRITERIA FOR PERFORMANCE ASSESSMENT OF THE BOARD OF COMMISSIONERS

The performance assessment criteria for the Board of Commissioners and individual members of the Board of Commissioners are determined in the 2023 RKAP Approval GMS, and their realization is evaluated in the Company's Annual Report Approval GMS. Indicators for evaluating the performance of the Board of Commissioners are as follows:

- A. Internal Business Process Aspects (30%)
 1. Board of Commissioners meeting.
 2. Average time period for providing responses and recommendations on the draft RKAP.
 3. Average time period for providing decisions upon request for approval from the Board of Directors.
- B. Implementation of Supervision and Advisory Duties Aspect (50%)
 1. Board of Commissioners–Board of Directors meeting.
 2. Visit and analysis of the Board of Commissioners members to the field.
 3. Attendance at the GMS.
 4. Submission of responses on quarterly performance to the GMS.
 5. Submission of supervisory duties report to the GMS.
- C. Learning and Growth Aspects (10%)

Training/learning attended by members of the Board of Commissioners.
- D. Final Contribution to Company Performance Aspects (10%)

Supervision and advisory contribution of the Board of Commissioners to the KPI of the Board of Directors.

PARTY CONDUCTING THE BOARD OF COMMISSIONERS PERFORMANCE ASSESSMENT

The performance assessment of the Board of Commissioners is carried out through a self-assessment of the performance of the Board of Commissioners and is reported and accounted for at the GMS. The performance assessment of the Board of Commissioners is based on the KPI of the Board of Commissioners, which has been ratified at the GMS.



Hasil Penilaian Kinerja Dewan Komisaris

Board of Commissioners Performance Assessment Results

No.	Indikator Kinerja Utama Key Performance Indicators	Deskripsi Indikator Indicator Description	Satuan Unit Unit	Bobot Weight (%)	Target 2022	Realisasi 2023 Realization	Skor Score
Aspek Proses Bisnis Internal (30%) Internal Business Process Aspects (30%)							
1	Rapat Dewan Komisaris Board of Commissioners Meeting	Internal Dewan Komisaris dan dapat mengundang Organ Pendukung Dewan Komisaris Internal Board of Commissioners and can invite Supporting Organs of the Board of Commissioners	Kali Times	10%	12	12	0,10
2	Rata-rata Jangka Waktu Pemberian Tanggapan dan Rekomendasi atas Rancangan RKAP Average Time Period for Providing Responses and Recommendations on the Draft RKAP	Harus disampaikan 30 hari setelah dokumen RKAP telah disampaikan secara lengkap Must be submitted 30 days after the RKAP document has been submitted in full	Hari Day	10%	30	30	0,10
3	Rata-rata Jangka Waktu Pemberian Keputusan atas Permintaan Persetujuan dari Direksi Average Time Period for Providing Decisions Upon Request for Approval from the Board of Directors	Harus disampaikan 14 hari setelah dokumen permintaan telah disampaikan secara lengkap Must be submitted 14 days after document request has been submitted in full	Hari Day	10%	30	30	0,10
Aspek Pelaksanaan Tugas Pengawasan dan Pemberian Nasihat (50%) Implementation of Supervision and Advisory Duties Aspect (50%)							
4	Rapat Dewan Komisaris-Direksi Board of Commissioners-Board of Directors Meeting	Jumlah Rapat yang menyertakan Direksi Number of Meetings that include the Board of Directors	Kali Times	10%	12	12	0,10
5	Kunjungan Anggota Dewan Komisaris ke Lapangan Visit of Members of the Board of Commissioners to the Field	Jumlah Kunjungan Anggota Dewan Komisaris ke lokasi usaha atau lokasi proyek/ investasi Number of visits by members of the Board of Commissioners to business locations or project/ investment locations	Frekuensi Frequency	10%	6	20	0,33
6	Kehadiran dalam Acara RUPS Attendance at the GMS	Cukup Jelas Quite Clear	Frekuensi Frequency	10%	2	3	0,15
7	Penyampaian Tanggapan atas Kinerja Triwulanan RUPS Submission of Responses on Quarterly Performance to the GMS	Triwulan ke-4 masuk dalam Tanggapan Tahunan The 4 th quarter is included in the Annual Response	Frekuensi Frequency	10%	4	4	0,10
8	Penyampaian Laporan Tugas Pengawasan kepada RUPS Submission of Supervisory Duties Report to the GMS	Cukup Jelas Quite Clear	Laporan Report	10%	4	4	0,10

No.	Indikator Kinerja Utama Key Performance Indicators	Deskripsi Indikator Indicator Description	Satuan Unit	Bobot Weight (%)	Target 2022	Realisasi 2023 Realization	Skor Score
Aspek Pembelajaran dan Pertumbuhan (10%) Learning and Growth Aspects (10%)							
9	Pelatihan/Pembelajaran Anggota Dewan Komisaris Training/Learning for Members of the Board of Commissioners	Jumlah seminar/pelatihan yang diikuti masing-masing anggota Dewan Komisaris Number of seminars/training attended by each member of the Board of Commissioners	Frekuensi Frequency	10%	6	15	0,25
Aspek Kontribusi Akhir terhadap Kinerja Perusahaan (10%) Final Contribution to Company Performance Aspects (10%)							
10	Kontribusi Pengawasan dan Penasihatian Dewan Komisaris terhadap KPI Direksi Supervision and Advisory Contribution of the Board of Commissioners to the KPI of the Board of Directors	Skor KPI Direksi Board of Directors KPI Score	Skor Score	10%	100	100	0,10
Total Bobot Total Weight:				100%		143%	

PENILAIAN KINERJA DIREKSI

Penilaian atas Pencapaian *Key Performance Indicator* (KPI) telah dilaksanakan dengan mengacu pada ketentuan yang berlaku. Dalam pelaksanaannya penilaian dilakukan sesuai dengan Kontrak Manajemen Revisi antara Kuasa Pemegang Saham Perusahaan (PT Pupuk Indonesia (Persero) dan Yayasan Petrokimia Gresik) dengan Komisaris dan Direksi Perusahaan Tahun 2023 tanggal 26 Januari 2023 untuk memuat KPI Direksi secara kolegal.

KPI terdiri dari KPI Kolegal dan KPI Individu. KPI Kolegal juga merupakan KPI Individu Direktur Utama. Penilaian atas tingkat pencapaian Key Performance Indicators (KPI) telah disusun berdasarkan Surat Sekretaris Kementerian BUMN No. S-08/S.MBU/2013 tanggal 16 Januari 2013 tentang Penyampaian Pedoman Penentuan *Key Performance Indicators* (KPI) dan Kriteria Penilaian Kinerja Unggul pada Badan Usaha Milik Negara serta Kontrak Manajemen PT Petrokimia Gresik tahun 2023. PER-11-MBU-11-2020 Kontrak manajemen dan KPI disusun sebagai dasar pengukuran kinerja Perseroan yang memuat target-target kinerja yang harus dicapai serta kriteria penilaian kinerja. Dalam pelaksanaannya, penilaian atas KPI Kolegal terbagi menjadi 5 (lima) perspektif dengan 15 indikator sebagai berikut:

1. Nilai Ekonomi dan Sosial Untuk Indonesia, meliputi:
 - Gap ROIC to WACC
 - Sustainable Financial Position
 - Kontribusi Laba Bersih Anak Perusahaan dan Afiliasi
 - Cash Flow From Operation (CFO)
 - Nilai Transaksi Distributor dan UMKM-Program PADI

PERFORMANCE ASSESSMENT OF THE BOARD OF DIRECTORS

Assessment of the achievement of Key Performance Indicators (KPI) has been carried out with reference to applicable regulations. In its implementation, the assessment was carried out in accordance with the Revised Management Contract between the Proxy of the Company's Shareholders (PT Pupuk Indonesia (Persero) and the Petrokimia Gresik Foundation) and the Company's Board of Commissioners and Board of Directors for 2023, dated January 26, 2023, to include the Board of Directors' KPI collegially.

KPI consists of Collegial KPI and Individual KPI. Collegial KPI is also the President Director's Individual KPI. The assessment of the level of achievement of Key Performance Indicators (KPI) has been prepared based on the Letter of the Secretary of the Ministry of SOE Number: S-08/S.MBU/2013 dated January 16, 2013 concerning the Submission of Guidelines for Determining Key Performance Indicators (KPI) and Criteria for Evaluation of Superior Performance in State Owned Enterprises as well as the PT Petrokimia Gresik Management Contract in 2023. PER-11-MBU-11-2020 Management contracts and KPIs are prepared as a basis for measuring the Company's performance, which contains performance targets that must be achieved as well as performance assessment criteria. In its implementation, the assessment of the Collegial KPI is divided into 5 perspectives with 15 indicators, as follows:

1. Economic and Social Value for Indonesia, including:
 - ROIC to WACC gap
 - Sustainable Financial Position
 - Net Profit Contribution of Subsidiaries and Affiliates
 - Cash Flow from Operations (CFO)
 - Distributor and MSME Transaction Value-PADI Program



2. Inovasi Model Bisnis, meliputi:
 - Luasan Lahan Program Makmur
 - COGM Pupuk
 - Nilai Pendapatan Produk Komersial
 - *Selling and General Administrative Expense (SGA) to sales*
 - *Streamlining* Lini Bisnis PI Grup
3. Kepemimpinan Teknologi, meliputi:
 - *Manufacturing excellence*
 - Nilai *Gross Merchandise Value (GMV) agrosolution*
4. Peningkatan Investasi, meliputi:
 - Pelaksanaan investasi pengembangan
5. Pengembangan Talenta, meliputi:
 - Rasio pemenuhan kualifikasi organ pengelola risiko
 - Implementasi transformasi Sumber Daya Manusia (SDM)

KRITERIA PENILAIAN KINERJA DIREKSI

Berdasarkan Surat Kementerian BUMN No. SK S-676/BUMN/MBU/2004 tanggal 24 Desember 2004 tentang Kontrak Manajemen, maka setiap perusahaan BUMN diwajibkan membuat *Key Performance Indicators (KPI)* Manajemen dan menjadi suatu Kontrak Manajemen antara Pemegang Saham dengan Direksi BUMN.

Kontrak Manajemen merupakan kesanggupan manajemen untuk mencapai target-target yang telah disepakati oleh kedua belah pihak yaitu Pemegang Saham dengan Direksi dan Dewan Komisaris. Target-target yang telah disepakati bersama tertuang dalam Kontrak Manajemen berdasarkan KPI mencakup perspektif keuangan dan pasar, perspektif fokus pelanggan.

Perhitungan pencapaian KPI PG Tahun 2023 didasarkan pada:

1. Kontrak Manajemen antara Pemegang Saham, Dewan Komisaris, dan Direksi Perseroan Tahun 2023 tanggal 26 Januari 2023 yang memuat KPI Direksi secara Kolegial Tahun 2023;
2. Surat Direktur Utama Perusahaan No. 06103/B/RC.01.02/19/DR/2023 tanggal 9 September 2023 tentang "Penyampaian KPI Individu Direksi PT Petrokimia Gresik Tahun 2023" yang memuat target KPI Individu Direksi Tahun 2023 Perseroan yang sudah mendapatkan persetujuan dari Dewan Komisaris; dan
3. Panduan pengelolaan KPI No. 2/A/HK/B30/SE/2024 tanggal 2 Januari 2024 perihal Penyampaian Pedoman Pengelolaan KPI Manajemen PT Pupuk Indonesia (Persero) Group, Dokumen No. PI-KIN-PD-003 Rev.4.

(bersama-sama disebut "Kontrak Manajemen").

2. Business Model Innovation, including:
 - Makmur Program Land Area
 - COGM Fertilizer
 - Commercial Product Income Value
 - Selling and general administrative expenses (SGA) to sales
 - Streamlining PI Group Business Lines
3. Technology Leadership, including:
 - Manufacturing excellence
 - Gross Merchandise Value (GMV) of agrosolution
4. Investment Increase, including:
 - Implementation of development investments
5. Talent Development, including:
 - Risk management organ qualification fulfillment ratio
 - Implementation of Human Resources (HR) transformation

CRITERIA FOR PERFORMANCE ASSESSMENT OF THE BOARD OF DIRECTORS

Based on the Letter of the Ministry of SOE No. SK S-676/BUMN/MBU/2004 dated December 24, 2004, concerning Management Contracts, every SOE company is required to create Management Key Performance Indicators (KPI) and become a Management Contract between Shareholders and the SOE Board of Directors.

The Management Contract is management's ability to achieve targets agreed upon by both parties, namely Shareholders, the Board of Directors and the Board of Commissioners. The mutually agreed targets are contained in the Management Contract based on KPIs, including financial, market, and customer focus.

The calculation for the achievement of PG KPI in 2023 is based on:

1. Management Contract between Shareholders, the Board of Commissioners and the Board of Directors of the Company for 2023, dated January 26, 2023, which contains the CKPI for the Board of Directors Collegially for 2023;
2. Letter from the President Director of the Company No. 06103/B/RC.01.02/19/DR/2023 dated September 9, 2023, concerning "Submission of the Individual KPI for the Directors of PT Petrokimia Gresik for 2023," which contains the individual KPI targets for the Company's Board of Directors for 2023, which have received approval from the Board of Commissioners; and
3. KPI management guide no. 2/A/HK/B30/SE/2024 dated January 2, 2024, concerning Submission of PT Pupuk Indonesia (Persero) Group KPI Management Guidelines, Document Number PI-KIN-PD-003 Rev. 4.

(collectively referred to as the "Management Contract").

HASIL PENILAIAN KINERJA DIREKSI

Berdasarkan hasil evaluasi dari Kantor Akuntan Publik Tanudiredja, Wibisana, Rintis & Rekan, maka diperoleh hasil skor KPI PT Petrokimia Gresik tahun 2023 secara kolegal sebesar 100,23% dengan rincian sebagai berikut:

No.	Perspektif Perspective	Jumlah Indikator Number of Indicators	Bobot Weight (%)	Nilai KPI 2023 2023 KPI Score (%)
1	Nilai Ekonomi dan Sosial untuk Indonesia Economic and Social Value for Indonesia	5	27,00	23,59
2	Inovasi Model Bisnis Business Model Innovation	5	33,00	34,16
3	Kepemimpinan Teknologi Technology Leadership	2	18,00	18,28
4	Peningkatan Investasi Investment Increase	1	10,00	11,00
5	Pengembangan Talenta Talent Development	2	12,00	13,20
Total		15	100,00	100,23

Sedangkan untuk hasil skor KPI Individu Direksi tahun 2023 adalah sebagai berikut:

BOARD OF DIRECTORS' PERFORMANCE ASSESSMENT RESULTS

Based on the assessment results from the Tanudiredja, Wibisana, Rintis & Partners Public Accounting Firm, the 2023 PT Petrokimia Gresik KPI score collegially was 100.23% with the following details:

Meanwhile, the results of the Individual KPI scores for the Board of Directors in 2023 are as follows:

KPI Individu Direktur Operasi dan Produksi Individual KPI for Director of Operations and Production

No.	KPI	Jumlah Indikator Number of Indicators	Bobot Weight (%)	Nilai KPI 2023 2023 KPI Score (%)
1	KPI Bersama Collegial KPI	4	40,00	35,10
2	KPI Direktorat Directorate KPI	11	60,00	61,61
Total		15	100,00	96,71

KPI Individu Direktur Keuangan dan Umum Individual KPI for Director of Finance and General

No.	KPI	Jumlah Indikator Number of Indicators	Bobot Weight (%)	Nilai KPI 2023 2023 KPI Score (%)
1	KPI Bersama Collegial KPI	4	40,00	35,10
2	KPI Direktorat Directorate KPI	11	60,00	60,47
Total		15	100,00	95,75

PIHAK YANG MELAKUKAN ASSESSMENT

Sesuai dengan Surat Kementerian BUMN No.SK PER-2/MBU/03/2023 tanggal 3 Maret 2023 tentang Pedoman tata kelola dan kegiatan korporasi signifikan BUMN, maka Direksi Perusahaan diwajibkan membuat *Key Performance Indicator*

PARTY CONDUCTING THE ASSESSMENT

In accordance with the Letter of the Ministry of SOE No. SK PER-2/MBU/03/2023 dated March 3, 2023 concerning Guidelines for Governance and Significant Corporate Activities of SOE, the Company's Board of Directors are required to



(KPI) Manajemen yang dijadikan Kontrak Manajemen antara Pemegang Saham dengan Direksi tersebut dan Panduan pengelolaan KPI No. 2/A/HK/B30/SE/2024 tanggal 2 Januari 2024 perihal penyampaian pedoman pengelolaan KPI Manajemen PT Pupuk Indonesia (Persero) Grup, Dokumen No. PI-KIN-PD-003 Rev.4. Dasar pelaksanaan adalah Perjanjian tentang Jasa Akuntan Publik PT Pupuk Indonesia (Persero) Grup Tahun Buku 2022 antara PT Pupuk Indonesia (Persero) dengan Kantor Akuntan Publik Tanudiredja, Wibisana, Rintis & Rekan No. 281/A/HK/A12/SP/2023 tanggal 2 Oktober 2023 dan amandemennya No. 00196/A/PA/A12/SP/2024, yang salah satu bentuk dan ruang lingkup pekerjaannya yaitu melakukan Evaluasi Tingkat Pencapaian KPI.

Kontrak Manajemen merupakan kesanggupan manajemen untuk mencapai target-target yang telah disepakati oleh kedua belah pihak yaitu Pemegang Saham dengan Direksi dan Dewan Komisaris. Target-target yang telah disepakati bersama tertuang dalam Kontrak Manajemen berdasarkan *Key Performance Indicators* (KPI) mencakup perspektif nilai ekonomi, dan sosial untuk Indonesia, perspektif inovasi model bisnis, perspektif kepemimpinan teknologi, perspektif peningkatan investasi, dan perspektif pengembangan talenta.

create Management Key Performance Indicators (KPI), which are used as Management Contracts between Shareholders with the Board of Directors, and KPI Management Guide No. 2/A/HK/B30/SE/2024 dated January 2, 2024 regarding the submission of KPI management guidelines for PT Pupuk Indonesia (Persero) Group, document number PI-KIN-PD-003 Rev.4. The basis for implementation is the Agreement on Public Accounting Services for PT Pupuk Indonesia (Persero) Group for Financial Year 2022 between PT Pupuk Indonesia (Persero) and Public Accounting Firm Tanudiredja, Wibisana, Rintis & Partner No. 281/A/HK/A12/SP/2023 dated October 2, 2023, and amendment Number 00196/A/PA/A12/SP/2024. One of the forms and scopes of work is evaluating the level of achievement of KPI.

The Management Contract is management's ability to achieve targets agreed upon by both parties, namely Shareholders, the Board of Directors, and the Board of Commissioners. The mutually agreed targets are contained in the Management Contract based on Key Performance Indicators (KPI), including an economic and social value perspective for Indonesia, a business model innovation perspective, a technology leadership perspective, an investment increase perspective, and a talent development perspective.

KEBIJAKAN REMUNERASI DEWAN KOMISARIS DAN DIREKSI [2-19]

Remuneration Policy for the Board of Commissioners and the Board of Directors

Kebijakan dan penentuan remunerasi anggota Dewan Komisaris dan Direksi diberikan berdasarkan ketentuan yang telah ditetapkan oleh Pemegang Saham.

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

Policies and determination of remuneration for members of the Board of Commissioners and the Board of Directors are provided based on the provisions set by the Shareholders.

The Board of Commissioners and the Board of Directors will receive a certain amount of compensation given on a monthly basis and allowances and bonuses based on the Company's performance and achievements. The determination of the amount of remuneration for the Board of Directors is determined every year at the GMS at the same time as the determination of the amount of remuneration for the Board of Commissioners. Each member of the Board of Commissioners and the Board of Directors is entitled to a monthly salary and other allowances. In addition, the Board of Commissioners and the Board of Directors also receive a portion of the tantiem for the Company's performance and achievements, the amount of which is determined by the shareholders at the GMS.

PG memberikan remunerasi kepada anggota Dewan Komisaris dan Direksi dengan memperhatikan tanggung jawab dan capaian kinerja masing-masing. Besaran remunerasi ditetapkan untuk menjaga mekanisme *check and balances* antara kedua Organ PG. Mekanisme penilaian kinerja Direksi yang ditetapkan dari target pencapaian Direksi dengan memperhatikan laba yang dihasilkan, pengembangan usaha PG serta ketentuan yang tercantum dalam KPI PG. Tidak ada kenaikan Remunerasi Dewan Komisaris dibanding tahun sebelumnya sedangkan untuk Direksi ada kenaikan sebesar 9,6% untuk Direktur Utama dan 8,1% untuk Direktur lainnya dibanding tahun sebelumnya.

PROSES PENETAPAN REMUNERASI DEWAN KOMISARIS DAN DIREKSI [2-20]

Penetapan remunerasi Dewan Komisaris dan Direksi PG sangat mempertimbangkan tingkat pencapaian KPI yang telah ditetapkan pada awal tahun buku. Indikator yang tercantum dalam KPI senantiasa memperoleh peninjauan kembali guna menyesuaikan dengan kebijakan manajemen *holding* yang terbaru. Adapun perhitungan pencapaian target dalam KPI mematuhi ketentuan yang telah diatur dalam Pedoman Penyusunan dan Penilaian *Key Performance Indicator* (KPI) yang diterbitkan oleh PT Pupuk Indonesia (Persero). Selanjutnya, hasil perhitungan pencapaian KPI diserahkan dan dianalisis oleh KAP sebagai salah satu unsur pertimbangan dalam pemberian penilaian atas kinerja Dewan Komisaris dan Direksi.

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

Penentuan jumlah remunerasi Komite Nominasi dan Remunerasi, GCG dan Pemantauan Risiko ditetapkan dengan mengacu pada Peraturan Menteri BUMN No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara pada pasal 137 dan 143 bahwa penghasilan anggota Komite Nominasi dan Remunerasi atau nomenklatur lain dengan fungsi yang sama terdiri dari honorarium paling banyak sebesar 20% (dua puluh persen) dari gaji Direktur Utama BUMN yang bersangkutan. Selain itu ada ditambah juga fasilitas kesehatan berupa rawat inap, rawat jalan, dan obat-obatan bagi yang bersangkutan, tidak termasuk keluarga dan tunjangan hari raya yang dibayarkan sekali dalam 1 (satu) tahun sebesar 1 (satu) kali honorarium

Perseroan memberikan remunerasi kepada Dewan Komisaris dengan memperhatikan tanggung jawab dan capaian kinerja dari masing-masing anggota. Besaran remunerasi ditetapkan untuk menjaga mekanisme *check and balance* antara kedua

PG provides remuneration to members of the Board of Commissioners and the Board of Directors by taking into account their respective responsibilities and performance achievements. The amount of remuneration is determined to maintain a check and balance mechanism between the two PG organs. The Board of Directors' performance assessment mechanism is determined from the Board of Directors' achievement targets by taking into account the profits generated, PG's business development, and the provisions stated in PG's KPI. The Board of Commissioners' remuneration remained unchanged from the previous year, whereas the Board of Directors' remuneration increased by 9.6% for the President Director and 8.1% for the other Directors.

PROCESS FOR DETERMINING REMUNERATION FOR THE BOARD OF COMMISSIONERS AND THE BOARD OF DIRECTORS [2-20]

The determination of remuneration for the Board of Commissioners and the Board of Directors takes into account the level of achievement of the KPIs that have been determined at the beginning of the financial year. The indicators listed in the KPI are always reviewed to adapt to the latest holding management policies. The calculation of target achievement in KPI complies with the provisions set out in the Guidelines for Preparing and Assessing Key Performance Indicators (KPI) published by PT Pupuk Indonesia (Persero). Furthermore, the KPI achievement calculation results are submitted and analyzed by PAF as an element of consideration in assessing the performance of the Board of Commissioners and Board of Directors.

The results of calculating KPI achievements will be submitted and processed by PAF as one of the considerations in assessing the performance of the Board of Commissioners and the Board of Directors. Determination of the amount of remuneration for the Nomination and Remuneration, GCG, and Risk Monitoring Committee is determined by referring to the Regulation of the Minister of State-Owned Enterprises Number PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises in articles 137 and 143 that the income of members of the Nomination Committee and Remuneration or other nomenclature with the same function consists of an honorarium of a maximum of 20% (twenty percent) of the salary of the President Director of the SOE concerned. Apart from that, there are additional health facilities in the form of inpatient, outpatient, and medicine for those concerned, excluding family and religious holiday allowances, which are paid once a year in the amount of 1 (one) times the honorarium.

The Company provides remuneration to the Board of Commissioners by taking into account the responsibilities and performance achievements of each member. The amount of remuneration is determined to maintain the



Organ Perusahaan tersebut agar tetap terjaga. Remunerasi Dewan Komisaris ditetapkan oleh RUPS berupa gaji atau honorarium, tunjangan, dan fasilitas yang bersifat tetap dilakukan dengan mempertimbangkan faktor skala usaha, faktor kompleksitas usaha, tingkat inflasi, kondisi dan kemampuan keuangan perusahaan, dan faktor lain yang relevan, serta tidak boleh bertentangan dengan peraturan perundang-undangan. Penetapan Penghasilan yang berupa tantiem/insentif kinerja/LTI yang bersifat variabel (*merit rating*) dilakukan dengan mempertimbangkan faktor kinerja dan kemampuan keuangan perusahaan, serta faktor lain yang relevan.

STRUKTUR REMUNERASI DEWAN KOMISARIS

Jenis penghasilan anggota Dewan Komisaris terdiri dari:

1. Honorarium
2. Tunjangan, yang terdiri dari:
 - a. Tunjangan Hari Raya (THR)
 - b. Tunjangan transportasi
 - c. Asuransi purna jabatan
3. Fasilitas, yang terdiri dari:
 - a. Fasilitas kesehatan
 - c. Fasilitas bantuan hukum
4. Biaya Operasional Lain-lain, yang terdiri dari:
 - a. Pakaian seragam
 - b. Keanggotaan perkumpulan profesi
5. Tantiem/insentif kerja, di mana dalam tantiem tersebut dapat diberikan tambahan berupa Penghargaan Jangka Panjang (*Long Term Incentive/LTI*) sesuai arahan pemegang saham.

STRUKTUR REMUNERASI DIREKSI

Jenis penghasilan anggota Direksi terdiri dari:

1. Gaji
2. Tunjangan yang terdiri dari:
 - a. Tunjangan Hari Raya (THR)
 - b. Tunjangan perumahan
 - c. Asuransi purna jabatan
3. Fasilitas, yang terdiri dari:
 - a. Kendaraan dinas
 - b. Fasilitas kesehatan
 - c. Fasilitas bantuan hukum
4. Tantiem/insentif kinerja, di mana di dalam tantiem tersebut dapat diberikan tambahan berupa penghargaan jangka panjang (*Long Term Incentive/LTI*) sesuai dengan arahan pemegang saham.

check and balance mechanism between the two Company Organs. The remuneration of the Board of Commissioners is determined by the GMS in the form of salary or honorarium, allowances, and facilities, which are permanent and are carried out by taking into account business scale factors, business complexity factors, inflation rates, company financial conditions and capabilities, and other relevant factors, and must not conflict with statutory regulations. Determination of income in the form of variable Tantiem/Performance Incentives/LTI (merit rating) is carried out by considering the Company's performance factors and financial capabilities, as well as other relevant factors.

BOARD OF COMMISSIONERS REMUNERATION STRUCTURE

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

1. Honorarium
2. Allowances, which consist of:
 - a. Religious Holiday Allowance (THR)
 - b. Transport allowance
 - c. Retirement Insurance
3. Facilities, which consist of:
 - a. Health Facilities
 - b. Legal aid facilities
4. Other Operational Costs, which consist of:
 - a. Uniforms
 - b. Membership of professional association
5. Tantiem/work incentive, where the bonus can be given additionally in the form of a Long-Term Incentive (LTI) according to the direction of the shareholder

BOARD OF DIRECTORS' REMUNERATION STRUCTURE

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

1. Salary
2. Allowances consisting of:
 - a. Religious Holiday Allowance (THR)
 - b. Housing allowance
 - c. Retirement insurance
3. Facilities, which consist of:
 - a. Service vehicles
 - b. Health facilities
 - c. Legal aid facilities
4. Tantiem/performance incentive, where additional tantiem can be given in the form of a Long- Term Incentive (LTI) in accordance with the shareholder's direction.

Remunerasi Dewan Komisaris Tahun 2023

Remuneration for the Board of Commissioners in 2023

dalam rupiah | in rupiah

No.	Jabatan Position	Gaji Bulanan Monthly Salary	Gaji Tahunan Annual Salary	Tunjangan Hari Raya Religious Holiday Allowance
1	Komisaris Utama President Commissioner	101.587.500	1.462.860.000	101.587.500
2	Komisaris Independen Independent Commissioner	91.428.750	1.316.574.000	91.428.750
3	Komisaris Commissioner	91.428.750	1.316.574.000	91.428.750
4	Komisaris Commissioner	91.428.750	1.316.574.000	91.428.750
5	Komisaris Independen Independent Commissioner	91.428.750	1.316.574.000	91.428.750
6	Komisaris Commissioner	91.428.750	1.316.574.000	91.428.750
7	Komisaris Independen Independent Commissioner	91.428.750	1.316.574.000	91.428.750

Remunerasi Direksi Tahun 2023

Remuneration for the Board of Directors in 2023

dalam rupiah | in rupiah

No.	Jabatan Position	Gaji Bulanan Monthly Salary	Gaji Tahunan Annual Salary	Tunjangan Hari Raya Religious Holiday Allowance
1	Direktur Utama President Director	244.047.000	2.928.000.000	244.047.000
2	Direktur Keuangan dan Umum Director of Finance and General	207.439.950	2.489.279.400	207.439.950
3	Direktur Operasi dan Produksi Director of Operation and Production	207.439.950	2.489.279.400	207.439.950

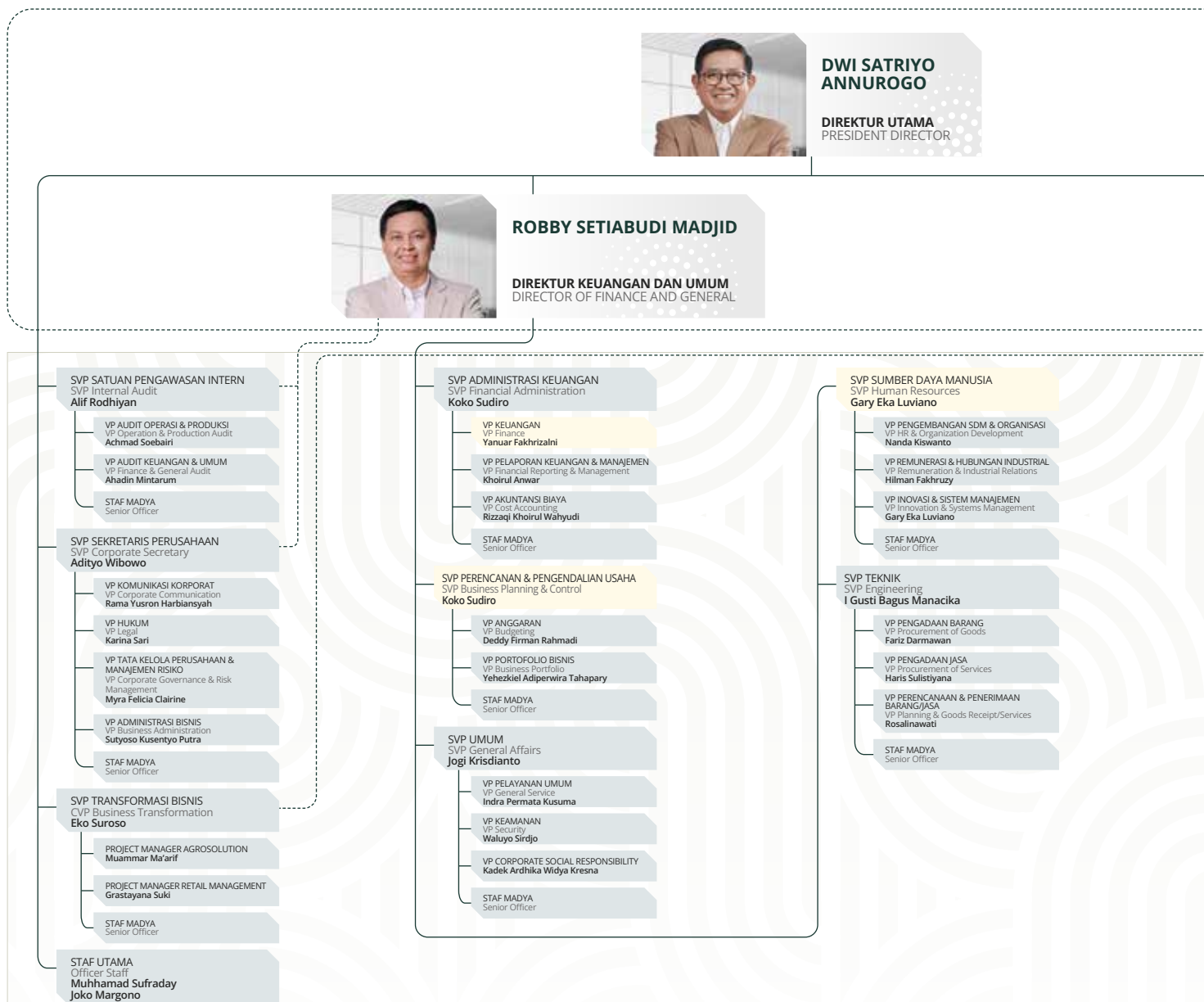


STRUKTUR ORGANISASI [2-9]

Company Organizational Structure

Struktur organisasi Perusahaan selama tahun 2023 adalah Struktur Organisasi yang mengacu pada Surat Keputusan Direksi No. 0041/B/ OT.00.02/03/SK/2022 tanggal 29 Maret 2022 tentang Perubahan Struktur Organisasi PT Petrokimia Gresik. Adapun struktur organisasi PT Petrokimia Gresik adalah sebagai berikut:

The Company's organizational structure for 2023 is the Organizational Structure, which refers to Directors' Decree No. 0041/B/OT.00.02/03/SK/2022 dated March 29, 2022, regarding Changes in the Organizational Structure of PT Petrokimia Gresik. The organizational structure of PT Petrokimia Gresik is as follows:



Keterangan | Description

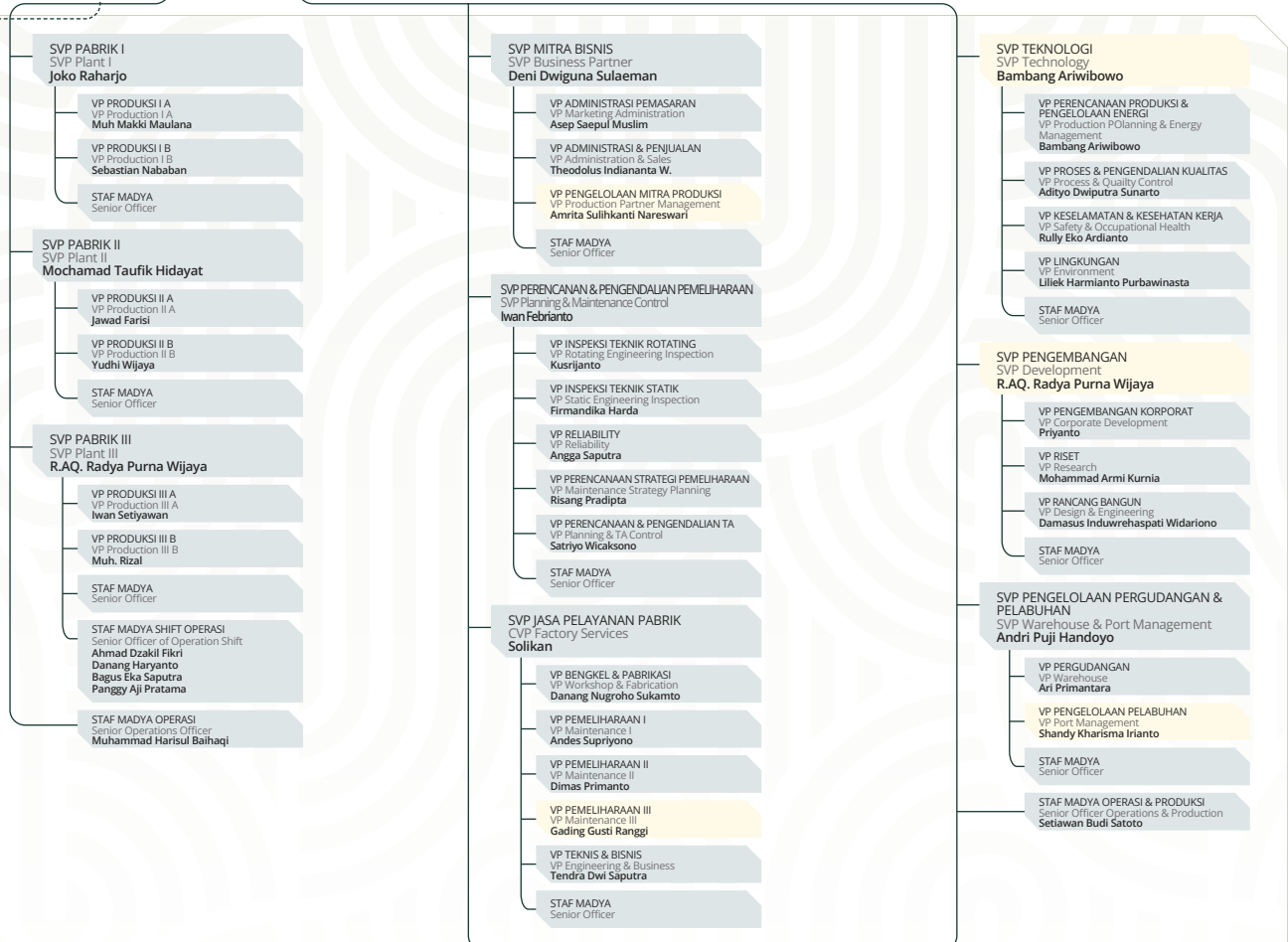
----- Garis Koordinator Antar Jabatan | Line of Coordination between Offices

— Garis Komando Antar Jabatan | Line of Command between Offices

Data per Desember 2023 | Data as of December 2023

Pemangku Tugas Sementara (Pts) | Temporary Task Force (Pts)

Pejabat Definitif | Definitive Official

**DIGNA JATININGSIH****DIREKTUR OPERASI DAN PRODUKSI**
DIRECTOR OF OPERATIONS AND PRODUCTION

RANGKAP JABATAN **BADAN TATA KELOLA** [2-11]

Concurrent Positions of the Governance Body

Sesuai Anggaran Dasar Perusahaan, anggota Dewan Komisaris maupun anggota Direksi dilarang memangku jabatan rangkap sebagai jabatan lainnya sesuai dengan ketentuan peraturan perundang-undangan, pengurus partai politik dan/atau calon anggota legislatif dan/atau calon Kepala Daerah/Wakil Kepala Daerah. Selama 2023, tidak terdapat anggota Dewan Komisaris dan anggota Direksi PG yang merangkap jabatan sesuai Anggaran Dasar Perusahaan.

In accordance with the Company's Articles of Association, members of the Board of Commissioners and members of the Board of Directors are prohibited from holding concurrent positions as other positions in accordance with the provisions of statutory regulations, political party administrators and/or legislative candidates, and/or Regional Head/Deputy Regional Head candidates. In 2023, there were no members of the Board of Commissioners and members of the PG Board of Directors who held concurrent positions in accordance with the Company's Articles of Association.

Dalam struktur Tata Kelola Perusahaan PG, tidak terdapat ketua Badan Tata Kelola Tertinggi dikarenakan Dewan Komisaris dan Direksi bekerja secara kolegal.

In the PG Corporate Governance structure, there is no chairman of the Supreme Governance Body because the Board of Commissioners and the Board of Directors work collegially.

PENERAPAN GCG

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

IMPLEMENTATION OF GCG

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

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

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

Pada tahun 2023, asesmen GCG tidak dilakukan karena belum terdapat parameter yang dapat digunakan untuk melakukan penilaian dan evaluasi atas penerapan GCG setelah dicabutnya SK Sekretaris Kementerian BUMN No. SK-16/S.MBU/2012 tanggal 6 Juni 2012. [2-18]

In 2023, the GCG assessment was not carried out because there are no parameters that can be used to assess and evaluate the implementation of GCG after the revocation of the Secretary of the Ministry of SOE Decree No. SK-16/S.MBU/2012 dated June 6, 2012. [2-18]



MANAJEMEN RISIKO

Risk Management

Penerapan manajemen risiko didasari oleh kesadaran dan pemahaman secara inheren melekat pada seluruh fungsi, proses bisnis, hingga inisiatif-inisiatif strategi yang dijalankan PG. Risiko-risiko yang dihadapi PG harus senantiasa memperoleh pemantauan dan peninjauan profil risiko PG guna meminimalisir tingkat eksposur risiko dan dampaknya melalui tindakan komunikasi dan penanganan risiko korporat maupun operasional untuk mendukung pencapaian sasaran kinerja PG. Selain itu, implementasi manajemen risiko juga berdasarkan pada Peraturan Menteri Negara BUMN No. PER-01/MBU/2011 tanggal 1 Agustus 2011 tentang Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*). Profil risiko memuat risiko korporat dan risiko operasional dituangkan dalam dokumen profil risiko (kategori risiko rendah sampai dengan risiko tinggi/kritis) disahkan oleh Manajemen dan diterbitkan setiap tahun sebagai pedoman pengelolaan risiko tahun berjalan dan dimonitor perkembangannya setiap bulan. **[2-16, 3-3]**

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

Dalam menerapkan manajemen risiko, PG menetapkan kerangka kerja yang mengacu pada SNI ISO 31000:2018 *Risk Management Guidelines* dan telah diselaraskan dengan konteks internal dan eksternal PG. Optimalisasi pengelolaan dampak dan peluang terhadap risiko strategis, operasional, keuangan, hukum, reputasi, kepatuhan, lingkungan, dan sosial yang tepat sasaran juga dilaksanakan dengan mempertimbangkan faktor manusia dan budaya yang bersifat transparan, inklusif, dinamis, terintegrasi, komprehensif dan disesuaikan terhadap perubahan. Proses manajemen risiko dicatat, dipantau dan dilaporkan setiap bulan melalui *website* Sistem Manajemen Risiko PG (SIMAR). Kajian risiko dilakukan terhadap aksi korporasi baik proyek dan non-proyek sebagaimana dituangkan dalam Kebijakan dan Pedoman Penerapan Manajemen Risiko (PPMR) (PG-PD-10-0019) dengan tujuan memberikan panduan untuk membangun, menerapkan dan mengembangkan manajemen risiko yang baik serta memastikan kejelasan *governance structure* manajemen risiko sudah terintegrasi sepenuhnya dengan sistem yang ada di PG. **[2-12]**

The implementation of risk management is based on awareness and understanding that are inherent in all functions, business processes, and strategic initiatives carried out by PG. The risks faced by PG must always receive monitoring and review of PG's risk profile in order to minimize the level of risk exposure and its impact through communication and management of corporate and operational risks to support the achievement of PG's performance targets. Apart from that, the implementation of risk management is also based on the Minister of State-Owned Enterprises Regulation No. PER-01/MBU/2011, dated August 1, 2011, concerning the Implementation of Good Corporate Governance. The risk profile contains corporate risks and operational risks as outlined in a risk profile document (ranging from low risk to high/critical risk categories) approved by Management and published annually as a risk management guide for the current year, as well as monitoring its progress on a monthly basis. **[2-16, 3-3]**

Management's strategic steps as a form of commitment in implementing Risk Management were carried out by establishing a TKP & MR Department as the managers of Risk Management implementation in all Work Units, as well as establishing a GCG Committee on Risk Management and Investment Monitoring, which is tasked with reviewing, monitoring, evaluating, analyzing, and providing input on the implementation of risk management in PG.

In implementing risk management, PG has established a framework that refers to SNI ISO 31000:2018 Risk Management Guidelines and has been aligned with PG's internal and external context. Optimizing the management of impacts and opportunities for strategic, operational, financial, legal, reputational, compliance, environmental, and social risks that are right on target is also carried out by considering human and cultural factors that are transparent, inclusive, dynamic, integrated, comprehensive, and adapted to change. The risk management process is recorded, monitored, and reported every month via the PG Risk Management System (SIMAR) website. Risk studies are carried out on corporate actions, both project and non-project, as outlined in the Risk Management Implementation Policy and Guidelines (PPMR) (PG-PD-10-0019) with the aim of providing guidance for building, implementing, and developing good risk management and ensuring clarity. The risk management governance structure is fully integrated with the existing system at PG. **[2-12]**

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

Dalam tahun 2023 dilakukan penguatan tata laksana identifikasi risiko berupa Instruksi Kerja No. PG-IK-00-0067 yaitu Penyusunan dan Review Identifikasi Risiko dengan Kriteria Dampak dan Kemungkinan Terstandar dimaksudkan agar mengoptimalkan staf Manajemen Risiko dengan unit kerja pengelola risiko dalam hal tindak lanjut atas identifikasi risiko tersebut. **[2-12]**

Penyusunan profil risiko tahun 2023 disusun 31 Desember 2023 dengan mempertimbangkan konteks sebagai berikut:

1. Sasaran Perseroan Tahun 2023
Penetapan dan pemahaman sasaran Perseroan menjadi landasan utama di dalam pengelolaan risiko, khususnya pada tahap identifikasi risiko. Sasaran Perseroan terdiri dari 2 (dua) hal, yaitu Peraturan Menteri BUMN No. PER-2/MBU/03/2023 tanggal 24 Maret 2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara dan KPI Perusahaan.
2. Analisis Kepentingan *Stakeholder*
Tujuan dilakukannya analisis *stakeholder* adalah:
 - a. Mengidentifikasi minat, kepentingan, dan pengaruh para *stakeholder* terhadap kegiatan program/proyek yang sedang berjalan.
 - b. Mengidentifikasi kelembagaan-kelembagaan lokal berikut proses-proses untuk pengembangan kapasitasnya.
 - c. Membangun fondasi dan strategi partisipasi masyarakat.

Berikut hasil analisis *stakeholder* Perseroan berdasarkan dokumen aplikasi dalam Kriteria Penilaian Kinerja Unggul (KPKU):

PG's risk management policy has also been equipped with a Risk Management Implementation Procedure (PG-PR-02-1051) to regulate procedures for implementing risk management based on Work Unit/Company activities so that risk management can be carried out correctly and reviewed periodically through a process of risk management, hoping that it can reduce the risk level as low as possible in order to reduce potential losses to achieve the PG target.

In 2023, risk identification procedures were strengthened in the form of Work Instruction No. PG-IK-00-0067, namely Preparation and Review of Risk Identification with Standardized Impact and Possibility Criteria, which is intended to optimize Risk Management staff with risk management work units in terms of follow-up on risk identification. **[2-12]**

The 2023 risk profile was prepared on December 31, 2023, by considering the following context:

1. Company Targets for 2023
Determining and understanding company targets is the main basis for risk management, especially at the risk identification stage. The Company's targets consist of 2 (two) things, namely the Regulation of the Minister of SOE PER-2/MBU/03/2023 dated March 24, 2023, concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises and Company KPIs.
2. Analysis of Stakeholder Interests
The purpose of carrying out stakeholder analysis is:
 - a. Identify stakeholders' interests and influence on ongoing program/project activities.
 - b. Identify local institutions and processes for developing their capacity
 - c. Build foundations and strategies for community participation.

The following are the results of the Company's stakeholder analysis based on the Application Documents in Superior Performance Assessment Criteria (KPKU):

Stakeholder Utama Main Stakeholders	Kebutuhan Requirement	Harapan Expectation	Potensi Risiko Potential Risks
Pemegang saham Shareholders	Pemenuhan Kontrak Manajemen Management Contract Fulfillment	Pencapaian KPI Manajemen mampu melebihi target Management KPI achievement is able to exceed targets	KPI Manajemen tidak tercapai Management KPIs are not achieved
Pemerintah Government	Peraturan dan Perundangan (PP) dipatuhi dalam menjalankan proses bisnis Rules and Regulations (PP) are complied with in carrying out business processes	Peningkatan jumlah pajak yang disetor Increase in the amount of tax paid	a. Pelanggaran hukum b. Reputasi a. Violation of Law b. Reputation



Stakeholder Utama Main Stakeholders	Kebutuhan Requirement	Harapan Expectation	Potensi Risiko Potential Risks
Karyawan Employee	a. Kesejahteraan dan fasilitas lingkungan kerja yang memuaskan b. Kemajuan karier a. Welfare and satisfactory working environment facilities b. Career advancement	a. Kesejahteraan dan fasilitas yang baik b. Karir yang baik a. Good welfare and facilities b. Good career	Indeks Kepuasan Karyawan tidak mencapai target Employee Satisfaction Index does not reach target
Masyarakat Sekitar Local Communities	a. Ramah Lingkungan b. Community Development a. Environmentally Friendly b. Community Development	a. Isu Pertanian: Prioritas pemenuhan pupuk di Kabupaten Gresik b. Isu Pendidikan: Program pemberdayaan dan beasiswa c. Isu Kesehatan: Pencegahan dan penanggulangan COVID-19 di lingkungan sekitar Perseroan d. Isu Ketenagakerjaan: Pemberdayaan masyarakat sekitar sebagai tenaga alih daya a. Agricultural Issues: Priority for fulfilling fertilizer in Gresik Regency b. Educational Issues: Empowerment and scholarship programs c. Health Issues: Prevention and control of COVID-19 in the environment around the Company d. Employment Issues: Empowering local communities as outsourced workers	a. Reputasi b. Unjuk Rasa a. Reputation b. Protest
Pelanggan Customer	Kepuasan pelanggan Customer satisfaction	a. Pelanggan mendapatkan 6 Tepat b. Mudah mendapatkan informasi terkait pembelian pupuk non subsidi a. Customers get 6 Rights b. Easy to get information related to purchasing non-subsidized fertilizer	a. Tidak tercapainya 6 Tepat (Tepat Jumlah, Tepat Jenis, Tepat Waktu, Tepat Tempat, Tepat Mutu dan Harga) b. Indeks kepuasan pelanggan menurun a. Failure to achieve the 6 Rights (Right Quantity, Right Type, Right Time, Right Place, Right Quality and Price) b. Customer satisfaction index decreases
Pemasok Supplier	Keterbukaan informasi dan transparansi proses dan kecepatan Information disclosure and process and speed transparency	Hubungan bisnis terjalin dengan baik Business relationships are well established	Komplain dari Supplier Complaints from Suppliers
Perbankan/Kreditur Banking/Creditor	Kinerja keuangan perusahaan sehat The Company's financial performance is healthy	Ketepatan pengembalian pinjaman Timely loan repayment	Ketidaktepatan pengembalian pinjaman Overdue loan repayment

3. Kebijakan Selera Risiko (*Risk Appetite Statement*) dan Toleransi Risiko (*Risk Tolerance Statement*) Tahun 2023
- Dalam Upaya mencapai sasaran RKAP 2023 yang ditetapkan oleh pemegang saham dan menghadapi berbagai kondisi lingkungan bisnis baik internal maupun eksternal yang semakin tidak pasti, PT Petrokimia Gresik menetapkan Batasan dalam menghadapi berbagai risiko bisnis sebagai panduan dalam menjalankan operasional Perseroan yaitu:

- *Risk Appetite*: "Setiap risiko dengan tingkat risiko tinggi yang dapat diturunkan tingkat risikonya dengan mempertimbangkan biaya penanganan risiko".
- *Risk Tolerance*: "Setiap risiko dengan tingkat risiko tinggi terutama Risiko Hukum, yang tingkat risikonya tidak dapat diturunkan dilakukan dengan pengendalian yang ada".

2. Analisis Lingkungan Internal dan Eksternal Perseroan

Hal-hal yang mempengaruhi kinerja Perseroan dari sisi eksternal Perseroan yaitu peluang dan ancaman serta dari sisi internal perusahaan yaitu kekuatan dan kelemahan yang akan dihadapi perusahaan pada tahun 2023, antara lain: (sumber: buku laporan profil risiko tahun 2023)

Strength (Kekuatan)

- Memiliki jaringan pemasaran, distribusi dan penjualan (gudang penyangga, distributor, anak perusahaan, dan kios binaan) yang tersebar di seluruh wilayah Indonesia serta tersedia baik *online* maupun *offline*.
- Sentralisasi proses bisnis bersama PI grup dalam bidang pemasaran & distribusi, teknologi informasi, pengadaan, riset dan pengembangan serta SDM untuk efektivitas dan efisiensi proses bisnis & pengambilan keputusan strategis.
- Memiliki unit produksi pupuk yang paling lengkap, berkapasitas besar dengan produk yang bervariasi serta utilitas pendukung terintegrasi.
- Sistem IT sudah terintegrasi dengan PI dan Anak Perusahaan PI lainnya, serta pengembangan sistem TI yang terpadu melalui digitalisasi bisnis perusahaan baik dalam proses produksi, logistik & *supply chain*, pemasaran dan *supporting* lainnya.
- Memiliki sarana pelabuhan yang dapat menunjang kelancaran impor dan ekspor, fasilitas bongkar muat dengan *loading/unloading rate* tinggi dan gudang penyimpanan bahan baku memadai.
- Komitmen manajemen yang kuat akan pentingnya K3, mutu, pelestarian lingkungan, pemberdayaan masyarakat sekitar serta *risk & compliance* dalam bentuk sistem manajemen terintegrasi.

3. Risk Appetite Statement and Risk Tolerance Policy for 2023

In an effort to achieve the 2023 RKAP targets set by shareholders and facing various conditions in the business environment, both internal and external, which are increasingly uncertain, PT Petrokimia Gresik has set limits for facing various business risks as a guide in carrying out company operations, namely:

- Risk Appetite: "Every risk with a high level of risk whose risk level can be reduced by considering the costs of handling the risk"
- Risk Tolerance: "Every risk with a high level of risk, especially Legal Risk, whose risk level cannot be reduced, is carried out using existing controls."

4. Analysis of the Company's Internal and External Environment

Things that influence the Company's performance from the Company's external side, namely opportunities and threats, as well as from the Company's internal side, namely the strengths and weaknesses that the Company faced in 2023, include: (source: 2023 risk profile report book)

Strength

- Has a marketing, distribution, and sales network (support warehouses, distributors, subsidiaries, and fostered kiosks) spread throughout Indonesia and is available both online and offline.
- Centralization of business processes with the PI group in the fields of marketing & distribution, information technology, procurement, research and development, and HR for effectiveness and efficiency of business processes & strategic decision making
- Has the most complete fertilizer production unit, a large capacity with varied products, and integrated supporting utilities
- The IT system has been integrated with PI and other PI subsidiaries, as well as the development of an integrated IT system through digitalization of the Company's business in the production process, logistics & supply chain, marketing, and other supporting processes.
- Has port facilities that can support smooth imports and exports, loading and unloading facilities with high loading/unloading rates, and adequate raw material storage warehouses.
- Strong management commitment to the importance of OHS, quality, environmental preservation, empowerment of local communities, and risk & compliance in the form of an integrated management system.



- g. Tersedia sarana riset yang cukup memadai dan budaya inovasi, sarana dan prasarana yang lengkap serta kerja sama dengan instansi lain dalam melakukan penelitian dan pengembangan produk baru baik pupuk anorganik maupun produk *bio organic*.
- h. Produk perusahaan memiliki *Brand* dan *Corporate Image* yang baik.
- i. Memiliki SDM yang berkompeten dan berpengalaman didukung dengan sistem manajemen SDM berbasis kompetensi dan budaya AKHLAK serta pengembangan SDM menuju model *customer centric/market driven*.
- j. Memiliki kontrak kerja sama jangka panjang dan *multisource* dengan pemasok bahan baku dengan harga kompetitif.
- k. Memiliki anak perusahaan dan perusahaan terafiliasi yang mendukung bisnis Perseroan.
- l. Perseroan sedang bertransformasi dalam setiap lini proses bisnis menuju Perseroan yang berorientasi pada *market driven/customer centric*, efisiensi dan pasar komersial selaras dengan transformasi PI Grup.

Weakness (Risiko Utama dari Internal) [2-12, 2-16]

- a. Teknologi beberapa peralatan produksi dan fasilitas pendukungnya menggunakan teknologi lama sehingga efisiensi dan/atau keandalan rendah.
- b. Harga jual produk kurang kompetitif dibanding kompetitor.
- c. Prioritas penjualan komersial (non subsidi) masih rendah dan sebagian besar pendapatan masih mengandalkan sektor subsidi.
- d. Kompleksitas penanganan buangan yang semakin meningkat di mana areal lahan disposal semakin terbatas.
- e. Teknologi NPK saat ini mempunyai fleksibilitas formula produk yang rendah.
- f. Kurang fleksibelnya sistem dan prosedur dibanding pesaing sehingga memperlambat pengambilan keputusan.
- g. Tingginya karyawan yang telah memasuki masa pensiun dan kebijakan moratorium rekrutmen PI Grup.

Opportunity (Peluang)

- a. Pasar lokal dan ekspor untuk pupuk dan non pupuk masih terbuka lebar.
- b. Program pemerintah untuk mendorong penggunaan pupuk majemuk dan/atau subsidi guna mendukung Program Kedaulatan Pangan Nasional.
- c. Terbuka kesempatan mengadakan kerja sama dengan pihak luar/mitra dalam riset, bahan baku, produksi dan penjualan.

- g. There are adequate research facilities and a culture of innovation, complete facilities and infrastructure, as well as collaboration with other agencies in conducting research and development of new products, both inorganic fertilizers and bio-organic products.
- h. The Company's products have a good brand and corporate image
- i. Has competent and experienced human resources supported by a competency-based HR management system and AKHLAK culture, as well as HR development towards a customer centric/market-driven model
- j. Has long-term and multisource cooperation contracts with raw material suppliers at competitive prices.
- k. Has subsidiaries and affiliated companies that support the Company's business
- l. The Company is transforming in every line of business processes towards a company that is oriented towards market-driven/customer-centric efficiency and commercial markets in line with the PI Group's transformation

Weakness (Main Internal Risk) [2-12, 2-16]

- a. The technology of some production equipment and supporting facilities uses old technology, so efficiency and/or reliability are low.
- b. The selling price of the product is less competitive than that of competitors
- c. Priority for commercial sales (non-subsidized) is still low, and the majority of income still relies on the subsidized sector
- d. The complexity of handling waste is increasing where the disposal area is increasingly limited.
- e. Current NPK technology has low product formula flexibility
- f. Less flexible systems and procedures compared to competitors, which slows down decision making.
- g. The high number of employees who have entered retirement and the PI Group recruitment moratorium policy.

Opportunity

- a. Local and export markets for fertilizers and non-fertilizers are still wide open
- b. Government program to encourage the use of compound fertilizers and/or subsidies to support the National Food Sovereignty Program
- c. Open opportunities for collaboration with external parties/partners in research, raw materials, production, and sales.

- d. Potensi pengembangan produk *adjacent chemical*, produk berbasis natural, organik dan bio maupun produk pengembangan lainnya dan didukung oleh Indonesia Fertilizer Research Institute (IFRI).
- e. Tersedia sistem & teknologi untuk peningkatan kinerja perusahaan, pengelolaan lingkungan, produksi, keuangan dan pemasaran serta pengembangan kompetensi SDM.
- f. Potensi memainkan peran penting dalam subsidi model baru (subsidi langsung).
- g. Sistem informasi global (*web based*) yang mempermudah memperoleh barang dan peralatan pabrik.
- h. Semangat melakukan sinergi kerja sama di lingkungan PI Holding dan BUMN.
- i. Peluang pasar non pupuk seperti AIF3, Soda Ash maupun surfaktan masih terbuka lebar untuk pasar lokal maupun ekspor.
- j. Perluasan pasaran penjualan asam fosfat, asam sulfat, dan ZA ke PI Grup.
- k. Pemenuhan kebutuhan karyawan operasional perusahaan melalui manajemen pihak ketiga untuk optimalisasi sumber daya manusia.

Threat (Ancaman) (Risiko Utama dari Eksternal):
[2-12; 2-16]

- a. Perubahan kebijakan subsidi pupuk, pengurangan subsidi/perubahan model subsidi langsung ke *customer* melalui kartu tani.
- b. Penghapusan subsidi pupuk untuk produk SP36, ZA dan Petroganik sesuai Hasil Rekomendasi Panja Pupuk DPR.
- c. Bertambahnya pesaing baru (produsen dan importir) terutama pada market non subsidi dan non pupuk.
- d. Melimpahnya *supply gas* mulai 2023 sehingga berpotensi terkena *Take or Pay* (TOP).
- e. Harga NPK, Pupuk Phosphat, dan ZA pesaing lebih kompetitif.
- f. Perusahaan pesaing lebih fleksibel dalam merespons perubahan. Disrupsi dalam bidang agribisnis dan pupuk.
- g. Tren Harga Komoditi yang fluktuatif.
- h. Fluktuasi nilai tukar rupiah terhadap valuta asing dan perubahan situasi perekonomian global.
- i. Tingginya piutang subsidi yang belum dibayarkan.
- j. Adanya pembatasan ekspor pupuk dari Tiongkok, khususnya pupuk DAP.
- k. Sebagian besar bahan baku impor.
- l. Kepedulian masyarakat sekitar Perseroan semakin tinggi terhadap isu lingkungan.
- m. Daya beli petani untuk produk retail cenderung turun.
- n. *Shutdown* terjadwal atau tidak terjadwal dari pihak produsen gas.

- d. Potential for developing adjacent chemical products, natural, organic, and bio-based products, as well as other development products, and supported by Indonesia Fertilizer Research Institute (IFRI).
- e. Systems & technology are available to improve company performance in environmental management, production, finance, and marketing, as well as develop HR competencies.
- f. Potential to play an important role in new model subsidies (direct subsidies)
- g. Global information system (web-based), which makes it easier to obtain goods and factory equipment.
- h. Enthusiasm for collaborative synergy within PI Holding and SOE.
- i. Non-fertilizer market opportunities such as AIF3, Soda Ash, and surfactants are still wide open for local and export markets.
- j. Market sales opportunities for phosphoric acid, sulfuric acid, and ZA to PI Group.
- k. Fulfilling the needs of company operational employees through third-party management to optimize human resources.

Threats (Major External Risks): [2-12; 2-16]

- a. Changes in fertilizer subsidy policy, reduction of subsidies/change in subsidy model directly to customers via farmer cards.
- b. Elimination of fertilizer subsidies for SP36, ZA, and Petroganic products in accordance with the Recommendations of the DPR's Fertilizer Committee.
- c. Increase in new competitors (producers and importers), especially in the non-subsidized and non-fertilizer markets.
- d. Abundant gas supply starting in 2023 will potentially subject to Take or Pay (TOP).
- e. Competitors' prices for NPK, Phosphate Fertilizer, and ZA are more competitive.
- f. Competing companies are more flexible in responding to changes. Disruption in the agribusiness and fertilizer sector.
- g. Fluctuating commodity price trend.
- h. Fluctuations in the rupiah exchange rate against foreign currencies and changes in the global economic situation.
- i. High levels of unpaid subsidy receivables.
- j. There are restrictions on fertilizer exports from China, especially DAP fertilizer.
- k. Most of the raw materials are imported.
- l. The community around the Company is increasingly concerned about environmental issues.
- m. Farmers' purchasing power for retail products tends to decline.
- n. Scheduled or unscheduled shutdown from the gas producer

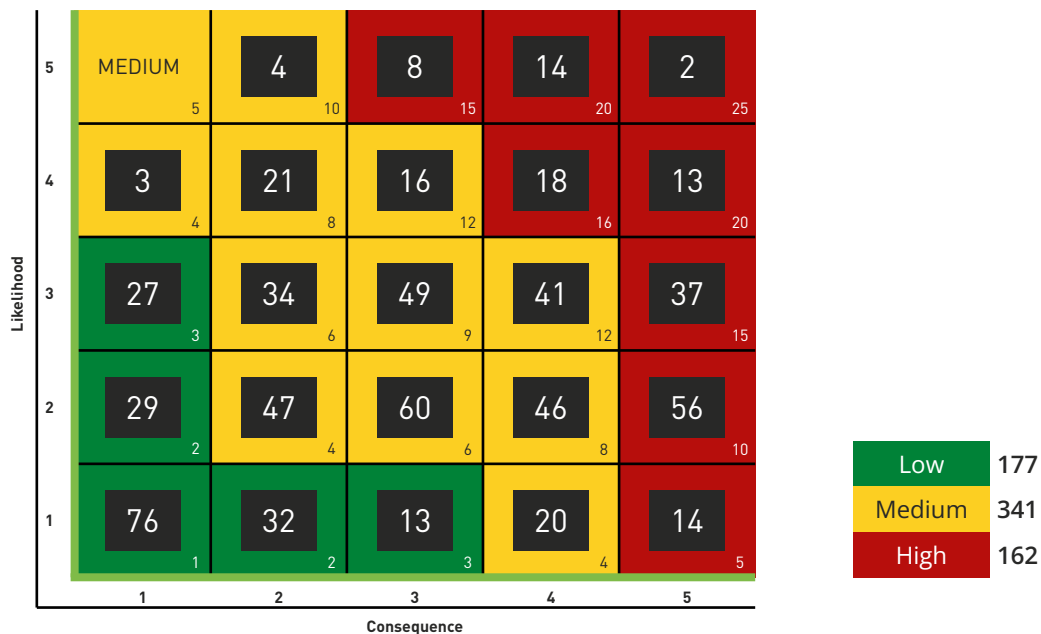


Hasil Identifikasi risiko PT Petrokimia Gresik pada tahun 2023 adalah sebagai berikut:

1. Peta Risiko Operasional Tahun 2023 Seluruh Unit Kerja (Selain Risiko Utanam Korporat atau *Risk That Matter/RTM*) sebagai berikut:

The results of PT Petrokimia Gresik's risk identification in 2023 are as follows:

1. Operational Risk Map for 2023 for all work units (other than corporate risk or risk that matters/RTM) as follows:



Terdapat 162 risiko tinggi, 341 risiko sedang, dan 177 risiko rendah. Total terdapat 680 Risiko.

There were 162 high-risk, 341 medium-risk, and 177 low-risk. In total, there are 680 risks.

2. Rincian jumlah risiko per direktorat sebagai berikut:

Sebagian besar risiko tinggi terdapat pada Direktorat Operasi dan Produksi, yaitu 83% dari total risiko tinggi.

2. Details of the number of risks per directorate are as follows:

Most of the high risks are found in the Operations and Production Directorate, namely 83% of the total high risks.

No.	Direktorat Directorate	Tingkat Risiko Risk Level					
		Rendah Low	%	Sedang Medium	%	Tinggi High	%
1	Direktorat Utama Main Directorate	31	17%	36	11%	4	2%
2	Direktorat Operasi dan Produksi Operation and Production Directorate	97	55%	216	63%	135	83%
3	Direktorat Keuangan dan Umum Finance and General Directorate	49	28%	89	26%	23	15%
Jumlah Risiko Total Risk		177	100%	341	100%	162	100%

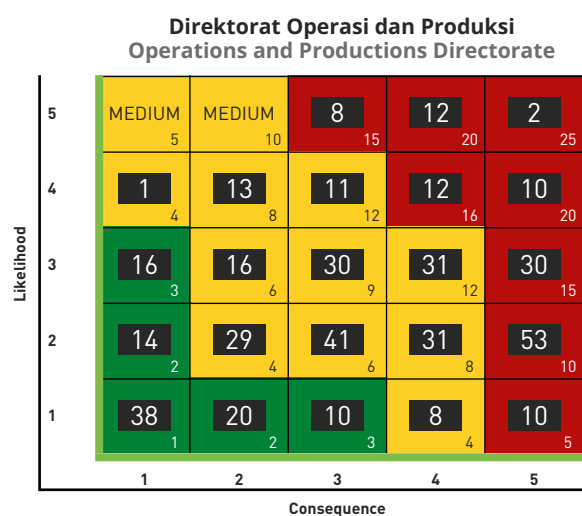
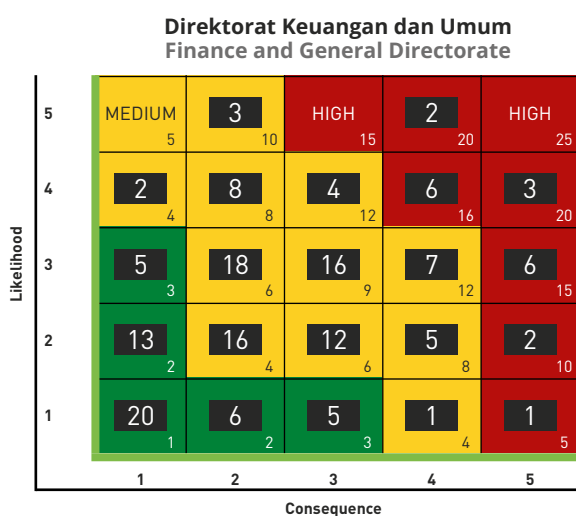
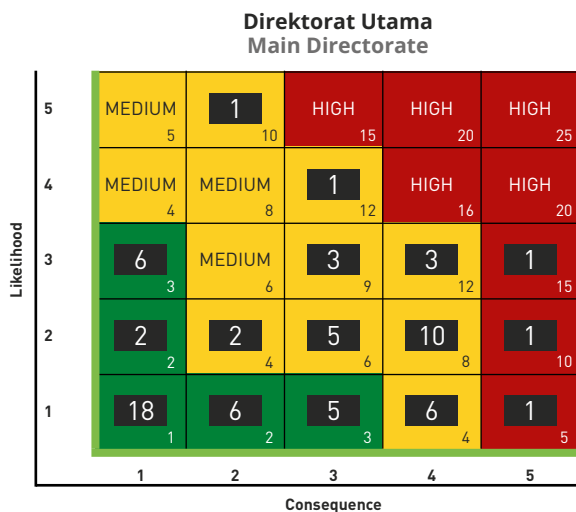
3. Profil Risiko Tahun 2023 dibandingkan awal tahun 2022 sebagai berikut:

No.	Tingkat Risiko Risk Level	2023	2022	Perbandingan Comparison
		(1)	(2)	(3)=(1)/(2)
1	Rendah Low	177	196	90%
2	Sedang Medium	341	249	137%
3	Tinggi High	162	138	117%
Jumlah Risiko Total Risk		680	583	117%

3. The risk profile for 2023 compared to the beginning of 2022 is as follows:

4. Peta Risiko per Direktorat

4. Risk Map per Directorate



Tahun 2023, pemenuhan target KPI Perseroan bidang MR. Penurunan Tingkat Risiko Utama Perusahaan (RTM) sebesar 30%, dengan realisasi sebesar 53%.

In 2023, the Company fulfilled its KPI targets in the MR sector. Reducing the Company's Main Risk Level (RTM) by 30% , with a 53% realization.



Tahun 2023, PG telah melaksanakan Penilaian Tingkat Maturitas Penerapan Manajemen Risiko oleh konsultan independen yaitu Deloitte. Berdasarkan hasil asesmen tersebut, kami telah mendapat nilai indeks 4,06 dari skala 5 dengan kategori *"Managed"* yang mengacu kepada RIMS Maturity Level. Hal ini dapat disimpulkan bahwa sistem dan proses manajemen risiko telah diformalkan, diimplementasikan dan didokumentasikan dalam prosedur, alat, dan metode standar. PG perlu memperkuat penerapan Manajemen Risiko dengan melakukan pemutakhiran perangkat Manajemen Risiko Terintegrasi (Prosedur, Instruksi Kerja), yaitu penetapan *Risk Appetite* dan *Risk Capacity*, penerapan *Loss Event Database*, penerapan *Cost Benefit Analysis* dalam pertimbangan opsi perlakuan risiko, Pengembangan Taksonomi Risiko, Penerapan *Upside Risk* Penyusunan Mekanisme *Early Warning System*. Selain itu guna memperkuat proses penerapan manajemen risiko, PG mengembangkan penyusunan *roadmap* Manajemen Risiko termasuk evaluasi dan pemantauan atas pelaksanaan *roadmap* Manajemen Risiko. [2-12]

In 2023, PG conducted a Maturity Level Assessment of Risk Management Implementation by an independent consultant, Deloitte. Based on the results of this assessment, we have received an index score of 4.06 on a scale of 5, with the *"Managed"* category referring to the RIMS Maturity Level. It can be concluded that the risk management system and process have been formalized, implemented, and documented in standard procedures, tools, and methods. PG needs to strengthen the implementation of Risk Management by updating Integrated Risk Management tools (Procedures, Work Instructions), namely determining Risk Appetite and Risk Capacity, implementing Loss Event Database, implementing Cost Benefit Analysis in considering risk treatment options, Developing a Risk Taxonomy, Implementing Upside Risk, Preparing an Early Warning System Mechanism. Apart from that, in order to strengthen the process of implementing risk management, PT Petrokimia Gresik needs to develop a Risk Management roadmap, including evaluation and monitoring of the implementation of the Risk Management roadmap. [2-12]

KETERLIBATAN PEMANGKU KEPENTINGAN [2-12]

Stakeholder Involvement

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

PG mempunyai mekanisme untuk menampung dan menindaklanjuti saran dan keluhan dari pemangku kepentingan melalui media atau saluran yang telah ditetapkan dengan Sekretaris PG sebagai pejabat eksekutif penghubung dan unit kerja lain yang ditunjuk sesuai ketentuan yang berlaku diantaranya unit kerja pemasaran, unit kerja komunikasi korporat, unit kerja TJSL, unit kerja lingkungan, unit kerja pemasaran, unit kerja pengadaan serta melaporkan kepada Direksi, Dewan Komisaris dan institusi lain sesuai ketentuan yang berlaku. [2-16]

Penetapan pemangku kepentingan PG yang berpengaruh dan dipengaruhi atas proses bisnis perusahaan yang memiliki andil dalam penentuan kebijakan. Dalam melakukan

PG is fully aware that stakeholders have a direct and indirect impact on the sustainability of PG's business. In this case, stakeholders are also one of the factors that determine PG's success in creating sustainable value and supporting sustainable development goals. For this reason, PG always involves stakeholders to maintain harmony and synergy while preventing conflicts of understanding through maintaining good communication.

PG has a mechanism to accommodate and follow up on suggestions and complaints from stakeholders through media or channels that have been determined with the PG Secretary as the liaison executive officer and other work units appointed in accordance with applicable regulations, including the marketing work unit, corporate communications work unit, TJSL work unit, environmental work unit, marketing work unit, and procurement work unit, and report them to the Board of Directors, Board of Commissioners, and other institutions in accordance with applicable regulations. [2-16]

Determining PG stakeholders who influence and are influenced by the Company's business processes and who have a role in determining policies. In identifying stakeholders

identifikasi pemangku kepentingan di seluruh wilayah operasional, PG mengidentifikasi pemangku kepentingan perusahaan berdasarkan hasil penelitian sesuai metodologi identifikasi pemangku kepentingan yang tertera pada AA1000 Stakeholders Engagement Standard. [2-29]

in all operational areas, PG identifies company stakeholders based on research results in accordance with the stakeholder identification methodology stated in the AA1000 Stakeholders Engagement Standard. [2-29]

Pemangku kepentingan PG yang memiliki dampak terhadap PG disajikan ke dalam tabel sebagai berikut:

PG stakeholders who have an impact on PG are presented in the following table:

Pemangku Kepentingan Stakeholders [2-29]	Basis Penetapan Basis of Determination [2-29]	Pendekatan Approach		Topik yang Muncul Emerging Topics
		Metode Pelibatan Engagement Methods [2-29]	Frekuensi Frequency [2-29]	
Konsumen (Kelompok Tani) Consumers (Farmer Groups)	Ketergantungan Dependency	• Program Demplot • Sosialisasi • Survei Kepuasan Pelanggan • Demplot Program • Socialization Customer Satisfaction Survey	Berkala Periodic	• Masukan perbaikan produk dan layanan • Kepuasan dari kualitas pelayanan PG • Keberlangsungan produk dan pelayanan PG • Product and service improvements Input • Satisfaction with the quality of PG services • Sustainability of PG products and services
Karyawan Employee	Tanggung Jawab Responsibilities	• Rapat rutin • Rekreasi Keluarga (tidak dilakukan saat pandemi) • Routine meeting • Family Recreation (not done during the pandemic)	Berkala Periodic	• Iklim kerja yang kondusif untuk mendukung pencapaian target • Arah dan pengembangan karier yang jelas dan terencana • Kesetaraan dan kesempatan kerja yang sama • Conducive work climate to support target achievement • Clear and planned career direction and development • Equality and equal employment opportunities
Pemegang Saham/ Investor Shareholders/ Investor	• Keterwakilan • Tanggung Jawab • Representation • Responsibilities	• RUPS • Paparan Kerja • AGMS • Performance Exposure	Sesuai dengan keperluan Pemegang Saham In accordance with the needs of Shareholders	• Penerapan Tata Kelola PG • Terpenuhinya hak-hak pemegang saham • Perolehan dividen • Penghormatan hak-hak pemegang saham sesuai UU, Peraturan, dan AD/ART • Implementation of PG Governance • Fulfillment of shareholder rights • Earning dividends • Respect for shareholder rights in accordance with laws, regulations and AD/ART



Pemangku Kepentingan Stakeholders [2-29]	Basis Penetapan Basis of Determination [2-29]	Pendekatan Approach		Topik yang Muncul Emerging Topics
		Metode Pelibatan Engagement Methods [2-29]	Frekuensi Frequency [2-29]	
Regulator (Kementerian Pertanian, Kementerian Perdagangan, KLHK dan Kementerian Keuangan) Regulators (Ministry of Agriculture, Ministry of Trade, Ministry of Environment and Forestry and Ministry of Finance)	• Pengaruh • Tanggung Jawab • Impact • Responsibilities	Paparan Kerja Performance Exposure	Berkala Periodic	• Kinerja bisnis PG • Kepatuhan pada aspek peraturan dan ketentuan yang telah ditetapkan • Produksi dan distribusi produk yang tepat • Pengelolaan limbah dan efluen • Pengelolaan pajak • PG business performance • Compliance with aspects of established rules and regulations • Proper production and distribution of products • Waste and effluent management • Tax management
Masyarakat Community	Ketergantungan Dependency	• Website • Media Sosial • Berita • Website • Social Media • News	Insidental Incidental	• Kebutuhan akan lapangan pekerjaan • Kerja sama dalam pelaksanaan program CSR/TJSL • The need for employment opportunities • Collaboration in the implementation of CSR/TJSL program
Pemasok Supplier	Ketergantungan Dependency	Briefing	Sesuai kebutuhan As needed	• Praktik rantai pasokan yang baik • Pengadaan secara adil dan transparan • Seleksi dan evaluasi secara objektif dalam pemilihan mitra • Good supply chain practices • Fair and transparent procurement • Objective selection and evaluation in partner selection
Distributor	Ketergantungan Dependency	Evaluasi Distributor Distributor Evaluation	Berkala Periodic	Ketersediaan produk Product availability
Media	Pengaruh Kedekatan Influence Proximity	• Website • Media Sosial • Pendistribusian Siaran Pers • Press Gathering • Wawancara • Website • Social Media • Press Release Distribution • Press Gathering • Interview	Sesuai kebutuhan As needed	• Narasumber berita yang terpercaya • Pemberitaan yang akurat • Trusted news sources • Accurate reporting



**PETROKIMIA
GRESIK**
Solusi Agroindustri

12,3%

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04

TENTANG LAPORAN **BERKELANJUTAN**

About the Sustainability
Report





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Laporan ini memuat laporan kinerja, kebijakan, strategi, inisiatif, serta dampak kegiatan PG terhadap aspek keberlanjutan, yaitu ekonomi, sosial, dan lingkungan sebagai wujud kontribusi PG dalam mendukung pencapaian tujuan pembangunan berkelanjutan (*Sustainable Development Goals*).

This report contains performance reports, policies, strategies, and initiatives, as well as the impact of PG activities on sustainability aspects, namely economic, social, and environmental, as a form of PG's contribution in supporting the achievement of sustainable development goals (*Sustainable Development Goals*).

Laporan Keberlanjutan merupakan satu jenis laporan berbasiskan prinsip (*principle-based report*) yang digunakan untuk mengungkapkan kinerja keberlanjutan suatu organisasi dalam kerangka Pembangunan Berkelanjutan (*Sustainable Development*). Pengungkapan kinerja ini berada dalam dimensi yang selanjutnya disebut sebagai *Triple Bottom Line*, yaitu Profit (ekonomi), *Planet* (lingkungan), dan *People* (sosial). Dimensi ini selaras dengan konsep Pembangunan Berkelanjutan sebagai suatu konsep pembangunan di mana untuk memenuhi kebutuhan hidup manusia saat ini tidak boleh mengganggu kemampuan generasi berikutnya.

A Sustainability Report is a type of principle-based report that is used to reveal the sustainability performance of an organization within the framework of Sustainable Development. Disclosure of this performance is in dimensions that are hereinafter referred to as the Triple Bottom Line, namely Profit (economic), Planet (environment), and People (social). This dimension is in line with the concept of Sustainable Development as a development concept where meeting the needs of current human life must not interfere with the abilities of the next generation.

PERIODE, CAKUPAN, SIKLUS, DAN STANDAR PELAPORAN [2-23]

Period, Scope, Cycle, and Reporting Standards

Laporan Keberlanjutan PG 2023 merupakan laporan ke-13 yang diterbitkan PG dan pelaporannya dilakukan sejak tahun 2010. Ruang lingkup pelaporan meliputi kinerja dan dampak keberlanjutan PG tercatat sejak tanggal 1 Januari 2023 hingga tanggal 31 Desember 2023 dan perbandingannya untuk tahun 2022. Laporan ini merupakan bagian tak terpisahkan dari penerbitan Laporan Tahunan PG.

The 2023 PG Sustainability Report is the 13th report published by PG, and the reporting has been carried out since 2010. The scope of the report includes PG's sustainability performance and impact recorded from January 1, 2023, to December 31, 2023, and the comparison for 2022. This report is inseparable from the publication of the PG Annual Report.

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

The scope of reporting includes material data and information related to PG's performance in the economic, environmental, and social fields. The scope of reporting does not include material data and information related to outsourcing operational activities, business partners, and suppliers that are outside PG's control.

Struktur laporan keberlanjutan PG telah mengacu pada standar pelaporan *Global Reporting Initiatives (GRI) Standards* dengan menggunakan opsi "*Comprehensive*". *GRI Standards* adalah standar internasional tertinggi dalam pembuatan laporan keberlanjutan yang mengatur mekanisme penulisan konten dan pengungkapan material. Aspek-aspek *disclosure* Laporan Keberlanjutan ini secara keseluruhan dapat dilihat pada bagian "Referensi Silang *Disclosure GRI Standards* "*Comprehensive*".

The structure of PG's sustainability report refers to the *Global Reporting Initiatives (GRI) Standards* reporting standards by using the "*Comprehensive*" option. *GRI Standards* are the highest international standards for making sustainability reports, which regulate the mechanisms for writing content and material disclosure. The disclosure aspects of this Sustainability Report as a whole can be seen in the "*Comprehensive GRI Standards Disclosure Cross Reference*" section.

Adapun data keuangan dalam Laporan ini menggunakan nominasi rupiah, kecuali diindikasikan lain merujuk pada Laporan Tahunan PG yang sudah diaudit oleh Kantor Akuntan Publik (KAP). Laporan dibuat dalam 2 (dua) bahasa, yaitu Bahasa Indonesia dan Bahasa Inggris. Dalam rangka mendukung nilai keberlanjutan, Laporan ini dicetak dalam kertas dalam jumlah terbatas. Pembaca yang ingin mengakses Laporan ini dapat mengunduhnya di situs resmi PG, yaitu www.petrokimia-gresik.com.

The financial data in this report uses Rupiah nominations, unless otherwise indicated, referring to the PG Annual Report, which has been audited by the Public Accounting Firm (PAF). Reports are made in 2 (two) languages, namely Indonesian and English. In order to support sustainability values, this report is printed on paper in limited quantities. Readers who want to access this report can download it on the official PG website, namely www.petrokimia-gresik.com.

DAFTAR ENTITAS YANG TERKONSOLIDASI DALAM PELAPORAN [2-2]

List of Consolidated Entities in Reporting

Pada periode pelaporan kinerja keberlanjutan tahun 2023 ini, PG melibatkan beberapa entitas yang memiliki rantai kinerja keberlanjutan yang saling berhubungan di antaranya penyertaan mayoritas 2 (dua) anak perusahaan, penyertaan minoritas di 7 (tujuh) Perusahaan, dan 1 (satu) Perusahaan *joint venture*. Entitas yang dilibatkan dalam Laporan Keberlanjutan PG 2023 ini meliputi PG selaku entitas induk dan 2 (dua) anak perusahaan, yaitu PT Petrosida Gresik dan PT Petrokimia Kayaku.

In the 2023 sustainability performance reporting period, PG involves several entities that have interconnected sustainability performance chains, including majority participation in 2 (two) subsidiaries, minority participation in 7 (seven) companies, and 1 (one) joint venture company. The entities involved in the 2023 PG Sustainability Report include PG as the parent entity and 2 (two) subsidiaries, namely PT Petrosida Gresik and PT Petrokimia Kayaku.

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

Several entities involved in consolidated financial reporting are PT Petrosida Gresik, PT Petrokimia Kayaku, PT Petro Jordan Abadi, PT Kawasan Industri Gresik, PT Petronika, PT Pupuk Indonesia Utilitas, PT Pupuk Indonesia Pangan, PT Puspetindo, PT Petrocentral, and PT Petrowidada.

PENETAPAN ISI LAPORAN DAN BATASAN TOPIK [3-1]

Determination of Report Content and Topic Boundary

Proses penetapan isi laporan dan batasan topik dalam Laporan Keberlanjutan ini dilakukan PG dengan mempertimbangkan 4 (empat) unsur sebagaimana yang telah diatur dan ditetapkan dalam GRI Standards. Keempat unsur tersebut meliputi:

1. Keterlibatan Pemangku Kepentingan (*Stakeholders Inclusiveness*)
Merupakan salah satu indikator penilaian keberlanjutan sebuah perusahaan secara inklusif meliputi kepentingan masing-masing pihak dengan kegiatan usaha Perseroan.

The process of determining the report content and topic boundary in this sustainability report is carried out by PG by considering 4 (four) elements as regulated and determined in the GRI Standards. These four elements include:

1. Stakeholder Inclusiveness
It is one of the indicators for assessing the sustainability of a company inclusively, covering the interests of each party in the Company's business activities.



2. Konteks Keberlanjutan (*Sustainability Context*)

Meliputi dampak aspek ekonomi, lingkungan, dan sosial.

3. Materialitas (*Materiality*)

Berkenaan dengan dampak ekonomi, lingkungan, dan sosial yang disebabkan oleh kegiatan usaha perusahaan dan bersifat signifikan dalam evaluasi dan penilaian pemangku kepentingan.

4. Kelengkapan (*Completeness*)

Pengungkapan semua aspek berkelanjutan yang material sehingga pemangku kepentingan dapat mengevaluasi nilai keberlanjutan sebuah perusahaan.

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

1. Langkah Identifikasi

Penentuan topik relevan yang mencerminkan dampak ekonomi, lingkungan, dan sosial baik di dalam maupun di luar Perseroan;

2. Langkah Prioritas

Penentuan prioritas terhadap aspek mana saja yang akan dilaporkan di dalam 2 (dua) sudut pandang yang digunakan dalam menentukan prioritas, yaitu pengaruh terhadap penilaian dan keputusan pemangku kepentingan dan dampak ekonomi, lingkungan, dan sosial;

3. Langkah Validasi

Memastikan laporan memberikan representasi yang wajar dan seimbang mengenai kinerja keberlanjutan Perseroan; dan

4. Langkah Review

Peninjauan dan pertimbangan masukan pemangku kepentingan terhadap pelaporan yang telah diterbitkan sebelumnya.

PROSES PENENTUAN MATERIALITAS DAN OBJEK PELAPORAN

Berbagai isu penting yang memiliki dampak ekonomi, sosial, dan lingkungan bagi bisnis Perseroan, baik yang memengaruhi *assessment* serta keputusan para pemangku kepentingan secara substantif menjadi aspek material dalam laporan ini.

Penetapan dan penentuan aspek materialitas dan *boundary* dilakukan dengan mempertimbangkan topik-topik relevan yang sesuai dengan GRI *Standards*. Penentuan prioritas topik dilaksanakan oleh Tim penyusun berdasarkan signifikansi pengaruh dan dampak topik tersebut kepada pemangku kepentingan dan terhadap keberlanjutan Perseroan melalui *Forum Group Discussion* (FGD) perwakilan para pemangku kepentingan internal dan eksternal Perseroan. Tim penyusun yang terdiri dari Tim Penyusunan Laporan Tahunan dan Laporan Keberlanjutan PG untuk tahun pelaporan

2. Sustainability Context

Covers the impact of economic, environmental, and social aspects.

3. Materiality

Concerns the economic, environmental, and social impacts caused by the Company's business activities and are significant in stakeholder evaluation and assessment.

4. Completeness

Disclosure of all material sustainability aspects so that stakeholders can evaluate the sustainability value of a company.

The process of determining material aspects and boundaries consists of 4 (four) main procedures:

1. Identification Step

Determining relevant topics that reflect economic, environmental, and social impacts both inside and outside the Company;

2. Priority Steps

Determining priorities for which aspects will be reported from the 2 (two) points of view used in determining priorities, namely the influence on stakeholder assessments and decisions and economic, environmental, and social impacts;

3. Validation Step

Ensuring the report provides a fair and balanced representation of the Company's sustainability performance; and

4. Review Step

Review and consideration of stakeholder input on previously published reports.

PROCESS FOR DETERMINING MATERIALITY AND REPORTING OBJECTS

Various important issues that have an economic, social, and environmental impact on the Company's business, both substantively influencing assessments and decisions of stakeholders, are material aspects of this report.

The determination of materiality and boundary aspects is carried out by considering relevant topics in accordance with GRI *Standards*. Topic prioritization is carried out by the drafting team based on the significance of the topic's influence and impact on stakeholders and on the Company's sustainability through a *Forum Group Discussion* (FGD) of representatives of the Company's internal and external stakeholders. This drafting team for Preparing the Annual Report and Sustainability Report of PT Petrokimia Gresik for 2023. There are 33 significant material topics to be conveyed

2023. Terdapat 33 topik material yang bersifat signifikan untuk disampaikan kepada Pemangku Kepentingan PG, berdasarkan Hasil FGD. Daftar topik material dan batasan topik pelaporan disajikan dalam tabel berikut:

to PG Stakeholders, based on FGD Results. The list of material topics and reporting topic limitations is presented in the following table:

Topik Material Material Topic [3-2]	Disclosure (Nomor Pengungkapan) Disclosure (Disclosure Number)	Batasan Topik Topic Boundary	
		Petrokimia Gresik	Di Luar PG Outside PG
Ekonomi Economy			
Kinerja Ekonomi Economic Performance	201-1, 201-2, 201-3, 201-4	✓	
Keberadaan Pasar Market Existence	202-1	✓	
Dampak Ekonomi Tidak Langsung Indirect Economic Impact	203-1, 203-2	✓	✓
Perpajakan Taxation	207-1, 207-2, 207-3, 207-4	✓	✓
Praktik Pengadaan Procurement Practice	204-1		✓
Antikorupsi Anti Corruption	205-2, 205-3	✓	✓
Perilaku Anti-Persaingan Anti-Competitive Behavior	206-1	✓	✓
Lingkungan Environment			
Material	301-1, 301-2, 301-3	✓	
Energi Energy	302-1, 302-2, 302-3, 302-4, 302-5	✓	
Air dan Efluen Water and Effluent	303-1, 303-2, 303-3, 303-4, 303-5	✓	
Keanekaragaman Hayati Biodiversity	304-1, 304-2, 304-3, 304-4	✓	
Emisi Emission	305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7	✓	✓
Limbah Waste	306-1, 306-2, 306-3, 306-4, 306-5	✓	✓
Kepatuhan Lingkungan Environmental Compliance	307-1	✓	
Penilaian Lingkungan Pemasok Supplier Environmental Assessment	308-1, 308-2		✓
Sosial Social			
Kepegawaian Staffing	401-1, 401-2, 401-3	✓	
Hubungan Tenaga Kerja/Manajemen Labor/Management Relations	402-1	✓	
Keselamatan dan Kesehatan Kerja Occupational Health and Safety	403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10	✓	✓
Pelatihan dan Pendidikan Training and Education	404-1, 404-2, 404-3	✓	
Keanekaragaman dan Kesempatan Setara Diversity and Equal Opportunity	405-1, 405-2	✓	
Non Diskriminasi Non-Discrimination	406-1	✓	



Topik Material Material Topic [3-2]	Disclosure (Nomor Pengungkapan) Disclosure (Disclosure Number)	Batasan Topik Topic Boundary	
		Petrokimia Gresik	Di Luar PG Outside PG
Kebebasan Berserikat dan Perundingan Kolektif Freedom of Association and Collective Bargaining	407-1	√	
Pekerja Anak Child Labor	408-1	√	
Kerja Paksa atau Wajib Kerja Forced or Compulsory Labor	409-1	√	
Praktik Pengamanan Security Practices	410-1	√	
Hak-hak Masyarakat Adat Indigenous Peoples' Rights	411-1	√	√
Masyarakat Lokal Local Community	413-1, 413-2	√	√
Penilaian Sosial Pemasok Supplier Social Assessment	414-1, 414-2	√	√
Kebijakan Publik Public Policy	415-1	√	√
Kesehatan dan Keselamatan Pelanggan Customer Health and Safety	416-1, 416-2	√	√
Pemasaran dan Pelabelan Marketing and Labeling	417-1, 417-2, 417-3	√	√
Privasi Pelanggan Customer Privacy	418-1	√	
Kepatuhan Sosial Ekonomi Socioeconomic Compliance	2-27	√	

Penetapan topik material yang menjadi perhatian utama PG adalah topik yang berpengaruh besar terhadap dampak ekonomi, kepedulian iklim global, dan sosial kemasyarakatan secara berkelanjutan serta menjadi perhatian utama para pemangku kepentingan.

Determining material topics that are the main concern of PG are topics that have a major influence on the economic impact, global climate, and social concerns on a sustainable basis and are the main concern of stakeholders.

Proses klasifikasi tingkat materialitas topik material disusun berdasarkan pembahasan Tim Internal dengan mempertimbangkan berbagai masukan para pemangku kepentingan. Adapun hasil masukan dari para pemangku kepentingan terkait topik material, maka dapat dipetakan dampak dan kepentingan pemangku kepentingan sebagai berikut:

The process of classifying the level of materiality of material topics is prepared based on discussions by the Internal Team by considering various inputs from stakeholders. As for the results of input from stakeholders regarding material topics, the impact and interests of stakeholders can be mapped as follows:

Pemetaan Tingkat Materialitas Topik [3-3] Topic Materiality Level Mapping					
Pengaruh terhadap penilaian dan keputusan pemangku kepentingan Influence on Stakeholders Assessment and Decisions	High			- Kinerja Ekonomi - Pajak - Keberadaan Pasar - Dampak Ekonomi Tidak Langsung - Keanekaragaman Hayati - Energi - Air dan Efluen - Masyarakat Lokal - Economic Performance - Tax - Market Existence - Indirect Economic Impact - Biodiversity - Energy - Water and Effluent - Local Community	Puncak prioritas topik material Top priority material topics
	Medium	- Pekerja Anak - Kerja Paksa atau Wajib Kerja - Hak-hak Masyarakat Adat - Penilaian Hak Asasi Manusi - Child Labor - Forced or Compulsory Labor - Indigenous Peoples' Rights - Human Rights Assessment	- Perilaku Anti-Persaingan Usaha - Kesehatan dan Keselamatan Pelanggan - Anti-Competitive Behavior - Customer Health and Safety	Antikorupsi Anti-Corruption	Topik material lainnya Other material topics
	Low	- Penilaian Lingkungan Pemasok - Penilaian Sosial Pemasok - Kebijakan Publik - Hubungan Tenaga Kerja/Manajemen - Supplier Environmental Assessment - Supplier Social Assessment - Public policy - Labor/Management Relations	- Kepegawaian - Pelatihan dan Pendidikan - Keanekaragaman dan Kesempatan Setara - Non-Diskriminasi - Kebebasan Berserikat dan Perundingan Kolektif - Praktik Pengamanan - Praktik Pengadaan - Staffing - Training and Education - Diversity and Equal Opportunity - Non-Discrimination - Freedom of Association and Collective Bargaining - Security Practices - Procurement Practices	- Bahan baku - Kepatuhan Lingkungan - Emisi - Limbah - Kepatuhan Sosial Ekonomi - Keselamatan dan Kesehatan Kerja - Pemasaran dan Pelabelan - Privasi Pelanggan - Raw materials - Environmental Compliance - Emissions - Waste - Socioeconomic Compliance - Occupational Health and Safety - Marketing and Labeling - Customer Privacy	Topik yang dikelola sebagai bagian dari tanggung jawab bisnis Topics managed as part of business responsibilities
		Low	Medium	High	
Signifikansi dampak ekonomi, lingkungan, dan sosial Significance of economic, environmental and social impacts					



PERNYATAAN ULANG DAN PERUBAHAN DARI LAPORAN SEBELUMNYA [3-2]

Restatements and Changes to Previous Reports

Pada Laporan Keberlanjutan PG periode 2023 tidak terdapat perubahan data kuantitatif maupun data keuangan pada Laporan Keuangan Audit tahun sebelumnya yang ditampilkan pada periode pelaporan tahun ini. [2-4]

In the PG Sustainability Report for the 2023 period, there are no changes to the quantitative data or financial data in the previous year's Audited Financial Statement, which was displayed in this year's reporting period. [2-4]

ASSURANCE EKSTERNAL DAN KEANDALAN LAPORAN [2-5]

External Assurance and Reliability Reports

Pada Laporan Keberlanjutan tahun 2023 ini, PG memastikan keandalan dan keakuratan informasi yang diungkapkan dalam laporan dengan mengacu kepada aspek-aspek GRI Standards, verifikasi oleh Dewan Komisaris, Direksi, dan manajemen internal. Laporan Keberlanjutan tahun 2023 juga telah melalui proses *assessment* oleh *assurer* Pusat Pengkajian Sustainability Bisnis, Sosial dan Lingkungan Fakultas Ekonomi dan Bisnis Universitas Brawijaya, Malang.

In this 2023 Sustainability Report, PG ensures the reliability and accuracy of the information disclosed in the report by referring to aspects of the GRI Standards and verification by the Board of Commissioners, the Board of Directors, and internal management. The 2023 Sustainability Report has also gone through an assessment process by the Assurance of the Center for Business, Social, and Environmental Sustainability Studies, Faculty of Economics and Business, Brawijaya University, Malang.

UMPAN BALIK DAN KONTAK PERSONAL [2-3]

Personal Feedback and Contact

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

Access to submit suggestions, questions, ideas, criticism, and responses in order to improve the quality of reporting in the future is always provided by PG for all stakeholders. PG provides the opportunity for the submission of feedback via the Stakeholder Response Form listed at the end of this report, or you can contact:

VP Corporate Social Responsibility

Kantor Pusat

Jl. Jend. A. Yani, Gresik 61119

Tel.: (62-31) 398 1811, 398 1814, 398 2100, 398 2200

Fax: (62-31) 398 1722, 389 2272

E-mail: pkbl@petrokimia-gresik.com

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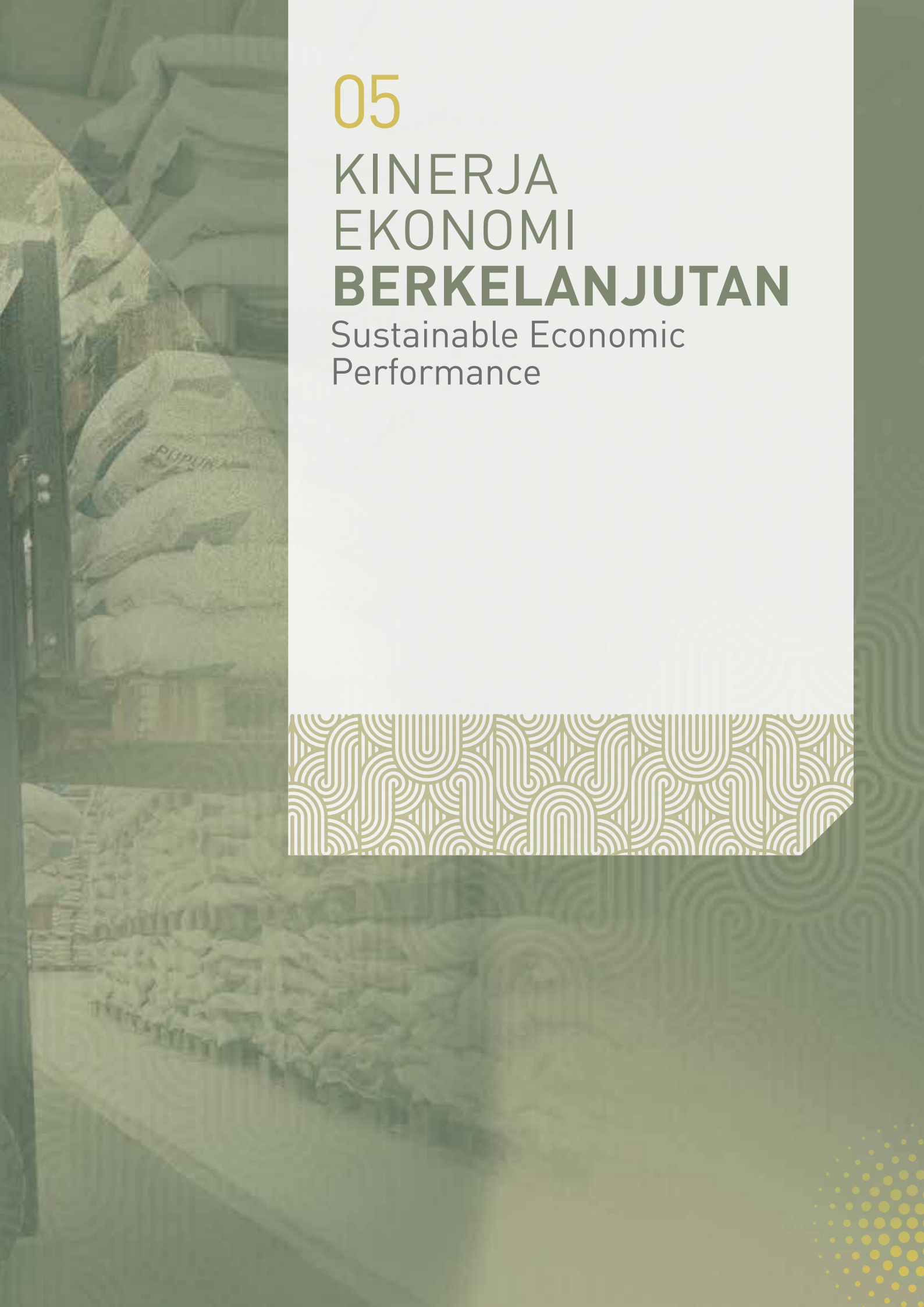
**PETROKIMIA
GRESIK**
Solusi Agroindustri

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05

KINERJA
EKONOMI
BERKELANJUTAN

Sustainable Economic
Performance





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PG yang merupakan bagian dari entitas anak BUMN PT Pupuk Indonesia (Persero), memiliki komitmen tinggi dalam menerapkan prinsip keberlanjutan. Prinsip keberlanjutan diterapkan PG pada seluruh aspek, meliputi realisasi kinerja keuangan, operasional, hingga tata kelola yang baik sesuai dengan standar yang berlaku. Penerapan prinsip tersebut didukung pula oleh skala PG yang potensial serta portofolio produk yang beragam, maupun prospek usaha industri pupuk yang prospektif. Hal ini mencerminkan bahwa PG memiliki potensi perolehan dan pendistribusian nilai ekonomi yang baik bagi pemangku kepentingan PG.

Selama periode tahun 2023, pencapaian kinerja keuangan PG yang terus tumbuh. Pencapaian tersebut tercermin dari perolehan dan pendistribusian manfaat ekonomi yang semakin baik kepada pemangku kepentingan. Nilai Ekonomi yang diperoleh PG pada periode 2023 berjumlah Rp31,74 triliun. Nilai tersebut menunjukkan penurunan sebesar 19% dibandingkan tahun 2022, yaitu sebesar Rp39,41 triliun. Faktor alam berupa kekeringan dan kemarau ekstrem dari fenomena El Nino yang terjadi pada musim tanam, yakni bulan Agustus hingga bulan November 2023 turut berpengaruh besar dalam penurunan pendapatan pupuk. Beberapa wilayah Indonesia mengalami fenomena El Nino di antaranya Jawa Timur, Jawa Tengah, DI Yogyakarta, Jawa Barat, Banten, Bali, dan Nusa Tenggara Timur.

Penurunan perolehan nilai ekonomi disebabkan oleh penurunan pendapatan pupuk subsidi sebagai komponen terbesar.

Berdasarkan hasil analisis kinerja operasional, pertumbuhan Nilai Ekonomi yang diperoleh pada tahun 2023 berasal dari penjualan pupuk bersubsidi dengan porsi sebesar 70% dari jumlah pendapatan secara keseluruhan. Meskipun penjualan pupuk bersubsidi tahun 2023 mengalami penurunan dibandingkan tahun 2022 namun PG tetap berkomitmen terhadap kedaulatan dan kemandirian pangan nasional sekaligus menjadi realisasi peran PG dalam memberikan layanan kepada publik (*Public Service Obligation*).

PG turut berkomitmen untuk terus meningkatkan kinerja secara berkesinambungan dalam rangka menghadapi persaingan industri pupuk nasional yang semakin masif. Komitmen tersebut dituangkan melalui serangkaian strategi baru yang diterapkan guna meningkatkan keunggulan dan daya saing PG. Adapun strategi yang diterapkan oleh PG diantaranya dengan mengambil langkah strategis guna menjawab tantangan industri melalui transformasi dalam pengembangan teknologi digital dan melakukan inovasi di berbagai area di tingkat distributor, kios, dan petani untuk memberikan kemudahan bagi para konsumen.

PG, which is part of the state-owned subsidiary PT Pupuk Indonesia (Persero), has a high commitment to implementing sustainability principles. PG applies the principle of sustainability in all aspects, including the realization of financial performance, operations, and good governance, in accordance with applicable standards. The application of this principle is also supported by the potential PG scale and diverse product portfolio, as well as the prospective fertilizer industry business prospects. This reflects that PG has the potential to obtain and distribute good economic value for PG stakeholders.

During the 2023 period, PG's financial performance continued to grow. This achievement is reflected in the acquisition and distribution of better economic benefits to stakeholders. The economic value obtained by PG in the 2023 period amounted to Rp 31.74 trillion. This value shows a decrease of 19% compared to 2022, which was Rp 39.41 trillion. Natural factors such as drought and extreme dryness caused by the El Nino phenomenon, which occurred during the planting season from August to November 2023, also had a significant impact on the decline in fertilizer income. Several Indonesian regions are experiencing El Nino phenomenon, including East Java, Central Java, DI Yogyakarta, West Java, Banten, Bali, and East Nusa Tenggara.

The decline in economic value was caused by a decrease in subsidized fertilizer income, which was the largest component.

Based on the results of the operational performance analysis, the growth in Economic Value obtained in 2023 came from sales of subsidized fertilizer, which accounted for 70% of total income. Even though sales of subsidized fertilizer in 2023 have decreased compared to 2022, PG remains committed to national food sovereignty and independence, as well as realizing PG's role in providing services to the public (*Public Service Obligation*).

PG is also committed to continuing to improve performance on an ongoing basis in order to face increasingly massive competition in the national fertilizer industry. This commitment is expressed through a series of new strategies implemented to increase PG's excellence and competitiveness. The strategies implemented by PG include taking strategic steps to answer industry challenges through transformation in the development of digital technology and innovation in various areas at the distributor, kiosk, and farmer levels to provide convenience for consumers.

Pada tahun 2021, PG mendapatkan amanah dari PT Pupuk Indonesia (Persero) untuk menyukseskan Program Makmur, yang merupakan upaya untuk menciptakan ekosistem yang mendukung petani dari hulu hingga hilir, sehingga proses budidaya maupun pemasaran hasil pertanian berjalan optimal. Selama periode tahun 2023, PG telah berhasil menggandeng 31.963 petani, dengan luasan lahan yang digarap mencapai 130.497 hektare (Ha) atau 132% dari target yang diamanahkan yaitu 99.000 Ha. Selama tahun 2023, program ini menasar komoditas padi (seluas 47.427 Ha), tebu (53.888 Ha), jagung (8.556 Ha), kelapa sawit (4.219 Ha), benih kangkung (400 Ha), bawang merah (3.616 Ha), tembakau (6.132 Ha), hortikultura (6.259 Ha).

Program Makmur menjadi sarana PG memberikan edukasi kepada petani agar terbiasa menggunakan pupuk non-subsidi, mengingat alokasi pupuk subsidi yang diberikan pemerintah jumlahnya sangat terbatas dibandingkan kebutuhan nasional. PG sendiri dalam hal ini berperan menyuplai pupuk dan pestisida melalui anak perusahaan, sekaligus memberikan kawalan melalui edukasi pemupukan berimbang dan layanan Mobil Uji Tanah. Melalui program tersebut, PG berharap dapat memberikan jaminan pasar dengan menghadirkan *offtaker* untuk melindungi anjaknya harga hasil pertanian apabila dijual ke tengkulak, kemudian menggandeng pihak asuransi untuk melindungi petani dari potensi gagal panen, serta bekerja sama dengan pihak perbankan sebagai pemberi modal. Berbagai kebijakan bisnis dan evaluasi kinerja merupakan rangkaian untuk memastikan keberlanjutan PG dalam aspek ekonomi bagi pemangku kepentingan internal dan eksternal. [2-25]

In 2021, PG received a mandate from PT Pupuk Indonesia (Persero) to make the Makmur Program a success, which is an effort to create an ecosystem that supports farmers from upstream to downstream so that the cultivation and marketing process of agricultural products runs optimally. During the 2023 period, PG has succeeded in collaborating with 31,963 farmers, with a cultivated land area of 130,497 hectares (Ha), or 132% of the mandated target of 99,000 Ha. In 2023, this program targets rice commodities (covering 47,427 Ha), sugar cane (53,888 Ha), corn (8,556 Ha), palm oil (4,219 Ha), kale seeds (400 Ha), shallots (3,616 Ha), tobacco (6,132 Ha), horticulture (6,259 Ha).

The Makmur Program is a means for PG to provide education to farmers, allowing them to get used to using non-subsidized fertilizer, considering that the allocation of subsidized fertilizer provided by the government is very limited compared to national needs. PG itself, in this case, plays a role in supplying fertilizers and pesticides through subsidiaries, as well as providing supervision through education on balanced fertilization and Soil Test Car services. Through this program, PG hopes to provide market guarantees by bringing in offtakers to protect against falling prices of agricultural products when sold to middlemen, then collaborating with insurance companies to protect farmers from potential crop failures, as well as collaborating with banks as capital providers. Various business policies and performance evaluations are part of a series to ensure PG's sustainability in economic aspects for internal and external stakeholders. [2-25]

NILAI EKONOMI YANG DIHASILKAN DAN DIDISTRIBUSIKAN [201-1]

Direct Economic Value Generated and Distributed

Nilai ekonomi yang diperoleh PG terdiri dari penjualan pupuk dan non-pupuk. Sebagian besar penjualan PG pada tahun 2023 berasal dari sektor pupuk, terutama penjualan pupuk bersubsidi, sesuai dengan penugasan Pemerintah melalui Pupuk Indonesia. PG terus berupaya meningkatkan nilai bagi para pemangku kepentingan melalui pengembangan bisnis agar dapat memberikan kontribusi positif terhadap perkembangan perekonomian nasional dan pencapaian SDGs.

Pada tahun 2023, PG secara konsisten kembali mendistribusikan sebagian besar perolehan ekonominya kepada para pemangku kepentingan. Komitmen PG mengelola

The economic value obtained by PG consists of sales of fertilizer and non-fertilizer. The majority of PG sales in 2023 came from the fertilizer sector, especially sales of subsidized fertilizer, in accordance with the Government's assignment through Pupuk Indonesia. PG continues to strive to increase value for stakeholders through business development in order to make a positive contribution to the development of the national economy and the achievement of the SDGs.

In 2023, PG consistently distributed the majority of its economic gains to stakeholders. PG's commitment to managing its resources optimally in line with the expectations of stakeholders is carried out through the realization of



sumber daya yang dimiliki secara optimal selaras dengan harapan para pemangku kepentingan dilakukan melalui realisasi program pemberdayaan masyarakat, pelestarian lingkungan, pembayaran imbal jasa kepada para karyawan, serta kontribusi langsung pada pendapatan keuangan negara berupa pembayaran pajak dan dividen kepada Pemerintah guna mewujudkan pembangunan perekonomian nasional. Adapun komponen nilai ekonomi yang dihasilkan PG dan didistribusikan tersaji pada tabel berikut:

community empowerment programs, environmental preservation, payment of compensation for services to employees, as well as direct contributions to state financial revenues in the form of tax and dividend payments to the Government in order to realize national economic development. The components of economic value produced and distributed by PG are presented in the following table:

dalam juta rupiah | in million rupiah

Nilai Ekonomi Economic Value	2023	2022
Pendapatan Income	31.386.514	39.412.847
Pendapatan Bunga Interest Income	4.308	3.164
Pendapatan Selisih Kurs Valuta Asing Foreign Exchange Gain	59.463	203.264
Pendapatan Penjualan Aset Asset Sale Income	117	6.849
Pendapatan Investasi Mata Uang Asing Foreign Currency Investment Income		
Penerimaan Lain-lain Other Income	289.413	88.666
Jumlah Nilai Ekonomi yang Diperoleh Total Economic Value Obtained	31.739.815	39.714.790
Biaya Operasional Operating Cost	27.920.908	25.604.982
Gaji Pegawai dan <i>Benefit</i> Lainnya Employee Salaries and Other Benefits	1.424.403	1.487.642
Pembayaran kepada Penyandang Dana Payments to Funders		
Pembayaran Dividen Dividend Payments	493.686	589.099
Pembayaran Bunga Interest Payment	1.622.041	1.022.988
Pembayaran Pajak dan Retribusi Payment of Taxes and Levies	386.539	436.758
Pengeluaran yang Berkaitan dengan Kemasyarakatan Community-Related Expenditures	61.876	53.094
Jumlah Nilai Ekonomi yang Didistribusikan Total Economic value Distributed	30.485.050	29.195.373
Jumlah Nilai Ekonomi yang Ditahan Total Economic Value Retained	1.254.765	10.519.417

IMPLIKASI FINANSIAL, RISIKO, DAN PELUANG AKIBAT PERUBAHAN IKLIM [201-2]

Financial Implications, Risks, and Opportunities Due to Climate Change Direct Economic Value Generated and Distributed

PG merupakan entitas usaha yang bergerak di industri pupuk, di mana sektor pertanian menjadi sektor yang paling krusial dan berdampak langsung terhadap kinerja usaha PG. Salah satu faktor keberhasilan yang memengaruhi kinerja sektor pertanian adalah cuaca dan iklim. Musim kemarau dan hujan menyebabkan berbagai efek dan perubahan pada keberhasilan panen pertanian di negara-negara tropis seperti Indonesia. Musim Hujan dapat dikatakan sebagai musim yang bagus bagi pertanian karena memiliki frekuensi fase pemupukan yang tinggi sehingga memiliki konsekuensi dalam mempercepat produksi pupuk PG. Pada sisi lain, rendahnya serapan pasar selama bulan musim kemarau karena frekuensi fase pemupukan yang mengalami penurunan memiliki potensi berkurangnya tingkat penjualan pupuk PG.

Berbagai dampak risiko dan peluang akibat perubahan iklim terkait anomali iklim yang tidak menentu untuk mengoptimalkan serapan pasar di musim tanam, senantiasa menjadi perhatian PG. Sebagai bagian dari mitigasi risiko terkait perubahan cuaca dan iklim, PG mengeluarkan sejumlah biaya yang tidak signifikan dan masih dalam rentang kendali pengelolaan anggaran dan kegiatan.

Beberapa strategi mitigasi anomali iklim yang tidak menentu telah dilakukan PG selama periode 2023, di antaranya:

1. Membuat perencanaan penjualan bulanan sesuai potensi pasar dengan mempertimbangkan kondisi cuaca sebagai dasar perencanaan penjualan di mana musim kemarau lebih rendah dibandingkan dengan musim hujan.
2. Berkoordinasi secara aktif dengan petugas lapangan untuk mengetahui informasi terkini terkait kondisi cuaca sebagai dasar penyesuaian perencanaan penjualan.
3. Meningkatkan pemasaran dan penjualan di wilayah-wilayah sentra hortikultura dan perkebunan yang relatif tidak banyak terpengaruh oleh cuaca.
4. Meningkatkan persediaan di musim kemarau untuk persiapan peningkatan permintaan pupuk pada musim hujan, khususnya wilayah-wilayah sentra tanaman pangan.

PG is a business entity operating in the fertilizer industry, where the agricultural sector is the most crucial sector and has a direct impact on PG's business performance. One of the success factors that influences the performance of the agricultural sector is weather and climate. The dry and rainy seasons cause various effects and changes on the success of agricultural harvests in tropical countries such as Indonesia. The rainy season can be said to be a good season for agriculture because it has a high frequency of fertilization phases, which has consequences for accelerating the production of PG fertilizer. On the other hand, low market uptake during the dry season due to the decreasing frequency of the fertilization phase has the potential to reduce the level of PG fertilizer sales.

The various impacts of risks and opportunities due to climate change related to uncertain climate anomalies in order to optimize market absorption in the planting season are always PG's concern. As part of mitigating risks related to weather and climate change, PG incurs a number of costs that are not significant but are still within the control range of budget and activity management.

Several strategies for mitigating uncertain climate anomalies have been implemented by PG during the 2023 period, including:

1. Make monthly sales plans according to market potential by considering weather conditions as a basis for sales planning where the dry season is lower than the rainy season.
2. Actively coordinate with field officers to find out the latest information regarding weather conditions as a basis for adjusting sales planning.
3. Increase marketing and sales in horticulture and plantation center areas that are relatively unaffected by the weather.
4. Increase supplies in the dry season to prepare for increased demand for fertilizer in the rainy season, especially in food crop center areas.



KEBIJAKAN PROGRAM PENSIUN [201-3, 2-19]

Pension Plan Policy

PG senantiasa meningkatkan kesejahteraan karyawan jangka panjang melalui program manfaat pensiun kepada karyawan tetap yang telah memasuki atau akan memasuki era pensiun. PG memfasilitasi manfaat pensiun untuk karyawan mulai dari usia 56 tahun. Pelaksanaan manfaat program pensiun yang disiapkan oleh PG dilaksanakan melalui perusahaan asuransi.

PG juga menyediakan pengelolaan dana pascakerja di samping manfaat program pensiun, yaitu Program Pensiun Iuran Pasti (PPIP) yang dikelola langsung oleh Dana Pensiun Lembaga Keuangan (asuransi). Melalui program tersebut, PG dapat mendukung kesejahteraan karyawan secara komprehensif, baik bagi karyawan aktif maupun karyawan purna tugas.

Adapun manfaat dana pascakerja diberikan kepada karyawan secara sekaligus, di mana iuran pascakerja menjadi beban PG yakni sebesar 15% dari gaji tetap karyawan. Hak-hak karyawan pensiun yang diperoleh yakni:

1. Manfaat Program Paska Kerja
2. Bantuan Biaya Cuti
3. Penghargaan Bakti Kerja
4. Kompensasi Cuti Tahunan
5. Kompensasi Cuti Besar
6. Bantuan Hari Raya (BHR)
7. Jasa Operasi & Insentif
8. Bantuan Pindah
9. Jaminan Hari Tua (JHT) BPJS Ketenagakerjaan
10. Jaminan Pensiun BPJS Ketenagakerjaan

PG always improves long-term employee welfare through a pension benefit program for permanent employees who have entered or will enter the retirement era. PG facilitates retirement benefits for employees starting at the age of 56. The implementation of the pension program benefits prepared by PG is carried out through the insurance company.

PG also provides post-employment fund management in addition to pension program benefits, namely the Defined Contribution Pension Program (PPIP), which is managed directly by the Financial Institution Pension Fund (insurance). Through this program, PG can support employee welfare comprehensively, both for active employees and retired employees.

The benefits of post-employment funds are given to employees all at once, where post-employment dues are PG's expense, namely 15% of the employee's fixed salary. The rights of retired employees obtained are:

1. Post-Employment Program Benefits
2. Leave allowance
3. Service Award
4. Annual Leave Compensation
5. Grand Leave Compensation
6. Religious Holiday Assistance (BHR)
7. Operation Reward & Incentives
8. Moving Allowance
9. BPJS Employment Old Age Security (JHT)
10. BPJS Employment Pension Guarantee

BANTUAN SUBSIDI PEMERINTAH [201-4]

Government Subsidy Assistance

Saat ini, pemerintah melalui Kementerian Pertanian (Kementan) menempatkan aspek ketahanan pangan sebagai salah satu agenda prioritas untuk mewujudkan agenda pembangunan nasional. Agenda tersebut menekankan pada kemandirian ekonomi dengan menggerakkan sektor-sektor strategis ekonomi domestik termasuk di dalamnya adalah industri pupuk nasional.

Pada aspek ini, Pemerintah berkolaborasi dengan PT Pupuk Indonesia (Persero) dalam rangka pendistribusian pupuk bersubsidi. Sepanjang tahun 2023, Pupuk Indonesia melalui PG telah menyalurkan sebesar 2.636.594 ton pupuk bersubsidi secara nasional. Total pupuk yang telah disalurkan terdiri dari pupuk Urea sebesar 664.214 ton dan pupuk NPK sebesar 1.972.381 ton.

Currently, the government, through the Ministry of Agriculture (Kementan), places the aspect of food security as one of the priority agendas to realize the national development agenda. This agenda emphasizes economic independence by mobilizing strategic sectors of the domestic economy, including the national fertilizer industry.

In this aspect, the government is collaborating with PT Pupuk Indonesia (Persero) in the context of distributing subsidized fertilizer. Throughout 2023, Pupuk Indonesia, through PG, has distributed 2,636,594 tons of subsidized fertilizer nationally. The total fertilizer that has been distributed consists of 664,214 tons of Urea fertilizer and 1,972,381 tons of NPK fertilizer.

Pada sisi lain, Petrokimia Gresik menghadapi tantangan sebagaimana dengan terbitnya Peraturan Menteri Pertanian (Permentan) No. 10 tahun 2022 tentang tata cara penetapan alokasi dan Harga Eceran Tertinggi (HET) pupuk bersubsidi sektor pertanian, terdapat pengurangan jenis pupuk subsidi menjadi dua jenis yaitu Urea dan NPK.

Pada pertengahan 2023, Presiden Republik Indonesia, Joko Widodo, menginginkan supaya pupuk organik disubsidi kembali. Hal tersebut diwujudkan dan dilaksanakan melalui keputusan Menteri Pertanian No. 01 tahun 2024 tentang Perubahan atas Peraturan Menteri Pertanian No. 10 tahun 2022 tentang Tata Cara Penetapan Alokasi dan Harga Eceran Tertinggi Pupuk Bersubsidi Sektor Pertanian.

Menjelaskan bahwa HET adalah harga pupuk bersubsidi yang ditetapkan oleh menteri untuk dibeli oleh petani atau kelompok tani secara tunai dalam kemasan tertentu di Penyalur Lini IV. Pemerintah juga menetapkan HET pupuk subsidi di pertengahan tahun ini tidak naik. Adapun HET untuk pupuk Urea tetap Rp2.250/kg, sedangkan pupuk NPK tetap Rp2.300/kg, dan pupuk organik adalah Rp800/kg.

On the other hand, Petrokimia Gresik faces challenges as, with the issuance of Minister of Agriculture Regulation (Permentan) No. 10 of 2022 concerning procedures for determining the allocation and Highest Retail Price (HET) of subsidized fertilizers in the agricultural sector, there is a reduction in the types of subsidized fertilizers to two types, namely Urea and NPK.

In mid-2023, President of Republic of Indonesia, Joko Widodo, wants organic fertilizer to be subsidized again. This is realized and implemented through the Minister of Agriculture's Decree No. 01 of 2024 concerning Amendments to the Regulation of the Minister of Agriculture No. 10 of 2022 concerning Procedures for Determining the Allocation and Highest Retail Price of Subsidized Fertilizer in the Agricultural Sector.

Explains that the HET is the price of Subsidized Fertilizer determined by the minister to be purchased by farmers or farmer groups in cash in certain packaging at Line IV Distributors. The Government has also determined that the HET for subsidized fertilizer will not increase in the middle of this year. The HET for Urea fertilizer remains Rp2,250/kg, while NPK fertilizer remains Rp2,300/kg, and organic fertilizer is Rp800/kg.

UPAH MINIMUM [202-1]

Minimum Wage

Loyalitas dan dedikasi seluruh karyawan senantiasa menjadi pusat perhatian PG melalui penyediaan kebijakan remunerasi yang adil, wajar, dan sesuai dengan peraturan ketenagakerjaan yang berlaku. Melalui kebijakan remunerasi dan upah yang kompetitif dan adil sesuai beban pekerjaan yang diemban diharapkan mampu mendorong performa terbaik dari seluruh karyawan PG. Di samping itu, PG tidak membedakan agama, jenis kelamin, dan ras dalam pemberian dan penentuan besaran upah karyawan. Hal ini dilakukan guna menghindari adanya diskriminasi antar karyawan, sehingga PG menerapkan sistem pengupahan berdasarkan level *Grade*.

Pada tahun 2023, PG memberikan gaji bagi karyawan pemula sebesar Rp6.567.000, lebih tinggi dari Upah Minimum Kota/Kabupaten (UMK) wilayah Gresik sebesar Rp4.522.030. Dengan demikian, rasio upah karyawan pemula di lingkungan PG dengan UMK adalah 145,22%.

Adapun penerimaan setahun yang diberikan kepada karyawan meliputi 12 bulan gaji, insentif kinerja triwulanan, bantuan biaya cuti, penghargaan bakti kerja, bantuan hari raya, dan jasa operasi. Sedangkan perbandingan gaji terendah level pelaksana sebesar Rp164.175.000 atau rata-rata sebulan Rp13.681.250 dan untuk gaji tertinggi level *Grade I* sebesar Rp1.197.280.475 atau rata-rata sebulan Rp959.773.373.

Loyalty and dedication of all employees are always at the center of PG's attention when providing a remuneration policy that is fair, reasonable, and in accordance with applicable labor regulations. Through competitive and fair remuneration and wage policies according to the workload carried out, it is hoped that it will be able to encourage the best performance of all PG employees. Apart from that, PG does not differentiate between religion, gender, and race in providing and determining employee wages. To avoid employee discrimination, PG has implemented a Grade-based wage system.

In 2023, PG provided a salary for novice employees of Rp6,567,000, higher than the City/Regency Minimum Wage (UMK) for the Gresik region of Rp4,522,030. Thus, the ratio of original employee wages in the PG environment to the UMK is 145.22%.

The annual income given to employees includes 12 months' salary, quarterly performance incentives, leave costs allowance, Service Award, religious holiday allowance, and operation reward. Meanwhile, the lowest salary comparison for the executive level is Rp164,175,000 or an average month of Rp13,681,250 and the highest salary for the Grade I level is Rp1,197,280,475 or an average month of Rp959,773,373.



TENAGA KERJA LOKAL [202-2]

Local Labor

PG senantiasa memprioritaskan tenaga kerja lokal dalam memenuhi kebutuhan SDM Perseroan guna mendukung upaya pengembangan kesejahteraan masyarakat. Hal ini ditujukan untuk memberi nilai tambah pada pengembangan SDM lokal. Tenaga kerja lokal yang digunakan berasal dari wilayah Gresik dan sekitar wilayah operasional Perseroan. PG memiliki karyawan yang berasal dari internal PG (*local community*) sebanyak 21 orang dari jumlah karyawan *Grade I* atau setara dengan 100%. Kebijakan ini dilakukan dalam rangka pemenuhan komposisi Manajemen Senior.

Implikasi dari penggunaan tenaga kerja lokal secara bersamaan dirasakan dapat memberikan akses yang lebih baik bagi masyarakat daerah untuk berprestasi dan mendukung pembangunan wilayah yang menjadi domisilinya. Berdasarkan data hingga 31 Desember 2023, jumlah karyawan yang berasal dari lokal berjumlah 577 pegawai atau 29,77% dari jumlah keseluruhan karyawan Perseroan. Manajemen Senior yang berasal dari lokal adalah sebanyak 7 (tujuh) orang atau 0,36% dari jumlah seluruh karyawan (*Grade 1* dan *Grade 2*).

PG always prioritizes local workers in meeting the Company's human resource needs to support efforts to develop community welfare. This is intended to provide added value to local human resource development. The local labor used comes from the Gresik area and around the Company's operational areas. PG has 21 employees from internal PG (*local community*) out of the total number of *Grade I* employees, or the equivalent of 100%. This policy is carried out in order to fulfill the composition of Senior Management.

The implications of using local labor simultaneously are felt to provide better access for regional communities to achieve and support the development of the region where they live. Based on data as of December 31, 2023, the number of local employees is 577, or 29.77% of the total number of the Company's employees. Senior Management who come from local is 7 (seven) people or 0.36% of the total number of employees (*Grade 1* and *Grade 2*).

Jumlah Karyawan Lokal dan Manajemen Senior Lokal berdasarkan Wilayah Kerja Number of Local Employees and Local Senior Management based on Work Area

Wilayah Unit Unit Area	Jumlah Karyawan Keseluruhan Total Number of Employees	Karyawan Lokal Local Employees		Manajemen Senior Lokal Local Senior Management	
		Jumlah Total	Persentase Dibandingkan Seluruh Karyawan Percentage Compared to Total Employees	Jumlah Total	Persentase Dibandingkan Seluruh Karyawan Percentage Compared to Total Employees
Gresik, Jawa Timur Gresik, East Java	2.006	609	30,36%	7	0,35%

Realisasi mekanisme perekrutan tenaga kerja lokal salah satunya melalui penyelenggaraan Pelatihan dan Keterampilan (Lolapil). Program Lolapil tersebut diselenggarakan bagi siswa lulusan SMA yang berdomisili di sekitar wilayah operasional PG. Informasi mengenai jumlah perekrutan pegawai berdasarkan penyelenggaraan Lolapil sejak tanggal 7 April 1981–31 Desember 2020 adalah sebagai berikut:

One of the mechanisms realized for recruiting local workers is through the implementation of Training and Skills (Lolapil). The Lolapil program is held for high school graduate students who live around the PG operational area. Information regarding the number of employee recruitments based on the implementation of Lolapil from April 7, 1981–December 31, 2020 is as follows:

Tahun Year	Angkatan Batch	Jurusan Major	Jumlah Siswa Number of Students	Bersertifikat Certified	Masuk Perusahaan Lain Joined Other Company	Direkrut PG Recruited by PG	Status
1981	I	Las Welding	20	20		18	Karyawan Tetap Permanent Employee
	I	Bubut Lathe	21	21		16	Karyawan Tetap Permanent Employee
	I	Instrument	24	24		20	Karyawan Tetap Permanent Employee
1982	I	Listrik Electrical	20	20		18	Karyawan Tetap Permanent Employee
1983	I	Pengemudi Driver	59	59		57	Karyawan Tetap Permanent Employee
	I	Analisis Kimia Chemical Analysis	39	39		37	Karyawan Tetap Permanent Employee
	II	Pengemudi Driver	30	30		28	Karyawan Tetap Permanent Employee
1984	II	Las Welding	24	24		22	Karyawan Tetap Permanent Employee
	II	Instrument	23	23		21	Karyawan Tetap Permanent Employee
	I	Alat Berat Heavy Equipment	35	35		34	Karyawan Tetap Permanent Employee
1985	III	Las Welding	22	22		21	Karyawan Tetap Permanent Employee
	II	Bubut Lathe	22	22		21	Karyawan Tetap Permanent Employee
	III	Pengemudi Driver	40	40		39	Karyawan Tetap Permanent Employee
1986	IV	Pengemudi Driver	39	39		38	Karyawan Tetap Permanent Employee
1987	III	Listrik Electrical	22	22		21	Karyawan Tetap Permanent Employee
1988– 1989	II	Alat Berat Heavy Equipment	25	25		24	Karyawan Tetap Permanent Employee
1989– 1991	V	Las Welding	30	30		28	Karyawan Tetap Permanent Employee
1991– 1992	III	Bubut Lathe	30	30	–	–	
	I	Otomotif Automotive	30	30	–	–	
2006	I	Operator	36	36		35	Karyawan Tetap Permanent Employee
	II	Operator	35	35		33	Karyawan Tetap Permanent Employee
2007	II	Operator	35	35		33	Karyawan Tetap Permanent Employee
	III	Operator	54	54		54	Karyawan Tetap Permanent Employee
	I	Mekanik Mechanic	23	23		23	Karyawan Tetap Permanent Employee
2008	IV	Operator	35	35		35	Karyawan Tetap Permanent Employee
	I	Listrik/Instrumen Electrical/ Instrument	24	24		24	Karyawan Tetap Permanent Employee



Tahun Year	Angkatan Batch	Jurusan Major	Jumlah Siswa Number of Students	Bersertifikat Certified	Masuk Perusahaan Lain Joined Other Company	Direkrut PG Recruited by PG	Status
	I	Pemasaran Marketing	5	5		5	Karyawan Tetap Permanent Employee
	V	Operator	52	52		52	Karyawan Tetap Permanent Employee
	II	Mekanik Mechanic	53	53		53	Karyawan Tetap Permanent Employee
	II	Listrik/Instrumen Electrical/ Instrument	21	21		21	Karyawan Tetap Permanent Employee
2009	II	Pemasaran Marketing	15	15		15	Karyawan Tetap Permanent Employee
2010	VI	Operator	14	14		14	Karyawan Tetap Permanent Employee
	III	Mekanik Mechanic	14	14		14	Karyawan Tetap Permanent Employee
	III	Listrik/Instrumen Electrical/ Instrument	10	10		10	Karyawan Tetap Permanent Employee
2011	VII	Operator	92	92		91	Karyawan Tetap Permanent Employee
2014– 2015	VIII	Operator	93	93		87	Karyawan Tetap Permanent Employee
2016– 2017	IX	Operator	119	119	9	110	Karyawan Tetap Permanent Employee
2018	X	Operator	99	99	20	79	–
2019	XI		70	70	0	70	–
2020	–	–	–	–	–	–	–
Total			1.454	1.454	29	1.321	

DAMPAK EKONOMI TIDAK LANGSUNG [203-1, 203-2]

Indirect Economic Impact

PG senantiasa menyelaraskan berbagai kepentingan selaras dengan tujuan pembangunan berkelanjutan, di antaranya kepentingan memperoleh keuntungan (profit), meningkatkan kesejahteraan masyarakat (*people*) dan melestarikan lingkungan (planet). Implementasi terhadap komitmen tersebut, PG mengupayakan kegiatan pemberian kembali (*giving back*) dari perolehan keuntungan melalui pelaksanaan program Tanggung Jawab Sosial dan Lingkungan Perusahaan (*Corporate Social Responsibility*).

Keharmonisan antara masyarakat dan lingkungan menjadi fokus perhatian PG melaksanakan program CSR sehingga terwujud sebuah mekanisme yang mampu memelihara keseimbangan roda bisnis PG dan para pemangku kepentingan. Pelaksanaan program CSR PG turut dilengkapi pula dengan kebijakan sebagaimana diatur dalam ketentuan

PG consistently aligns various interests in line with sustainable development goals, including the interests of obtaining profits, improving the welfare of society (people) and preserving the environment (planet). In implementing this commitment, PG seeks to give back the profit generated through the implementation of the Corporate Social and Environmental Responsibility program.

Harmony between society and the environment is the focus of PG's attention in implementing CSR programs in order to create a mechanism that can maintain balance in the wheels of PG's business and its stakeholders. The implementation of the PG CSR program is also complemented by policies as regulated in the applicable laws and regulations, namely

dan peraturan perundang-undangan yang berlaku, yaitu Program Tanggung Jawab Sosial dan Lingkungan (TJSL) merupakan sebuah program tahunan PG yang berfokus pada pemberian bantuan dana guna mendukung peningkatan perekonomian masyarakat. Selain itu, program TJSL PG tidak hanya terbatas pada pemberian dana saja, namun PG juga turut melibatkan pengembangan kapabilitas sosial dan ekonomi masyarakat agar mampu mengoptimalkan dampak positif bagi masyarakat. Segala aktivitas pelaksanaan TJSL PG senantiasa bersandar pada peraturan perundang-undangan yang berlaku, di antaranya:

1. Peraturan Menteri BUMN No. PER-09/MBU/07/2015 tanggal 3 Juli 2015 tentang Program Kemitraan dan Program Bina Lingkungan Badan Usaha Milik Negara;
2. Peraturan Menteri BUMN No. PER-03/MBU/12/2016 tanggal 16 Desember 2017 tentang Perubahan atas Permen BUMN No. PER-09/MBU/07/2015 tanggal 3 Juli 2015 tentang PKBL BUMN;
3. Peraturan Menteri BUMN No. PER-02/MBU/7/2017 tanggal 5 Juli 2017 tentang Perubahan Kedua atas Permen BUMN No. PER-09/MBU/07/2015 tanggal 3 Juli 2015 tentang PKBL BUMN;
4. Peraturan Menteri BUMN No. PER-02/MBU/04/2020 tanggal 2 April 2020 tentang Perubahan Ketiga atas Permen BUMN No. PER-09/MBU/07/2015 tanggal 3 Juli 2015 tentang PKBL BUMN;
5. Peraturan Menteri BUMN No. "PEER-05/MBU/04/2021 tanggal 08 April 2021 tentang Program Tanggung Jawab Sosial dan Lingkungan Badan Usaha Milik Negara;
6. Perhitungan Kinerja berpedoman pada Surat Keputusan Menteri BUMN No. KEP-100/MBU/2002 tanggal 4 Juni 2002 tentang Penilaian Tingkat Kesehatan BUMN yang terdiri dari Efektivitas Penyaluran & Kolektabilitas Pinjaman;
7. PER 20/MBU/2012 tanggal 27 Desember 2012 tentang Penghapusan BUMN Peduli;
8. SK Direksi No. 0029/TU.04.02/10/SK/2017 tanggal 19 Januari 2017 tentang Kebijakan Program *Corporate Social Responsibility* (CSR) PG;
9. SK Direksi No. 0410/B/OT.01.03/69/SK/2020 tanggal 15 November 2020 tentang Pelaksanaan Program Kemitraan dan Program Bina Lingkungan PG;
10. SK Direksi No. 0317/B/OT.01.03/69/SK/2021 tanggal 10 Desember 2021 tentang Pelaksanaan Program Tanggung Jawab Sosial dan Lingkungan PT Petrokimia Gresik;
11. PER-6/MBU/03/2022 tanggal 8 September 2022 tentang Perubahan Atas Peraturan Menteri Badan Usaha Milik Negara No. PER-05/MBU/04/2021 tentang Program Tanggung Jawab Sosial dan Lingkungan Badan Usaha Milik Negara;

the Social and Environmental Responsibility Program (TJSL), which is an annual PG program that focuses on providing financial assistance to support improving the community's economy. Apart from that, the PG TJSL program is not only limited to providing funds, but also involves developing the social and economic capabilities of the community in order to optimize positive impacts on the community. All PG TJSL implementation activities always rely on applicable laws and regulations, including:

1. Regulation of the Minister of SOE No. PER-09/MBU/07/2015 dated July 3, 2015 concerning Partnership Programs and Environmental Development Programs for State-Owned Enterprises;
2. Regulation of the Minister of SOE No. PER-03/MBU/12/2016 dated December 16, 2017 concerning Amendments to Minister of SOE Regulation No. PER-09/MBU/07/2015 dated July 3, 2015 concerning SOE PKBL;
3. Regulation of the Minister of SOE No. PER-02/MBU/7/2017 dated July 5, 2017 concerning the Second Amendment to Minister of SOE Regulation No. PER-09/MBU/07/2015 dated July 3, 2015 concerning SOE PKBL;
4. Minister of State-Owned Enterprises Regulation No. PER-02/MBU/04/2020 dated April 2, 2020, concerning the Third Amendment to Minister of SOE Regulation No. PER-09/MBU/07/2015 dated July 3, 2015 concerning SOE PKBL;
5. Regulation of the Minister of SOE No. "PEER-05/MBU/04/2021 dated April 8, 2021 concerning the Social and Environmental Responsibility Program for State-Owned Enterprises;
6. Performance calculations are guided by the Decree of the Minister of SOE No. KEP-100/MBU/2002 dated June 4, 2002 concerning Assessment of the Health Level of SOE, which consists of Effectiveness of Loan Distribution & Collectability;
7. PER 20/MBU/2012 dated December 27, 2012 concerning the Abolition of SOE Peduli;
8. Board of Directors' Decree No. 0029/TU.04.02/10/SK/2017 dated January 19, 2017 concerning PG Corporate Social Responsibility (CSR) Program Policy;
9. Board of Directors' Decree No. 0410/B/OT.01.03/69/SK/2020 dated November 15, 2020, concerning the Implementation of the PG Partnership Program and Community Development Program;
10. Board of Directors' Decree No. 0317/B/OT.01.03/69/SK/2021 dated December 10, 2021 concerning Implementation of PT Petrokimia Gresik's Social and Environmental Responsibility Program;
11. PER-6/MBU/03/2022, dated September 8, 2022, concerning Amendments to the Regulations of the Minister of State-Owned Enterprises No. PER-05/MBU/04/2021 concerning the Social and Environmental Responsibility Program of State-Owned Enterprises.



12. PER-1/MBU/03/2023 tanggal 26 Maret 2023 tentang Penugasan Khusus dan Program Tanggung Jawa Sosial dan Lingkungan Badan Usaha Milik Negara;
13. RUPS RKAP 2023.

KEBIJAKAN

Dalam Pelaksanaan Program Tanggung Jawab Sosial dan Lingkungan (TJSL), Petrokimia Gresik dilakukan dengan kebijakan sebagai berikut:

1. Program TJSL merupakan implementasi ISO 26000 tentang panduan tanggung jawab sosial untuk subjek inti keterlibatan dan pengembangan masyarakat dan lingkungan;
2. Perseroan memastikan dalam kegiatan bisnis Perseroan mampu memberikan kontribusi untuk Tujuan Pembangunan Berkelanjutan (*Sustainability Development Goals*) yang dapat memberikan manfaat sosial, ekonomi, lingkungan dan tata kelola bagi masyarakat;
3. Perseroan dalam melaksanakan Program TJSL mengedepankan konsep pemberdayaan masyarakat yang berkelanjutan melalui kegiatan *charity, infrastructure, capacity building*, dan *empowerment* yang terintegrasi untuk mewujudkan masyarakat yang mandiri dan sejahtera;
4. Program TJSL turut berkontribusi dan berperan aktif dalam penanganan bencana;
5. Insan Petrokimia Gresik memiliki peran sebagai TJSL Officer Perseroan.

TUJUAN

Berdasarkan SK Direksi No. 0086/B/KL.02.02/69/SK/2023 tanggal 7 September 2023 pasal 3 disebut bahwa tujuan dari Program Tanggung Jawab Sosial dan Lingkungan (TJSL) Petrokimia Gresik adalah sebagai berikut:

1. Meningkatkan dan menguatkan ketahanan sosial dan ekonomi masyarakat serta usaha mikro kecil menjadi tangguh dan mandiri;
2. Meningkatkan akses pendidikan dan kesehatan yang berkualitas terutama bagi masyarakat rentan;
3. Mewujudkan konsep *environment based community, empowerment*, penyelamatan lingkungan/alam berbasis pemberdayaan masyarakat tanpa mengabaikan kelestarian alam/lingkungan;
4. Mewujudkan masyarakat yang responsif terhadap bencana alam dan non alam;
5. Memberikan manfaat bagi pembangunan ekonomi, pembangunan sosial, pembangunan lingkungan serta pembangunan hukum dan tata kelola bagi Perseroan;
6. Memberikan kontribusi pada penciptaan nilai tambah bagi Perseroan dengan prinsip yang terintegrasi, terarah, dan terukur dampaknya serta akuntabel; dan
7. Membina usaha mikro dan usaha kecil agar lebih tangguh dan mandiri, serta masyarakat sekitar Perseroan.

12. PER-1/MBU/03/2023, dated March 26, 2023, concerning Special Assignments and Social and Environmental Responsibility Programs for State-Owned Enterprises.
13. RKAP GMS 2023.

POLICY

In implementing the Petrokimia Gresik Social and Environmental Responsibility Program (TJSL), the following policies are implemented:

1. The TJSL program is an implementation of ISO 26000 concerning Social Responsibility Guidelines for the core subject of community and environmental involvement and development;
2. The Company ensures that in its business activities it is able to contribute to the Sustainable Development Goals, which can provide social, economic, environmental, and governance benefits for society;
3. In implementing the TJSL Program, the Company prioritizes the concept of sustainable community empowerment through integrated charity, infrastructure, capacity building, and empowerment activities to create an independent and prosperous society;
4. The TJSL program contributes to and plays an active role in disaster management;
5. Petrokimia Gresik personnel have a role as Company TJSL Officer.

OBJECTIVE

Based on the Board of Directors' Decree No. 0086/B/KL.02.02/69/SK/2023 dated September 7, 2023 article 3 states that the objectives of the Petrokimia Gresik Social and Environmental Responsibility Program (TJSL) are as follows:

1. Increase and strengthen the social and economic resilience of the community as well as micro and small enterprises to become resilient and independent;
2. Increase access to quality education and health, especially for vulnerable communities;
3. Realizing the concept of environment-based community, empowerment, and saving the environment/nature based on community empowerment without ignoring nature/environmental sustainability;
4. Creating a society that is responsive to natural and non-natural disasters;
5. Providing benefits for economic development, social development, and environmental development, as well as legal development and governance for companies;
6. Contribute to the creation of added value for the Company with principles that are integrated, focused, measurable, and accountable; and
7. Fostering micro and small enterprises to make them more resilient and independent, as well as the communities surrounding the Company.

PG juga turut berkomitmen untuk berkontribusi positif bagi lingkungan yang terdampak operasi serta peduli terhadap iklim lingkungan secara global untuk pelestarian ekosistem, khususnya pada bidang keanekaragaman hayati, di antaranya:

1. Menyediakan sumber daya yang dibutuhkan untuk kegiatan perlindungan keanekaragaman hayati;
2. Bekerja sama dengan pihak ketiga dalam menetapkan daerah konservasi keanekaragaman hayati;
3. Melakukan penghijauan baik di dalam maupun di luar lingkungan Perseroan;
4. Mengelola sumber daya genetika untuk melakukan pembangunan pertanian berkelanjutan;
5. Melakukan budi daya tanaman langka;
6. Melakukan pelestarian *in-situ* dan *ex-situ* dengan mengembangkan fauna endemik daerah Jawa Timur.

PROGRAM PENGEMBANGAN UMK

Realisasi capaian kinerja dari program TJSL PUMK yang diinisiasi oleh PG pada tahun 2023 meliputi:

1. Kolektabilitas pinjaman sebesar 80,18% atau skor 3 dari target RKA skor 3.
2. Penyaluran dana TJSL PUMK tahun 2023 sebesar Rp8.87miliar atau 33% dari anggaran Rp26,5 miliar.
3. Penyaluran dana pinjaman modal kerja sebesar Rp8.87miliar disalurkan kepada 359 mitra binaan.
4. Kegiatan pembinaan/hibah mitra binaan sebesar Rp1,2 miliar menggunakan biaya Perseroan.

KONTRIBUSI TERHADAP PENGEMBANGAN UMK

PG turut mendukung program penyaluran kredit bagi para pelaku Usaha Mikro dan Kecil sebagai bagian dari Program Kemitraan yang telah direncanakan oleh PG. Kebijakan ini menjadi sarana yang positif dalam memberikan akses bagi para pengembang usaha, terutama masyarakat kecil guna meningkatkan kemandirian ekonomi. Pada setiap tahunnya, kegiatan tersebut rutin dilaksanakan dan diikuti oleh ratusan pengusaha kecil di wilayah Jawa Timur.

Pelaksanaan program penyaluran bantuan dana bagi pelaku usaha UMKM dikategorisasikan ke dalam 7 (tujuh) kelompok sektor usaha, yaitu industri, perdagangan, pertanian, peternakan, perkebunan, perikanan, dan jasa. Adapun penyaluran bantuan dana per sektor usaha secara eksplisit tersaji dalam tabel berikut:

PG is also committed to contributing positively to the environment affected by operations and caring about the global environmental climate to preserve ecosystems, especially in the field of biodiversity, including:

1. Provide the resources needed for biodiversity protection activities;
2. Cooperate with third parties in establishing biodiversity conservation areas;
3. Carry out greening both inside and outside the Company environment;
4. Managing genetic resources to carry out sustainable agricultural development;
5. Cultivate rare plants;
6. Carry out in-situ and ex-situ conservation by developing the endemic fauna of the East Java region.

MSE DEVELOPMENT PROGRAM

The realization of performance achievements from the TJSL PUMK program initiated by PG in 2023 includes:

1. Loan collectability is 80.18%, or a score of 3 from the RKA target score of 3.
2. The distribution of TJSL PUMK funds for 2023 is Rp8.87 billion, or 33% of the budget of Rp26.5 billion.
3. The distribution of working capital loan funds, which amounted to Rp8.87 billion, was distributed to 359 fostered partners.
4. Fostering activities/grants to fostered partners amounted to Rp1.2 billion using the Company's expenses.

CONTRIBUTION TO MSE DEVELOPMENT

PG also supports loan distribution programs for Micro and Small enterprises as part of the Partnership Program launched by PG. This policy is a positive means of providing access for business developers, especially small communities, to increase economic independence. Every year, this activity is routinely carried out and attended by hundreds of small entrepreneurs in the East Java region.

The implementation of the program for distributing financial assistance to MSME business actors is categorized into 7 (seven) business sector groups, namely industry, trade, agriculture, livestock, plantation, fisheries, and services. The distribution of financial aid per business sector is explicitly presented in the following table:



Keterangan Description	2023		
	Realisasi Realization (Rp)	RKAP (Rp)	%
Penyaluran Pinjaman Modal Kerja Distribution of Working Capital Loans			
Sektor Industri Industrial Sector	490.000.000	26.500.000.000	1,85%
Sektor Perdagangan Trade Sector	3.364.000.000		12,69%
Sektor Pertanian Agricultural Sector	2.544.000.000		9,60%
Sektor Peternakan Livestock Sector	305.000.000		1,15%
Sektor Perkebunan Plantation Sector	50.000.000		0,19%
Sektor Perikanan Fisheries Sector	492.000.000		1,86%
Sektor Jasa Service Sector	463.000.000		1,75%
Sektor Lainnya Other Sectors	1.139.000.000		4,30%
Jumlah Total	8.847.000.000	26.500.000.000	33,38%
Pembinaan Fostering			
Pembinaan Fostering	-	-	-
Jumlah Penggunaan Dana Total Fund Utilization	8.847.000.000	26.500.000.000	33,38%

1. Sektor Industri

Pada tahun 2023, realisasi dana pembinaan UMK untuk sektor industri adalah sebesar Rp490 juta, yang disalurkan kepada 14 mitra binaan.

2. Sektor Perdagangan

Pada tahun 2023 realisasi dana pembinaan UMK untuk sektor perdagangan adalah sebesar Rp3,36 miliar, yang disalurkan kepada 128 mitra binaan.

3. Sektor Pertanian

Pada tahun 2023, realisasi dana pembinaan UMK untuk sektor pertanian adalah sebesar Rp2,54 miliar yang disalurkan kepada 132 mitra binaan.

4. Sektor Peternakan

Pada tahun 2023, realisasi dana pembinaan UMK untuk sektor peternakan adalah sebesar Rp305 juta, yang disalurkan kepada 8 mitra binaan.

5. Sektor Perkebunan

Pada tahun 2023, realisasi dana pembinaan UMK untuk sektor perkebunan adalah sebesar Rp50 juta yang disalurkan kepada 2 (dua) mitra binaan.

6. Sektor Perikanan

Pada tahun 2023, dana pembinaan UMK untuk sektor perikanan adalah sebesar Rp492 juta, yang disalurkan kepada 14 mitra binaan.

1. Industrial Sector

In 2023, the realization of MSE development funds for the industrial sector reached Rp490 million, which were distributed to 14 fostered partners.

2. Trade Sector

In 2023, the realization of MSE development funds for the trade sector reached Rp3.36 billion, which were distributed to 128 fostered partners.

3. Agricultural Sector

In 2023, the realization of MSE development funds for the agricultural sector reached Rp2.54 billion, which were distributed to 132 fostered partners.

4. Livestock Sector

In 2023, the realization of MSE development funds for the livestock sector reached Rp305 million, which were distributed to 8 fostered partners.

5. Plantation Sector

In 2023, the realization of MSE development funds for the Plantation Sector reached Rp50 million, which were distributed to 2 (two) fostered partners.

6. Fisheries Sector

In 2023, MSE development funds for the fisheries sector reached Rp492 million, which were distributed to 14 fostered partners.

7. Sektor Jasa

Pada tahun 2023, realisasi dana pembinaan UMK untuk sektor jasa adalah sebesar Rp463 juta, yang disalurkan kepada 14 mitra binaan.

8. Sektor Lainnya

Pada tahun 2023, realisasi dana PUMK untuk sektor lainnya adalah sebesar Rp1,14 miliar yang disalurkan kepada 47 mitra binaan.

7. Service Sector

In 2023, the realization of MSE development funds for the Services Sector reached Rp463 million, which were distributed to 14 fostered partners.

8. Other Sectors

In 2023, the realization of PUMK funds for other sectors reached Rp1.14 billion, which were distributed to 47 fostered partners.

PRAKTIK PENGADAAN [2-25, 204-1]

Procurement Practices

Pupuk Indonesia (PI) sejak awal tahun 2023 telah mulai menerapkan sentralisasi fungsi *holding* di lingkungan PI Grup. Kebijakan sentralisasi tersebut mencakup beberapa bidang, diantaranya pemasaran dan penjualan; penelitian dan pengembangan; *supply chain management* dan *cost management*; pengadaan barang dan jasa (*e-procurement*) melalui <https://eprocurement.pupuk-indonesia.com/>; keuangan dan audit serta manajemen risiko dan kepatuhan; manajemen talenta dan pengembangan, Sumber Daya Manusia (SDM) yang terintegrasi. [2-25]

Implikasi dari pemanfaatan sumber lokal mulai dari bahan baku hingga sumber daya manusia adalah pengembangan kapasitas ekonomi yang lebih baik bagi masyarakat sekitar lokasi operasional PG sebagai prioritas pengembangan. Realisasi penggunaan rantai pasokan dan nilai ekonomi yang dicapai oleh PG tersaji pada tabel berikut: [204-1]

Pupuk Indonesia (PI) has, since the beginning of 2023, begun to implement centralization of the holding function within the PI Group. This centralization policy covers several areas, including marketing and sales; research and development; supply chain management and cost management; procurement of goods and services (*e-procurement*) through <https://eprocurement.pupuk-indonesia.com/>; finance and audit; risk management and compliance; talent management and development; and integrated Human Resources (HR). [2-25]

The implication of utilizing local sources ranging from raw materials to human resources is the development of better economic capacity for communities around PG operational locations as a development priority. The realization of the use of the supply chain and the economic value achieved by PG are presented in the following table: [204-1]

Jenis Pemasok Supplier Type	Asal Pemasok Supplier Origin	Realisasi Realization (Rp)	
		2023	2022
Pengadaan Barang Procurement of Goods	Lokal Local	4.098.557.805.640	4.368.190.761.119
	Nasional National	1.078.522.933.200	9.049.974.466.991
	Internasional International	6.960.840.312.498	14.318.613.169.014
Pengadaan Jasa Procurement of Services	Lokal Local	1.438.995.159.926	1.626.703.477.550
	Nasional National	397.326.663.957	775.921.136.799
	Internasional International	70.980.208.065	1.336.889.585
Jumlah Total		14.045.289.083.286	30.140.739.901.058
Persentase Dana dari Pemasok Lokal Percentage of Funds from Local Suppliers		39,42%	19,89%



ANTIKORUPSI

Anti-Corruption

PG senantiasa mendukung program Pemerintah dalam menggiatkan gerakan pemberantasan praktik Korupsi, Kolusi, dan Nepotisme (KKN). Kebijakan antikorupsi senantiasa disisipkan oleh PG sebagai salah satu perangkat kebijakan yang menjamin pelaksanaan prinsip korporasi yang sehat dan bersih. Wujud pelaksanaan komitmen tersebut adalah program sosialisasi dan pelatihan antikorupsi yang diberikan kepada seluruh karyawan PG. Pelaksanaan program tersebut bertujuan untuk melibatkan peran karyawan PG dalam mengawasi, memperbaiki sistem pengadaan barang dan jasa, menilai efektivitas kebijakan operasional, dan menilai efektivitas sistem pelaporan pelanggaran (*whistleblowing system*). **[205-1]**

Risiko penyuapan/korupsi telah dipaparkan dalam profil risiko PG. Segala aktivitas operasi yang memiliki potensi terjadinya kasus korupsi, namun aktivitas operasi yang berhubungan langsung dengan pihak eksternal diidentifikasi memiliki potensi dan kejadian yang lebih banyak memunculkan kasus korupsi. PG telah melaporkan 113 LHKPN atau 100% Dewan Komisaris, Direksi, dan Pejabat eselon I & II sebagai bentuk ketaatan regulasi pemerintah dan bagian dari mitigasi pencegahan korupsi di lingkungan perusahaan. **[2-17, 205-2]**

Pada tahun 2023, beberapa upaya telah dilakukan PG untuk memperkuat komitmen seluruh Insan PG melalui program Anti *Fraud*/Anti Kecurangan. Upaya tersebut dilakukan untuk mencegah terjadinya praktik korupsi di lingkungan Petrokimia Gresik, di antaranya:

1. Implementasi PPG (Program Pengendalian Gratifikasi)
Penandatanganan Komitmen Anti Gratifikasi oleh Dewan Komisaris dan Organ, Direksi, SEVP, Pejabat *Grade I & II*, Instruksi Direksi Anti Gratifikasi, Larangan Menerima, Memberi, dan Meminta Gratifikasi kepada dan/atau dari Mitra Bisnis PT Petrokimia Gresik, Pakta Integritas, dan Deklarasi Anti Gratifikasi.
2. Implementasi Sistem Pengendalian Kecurangan (*Fraud Control System*).
3. Pengelolaan *Whistleblowing System* (WBS).
4. Kebijakan Anti Penyuapan yang ditandatangani oleh Direktur Utama dan Komitmen Pelaksanaan Sistem Manajemen Anti Penyuapan (SMAP) yang ditandatangani oleh Dewan Komisaris beserta organ dan seluruh Direksi.
5. Penandatanganan Pernyataan Kepatuhan *Online* atas Pedoman Etika Bisnis & Etika Kerja (PEBK) dan Kepatuhan Persaingan Usaha (KPU) oleh seluruh Insan PG.
6. Deklarasi Benturan Kepentingan.
7. Internalisasi dan Eksternalisasi Anti-*Fraud* (Sistem Manajemen Anti Penyuapan (SMAP) dan Anti Gratifikasi).

PG always supports the Government's program in intensifying the movement to eradicate the practices of Corruption, Collusion and Nepotism (KKN). PG always inserts an anti-corruption policy as one of the policy tools that ensures the implementation of healthy and clean corporate principles. The manifestation of this commitment is the socialization and anti-corruption training program provided to all PG employees. The implementation of this program aims to involve the role of PG employees in supervising and improving the goods and services procurement system, assessing the effectiveness of operational policies, and assessing the effectiveness of the whistleblowing system. **[205-1]**

The risk of bribery/corruption has been explained in the PG risk profile. All operational activities have the potential for corruption cases, but operational activities that deal directly with external parties are identified as having the potential for incidents that give rise to more corruption cases. PG has reported 113 LHKPN, or 100% of the Board of Commissioners, the Board of Directors, and echelon I & II officials, as a form of compliance with government regulations and part of mitigating the prevention of corruption in the Company environment. **[2-17, 205-2]**

In 2023, PG has made several efforts to strengthen the commitment of all PG employees through the Anti-Fraud program. These efforts were made to prevent corrupt practices within the Petrokimia Gresik environment, including:

1. Implementation of PPG (Gratification Control Program)
Signing of Anti-Gratification Commitment by the Board of Commissioners and Organs, the Board of Directors, SEVP, Grade I & II Officials, Board of Directors' Instructions on Anti-Gratification, Prohibition on Receiving, Giving, and Requesting Gratifications to and/or from Business Partners of PT Petrokimia Gresik, Integrity Pact, and Anti-Gratification Declaration.
2. Implementation of a Fraud Control System.
3. Whistleblowing System (WBS) Management.
4. Anti-Bribery Policy signed by the President Director and Commitment to Implement the Anti-Bribery Management System (SMAP) signed by the Board of Commissioners and its organs and all Board of Directors.
5. Signing of the Online Compliance Statement on Business Ethics & Work Ethics Guidelines (PEBK) and Business Competition Compliance (KPU) by all PG Personnel.
6. Declaration of Conflict of Interest.
7. Internalization and Externalization of Anti-Fraud (Anti-Bribery Management System (SMAP) and Anti-Gratification).

8. Pemasangan baliho dan baner SMAP di lingkungan PT Petrokimia Gresik.
9. 100% pemenuhan wajib lapor LHKPN.
10. *Workshop* dan seminar bagi *Compliance Officer* (CO) dan *Risk Officer* (RO) unit kerja.
11. *Executive Briefing* pada saat Hari Antikorupsi Sedunia (HAKORDIA).
12. Awarding Hakordia 2023:
 - a. PANTAS (komPARtemeN berintegriTAS)
 - b. Kompartemen Pelapor Gratifikasi Frekuensi Terbanyak
 - c. Kompartemen Pelapor Gratifikasi Kumulatif Terbesar
 - d. Kuis *Ranking* 1
 - e. Juara Video Antikorupsi
 - f. Juara *E-Poster* Anti Gratifikasi

8. Installation of SMAP billboards and banners in the PT Petrokimia Gresik environment.
9. 100% fulfillment of mandatory LHKPN reporting.
10. Workshop and Seminar for Compliance Officers (CO) and Risk Officers (RO) work units.
11. Executive Briefing on World Anti-Corruption Day (HAKORDIA).
12. Awarding Hakordia 2023:
 - a. PANTAS (compartment with integrity)
 - b. Most Gratification Reporting Frequency Compartment
 - c. Largest Cumulative Gratification Reporting Compartment
 - d. Quiz Ranking 1
 - e. Anti-Corruption Video Champion
 - f. Anti-Gratification E-Poster Champion

Adapun pelatihan, pendidikan, dan sosialisasi kebijakan Antikorupsi, Anti Penyuapan, dan Anti Gratifikasi yang diikuti dan dilaksanakan selama periode pelaporan 2023, ditampilkan dalam tabel berikut: **[2-17, 2-24, 205-2]**

The training, education, and socialization of Anti-Corruption, Anti-Bribery and Anti-Gratification policies that were followed and implemented during the 2023 reporting period are shown in the following table: **[2-17, 2-24, 205-2]**

No.	Nama Pelatihan Training Type	Tanggal Pelatihan Training Date	Penyelenggara Organizer	Peserta Participants
1	Pelatihan dan Sertifikasi Certified Compliance Professional Certified Compliance Professional Training and Certification	7-9 dan 13 Februari 2023 February 7-9 and 13, 2023	PT Pupuk Indonesia (Persero)	1. VP TKP & MR 2. SMd I Kepatuhan 3. SPPr III Kepatuhan 4. Pelaksana Kepatuhan 1. VP TKP & MR 2. SMd I Compliance 3. SPPr III Compliance 4. Compliance Officer
2	Sosialisasi Pedoman Umum Governansi Korporat Indonesia dan Penyelenggaraan Annual Report Award 2022 Socialization of General Guidelines for Indonesian Corporate Governance and Organization of the 2022 Annual Report Award	22 Februari 2023 February 22, 2023	Komite Nasional Kebijakan Governansi The National Committee on Governance Policy	1. SMd I Tata Kelola Perusahaan 2. SPPr I Tata Kelola Perusahaan 1. SMd I Corporate Governance 2. SPPr I Corporate Governance
3	<i>Learning and Sharing</i> Budaya Anti <i>Fraud</i> Insan Perusahaan dan sebagai upaya cegah, tangkal, deteksi, dan respons <i>fraud</i> di PT Pupuk Indonesia (Persero) Learning and Sharing Anti-Fraud Culture for Company Personnel and as an effort to prevent, deter, detect, and respond to fraud at PT Pupuk Indonesia (Persero)	13 Maret 2023 March 13, 2023	PT Pupuk Indonesia (Persero)	1. SMd I Kepatuhan 2. SMd I Tata Kelola Perusahaan 3. SPPr I Tata Kelola Perusahaan 4. SPPr III Kepatuhan 5. Pelaksana Kepatuhan 1. SMd I Compliance 2. SMd I Corporate Governance 3. SPPr I Corporate Governance 4. SPPr III Compliance 5. Compliance Officer



No.	Nama Pelatihan Training Type	Tanggal Pelatihan Training Date	Penyelenggara Organizer	Peserta Participants
4	<i>Training</i> Interpretasi Kriteria dan Penyusunan Dokumen Aplikasi Terpadu Tahun 2023 Training on Criteria Interpretation and Preparation of Integrated Application Documents in 2023	22–23 Mei 2023 May 22–23, 2023	Departemen Inovasi & Sistem Manajemen Department of Innovation & Management Systems	1. VP TKP & MR 2. SMD I Kepatuhan 3. SMD I Tata Kelola Perusahaan 1. VP TKP & MR 2. SMD I Compliance 3. SMD I Corporate Governance
5	Pelatihan CGRCP CGRCP Training	5–7 Juni 2023 June 5–7, 2023	CRMS	1. VP TKP & MR 2. Staf Muda I Kepatuhan 3. Staf Muda I Tata Kelola Perusahaan 1. VP TKP & MR 2. Junior Staff I Compliance 3. Junior Staff I Corporate Governance
6	<i>Learning and Sharing</i> “Pengendalian Benturan Kepentingan” Learning and Sharing “Controlling Conflicts of Interest”	9 Juni 2023 June 9, 2023	PT Pupuk Indonesia (Persero)	1. VP TKP & MR 2. SMD I Kepatuhan 3. SMD I Tata Kelola Perusahaan 4. SP I Tata Kelola 5. SP III Kepatuhan 6. SP III Kepatuhan 1. VP TKP & MR 2. SMD I Compliance 3. SMD I Corporate Governance 4. SP I Governance 5. SP III Compliance 6. SP III Compliance
7	Pengisian Realisasi Kinerja UPG 2023 Filling in the 2023 UPG Performance Realization	19 Juni 2023 June 19, 2023	KPK-RI	SP III Kepatuhan SP III Compliance
8	<i>Public Training Examiner Baldrige Excellence Framework</i> Tahun 2022 Public Training Examiner Baldrige Excellence Framework 2022	19–23 Juni 2023 June 19–23, 2023	Indonesian Quality Award Foundation (IQAF)	SP I Tata Kelola SP I Governance
9	Penyegaran dan <i>Workshop</i> Auditor Internal SMAP ISO 37001:2016 SMAP ISO 37001:2016 Internal Auditor Refresher and Workshop	20–22 Juni 2023 June 20–22, 2023	PT Petrokimia Gresik	1. VP TKP & MR 2. SMD I Kepatuhan 3. SMD I Tata Kelola Perusahaan 4. SP III Kepatuhan 1. VP TKP & MR 2. SMD I Compliance 3. SMD I Corporate Governance 4. SP III Compliance
10	Sertifikasi CGRCP CGRCP Certification	23 Juni 2023 June 23, 2023	CRMS	1. VP TKP & MR 2. Staf Muda I Kepatuhan 3. Staf Muda I Tata Kelola Perusahaan 1. VP TKP & MR 2. Junior Staff I Compliance 3. Junior Staff I Corporate Governance
11	Webinar Peluncuran Kampanye “Hajar Serangan Fajar” Webinar for the Launching of the “Hajar Serangan Fajar” Campaign	14 Juli 2023 July 14, 2023	KPK-RI	SP III Kepatuhan SP III Compliance

No.	Nama Pelatihan Training Type	Tanggal Pelatihan Training Date	Penyelenggara Organizer	Peserta Participants
12	Sosialisasi Antikorupsi dan Pengendalian Gratifikasi Anti-Corruption and Gratification Control Socialization	20 Juli 2023 July 20, 2023	Itjen Kemenkeu Inspector General of the Ministry of Finance	1. SPPr III Kepatuhan 2. SPPr III Kepatuhan 1. Spr III Compliance 2. Spr III Compliance
13	<i>Refreshment Training</i> bagi <i>Key User</i> WBS Refreshment Training for WBS Key Users	26 Juli 2023 July 26, 2023	PT Pupuk Indonesia (Persero)	SPPr III Kepatuhan Spr III Compliance
14	<i>Workshop</i> Penguatan Budaya dan Komitmen Anti <i>Fraud</i> Pupuk Indonesia Group Workshop on Strengthening Culture and Anti-Fraud Commitment of Pupuk Indonesia Group	2 Agustus 2023 August 2, 2023	PT Pupuk Indonesia (Persero)	1. VP TKP & MR 2. SMd I Kepatuhan 3. SMd I Tata Kelola Perusahaan 4. SPPr I Tata Kelola 5. SPPr III Kepatuhan 6. SPPr III Kepatuhan 1. VP TKP & MR 2. SMd I Compliance 3. SMd I Corporate Governance 4. SPPr I Governance 5. SPPr III Compliance 6. SPPr III Compliance
15	Klinik Kearsipan Archives Clinic	21 September 2023 September 21, 2023	PT Petrokimia Gresik	SPPr I Tata Kelola Perusahaan SPPr I Corporate Governance
16	<i>Bootcamp Operational Leadership Development Program</i> (OLDP) Pupuk Indonesia Group Pupuk Indonesia Group Operational Leadership Development Program (OLDP) Bootcamp	25-27 September 2023 September 25-27, 2023	PT Pupuk Indonesia (Persero)	SMd I Kepatuhan SMd I Compliance
17	Finance for Non Finance	16-17 Oktober 2023 October 16-17, 2023	PT Petrokimia Gresik	1. SMd I Tata Kelola Perusahaan 2. SPPr I Tata Kelola 1. SMd I Corporate Governance 2. SPPr I Governance
18	Pelatihan dan Sertifikasi <i>Certified Governance Professional</i> Certified Governance Professional Training and Certification	17-20 Oktober 2023 October 17-20, 2023	CRMS	1. SMd I Tata Kelola Perusahaan 2. SPPr I Tata Kelola 1. SMd I Corporate Governance 2. SPPr I Governance
19	Undangan <i>Roadshow Enhance the Organizational Capabilities</i> Pupuk Indonesia Group Pupuk Indonesia Group's Enhance the Organizational Capabilities Roadshow Invitation	21 Oktober 2023 October 21, 2023	PT Pupuk Indonesia (Persero)	1. VP TKP & MR 2. SMd I Kepatuhan 1. VP TKP & MR 2. SMd I Compliance
20	Business Analytics and Intelligence	25-26 Oktober 2023 October 25-26, 2023	PT Petrokimia Gresik	SPPr III Kepatuhan Spr III Compliance
21	<i>Workshop</i> "Optimalisasi program pengendalian <i>fraud</i> dan keterlibatan insan PI Grup dalam rangka mewujudkan SDM Unggul yang bersih dan bebas korupsi" Workshop on "Optimizing the fraud control program and involvement of PI Group personnel in order to create superior human resources that are clean and free of corruption"	31 Oktober 2023 October 31, 2023	PT Pupuk Indonesia (Persero) & KPK-RI	1. VP TKP & MR 2. SMd I Kepatuhan 3. SMd I Tata Kelola Perusahaan 1. VP TKP & MR 2. SMd I Compliance 3. SMd I Corporate Governance
22	Pelatihan dan Sertifikasi Auditor Sistem Manajemen Kepatuhan (SMK) Compliance Management System (SMK) Auditor Training and Certification	6-10 November 2023 November 6-10, 2023	CRMS & PECB	SMd I Kepatuhan SMd I Compliance
23	Pelatihan dan Sertifikasi <i>Lead Auditor</i> Sistem Manajemen Anti Penyuapan (SMAP) Anti-Bribery Management System (SMAP) Lead Auditor Training and Certification	13-17 November 2023 November 13-17, 2023	CRMS & PECB	SMd I Kepatuhan SMd I Compliance



No.	Nama Pelatihan Training Type	Tanggal Pelatihan Training Date	Penyelenggara Organizer	Peserta Participants
24	Pelatihan <i>Governance Leadership Program and ASEAN Corporate Governance Scorecard</i> Governance Leadership Program and ASEAN Corporate Governance Scorecard training	20–21 November 2023 November 20–21, 2023	Indonesian Institute For Corporate Directorship	SPr II Tata Kelola Perusahaan SPr II Corporate Governance
25	Webinar dalam rangka memperingati HAKORDIA oleh Kementerian Kesehatan “Menciptakan Layanan Publik Bebas dari Korupsi” melalui implementasi <i>Whistleblowing System</i> (WBS) Webinar to commemorate HAKORDIA by the Ministry of Health “Creating Public Services Free from Corruption” through the implementation of the Whistleblowing System (WBS)	28 November 2023 November 28, 2023	Kementerian Kesehatan Ministry of Health	SPr III Kepatuhan SPr III Compliance
26	Webinar Peran Aktif Keluarga dalam Penguatan Implementasi Nilai Integritas untuk Mendukung Komitmen Pupuk Indonesia Group dalam Pencegahan dan Pemberantasan Korupsi secara <i>online</i> Webinar on the Active Role of Families in Strengthening the Implementation of Integrity Values to Support Pupuk Indonesia Group’s Commitment in Preventing and Eradicating Corruption online	8 Desember 2023 December 8, 2023	PT Pupuk Indonesia (Persero)	1. VP TPK & MR 2. SMD I Manajemen Risiko 3. SMD I Tata Kelola Perusahaan 4. SPr I Manajemen Risiko 5. Staf Pratama II Tata Kelola Perusahaan 1. VP TPK & MR 2. SMD I Risk Management 3. SMD I Corporate Governance 4. SPr I Risk Management 5. Pratama II Staff Corporate Governance
27	<i>In House Training</i> Tata Kelola Berkelanjutan Sustainable Governance In House Training	18–19 Desember 2023 December 18–19, 2023	CRMS	1. SMD I Manajemen Risiko 2. SMD I Tata Kelola Perusahaan 3. Staf Pratama II Tata Kelola Perusahaan 1. SMD I Risk Management 2. SMD I Corporate Governance 3. Primary II Staff Corporate Governance

No.	Nama Pelatihan Training Type	Tanggal Pelatihan Training Date	Penyelenggara Organizer	Peserta Participants
28	<i>Executive Briefing</i> dalam Rangka Memperingati HAKORDIA 2023 Executive Briefing in Commemoration of HAKORDIA 2023	19 Desember 2023 December 19, 2023	PT Petrokimia Gresik	1. Dewan Komisaris PT Petrokimia Gresik 2. Direktur Keuangan dan Umum PT Petrokimia Gresik 3. Pejabat <i>Grade I</i> 4. Pejabat <i>Grade II</i> 5. Direksi Anak Perusahaan PG 6. Pengurus Yayasan PG (YPG) 7. Direksi Anak Perusahaan YPG 8. Pengurus K3PG 9. Ketua Umum SKPG 10. Seluruh Karyawan PG (secara <i>online</i>) 1. Board of Commissioners of PT Petrokimia Gresik 2. Director of Finance and General of PT Petrokimia Gresik 3. Grade I Official 4. Grade II Official 5. Board of Directors of PG Subsidiaries 6. Management of the PG Foundation (YPG) 7. Board of Directors of YPG Subsidiaries 8. K3PG Management 9. General Chairman of SKPG 10. All PG Employees (online)
29	Workshop Compliance & Risk Officer	20–21 Desember 2023 December 20–21, 2023	PT Petrokimia Gresik	1. Compliance Officer Unit Kerja 2. Risk Officer Unit Kerja 1. Work Unit Compliance Officer 2. Work Unit Risk Officer
30	Webinar How to Diagnosing Bribery Risk Based on ISO 37001:2016 and Others Best Practices	28–29 Desember 2023 December 28–29, 2023	IIAE FG	SPr III Kepatuhan SPr III Compliance



Sosialisasi Anti Gratifikasi untuk Pihak Internal dan Eksternal Anti-Gratification Socialization for Internal and External Parties

No.	Kegiatan Activity	Peserta Participants	Media Sosialisasi Socialization Media
1	Sosialisasi Praktik Tenaga Kerja Industri (Prakerin) tanggal 3 Januari 2023 Socialization of Industrial Workforce Practices (Prakerin) on January 3, 2023	Mahasiswa Praktik Kerja Industri Industrial Work Practice Students	Online via zoom
2	Rubrik majalah GEMA Gratifikasi bulan Januari 2023 GEMA Gratification magazine column for January 2023	Seluruh Karyawan All Employees	Majalah Internal GEMA GEMA Internal Magazine
3	Sosialisasi Proses bisnis dan transformasi Departemen TKPMR oleh Staf TKPMR Socialization regarding business processes and transformation of the TKPMR Department by TKPMR Staff	Insan PG PG Personnel	Instagram & Tiktok
4	<i>Blasting</i> WhatsApp Anti Gratifikasi masuk pada tanggal 1 Februari 2023 WhatsApp Blasting for Anti-Gratification entered on February 1, 2023	Seluruh Karyawan All Employees	WhatsApp Karyawan Employee WhatsApp
5	Pojok Diskusi terkait LHKPN Discussion Corner regarding LHKPN	PIC LHKPN	Offline
6	Sosialisasi Praktik Tenaga Kerja Industri (Prakerin) tanggal 2 Februari 2023 Socialization of Industrial Workforce Practices (Prakerin) on February 2 2023	Mahasiswa Praktik Kerja Industri Industrial Work Practice Students	Online via zoom
7	Rubrik majalah GEMA Gratifikasi bulan Februari 2023 GEMA Gratification magazine column for February 2023	Seluruh Karyawan All Employees	Majalah Internal GEMA GEMA Internal Magazine
8	<i>Blasting</i> WhatsApp Anti Gratifikasi tanggal 24 Februari 2023 WhatsApp Blasting for Anti-Gratification on February 24, 2023	Seluruh Karyawan All Employees	WhatsApp Karyawan Employee WhatsApp
9	Sosialisasi Praktik Tenaga Kerja Industri (Prakerin) tanggal 2 Maret 2023 Socialization of Industrial Workforce Practices (Prakerin) on March 2, 2023	Mahasiswa Praktik Kerja Industri Industrial Work Practice Students	Online via zoom
10	Sosialisasi pada Program Magang Mahasiswa Bersertifikat (PMMB) tanggal 1 Maret 2023 Socialization on the Certified Student Internship Program (PMMB) on March 1, 2023	Mahasiswa Program Magang Mahasiswa Bersertifikat (PMMB) Certified Student Internship Program (PMMB) Students	Offline di Diklat Petrokimia Gresik Offline at Petrokimia Gresik Training
11	Rubrik majalah GEMA Gratifikasi bulan Maret 2023 GEMA Gratification magazine column for March 2023	Seluruh Karyawan All Employees	Majalah Internal GEMA GEMA Internal Magazine
12	Sosialisasi/penyampaian Komitmen Anti Gratifikasi Socialization/delivery of Anti-Gratification Commitment	Dewan Komisaris, Direksi, <i>Grade I</i> dan II Board of Commissioners, Board of Directors, Grade I and II	Komitmen yang dikirim melalui <i>Digital Office</i> dan dipasang di masing-masing Unit Kerja Commitments sent via the Digital Office and posted in each Work Unit
13	Sosialisasi Praktik Tenaga Kerja Industri (Prakerin) tanggal 4 April 2023 Socialization of Industrial Workforce Practices (Prakerin) on April 4 2023	Mahasiswa Praktik Kerja Industri Industrial Work Practice Students	Online via zoom
14	<i>Blasting</i> WhatsApp Anti Gratifikasi tanggal 17 April 2023 WhatsApp Blasting for Anti Gratification on April 17, 2023	Seluruh Karyawan All Employees	WhatsApp Karyawan Employee WhatsApp
15	Internalisasi kepada Dep. Riset tanggal 6 April 2023. Internalization to Research Dep. on April 6, 2023.	Karyawan Dep. Riset Research Dep. Employees	Kantor Dep. Riset Research Dep. Office
16	Rubrik majalah GEMA Gratifikasi bulan April 2023 GEMA Gratification magazine column for April 2023	Seluruh Karyawan All Employees	Majalah Internal GEMA GEMA Internal Magazine

No.	Kegiatan Activity	Peserta Participants	Media Sosialisasi Socialization Media
17	Komitmen penerapan GCG tentang Larangan Menerima, Memberi, dan Meminta Gratifikasi kepada dan/atau dari Mitra Bisnis PT Petrokimia Gresik 10 April 2023 Commitment GCG to implementation regarding the Prohibition of Receiving, Giving and Requesting Gratifications to and/or from PT Petrokimia Gresik Business Partners April 10, 2023	Mitra Bisnis PT Petrokimia Gresik PT Petrokimia Gresik Business Partner	DOF dan <i>E-mail</i> DOF and E-mail
18	Instruksi Direksi terkait Anti Gratifikasi PT Petrokimia Gresik tanggal 10 April 2023 Board of Directors' instructions regarding PT Petrokimia Gresik Anti-Gratification dated April 10, 2023	Seluruh Karyawan All Employees	Digital Office (DOF)
19	Penyampaian Anti Gratifikasi melalui Instagram Official Petrokimia Gresik bulan April 2023 Submission of Anti-Gratification via Petrokimia Gresik Official Instagram on April 2023	Seluruh Pengguna Instagram Official PT Petrokimia Gresik All PT Petrokimia Gresik Official Instagram Users	Instagram Official PT Petrokimia Gresik PT Petrokimia Gresik Official Instagram
20	Sosialisasi info tentang Internalisasi di Departemen Riset oleh Staf TKPMR Socialization of information regarding Internalization in the Research Department by TKPMR Staff	Seluruh Karyawan All Employees	Instagram Pribadi dan TikTok Staf TKPMR Personal Instagram and TikTok of TKPMR Staff
23	Sosialisasi Praktik Tenaga Kerja Industri (Prakerin) tanggal 3 Mei 2023 Socialization of Industrial Workforce Practices (Prakerin) on May 3, 2023	Mahasiswa Praktik Kerja Industri Industrial Work Practice Students	Online via zoom
24	<i>Blasting</i> WhatsApp Anti Gratifikasi tanggal 16 & 22 Mei 2023 WhatsApp Blasting for Anti Gratification on May 16 & 22, 2023	Seluruh Karyawan All Employees	WhatsApp Karyawan Employee WhatsApp
25	Rubrik GEMA Gratifikasi periode Mei 2023 GEMA Gratification Rubric for the period May 2023	Seluruh Karyawan All Employees	Majalah Internal GEMA GEMA Internal Magazine
26	Tayangan perolehan kompartemen tercepat pelaporan LHKPN Display of the fastest compartment achievement of LHKPN reporting	Seluruh Karyawan All Employees	Instagram dan Tiktok Staf TKPMR Instagram and TikTok of TKPMR Staff
27	Sosialisasi Praktik Tenaga Kerja Industri (Prakerin) tanggal 3 Juni 2022 Socialization of Industrial Workforce Practices (Prakerin) on June 3, 2022	Mahasiswa Praktik Kerja Industri Industrial Work Practice Students	Online via zoom
28	<i>Blasting</i> WhatsApp Anti Gratifikasi tanggal 18 & 28 Juni 2023 WhatsApp Blasting for Anti Gratification on June 18 & 28, 2023	Seluruh Karyawan All Employees	WhatsApp Karyawan Employee WhatsApp
29	Rubrik GEMA Gratifikasi periode Juni 2023 GEMA Gratification Rubric for the period June 2023	Seluruh Karyawan All Employees	Majalah Internal GEMA GEMA Internal Magazine
30	Publikasi Kebijakan dan Komitmen Manajemen akan implementasi SMAP Publication of Management Policy and Commitment to the implementation of SMAP	Seluruh Karyawan All Employees	Website resmi PT Petrokimia Gresik Official website of PT Petrokimia Gresik
31	Sosialisasi Anti <i>Fraud</i> tanggal 4 Juli 2023 Anti-Fraud Socialization on July 4, 2023	Mahasiswa Praktik Kerja Industri Industrial Work Practice Students	Online via zoom
32	<i>Blasting</i> WhatsApp Anti Gratifikasi tanggal 26 Juli 2023 WhatsApp Blast for Anti Gratification on July 26, 2023	Seluruh Karyawan All Employees	WhatsApp Karyawan Employee WhatsApp
33	Materi Rubrik GEMA Edisi Agustus "Meraih kembali <i>Certification Audit</i> (CA) SMAP 37001:2016" GEMA Rubric Material August Edition "Reaching Certification Audit (CA) SMAP 37001:2016"	Seluruh Karyawan All Employees	Majalah Internal GEMA GEMA Internal Magazine
34	Sosialisasi Anti <i>Fraud</i> tanggal 2 Agustus 2023 Anti Fraud Socialization on August 2, 2023	Mahasiswa Praktik Kerja Industri Industrial Work Practice Students	Online via zoom
35	Sosialisasi Anti <i>Fraud</i> tanggal 2 Agustus 2023 Anti Fraud Socialization on August 2, 2023	Mahasiswa Program Magenta Magenta Program Students	Online via zoom



No.	Kegiatan Activity	Peserta Participants	Media Sosialisasi Socialization Media
36	Sosialisasi Anti <i>Fraud</i> tanggal 2 Agustus 2023 Anti Fraud Socialization on August 2, 2023	Dep Proses & Pengendalian Kualitas (Dep PPK) Process & Quality Control Dep. (PPK Dep.)	Online via zoom
37	<i>Blasting</i> WhatsApp Anti Gratifikasi tanggal 3 Agustus 2023 WhatsApp Blast for Anti Gratification on August 3, 2023	Seluruh Karyawan All Employees	WhatsApp Karyawan Employee WhatsApp
38	<i>Blasting</i> WhatsApp Anti Gratifikasi tanggal 25 Agustus 2023 WhatsApp Blast for Anti Gratification on August 25, 2023	Seluruh Karyawan All Employees	WhatsApp Karyawan Employee WhatsApp
39	Sosialisasi Anti <i>Fraud</i> tanggal 4 September 2023 Anti-Fraud Socialization on September 4, 2023	Mahasiswa Praktik Kerja Industri Industrial Work Practice Students	Online via zoom
40	Materi Rubrik GEMA Edisi September "Anti <i>Fraud</i> untuk Mendukung Visi <i>World Class Company</i> " GEMA Rubric Material September Edition "Anti Fraud to Support the Vision of a World Class Company"	Seluruh Karyawan All Employees	Majalah Internal GEMA GEMA Internal Magazine
41	Eksternalisasi kepada Mitra Bisnis Dep Pengelolaan Pelabuhan secara Luring pada tanggal 29 September di Gedung Diklat PG Externalization to Business Partners of the Port Management Department offline on September 29 at the PG Education and Training Building	Dep. Pengelolaan Pelabuhan Port Management Dep.	Offline
42	Pemasangan Baliho 4 NO's Direktur Utama beserta Direktur Operasi dan Produksi Installation of 4 NO's Billboards by the President Director and Director of Operations and Production	Masyarakat Sekitar dan Mitra Bisnis Surrounding Community and Business Partners	Baliho Billboard
43	<i>Blasting</i> WhatsApp Anti <i>Fraud</i> tanggal 2 Oktober 2023 WhatsApp Blast for Anti Fraud on October 2, 2023	Seluruh Karyawan All Employees	WhatsApp Karyawan Employee WhatsApp
44	Sosialisasi Anti <i>Fraud</i> tanggal 3 Oktober 2023 Anti-Fraud Socialization on October 3, 2023	Mahasiswa Praktik Kerja Industri Industrial Work Practice Students	Online via zoom
45	<i>Blasting</i> WhatsApp Anti <i>Fraud</i> tanggal 24 Oktober 2023 WhatsApp Blast for Anti Fraud on October 24, 2023	Seluruh Karyawan All Employees	WhatsApp Karyawan Employee WhatsApp
46	<i>Blasting</i> WhatsApp Anti <i>Fraud</i> tanggal 30 Oktober 2023 WhatsApp Blast for Anti Fraud on October 30, 2023	Seluruh Karyawan All Employees	WhatsApp Karyawan Employee WhatsApp
47	Materi Rubrik GEMA Edisi Oktober GEMA Rubric Material October Edition	Seluruh Karyawan All Employees	Majalah Internal GEMA GEMA Internal Magazine
48	Sosialisasi Praktik Tenaga Kerja Industri (Prakerin) tanggal 2 November 2023 Socialization of Industrial Workforce Practices (Prakerin) on November 2, 2023	Mahasiswa Praktik Kerja Industri Industrial Work Practice Students	Online via zoom
49	Penyampaian Revisi Pedoman Pengendalian Gratifikasi (PG-PD-10-0008) kepada seluruh Pejabat <i>Grade I</i> dan Pejabat <i>Grade II</i> sesuai memo DOF No. 50517/B/OT.01.03/30/ME/2023 tanggal 3 November 2023 Submission of revised Gratification Control Guidelines (PG-PD-10-0008) to all Grade I Officials and Grade II Officials in accordance with DOF memo No. 50517/B/OT.01.03/30/ME/2023 dated November 3, 2023	Seluruh Pejabat <i>Grade I</i> dan Pejabat <i>Grade II</i> All Grade I Officials and Grade II Officials	DOF
50	<i>Blasting</i> WhatsApp Anti <i>Fraud</i> tanggal 6 November 2023 WhatsApp Blast for Anti Fraud on November 6, 2023	Seluruh Karyawan All Employees	WhatsApp Karyawan Employee WhatsApp
51	<i>Blasting</i> WhatsApp Anti <i>Fraud</i> tanggal 29 November 2023 WhatsApp Blast for Anti Fraud on November 29, 2023	Seluruh Karyawan All Employees	WhatsApp Karyawan Employee WhatsApp
52	Materi Rubrik GEMA Edisi November GEMA Rubric Material November Edition	Seluruh Karyawan All Employees	Majalah Internal GEMA GEMA Internal Magazine
53	Sosialisasi Praktik Tenaga Kerja Industri (Prakerin) tanggal 4 Desember 2023 Socialization of Industrial Workforce Practices (Prakerin) on December 4 2023	Mahasiswa Praktik Kerja Industri Industrial Work Practice Students	Online via zoom

No.	Kegiatan Activity	Peserta Participants	Media Sosialisasi Socialization Media
54	<i>Blasting</i> WhatsApp Anti <i>Fraud</i> tanggal 7 Desember 2023 WhatsApp Blast for Anti Fraud on December 7, 2023	Seluruh Karyawan All Employees	WhatsApp Karyawan Employee WhatsApp
55	Sosialisasi Anti <i>Fraud</i> & Kode Etik tanggal 7 Desember 2023 Anti Fraud & Code of Ethics socialization on December 7, 2023	Account Executive Wilayah I Account Executive Region I	<i>Offline</i> di Ballroom Aston Jakarta Offline at the Aston Jakarta Ballroom
56	Hari Antikorupsi Sedunia PI Group tanggal 8 Desember 2023 PI Group World Anti-Corruption Day on December 8, 2023	Seluruh Karyawan All Employees	Online via zoom
57	Internalisasi aplikasi Pelaporan Gratifikasi <i>Online</i> Petrokimia Gresik (GOPG) kepada Personel Dep TKP & MR pada 12 Desember 2023 secara <i>daring/online</i> Internalization of the Petrokimia Gresik Online Gratification Reporting (GOPG) application to TKP & MR Department Personnel on December 12, 2023 via online	Personel Dep TKP & MR TKP & MR Dep. Personnel	Online
58	Hari Antikorupsi Sedunia PI Group tanggal 18 Desember 2023 PI Group World Anti-Corruption Day on December 18, 2023	Seluruh Karyawan All Employees	Online via zoom
59	Go-Live aplikasi GO PG berbasis <i>website</i> pada kegiatan Peringatan Hari Antikorupsi Sedunia (HAKORDIA) Petrokimia Gresik pada 19 Desember 2023 di Wisma Kebomas Go-Live website-based GO PG application at Petrokimia Gresik's World Anti-Corruption Day (HAKORDIA) commemoration activities on December 19, 2023 at Wisma Kebomas	Peserta HAKORDIA HAKORDIA Participants	Hybrid
60	Hari Anti Korupsi Sedunia Petrokimia Gresik tanggal 19 Desember 2023 Petrokimia Gresik World Anti-Corruption Day December 19, 2023	Karyawan PT Petrokimia Gresik PT Petrokimia Gresik Employee	<i>Hybrid (Offline</i> Wisma Kebomas PG) dan <i>Zoom Meeting Online (G3-G7)</i> Hybrid (Offline Wisma Kebomas PG) and Online Zoom Meeting (G3-G7)
61	<i>Workshop Compliance Officer (CO) dan Risk Officer (RO)</i> Persiapan Tahun 2024 tanggal 20-21 Desember 2023 Compliance Officer (CO) and Risk Officer (RO) Preparation Workshop for 2024 on December 20-21, 2023	Compliance Officer (CO) & Risk Officer (RO) Unit Kerja Compliance Officer (CO) & Risk Officer (RO) Work Unit	<i>Offline</i> di Ballroom Fairfield By Marriott, Surabaya Offline at the Fairfield By Marriott Ballroom, Surabaya
62	Instruksi Direksi perihal Imbauan dan Komitmen Larangan Permintaan, Pemberian, dan Penerimaan Gratifikasi terkait Hari Raya Natal Tahun 2023 dan Tahun Baru 2024, tanggal 28 Desember 2023 Board of Directors' Instructions regarding Appeals and Commitments on the Prohibition of Requesting, Giving and Receiving Gratifications related to Christmas 2023 and New Year 2024 on December 28, 2023	Karyawan PT Petrokimia Gresik PT Petrokimia Gresik Employee	Digital Office
63	Publikasi Pelaksanaan Peringatan Hari AntiKorupsi Sedunia (HAKORDIA) tanggal 23 Desember 2023 Publication of the Commemoration of World Anti-Corruption Day (HAKORDIA) on December 23, 2023	Pengguna Media Sosial Social Media Users	Instagram Petrokimia Gresik Petrokimia Gresik Instagram
64	Penyampaian Komitmen Penerapan GCG tentang Larangan Permintaan, Pemberian, dan Penerimaan Gratifikasi PT Petrokimia Gresik Submission of GCG Implementation Commitment regarding PT Petrokimia Gresik Prohibition of Requesting, Giving and Receiving Gratifications	Mitra Bisnis Unit Kerja PT Petrokimia Gresik Business Partner of PT Petrokimia Gresik Work Unit	Eksternalisasi oleh Unit Kerja Externalization by Work Units
65	Publikasi Hasil Audit SNI ISO 37001:2016 Sistem Manajemen Anti Penyuapan (SMAP) tanggal 29 Desember 2023 Publication of Audit Results of SNI ISO 37001:2016 Anti-Bribery Management System (SMAP) on December 29, 2023	Pengguna Media Sosial Social Media Users	Instagram Petrokimia Gresik Petrokimia Gresik Instagram
66	Komitmen Penerapan <i>Good Corporate Governance</i> (GCG) tentang Larangan Permintaan, Pemberian, dan Penerimaan Gratifikasi PT Petrokimia Gresik tanggal 30 Desember 2023 Commitment to Good Corporate Governance (GCG) Implementation regarding PT Petrokimia Gresik Prohibition of Requesting, Giving and Receiving Gratifications on December 30, 2023	Petrokimia Gresik Group	Memo Eksternal External Memo



No.	Kegiatan Activity	Peserta Participants	Media Sosialisasi Socialization Media
67	Anti Gratifikasi pada peringatan Hari Raya Natal 2023 dan Tahun 2024 tanggal 31 Desember 2023 Anti-Gratification on the commemoration of Christmas 2023 and 2024 on December 31, 2023	Pengguna Media Sosial Social Media Users	Instagram Petrokimia Gresik Petrokimia Gresik Instagram
68	Pemasangan Baliho 4No's 3 Direksi Installation of 4No's Billboards by 3 Board of Directors	Masyarakat Sekitar, Mitra Bisnis PT Petrokimia Gresik Surrounding Community, Business Partner of PT Petrokimia Gresik	Baliho Billboards
69	Materi Rubrik GEMA Edisi Desember GEMA Rubric Material December Edition	Seluruh Karyawan All Employees	Majalah Internal GEMA GEMA Internal Magazine

Selama kurun waktu tahun 2023, PG senantiasa berupaya melakukan pencegahan terjadinya korupsi di Perseroan melalui program PG Bersih. Program tersebut sebagai bentuk komitmen insan PG antara lain penandatanganan komitmen Anti Gratifikasi bagi Dewan Komisaris, Direksi, SEVP, Pejabat *Grade I*, dan Pejabat *Grade II*; penandatanganan pernyataan kepatuhan *online* atas Pedoman Etika Bisnis dan Etika Kerja (PEBK) melalui aplikasi Pernyataan Kepatuhan Petrokimia Gresik (PEKA PG) oleh seluruh Insan PG; Deklarasi Benturan kepentingan oleh Dewan Komisaris, Direksi, Pejabat *Grade I* hingga *Grade VII*; deklarasi gratifikasi oleh pejabat *Grade I* hingga *Grade VII*; Program Pengendalian Gratifikasi (PPG); Implementasi *Whistleblowing System* (WBS); Pengembangan *Fraud Control System* (FCS) dengan BPKP Jawa Timur; Penyusunan Profil Risiko Kecurangan (*Fraud Risk*) dan pemantauan risiko kecurangan (*Fraud Risk*); Pelaporan Laporan Harta Kekayaan Penyelenggara Negara (LHKPN) oleh Wajib Lapor (WL) yakni Dewan Komisaris, Direksi, SEVP, *Grade I*, *Grade II*; Implementasi Sistem Manajemen Anti Penyuapan (SMAP) ISO 37001:2016; Peringatan Hari Antikorupsi Sedunia (HAKORDIA) yakni *talk show* Anti *Fraud* bagi Dewan Komisaris, Direksi, SEVP *Grade I* hingga *Grade VII* dan penghargaan yang diberikan kepada kompartemen yang berintegritas dan sayembara dengan tema antikorupsi oleh insan Petrokimia Gresik dalam rangka peningkatan budaya antikorupsi di seluruh unit kerja.

Selain itu, PG juga melaksanakan program sosialisasi gratifikasi selama tahun 2023 antara lain:

1. Penandatanganan Komitmen Anti Gratifikasi oleh Dewan Komisaris dan Organ, Direksi, SEVP, Pejabat *Grade I* dan *Grade II*. Komitmen tersebut telah dibagikan ke seluruh Unit Kerja.
2. Penyampaian Instruksi Direksi terkait "Anti Gratifikasi" kepada seluruh Karyawan melalui *Digital Office* (DOF) sesuai Memo No. 0012/B/OT.02.01/14/ID/2023.
3. Penyampaian Instruksi Direksi terkait "Anti Gratifikasi Hari Raya Keagamaan dan Hari Besar Lainnya" yang disampaikan kepada seluruh Karyawan melalui *Digital*

During 2023, PG consistently strived to prevent corruption in the Company through the PG Clean program. This program is a form of commitment from PG personnel, including the signing of an Anti-Gratification commitment for the Board of Commissioners, the Board of Directors, SEVP, Grade I Officials, and Grade II Officials; signing an online statement of compliance with the Business Ethics and Work Ethics Guidelines (PEBK) through the Petrokimia Gresik Compliance Statement (PEKA PG) application by all PG Personnel; declaration of Conflict of Interest by the Board of Commissioners, the Board of Directors, Grade I to Grade VII Officials; declaration of gratification by Grade I to Grade VII officials; Gratification Control Program (PPG); Implementation of the Whistleblowing System (WBS); Development of Fraud Control System (FCS) with BPKP East Java; Preparation of a Fraud Risk Profile and monitoring fraud risk; Reporting of State Officials' Wealth Report (LHKPN) by Mandatory Reporting (WL), namely the Board of Commissioners, the Board of Directors, SEVP, Grade I and Grade II officials; Implementation of the Anti-Bribery Management System (SMAP) ISO 37001: 2016; Commemoration of World Anti-Corruption Day (HAKORDIA), namely an Anti-Fraud talk show for the Board of Commissioners, the Board of Directors, SEVP, and Grade I to Grade VII officials, and awards given to compartments with integrity and competitions with an anti-corruption theme by Petrokimia Gresik personnel in the context of increasing anti-corruption culture in all work units.

Apart from that, PG is also implementing a gratification socialization program during 2023, including:

1. Signing of the Anti-Gratification Commitment by the Board of Commissioners and Organs, the Board of Directors, SEVP, Grade I and Grade II Officials. This commitment has been shared with all Work Units.
2. Submission of the Board of Directors' Instructions regarding "Anti-Gratification" to all Employees via the Digital Office (DOF) in accordance with Memo No. 0012/B/OT.02.01/14/ID/2023.
3. Submission of the Board of Directors' Instructions regarding "Anti-Gratification on Religious Holidays and Other Holidays," which were conveyed to all Employees

Officer (DOF) sesuai Memo No. 0004/B/OT.02.01/14/PM/2023

4. Penyampaian "Komitmen Penerapan GCG tentang Larangan Menerima, Memberi dan Meminta Gratifikasi kepada dan/atau dari Insan PG" dari Direktur Utama sesuai Memo No. 16634/B/OT.02.01/14/ME/2023 kepada Mitra Bisnis PG.
5. Penyampaian "Komitmen Penerapan GCG tentang Larangan Menerima, Memberi, dan Meminta Gratifikasi kepada dan/atau dari Insan PG" dari Direktur Utama sesuai Memo No. 02850/B/OT.02.01/14/DR/2023 kepada Anak Perusahaan PT Petrokimia Gresik.
6. Menindaklanjuti 21 laporan Gratifikasi dengan rincian 15 laporan kategori "Gratifikasi yang Wajib Dilaporkan" dan 5 (lima) laporan kategori "Gratifikasi Kedinasan" dan 1 (satu) laporan masuk kategori "Penolakan Gratifikasi".
7. Sosialisasi terkait Anti *Fraud*/Anti Gratifikasi melalui WhatsApp *Blast* setiap bulan, majalah internal GEMA setiap bulan, sosialisasi kepada mahasiswa Praktik Kerja Industri (Prakerin) maupun Program Magang Mahasiswa Bersertifikat (PMMB) setiap bulan baik *offline* maupun *online*.
8. Sosialisasi melalui media sosial Instagram bulan Januari dan April 2023.
9. Internalisasi Anti Gratifikasi ke Unit Kerja yakni Dep Riset (6 April 2023); Dep K3 dan PPK (3 Agustus 2023); Dep Adm Bisnis (10 Agustus 2023); Dep Inspeksi Teknik Rotating (3 November 2023).
10. *Workshop* dan Seminar bagi *Compliance Officer* (CO), *Risk Officer* (RO) pada tanggal 20–21 Desember 2023 secara *offline* di Surabaya.
11. Publikasi *X-Banner* Anti Gratifikasi dan Baliho Sistem Manajemen Anti Penyyuapan (SMAP) di Kantor Pusat PT Petrokimia Gresik dan titik-titik di area Perseroan.
12. Publikasi SMAP di *website* Perseroan.
13. Mengikuti Bimbingan Teknis (Bimtek) Aplikasi Gratifikasi Online Modul PPG-Pengisian Renja dan Realisasi Monitoring dan evaluasi PPG tahun 2023 Pada tanggal 3 Maret 2023 dari KPK RI secara daring.
14. *Learning and Sharing* Budaya Anti *Fraud* Insan PG dan sebagai upaya cegah, tangkal, deteksi, dan respons *fraud* di PT Pupuk Indonesia (Persero) tanggal 13 Maret 2023 secara daring.
15. Pada tanggal 9 Juni 2023 mengikuti *Learn and Share* "Pengendalian Benturan Kepentingan" secara *online* oleh PT Pupuk Indonesia.
16. Mengikuti Webinar Pengisian Realisasi Kinerja UPG 2023 secara *online* oleh Komisi Pemberantasan Korupsi.

via the Digital Officer (DOF) in accordance with Memo No. 0004/B/OT.02.01/14/PM/2023

4. Submission of "Commitment to Implementing GCG regarding the Prohibition of Receiving, Giving, and Requesting Gratifications to and/or From PG Personnel" from the President Director in accordance with Memo No. 16634/B/OT.02.01/14/ME/2023 to PG Business Partners.
5. Submission of "Commitment to Implementing GCG regarding the Prohibition of Receiving, Giving, and Requesting Gratifications to and/or From PG Personnel" from the President Director in accordance with Memo No. 02850/B/OT.02.01/14/DR/2023 to the Subsidiary Company of PT Petrokimia Gresik.
6. Followed up on 21 Gratification reports, with details of 15 reports in the "Gratifications that Must Be Reported" category, 5 (five) reports in the "Official Gratifications" category, and 1 (one) report in the "Rejection of Gratifications" category.
7. Socialization related to Anti-Fraud / Anti-Gratification via WhatsApp blast every month, GEMA's internal magazine every month, socialization with Industrial Work Practice (Prakerin) students, and the Certified Student Internship Program (PMMB) every month, both offline and online.
8. Socialization via Instagram social media in January and April 2023.
9. Internalization of Anti-Gratification into Work Units, namely the Research Department (April 6, 2023); Department of OHS and PPK (August 3, 2023); Department of Business Administration (August 10, 2023); and Rotating Engineering Inspection Department (November 3, 2023).
10. Workshop and Seminar for Compliance Officers (CO) and Risk Officers (RO) on December 20–21, 2023, offline in Surabaya.
11. Publication of Anti-Gratification X-Banners and Anti-Bribery Management System (SMAP) Billboards at PT Petrokimia Gresik Head Office and several points in the Company area.
12. Publication of SMAP on the Company website.
13. Follow the Technical Guidance (Bimtek) for the PPG Module Online Gratification Application: Filling in the Renja and Realization of the 2023 PPG Monitoring and Evaluation on March 3, 2023, from the Indonesian Corruption Eradication Commission online.
14. Learning and Sharing Anti-Fraud Culture for Company Personnel and as an online effort to prevent, deter, detect, and respond to fraud at PT Pupuk Indonesia (Persero) on March 13, 2023.
15. On June 9, 2023, take part in the online Learn and Share "Controlling Conflicts of Interest" by PT Pupuk Indonesia. June 19, 2023
16. Attend the online Webinar for the 2023 UPG Performance Realization by the Corruption Eradication Commission.



17. Mengikuti undangan *Workshop* Penguatan Budaya dan Komitmen Anti *Fraud* Pupuk Indonesia Group untuk Seluruh Karyawan pada tanggal 1 Agustus 2023 secara *online*.
18. Mengikuti *Workshop* "Optimalisasi program pengendalian *fraud* dan keterlibatan insan Pupuk Indonesia Grup dalam rangka mewujudkan SDM Unggul yang bersih dan bebas korupsi secara *online* oleh Grade I,II, dan III pada tanggal 31 Oktober 2023
19. Penyelenggaraan *Executive Briefing* dalam rangka peringatan Hari Antikorupsi Sedunia (HAKORDIA) secara *hybrid* pada tanggal 19 Desember 2023 dengan narasumber Bapak Anjas Prasetyo, Analis Muda Gratifikasi KPK RI, Bapak Mucharom, Direktur HC dan Kepatuhan Bank Negara Indonesia; Moderator Emil Faizza, S.Pd,M. Med.Kom,CIT. Peserta *Executive Briefing* yakni Komisaris, Direksi, SEVP, Pengurus Yayasan PG, Direksi Anper PG, Direksi Anper Yayasan PG, Pengurus K3PG, Pejabat Grade I & II.
20. Pemberian apresiasi kepada 21 Pelapor Gratifikasi berupa Piagam Insan PG Berintegritas yang ditandatangani Direktur Utama.
17. Participate in the online invitation to the Pupuk Indonesia Group Culture Strengthening and Anti-Fraud Commitment Workshop for all employees on August 1, 2023.
18. Attended the Workshop on "Optimizing the fraud control program and involvement of Pupuk Indonesia Group personnel in order to create superior human resources that are clean and free of corruption," online by Grade I, II, and III officials on October 31, 2023.
19. Organizing an Executive Briefing in commemoration of World Anti-Corruption Day (HAKORDIA) in a hybrid manner on December 19, 2023, with resource persons Mr. Anjas Prasetyo, Junior Analyst for Gratifications of the Indonesian Corruption Eradication Committee; Mr. Mucharom, Director of HC and Compliance at Bank Negara Indonesia; and Moderator Emil Faizza, S.Pd, M.Med.Kom, CIT. Executive Briefing participants, namely the Board of Commissioners, the Board of Directors, SEVP, PG Foundation Management, PG Subsidiaries Board of Directors, PG Subsidiaries Foundation Board of Directors, K3PG Management, and Grade I & II Officials.
20. Giving appreciation to 21 Gratification Reporters in the form of a PG Personnel Charter with Integrity signed by the President Director.

PG senantiasa memperhatikan prinsip GCG dan mengutamakan pelaksanaan bisnis bebas dari Korupsi, Kolusi, dan Nepotisme (KKN) dengan menerbitkan Pedoman Pengendalian Gratifikasi (PG-PD-10-0008). Pedoman tersebut dikomunikasikan kepada seluruh pemangku kepentingan, baik internal dan eksternal PG dan dapat diakses secara luas melalui tautan: <https://storage.googleapis.com/pkg-portal-bucket/PG-Pedoman-Pengendalian-Gratifikasi-2022.pdf>. Berdasarkan program sosialisasi gratifikasi yang telah dilakukan PG selama tahun 2023, maka realisasi capaian kegiatan tersebut tersaji pada tabel berikut:

PG always pays attention to GCG principles and prioritizes conducting business free from Corruption, Collusion and Nepotism (KKN) by issuing Gratification Control Guidelines (PG-PD-10-0008). These guidelines are communicated to all stakeholders, both internal and external to PG, and can be widely accessed via the link: <https://storage.googleapis.com/pkg-portal-bucket/PG-Pedoman-Pengendalian-Gratifikasi-2022.pdf>. Based on the gratification socialization program that has been carried out by PG during 2023, the actual achievements of these activities are presented in the following table:

Realisasi Komunikasi Program Sosialisasi Gratifikasi Tahun 2023 [GRI 2-24] Realization of Gratification Socialization Program Communication in 2023

No.	Badan Tata Kelola Governance Organ	Wilayah Area	Jumlah Program Sosialisasi Gratifikasi yang Dikomunikasikan Number of Gratification Socialization Program Communicated	Persentase Capaian Program Percentage of Program Achievement
1	Dewan Komisaris Board of Commissioners	Gresik	3	100%
2	Direksi Board of Directors	Gresik	5	100%
3	Karyawan Employee	Gresik	38	100%
4	Karyawan Anak Perusahaan Subsidiaries Employees	Gresik	2	100%
5	Mitra Bisnis Business Partner	Gresik	2	100%
6	Mahasiswa Magang Internship Student	Gresik	14	100%

LAPORAN PERKEMBANGAN GRATIFIKASI

Terdapat sejumlah laporan gratifikasi yang diterima oleh Unit Pengendalian Gratifikasi (UPG) selama periode tahun 2023. Seluruh laporan tersebut telah ditindaklanjuti dengan keputusan sebagai berikut:

1. Mempertimbangkan masalah kepatuhan terhadap etika bisnis dan etika kerja dalam melakukan evaluasi dan memberikan penghargaan pada insan PG.
2. Mencegah kemungkinan terjadinya pelanggaran terhadap etika bisnis dan etika kerja.
3. Melakukan identifikasi atas kemungkinan terjadinya pelanggaran terhadap etika bisnis dan etika kerja.

Beberapa kategori gratifikasi yang diterima UPG hingga akhir Desember 2023 terlampir berikut:

No.	Kategori Category	Jumlah Total
1	Wajib dilaporkan Must be reported	15
2	Kedinasan Official	5
3	Penolakan Rejection	1
Jumlah Total		21

KASUS KORUPSI YANG TERJADI DAN PENANGANANNYA

Selama periode pelaporan tahun 2023, tidak terjadi kasus korupsi yang dilakukan oleh Insan Petrokimia Gresik. Adapun peristiwa yang terjadi adalah pelaporan gratifikasi yang diterima oleh Insan Petrokimia Gresik. Selama tahun 2023, terdapat 21 Pelaporan Gratifikasi di mana 15 di antaranya merupakan kategori gratifikasi yang wajib dilaporkan dan 5 (lima) kasus diantaranya merupakan kategori gratifikasi kedinasan, dan 1 (satu) laporan merupakan kategori penolakan. Seluruh laporan gratifikasi telah ditindaklanjuti dengan dilaporkan kepada Direksi, PT Pupuk Indonesia (Persero), dan KPK-RI. **[205-3]**

Selama periode pelaporan tahun 2023, PG memberikan apresiasi kepada pelapor gratifikasi berupa piagam Insan PG Berintegritas yang ditandatangani oleh Direktur Utama.

KEBIJAKAN LAPORAN HARTA KEKAYAAN PEJABAT NEGARA (LHKPN)

Perusahaan berkomitmen menjalankan kegiatan yang dilakukan secara bersih dan terbebas dari praktik Korupsi, Kolusi, dan Nepotisme (KKN). Komitmen tersebut diimplementasikan dengan mewajibkan kepada Dewan Komisaris, Direksi, Pejabat *Grade I*, Pejabat *Grade II*, dan Pejabat *Grade III* yang selanjutnya disebut sebagai Wajib Lapori (WL) untuk menyampaikan Laporan Harta Kekayaan Penyelenggara Negara (LHKPN) secara periodik sesuai ketentuan Instruksi Menteri Negara BUMN No. INS-02/MBU/2007.

GRATIFICATION DEVELOPMENT REPORT

There were a number of gratification reports received by the Gratification Control Unit (UPG) during the 2023 period. All of these reports have been followed up with the following decisions:

1. Consider the issue of compliance with business ethics and work ethics when evaluating and giving awards to PG employees.
2. Prevent possible violations of business ethics and work ethics.
3. Identify possible violations of business ethics and work ethics.

Several categorizations of Gratifications received by UPG until the end of December 2023 are described below:

CORRUPTION CASES THAT OCCUR AND THEIR HANDLING

During the 2023 reporting period, there were no cases of corruption committed by Petrokimia Gresik personnel. The incident that occurred was the reporting of gratifications received by Petrokimia Gresik personnel. In 2023, there were 21 Gratification Reports, of which 15 are in the gratification category that must be reported, 5 (five) cases are in the Official Gratification category, and 1 (one) report is in the Rejection category. All gratification reports have been followed up by reporting them to the Board of Directors, PT Pupuk Indonesia (Persero), and KPK-RI. **[205-3]**

During the 2023 reporting period, PG gives appreciation to Gratification Reporters in the form of a PG Personnel Charter with Integrity signed by the President Director.

STATE OFFICIALS' WEALTH REPORT POLICY (LHKPN)

The Company is committed to carrying out its activities in a clean manner and free from Corruption, Collusion and Nepotism (KKN) practices. This commitment is implemented by requiring the Board of Commissioners, the Board of Directors, Grade I Officials, Grade II Officials and Grade III Officials, hereinafter referred to as Mandatory Reporting (WL), to submit periodic State Official Wealth Reports (LHKPN) in accordance with the provisions of State Minister for State-Owned Enterprises Instruction No. INS-02/MBU/2007.



Pejabat yang dimaksud adalah pejabat yang menduduki jabatan struktural maupun fungsional baik yang bertugas di internal PG maupun yang sedang ditugaskan pada anak perusahaan, badan hukum lain di lingkungan PG, dan termasuk yang akan memasuki masa purna tugas. Pejabat tersebut yang nantinya disebut sebagai Wajib Lapori (WL) LHKPN dan melaporkan LHKPN melalui aplikasi elektronik (E-LHKPN).

Kewajiban membuat LHKPN bagi pejabat PG dituangkan dalam SK Direksi No. 0332/HU.00.01/04/SK/2016 tentang Pelaporan Harta kekayaan Pejabat di Lingkungan PG dan juga dituangkan di dalam Pedoman Pelaporan Harta Kekayaan Pejabat Perusahaan (PG-PD-10-0029) terbitan 3 tanggal 9 November 2022.

Dengan adanya Surat Edaran Menteri BUMN No. SE-12/MBU/10/2021 tanggal 5 Oktober 2021 perihal Kewajiban Penyampaian Laporan Harta Kekayaan Penyelenggara Negara (LHKPN) bagi Pejabat di Lingkungan Badan Usaha Milik Negara dan Surat Edaran PT Pupuk Indonesia (Persero) No. SE-13/A/KU/A/24/SE/2021 tanggal 15 November 2021 perihal Pemberlakuan Surat Edaran Menteri BUMN No. SE-12/MBU/10/2021, maka diberlakukan penyampaian pelaporan LHKPN bagi Direksi dan Komisaris Cucu Perusahaan PT Pupuk Indonesia (Persero) atau Anak Perusahaan PT Petrokimia Gresik.

Kemudian dengan adanya surat PT Pupuk Indonesia (Persero) No. 17389/A/PA/A24/ET/2022 tanggal 9 September 2022 perihal "Pengelolaan Data Wajib Lapori LHKPN Pupuk Indonesia Group Tahun Pelaporan 2022" Wajib Lapori (WL) LHKPN Pupuk Indonesia Group juga termasuk Pejabat Grade III/Setara.

ORGANISASI PENGELOLA

1. Sekretaris Perusahaan ditunjuk sebagai Koordinator LHKPN di lingkungan Perseroan.
2. Dalam melaksanakan tugas dan fungsi pendaftaran dan pengumuman Laporan Harta Kekayaan Pejabat, Perusahaan membentuk Unit Pengelolaan Laporan Harta Kekayaan Pejabat (UPL) yang berfungsi sebagai Administrasi Perseroan.
3. UPL di Perseroan adalah unit yang membidangi Fungsi Kepatuhan dan Fungsi SDM dan/atau unit yang ditunjuk oleh Perseroan untuk menjadi mitra kerja KPK dalam mengelola Laporan Harta Kekayaan Pejabat dan melakukan koordinasi dengan KPK terkait perubahan regulasi pengelolaan e-LHKPN di Perseroan.
4. Kepala UPL adalah pejabat struktural yang ditunjuk Direksi dengan tanggung jawab atas kegiatan pengelolaan Laporan Harta Kekayaan Pejabat di Perseroan.

The officials in question are those who occupy structural and functional positions, whether serving internally at PG or who are currently assigned to subsidiaries or other legal entities within PG, and include those who are about to enter the retirement period. This official will later be referred to as the LHKPN Mandatory Reporter (WL) and reports the LHKPN via an electronic application (E-LHKPN).

The obligation to make LHKPN for PG officials is stated in the Board of Directors' Decree No. 0332/HU.00.01/04/SK/2016 concerning Reporting the Wealth of Officials in the PG Environment and is also stated in the Guidelines for Reporting the Wealth of Company Officials (PG-PD-10-0029) issue 3 dated November 9, 2022.

With the Circular Letter of the Minister of SOE No. SE-12/MBU/10/2021 dated October 5, 2021, concerning the Obligation to Submit Wealth Reports of State Officials (LHKPN) for Officials within State-Owned Enterprises and PT Pupuk Indonesia (Persero) Circular Letter No. SE-13/A/KU /A/24/SE/2021 dated November 15, 2021, regarding the implementation of the Circular Letter of the Minister of SOE No. SE-12/MBU/10/2021, the submission of LHKPN reporting is enforced for the Board of Directors and the Board of Commissioners of PT Pupuk Indonesia (Persero) subsidiaries or PT Petrokimia Gresik subsidiaries.

Subsequently, with the existence of PT Pupuk Indonesia (Persero) Letter No. 17389/A/PA/A24/ET/2022 dated September 9, 2022, concerning "Data Management for Mandatory Reporting of LHKPN of Pupuk Indonesia Group for Reporting Year 2022," Mandatory Reporting (WL) of LHKPN Pupuk Indonesia Group also includes Grade III/Equivalent Officials.

MANAGEMENT ORGANIZATION

1. The Corporate Secretary is appointed as the LHKPN Coordinator within the Company.
2. In carrying out the duties and functions of registering and announcing Official Wealth Reports, the Company established an Official Wealth Report Management Unit (UPL), which functions as the Company Administration.
3. UPL in the Company is a unit in charge of Compliance Functions and HR Functions and/or a unit appointed by the Company to be a working partner with the Corruption Eradication Commission (KPK) in managing Official Wealth Reports and coordinating with the Corruption Eradication Commission regarding changes to e-LHKPN management regulations in the Company.
4. The Head of UPL is a structural official appointed by the Board of Directors with responsibility for the management activities of Official Wealth Reports in the Company.

5. Administrasi Perseroan memiliki tugas dan tanggung jawab sebagai berikut:

a. Unit yang membidangi Fungsi Kepatuhan:

- Berkoordinasi dengan Administrasi induk Perseroan yang membidangi Fungsi Kepatuhan dalam hal pemantauan dan evaluasi terhadap kepatuhan Wajib Laport dalam melaporkan dan mengumumkan harta kekayaannya dan penggunaan aplikasi e-LHKPN.
- Mengajukan persetujuan, aktivasi, dan non aktivasi akun Wajib Laport serta Administrasi Perseroan kepada Administrasi induk Perserian yang membidangi Fungsi Kepatuhan.
- Menyelenggarakan sosialisasi dan pendampingan pengisian Laporan Harta Kekayaan Pejabat Perusahaan.
- Mengingatkan Wajib Laport Perusahaan untuk mematuhi kewajiban penyampaian Laporan Harta Kekayaan Pejabat.
- Melakukan pemantauan dan evaluasi tingkat kepatuhan Wajib Laport, baik dalam pelaporan harta kekayaan maupun pengumuman laporan harta kekayaan pejabat Perseroan.
- Menyampaikan rekomendasi pemberian sanksi kepada Direksi Anak Perusahaan yang membawahi Fungsi Kepatuhan atau Direktur yang ditunjuk oleh Anak Perusahaan dalam pengelolaan Laporan Harta Kekayaan Pejabat terhadap Wajib Laport yang tidak patuh dalam menyampaikan Laporan Harta Kekayaan Pejabat beserta dokumen secara lengkap.

b. Unit yang membidangi Fungsi SDM:

- Melakukan pemutakhiran data Wajib Laport terkait posisi akhir tahun untuk pejabat aktif, dan sewaktu waktu, setiap terjadi mutasi, rotasi, promosi, demosi, dan pensiun.
- Menyampaikan pemutakhiran data kepegawaian dan data perubahan jabatan Wajib Laport kepada Administrasi Perseroan untuk posisi akhir tahun paling lambat tanggal 1 Desember setiap tahunnya atau waktu lain yang ditetapkan oleh KPK.

SOSIALISASI, INTERNALISASI DAN BIMBINGAN TEKNIS

Sosialisasi terkait pelaporan LHKPN secara intensif dilakukan oleh Perseroan, terutama untuk mensosialisasikan pengisian LHKPN sesuai dengan ketentuan baru dari KPK, yaitu sebagai berikut:

A. Pemberitahuan pengisian LHKPN melalui memo dan surat:

1. Kepada Direksi dan SEVP sesuai Memo No. 00417/B/OT.02.01/14/ME/2023 tanggal 3 Januari 2023 tentang "Pelaporan LHKPN Periodik Tahun 2022".

5. Company Administration has the following duties and responsibilities:

a. Unit in Charge of Compliance Functions:

- Coordinate with the parent company administration in charge of the Compliance Function in terms of monitoring and evaluating Mandatory Reporting compliance in reporting and announcing wealth and use of the e-LHKPN application.
- Submit approval, activation, and non-activation of Mandatory Reporting accounts and Company Administration to the parent Company Administration in charge of Compliance Functions.
- Organizing socialization and assistance in filling out Company Officials' Wealth Reports.
- Reminding Mandatory Company Reports to comply with the obligation to submit Official Wealth Reports.
- Monitoring and evaluating the level of compliance with Mandatory Reporting, both in reporting Wealth and announcing Wealth Reports for Company Officials.
- Submit recommendations for imposing sanctions on the Subsidiary's Board of Directors who are in charge of the Compliance Function or the Director appointed by the Subsidiary in managing Official Wealth Reports against Mandatory Reporting Officers who are not compliant in submitting Official Wealth Reports along with complete documents.

b. Unit in Charge of HR Functions:

- Updating Mandatory Company Reporting data regarding year-end positions for active officers, and at any time, whenever transfers, rotations, promotions, demotions, and retirements occur.
- Submit updated personnel data and data on changes in positions. Must report to the Company Administration for year-end positions no later than December 1 each year or another time determined by the Corruption Eradication Commission.

SOCIALIZATION, INTERNALIZATION, AND TECHNICAL GUIDANCE

Intensive socialization regarding LHKPN reporting is carried out by the Company, especially to socialize filling out LHKPN in accordance with the new provisions of the Corruption Eradication Commission, namely as follows:

A. Notification of LHKPN filling via memo and letter:

1. To the Board of Directors and SEVP in accordance with Memo number: 00417/B/OT.02.01/14/ME/2023 dated January 3, 2023, concerning "Periodic LHKPN Reporting for 2022".



2. Kepada Dewan Komisaris sesuai Memo No. 0001/B/OT.02.01/14/DK/2023 tanggal 3 Januari 2023 tentang "Pelaporan LHKPN Periodik Tahun 2022".
 3. Kepada Pejabat *Grade* I, II, dan III sesuai Memo No. 01090/B/OT.02.01/14/ME/2023 tanggal 6 Januari 2023 tentang "Pelaporan LHKPN Periode Pelaporan Tahun 2022".
 4. Kepada Pejabat *Grade* I, II, III, dan DPB anak Perusahaan sesuai Memo No. 00111/B/OT.02.01/14/DR/2023 tanggal 6 Januari 2023 tentang "Pelaporan LHKPN Periodik 2022".
 5. Kepada Sekretaris Dewan Komisaris sesuai Memo No. 01240/B/OT.02.01/14/DR/2023 tanggal 19 Februari 2023 tentang "Undangan Internalisasi Pelaporan LHKPN Tahun 2022 Pupuk Indonesia Group".
 6. Kepada Direksi dan SEVP Operasi sesuai Memo No. 07797/B/OT.02.01/14/ME/2023 tanggal 20 Februari 2023 tentang "Undangan Internalisasi Pelaporan LHKPN Tahun 2022 Pupuk Indonesia Group".
 7. Kepada Pejabat *Grade* I, II, dan III sesuai Memo No. 07798/B/OT.02.01/14/ME/2023 tanggal 20 Februari 2023 tentang "Undangan Internalisasi Pelaporan LHKPN Tahun 2022 Pupuk Indonesia Group".
 8. Kepada Pejabat *Grade* I, II, dan III DPB Anak Perusahaan sesuai Memo No. 01244/B/OT.02.01/14/DR/2023 tanggal 20 Februari 2023 tentang "Undangan Internalisasi Pelaporan LHKPN Tahun 2022 Pupuk Indonesia Group".
 9. Kepada Direksi dan Dewan Komisaris PT Petrosida dan PT Petrokimia Kayaku sesuai Memo No. 01244/B/OT.02.01/14/DR/2023 tanggal 20 Februari 2023 tentang "Undangan Internalisasi Pelaporan LHKPN Tahun 2022 Pupuk Indonesia Group".
- B. Bimbingan teknis/asistensi langsung kepada Wajib Lapor E- LHKPN PG (Baik melalui tatap muka, telepon/ WhatsApp).
2. To the Board of Commissioners in accordance with Memo No. 0001/B/OT.02.01/14/DK/2023 dated January 3, 2023, concerning "Periodic LHKPN Reporting for 2022".
 3. To Grade I, II, and III Officials in accordance with Memo No. 01090/B/OT.02.01/14/ME/2023 dated January 6, 2023, concerning "LHKPN Reporting for the 2022 Reporting Period".
 4. To Grade I, II, III, and DPB Subsidiary Officials in accordance with Memo No. 00111/B/OT.02.01/14/DR/2023 dated January 6, 2023, concerning "2022 Periodic LHKPN Reporting".
 5. To the Secretary of the Board of Commissioners in accordance with Memo No. 01240/B/OT.02.01/14/DR/2023 dated February 19, 2023, concerning "Invitation for the Internalization of the 2022 LHKPN Reporting for Pupuk Indonesia Group".
 6. To the Board of Directors and SEVP Operations in accordance with Memo No. 07797/B/OT.02.01/14/ME/2023 dated February 20, 2023, concerning "Invitation to Internalize the 2022 LHKPN Reporting for Pupuk Indonesia Group".
 7. To Grade I, II, and III Officials in accordance with Memo No. 07798/B/OT.02.01/14/ME/2023 dated February 20, 2023, concerning "Invitation to Internalize the 2022 LHKPN Reporting for Pupuk Indonesia Group".
 8. To Grade I, II, and III DPB Subsidiary Officials in accordance with Memo No. 01244/B/OT.02.01/14/DR/2023 dated February 20, 2023, concerning "Invitation for Internalization of the 2022 LHKPN Reporting for Pupuk Indonesia Group".
 9. To the Board of Directors and Board of Commissioners of PT Petrosida and PT Petrokimia Kayaku in accordance with Memo No. 01244/B/OT.02.01/14/DR/2023 dated February 20, 2023, concerning "Invitation to Internalize the 2022 LHKPN Reporting for Pupuk Indonesia Group".
- B. Technical guidance/direct assistance to WL E- LHKPN PG (either via in-person, telephone, or WhatsApp).

LAPORAN PERKEMBANGAN LHKPN

Seluruh pimpinan PG yang menduduki jabatan struktural maupun fungsional, pada tahun 2023 telah melaporkan harta kekayaannya sesuai dengan peraturan dan perundangan yang berlaku di Indonesia. Adapun status pelaporan LHKPN Periodik Tahun 2023 sampai dengan batas akhir pelaporan 31 Maret 2024, sebagai berikut:

LHKPN DEVELOPMENT REPORT

In 2023, all PG leaders who occupy structural and functional positions reported their wealth in accordance with the rules and regulations in force in Indonesia. The 2023 Periodic LHKPN reporting status up to the reporting deadline of March 31, 2024, is as follows:

No.	Jabatan Position	Jumlah Wajib Lapo Number of Mandatory Report	Sudah Lapo Reported	
			Jumlah Total	%
1	Dewan Komisaris Board of Commissioner	6	6	100%
2	Direksi Board of Directors	3	3	100%
3	SEVP	1	1	100%
4	Grade I	22	22	100%
5	Grade II	84	84	100%
6	Komisaris Anak Perusahaan Non PG Non PG Subsidiaries Commissioner	3	3	100%
7	Direktur Anak Perusahaan Non PG Non PG Subsidiaries Director	6	6	100%
8	Grade III	211	211	100%
Jumlah Total		336	336	100%

SISTEM PELAPORAN ADUAN PELANGGARAN (*WHISTLEBLOWING SYSTEM/WBS*) [2-23, 2-26]

Whistleblowing System (WBS)

PG menerapkan Sistem Pelaporan Pelanggaran/*Whistleblowing System* (WBS) sebagai media pengaduan bagi pihak eksternal dan internal. Sistem WBS tersebut disediakan PG dan bersifat rahasia/anonim yang digunakan. Hal ini dilakukan guna mengoptimalkan peran serta Insan PG serta pihak lainnya dalam mengungkapkan pelanggaran yang terjadi di lingkungan PG.

Beberapa pihak penanggung jawab Sistem Pelaporan Pelanggaran di PG adalah Direktur Utama serta dibantu oleh Direktur yang membawahi fungsi Tata Kelola dan Kepatuhan, maupun Direktur yang membawahi fungsi lain yang ditunjuk oleh Direktur Utama.

Peran Direktur Utama menetapkan unit yang membidangi fungsi Tata Kelola dan Kepatuhan di PG sebagai Tim Penanganan Aduan (TPA) yang bertugas mengelola Sistem Pelaporan Pelanggaran. Tim Penanganan Aduan (TPA) yakni Tim yang beranggotakan personil dari unit yang membawahi fungsi Tata Kelola dan Kepatuhan di PG, sebagai pengelola pengaduan yang disampaikan melalui Sistem Pelaporan Pelanggaran PG serta bertugas melakukan klarifikasi aduan.

Tim Investigasi merupakan Tim yang dibentuk oleh Direktur Utama melalui Surat Penugasan, di mana personel dari tim tersebut dapat terdiri dari pihak internal (sekurang-

PG implements a Whistleblowing System (WBS) as a medium for complaints from external and internal parties. The WBS system is provided by PG and is used confidentially/ anonymously. This is done to optimize the role of PG personnel and other parties in disclosing violations that occur within the PG environment.

Some of the parties responsible for the Whistleblowing System at PG are the President Director and are assisted by the Director, who oversees the Governance and Compliance function, as well as the Director, who oversees other functions appointed by the President Director.

The role of the President Director is to determine the unit in charge of Governance and Compliance functions at PG, the Complaint Handling Team (TPA), which is tasked with managing the Whistleblowing System. The Complaint Handling Team (TPA) is a team consisting of personnel from the unit that oversees the Governance and Compliance function at PG as a manager of complaints submitted through the PG Whistleblowing System and is tasked with clarifying complaints.

The Investigation Team is a team formed by the President Director through an Assignment Letter, where the personnel of the Team can consist of internal parties (at least consisting



kurangnya terdiri dari personel unit yang membidangi Satuan Pengawasan Intern dan Tata Kelola & Kepatuhan) dan pihak eksternal PG (jika dibutuhkan) terkait keahlian khusus yang diperlukan dalam proses investigasi.

Kebijakan pengelolaan Sistem Pelaporan Pelanggaran telah dituangkan dalam bentuk Pedoman Sistem Pelaporan Pelanggaran yang diterbitkan pada 3 tanggal 23 Desember 2022.

Beberapa batasan dan kategori aduan yang ditindaklanjuti oleh Sistem Pelaporan Pelanggaran adalah tindakan yang dapat merugikan Perusahaan baik secara finansial dan/atau non finansial. Batasan dan kategori tersebut meliputi:

1. Penyimpangan Kode Etik/Perilaku dan Peraturan Perseroan
2. Benturan Kepentingan
3. Kecurangan
4. Korupsi
5. Pencurian
6. Penggelapan
7. Suap
8. Pemerasan
9. Penipuan
10. Gratifikasi yang Ilegal

Kebijakan Sistem Pelaporan Pelanggaran PG diarahkan hanya akan menindaklanjuti pengaduan atas perbuatan/tindakan sebagaimana pada nomor 1 sampai dengan 10. Sedangkan untuk beberapa pengaduan terkait dengan Keselamatan, Kesehatan, Kerja dan Lingkungan Hidup (K3LH), Sumber Daya Manusia, dan fasilitas Perusahaan dapat disampaikan kepada pihak terkait dengan menggunakan mekanisme pelaporan yang berlaku di PG.

Mekanisme penyampaian pengaduan pelanggaran dapat dilakukan dengan 2 (dua) alternatif, yaitu:

1. Pelapor bersedia mengungkapkan identitas kepada TPA.
2. Pelapor tidak bersedia mengungkapkan identitas (*anonymous*).

PG menyediakan media penyampaian pengaduan pelanggaran yang dapat dilakukan melalui beberapa media komunikasi elektronik di antaranya:

1. SMS/WhatsApp: 0811 359 1385;
2. E-mail: pgbersih@petrokimia-gresik.com;
3. Desk Pengaduan kepada Tim WBS PT Petrokimia Gresik
4. Alamat: Gedung Utama Kantor Pusat PT Petrokimia Gresik Lantai 5 Jl. Jend. Ahmad Yani, Gresik 61119

Selama tahun 2023, PG telah menerima 152 laporan aduan dugaan pelanggaran dengan 1 (satu) laporan kategori pelanggaran serta 151 laporan kategori non pelanggaran. Adapun rincian status pelaporan tersebut sebagai berikut:

of unit personnel in charge of the Internal Oversight and Governance & Compliance Unit) and external PG parties (if needed) related to the special skills required in the investigation process.

The Whistleblowing System (WBS) management policy has been outlined in the form of the Whistleblowing System Guidelines, which were published on December 23, 2022.

Several limitations and categories of complaints that are followed up by the Whistleblowing System are actions that can harm the Company both financially and/or non-financially. These limitations and categories include:

1. Deviations from the Code of Ethics/Conduct and Company Regulations
2. Conflict of Interest
3. Cheating
4. Corruption
5. Thievery
6. Embezzlement
7. Bribery
8. Blackmail
9. Fraud
10. Illegal Gratification

PG's Whistleblowing System policy is directed to only follow up on complaints regarding acts/actions as in numbers 1 to 10. Meanwhile, several complaints related to Safety, Health, Work and the Environment (K3LH), Human Resources, and Company facilities can be submitted to the following related parties using the reporting mechanisms that apply in PG.

The mechanism for submitting complaints about violations can be done using 2 (two) alternatives, namely:

1. The whistleblower is willing to reveal their identity to the TPA.
2. The whistleblower is not willing to reveal their identity (*anonymous*).

PG provides a medium for submitting complaints of violations, which can be done through several electronic communication media including:

1. SMS/WhatsApp: 0811 359 1385;
2. E-mail: pg Bersih@petrokimia-gresik.com;
3. Complaints Desk to PT Petrokimia Gresik WBS Team
4. Address: Main Building, PT Petrokimia Gresik Head Office, 5th Floor, Jl. Jend. Ahmad Yani, Gresik 61119

During 2023, PG has received 152 reports of complaints of alleged violations, with 1 report in the violation category and 151 reports in the non-violation category. The details of the reporting status are as follows:

No.	Status	Total Aduan hingga Desember 2023 Total Complaint as of December 2023
Jenis Aduan Type of Complaint		
1	Aduan Dugaan Pelanggaran Complaints of Alleged Violations	1
2	Bukan Aduan Dugaan Pelanggaran Not a Complaint of Alleged Violation	151
Jumlah Aduan Total Complaint		152
Proses Klarifikasi dan Pemenuhan Persyaratan Aduan Dugaan Pelanggaran Process for Clarification and Fulfillment of Requirements for Complaints of Alleged Violations		
1	Proses Klarifikasi Clarification Process	-
2	Pemenuhan Persyaratan Fulfillment of Requirements	-
	a. Memenuhi Syarat (untuk diinvestigasi) Meeting the Requirement (to be investigated)	-
	b. Tidak Memenuhi Syarat Not Meeting the Requirement	1
Jumlah Aduan Total Complaint		1
Proses Investigasi dan Putusan Aduan Dugaan Pelanggaran Process of Investigation and Resolution on Complaints of Alleged Violations		
1	Proses Investigasi Investigation Process	-
2	Putusan Resolution	-
	a. Hukuman Punishment	-
	b. Tidak Terbukti Not Proven	-
Jumlah Aduan Total Complaint		-

UNIT PENGELOLA PELAPORAN

Fungsi Pengelola WBS dalam pelaksanaan pengelolaan Sistem Pelaporan Pelanggaran (*Whistleblowing System/ WBS*) dilakukan oleh Departemen Tata Kelola Perusahaan & Manajemen Risiko (TKP & MR).

LINGKUP PENGADUAN

Lingkup Pengaduan/Penyingkapan yang akan ditindaklanjuti oleh Sistem Pelaporan Pelanggaran PG adalah setiap tindakan yang dapat merugikan perusahaan, meliputi:

1. Kecurangan (*Fraud*) yang meliputi aktivitas sebagai berikut:
 - a. **Korupsi (*Corruption*)**
Perbuatan yang dilakukan secara curang atau melawan hukum yang bertentangan dengan kepentingan Perseroan dan/atau penyalahgunaan wewenang jabatan/kepercayaan yang diberikan kepada yang bersangkutan dengan tujuan memperkaya diri sendiri dan/atau orang lain, dan/atau korporasi yang dapat merugikan Perseroan;

REPORTING MANAGEMENT UNIT

The WBS Management function in implementing the management of the Whistleblowing System (WBS) is carried out by the Corporate Governance & Risk Management (TKP & MR) Department.

SCOPE OF COMPLAINT

The scope of Complaints/Disclosures that will be followed up by the PG Whistleblowing System includes any action that could be detrimental to the Company, including:

1. Fraud, which includes the following activities:
 - a. **Corruption**
An act carried out fraudulently or against the law that is contrary to the interests of the Company and/or abuse of the authority of the position/trust given to the person concerned with the aim of enriching themselves, and/or other people, and/or the corporation, which can harm the Company;



i. Penyuapan (*Bribery*)

Perbuatan memberi uang sogok dan/atau memberi hadiah, janji, yang diberikan atau diterima dalam bentuk apa pun kepada seseorang yang berpengaruh atau berhubungan dengan jabatannya dengan tujuan ingin mendapatkan sesuatu untuk kepentingan pribadi atau korporasi;

ii. Benturan Kepentingan (*Conflict of Interest*)

Situasi atau kondisi di mana Insan PG yang mendapatkan kekuasaan dan kewenangan memiliki atau diduga memiliki kepentingan pribadi/golongan atas setiap penggunaan kekuasaan dan kewenangan yang dimilikinya, sehingga dapat memengaruhi kualitas dan kinerja seharusnya; **[2-15]**

iii. Gratifikasi Ilegal (*Illegal Gratuities*) atau Gratifikasi yang Wajib Dilaporkan/Dianggap Suap

Perbuatan memberi dan/atau menerima hadiah atau cendera mata dan hiburan, baik yang diterima di dalam negeri maupun di luar negeri, dan dilakukan dengan menggunakan sarana elektronik atau tanpa sarana elektronik, yang dilakukan oleh Insan PG terkait dengan wewenang/jabatannya di PG, sehingga dapat menimbulkan benturan kepentingan yang memengaruhi independensi, objektivitas maupun profesionalisme Insan PG; **[2-15]**

iv. Pemerasan Ekonomi (*Economic Extortion*)

Perbuatan Insan PG dengan maksud untuk menguntungkan diri sendiri atau orang lain secara melawan hukum, memaksa seseorang dengan kekerasan atau ancaman kekerasan untuk memberikan sesuatu barang, yang seluruhnya atau sebagian adalah kepunyaan orang itu atau orang lain, atau supaya membuat utang atau menghapuskan piutang.

b. Penyalahgunaan Aset

Segala Tindakan dari Insan PG yang dengan sengaja menggunakan aset Perseroan secara tidak benar/sebagaimana mestinya. Termasuk dalam definisi aset Perseroan adalah segala bentuk informasi dan kekayaan intelektual Perseroan.

c. Kecurangan laporan Keuangan dan Non Keuangan

Segala Tindakan Insan PG yang dengan sengaja menyebabkan terjadinya *misstatement* atau adanya penghilangan informasi yang bersifat penting/material/signifikan yang seharusnya ada dalam laporan keuangan atau laporan non keuangan Perseroan.

i. Bribery

The act of giving bribes and/or gifts, promises, or any other gifts given or received in any form to someone who is influential or related to their position with the aim of obtaining something for personal or corporate interests;

ii. Conflict of Interest

A situation or condition where PG Personnel who have power and authority have or are suspected of having personal/group interests in every use of the power and authority they have, so that it can affect the quality and performance they should have; **[2-15]**

iii. Illegal Gratifications or Gratifications that Must Be Reported/Considered Bribery

The act of giving and/or receiving gifts or souvenirs and entertainment, whether received domestically or abroad, and which are carried out using electronic means or without electronic means, carried out by PG Personnel related to their authority/position in PG, so that it can give rise to conflicts of interest that affect the independence, objectivity and professionalism of PG Personnel; **[2-15]**

iv. Economic Extortion

An act of PG Personnel with the intention of benefiting themselves or another person unlawfully, forcing someone by force or threat of violence to give something that in whole or in part belongs to that person or another person, or in order to make debt or write off receivables;

b. Misuse of assets

All actions of PG Personnel who deliberately use company assets incorrectly/as appropriate. Included in the definition of company assets are all forms of company information and intellectual property;

c. Financial and Non-Financial Statement Fraud

All actions of PG Personnel that intentionally cause misstatement or omission of important/material/significant information that should be in the Company's financial statements or non-financial statements;

2. Perbuatan yang Melanggar Hukum atau Peraturan/Kode Etik Perseroan
Pelanggaran peraturan perundangan yang berkaitan dengan operasional perseroan maupun pelanggaran terhadap peraturan internal yang berpotensi mencemarkan reputasi PG atau mengakibatkan kerugian bagi PG.
3. Perbuatan Membahayakan Keselamatan
Perbuatan/tindakan yang mengakibatkan keselamatan Insan PG dalam bahaya yang berakibat pada pencemaran reputasi PG atau mengakibatkan kerugian bagi PG.

KEWAJIBAN PELAPORAN PELANGGARAN

Perusahaan senantiasa menekankan kepada setiap Insan PG untuk meningkatkan kesadaran serta berperan aktif dalam melaporkan setiap terjadinya pelanggaran yang ditemukan kepada perusahaan. Penyampaian pelanggaran merupakan bagian dari upaya PG mencegah kondisi yang dapat merugikan PG, sekaligus dapat mencegah dampak yang tidak diinginkan menyebar luas demi kepentingan bersama.

MEKANISME PELAPORAN

Perusahaan menekankan kepada Insan PG untuk senantiasa meningkatkan kesadaran dan berperan aktif untuk melaporkan setiap terjadinya pelanggaran yang ditemukan kepada perusahaan. Mekanisme penyampaian pelanggaran dapat disampaikan kepada Fungsi Pengelola WBS telah diatur oleh PG dengan beberapa ketentuan berikut:

1. Pelapor menyampaikan aduan dugaan pelanggaran melalui media yang disediakan oleh Perseroan.
2. Pelapor wajib memberikan indikasi awal yang dapat dipertanggungjawabkan, meliputi:
 - a. Pelanggaran/permasalahan yang diadukan, yaitu pokok pengaduan dan jumlah kerugian jika dapat ditentukan). Satu pengaduan hanya untuk satu pelanggaran;
 - b. Pihak yang terlibat, yaitu: pelaku atau pihak yang seharusnya bertanggung jawab atas pelanggaran tersebut, termasuk saksi-saksi dan pihak yang diuntungkan atau dirugikan atas pelanggaran tersebut;
 - c. Lokasi pelanggaran, yaitu nama tempat atau unit kerja pelanggaran tersebut terjadi;
 - d. Waktu pelanggaran, yaitu periode pelanggaran baik berupa hari, minggu, bulan, tahun, atau tanggal tertentu terjadinya pelanggaran;
 - e. Penjelasan mengenai bagaimana terjadinya pelanggaran tersebut secara kronologis, disertai bukti-bukti pendukungnya;
 - f. Keterangan mengenai pelaporan kepada pihak lain terkait tentang pelanggaran serta peristiwa pelanggaran serupa sebelumnya

2. Actions that Violate the Law or Company Regulations/ Code of Ethics
A violation of laws and regulations relating to company operations or a violation of internal regulations that has the potential to tarnish PG's reputation or result in losses for PG.
3. Acts that Endanger Safety
An act/action that puts the safety of PG Personnel in danger, resulting in tarnishing PG's reputation or resulting in losses for PG.

VIOLATION REPORTING OBLIGATIONS

The Company always emphasizes every PG personnel to increase awareness and play an active role in reporting any violations found to the Company. Reporting violations is part of the PG's efforts to prevent conditions that could be detrimental to the PG, as well as prevent undesirable impacts from spreading widely for the common good.

REPORTING MECHANISM

The Company emphasizes that PG personnel should always increase awareness and play an active role in reporting any violations found to the Company. The mechanism by which violations can be submitted to the WBS Management Function has been regulated by the PG with the following provisions:

1. The whistleblower submits a complaint of an alleged violation through the media provided by the Company.
2. The whistleblower is required to provide initial indications that can be accounted for, including:
 - a. The violation/problem being complained about, namely the subject of the complaint and the amount of loss, if it can be determined. One complaint for only one violation;
 - b. The parties involved, namely: the perpetrator or party who should be responsible for the violation, including witnesses and parties who benefit or suffer losses from the violation;
 - c. Location of the violation, namely the name of the place or work unit where the violation occurred;
 - d. Time of violation, namely the period of violation, whether in the form of a day, week, month, year, or a specific date when the violation occurred;
 - e. An explanation of how the violation occurred chronologically, accompanied by supporting evidence;
 - f. Information regarding reporting to other relevant parties regarding violations and previous incidents of similar violations.



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

PROSEDUR PELAPORAN

1. Pelapor membuat pengaduan/penyingkapan dan mengirimkannya kepada Fungsi Pengelola WBS melalui sarana/media sebagai berikut:
 - E-mail: pgbersih@petrokimia-gresik.com
 - WA: 0811 359 1385
 - WBS Terintegrasi: <https://wbs.pupuk-indonesia.com>
2. Laporan pengaduan/penyingkapan akan diterima oleh Fungsi Pengelola WBS, yaitu Departemen Tata Kelola Perusahaan & Manajemen Risiko (TKP & MR).

3. Reporting violations in writing without identification (anonymous) is permitted, but must be accompanied by photocopies/copies of documents relating to transactions carried out and/or violations committed.

REPORTING PROCEDURES

1. The Whistleblower makes a Complaint/Disclosure and sends it to the WBS Management Function via the following means/media:
 - E-mail: pg Bersih@petrokimia-gresik.com
 - WA: 0811 359 1385
 - Integrated WBS: <https://wbs.pupuk-indonesia.com>
2. Complaint/disclosure reports will be received by the WBS Management Function, namely the Corporate Governance & Risk Management (TKP & MR) Department.

MEDIA PELAPORAN WBS PETROKIMIA GRESIK

Petrokimia Gresik WBS Reporting Media



PESAN TEKS/WHATSAPP

Text Message/WhatsApp

+62 811 359 1385



TELEPON

Telephone

2874



E-MAIL

pgbersih@petrokimia-gresik.com



SITUS

Website

www.petrokimia-gresik.com > menu tata kelola > wbs terintegrasi > kirim pengaduan

PENANGGUNG JAWAB TINDAK LANJUT

Pihak yang memiliki kewenangan untuk menindaklanjuti laporan pengaduan/penyingkapan:

1. Tim Investigasi, jika terlapor adalah Insan PG selain Dewan Komisaris dan Direksi.
2. Dewan Komisaris, jika terlapor adalah Direksi.
3. Direktur Utama, jika terlapor adalah Dewan Komisaris.

RESPONSIBLE FOR FOLLOW-UP

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

1. Investigation Team, if the reported party is PG Personnel other than the Board of Commissioners and the Board of Directors.
2. Board of Commissioners, if the Reported Party is the Board of Director.
3. President Director, if the Reported Party is the Board of Commissioners.

PELAPORAN WBS

Selama tahun 2023, terdapat total 152 laporan aduan pelanggaran yang masuk melalui media WBS, 1 (satu) laporan aduan kategori pelanggaran dan 151 laporan aduan kategori non pelanggaran. Dari 152 laporan aduan pelanggaran, 98 disampaikan melalui WhatsApp dan 54 disampaikan melalui *e-mail*.

TINDAK LANJUT PELAPORAN WBS

Laporan aduan pelanggaran yang masuk melalui media WBS berjumlah 1 (satu) aduan, telah ditindaklanjuti oleh Tim Penanganan Aduan (TPA) WBS Perseroan, yakni diteruskan ke Unit Kerja yang bersangkutan. Sedangkan untuk laporan aduan kategori non pelanggaran sejumlah 151 aduan. Bentuk laporan aduan kategori non pelanggaran tersebut meliputi: tawaran pelatihan, tawaran produk, dan *spam* diproses oleh TPA dengan keputusan akhir tidak memenuhi syarat.

PERLINDUNGAN BAGI PELAPOR

1. Mekanisme perlindungan pelapor dan petugas terkait:
 - a. Perseroan menjamin perlindungan terhadap pelapor dari segala bentuk ancaman, intimidasi, atau pun tindakan tidak menyenangkan dari pihak mana pun selama pelapor menjaga kerahasiaan identitas dan pelaporan pelanggaran yang diajukan kepada pihak mana pun.
 - b. Perlindungan ini juga berlaku bagi para pihak yang melaksanakan investigasi maupun pihak-pihak yang memberikan informasi terkait dengan pengaduan tersebut.
 - c. Dalam hal pelapor atau petugas TPA dan/atau Tim Investigasi menerima ancaman terhadap pekerjaan fisik, hak remunerasi, maupun fasilitas pekerjaan yang diterima dari Perseroan, maka pelapor menyampaikan permohonan perlindungan kepada pemegang saham dan/atau Komisaris Utama dan/atau Direktur Utama melalui Pengelola Sistem Pelaporan Pelanggaran.
 - d. Dengan pertimbangan tertentu, Perseroan juga dapat memberikan perlindungan kepada keluarga pelapor, TPA, atau Tim investigasi.
 - e. Pemberian perlindungan kepada pelapor, petugas TPA, atau petugas investigasi dapat ditolak atau dihentikan apabila terdapat bukti bahwa yang bersangkutan tidak melakukan kewajibannya dalam menjaga kerahasiaan identitas diri dan laporannya.

WBS REPORTING

In 2023, there were a total of 152 violation complaint reports submitted via WBS media, 1 (one) complaint report in the violation category, and 151 complaint reports in the non-violation category. Of the 152 violation complaints, 98 were submitted via WhatsApp and 54 were submitted via e-mail.

WBS REPORTING FOLLOW-UP

Reports of violations that came in via WBS media amounted to 1 complaint, which was followed up by the Company's WBS Complaint Handling Team (TPA), which was forwarded to the relevant Work Unit. Meanwhile, there were 151 complaints in the non-violation category. The form of complaint report in the non-violation category includes training offers, product offers, and spam processed by TPA with a final decision of not meeting the requirements.

PROTECTION FOR WHISTLEBLOWERS

1. Protection mechanism for whistleblowers and related officials:
 - a. The Company guarantees protection for the whistleblower from all forms of threats, intimidation, or unpleasant actions from any party as long as the whistleblower maintains the confidentiality of their identity and the complaint reported to any party.
 - b. This protection also applies to parties carrying out investigations and parties providing information related to the complaint.
 - c. In the event that the whistleblower or TPA officer and/or investigation team receives threats to their physical work, remuneration rights, or work facilities received from the Company, then the whistleblower submits a request for protection to the shareholders and/or President Commissioner and/or President Director through the Whistleblowing System Manager.
 - d. With certain considerations, the Company can also provide protection to the whistleblower's family, TPA, or investigation team.
 - e. The provision of protection to a whistleblower, TPA officer or investigating officer may be refused or terminated if there is evidence that the person concerned has not carried out their obligations in maintaining the confidentiality of their identity and report.



2. Bentuk perlindungan pada pelapor dan petugas terkait:

Bentuk-bentuk perlindungan kepada pelapor dan petugas terkait antara lain namun tidak terbatas pada:

- a. Perlindungan kerahasiaan informasi yang diberikan.
 - b. Perlindungan atas pengenaan sanksi administrasi/kepegawaian Perseroan.
 - c. Perlindungan dari diskriminasi atau ancaman dari terlapor dan pihak-pihak terkait penyimpangan yang dilaporkan.
 - d. Perlindungan berupa bantuan hukum bagi pelapor dalam kondisi pelapor mendapat tuntutan hukum dari pihak yang dilaporkan.
 - e. Bentuk perlindungan yang diberikan disesuaikan dengan bentuk ancaman/tindakan balasan yang diterima. Pemberian perlindungan dilakukan dengan tetap memperhatikan asas kerahasiaan dan ketentuan terkait yang berlaku di Perusahaan.
- ## 3. Pihak yang bertanggung jawab khusus melindungi pelapor:
- a. Perseroan melindungi pelapor, baik dari ancaman internal maupun eksternal, melalui unit yang membidangi Fungsi Tata Kelola dan Kepatuhan serta Fungsi Hukum, serta fungsi lain di dalam Perseroan yang memiliki kompetensi dalam menjamin perlindungan pelapor.
 - b. Persoan dapat bekerja sama dengan lembaga pemerintah yang memiliki kompetensi di bidang perlindungan saksi dalam upaya perlindungan bagi pelapor sebagai saksi atas aduan yang disampaikan.

2. Forms of protection for whistleblowers and related officers:

Forms of protection for whistleblowers and related officers include, but are not limited to:

- a. Protection of the confidentiality of the information provided.
 - b. Protection against the imposition of Company administrative/employment sanctions.
 - c. Protection from discrimination or threats from the Reported Party and parties related to the reported violation.
 - d. Protection in the form of legal assistance for the whistleblower in the event that the whistleblower receives a legal claim from the party being reported.
 - e. The form of protection provided is adjusted to the form of threat/retaliation received. The protection is given while still observing the principles of confidentiality and related provisions that apply in the Company.
- ## 3. The party with special responsibility for protecting the whistleblower:
- a. The Company protects whistleblowers from both internal and external threats through units in charge of Governance and Compliance Functions as well as Legal Functions, as well as other functions within the Company that have competence in ensuring the protection of whistleblowers.
 - b. The Company can collaborate with government institutions that have competence in the field of witness protection in efforts to protect whistleblowers as witnesses to complaints submitted.

PERILAKU ANTI PERSAINGAN USAHA [206-1]

Anti-Competitive Business Behavior

Persaingan usaha yang sehat merupakan salah satu prinsip yang menjadi dasar PG menjalankan kegiatan usahanya. Prinsip yang dilaksanakan oleh PG tersebut selaras dengan Undang-Undang No. 5 tahun 1999 tentang Larangan Praktik Monopoli dan Persaingan Usaha Tidak Sehat, sebagai upaya Pemerintah dalam mencegah praktik bisnis monopoli dan persaingan tidak sehat.

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

Healthy business competition is one of the principles on which PG carries out its business activities. The principles implemented by PG are in line with Law Number 5 of 1999 concerning Prohibition of Monopolistic Practices and Unfair Business Competition, as part of the Government's effort to prevent monopolistic business practices and unfair competition.

During the reporting period, there were no complaints to the KPPU. The results of the 2017 KPPU complaint decision stated that PG did not violate Article 22 of Law No. 5 of 1999, so no sanctions or legal action were taken against PG.

PAJAK

Tax

PENDEKATAN PERPAJAKAN [207-1]

PG senantiasa menerapkan mekanisme pendekatan perpajakan yang meliputi:

1. PG berkomitmen untuk taat terhadap regulasi perpajakan yang berlaku dan ketentuan dari PT Pupuk Indonesia (Persero).
2. PG mendukung penuh pembangunan nasional berkelanjutan dengan memberikan kontribusi maksimal di bidang perpajakan.
3. PG berkordinasi dengan PT Pupuk Indonesia (Persero) menyusun strategi perpajakan dan dikaji setiap kali terdapat perubahan regulasi.

TATA KELOLA PERPAJAKAN [207-2]

Tata kelola perpajakan yang diterapkan oleh PG senantiasa selaras dengan ketentuan yang berlaku, melakukan pengontrolan, pembayaran, pelaporan, dan mengelola risiko perpajakan PG dengan baik mencakup:

1. Pengelolaan perpajakan secara organisasi melalui Direktorat Keuangan & Umum yang operasionalnya dilaksanakan oleh Departemen Keuangan.
2. Tata kelola perpajakan PG mengikuti ketentuan dari PT Pupuk Indonesia No. PI-AKT-PD-009 tanggal 10 Maret 2020 tentang Pedoman Pengelolaan Pajak.
3. PG melakukan sosialisasi terkait regulasi perpajakan yang baru berlaku kepada karyawan dan rekanan atau para pihak yang terkait, mengelola dan mendistribusikan data perpajakan karyawan untuk pembuatan SPT Pph perorangan/karyawan.
4. PG mengidentifikasi risiko perpajakan, menyiapkan mitigasi dan mengendalikan risiko perpajakan tanpa melanggar ketentuan perpajakan yang berlaku yang secara rutin bulanan dilakukan pemantauan risikonya.
5. PG melalui tata kelola yang baik memastikan ketaatan terhadap ketentuan perpajakan yang berlaku, diaudit oleh auditor internal, auditor eksternal dan dievaluasi oleh Dirjen Pajak.
6. Penyampaian perihal penyimpangan perpajakan dapat menggunakan akses *Whistleblowing System* (WBS) melalui berbagai media.
7. PG memenuhi segala kewajiban perpajakan sesuai ketentuan yang berlaku sebagai bagian dari etika dan integritas, di antaranya pembayaran dan pelaporan perpajakan tepat waktu.

TAXATION APPROACH [207-1]

PG always implements a tax approach mechanism, which includes:

1. PG is committed to complying with applicable tax regulations and the provisions of PT Pupuk Indonesia (Persero).
2. PG fully supports sustainable national development by providing the maximum contribution in the field of taxation.
3. PG coordinates with PT Pupuk Indonesia (Persero) to develop a tax strategy and reviews it every time there is a change in regulations.

TAX GOVERNANCE [207-2]

The tax governance implemented by PG is always in line with applicable regulations, controlling, paying, reporting, and managing PG's tax risks well, including:

1. Organizational tax management through the Finance & General Directorate, whose operations are carried out by the Ministry of Finance.
2. PG's tax governance follows the provisions of PT Pupuk Indonesia No. PI-AKT-PD-009 dated March 10, 2020, concerning Tax Management Guidelines.
3. PG carries out socialization regarding new tax regulations with employees, partners, or related parties, as well as manages and distributes employee tax data for preparing individual/employee Income Tax Returns.
4. PG identifies tax risks, prepares mitigation, controls tax risks without violating applicable tax provisions, and regularly monitors risks on a monthly basis.
5. PG, through good governance, ensures compliance with applicable tax regulations, is audited by internal and external auditors, and is evaluated by the Director General of Taxes.
6. Submissions regarding tax irregularities can use Whistleblowing System (WBS) access through various media.
7. PG fulfills all tax obligations in accordance with applicable regulations as part of ethics and integrity, including timely tax payments and reporting.



KETERIKATAN PEMANGKU KEPENTINGAN DAN PERHATIAN MANAJEMEN TERHADAP PERPAJAKAN [207-3]

1. PG membina komunikasi yang baik dengan otoritas perpajakan, melakukan konsultasi dengan Dirjen Pajak dan Pemerintah Daerah setempat untuk meminimalisasi risiko sanksi pajak dan menyusun strategi perpajakan.
2. PG bekerja sama dengan instansi perpajakan untuk mendapatkan advokasi dalam hal terdapat perlakuan atas transaksi perpajakan yang belum diatur secara tegas untuk memastikan telah memenuhi kewajiban perpajakan sesuai ketentuan yang berlaku.
3. PG mengadakan pertemuan rutin Pokja Pajak yang melibatkan Induk, Grup, Rekanan, dan Dirjen Pajak untuk membahas regulasi perpajakan dan permasalahannya.

YURIDIKSI PAJAK PG [207-4]

PG merupakan sebuah entitas yang didirikan pada yurisdiksi negara Indonesia, serta tunduk pada peraturan perpajakan yang berlaku di Indonesia. PG tidak memiliki kewajiban perpajakan selain dalam yurisdiksi Indonesia dengan laporan berikut:

Nama Entitas Objek Pajak Name of the Tax Object Entity	PT PETROKIMIA GRESIK	Aktivitas Utama Organisasi The Main Activities of the Organization	Produsen pupuk dan bahan kimia Fertilizer and chemical manufacturers
Jumlah Pegawai dan Dasar Perhitungannya Number of Employees and Basis for Calculation	Termuat dalam pembahasan SDM Included in the HR discussion	Pendapatan dari Penjualan terhadap Pihak Ketiga Income from Sales to Third Parties	Termuat dalam pembahasan keuangan Included in the financial discussion
Pendapatan dari Transaksi Intra Grup dengan Yuridiksi Pajak yang Berbeda Income from Intra-Group Transactions with Different Tax Jurisdictions	Tidak ada grup usaha di luar yuridiksi Indonesia There are no business groups outside Indonesian jurisdiction	Laba/Rugi sebelum Pajak Profit/Loss before Tax	Termuat dalam pembahasan keuangan Included in the financial discussion
		Jumlah Aset Berwujud, serta Nilai Kas dan Setara Kas Number of Tangible Assets, as well as the Value of Cash and Cash Equivalents	Termuat dalam pembahasan keuangan Included in the financial discussion

No.	Jenis Pajak Tax Type	Nilai (Rp) Value (Rp)
1	PPh Badan Corporate Income Tax	251.077.803.303
2	PPN Masa Period VAT	118.403.098
3	PPN Wajib Pungut Withholding Tax	924.751.481.824
4	PPN Pemotongan/Pemungutan Income Tax	825.900.305.287
5	Pajak & Retribusi Daerah Regional Taxes & Retribution	34.276.127.656
Jumlah Total		251.077.803.303

Beban Pajak Penghasilan dalam Laporan Keuangan Konsolidasian Tahun 2023
Income Tax Expense in the 2023 Consolidated Financial Statements

Rp293.434.947.740

Tidak ada perbedaan perhitungan pengakuan pajak dengan pajak jatuh tempo, jika tarif pajak resmi diberlakukan untuk menghitung jumlah laba/rugi sebelum pajak
There is no difference in the calculation of tax recognition and tax due, if the official tax rate is applied to calculate the amount of profit/loss before tax

STAKEHOLDER ENGAGEMENT AND MANAGEMENT ATTENTION TO TAXATION [207-3]

1. PG maintains good communication with tax authorities, consults with the Director General of Taxes and local regional governments to minimize the risk of tax sanctions, and develops tax strategies.
2. PG collaborates with tax agencies to obtain advocacy in the event that there is treatment of tax transactions that has not been strictly regulated to ensure that tax obligations have been fulfilled in accordance with applicable regulations.
3. PG holds regular Tax Working Group meetings involving Parent, Group, Partners, and the Director General of Taxes to discuss tax regulations and problems.

PG TAX JURISDICTION [207-4]

PG is an entity established in the jurisdiction of Indonesia and is subject to the tax regulations in force in Indonesia. PG has no tax obligations other than within Indonesian jurisdiction, as indicated by the following reports:



**PETROKIMIA
GRESIK**
Solusi Agroindustri



Penumpang BNI
Wilayah I Jawa Timur

Direktur
PT Sinergi Gula Nusantara

Direktur Utama
PT Petrokimia Gresik

12,3%

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05

KINERJA LINGKUNGAN **BERKELANJUTAN**

Sustainable Environmental
Performance





Da placcum liquos suntur similic imeturqui rerupit, omni ditiunt laborumqui voloriam labore erum etus. Endae pori andernature et aut eos del ipsum fuga. Ihilloratus. Ehenditia vit harci vellorior aspelitio es es vel modicte at arcima nessequi is que veresec tusandictur Unt lacerendic te que eatiae latini samenem.

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PG sebagai bagian dari masyarakat global (*global citizen*) yang bersandar pada prinsip-prinsip keberlanjutan senantiasa menyadari pentingnya kepedulian terhadap isu-isu dunia, termasuk peningkatan kesadaran akan pentingnya penanggulangan dampak proses bisnis terhadap lingkungan hidup. Pemahaman tersebut didorong oleh komitmen PG untuk berkontribusi terhadap pemeliharaan kelestarian lingkungan hidup bagi generasi masa kini dan masa depan mendukung realisasi tujuan pembangunan berkelanjutan (*Sustainable Development Goals*).

Petrokimia Gresik telah menerapkan Sistem Manajemen Lingkungan (SML) sebagai bagian dari sistem manajemen Perseroan yang terintegrasi dengan Sistem Manajemen Mutu (SMM) dan Sistem Manajemen K3 (SMK3), Halal dan FSSC di dalam Kebijakan Sistem Manajemen Perseroan. Untuk menjamin pelaksanaan SML sesuai dengan standar, Petrokimia Gresik telah disertifikasi oleh badan sertifikasi independen, yaitu Sucofindo International Certification Service (SICS) sejak tahun 1998. Sertifikat ISO 14001:2015 No. EMS 00057 berlaku sejak tanggal 7 April 2021 sampai dengan tanggal 7 Maret 2024. [3-3]

SML mencakup pengendalian terhadap seluruh kegiatan korporasi dan aspek efisiensi energi, penurunan pencemaran udara konvensional dan gas rumah kaca, pengurangan dan pemanfaatan LB3, 3R limbah padat non B3, efisiensi air dan penurunan beban pencemaran, perlindungan keanekaragaman hayati serta *community development* sesuai dengan peraturan perundangan yang berlaku dan standar SML ISO 14001:2015. Sistem ini mengatur pengelolaan lingkungan dalam satu siklus P-D-C-A (*Plan, Do, Check, Action*). Evaluasi penerapan SML dilakukan melalui audit internal setiap 6 (enam) bulan sekali dan ditindaklanjuti serta dipantau melalui sistem Audit Internal Online (AUDIO) yang progresnya dibahas dalam rapat manajemen. [3-3]

Mekanisme pencegahan dan penanggulangan risiko turut diterapkan PG dengan mengedepankan *precautionary principle* (prinsip pencegahan) sebagai prinsip dasar yang melandasi penanggulangan potensi dampak lingkungan. Lebih lanjut pendekatan ini harus diaplikasikan seluas-luasnya, di mana terdapat ancaman serius atau pun bahaya yang tidak mungkin dikembalikan (*irreversible damage*), bahkan ketidakpastian kajian ilmiah terkait tindakan tersebut tidak dapat dijadikan alasan untuk menunda pengukuran yang efektif dari segi biaya demi mencegah kerusakan lingkungan. Proses yang menganut nilai pencegahan atas dampak negatif lingkungan dibuktikan melalui studi AMDAL sebagai syarat pembangunan konstruksi, operasional, dan pascaaktivitas pabrik. [2-23]

PG, as part of a global society (*global citizen*) that relies on the principles of sustainability, is always aware of the importance of concern for world issues, including increasing awareness of the importance of overcoming the impact of business processes on the environment. This understanding is driven by PG's commitment to contribute to maintaining environmental sustainability for present and future generations, supporting the realization of Sustainable Development Goals.

Petrokimia Gresik has implemented an Environmental Management System (SML) as part of the Company's management system, which is integrated with the Quality Management System (SMM) and OHS Management System (OHSMS), Halal, and FSSC in the Company's Management System Policy. To guarantee the implementation of the EMS in accordance with standards, Petrokimia Gresik has been certified by an independent certification body. Sucofindo International Certification Service (SICS) since 1998. ISO 14001:2015 Certificate No. EMS 00057 is valid from April 7, 2021, to March 7, 2024. [3-3]

SML includes control of all corporate activities and aspects of energy efficiency, reduction of conventional air pollution and greenhouse gases, reduction and utilization of LB3, 3R non-B3 solid waste, water efficiency, reduction of pollution load, protection of biodiversity, and community development in accordance with applicable statutory regulations and the SML ISO 14001:2015 standard. This system regulates environmental management in one P-D-C-A cycle (*Plan, Do, Check, Action*). Evaluation of the implementation of EMS is carried out through internal audits every 6 (six) months and is followed up and monitored through the Online Internal Audit (AUDIO) system, the progress of which is discussed in management meetings. [3-3]

PG also implements risk prevention and management mechanisms by prioritizing the precautionary principle as the basic principle underlying the management of potential environmental impacts. Furthermore, this approach must be applied as widely as possible where there are serious threats or dangers that cannot be reversed (*irreversible damage*). Even the uncertainty of scientific studies related to these actions cannot be used as an excuse to postpone cost-effective measurements to prevent environmental damage. The process that adheres to the value of preventing negative environmental impacts is proven through AMDAL studies as a requirement for construction, operations, and post-factory activities. [2-23]

BAHAN BAKU

Raw Material

Pengelolaan bahan baku produksi diorientasikan pada pemanfaatan material dengan efisien sehingga meminimalisir dampak terhadap lingkungan. Prosedur dan mekanisme pengelolaan bahan baku produksi dijalankan dengan mengacu pada *Standard Operating Procedure* (SOP) secara keseluruhan, baik pada proses input, proses produksi, hingga pemeliharaan mesin dan peralatan. PG juga memberlakukan pengisian *Material Safety Data Sheet* (MSDS) guna memungkinkan PG untuk memantau dan mengawasi alur pergerakan penggunaan bahan baku dalam proses produksi. Seluruh produk telah memiliki SDS sesuai dengan ketentuan *Globally Harmonized System* (GHS) yang mengacu pada UN-GHS *Purple Book* revisi 7. **[3-3]**

KONSUMSI BAHAN BAKU [301-1]

Bahan baku utama yang digunakan dalam proses produksi pupuk PG termasuk material tak terbarukan seperti gas alam, air, udara, batuan fosfat, dan diamonium fosfat. Gas alam adalah jenis bahan baku yang banyak digunakan dalam produksi amonia di seluruh dunia, termasuk di Indonesia. Hal ini karena gas alam memiliki kandungan hidrogen yang paling tinggi dibandingkan dengan sumber energi lainnya, sehingga menjadi sumber utama yang digunakan dalam mendukung proses sintesis amonia.

Sampai saat ini, PG belum menggunakan bahan baku jenis material terbarukan karena kegiatan bisnisnya masih bergantung pada penggunaan zat-zat kimia sebagai bahan baku utama. Meskipun begitu, sejak tahun 2012, PG telah melakukan upaya dengan menggantikan material *Silica Powder* menjadi *Super Dolomite* sebagai *Coating Powder* Pupuk NPK dalam rangka mendukung penggunaan material yang ramah lingkungan. *Super Dolomite* dipilih karena tidak mengandung bahan karsinogen dan tidak menyebabkan *silicosis*, sehingga dianggap lebih aman daripada *Silica Powder*. Selain itu, penggunaan *Super Dolomite* juga menghasilkan penghematan biaya *coating powder* hingga 62% karena harganya lebih murah dari pada *Silica Powder*. Keuntungan lainnya adalah mudahnya ketersediaan *Super Dolomite*.

Selain gas alam, PG juga memanfaatkan batu bara untuk memproduksi *steam* yang diolah kembali menjadi listrik untuk memenuhi kebutuhan listrik Perseroan. Batu bara didatangkan dari pemasok lokal yang berasal dari beberapa sumber seperti Kalimantan Selatan, Kalimantan Tengah, Kalimantan Timur, Sumatera Selatan, dan tempat-tempat lainnya.

PG selain memproduksi pupuk juga memproduksi non pupuk, salah satunya adalah asam fosfat. Proses produksi asam fosfat diolah dari bahan baku batuan fosfat yang

The management of production raw materials is oriented towards utilizing materials as efficiently as possible so as to minimize the impact on the environment. Procedures and mechanisms for managing production raw materials are carried out by referring to the Standard Operating Procedure (SOP) as a whole, both in the input process, production process, and maintenance of machines and equipment. PG also enforces the filling out of the Material Safety Data Sheet (MSDS) to enable PG to monitor and supervise the flow of movement of raw materials used in the production process. All products have SDS in accordance with the provisions of the Globally Harmonized System (GHS), which refers to the UN-GHS *Purple Book* revision 7. **[3-3]**

RAW MATERIAL CONSUMPTION [301-1]

The main raw materials used in the PG fertilizer production process include non-renewable materials such as natural gas, water, air, phosphate rock, and diammonium phosphate. Natural gas is a type of raw material that is widely used in ammonia production throughout the world, including in Indonesia. This is because natural gas has the highest hydrogen content compared to other energy sources, so it is the main source used to support the ammonia synthesis process.

Until now, PG has not used renewable raw materials because its business activities still depend on the use of chemicals as the main raw material. However, since 2012, PG has made efforts to replace the *Silica Powder* material with *Super Dolomite* as the *Coating Powder* for NPK Fertilizer in order to support the use of environmentally friendly materials. *Super Dolomite* was chosen because it does not contain carcinogens and does not cause *silicosis*, so it is considered safer than *Silica Powder*. In addition, the use of *Super Dolomite* also results in coating powder cost savings of up to 62% because the price is cheaper than *Silica Powder*. Another advantage is the easy availability of *Super Dolomite*.

In addition to from natural gas, PG also uses coal to produce steam, which is processed back into electricity to meet the Company's electricity needs. Coal is imported from local suppliers from several sources, such as South Kalimantan, Central Kalimantan, East Kalimantan, South Sumatra, and other places.

In addition to producing fertilizer, PG also produces non-fertilizer, one of which is phosphoric acid. The phosphoric acid production process is processed from phosphate rock



direaksikan dengan asam sulfat menghasilkan produk utama asam fosfat, dan produksi samping berupa phosphogypsum dan asam fluosilikat yang dapat dimanfaatkan kembali.

Phosphogypsum dapat dimanfaatkan untuk produksi Purified Gypsum yang digunakan sebagai bahan baku Pabrik Semen, NCG dan Petrocas. Phosphogypsum juga dapat dimanfaatkan untuk memproduksi Ammonium Sulfat (ZA) yang memiliki nilai jual yang lebih tinggi.

Asam Fluosilikat merupakan produk samping cair yang berasal dari limbah gas hidrogen fluorida (HF) yang diolah agar tidak mencemari lingkungan. Asam Fluosilikat dimanfaatkan sebagai bahan baku Pabrik Aluminium Fluorida (AlF₃), melalui proses reaksi dengan Aluminium Hidroksida (Al(OH)₃). Aluminium Hidroksida, didapatkan dari pemasok lokal dan luar negeri dengan spesifikasi sesuai dengan dokumen Komite Standardisasi Material (KSM) untuk menjaga kualitas produk sesuai standar mutu yang ditetapkan.

Nilai konsumsi material merupakan hasil pencatatan secara kontinyu dari alat ukur (*weigher*) yang terpasang di *conveying system*.

raw materials, which are reacted with sulfuric acid to produce the main product, phosphoric acid, and side products in the form of phosphogypsum and fluosilicic acid, which can be reused.

Phosphogypsum can be used for the production of Purified Gypsum, which is used as a raw material for Cement, NCG and Petrocas factories. Phosphogypsum can also be used to produce Ammonium Sulfate (ZA), which has a higher selling value.

Fluosilicic acid is a liquid by-product originating from hydrogen fluoride (HF) gas waste that is processed so as not to pollute the environment. Fluosilicic acid is used as a raw material for the Aluminum Fluoride (AlF₃) Factory through a reaction process with Aluminum Hydroxide (Al(OH)₃). Aluminum Hydroxide, obtained from local and overseas suppliers with specifications in accordance with the Material Standardization Committee (KSM) documents, is used to maintain product quality according to established quality standards.

The material consumption value is the result of continuous recording from a measuring tool (*weigher*) installed in the conveying system

Jenis Material Material Type	Satuan Unit	2023	2022
Material Terbarukan Renewable Materials	-	-	-
Material Tak Terbarukan Non-Renewable Materials			
Phosphogypsum u/ Pury 1	Ton	III B = 467.104	III B = 420.687
Phosphogypsum u/ Pury 2	Ton	III B = 338.285	III B = 356.513
Batu Bara u/ UBB Coal u/ UBB	Ton	III B = 136.635	III B = 194.697
As. Fluosilikat u/ AF - 100% As. Fluosilicate u/ AF - 100%	Ton	III B = 11.248	III B = 10.938
Al. Hidroksida u/AF Al. Hydroxide u/AF	Ton	III B = 11.704	III B = 11.261

BAHAN BAKU DAUR ULANG [301-2]

PT Petrokimia Gresik sangat memperhatikan efisiensi penggunaan energi agar proses produksi berjalan dengan lancar. Sebagai bagian dari komitmen Perseroan terhadap keberlanjutan, PG menjalankan sistem manajemen energi (ISO 50001) dengan cara efektif dan efisien. Bagian dari organisasi yang mengelola manajemen energi di lingkungan PG adalah Vice President Perencanaan Produksi & Pengelolaan Energi-Kompartemen Teknologi. Program konservasi energi di PG melibatkan 3 (tiga) aspek utama, yaitu meningkatkan efisiensi penggunaan bahan bakar, mengoptimalkan proses dan kinerja peralatan, serta mengurangi kehilangan energi.

RECYCLED RAW MATERIALS [301-2]

PT Petrokimia Gresik really pays attention to the efficient use of energy so that the production process runs smoothly. As part of the Company's commitment to sustainability, it implements an energy management system (ISO 50001) in an effective and efficient manner. The part of the organization that manages energy management in the PG environment is the Vice President for Production Planning & Energy Management-Technology Compartment. The energy conservation program at PG involves three main aspects, such as increasing fuel use efficiency, optimizing process and equipment performance, and reducing energy losses.

Untuk meningkatkan pengelolaan bahan baku, PG juga menggunakan bahan baku yang dapat didaur ulang, seperti gypsum, dengan penurunan sebesar 7,42% dari tahun sebelumnya, metode yang digunakan untuk perhitungan berasal dari penjumlahan kuantum gypsum yang masuk sebagai bahan baku di Pabrik Purified Gypsum dan penjualan gypsum sebagai produk NCG & Petrocas, sebagai berikut:

In order to improve raw material management, PG also uses raw materials that can be recycled, such as gypsum, with a decrease of 7.42% from the previous year. The method used for calculations comes from adding up the quantity of gypsum that enters as raw material at the Purified Gypsum Factory and the sales of gypsum as NCG & Petrocas products, as follows:

Bahan Baku Raw Material	Satuan Unit	2023	2022
Gypsum	Ton	928.110	921.137

ENERGI

Energy

Efisiensi penggunaan energi menjadi hal yang penting dalam kelancaran operasional produksi di PT Petrokimia Gresik. Untuk itu, Perseroan berkomitmen untuk menjalankan sistem manajemen energi (ISO 50001 dan PP RI No. 70 tahun 2009 tentang konservasi energi) secara efektif dan efisien sejalan dengan prinsip-prinsip keberlanjutan. Manajemen energi di lingkungan PG dikelola oleh Vice President Perencanaan Produksi & Pengelolaan Energi-Kompartemen Teknologi. Program konservasi energi di PG meliputi 3 (tiga) aspek, yaitu efisiensi penggunaan bahan bakar, optimalisasi proses dan kinerja peralatan serta penurunan kehilangan energi. **[3-3]**

Efficient use of energy is important for the smooth running of production operations at PT Petrokimia Gresik. Therefore, the Company is committed to implementing an energy management system (ISO 50001 and PP RI Number 70 of 2009 concerning energy conservation) effectively and efficiently in line with sustainability principles. Energy management in the PG environment is managed by the Vice President for Production Planning & Energy Management-Technology Compartment. The energy conservation program at PG includes three aspects, namely efficient fuel use, optimizing process and equipment performance, and reducing energy losses. **[3-3]**

Sementara itu, program konservasi energi dikelola oleh Tim Sistem Manajemen Energi PT Petrokimia Gresik. Tim tersebut terdiri dari beberapa anggota yang bertugas untuk melakukan verifikasi penghematan dan mengimplementasikan program-program konservasi energi di lingkungan PG. Tugas dan tanggung jawab Tim Sistem Manajemen Energi antara lain:

Meanwhile, the energy conservation program is managed by the Energy Management System Team of PT Petrokimia Gresik. The team consists of several members whose task is to verify savings and implement energy conservation programs in the PG environment. The duties and responsibilities of the Energy Management System Team include:

1. Tugas Tim Sistem Manajemen Energi secara Umum:
 - a. Memastikan bahwa Sistem Manajemen Energi ditetapkan, diterapkan, dipelihara, dan terus ditingkatkan.
 - b. Memastikan bahwa Sistem Manajemen Energi sesuai dengan persyaratan dokumen.
 - c. Mengimplementasikan rencana aksi untuk terus meningkatkan kinerja.
 - d. Pelaporan kinerja Sistem Manajemen Energi ke manajemen pada interval yang ditentukan.
 - e. Menetapkan kriteria dan metode yang diperlukan untuk memastikan bahwa operasi dan pengendalian Sistem Manajemen Energi berjalan efektif.

1. General Duties of the Energy Management System Team:
 - a. Ensure that the Energy Management System is established, implemented, maintained, and continuously improved.
 - b. Ensure that the Energy Management System complies with document requirements.
 - c. Implement action plans to continuously improve performance.
 - d. Energy Management System performance reporting to management at specified intervals.
 - e. Determine the criteria and methods necessary to ensure that the Energy Management System operations and controls are effective.



2. Tugas Tim Sistem Manajemen Energi secara Khusus:

- Melaksanakan Sistem Manajemen Energi di wilayah kerja yang telah ditentukan di lingkungan PT Petrokimia Gresik.
- Membuat *energy baseline*.
- Menentukan *energy performance indicator* dan SEU serta meninjaunya secara periodik.
- Membuat program konservasi energi pada wilayah kerja yang telah ditentukan di lingkungan PT Petrokimia Gresik.
- Mengevaluasi pemakaian sumber energi, mencari, dan mengusulkan solusi untuk penghematan energi.
- Melakukan sosialisasi tentang penghematan energi.
- Melakukan kontrol penggunaan dan distribusi energi.
- Mengidentifikasi pemenuhan aspek peraturan dan perundangan energi yang berlaku serta melakukan evaluasi pentaatan terhadap peraturan energi dan persyaratan lainnya secara periodik.

Seluruh konsumsi listrik dipergunakan untuk mendukung kebutuhan energi di wilayah produksi dan operasional, tidak ada yang dipergunakan di luar operasi. Perseroan mendapatkan pasokan energi listrik yang berasal dari pembangkit listrik sendiri berbahan bakar gas dan batu bara untuk tujuan operasional pabrik serta dari luar Perseroan untuk tujuan perkantoran. Sementara itu, penggunaan sumber energi untuk tujuan pembakaran di wilayah pabrik bersumber dari BBM, gas alam, dan batu bara.

Hingga 31 Desember 2023, jumlah konsumsi energi PT Petrokimia Gresik berjumlah 20.159.247 Gigajoule (GJ). Konsumsi tersebut turun dari tahun 2022 sebesar 22.012.433 GJ. **[302-4]**

PROSEDUR PERENCANAAN ENERGI NO. PG-PR-39-0158 TANGGAL 12 AGUSTUS 2022.

Inovasi Efisiensi Energi **[302-4, 302-5]**

PG telah berupaya melakukan pengurangan konsumsi energi melalui inisiatif Program Konservasi Energi PG 2023 dengan penjelasan sebagai berikut:

1. Pemasangan *solar cell* di area perkantoran, pergudangan, dan pelabuhan

Pada tahun 2023, realisasi penghematan listrik dengan adanya program pemasangan *solar cell* di area:

- Pelabuhan/terminal untuk kepentingan sendiri
- Gedung administrasi lama
- Gedung graha
- Jembatan timbang 2
- Urea *plant*
- Gedung rancang bangun
- Gudang bahan baku
- Gudang multi guna
- Kantor unit utilitas batu bara
- Terminal 1 pergudangan

Adalah sebesar 417 MW atau setara dengan 1502 GJ.

2. Specific Duties of the Energy Management System Team:

- Implement an Energy Management System in the designated work area within PT Petrokimia Gresik.
- Create an energy baseline.
- Determine energy performance indicators and SEU and review them periodically.
- Create an energy conservation program in designated work areas within PT Petrokimia Gresik.
- Evaluate the use of energy sources, and find and propose solutions for energy savings.
- Conduct socialization about energy savings.
- Control energy use and distribution.
- Identify compliance with aspects of applicable energy regulations and legislation and periodically evaluate compliance with energy regulations and other requirements.

All electricity consumption is used to support energy needs in production and operational areas, none of which is used outside operations. The Company obtains electrical energy supplies from its own gas and coal-fired power plants for factory operational purposes and from outside the Company for office purposes. Meanwhile, the use of energy sources for combustion purposes in the factory area comes from fuel, natural gas and coal.

As of December 31, 2023, PT Petrokimia Gresik's total energy consumption is 20,159,247 Gigajoules (GJ). This consumption decreased from 2022, which amounted to 22,012,433 GJ. **[302-4]**

ENERGY PLANNING PROCEDURE NO. PG-PR-39-0158 DATED AUGUST 12, 2022.

Energy Efficiency Innovations **[302-4, 302-5]**

PG has attempted to reduce energy consumption through the 2023 PG Energy Conservation Program initiative with the following explanation:

1. Installation of solar cells in offices, warehouses, and port areas

In 2023, electricity savings were realized with the solar cell installation program in the following areas:

- Port/terminal for own use
- Old administration building
- Graha building
- Weighbridge 2
- Urea plant
- Building design and build
- Raw material warehouse
- Multi-purpose warehouse
- Coal utility unit office
- Terminal 1 warehouse

It is 417 MW, or the equivalent of 1502 GJ.

2. *Captive power acquisition* PLN

Salah satu program yang dapat memberikan penghematan listrik adalah *captive power* PLN, di mana listrik yang dipasok dari PLN untuk PKG diberikan harga yang cukup ekonomis yaitu Rp800/kwh (tarif eksisting i4 golongan industri adalah Rp997/kwh). Realisasi penghematan *captive* PLN pada tahun 2023 adalah sebesar Rp96 miliar.

3. Pemanfaatan *purge gas* sebagai substitusi bahan bakar di *Waste Heat Boiler* GTG

Inovasi ini melibatkan penggunaan *purge gas* sebagai pengganti bahan bakar gas alam di *Waste Heat Boiler* GTG dengan melakukan modifikasi pada *line* interkoneksi dari HRU/RU ke WHB. Dampak positif inovasi ini adalah konsumsi bahan bakar gas alam dapat dikurangi. Inovasi ini berhasil menghasilkan penghematan energi di WHB sebesar 0,15 MMSCFD atau setara dengan Rp4,3 miliar dalam setahun.

4. Penggantian *Economizer Fin Tube E-1203* di Pabrik Asam Sulfat II

Sebagai salah satu upaya untuk menanggulangi permasalahan pada desain orisinal yang menyebabkan *lifetime economizer* sangat singkat, meningkatnya *losses energy* dan peningkatan emisi di Pabrik Asam Sulfat II, dilakukan penggantian *Economizer E-1203* di Pabrik Asam Sulfat II dengan melakukan *improvement* pada teknologi desain *economizer*, dengan detail:

- Mengganti teknologi pencegahan terbentuknya *acid condensation* dari desain injeksi *demin* di *annulus* (*double fin tube* dengan material SA-210 Gr.C) menjadi *single fin tube* tanpa *annulus* dengan pemilihan material SA-192 pada 6 (enam) *tube* teratas dan SA213 TP316 L pada 6 (enam) *tube* terbawah.
- Meningkatkan *reliability* dengan mengubah desain dari *single* kompartemen (24 kolom) menjadi *double* kompartemen (48 kolom). Hal ini bertujuan untuk menghindari potensi korosi galvanis pada sambungan *U-tube* pada batas baris *tube* ke-6 dan ke-7 (*bisimilar material*) dan juga diharapkan apabila terjadi kegagalan pada 1 (satu) *tube*, kolom *tube* yang deaktivasi berkurang dari 12 *tube* menjadi 6 (enam) *tube*.
- Optimasi tebal *tube* yang awalnya 16 mm (efektif tebal metal 10 mm) menjadi tebal *tube* 11 mm sehingga didapatkan peningkatan *heat duty* tanpa terjadinya *acid condensation*.
- Menambah *line drain acid condensation* pada *tube sheet* sehingga apabila terjadi *condensation* dapat dikeluarkan dari *economizer*.
- Menambah *drain leg* dan *acid drain* pada T-1302 dan E-1201 untuk mencegah terjadinya kebocoran *tube* E-1201.

2. PLN's *captive power acquisition*

One program that can provide electricity savings is PLN's *captive power*, where electricity supplied from PLN for PKG is given a fairly economical price, namely Rp800/kwh (the existing i4 industrial class tariff is Rp997/kwh). The realization of PLN's *captive savings* in 2023 is Rp96 billion.

3. Utilization of *purge gas* as a fuel substitute in GTG *Waste Heat Boilers*

This innovation involves the use of *purge gas* as a substitute for natural gas fuel in the GTG *Waste Heat Boiler* by modifying the interconnection line from HRU/RU to WHB. The positive impact of this innovation is that natural gas fuel consumption can be reduced. This innovation succeeded in producing energy savings in WHB of 0.15 MMSCFD, or the equivalent of Rp4.3 billion, in a year.

4. Replacement of *Economizer Fin Tube E-1203* in Sulfuric Acid Factory II

As an effort to overcome problems in the original design that caused the *economizer* lifetime to be very short, increased energy losses, and increased emissions at the Sulfuric Acid Factory II, the E-1203 *Economizer* was replaced at the Sulfuric Acid Factory II by making improvements to the *economizer* design technology, in detail:

- Changing the technology to prevent the formation of *acid condensation* from the *demin* injection design in the *annulus* (*double fin tube* with SA-210 Gr.C material) to a *single fin tube* without *annulus* with the choice of SA-192 material on the top 6 (six) tubes and SA213 TP316 L on the bottom 6 (six) tubes.
- Increase *reliability* by changing the design from a *single* compartment (24 columns) to a *double* compartment (48 columns). This aims to avoid the potential for galvanic corrosion at the U-tube connection at the 6th and 7th tube row boundaries (*bisimilar material*), and it is also hoped that if a failure occurs in 1 (one) tube, the deactivated tube column will be reduced from 12 tubes to 6 (six) tubes.
- Optimized the tube thickness from initially 16 mm (effective metal thickness of 10 mm) to a tube thickness of 11 mm so that *heat duty* can be increased without *acid condensation* occurring.
- Add an *acid condensation drain line* to the tube sheet so that if *condensation* occurs, it can be removed from the *economizer*.
- Add a *drain leg* and *acid drain* to T-1302 and E-1201 to prevent E-1201 tube leaks



- f. Melakukan *improvement* metode pencegahan *thermal shock* pada sulfur *gun burner* sehingga *steam heating* sulfur tidak masuk dan merusak katalis.

Inovasi memberikan dampak positif yang sangat signifikan dengan meningkatkan performa *economizer* dan terjadi penghematan energi setara 37.359 ton *medium pressure steam* atau setara Rp31 miliar dalam setahun.

5. Modifikasi Air Preheater Boiler B Unit Utilitas batu bara

Salah satu program penghematan energi di PT Petrokimia Gresik adalah melakukan modifikasi pada Air Preheater Boiler B Unit utilitas batu bara. Dilakukan perubahan desain pada air preheater menjadi *diamond ducting* yang dapat mengurangi frekuensi buntuan/*scaling flue gas* sehingga frekuensi *shutdown* pada Boiler B menurun. Selain itu, terdapat peningkatan pertukaran panas pada air preheater yang dapat menurunkan konsumsi batu bara pada boiler sebesar 10% atau setara dengan penghematan Rp10 miliar dalam setahun.

- f. Improve methods for preventing thermal shock on the sulfur gun burner so that heated sulfur steam does not enter and damage the catalyst

The innovation has a very significant positive impact by improving economizer performance and generating energy savings equivalent to 37,359 tons of medium-pressure steam, or the equivalent of Rp31 billion in a year.

5. Modification of the Air Preheater Boiler B Coal Utility Unit

One of the energy-saving programs at PT Petrokimia Gresik is to modify the Air Preheater Boiler B of the Coal Utility Unit. A design change was made to the air preheater to use diamond ducting, which can reduce the frequency of flue gas dead ends/*scaling* so that the shutdown frequency in Boiler B decreases. In addition, there is an increase in heat exchange in the air preheater, which can reduce coal consumption in the boiler by 10%, or the equivalent of saving Rp10 billion in a year.

Sumber energi dari gas alam digunakan sebagai bahan bakar untuk membangkitkan *steam Boiler B-1102* di Pabrik I dan *Boiler B-6201/03* di Pabrik III.

The energy source from natural gas is used as fuel to generate steam for Boiler B-1102 in Factory I and Boiler B-6201/03 in Factory III.

Sumber energi dari listrik PLN digunakan untuk listrik penerangan dan elektronik di perkantoran.

Energy sources from PLN electricity are used for lighting and electronics in offices.

Sumber energi dari batu bara digunakan untuk membangkitkan *steam* dan listrik boiler utilitas batu bara di Pabrik III.

Energy sources from coal are used to generate steam and electricity for the coal utility boiler at Factory III

Sumber energi dari solar digunakan untuk membangkitkan genset untuk kebutuhan listrik *emergency* di gedung dan sarana olahraga.

Solar energy sources are used to generate generators for emergency electricity needs in buildings and sports facilities.

Konsumsi energi dalam tahun 2023 lebih rendah dibanding tahun sebelumnya sebagaimana terlihat dalam tabel berikut: **[302-1]**

Energy consumption in 2023 was lower than the previous year, as shown in the following table: **[302-1]**

Sumber Energi Energy Source [302-4]	Satuan Unit	Alat Ukur Measuring Installment	2023	2022
Gas Alam (Steam) Natural Gas (Steam)	GJ	Flowmeter, Gas Chromatography	17.316.015	17.682.998
Listrik PLN PLN Electricity	GJ	kWh meter, power meter	333.267	399.596
Batu Bara Coal	GJ	Weigher, draught survey	2.505.324	3.874.529
Solar Diesel	GJ	Flow meter	3.138	54.354
BBM (Operasional) Fuel (Operational)	GJ	Dipstick	-	858
Listrik Solar Cell Solar Cell Electricity	GJ	kWh meter, power meter	1.502	98
Jumlah Total	GJ		20.159.247	22.012.433

Produksi Production

Produk Products	Satuan Unit	2023	2022
Pupuk Fertilizer	Ton	4.361.112	4.592.634
Non Pupuk Non-Fertilizer	Ton	3.565.031	3.139.730
Jumlah Total	Ton	7.926.143	7.732.364

Konsumsi energi tersebut di atas adalah konsumsi energi yang digunakan untuk non *feedstock* (steam generator, boiler, furnace, reformer).

The energy consumption mentioned above is the energy consumption used for non-feedstock (steam generator, boiler, furnace, reformer).

Konsumsi energi dipergunakan untuk mendukung konsumsi energi listrik di wilayah Perseroan baik untuk kebutuhan produksi dan operasional yang dikerjakan di pabrik utama (Gresik) maupun di luar kebutuhan produksi seperti area perkantoran dan perumahan dinas. [302 -2]

Energy consumption is used to support electrical energy consumption in the Company's area, both for production and operational needs carried out at the main factory (Gresik) and outside production needs such as office areas and official housing. [302-2]

Selain pengukuran jumlah energi, PG turut mengukur tingkat efisiensi energi per jenis produk dengan menggunakan intensitas energi produksi untuk produk pupuk dan non-pupuk sebagai mekanisme yang memungkinkan perusahaan untuk mengupayakan konservasi energi yang lebih baik. Pengukuran intensitas energi didasarkan pada konsumsi energi untuk produksi per jumlah produksi yang diukur. Hal ini didukung juga melalui penggunaan energi listrik solar sel sebagai energi baru terbarukan sebagai utilitas pengganti batu bara yang mampu menghemat biaya sekitar Rp100 juta. [302-4]

In addition to measuring the amount of energy, PG also measures the level of energy efficiency per product type by using production energy intensity for fertilizer and non-fertilizer products as a mechanism that allows companies to strive for better energy conservation. Energy intensity measurements are based on energy consumption for production per measured production amount. This is further supported by the use of solar cell electrical energy as a new renewable energy as a utility replacement for coal, which can save cost of approximately Rp100 million. [302-4]

Pada tahun 2023, intensitas energi produk per ton produk Non-Pupuk adalah sebesar 5,14 GJ/ton, sedangkan intensitas energi produk pupuk adalah sebesar 3,60 GJ/ton sebagai berikut: [302-3]

In 2023, the product energy intensity per ton of non-fertilizer products was 5.14 GJ/ton, while the energy intensity of fertilizer products was 3.60 GJ/ton as follows: [302-3]

Produk Products	Satuan Unit	Alat Ukur Measuring Installment	2023	2022
Pupuk Fertilizer	GJ/ton	Flowmeter, Gas Chromatography	3,10	3,60
Non Pupuk Non-Fertilizer	GJ/ton	Flowmeter, Gas Chromatography	4,38	5,14
Jumlah Total	GJ/ton		7,48	8,74



AIR DAN FLUEN

Water and Effluent

Air merupakan salah satu bahan baku yang penting dalam proses produksi PG, bersama dengan gas alam dan udara. Ketiga bahan baku tersebut diproses untuk menghasilkan Nitrogen (N₂), Hidrogen (H₂), dan Karbondioksida (CO₂). Total pengambilan air dari sumber yang digunakan dalam kegiatan operasional PG bersumber dari sungai Brantas dan sungai Bengawan Solo berdasarkan data meter adalah sebagai berikut: **[303-1]**

PG memiliki 2 (dua) titik pembuangan air limbah industri di mana titik pertama berada di *outlet* air buangan utilitas batu bara yang berbentuk kanal kecil dan terpasang *flowmeter* untuk mengetahui debit aktual dengan satuan m³/jam. Sementara titik kedua berada di *outlet* dari IPAL Industri Komunal (*wastewater treatment plant*) yang telah terpasang SPARING (sistem pemantauan kualitas air limbah secara terus-menerus dan dalam jaringan) sehingga dapat memantau, mencatat dan melaporkan kegiatan pengukuran kadar dari suatu parameter air limbah serta debit air limbah yang dibuang sebagai bentuk tanggung jawab PG dalam pelaporan kelayakan baku mutu air limbah. Hasil pemantauan air limbah tersebut dilaporkan ke DLH Jatim dan KLHK melalui Sistem Pelaporan Elektronik Lingkungan Hidup-Pengendalian Pencemaran Air (SIMPEL PPA) rutin setiap bulan. Pemantauan selama tahun 2023 seluruh parameter buangan air limbah industri memenuhi baku mutu sesuai SK Izin Pembuangan Limbah Cair (IPLC) ke laut No. 175 tahun 2017 yang dikeluarkan oleh KLHK. **[303-2, 303-3]**

Water is an important raw material in the PG production process, along with natural gas and air. These three raw materials are processed to produce Nitrogen (N₂), Hydrogen (H₂), and Carbon dioxide (CO₂). The total water withdrawal from sources used in PG operational activities comes from the Brantas river and the Bengawan Solo river, based on meter data, as follows: **[303-1]**

PG has 2 (two) industrial waste water discharge points, where the first point is at the coal utility waste water outlet, which is in the form of a small canal and has a flowmeter installed to determine the actual discharge in m³/hour units. Meanwhile, the second point is at the outlet of the Communal Industrial WWTP (*wastewater treatment plant*), which has SPARING (a continuous and networked wastewater quality monitoring system) installed so that it can monitor, record, and report the activity of measuring levels of a wastewater parameter and waste water discharged as a form of PG's responsibility in reporting the feasibility of waste water quality standards. The results of waste water monitoring are reported to the East Java DLH and KLHK through Environmental Electronic Reporting System-Water Pollution Control (SIMPEL PPA) routinely every month. During 2023 monitoring, all industrial wastewater discharge parameters meet quality standards set by the Ministry of Environment and Forestry's SK Liquid Waste Disposal Permit (IPLC) into the Sea No. 175 of 2017. **[303-2, 303-3]**

Sumber Source	Satuan Unit	Unit Pengolahan Processing Unit [303-2, 303-5]	2023	2022
Sungai Brantas Brantas River	m ³	IPA Gunung Sari Surabaya	7.463.741	14.691.595
Sungai bengawan Solo Bengawan Solo River	m ³	IPA Gunung Sari Surabaya	10.669.480	16.490.521
Jumlah Total	m ³		18.133.221	31.182.116



Pengambilan air oleh PG dari sungai Brantas dan sungai Bengawan Solo dilakukan dengan menggunakan alat *swing sampler* yang dikelola oleh Balai Besar tidak memiliki dampak signifikan terhadap nilai keanekaragaman hayati, masyarakat lokal, dan adat istiadat yang berlaku di wilayah tersebut. PG hanya menggunakan pengambilan air permukaan sebagai sumber air, dan tidak ada penggunaan air dari sumber air tanah, air laut, atau dari pihak ketiga. **[303-2] [303-3]**

PG's collection of water from the Brantas river and Bengawan Solo rivers using a swing sampler managed by Balai Besar does not have a significant impact on biodiversity values, local communities, or customs that apply in the area. PG only uses surface water extraction as a water source and does not use water from groundwater sources, seawater, or third parties. **[303-2] [303-3]**

Berikut tabel konsumsi air selama periode tahun 2023: **[303-5]**

The table below shows water consumption during the period 2023: **[303-5]**

Rincian Pemakaian Raw Water tahun 2023 Details of Raw Water Usage in 2023

Bulan Month	Rencana Plan		Realisasi Realization	
	PA Gunungsari	PA Babat	PA Gunungsari	PA Babat
Januari January	1.273.646	2.019.600	925.712	1.743.370
Februari February	1.146.882	1.817.640	1.209.837	1.394.250
Maret March	1.273.646	2.019.600	1.362.220	1.282.830
April April	1.231.391	1.952.280	1.293.715	1.575.140
Mei May	1.273.646	2.019.600	1.356.359	1.629.400
Juni June	1.231.391	1.952.280	1.339.086	1.485.540
Juli July	1.273.646	2.019.600	1.501.797	1.511.100
Agustus August	1.273.646	2.019.600	1.510.370	1.609.260
September September	1.231.391	1.952.280	1.343.778	1.457.420
Oktober October	1.273.646	2.019.600	1.423.008	1.628.220
November November	1.231.391	1.952.280	1.307.574	1.678.760
Desember December	1.603.793	1.952.280	1.424.394	1.714.010

Tabel perubahan dalam penyimpanan air pada akhir periode sebagai berikut:

The following table depicts the changes in water storage at the end of the period:

Tanggal Date	Waktu Time	Stok (m³) Stock (m³)
1 Januari 2024 January 1, 2024	01:00	111.871
1 Januari 2023 January 1, 2023	01:00	112.017
Selisih Difference		-146

DOKUMENTASI ALAT UKUR DAN CARA PENGAMBILAN AIR

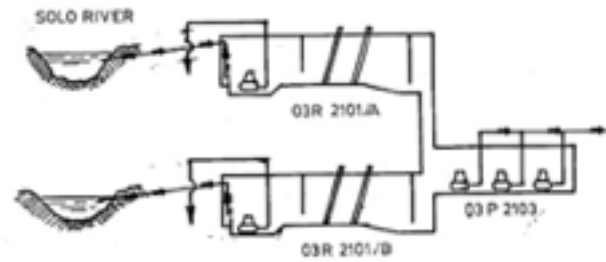
A. Pengolahan Air Babat

1. *Drawing* pengambilan air:
Pengambilan air dari sungai menggunakan 2 (dua) unit pipa syphon 28 inci

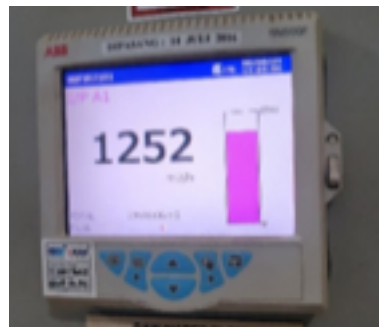
DOCUMENTATION OF MEASURING INSTRUMENTS AND METHODS FOR COLLECTING WATER

A. Babat Water Treatment

1. Water intake drawing:
Water collection from the river uses 2 (two) units of 28 inch syphon pipe.



2. Dokumentasi *Flow Meter*:
Display flow meter



2. Flow Meter Documentation:
Flow meter display

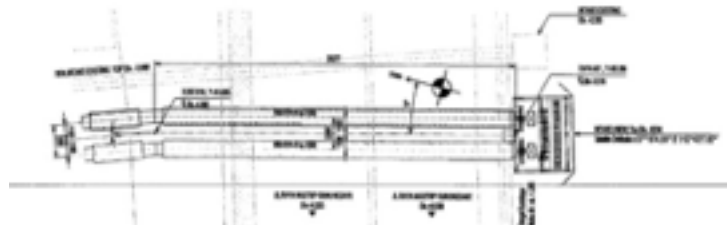


B. Pengolahan Air Gunungsari

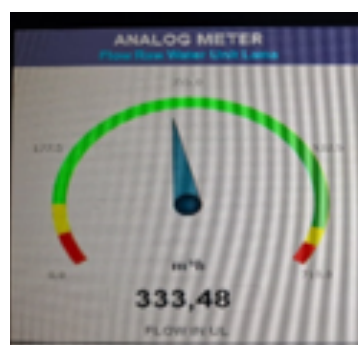
1. Pengambilan Air
Pengambilan air sungai menggunakan pipa

B. Gunungsari Water Treatment

1. Water Collection
River water collection using a pipe



2. Dokumentasi *Flow Meter*:



2. Flow Meter Documentation:



Analisis kebutuhan *hardwater* diperoleh berdasarkan kebutuhan *consumption rate* dari masing-masing pabrik. Selanjutnya, total kebutuhan harian ini dikalikan dengan jumlah hari operasional (*stream days*) untuk memperoleh total kebutuhan *hardwater* selama periode tersebut.

Analysis of hardwater needs is obtained from the consumption rate requirements of each factory. Afterward, this total daily requirement is multiplied by the number of operational days (stream days) to obtain the total hardwater requirement during that period.

KEANEKARAGAMAN HAYATI

Biodiversity

PG berkomitmen untuk melakukan upaya perbaikan lingkungan khususnya melindungi keanekaragaman hayati dari dampak gelombang laut. Komitmen ini diwujudkan melalui Program Oyster Reef yang bertujuan untuk melindungi *mangrove* dari dampak gelombang laut.

PG is committed to making efforts to improve the environment, especially protecting biodiversity from the impact of sea waves. This commitment is realized through the Oyster Reef program, which aims to protect mangroves from the impact of sea waves.

Program Oyster Reef untuk perlindungan *mangrove* terhadap gelombang laut menggantikan teknologi *hybrid engineering* yang sebelumnya menggunakan bambu sebagai pemecah gelombang. Dalam program ini, *barrier Oyster reef* menggunakan cangkang tiram sebagai pemecah gelombang. Cangkang tiram ditumpuk di pesisir dan berfungsi sebagai media tumbuh tiram. *Barrier Oyster reef* berperan penting dalam memecah gelombang air laut, sehingga membantu pertumbuhan *mangrove* yang lebih baik dan menciptakan kerapatan yang cukup untuk menghalangi air laut, mencegah banjir rob, dan meningkatkan luasan Ruang Terbuka Hijau (RTH) di Kabupaten Gresik (*Sustainable City*). Selain itu, penggunaan cangkang tiram juga berkontribusi dalam mengembalikan ekosistem sekitar yang lebih baik. [304-1]

The Oyster Reef Program for mangrove protection against ocean waves replaces hybrid engineering technology, which previously used bamboo as a wave breaker. In this program, the Oyster reef barrier uses oyster shells as wave breakers. Oyster shells are piled up on the coast and function as a medium for growing oysters. The Oyster reef barrier plays an important role in breaking sea waves, thereby helping mangroves grow better and creating sufficient density to block sea water, prevent tidal floods, and increase the area of Green Open Space (RTH) in the Gresik Regency (Sustainable City). Apart from that, the use of oyster shells also contributes to restoring a better surrounding ecosystem. [304-1]

Membaiknya kondisi ekosistem ini juga ditandai dengan adanya berbagai jenis ikan, udang, kepiting, serta beragam burung seperti Cerek Jawa, Gajahan Penggala, dan Kipasan Belang di sekitar area *mangrove*. Spesies avifauna tersebut termasuk dalam kategori dilindungi berdasarkan Permen LHK No. 106 tahun 2018. [304-3]

The improving condition of this ecosystem is also marked by the presence of various types of fish, shrimp, and crabs, as well as various birds such as the Javan Plover, Gajahan Penggala, and Kipasan Belang around the mangrove area. These avifauna species are included in the protected category based on Minister of Environment and Forestry Regulation No. 106 of 2018. [304-3]

Inovasi ini memberikan nilai tambah berupa peningkatan luas RTH di Kabupaten Gresik seluas 5,15 hektare. Program ini tentu memberikan manfaat bagi masyarakat dengan mengurangi risiko banjir rob akibat abrasi dan meningkatkan pendapatan nelayan melalui peningkatan populasi biota laut seperti tiram dan siput laut yang hidup dalam habitat *mangrove* yang dilindungi. Anggaran yang dialokasikan untuk program ini adalah sebesar Rp164.000.000. [304-2]

This innovation provides added value in the form of increasing the area of RTH in Gresik Regency by 5.15 hectare. This program certainly provides benefits to the community by reducing the risk of tidal floods due to abrasion and increasing fishermen's income by increasing the population of marine biota such as oysters and sea snails that live in protected mangrove habitats. The budget allocated for this program is Rp164,000,000. [304-2]

Gangguan biota laut merupakan dampak tidak langsung dari penurunan kualitas air laut, khususnya karena pengerukan kolam pelabuhan Jetty II dan dermaga batu bara. Sebelum pelaksanaan rencana kegiatan, kondisi lingkungan awal menunjukkan nilai indeks keanekaragaman fitoplankton

The disturbance of marine biota is an indirect impact of the decline in sea water quality, especially due to the dredging of the Jetty II harbor pool and coal pier. Before implementing the activity plan, initial environmental conditions showed a phytoplankton diversity index value in the "medium" category



dalam kategori "sedang" di perairan sekitar PT Petrokimia Gresik. Sementara itu, komunitas *zooplankton* termasuk dalam kategori "buruk" dengan struktur komunitas yang relatif stabil. Nilai Indeks Diversitas (H') makrofauna benthik di lokasi studi juga relatif rendah (berkisar antara 0,0 hingga 0,846386), menandakan bahwa kualitas perairan termasuk "sangat buruk".

Dibandingkan dengan survei sebelumnya, terdapat perbedaan komposisi makrofauna benthik yang ditemukan. Perbedaan ini kemungkinan disebabkan oleh 2 (dua) faktor: pertama, distribusi alami makrofauna benthik yang tidak merata dan cenderung berkumpul sehingga tidak terambil pada saat pengambilan sampel di lapangan; kedua, kondisi perairan yang tidak lagi mendukung kehidupan spesies-spesies tersebut.

Besaran penurunan kualitas air sebagai dampak primer dari gangguan biota laut merupakan dampak penting. Oleh karena itu, diperkirakan bahwa pelaksanaan rencana kegiatan akan menyebabkan penurunan yang signifikan terhadap gangguan terhadap biota laut. Berdasarkan kriteria penilaian dampak, dapat disimpulkan bahwa dampak ini memiliki tingkat dampak negatif penting.

HABITAT YANG DILINDUNGI DAN DIPULIHKAN [304-3]

Dukungan terhadap keanekaragaman hayati salah satunya diwujudkan melalui pengembangan kawasan lingkungan PG. Kawasan lingkungan PG memiliki 14 ekor spesies yang dilindungi, yaitu Rusa Timor (*Cervus Timorensis*) yang berada di kawasan sekitar lingkungan PG.

JUMLAH TOTAL SPESIES DALAM IUCN RED LIST DAN SPESIES DALAM DAFTAR SPESIES YANG DILINDUNGI BERDASARKAN TINGKAT RISIKO KEPUNAHAN [304-4]

PG memiliki kawasan lingkungan yang mendukung konservasi spesies dilindungi, termasuk 14 ekor Rusa Timor sebagaimana tercantum dalam IUCN Red List. Rusa Timor adalah salah satu dari 4 (empat) spesies rusa endemik Indonesia yang memiliki ciri-ciri tubuh kecil, tungkai pendek, ekor panjang, dahi cekung, gigi seri relatif besar, dan rambut berwarna coklat kekuningan. Spesies ini mampu beradaptasi di dataran rendah hingga ketinggian 2.600 m di atas permukaan laut dengan habitat alamnya yang mencakup savana dan vegetasi hutan.

Rusa Timor merupakan hewan herbivora yang menghabiskan waktunya untuk makan dan beristirahat, serta mencari sumber air. Sebagai penghuni daratan Timor dan sejumlah pulau terdekat, seperti Sumba, Rote Ndao, Flores, Alor, Maluku, Sulawesi, bahkan Papua, khususnya Merauke, Rusa Timor termasuk satwa yang dilindungi berdasarkan Peraturan Menteri Lingkungan Hidup dan Kehutanan

in the waters around PT Petrokimia Gresik. Meanwhile, the zooplankton community is included in the "poor" category with a relatively stable community structure. The Diversity Index (H') value of benthic macrofauna at the study location is also relatively low (ranging from 0.0 to 0.846386), indicating that the water quality is "very poor".

Compared with previous surveys, there were differences in the composition of the benthic macrofauna found. This difference is likely caused by two factors: first, the natural distribution of benthic macrofauna is uneven and tends to gather together so that it is not picked up when sampling in the field; second, water conditions no longer support the lives of these species.

The magnitude of the decline in water quality as the primary impact of marine biota disturbance is an important impact. Therefore, it is estimated that the implementation of the planned activities will result in a significant reduction in disturbance to marine biota. Based on the impact assessment criteria, it can be concluded that this impact has a Significant Negative impact level.

PROTECTED AND RESTORED HABITATS [304-3]

One way of supporting biodiversity is through the development of PG environmental areas. The PG environmental area has 14 protected species, namely the Timor Deer (*Cervus Timorensis*), which is in the area around the PG environment.

TOTAL NUMBER OF SPECIES ON THE IUCN RED LIST AND SPECIES ON THE PROTECTED SPECIES LIST BY LEVEL OF EXTINCTION RISK [304-4]

PG has an environmental area that supports the conservation of protected species, including 14 (fourteen) Timor Deer as listed on the IUCN Red List. The Timor deer is one of four species of deer endemic to Indonesia and has the characteristics of a small body, short limbs, a long tail, a concave forehead, relatively large incisors, and yellowish brown hair. This species is able to adapt in the lowlands up to an altitude of 2,600 m above sea level, with its natural habitat including savanna and forest vegetation.

Timor deer are herbivorous animals that spend their time eating and resting, as well as looking for water sources. As inhabitants of mainland Timor and a number of nearby islands, such as Sumba, Rote Ndao, Flores, Alor, Maluku, Sulawesi, and even Papua, especially Merauke, Timor deer are protected animals based on the Regulation of the Minister of Environment and Forestry of the Republic of

Republik Indonesia No. 106 tahun 2018. Menurut daftar merah International Union for Conservation of Nature (IUCN Red List), sejak tahun 2008, rusa Timor berada dalam kategori rentan (*vulnerable*). Sebelumnya, pada tahun 1996, statusnya adalah risiko rendah (*lower risk*). Perubahan status ini disebabkan oleh penurunan jumlah populasi rusa Timor di daerah penyebaran aslinya yang diperkirakan kurang dari 10.000 individu dewasa. Penurunan ini terjadi akibat hilangnya habitat dan perburuan (IUCN, 2015).

Indonesia No. 106 of 2018. According to the International Union for Conservation of Nature (IUCN Red List), since 2008, Timor deer have been in the vulnerable category. Previously, in 1996, the status was lower-risk. This change in status is caused by a decrease in the population of Timor deer in their original distribution area, which is estimated to be less than 10,000 adult individuals. This decline occurred due to habitat loss and hunting (IUCN, 2015).

EMISI

Emission

PG memberikan dukungan penuh terhadap upaya Pemerintah dalam mendorong pelaku industri untuk menggunakan teknologi rendah karbon dan berprinsip hijau guna mengurangi emisi gas rumah kaca. Komitmen ini sejalan dengan tujuan Pemerintah Indonesia untuk mengurangi emisi gas rumah kaca hingga 29% pada tahun 2030, sesuai dengan Perjanjian Paris yang diadopsi pada Negosiasi Iklim ke-21 dari Konvensi Kerangka Kerja PBB untuk Perubahan Iklim (UNFCCC) tahun 2015. Upaya ini diatur dalam Standar Industri Hijau, yang merupakan panduan untuk menerapkan kegiatan bisnis berprinsip hijau.

PG provides full support for the Government's efforts to encourage industrial players to use low-carbon technology and green principles to reduce greenhouse gas emissions. This commitment is in line with the Indonesian Government's goal to reduce greenhouse gas emissions by 29% by 2030, in accordance with the Paris Agreement adopted at the 21st Climate Negotiations of the United Nations Framework Convention on Climate Change (UNFCCC) in 2015. These efforts are regulated by the Green Industry Standards, which are guidelines for implementing business activities with green principles.

Dalam industri pupuk, berbagai alternatif penerapan kegiatan berprinsip hijau dapat direalisasikan, di antaranya gasifikasi batu bara sebagai alternatif bahan baku pengganti gas alam, pemasangan unit *purge gas recovery unit* untuk memulihkan sumber daya gas, pemanfaatan sisa (*excess*) gas sebagai bahan bakar, dan pemanfaatan biodiesel dari limbah rumah tangga untuk bahan bakar *forklift*.

In the fertilizer industry, various alternatives for implementing activities with green principles can be realized, including coal gasification as an alternative raw material to replace natural gas, the installation of a *purge gas recovery unit* to recover gas resources, the utilization of excess gas as fuel, and the utilization of biodiesel from household waste to forklift fuel.

Pada tahun 2023, PG berupaya memperkuat komitmen peduli lingkungan dengan menghadirkan gerakan *Employee Green Behavior* (EGB). EGB ditandai dengan penandatanganan komitmen peduli lingkungan dalam rangka puncak peringatan "Hari Lingkungan Hidup Sedunia" di GOR Tri Dharma, Gresik, Jawa Timur. Beberapa komitmen yang ditandatangani oleh Insan PG, yaitu hemat energi; hemat dalam menggunakan air; mengurangi emisi gas rumah kaca; mengelola sampah serta limbah Bahan Berbahaya dan Beracun (B3) berbasis *Reduce, Reuse, dan Recycle* (3R); melestarikan keanekaragaman hayati; dan terakhir melakukan adaptasi serta mitigasi perubahan iklim.

In 2023, PG seeks to strengthen its commitment to caring for the environment by presenting the *Employee Green Behavior* movement (EGB). EGB was marked by the signing of a commitment to care for the environment at the peak of the commemoration of "World Environment Day" at GOR Tri Dharma, Gresik, East Java. Several commitments were signed by PG Personnel, namely saving energy, being frugal in using water, reducing greenhouse gas emissions, managing waste and Hazardous and Toxic Materials (B3) based on *Reduce, Reuse, and Recycle* (3R), preserving biodiversity, and finally adapting and mitigating climate change.

Komitmen PG terhadap penggunaan teknologi rendah karbon diwujudkan melalui keikutsertaan PG dalam acara COP28 Climate Change di Dubai, Uni Emirat Arab (UEA) tahun 2023. Pada acara tersebut, PG turut memaparkan strategi nyata PG menuju *Green Industry*. PG sebagai perusahaan

PG's commitment to the use of low-carbon technology was realized through PG's participation in the COP28 Climate Change event in Dubai, United Arab Emirates (UAE) in 2023. At this event, PG also explained PG's real strategy towards *Green Industry*. PG, as an agroindustrial solutions company,



solusi agroindustri anggota *holding* Pupuk Indonesia, memiliki sejumlah strategi industri dan proyek baru untuk mendukung Pemerintah mengurangi emisi karbon.

PG berhasil meraih hak paten untuk Alat Penyemprot Air Bongkar Pasang Penyerap Asam Klorida dalam bidang penurunan emisi. Hak paten ini diberikan dengan No. IDS000004855 dan masuk dalam kategori paten sederhana yang dikeluarkan oleh Direktorat Jenderal Hak Kekayaan Intelektual.

INOVASI PENURUNAN EMISI [305-5]

PG telah mengembangkan inovasi dalam penurunan emisi gas buang yang belum pernah diterapkan sebelumnya di sektor yang sejenis. Inovasi hasil karya sendiri dengan mengganti 1st *Economizer* (E-1203) di Pabrik Asam Sulfat II menggunakan desain baru yaitu teknologi pencegahan *acid condensation* dari desain *annulus double fintube* dengan material SA-210 Gr.C menjadi *single fin tube* tanpa *annulus* dengan pemilihan material SA-192 mampu meningkatkan *reliability* karena terhindar dari potensi korosi galvanis pada sambungan *U-tube* serta mampu meningkatkan *heat duty* sehingga temperatur air demin lebih tinggi dan menaikkan produksi steam dari WHB. Dengan investasi sebesar Rp3.900.000.000 untuk biaya pembangunan E-1203 mampu menghemat sebesar Rp28.075.000.000 per tahun yang terdiri dari penghematan atas *losses sulfur* dalam emisi gas SO₂ sebesar Rp5.075.000.000, nilai peningkatan *Medium Pressure Steam* sebesar Rp10.484.000.000 dan penghematan dari *loss margin* produk Asam Sulfat sebesar Rp12.516.000.000.

Inovasi ini memberikan nilai tambah perubahan rantai nilai (*value chain optimization*) dan berdampak pada keuntungan pemasok material *economizer* dan *sharing* teknologi *Heat Exchanger* sebesar Rp264.000.000 dan keuntungan konsumen adalah jaminan ketersediaan stok asam sulfat *food grade* sebesar 600.000 ton/tahun. Keuntungan pembuangan akhir karena program ini dapat mereduksi beban emisi gas SO₂ pada pabrik Asam Sulfat II dari tahun 2022 sebesar 97,29 ton/bulan dan tahun 2023 menjadi 30,34 ton/bulan sehingga terjadi penurunan sebesar 66,95 ton/bulan.

Inovasi yang dilakukan telah meningkatkan *heat recovery gas process* yang setara dengan tambahan produksi *Medium Pressure Steam* sebesar 3.113 ton/bulan yang secara tidak langsung mengurangi penggunaan sumber energi berbasis karbon sehingga mendukung program dekarbonisasi setara dengan penurunan emisi karbon sebesar 4.200 ton CO₂e/tahun. [305-5]

a member of the Pupuk Indonesia holding company, has a number of industrial strategies and new projects to support the Government in reducing carbon emissions.

PG succeeded in obtaining a patent for a hydrochloric acid absorber portable water sprayer in the field of reducing emissions. This patent is granted with patent No. IDS000004855 and is included in the simple patent category issued by the Directorate General of Intellectual Property Rights.

EMISSION REDUCTION INNOVATION [305-5]

PG has developed innovations for reducing exhaust emissions that have never been implemented before in similar sectors. This own innovation works by replacing the 1st *Economizer* (E-1203) at the Sulfuric Acid Factory II using a new design, namely acid condensation prevention technology, from a double fintube annulus design with SA-210 Gr.C material to a single fin tube without an annulus, and the choice of SA-192 material is able to increase reliability because it avoids the potential for galvanic corrosion at U-tube connections and is able to increase heat duty so that the demin water temperature is higher and increases steam production from WHB. With an investment of Rp3,900,000,000 for the construction costs of the E-1203, Rp28,075,000,000 per year can be saved, consisting of savings on sulfur losses in SO₂ gas emissions of Rp5,075,000,000, an increase in Medium Pressure Steam value of Rp10,484,000,000, and savings from loss margins for Sulfuric Acid products amounting to Rp12,516,000,000.

This innovation provides added value in changes to the value chain (*value chain optimization*) and has an impact on the profits of suppliers of economizer materials and sharing Heat Exchanger technology amounting to Rp264,000,000, and consumer benefits are guaranteed availability of food grade sulfuric acid stocks of 600,000 tons/year. The advantage of final disposal is that this program can reduce the burden of SO₂ gas emissions at Sulfuric Acid Plant II from 2022 by 97.29 tons/month and in 2023 to 30.34 tons/month, resulting in a decrease of 66.95 tons/month.

The innovations carried out have increased the heat recovery gas process, which is equivalent to additional Medium Pressure Steam production of 3,113 tons/month, which indirectly reduces the use of carbon-based energy sources, thereby supporting the decarbonization program equivalent to reducing carbon emissions by 4,200 tons of CO₂e/year. [305-5]

EMISI GAS

Gas Emission

EMISI GAS RUMAH KACA (GRK) LANGSUNG

[305-1]

Pendekatan untuk menghitung tingkat emisi gas rumah kaca (GRK) secara langsung adalah pengkalian Data Aktivitas x Faktor Emisi dengan menghasilkan perhitungan sebagai berikut:

Pabrik I Factory I

Emisi Emission	Satuan Unit	2023	2022
Total (CO ₂)	Ton	740.193	477.308
Total (CH ₄)	Ton	3,26	9,16
Total (N ₂ O)	Ton	2,05	0,92

Pabrik II Factory II

Emisi Emission	Satuan Unit	2023	2022
Total (CO ₂)	Ton	14.070	7.794
Total (CH ₄)	Ton	0,06	0,15
Total (N ₂ O)	Ton	0,04	0,01

Pabrik III Factory III

Emisi Emission	Satuan Unit	2023	2022
Total (CO ₂)	Ton	88.869	53.234
Total (CH ₄)	Ton	0,39	1,02
Total (N ₂ O)	Ton	0,25	0,10

Perhitungan emisi scope 1 menggunakan metode 1 dengan Tier 2 sesuai IPCC Calculation Method (2006).

EMISI GAS RUMAH KACA (GRK) TIDAK LANGSUNG **[305-2]**

Selain memproduksi utilitas sendiri, PG juga memperoleh pasokan listrik dari PLN untuk digunakan dalam situasi darurat dan untuk kebutuhan perkantoran. Dampak tidak langsung berupa timbulnya CO₂. Metode penghitungan mengacu kepada pedoman perhitungan emisi GRK sesuai IPCC 2006 volume 2 untuk kategori energi sebagai berikut:

Pabrik I Factory I

Emisi Emission	Satuan Unit	2023	2022
Total (CO ₂)	Ton	570,11	20.616,09

DIRECT GREENHOUSE GAS (GHG) EMISSIONS

[305-1]

The approach to calculating the level of greenhouse gas (GHG) emissions directly is to multiply Activity Data x Emission Factor to produce the following calculation:

Scope 1 emissions calculation using method 1 with Tier 2 according to the IPCC Calculation Method (2006).

INDIRECT GREENHOUSE GAS (GHG) EMISSIONS **[305-2]**

Apart from producing its own utilities, PG also obtains electricity supplies from PLN to be used in emergency situations and for office needs. The indirect impact is in the form of CO₂ generation. The calculation method refers to the GHG emission calculation guidelines according to IPCC 2006 Volume 2 for the following energy categories:



Pabrik II Factory II

Emisi Emission	Satuan Unit	2023	2022
Total (CO ₂)	Ton	9,31	336,66

Pabrik III Factory III

Emisi Emission	Satuan Unit	2023	2022
Total (CO ₂)	Ton	63,58	2.299,30

Perhitungan emisi *scope 2* menggunakan metode 1 dengan *Tier 2* sesuai IPCC *Calculation Method* (2006).

Calculation of *scope 2* emissions using method 1 with *Tier 2* according to the IPCC *Calculation Method* (2006).

EMISI GAS RUMAH KACA (GRK) TIDAK LANGSUNG LAINNYA [305-3]

Terdapat penurunan sebesar 17,8% pada emisi Gas Rumah Kaca tidak langsung lainnya dibandingkan dengan tahun sebelumnya, disebabkan oleh penurunan aktivitas terkait emisi gas metana.

OTHER INDIRECT GREENHOUSE GAS (GHG) EMISSIONS [305-3]

There was a 17.8 % decrease in other indirect Greenhouse Gas emissions compared to the previous year, due to a decrease in activities related to methane gas emissions.

Pabrik I Factory I

Emisi Emission	Satuan Unit	2023	2022
CH ₄	Ton	0,0812	0,0988

Pabrik II Factory II

Emisi Emission	Satuan Unit	2023	2022
CH ₄	Ton	0,0019	0,0023

Pabrik III Factory III

Emisi Emission	Satuan Unit	2023	2022
CH ₄	Ton	0,0128	0,0159

Perhitungan emisi *scope 2* menggunakan metode 1 dengan *Tier 2* sesuai IPCC *Calculation Method* (2006).

Scope 2 emissions calculation using method 1 with *Tier 2* according to the IPCC *Calculation Method* (2006).

INTENSITAS EMISI GAS RUMAH KACA (GRK) [305-4]

Peraturan Dirjen Pengendalian Pencemaran dan Kerusakan Lingkungan No. P.17/PPKL/SET/KUM.1/09/2020 menjadi acuan untuk mengukur intensitas emisi. Selama periode pelaporan, terjadi penurunan intensitas sebesar 0,042 atau 28,18% dibandingkan dengan tahun sebelumnya.

GREENHOUSE GAS (GHG) EMISSION INTENSITY [305-4]

The Regulation of the Director General of Pollution and Environmental Damage Control No. P.17/PPKL/SET/KUM.1/09/2020 is a reference for measuring emission intensity. During the reporting period, there was a decrease in intensity of 0.042, or 28.18%, compared to the previous year.

Pabrik I Factory I

Emisi Emission	Satuan Unit	2023	2022
Total (CO ₂)	Ton/Ton Produk Ton/Ton Product	0,107	0,149

Pabrik II Factory II

Emisi Emission	Satuan Unit	2023	2022
Total (CO ₂)	Ton/Ton Produk Ton/Ton Product	0,107	0,149

Pabrik III Factory III

Emisi Emission	Satuan Unit	2023	2022
Total (CO ₂)	Ton/Ton Produk Ton/Ton Product	0,107	0,149

PENGURANGAN EMISI GAS RUMAH KACA

[305-5]

Dalam periode pelaporan terdapat 2 (dua) program untuk mengurangi emisi GRK, yaitu:

GREENHOUSE GAS EMISSION REDUCTION

[305-5]

In the reporting period, there were 2 (two) programs to reduce GHG emissions, namely:

No.	Program	Aktivitas Program Program Activities	Capaian Achievement	Status
1	Pemanfaatan <i>Steam</i> dari <i>Waste Heat Boiler</i> (WHB) Asam Sulfat sebagai <i>Drying</i> di Unit <i>Purified Gypsum</i> . Utilization of Steam from Sulfuric Acid Waste Heat Boiler (WHB) as Drying in Purified Gypsum Units.	Membuat <i>line</i> interkoneksi <i>steam</i> dari WHB Asam Sulfat menuju <i>steam drying box</i> untuk mengeringkan produk <i>purified gypsum</i> . Create a steam interconnection line from WHB Sulfuric Acid to a steam drying box to dry purified gypsum products.	Mengurangi emisi GRK sebesar 5.554 ton CO ₂ Eq. Reducing GHG emissions by 5,554 tons of CO ₂ Eq.	Masih terus dioperasikan Still in operation
2	Substitusi Regenerasi Molekular Sieve dari Media Pemanas <i>High Pressue Steam</i> (HPS) menjadi <i>Medium Pressure Steam</i> (MPS) di 173-C Pabrik Amonia. Substitution of Molecular Sieve Regeneration from High Pressure Steam (HPS) Heating Media to Medium Pressure Steam (MPS) at the 173-C Ammonia Factory	Melakukan proses substitusi Regenerasi Molekular Sieve dari Media Pemanas <i>High Pressue Steam</i> (HPS) menjadi <i>Medium Pressure Steam</i> (MPS) di 173-C Pabrik Amonia. Carrying out the substitution process for Molecular Sieve Regeneration from High Pressure Steam (HPS) Heating Media to Medium Pressure Steam (MPS) at the 173-C Ammonia Factory	Mengurangi emisi GRK sebesar 2.071 ton CO ₂ Eq. Reducing GHG emissions by 2,071 tons CO ₂ Eq.	Masih terus dioperasikan Still in operation



Menghasilkan pengurangan emisi rumah kaca langsung dari Proses Produksi Amonia (IPPU) sebagai berikut:

Produces direct greenhouse emission reductions from the Ammonia Production Process (IPPU) as follows:

Emisi Emission	Satuan Unit	2023	2022
CO₂ yang Dihasilkan CO₂ Produced			
CO ₂ Amonia CO ₂ Ammonia	Ton	1.727.544	1.554.188
CO₂ yang Dimanfaatkan untuk Bahan Baku Pabrik CO₂ Used for Factory Raw Materials			
Pabrik Urea Urea Factory	Ton	884.405	806.294
Pabrik ZA II ZA II Factory	Ton	39.040	63.036
Pabrik CO ₂ Cair/Dry Liquid/Dry CO ₂ Factory	Ton	14.545	10.552
Jumlah Pemanfaatan Total Utilization	Ton	937.990	879.882

EMISI ZAT PERUSAK OZON [305-6]

Dalam periode pelaporan, PG tidak menggunakan pendingin udara yang mengandung CFC yang berpotensi merusak lapisan ozon. Pemakaian alat pendingin di lingkungan PG menggunakan jasa pihak ketiga dengan sistem kontrak dingin menggunakan alat pendingin yang ramah lingkungan.

EMISSIONS OF OZONE-DEPLETING SUBSTANCES [305-6]

In the reporting period, PG did not use air conditioners containing CFCs, which have the potential to damage the ozone layer. The use of cooling equipment in the PG environment uses third-party services with a cold contract system using environmentally friendly cooling equipment.

EMISI UDARA

Air Emission

Proses dan kegiatan produksi pupuk yang dijalankan PG menghasilkan efluen yang dilepaskan ke udara sehingga berpotensi meningkatkan ambien udara, baik yang dihasilkan oleh unsur yang memiliki atau tidak memiliki unsur pencemar.

The fertilizer production processes and activities carried out by PG produce effluent, which is released into the air, thereby potentially increasing the ambient air, whether produced by elements that have or do not have polluting elements.

Menyadari hal tersebut, PG memberlakukan kebijakan pengelolaan emisi udara dengan mengacu pada Keputusan Menteri Negara Lingkungan Hidup No. 17 Tahun 2019 tentang Baku Mutu Emisi bagi Kegiatan Industri Pupuk, yang meliputi:

1. Menyediakan sarana dan prasarana pengendalian pencemaran udara yang meliputi antara lain cerobong emisi yang dilengkapi dengan sarana pendukung seperti lubang pengambilan sampel, tangga, lantai kerja (platform) dan aliran listrik serta sarana pengendalian pencemaran udara lainnya sebagaimana ditetapkan dalam Keputusan Kepala Badan Pengendalian Dampak Lingkungan No. 205/Bapedal/07/1996 tentang pedoman Teknis Pengendalian Pencemaran Udara Sumber Tidak Bergerak;
2. Memasang alat pemantauan kualitas emisi secara terus menerus (*Continuous Emission Monitoring/CEM*) pada cerobong tertentu yang pelaksanaannya dikonsultasikan dengan menteri dan bagi cerobong yang tidak dipasang peralatan (*Continuous Emission Monitoring/CEM*) wajib dilakukan pengukuran secara manual dalam waktu 6 (enam) bulan sekali;

Realizing this, PG implemented an air emissions management policy by referring to the Decree of the State Minister for the Environment No. 17 of 2019 concerning Emission Quality Standards for Fertilizer Industry Activities, which includes:

1. Providing air pollution control facilities and infrastructure, which include, among others, emission chimneys equipped with supporting facilities such as sampling holes, stairs, platforms, and electricity, as well as other air pollution control facilities as stipulated in the Decree of the Head of the Environmental Impact Control Agency No. 205/Bapedal/07/1996 concerning Technical Guidelines for Controlling Stationary Source Air Pollution;
2. Install continuous emission quality monitoring equipment (*Continuous Emission Monitoring/CEM*) on certain chimneys, the implementation of which is consulted with the minister and for chimneys where *Continuous Emission Monitoring/CEM* equipment is not installed, manual measurements must be carried out once every 6 (six) month;

3. Mendapatkan persetujuan integrasi Sistem Informasi Pemantauan Emisi Industri secara terus menerus (SISPEK) dari Dirjen PPKL KLHK pada tanggal 18 Oktober 2022 terhadap CEMS di 5 (lima) cerobong yang sudah terpasang.
4. Memantau sarana dan prasarana pengendalian pencemaran udara sebagaimana dimaksud dalam poin (1), (2), dan (3).

3. Obtain approval for the integration of the continuous Industrial Emission Monitoring Information System (SISPEK) from the Director General of PPKL KLHK on October 18, 2022, for the CEMS in the 5 (five) chimneys that have been installed.
4. Monitor air pollution control facilities and infrastructure as intended in point (1), (2), and (3).

Hasil pengukuran emisi udara tahun 2023 ditampilkan dalam tabel berikut: **[305-7]**

The results of air emissions measurements in 2023 are shown in the following table: **[305-7]**

Parameter	Jumlah (dalam ton) Quantity (in tons)
NO ₂	634,93
SO ₂	487,61
Partikulat Particulates	465,62
NH ₃	184,14
HF	9,39

LIMBAH

Waste

LIMBAH CAIR

Dalam meminimalisir dampak terhadap lingkungan, PG memberlakukan pengelolaan limbah cair yang berprinsip pada kepatuhan terhadap prinsip kelestarian lingkungan. Adapun air limbah yang dihasilkan yakni bukan termasuk kategori Bahan Beracun dan Berbahaya (B3). **[306-2]**

Pengelolaan limbah cair dilakukan dengan menambahkan kapur/soda kaustik, melakukan pengendapan di bak *equalizer*, menambahkan koagulan dan flokulan, serta pengendapan di bak *Thickener*. Sebanyak 40,4% atau sebesar 599.102 m³ dari air limbah hasil *treatment* tersebut digunakan kembali untuk produksi Pabrik Pupuk NPK Phonska dan 59,6% atau sebesar 883.825 m³ dibuang ke laut dan tidak menimbulkan dampak negatif terhadap habitat perairan. **[306-4]**

Jumlah air limbah yang dihasilkan PG adalah sebagai berikut: **[306-1]**

LIQUID WASTE

In minimizing the impact on the environment, PG applies liquid waste management that is based on compliance with environmental sustainability principles. The waste water produced is not included in the Toxic and Hazardous Materials (B3) category. **[306-2]**

Liquid waste management is carried out by adding lime/ caustic soda, settling in equalizer tanks, adding coagulants and flocculants, and settling in thickener tanks. As much as 40.4%, or 599,102 m³, of the wastewater resulting from the treatment was reused for production at the NPK Phonska Fertilizer Factory, and 59.6%, or 883,825 m³, was discharged into the sea and did not have a negative impact on aquatic habitats. **[306-4]**

The amount of waste water produced by PG is as follows: **[306-1]**

Keterangan Description	Satuan Unit	2023	2022
Air Limbah Wastewater	m ³	1.482.928	1.496.168
pH		8,2	7.8
NH ₃	kg/ton	2,6129	0,2252
Fluor Fluorine	kg/ton	0,2463	0,0127
COD	kg/ton	0,3555	0,0231
TSS	kg/ton	0,2000	0,0115



LIMBAH PADAT

Proses produksi yang dijalankan PG menghasilkan 2 (dua) jenis limbah padat, yaitu limbah Bahan Berbahaya dan Beracun (B3) dan limbah non-B3. Limbah padat jenis B3 yang dihasilkan di antaranya limbah katalis bekas yang berasal dari pabrik amoniak yang mengandung oksida-oksida Ni, Zn, Cu, Fe, Mo, dan Co, sedangkan limbah non B3 berupa kertas dan sampah domestik yang dihasilkan dari operasional kantor. PG memberlakukan pengolahan limbah B3 melalui *recycle* atau daur ulang yang dilakukan sendiri maupun dengan menunjuk pihak ketiga. Sementara itu, pengolahan limbah non B3 dilakukan dengan menggunakan petugas pengangkut sampah untuk selanjutnya dibuang ke tempat pembuangan akhir (TPA). [306-1]

INOVASI 3R LIMBAH B3

PG melakukan program inovasi Gypsum Netral untuk *Layering* TPA Sampah Kota yang merupakan pemanfaatan Limbah B3 Gypsum dengan cara memanfaatkan Gypsum Netral untuk *layering* TPA Sampah Kota Gresik. Dampak positif dari program ini dapat mengurangi *release* gas beracun dan mencegah terjadinya longsor sampah di area Kecamatan Ngipik karena TPA sampah tersebut berada di area Kecamatan Ngipik Kabupaten Gresik. Inovasi ini pertama kali diimplementasikan di Indonesia pada Sektor Pupuk atau Menurut *Best Practice* 2017–2021 dari Kementerian Lingkungan Hidup dan Kehutanan belum pernah diimplementasikan di sektor Pupuk. Program inovasi Gypsum Netral untuk *Layering* TPA Sampah Kota berdampak pada perubahan *Sustainable City* di mana inovasi tersebut merupakan kombinasi sistem yang kompleks, luas secara geografis, dan melibatkan banyak sekali pelaku/pihak dalam hal ini Petrokimia Gresik bekerja sama dengan Dinas Lingkungan Hidup (DLH) Kabupaten Gresik untuk mewujudkan *Sustainable City* di Kota Gresik.

Program *Sustainable City* dirancang dengan mempertimbangkan dampak lingkungan di Kota Gresik yang di mana jika tidak ada program inovasi ini maka operasi TPA sampah Kota Gresik akan berhenti lalu sampah bisa ada risiko akan menumpuk dan bisa longsor dan yang terakhir bisa mengakibatkan pencemaran udara di Kota Gresik untuk penjelasan rinciannya sebagai berikut:

1. Kondisi sebelum adanya program

Limbah B3 gipsum yang tadinya kita manfaatkan sebagai gipsum netral masih kurang peminat dalam segi penjualan, sehingga masih banyak limbah gipsum yang tersimpan di Tempat Penyimpanan Sementara (TPS) PT Petrokimia Gresik.

2. Kondisi setelah adanya program

Program Pemanfaatan Gypsum Netral menjadi program comdev dengan memanfaatkan Gypsum Netral menjadi *layering* TPA Sampah Kota. Program ini dimulai dengan *Crude Gypsum* sebagai Limbah B3 yang ada di TPS

SOLID WASTE

The production process carried out by PG produces two types of solid waste, namely Hazardous and Toxic Waste (B3) and non-B3 waste. B3-type solid waste produced includes used catalyst waste originating from ammonia factories containing Ni, Zn, Cu, Fe, Mo, and Co oxides, while non-B3 waste includes paper and domestic waste generated from office operations. PG enforces B3 waste processing through recycling both in-house and by appointing a third party. Meanwhile, processing of non-B3 waste is carried out using waste collection officers and then disposed of at the final disposal site (TPA). [306-1]

B3 WASTE 3R INNOVATION

PG is carrying out a Neutral Gypsum innovation program for Layering the City Waste Landfill, which is the utilization of B3 Gypsum Waste by using Neutral Gypsum for layering the Gresik City Waste Landfill. The positive impact of this program can reduce the release of toxic gases and prevent waste landslides in the Ngipik District area because the waste landfill is located in the Ngipik District area, Gresik Regency. This innovation was first implemented in Indonesia in the Fertilizer Sector, or according to the 2017-2021 Best Practice from the Ministry of Environment and Forestry, it has never been implemented in the Fertilizer sector. The Neutral Gypsum innovation program for Layering City Waste Landfills has an impact on changes in the Sustainable City, where this innovation is a combination of complex systems, geographically extensive, and involves many actors/parties. In this case, Petrokimia Gresik collaborates with the Gresik Regency Environmental Service (DLH) to realize a Sustainable City in Gresik City.

The Sustainable City program was designed taking into account the environmental impact in Gresik City, where if there was no innovation program, the operations of the Gresik City waste landfill would stop, and then there would be a risk of the waste piling up and landslides, finally causing air pollution in Gresik City, as described below:

1. Conditions before the program

The B3 Gypsum Waste that we previously used as Neutral Gypsum is still not very popular in terms of sales, so there is still a lot of gypsum waste stored in the Temporary Shelter (TPS) of PT Petrokimia Gresik.

ii. Conditions after the program

The Neutral Gypsum Utilization Program is a comdev program that utilizes Neutral Gypsum as layering for the City Waste Landfill. This program begins with Crude Gypsum as B3 Waste at Petrokimia Gresik Temporary

Petrokimia Gresik di *feeding* ke *hopper* kemudian *handling* dengan *belt conveyor* menuju ke *tower*, kemudian *Crude Gypsum* di campur atau *mixing* lebih lanjut di *Mixer* jenis *PugMill*. Material gipsum pertanian yang sudah tercampur merata kemudian dimasukkan gudang gipsum untuk distabilisasikan. Produk gipsum pertanian yang dihasilkan sudah memenuhi SNI 715-2016 untuk kategori Gipsum Tipe 5. Setelah menjadi Gipsum Netral produk tersebut kita manfaatkan untuk *layering* di TPA Sampah Kota Gresik, agar sampah tersebut tidak mencemari udara ambien dan sampah yang menumpuk tidak terjadi longsor.

Pada implementasi Program Pemanfaatan Gipsum Netral menjadi program comdev dengan memanfaatkan Gipsum Netral menjadi *layering* TPA juga dilakukan *Value Chain Optimization* melalui kerja sama dengan perusahaan PT Nalco untuk pengadaan Kapur Aktif yang digunakan untuk menetralkan Gipsum tersebut agar terbentuk Gipsum Netral. *Value Chain Optimization* melalui kegiatan *waste to resource*, yaitu berupa penambahan Kapur Aktif pada Limbah Gipsum, maka Limbah B3 yang dihasilkan dapat termanfaatkan sebagai produk jual dan melalui produk comdev bekerja sama dengan DLH Kabupaten Gresik untuk dimanfaatkan sebagai *layering* TPA Sampah Kota.

1. Nilai Tambah Program Inovasi

Nilai tambah dari program inovasi ini adalah berupa perubahan rantai nilai dan keuntungan yang diperoleh dari Pemanfaatan Gipsum Netral menjadi program comdev dengan memanfaatkan Gipsum Netral tersebut menjadi *layering* TPA adalah:

a. Produsen/perusahaan

Keuntungan yang diperoleh PT Petrokimia Gresik, yakni dari segi lingkungan bisa mengurangi timbunan limbah B3 Dominan dalam hal ini, yaitu limbah B3 Gipsum sebesar 11.610 ton dapat dimanfaatkan sebagai produk Gipsum Netral. Keuntungan yang diperoleh dari segi provit yakni bisa memperoleh margin keuntungan sebesar Rp56.309.227.500.

b. Konsumen

Dari segi Konsumen memiliki keuntungan, yakni DLH Kabupaten Gresik dan Pemkab Gresik merasa terbantu dengan adanya program comdev pemanfaatan Gipsum untuk *layering* TPA sampah kota sehingga, Kota Gresik terbebas dari pencemaran lingkungan akibat bau sampah dan longsoran sampah, serta mengurangi biaya pengadaan tanah urugan.

Shelter being fed to the hopper, then handled with a conveyor belt to the tower, where Crude Gypsum is mixed further in a PugMill type mixer. The agricultural gypsum material that has been mixed evenly is then put into the gypsum warehouse to be stabilized. The agricultural gypsum product produced meets SNI 715-2016 for the Type 5 Gypsum category. After becoming Neutral Gypsum, the product is used for layering in the Gresik City Waste Landfill so that the waste does not pollute the ambient air and the accumulated waste does not cause landslides.

In the implementation of the Neutral Gypsum Utilization Program into a comdev program by utilizing Neutral Gypsum as landfill layering, Value Chain Optimization was also carried out through collaboration with PT Nalco to procure Active Lime, which was used to neutralize the Gypsum to form neutral gypsum. Value Chain Optimization through waste to resource activities, namely in the form of adding Active Lime to Gypsum Waste, so that the B3 Waste produced can be used as a selling product, and through comdev products in collaboration with DLH Gresik Regency to be used as layering for the City Waste Landfill.

1. Added Value of Innovation Programs

The added value of this innovation program is in the form of changes in the value chain, and the benefits obtained from the use of Neutral Gypsum in a comdev program by utilizing Neutral Gypsum in landfill layering are:

a. Manufacturer/company

The advantage obtained by PT Petrokimia Gresik is that, from an environmental perspective, it can reduce the dominant B3 waste stockpiles, in this case, 11,610 tons of B3 gypsum waste, which can be used as a neutral gypsum product. The advantage that can be obtained in terms of profits is a profit margin of Rp56,309,227,500.

b. Consumer

From a consumer perspective, there are advantages, namely that the Gresik Regency DLH and the Gresik Regency Government feel helped by the comdev program for using Gypsum for layering the City WASTE Landfill so that the City of Gresik is free from environmental pollution due to the smell of rubbish and waste avalanches, as well as reducing the cost of providing landfill.



c. Supplier

Supplier memiliki keuntungan, yakni PT Nalco sebagai supplier kapur aktif produknya bisa terjual dengan harga Rp675.000/ton dengan total pembelian dari Petrokimia Gresik sebesar Rp391.837.500 dalam tahun 2022.

d. Pembuangan Akhir

Gypsum tidak dimanfaatkan untuk Gypsum Netral lalu digunakan untuk program comdev sebagai *layering* TPA Sampah Kota maka limbah B3 Gypsum yang dihasilkan perusahaan bisa bermanfaat. **[306-2][306-4][306-5]**

c. Supplier

Suppliers have the advantage that PT Nalco, as an Active lime supplier, can sell its products at a price of Rp675,000 per ton, with total purchases from Petrokimia Gresik amounting to Rp391,837,500 in the period 2022.

d. Final Disposal

Gypsum that is not used for Neutral Gypsum is then used for the comdev program as a layer for the City Waste Landfill, so the B3 Gypsum Waste produced by the Company can be useful. **[306-2][306-4][306-5]**

PG menghasilkan limbah Non B3 sampah berupa sampah organik (daun, sisa tumbuhan, sisa makanan) dan sampah anorganik (palet, kaleng, plastik, peralatan kantor bekas dan karung bekas). Program Pemanfaatan Limbah Padat Non-B3 sampah yang dilakukan antara lain:

1. Pemanfaatan sampah organik sisa daun dan sampah rumah tangga menjadi pupuk kompos.
2. Pemanfaatan limbah organik menjadi Pupuk Organik Petroganik.
3. Pemanfaatan dan daur ulang limbah anorganik bekerja sama dengan Bank Sampah Meduran Bersatu.
4. Optimalisasi limbah ternak sebagai media tanam menggunakan Petro Gladiator.
5. Pemanfaatan limbah pertanian menjadi silase menggunakan Petro Biofeed.
6. Pemanfaatan sampah plastik menjadi bahan baku *paving block*.

Sampah yang tidak dimanfaatkan dikirim ke TPA dengan menggunakan jasa pihak ketiga dengan koordinator Departemen Pelayanan Umum. **[306-2][306-5]**

Berikut rincian mengenai jumlah limbah B3 dan non B3 yang dihasilkan PG. **[306-3][306-5]**

a. Limbah B3

Jenis Limbah Waste Type	Satuan Unit	2023	2022
Area Produksi Production Area			
Pemanfaatan daur ulang sendiri Utilizing own recycling	Ton	0	1.295.316,94
Daur ulang pihak ketiga Third party recycling	Ton	629,29	9.097,46
Area Perkantoran Office Area			
Pemanfaatan daur ulang sendiri Utilizing own recycling	Ton	0	0
Daur ulang pihak ketiga Third party recycling	Ton	1,1	2,13
Jumlah Total	Ton	630,39	1.304.416,53

PG produces Non-B3 waste in the form of organic waste (leaves, plant residues, food waste) and inorganic waste (pallets, cans, plastic, used office equipment, and used sacks). The Non-B3 Solid Waste Utilization Program carried out includes:

1. Utilization of organic waste left over from leaves and household waste into compost.
2. Utilization of organic waste into Petroganic Organic Fertilizer.
3. Utilization and recycling of inorganic waste in collaboration with the Meduran Bersatu Waste Bank.
4. Optimization of animal waste as planting media using Petro Gladiator.
5. Utilization of agricultural waste into silage using Petro Biofeed.
6. Utilization of plastic waste as raw material for paving blocks

Unused waste is sent to the landfill using third-party services coordinated by the Public Services Department. **[306-2][306-5]**

The following are details regarding the amount of B3 and non-B3 waste produced by PG. **[306-3][306-5]**

a. B3 Waste

b. Limbah Non B3

b. Non-B3 Waste

Jenis Limbah Waste Type	Satuan Unit	2023	2022
Limbah Non B3 Terdaftar Registered Non-B3 Waste			
Pemanfaatan daur ulang sendiri Utilizing own recycling	Ton	1.524.128,58	-
Daur ulang pihak ketiga Third party recycling	Ton	10.686,51	-
Jumlah Total	Ton	1.534.815,09	-
Limbah Non B3 Sampah Non-B3 Waste			
Produksi Product			
Dimanfaatkan Utilize	Ton	855,68	70,80
Dibuang ke TPA Disposed of to landfill	Ton	764,98	0,00
Fasilitas Pendukung yang berkaitan dengan proses (Perkantoran) Supporting Facilities related to processes (Offices)			
Dimanfaatkan Utilize	Ton	160,25	-
Dibuang ke TPA Disposed of to landfill	Ton	230,74	26,92
Fasilitas Pendukung yang tidak berkaitan dengan proses (Perumahan Dinas, Taman, Kebun) Supporting Facilities that are not related to the process (Official Housing, Parks, Gardens)			
Dimanfaatkan Utilize	Ton	451,31	1.645,63
Dibuang ke TPA Disposed of to landfill	Ton	267,66	1.468,13
Jumlah Total		2.730,62	3.211,48

Tidak ada insiden tumpahan yang terjadi selama proses pengangkutan, distribusi, maupun pengolahan pada tahun 2023 dan tahun sebelumnya. Insiden tumpahan tersebut mencakup ceceran pupuk yang tumpah atau bocor, serta emisi udara yang melebihi ambang batas normal di luar batas wajar. [303-4]

No spill incidents occurred during the transportation, distribution, or processing processes in 2023 or the previous year. These spill incidents include spilled or leaked fertilizer, as well as air emissions that exceed normal limits beyond reasonable limits. [303-4]



KEPATUHAN LINGKUNGAN [307-1]

Environmental Compliance

PG tetap konsisten dalam menjalankan proses dan kegiatan bisnis yang berfokus pada keberlanjutan dan ramah lingkungan, sesuai dengan ketentuan dan peraturan perundang-undangan yang berlaku di bidang lingkungan. Konsistensi ini tercermin dari ketiadaan kasus pelanggaran atau sanksi yang dikenakan kepada PG karena ketidakpatuhan terhadap UU Lingkungan. PG secara rutin melaporkan hasil pemantauan kondisi lingkungan secara periodik kepada pihak-pihak eksternal secara berkala sebagai wujud pemenuhan kewajiban dan transparansi informasi.

PG remains consistent in carrying out business processes and activities that focus on sustainability and are environmentally friendly, in accordance with applicable laws and regulations in the environmental sector. This consistency is reflected in the absence of cases of violations or sanctions imposed on PG for non-compliance with Environmental Law. PG routinely reports the results of periodic monitoring of environmental conditions to external parties on a regular basis as a form of fulfilling obligations and transparency of information.

Mekanisme pengaduan masalah lingkungan diatur dalam prosedur PR-02-0052 tentang Komunikasi. Selama tahun 2023, jumlah pengaduan tentang masalah lingkungan terdapat sebanyak 2 (dua) pengaduan. Seluruh pengaduan tersebut telah ditangani dan ditindaklanjuti hingga selesai.

The mechanism for complaints about environmental issues is regulated in procedure PR-02-0052 concerning Communication. In 2023, the number of complaints regarding environmental issues was 2 (two). All of these complaints have been handled and followed up until they are resolved.

PENILAIAN LINGKUNGAN PEMASOK

PG saat ini belum menggunakan kriteria keterlibatan pemasok baru sebagai kriteria seleksi pemasok ramah lingkungan/peduli lingkungan. Namun ini akan menjadi pertimbangan serius bagi PG ke depannya sebagai bagian dari dukungan kepada para pemangku kepentingan terhadap permasalahan lingkungan. [308-1]

SUPPLIER ENVIRONMENTAL ASSESSMENT

PG currently does not use new supplier involvement criteria as selection criteria for environmentally friendly/environmentally caring suppliers. However, this will be a serious consideration for PG in the future as part of its support for stakeholders regarding environmental problems. [308-1]

PG saat ini juga belum melakukan penilaian berapa pemasok yang aktivitas operasinya telah mencemari lingkungan dan tidak didapati kasus pencemaran lingkungan oleh pemasok. Menjadi pertimbangan penting bagi PG untuk bekerja sama dengan instansi terkait untuk melakukan penilaian terhadap pemasok yang menjadi rekanan PG agar taat terhadap pengelolaan lingkungan. [308-2]

PG has not currently assessed how many suppliers whose operational activities have polluted the environment and has not found any cases of environmental pollution by suppliers. It is an important consideration for PG to collaborate with related agencies to assess suppliers who are PG's partners so that they comply with environmental management. [308-2]



**PETROKIMIA
GRESIK**
Solusi Agroindustri

Ukarnya
Makmur



12,3%

Osam elest, autassit, as ut is ineliquam, sit quos eum ius, nam quidis peribus apereicto cores modit ut volor res dus vernatur simus sit aut quia voluptati tem faceati berspellut occum ilitas mod quiate di te di sunt, ullupta inimpori nos molupta tecuptia nihic tem quis endelle caeptat fugiam harunt.

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06

KINERJA SOSIAL **BERKELANJUTAN**

Sustainable Social
Performance





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HUBUNGAN INDUSTRIAL

Industrial Relation

PG memiliki kebijakan dalam mengatur hubungan industrial antara perusahaan dan karyawan yang diatur melalui Perjanjian Kerja Bersama (PKB). PKB ini telah disepakati, disetujui, dan ditetapkan bersama oleh manajemen perusahaan dan Serikat Pekerja PG (SK PG). PKB tersebut berisi dan mengatur tentang hak-hak dan kewajiban antara PG dan seluruh karyawan tetap PG. **[2-30, 3-3]**

PKB juga mengatur mengenai masa tenggang yang diberikan sebelum diberlakukan suatu perubahan penting terkait kegiatan operasional utama. Dalam beberapa situasi khusus, seperti ketika terjadi perubahan fundamental dalam struktur perusahaan seperti rencana akuisisi, merger, atau restrukturisasi badan usaha, PG akan memberikan pemberitahuan kepada para pekerja setidaknya 1 (satu) bulan sebelum perubahan tersebut efektif. **[402-1]**

Untuk menciptakan budaya kerja yang produktif tinggi, inovatif, berkualitas, dan mendukung karyawan mencapai kinerja yang unggul, Perseroan bersama dengan Serikat Pekerja melalui forum Lembaga Kerja Sama (LKS) Bipartit secara terus-menerus berkomunikasi mengenai kebijakan Perseroan yang bertujuan meningkatkan produktivitas dan mengakomodasi aspirasi karyawan.

Sebagai bagian dari upaya untuk mengevaluasi pelaksanaan kinerja tersebut, Perseroan mengimplementasikan Sistem Manajemen Kinerja (SMK) yang merupakan bagian integral dari Manajemen Sumber Daya Manusia Berbasis Kompetensi (MSDM-BK).

PG memberikan kesempatan bagi seluruh karyawan untuk membentuk Serikat Karyawan PG (SKPG) dan menjamin hak-hak karyawan melalui akses yang diberikan sesuai dengan ketentuan Undang-Undang No. 21 tahun 2000 tentang Serikat Buruh. Kebijakan ini sejalan dengan peraturan yang berlaku dan menegaskan komitmen Perseroan untuk menghormati hak-hak karyawan dalam berserikat.

SKPG telah terdaftar pada Dinas Tenaga Kerja Kabupaten Gresik dengan No. 67/OP.SP24/DFT/12/XIII/4/1999 tanggal 24 April 1999. Pendaftaran tersebut juga telah dicatatkan kembali pada Dinas Tenaga Kerja Kabupaten Gresik dengan No. 560-2-121-403.58/2001 tanggal 23 Mei 2001.

SKPG telah memiliki Perjanjian Kerja Bersama (PKB) yang mengatur pemberian hak dan pelaksanaan kewajiban karyawan terhadap perusahaan, serta sebaliknya. PKB tersebut telah disepakati dan ditandatangani oleh Manajemen PG serta Ketua SKPG sebagai perwakilan dari karyawan perusahaan. Dalam PKB ini, terdapat berbagai pembahasan

PG has a policy for regulating industrial relations between the Company and employees, which is regulated through a Collective Labor Agreement (PKB). This PKB has been mutually agreed upon, approved, and determined by the Company management and the PG Workers Union (SK PG). The PKB contains and regulates the rights and obligations between PG and all PG permanent employees. **[2-30, 3-3]**

The PKB also regulates the grace period given before the implementation of important changes related to main operational activities. In some special situations, such as when there is a fundamental change in the Company structure, such as a planned acquisition, merger, or business entity restructuring, PG will provide notice to workers at least 1 (one) month before the change is effective. **[402-1]**

To create a work culture that is highly productive, innovative, high quality, and supports employees to achieve superior performance, the Company together with the Labor Union through the Bipartite Cooperation Institution (LKS) forum, continuously communicates regarding Company policies aimed at increasing productivity and accommodating employee aspirations.

As part of efforts to evaluate the implementation of this performance, the Company implemented a Performance Management System (SMK), which is an integral part of Competency Based Human Resource Management (MSDM-BK).

PG provides the opportunity for all employees to form a PG Employees Union (SKPG) and guarantees employee rights through access provided in accordance with the provisions of Law Number 21 of 2000 concerning Labor Unions. This policy is in line with applicable regulations and confirms the Company's commitment to respecting employee rights in association.

SKPG has been registered with the Gresik Regency Manpower Office with No. 67/OP.SP24/DFT/12/XIII/4/1999, dated April 24, 1999. The registration has also been re-registered with the Gresik Regency Manpower Office with the No. 560-2-121-403.58/2001, dated May 23, 2001.

SKPG has a Collective Labor Agreement (PKB), which regulates the granting of rights and the implementation of employee obligations towards the Company, and vice versa. The PKB has been agreed upon and signed by PG Management and the Chairman of SKPG as representatives of company employees. In this PKB, there are various discussions regarding the

mengenai hak dan kewajiban yang diatur antara perusahaan dan karyawan, meliputi:

- Hak-hak dan kewajiban PG, SKPG selaku wakil karyawan;
- Syarat-syarat kerja, hubungan kerja, dan kondisi kerja;
- Kesejahteraan karyawan;
- Tata tertib untuk memelihara dan meningkatkan disiplin;
- Cara-cara penyelesaian perbedaan pendapat dan perselisihan hubungan industrial.

Selain pembentukan PKB, PG turut membentuk perjanjian (kontrak) dengan pemangku kepentingan lainnya yang mengatur tentang Etika Bisnis yang mengatur tentang larangan untuk melakukan tindakan yang dapat merugikan pihak lain,. Perjanjian ini ditujukan untuk memenuhi tanggung jawab PG terhadap hak asasi manusia (HAM) bagi seluruh pemangku kepentingan.

Isi dari PKB secara rutin diperbaharui dan ditinjau setiap 2 (dua) tahun sekali, dengan yang terakhir ditandatangani pada tahun 2021 dan dilakukan perpanjangan selama 1 (satu) tahun yang berlaku hingga tahun 2024. PKB ini mencakup seluruh karyawan tetap PG sebagai anggotanya, sehingga hak-hak karyawan tetap PG dijamin dalam PKB tersebut. Selain itu, PKB juga mencakup proses partisipasi dan konsultasi dengan para pekerja dalam pengembangan, implementasi, dan evaluasi sistem manajemen keselamatan dan kesehatan kerja. **[407-1, 403-4]**

PG senantiasa memosisikan Sumber Daya Manusia (SDM) sebagai sebuah faktor utama yang turut menentukan keberhasilan usaha yang berkelanjutan. Menyadari hal tersebut, PG berfokus pada pemenuhan kompetensi dan kebutuhan personil di seluruh unit kerja melalui sebuah sistem pengelolaan SDM yang komprehensif dan terintegrasi dengan kebutuhan perusahaan dan kepatuhan terhadap peraturan perundang-undangan yang berlaku.

PG telah merancang dan mengimplementasikan kebijakan terkait manajemen karyawan dengan menerapkan sistem *Human Capital Management* yang terintegrasi dengan induk perusahaan, PT Pupuk Indonesia (Persero). Sistem Human Capital Management ini didasarkan pada kinerja dan mencakup berbagai aspek, termasuk Pengembangan Organisasi, Perencanaan Sumber Daya Manusia, Manajemen Pengetahuan, Remunerasi berbasis Kompetensi, serta Manajemen Bakat dan Perencanaan Karier. Penerapan sistem *Human Capital Management* ini bertujuan untuk mencapai *Human Capital Excellence* terhadap PG. **[3-3]**

rights and obligations regulated between the Company and employees, including:

- Rights and obligations of PG and SKPG as employee representatives;
- Terms of employment, employment relationships, and working conditions;
- Employee welfare;
- Rules to maintain and improve discipline;
- Methods for resolving differences of opinion and industrial relations disputes.

Apart from forming the PKB, PG also formed agreements (contracts) with other stakeholders that regulate Business Ethics, which regulates the prohibition of taking actions that could harm other parties. This agreement is intended to fulfill PG's responsibilities towards human rights (HAM) for all stakeholders.

The contents of the PKB are routinely updated and reviewed every 2 (two) years, with the last one signed in 2021 and extended for 1 (one) year, which is valid until 2024. This PKB includes all PG permanent employees as members, so that the rights of PG employees are guaranteed in the PKB. In addition, PKB also includes a process of participation and consultation with workers in the development, implementation, and evaluation of occupational safety and health management systems. **[407-1, 403-4]**

PG always positions Human Resources (HR) as the main factor that determines the success of sustainable business. Realizing this, PG focuses on fulfilling the competencies and needs of personnel in all work units through a comprehensive HR management system that is integrated with company needs and in compliance with applicable laws and regulations.

PG has designed and implemented policies related to employee management by implementing a Human Capital Management system that is integrated with the parent company, PT Pupuk Indonesia (Persero). This Human Capital Management system is based on performance and covers various aspects, including Organizational Development, Human Resource Planning, Knowledge Management, Competency-based Remuneration, Talent Management, and Career Planning. The implementation of this Human Capital Management system aims to achieve Human Capital Excellence for PG. **[3-3]**



REKRUTMEN KARYAWAN

Employee Recruitment

PG mengadakan proses rekrutmen SDM dengan mengikuti kebutuhan yang dimiliki oleh perusahaan. Komposisi karyawan menjadi perhatian utama bagi PG, yang selalu berusaha untuk pengembangan dan persiapan kompetensi dalam menghadapi tantangan global yang semakin ketat. Karena formasi karyawan memiliki dampak yang signifikan terhadap kinerja dan tingkat produktivitas PG. Oleh karena itu, PG secara konsisten mengelola proses rekrutmen dengan tepat dan sesuai agar dapat menghasilkan SDM yang memberikan keunggulan optimal bagi perusahaan.

Proses rekrutmen pegawai di PG selalu mengikuti peraturan ketenagakerjaan yang berlaku, termasuk persyaratan usia minimum untuk calon karyawan. Sejak awal beroperasi hingga saat ini, PG tidak pernah mempekerjakan individu yang berusia di bawah 18 tahun. Kebijakan perusahaan dengan tegas menegaskan bahwa usia minimum untuk diterima sebagai karyawan adalah 18 tahun. Komitmen PG dalam menghapus tenaga kerja anak sejalan dengan prinsip hak asasi manusia dan mematuhi konvensi yang ditetapkan oleh Organisasi Perburuhan Internasional (ILO) mengenai Sumber Daya Manusia. **[408-1]**

Prinsip yang sama juga berlaku di semua anak perusahaan dan mitra yang bekerja sama dengan PG. Oleh karena itu, selama periode 2022–2023, tidak ada laporan terkait adanya pekerja di bawah umur yang dipekerjakan oleh PG, anak perusahaan grup, maupun mitra PG.

Dalam proses rekrutmen, PG secara tegas menekankan penolakan terhadap diskriminasi melalui berbagai langkah, termasuk memberikan kesempatan yang sama dan setara kepada individu terbaik dari semua latar belakang untuk berkontribusi dan bekerja di PG, tanpa memandang faktor gender, agama, ras, atau diskriminasi lainnya. Pelaksanaannya dilakukan secara transparan dan adil, dengan mengacu pada pencapaian tujuan jangka pendek dan jangka panjang PG.

Proses seleksi karyawan yang diadakan oleh PG terdiri dari empat tahap. Tahap-tahap tersebut mencakup tes tertulis, tes psikologi, tes kesehatan dan wawancara *user*, serta wawancara dengan Direksi. Selama tahun 2023 PG tidak melakukan rekrutmen karyawan. **[2-7; 401-1]**

MENJAMIN UPAH YANG LAYAK **[202-1]**

PG senantiasa menjunjung tinggi komitmennya dalam menghargai loyalitas dan dedikasi dari seluruh karyawan dengan menyediakan skema remunerasi yang adil, wajar, dan sesuai dengan peraturan ketenagakerjaan yang berlaku, sekaligus tetap mempertimbangkan kondisi keuangan perusahaan. Dalam rangka mendukung kesejahteraan

PG carries out an HR recruitment process by following the needs of the Company. Employee composition is a major concern for PG, which always strives to develop and prepare competencies to face increasingly stringent global challenges. Employee formation has a significant impact on PG performance and productivity levels. Therefore, PG consistently manages the recruitment process appropriately in order to produce human resources that provide optimal excellence for the Company.

The employee recruitment process at PG always follows applicable labor regulations, including minimum age requirements for prospective employees. Since the beginning of its operations until now, PG has never employed individuals under 18 years of age. Company policy firmly emphasizes that the minimum age to be accepted as an employee is 18 years. PG's commitment to eliminating child labor is in line with human rights principles and complies with conventions established by the International Labor Organization (ILO) regarding Human Resources. **[408-1]**

The same principle also applies to all subsidiaries and partners that work with PG. Therefore, during the 2022–2023 period, there were no reports of underage workers employed by PG, group subsidiaries, or PG partners.

In the recruitment process, PG firmly emphasizes the rejection of discrimination through various steps, including providing equal opportunities to the best individuals from all backgrounds to contribute and work at PG, regardless of gender, religion, race, or other discrimination factors. Implementation is carried out transparently and fairly, with reference to achieving PG's short-term and long-term goals.

The employee selection process held by PG consists of four stages. These stages include written tests, psychological tests, health tests, and user interviews, as well as interviews with the Board of Directors. In 2023, PG did not recruit employees. **[2-7; 401-1]**

GUARANTEE A LIVING WAGE **[202-1]**

PG always upholds its commitment to respecting the loyalty and dedication of all employees by providing a remuneration scheme that is fair, reasonable, and in accordance with applicable labor regulations while still considering the Company's financial condition. In order to support employee welfare, PG has implemented a policy to provide new

karyawan, PG telah menerapkan kebijakan untuk memberikan gaji pokok kepada karyawan baru yang lebih tinggi daripada Upah Minimum Regional (UMR) dan Upah Minimum Provinsi (UMP) di wilayah operasi PG.

Besaran remunerasi yang diberikan dipertimbangkan berdasarkan jenjang jabatan, kinerja, pendidikan, dan masa kerja, tanpa membedakan gender, suku, atau ras. Hal ini dilakukan dengan tujuan untuk mengantisipasi diskriminasi yang berkaitan SARA. **[405-2]**

Besaran remunerasi yang diberikan dipertimbangkan berdasarkan jenjang jabatan, kinerja, pendidikan, dan masa kerja, tanpa membedakan gender, suku, atau ras. Hal ini dilakukan dengan tujuan untuk mengantisipasi diskriminasi yang berkaitan SARA dan juga menjadi motivasi bagi karyawan perempuan untuk dapat berprestasi tanpa khawatir terkena diskriminasi terkait gender. Komitmen PG dalam mengantisipasi adanya diskriminasi gender di lingkungan PG dapat dilihat di dalam tabel di bawah ini: **[405-2]**

employees with a basic salary that is higher than the Regional Minimum Wage (UMR) and Provincial Minimum Wage (UMP) in PG's operational areas.

The amount of remuneration given is considered based on level of position, performance, education, and length of service, without distinguishing between gender, ethnicity, or race. This was done with the aim of anticipating discrimination related to SARA. **[405-2]**

The amount of remuneration given is considered based on level of position, performance, education, and length of service, without distinguishing between gender, ethnicity, or race. This was done with the aim of anticipating discrimination related to SARA and also to motivate female employees to be able to excel without worrying about being exposed to gender-related discrimination. PG's commitment to anticipating gender discrimination in the PG environment can be seen in the table below: **[405-2]**

Upah berdasarkan Gender **[202-1, 405-2]**

Wages based on Gender

No.	Grade	Minimum (Rp)		Maksimum (Rp) Maximum (Rp)	
		Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
1	I	35.449.252	47.555.477	47.891.219	47.555.477
2	II	27.706.619	30.410.286	39.357.799	37.255.351
3	III	18.033.817	18.501.110	29.200.351	27.804.030
4	IV	13.603.800	14.474.540	21.125.221	20.991.135
5	V	10.491.908	10.485.627	15.030.852	13.100.367
6	Pelaksana Officer	7.304.299	9.025.008	12.827.016	10.445.530

KEBIJAKAN REMUNERASI PEGAWAI

Kebijakan remunerasi PG terbagi menjadi 3 (tiga) jenis: gaji, kesejahteraan, dan *benefit*. **[2-19]**

1. Gaji

Komponen gaji (*take home pay*) meliputi gaji pokok, tunjangan tetap berupa tunjangan jabatan, dan tunjangan tidak tetap berupa tunjangan sarana.

2. Kesejahteraan

Selain gaji yang diterima bulanan, karyawan juga menerima kompensasi lain sebagai berikut:

EMPLOYEE REMUNERATION POLICY

PG remuneration policy is divided into 3 (three) types: salary, welfare, and benefits. **[2-19]**

1. Salary

Salary components (*take-home pay*) include basic salary, fixed allowances in the form of position allowances, and non-fixed allowances in the form of facility allowances.

2. Welfare

In addition to the salary received monthly, employees also receive other compensation, as follows:

No.	Jenis Kompensasi Compensation Type	Nilai Tarif & Keterangan	Tariff Value & Description
1	Bantuan Biaya Cuti Leave Costs Allowance	1 x THP pada akhir Februari	1 x THP at the end of February
2	Penghargaan Bakti Kerja (Bantuan Biaya Pendidikan) Work dedication Reward (Education Allowance)	1 x THP pada akhir Desember	1 x THP at the end of December



No.	Jenis Kompensasi Compensation Type	Nilai Tarif & Keterangan	Tariff Value & Description												
3	Cuti Besar Grand Leave	- Karyawan yang telah bekerja selama 6 (enam) tahun berturut turut diberikan cuti selama 3 (tiga) bulan dan 15 hari cuti kalender. Untuk 3 (tiga) bulan cuti dapat dikompensasi dengan 4 x THP. - Selanjutnya setiap kelipatan 3 (tiga) tahun berturut-turut diberikan cuti selama 1,5 bulan dan 15 hari cuti kalender. Untuk 1,5 bulan cuti dapat dikompensasi dengan 2 x THP. - Kompensasi cuti wajib 15 hari bisa diambil sekaligus atau diambil maksimal 3 (tiga) kali minimal 5 (lima) hari.	- Employees who have worked 6 (six) consecutive years are given 3 months of leave and 15 days of calendar leave. 3 (three) months of leave can be compensated with 4 x THP. - Furthermore, every multiple of 3 (three) consecutive years is given 1.5 months of leave and 15 days of calendar leave. 1.5 months of leave can be compensated with 2 x THP. - The 15 days of mandatory leave compensation can be taken all at once or taken a maximum of 3 (three) times for a minimum of 5 (five) days.												
4	Bantuan Hari Raya (BHR) Religious Holiday Allowance (BHR)	1 x THP menjelang hari raya masing-masing karyawan. - Voucher belanja sebesar Rp1.250.000/ orang.	- THP prior to each employee's religious holiday. - Shopping Voucher of Rp1,250,000/ person.												
5	Insentif Triwulanan Quarterly Incentives	1 x THP setiap 3 bulanan sesuai pencapaian kinerja. - Pencapaian kinerja triwulanan: <table><tr><th>No.</th><th>Pencapaian Kinerja Performance Achievement</th><th></th></tr><tr><td>1</td><td>Pencapaian KPI > 110% KPI Achievement > 110%</td><td>Diberikan maksimum 110% Given a maximum of 110%</td></tr><tr><td>2</td><td>Pencapaian KPI 80%–110% KPI Achievement 80%–110%</td><td>Diberikan sesuai persentase Pencapaian KPI Given according to the percentage of KPI achievement</td></tr><tr><td>3</td><td>Pencapaian KPI < 80% KPI Achievement < 80%</td><td>Tidak diberikan Not given</td></tr></table>	No.	Pencapaian Kinerja Performance Achievement		1	Pencapaian KPI > 110% KPI Achievement > 110%	Diberikan maksimum 110% Given a maximum of 110%	2	Pencapaian KPI 80%–110% KPI Achievement 80%–110%	Diberikan sesuai persentase Pencapaian KPI Given according to the percentage of KPI achievement	3	Pencapaian KPI < 80% KPI Achievement < 80%	Tidak diberikan Not given	1 x THP every 3 months according to performance achievements. - Quarterly performance achievements:
No.	Pencapaian Kinerja Performance Achievement														
1	Pencapaian KPI > 110% KPI Achievement > 110%	Diberikan maksimum 110% Given a maximum of 110%													
2	Pencapaian KPI 80%–110% KPI Achievement 80%–110%	Diberikan sesuai persentase Pencapaian KPI Given according to the percentage of KPI achievement													
3	Pencapaian KPI < 80% KPI Achievement < 80%	Tidak diberikan Not given													
6	Jasa Operasi Operation Reward	Sesuai dengan proporsi masa kerja dan hasil penilaian kinerja yang dilewati pada periode 1 tahun anggaran dengan besaran sesuai dengan Keputusan RUPS Kinerja	In accordance with the proportion of tenure and performance assessment results passed in the 1-year budget period, the amount in accordance with the Performance GMS Resolution												

3. *Benefit*

Dalam bentuk *benefit* lainnya, karyawan menerima fasilitas sebagai berikut:

- BPJS (Kesehatan & Ketenagakerjaan)
- Asuransi Kesehatan
- Cuti
- Prokespen
- Pakaian Dinas Harian
- Pakaian Dinas Lapangan
- Perlengkapan Keselamatan Kerja
- Rekreasi
- Natura (Beras)
- Perumahan Dinas
- Koperasi Karyawan
- Fasilitas Olahraga
- Fasilitas Kesenian
- Peribadatan
- Tempat Penitipan Anak

3. Benefits

In other forms of benefits, employees receive the following facilities:

- BPJS (Health & Employment)
- Health Insurance
- Leave
- Prokespen
- Daily Official Clothes
- Fiel Official Clothes
- Work Safety Equipment
- Recreation
- Natura (Rice)
- Official Housing
- Employee Cooperative
- Sports Facilities
- Arts Facilities
- Worship
- Daycare

Tunjangan diberikan kepada karyawan tetap yang membedakan dengan karyawan kontrak/*oursource* adalah sebagai berikut: **[401-2]**

Benefits given to permanent employees that differentiate them from contract/outsourced employees are as follows: **[401-2]**

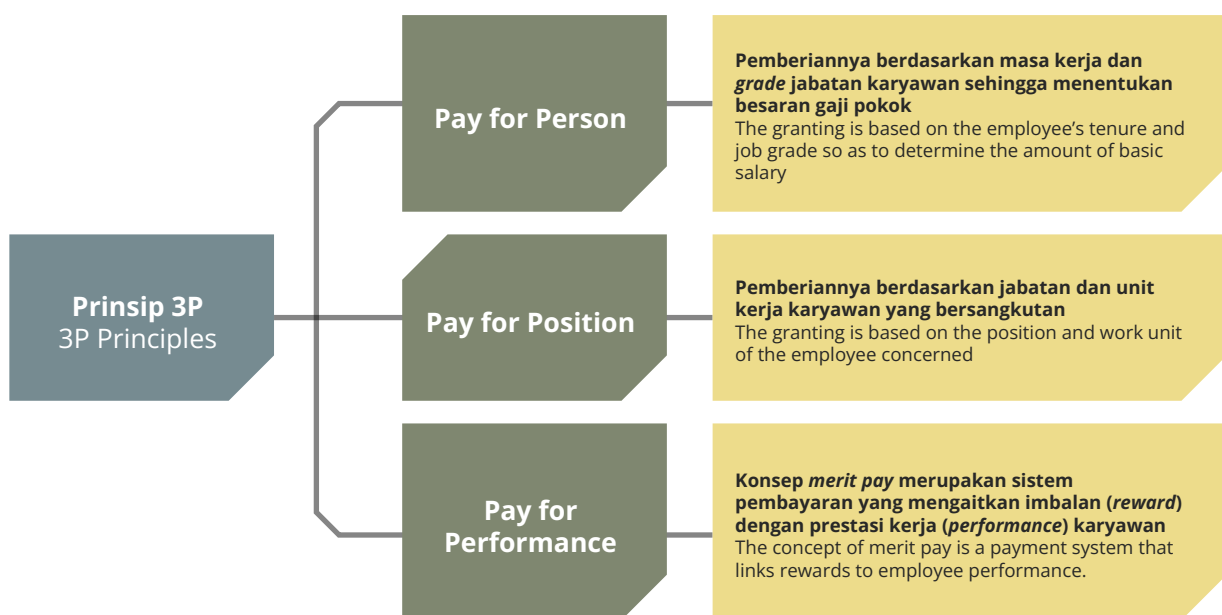
Tunjangan Allowance	Karyawan Tetap Permanent Employee	Karyawan Kontrak Contract Employee	Karyawan <i>Outsource</i> Outsourced Employee
Asuransi Jiwa Life Insurance	✓	✓	✓
Perawatan Kesehatan Healthcare	✓	✓	✓
Tanggungan Disabilitas Kecelakaan Kerja Work Accident Disability Dependent	✓	✓	✓
Hak Cuti Melahirkan Maternity Leave Right	✓	-	✓
Persiapan Masa Pensiun (MPP) Retirement Preparation (MPP)	Tidak ada MPP No MPP	-	Tidak ada MPP No MPP
Kepemilikan Saham Share Ownership	-	-	-
Tunjangan Jabatan Positional Allowance	✓	-	-
Tunjangan Sarana Facility Allowance	✓	-	-
Tunjangan Hari Raya Religious Holiday Allowance	✓	✓	✓
Insentif Incentive	✓	-	-
Jasa Operasi Operation Reward	✓	-	-

PROSES PENETAPAN REMUNERASI KARYAWAN

Untuk menentukan besar remunerasi karyawan PG merupakan tanggung jawab dari Staf Remunerasi di Departemen Remunerasi & Hubungan Industrial dan belum melibatkan jasa konsultan remunerasi sesuai dengan Pedoman Pengelolaan Kepegawaian dalam program transformasi bisnis di Pupuk Indonesia Group No. PI-SDM-PD-003 tanggal 25 Juni 2021. PG telah memberikan remunerasi kepada karyawan berdasarkan prinsip 3P, yang diuraikan sebagai berikut: **[2-20]**

EMPLOYEE REMUNERATION DETERMINATION PROCESS

Determining the amount of remuneration for PG employees is the responsibility of the Remuneration Staff in the Remuneration & Industrial Relations Department and does not involve the services of a remuneration consultant. PG has provided remuneration to employees based on the 3P principles, which are described as follows: **[2-20]**





Selain kebijakan dan kondisi internal yang dijelaskan dalam bagan di atas, faktor-faktor eksternal juga diperhitungkan dalam penentuan remunerasi. Faktor-faktor tersebut mencakup, namun tidak terbatas pada, kebijakan Pemerintah yang diatur dalam UU No. 13 tahun 2003 tentang Ketenagakerjaan, PERPU No. 2 tahun 2022 tentang Cipta Kerja, kebijakan Pupuk Indonesia, *benchmark* perusahaan atau industri sejenis, serta kondisi ekonomi makro yang memengaruhi lingkungan bisnis secara keseluruhan.

KETERLIBATAN PEMANGKU KEPENTINGAN DALAM REMUNERASI [2-21]

Alur keterlibatan pemangku kepentingan dalam proses remunerasi disajikan dalam bagan sebagai berikut:



Usulan remunerasi dapat dipengaruhi oleh faktor internal dan faktor eksternal. Faktor internal yang berpotensi memengaruhi usulan remunerasi adalah saran dari Serikat Karyawan PG (SKPG). Sementara itu, faktor eksternal yang dapat memengaruhi usulan remunerasi adalah kebijakan yang ditetapkan oleh PT Pupuk Indonesia. Manajemen PG dan PT Pupuk Indonesia (Pemegang Saham) memberikan saran dan kemudian dipertimbangkan, sebelum kebijakan mengenai remunerasi diresmikan melalui Surat Keputusan Direksi tentang Penggajian Karyawan.

RASIO JUMLAH KOMPENSASI TAHUNAN [2-21]

Penentuan kenaikan kompensasi tahunan dengan memperhatikan kondisi keuangan, kinerja dan ketentuan pemerintah untuk sektor industri sejenis dengan pola kenaikan kinerja tahunan yang terjadi di PG yang berdampak terhadap kinerja PG dan yang juga berdampak terhadap penerimaan tahunan karyawan.

Berikut rasio kompensasi tahunan untuk tahun 2023 terhadap tahun 2022:

In addition to the internal policies and conditions described in the chart above, external factors are also taken into account in determining remuneration. These factors include, but are not limited to, Government policies regulated in Law No. 13 of 2003 concerning Employment, PERPU No. 2 of 2022 concerning Job Creation, Indonesian Fertilizer policy, company or similar industry benchmarks, as well as macroeconomic conditions that affect the environment business as a whole.

STAKEHOLDER INVOLVEMENT IN REMUNERATION [2-21]

The flow of stakeholder involvement in the remuneration process is presented in the following chart:

Remuneration proposals can be influenced by internal and external factors. Internal factors that have the potential to influence remuneration proposals are suggestions from the PG Employees Union (SKPG). Meanwhile, external factors that can influence remuneration proposals are the policies set by PT Pupuk Indonesia. PG Management and PT Pupuk Indonesia (Shareholders) provided suggestions and then considered them before the policy regarding remuneration was formalized through the Board of Directors' Decree regarding Employee Payroll.

ANNUAL TOTAL COMPENSATION RATIO [2-21]

Determination of annual compensation increases by taking into account financial conditions, performance, and government regulations for similar industrial sectors with the pattern of annual performance increases that occur in PG, which has an impact on PG performance and also has an impact on employee annual receipts.

The following is the annual compensation ratio for 2023 versus 2022:

Penerimaan Receipt	THP 2023 2023 THP	THP 2022 2023:2022 THP	Rasio 2023:2022 2023:2022 Ratio
Terendah/Orang Lowest/Person	164.175.000	159.368.475	103%
Tertinggi/Orang Highest/Person	1.197.280.475	1.140.610.975	105%
Total Penerimaan Karyawan PG Total PG Employee Receipt	1.106.702.183.706	802.827.563.741	138%
Jumlah Karyawan PG Total PG Employee	2.006	1.938	104%

Berikut adalah perbandingan gaji karyawan (*take home pay*) pada setiap *grade* jabatan.

The following is a comparison of employee salaries (*take home pay*) for each position grade.

Take Home Pay	UMR Gresik Gresik UMR	Pelaksana Officer	Grade V	Grade IV	Grade III	Grade II	Grade I
Tertinggi Highest		12.095.249	15.030.852	21.125.221	29.200.351	39.357.799	47.891.219
Rata-rata Average	4.552.030	8.244.347	12.089.838	16.229.185	22.419.411	31.167.381	42.256.879
Terendah Lowest		6.567.000	10.485.627	13.603.800	18.033.817	27.706.619	35.449.252
Rasio Ratio	11%	20%	29%	38%	53%	74%	100%

TURNOVER KARYAWAN [2-7; 401-1]

Pergantian dan perputaran karyawan sebagai salah satu langkah regenerasi dilakukan PG untuk menjaga kelangsungan usaha dan meningkatkan kualitas dan kompetensi PG yang tercermin dari kualitas SDM. Pada tahun 2023, jumlah karyawan PG berkurang 39 orang atau turun 64,5% jika dibanding tahun 2022 yang berkurang sebanyak 110 orang dengan rincian sebagai berikut:

EMPLOYEE TURNOVER [2-7; 401-1]

Employee replacement and turnover are one of the regeneration steps carried out by PG to maintain business continuity and improve PG's quality and competency, which is reflected in the quality of its human resources. In 2023, the number of PG employees decreased by 39 people, or a decrease of 64.5% compared to 110 people in 2022, with the following details:

Penyebab Reason	2023	2022	Persentase Percentage
Mengundurkan Diri Resign	0	3	0%
Pensiun Retired	37	100	0%
Meninggal Dunia Deceased	2	0	0%
Pelanggaran Indisipliner Indisiplinary Violations	0	3	0%
Mutasi Mutation	0	4	0%
Jumlah Total	39	110	64,5%
Rasio Turnover Turnover Ratio	1,98%	5,28%	

KEBIJAKAN WAKTU KERJA DAN PEMBERIAN FASILITAS CUTI

Operasional dan manufaktur PG berlangsung selama 24 jam sehari, mengakibatkan perlunya pergantian *shift* bagi karyawan. PG mengatur jam kerja karyawan sesuai dengan ketentuan dan peraturan yang berlaku, yang terdiri dari beberapa skema waktu kerja, termasuk waktu kerja biasa, waktu kerja *shift*, dan waktu kerja khusus.

Selain mengatur waktu kerja, PG juga memberikan fasilitas cuti melahirkan (*maternity leave*) kepada karyawan

WORKING TIME POLICY AND LEAVE FACILITIES PROVISION

PG operations and manufacturing take place 24 hours a day, resulting in the need for changing shifts for employees. PG regulates employee working hours in accordance with applicable rules and regulations, which consist of several working time schemes, including regular working time, shift working time, and special working time.

Apart from regulating working hours, PG also provides maternity leave facilities for female employees who are



perempuan yang sedang hamil dan akan melahirkan, sesuai dengan ketentuan yang berlaku. Fasilitas ini memungkinkan mereka untuk mengambil masa istirahat sebelum dan setelah melahirkan selama periode maksimum 90 hari kalender. Selain itu, karyawan laki-laki juga berhak mendapatkan cuti selama 3 (tiga) hari jika istri mereka melahirkan. Selama menjalani cuti, karyawan tetap memperoleh hak-hak mereka tanpa pengecualian. Selama 2023, terdapat 12 karyawan yang mengambil masa cuti melahirkan dan kembali bekerja setelah berakhirnya masa cuti melahirkan. **[401-3]**

Berdasarkan perhitungan tingkat karyawan yang kembali bekerja setelah cuti melahirkan adalah sebesar 100%. Sedangkan hasil perhitungan tingkat karyawan yang dipertahankan setelah cuti melahirkan di periode lalu adalah sebesar 100%. **[401-3]**

pregnant and about to give birth, in accordance with applicable regulations. This facility allows them to take a period of rest before and after giving birth for a maximum period of 90 calendar days. In addition, male employees are also entitled to 3 (three) days of leave if their wife gives birth. While on leave, employees continue to obtain their rights without exception. In 2023, there were 12 employees who took maternity leave and returned to work after the end of the maternity leave period. **[401-3]**

Based on calculations, the percentage of employees returning to work after maternity leave is 100%. Meanwhile, the calculation results for the percentage of employees retained after maternity leave in the previous period were 100%. **[401-3]**

Rumus Perhitungan Calculation Formula

Tingkat Kembali Bekerja Return to Work Rate	$= \frac{\text{Total Jumlah Karyawan yang Kembali Bekerja setelah Cuti Melahirkan}}{\text{Total Jumlah Karyawan yang Kembali Bekerja setelah Cuti Melahirkan}} \times 100$
Tingkat Karyawan yang Dipertahankan Retained Employee Rate	$= \frac{\text{Total Jumlah Karyawan yang Dipertahankan selama 12 Bulan setelah Kembali Bekerja setelah Periode Cuti Melahirkan}}{\text{Total Jumlah Karyawan yang Kembali dari Cuti Melahirkan dalam Periode Pelaporan Sebelumnya}} \times 100$

KESEHATAN DAN KESELAMATAN KERJA (K3) **[403-2]**

Occupational Health and Safety (OHS)

Aspek Kesehatan dan Keselamatan Kerja (K3) diprioritaskan oleh PG sebagai dasar dari seluruh kegiatan operasional perusahaan untuk menciptakan mekanisme yang menjamin tercapainya *operational excellence* di lingkungan PG. Untuk mencapai tujuan ini, semua kegiatan operasional diintegrasikan secara konsisten dengan peraturan dan pedoman K3 yang berlaku. Komitmen PG dalam mewujudkan iklim kerja bebas kecelakaan telah ditegaskan melalui Kebijakan Sistem Manajemen PG, yang ditandatangani oleh Direktur Utama PG, sebagai berikut: **[3-3]**

The Occupational Health and Safety (OHS) aspect is prioritized by PG as the basis for all Company operational activities to create mechanisms that guarantee the achievement of operational excellence within the PG environment. To achieve this goal, all operational activities are integrated consistently with applicable OHS regulations and guidelines. PG's commitment to realizing an accident-free work climate has been confirmed through the PG Management System Policy, which was signed by the President Director of PG as follows: **[3-3]**

1. Menempatkan Kesehatan, Keselamatan Kerja, dan Lingkungan Hidup (K3LH) sebagai prioritas utama dalam setiap aktivitas.
 2. Mencegah kecelakaan dan penyakit akibat kerja serta kerusakan sarana dan prasarana dengan melakukan identifikasi bahaya, analisis, pengendalian serta pemantauan risiko dalam rangka menciptakan lingkungan kerja yang sehat dan selamat.
 3. Melakukan pengendalian aspek dampak lingkungan dengan melaksanakan perhitungan dampak melalui kajian analisis daur hidup (*Life Cycle Assessment*) serta melakukan pengelolaan, perbaikan dan perlindungan secara terus-menerus guna mencegah dampak pencemaran lingkungan signifikan dengan upaya pengurangan pencemaran emisi konvensional dan emisi Gas Rumah Kaca (GRK), efisiensi air dan pengurangan beban pencemaran air limbah, pengurangan dan pemanfaatan limbah B3, *Reduce, Reuse, Recycle* (3R) limbah padat non B3, pemanfaatan sampah serta perlindungan keanekaragaman hayati.
 4. Menjamin kepuasan pelanggan dengan menyediakan produk pupuk, produk kimia dan produk lainnya secara tepat mutu, tepat jumlah, tepat jenis, tepat tempat, tepat waktu, dan tepat harga.
 5. Menjamin keberlangsungan, kelancaran dan keamanan pasokan dalam kegiatan produksi sampai dengan distribusi atau penyerahterimaan produk kepada pelanggan.
 6. Menjamin kehalalan sesuai syariat Islam dan keamanan produk pangan (kategori *food grade*) secara konsisten dan terus menerus.
 7. Meningkatkan komitmen terhadap masyarakat dan instansi terkait melalui penerapan *Responsible Care*, *International Fertilizer Association (IFA) Product Stewardship* dan *Corporate Social Responsibility (CSR)*.
 8. Melaksanakan prinsip Industri Hijau di dalam setiap kegiatan PG untuk menunjang efisiensi proses, energi dan bahan baku.
 9. Menyediakan segala informasi yang dibutuhkan dan melakukan program-program konservasi energi secara berkelanjutan dalam hal peningkatan kinerja efisiensi energi, sesuai target, mendukung pengadaan barang dan jasa serta desain proyek baru dengan mengedepankan prinsip efisiensi energi dan aspek ekonomi.
 10. Mengamankan aset perusahaan berdasarkan pengendalian risiko guna menciptakan lingkungan kerja yang aman dan kondusif melalui program serta sasaran pengamanan secara konsisten sesuai standar pengamanan perusahaan, menamakan dan meningkatkan kesadaran karyawan bahwa tanggung jawab keamanan perusahaan merupakan tanggung jawab seluruh karyawan.
 11. Menaati dan mematuhi peraturan, perundangan dan persyaratan lainnya yang berlaku serta tanggap terhadap isu-isu K3, lingkungan konversi sumber daya alam, pengamanan dan efisiensi energi.
1. Placing Safety, Occupational Health, Safety and the Environment (OHSE) as the main priority in every activity.
 2. Prevent work-related accidents and illnesses, as well as damage to facilities and infrastructure, by identifying, analyzing, controlling, and monitoring hazards order to create a healthy and safe work environment.
 3. Control environmental impact aspects by carrying out impact calculations through life cycle analysis studies (Life Cycle Assessment) as well as carrying out continuous management, improvement, and protection to prevent the impact of significant environmental pollution with efforts to reduce conventional pollution and Green House Gas emissions (GHG), water efficiency and reducing the burden of waste water pollution, reducing and utilizing B3 waste, Reduce, Reuse, Recycle (3R) non-B3 solid waste, waste utilization, and protecting biodiversity.
 4. Guarantee customer satisfaction by providing fertilizer products, chemical products, and other products with the right quality, right quantity, right type, right place, right time and right price.
 5. Ensure continuity, smoothness, and security of supply in production activities up to the distribution or handover of products to customers.
 6. Ensure halalness according to Islamic law and the safety of food products (food grade category) consistently and continuously.
 7. Increase commitment to the community and related agencies through the implementation of Responsible Care, International Fertilizer Association (IFA) Product Stewardship, and Corporate Social Responsibility (CSR).
 8. Implement Green Industry principles in every PG activity to support process, energy, and raw material efficiency.
 9. Provide all necessary information and carry out sustainable energy conservation programs in terms of improving energy efficiency performance according to targets, supporting the procurement of goods and services, and designing new projects by prioritizing energy efficiency principles and economic aspects.
 10. Secure company assets based on risk control in order to create a safe and conducive work environment through consistent security programs and targets in accordance with company security standards, naming and increasing employee awareness that the responsibility for company security is the responsibility of all employees.
 11. Comply with and obey applicable regulations, laws, and other requirements and be responsive to OHS issues, environmental conversion of natural resources, security, and energy efficiency.



12. Menyediakan sumber daya yang dibutuhkan untuk mendukung penerapan sistem manajemen dan proses bisnis perusahaan.
13. Menjalinkan komunikasi dan konsultasi yang baik dengan seluruh pihak yang berkepentingan serta memperhatikan masukan dari karyawan.
14. Menetapkan, menjalankan serta senantiasa melakukan peningkatan berkelanjutan melalui budaya inovasi dan berbagi pengetahuan.

Penerapan K3 di lingkungan PG mengacu kepada Peraturan Pemerintah RI No.50 Tahun 2012 tentang Sistem Manajemen Keselamatan dan Kesehatan Kerja dengan hasil pencapaian Audit tersertifikasi adalah 90,36% serta juga menerapkan dan tersertifikasi ISO 45001:2008-*Occupational Health and Safety Management System*. Penerapan ini senantiasa ditinjau dan dievaluasi secara berkala untuk memperbaiki dan menyempurnakan penerapan prinsip-prinsip K3 yang lebih baik di masa mendatang.

Implementasi prinsip-prinsip Keselamatan dan Kesehatan Kerja (K3) diintegrasikan melalui pembinaan hubungan antara PG dan karyawan yang diatur dalam Perjanjian Kerja Bersama (PKB). Dalam PKB tersebut, terdapat pembahasan mengenai aspek Keselamatan dan Kesehatan Kerja yang meliputi: **[403-1, 403-4, 403-2]**

1. Pasal 57 tentang Keselamatan dan Kesehatan Kerja
 - a. PG menetapkan pokok-pokok kebijakan dalam bidang Keselamatan dan Kesehatan Kerja untuk dipahami, dihayati, dan diamalkan oleh seluruh karyawan dengan maksud agar karyawan ikut serta mengambil bagian dalam tanggung jawab keselamatan dan kesehatan kerja, rasa aman, dan semangat kerja serta tujuan PG.
 - b. Untuk mencegah dan mengurangi risiko terjadinya kecelakaan kerja serta PAK, PG wajib menaati peraturan K3.
 - c. PG menyediakan perlengkapan K3 bagi PG sesuai kebutuhan di bidang/tugas masing-masing.
 - d. Apabila PG tidak menyediakan perlengkapan K3, maka karyawan berhak menolak melaksanakan pekerjaan.
 - e. Karyawan wajib memelihara perlengkapan K3 yang disediakan PG.
2. Pasal 58 tentang Perlengkapan dan Peralatan Kerja Karyawan
PG memberikan perlengkapan berupa pakaian kerja (Katelpak) masing-masing 3 (tiga) setel setiap tahun sekali.
3. Pasal 39 tentang Pemeliharaan Karyawan
 - a. PG memberikan fasilitas pemeliharaan kesehatan bagi karyawan dan keluarganya.

12. Provide the resources needed to support the implementation of the Company's management system and business processes.
13. Establish good communication and consultation with all interested parties and pay attention to input from employees.
14. Establish, implement, and continuously make continuous improvements through a culture of innovation and knowledge sharing.

The implementation of OHS in the PG environment refers to the Republic of Indonesia Government Regulation No. 50 of 2012 concerning Occupational Health and Safety Management Systems, with the results of achieving a recertification audit being 90.36% and also implementing and being certified to ISO 45001:2008 - Occupational Health and Safety Management System. This implementation is always reviewed and evaluated periodically to improve and refine the implementation of OHS principles in the future.

Implementation of Occupational Health and Safety (OHS) principles is integrated through fostering relationships between PG and employees as regulated in the Collective Labor Agreement (PKB). In the PKB, there is a discussion regarding aspects of Occupational Health and Safety, which include: **[403-1, 403-4, 403-2]**

1. Article 57 concerning Occupational Health and Safety
 - a. PG determines the main policies in the field of Occupational Health and Safety to be understood, internalized, and implemented by all employees with the aim that employees participate in taking part in occupational health and safety responsibilities, a sense of security, work spirit, and the goals of PG.
 - b. To prevent and reduce the risk of work accidents and PAK, PGs are required to comply with OHS Regulations.
 - c. PG provides OHS equipment for PG employees according to their needs in their respective fields/tasks.
 - d. If PG does not provide OHS equipment, then employees have the right to refuse to carry out work.
 - e. Employees are required to maintain OHS equipment provided by PG.
2. Article 58 concerning Employee Work Equipment and Tools
PG provides equipment in the form of 3 (three) sets of work clothes (Katelpak) once every year.
3. Article 39 concerning Employee Maintenance
 - a. PG provides health care facilities for employees and their families.

b. Fasilitas pemeliharaan kesehatan meliputi rumah sakit dan poliklinik PG atau rumah sakit dan poliklinik yang ditunjuk PG atau dalam bentuk asuransi kesehatan. PG memberikan akses layanan kesehatan kepada karyawan dan keluarga (istri dan maksimal 3 anak) berupa BPJS Kesehatan dan Asuransi Ramayana.

[403-6]

c. Fasilitas pemeliharaan kesehatan yang dimaksud terdiri dari:

- Pelayanan Kesehatan Kerja
- Pelayanan medik dasar, pelayanan medik spesialis, dan pelayanan medik sub-spesialis.
- Pelayanan penunjang medik, meliputi pelayanan laboratorium, radiologi, farmasi, dan gizi.
- Pelayanan penunjang umum, meliputi pelayanan administrasi kesehatan/keuangan dan penyuluhan kesehatan.

4. Pasal 42 tentang Tambahan Pesangon

PG memberikan tambahan pesangon bagi karyawan yang mengalami PHK karena beberapa hal, salah satunya adalah meninggal dunia karena kecelakaan kerja.

5. Pasal 26 tentang Cuti Sakit

Karyawan yang cuti sakit karena kecelakaan kerja atau disebabkan oleh kerja, diberi gaji penuh sampai yang bersangkutan dinyatakan sembuh oleh Dokter PG.

b. Health care facilities include PG hospitals and polyclinics or hospitals and polyclinics appointed by PG or in the form of health insurance. PG provides access to health services for employees and their families (wife and maximum of 3 children) in the form of BPJS Health and Ramayana Insurance. **[403-6]**

c. The health care facilities in question consist of:

- Occupational Health Services
- Basic medical services, specialist medical services, and sub-specialist medical services
- Medical support services, including laboratory, radiology, pharmacy, and nutrition services.
- General support services, including health/ financial administration services and health education.

4. Article 42 concerning Additional Severance Pay

PG provides additional severance pay for employees who are laid off due to several reasons, one of which is death due to a work accident.

5. Article 26 concerning Sick Leave

Employees who are on sick leave due to a work accident or caused by work are given full salary until the person concerned is declared cured by the PG Doctor.

Sebagaimana yang dipaparkan sebelumnya, bahwa PKB mencakup seluruh karyawan tetap PG sebagai anggota, sekaligus telah ditandatangani dan disepakati bersama antara Manajemen PG dan Ketua SKPG sebagai perwakilan dari karyawan perusahaan. Adapun komposisi anggota SK PG yang tercatat dalam PKB di antaranya:

As previously explained, the PKB includes all PG permanent employees as members and has been signed and agreed upon jointly between PG Management and the SKPG Chairman as representatives of the Company's employees. The composition of SKPG members included in the PKB includes:

Komposisi Anggota SK PG Tahun 2023 Composition of SK PG Members in 2023

No.	Keterangan Description	Jumlah Total
1	Ketua dan Sekretaris Umum Chairman and General Secretary	2
2	Pengurus Management	84
3	Anggota Members	1.920
Persentase SK PG dari total karyawan Percentage of SK PG from total employees		100%

Adapun kegiatan rutin yang dilakukan pihak manajemen PG dengan SK PG dalam meningkatkan kinerja aspek K3 di antaranya:

1. Sidang Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) per bulan bersama Direksi PG dalam rangka meningkatkan tingkat keselamatan dan kesehatan kerja karyawan setiap bulan.
2. *Safety Patrol* bersama karyawan *Grade I* dan *II* di area perusahaan sesuai jadwal dan wilayah yang ditentukan setiap bulan.

The routine activities carried out by PG management with SK PG to improve the performance of OHS aspects include:

1. Monthly Occupational Health and Safety Advisory Committee (P2K3) meetings with the PG Board of Directors in order to increase the level of occupational health and safety of employees every month
2. Safety Patrol with Grade I and II Employees in the Company area according to the schedule and area determined every month



PG melaksanakan upaya mitigasi risiko yang timbul dari keahlian SDM operasional K3, semua karyawan PG, dan rekanan yang bekerja di lingkungan PG. Hal ini dicapai melalui peningkatan kompetensi melalui pelatihan dan sertifikasi di bidang K3 pada tahun 2023 sebagai berikut: **[403-5]**

PG carries out risk mitigation efforts arising from the expertise of OHS operational HR, all PG employees, and partners who work in the PG environment. This is achieved by increasing competency through training and certification in the field of OHS in 2023, as follows: **[403-5]**

Pelatihan dan Sertifikasi K3 Karyawan Employee OHS Training and Certification

No.	Pelatihan Training	Mitigasi dan Risiko Mitigation and Risk	Waktu Pelaksanaan Implementation Time	Narasumber Source	Peserta Participants
1	<i>Awareness Basic Safety & Health, P3K, dan HIV/AIDS</i> Awareness Basic Safety & Health, First Aid, and HIV/AIDS	Kurangnya pemahaman dan keterampilan terkait basic K3, penggunaan P3K, dan HIV/AIDS Lack of understanding and skills related to basic OHS, use of First Aid, and HIV/AIDS	Selama Bulan Maret During March		179 karyawan dengan sasaran utama <i>safety representative</i> pada unit kerja 179 employees with the main target of safety representative in the work unit
2	Sertifikasi Ahli K3 Umum oleh Kemenaker dan BNSP General OHS Expert Certification by the Ministry of Manpower and BNSP	Pemenuhan kebutuhan sertifikasi ahli K3 Umum Fulfillment of general OHS expert certification requirements	• 2–15 Mei • 8–22 Mei • 14–30 Agustus • 4–16 September • 19–22 Juni (BNSP) • May 2–15 • May 8–22 • August 14–30 • September 4–16 • June 19–22 (BNSP)	PJK3: • PT Patrarijaya • PT Phytogoras • PT Mutiara Mutu Sertifikasi	8 karyawan dengan sasaran utama Sekretaris SP2K3 8 employees with the main target of SP2K3 Secretary
3	Sertifikasi Ahli K3 Muda Junior OHS Expert Certification	Pemenuhan kebutuhan Ahli K3 Muda Fulfilling the needs of Junior OHS Experts	21–23 Juli July 21–23	PT Patrarijaya	14 karyawan organik (karyawan internal K3) 14 organic employees (OHS internal employees)
4	Sertifikasi Supervisor Perancah Scaffolding Supervisor Certification	Tingginya risiko dan jumlah pekerjaan ketinggian High risk and amount of work at height	18–24 September September 18–24		10 karyawan organik Departemen K3 10 organic employees of OHS Department
5	Sertifikasi Ahli Investigasi Incident Incident Investigation Expert Certification	Masih rendahnya personel dengan sertifikasi investigasi kecelakaan The low number of personnel with accident investigation certification		PT Patrarijaya	1 karyawan organik Departemen K3 1 organic employee of OHS Department
6	Pelatihan K3 Spesifik Pekerjaan: Ketinggian, <i>Confined Space</i> , Pekerjaan Panas, Pengangkatan, Bahan Kimia, <i>Vertical Rescue</i> Job Specific OHS Training: Height, Confined Space, Hot Work, Lifting, Chemicals, Vertical Rescue	Kurangnya pemahaman <i>safety representative</i> terhadap aspek K3 Lack of understanding by safety representatives regarding OHS aspects	30 Januari–1 Februari January 30–February 1		30 karyawan organik terdiri dari Safety Representative unit kerja 30 organic employees consist of work unit Safety Representatives

Pelatihan dan Sertifikasi K3 Rekanan Partner OHS Training and Certification

No.	Pelatihan Training	Mitigasi dan Risiko Mitigation and Risk	Waktu Pelaksanaan Implementation Time	Narasumber Source	Peserta Participants
1	Sertifikasi Teknisi K3 Listrik Electrical OHS Technician Certification	Masih rendahnya kompetensi teknisi k3 listrik, dan peningkatan kompetensi personil teknisi. The competency of electrical OHS technicians is still low, and the competency of technician personnel is increasing.	14–23 Agustus August 14–23	PT Synergi Solusindo	12 tenaga kerja dari unit pemeliharaan bag listrik 12 workers from the electric bag maintenance unit
2	Sertifikasi Operator Conveyor Conveyor Operator Certification	Tingginya risiko pekerjaan pengoperasian conveyor High risk of conveyor operating work	28 Agustus August 28	PT Synergi Solusindo	10 tenaga kerja kontraktor 10 contractor workers
3	Pelatihan Pengolahan Data Administratif untuk Safety Officer Administrative Data Processing Training for Safety Officers	Adanya risiko kehilangan data dan pentingnya data pada Safety Officer There is a risk of data loss and the importance of data to Safety Officers	5–7 September September 5–7	PT Sora Learning	104 Safety Officer
4	Sertifikasi TKBT II TKBT II Certification	Tingginya risiko pekerjaan ketinggian High risk of working at heights	19–21 September September 19–21	PT Patrarijaya	12 karyawan non organik 12 non-organic employees
5	Sertifikasi Lisensi K3 Operator Overhead Crane Overhead Crane Operator OHS License Certification	Tingginya risiko pekerjaan dengan overhead crane High risk of work with overhead cranes	3–7 Juli July 3–7	PT Patrarijaya	14 tenaga kerja kontraktor 14 contractor workers
6	Pelatihan Refreshment K3 Dasar Basic OHS Refreshment Training	Masih kurangnya pemahaman/kompetensi terkait K3 The lack of understanding/competence regarding OHS	7–21 Agustus August 7–21	Departemen K3 (Internal) OHS Department (Internal)	395 karyawan non organik 395 non-organic employees

Pada tahun 2023, dilakukan juga audit K3, yaitu:

1. Audit Eksternal Sistem Manajemen K3 berdasarkan ISO 45001:2018 (Re-Sertifikasi) oleh PT SGS Indonesia.
2. Audit Eksternal mengenai Sistem Manajemen K3 berdasarkan ISO 9001, ISO 14001, dan PP No. 50 tahun 2012 oleh PT Sucofindo.
3. Audit Eksternal Verifikasi *Responsible Care* terkait Indonesian Responsible Care Awards IRCA 2023 oleh Responsible Care Indonesia.
4. Audit Eksternal International Fertilizer Association (IFA) terkait aspek proteksi dan *sustainability* oleh PT SGS Indonesia

Selain itu, dalam hal penguatan implementasi K3 serta penerapan *Contractor Safety Management System*, khususnya di seluruh anak perusahaan PT Petrokimia Gresik, pada tahun 2023 telah dilaksanakan audit oleh pihak Departemen K3 ke seluruh anak perusahaan.

In 2023, OHS audits were carried out, namely:

1. External Audit of the OHS Management System based on ISO 45001:2018 (Re-Certification) by PT SGS Indonesia.
2. External Audit regarding the OHS Management System based on ISO 9001, ISO 14001, and PP No. 50 of 2012 by PT Sucofindo.
3. Responsible Care Verification External Audit regarding the 2023 Indonesian Responsible Care Awards IRCA by Responsible Care Indonesia.
4. External Audit of the International Fertilizer Association (IFA) regarding protection and sustainability aspects by PT SGS Indonesia

In addition, in terms of strengthening the implementation of OHS and the application of the Contractor Safety Management System, especially in all PT Petrokimia Gresik subsidiaries, in 2023 an audit was carried out by the OHS Department for all subsidiaries.



PENGELOLA PENERAPAN K3 [403-1]

Departemen K3 bertanggung jawab atas pengelolaan K3 di lingkungan PG, yang mencakup aspek keselamatan dan kesehatan kerja untuk karyawan dan non-karyawan yang menjalankan tugas di dalamnya. Pengelolaan ini dilakukan sesuai dengan persyaratan sistem manajemen keselamatan dan kesehatan kerja. Dalam rangka menciptakan lingkungan kerja yang aman dan sehat, serta mencapai target *zero accident*, PG mengimplementasikan program keselamatan dan kesehatan kerja sebagai berikut: [403-7]

1. Melakukan rapat Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) setiap 3 bulan yang dihadiri oleh Direksi serta melaksanakan rapat Sub P2K3 tingkat kompartemen setiap bulannya untuk memantau pelaksanaan K3 di Unit kerjanya masing-masing.
2. Menerapkan Sistem Manajemen K3 sesuai dengan PP 50 tahun 2012 dan ISO 45001:2018 serta dilakukan monitoring melalui Audit Internal maupun Eksternal. [2-25] [403-2]
3. Melakukan pemantauan *Unsafe Action*, *Unsafe Condition*, serta *housekeeping* melalui program patroli *Safety Management Walkthrough* (SMWT), sebanyak 21 kali, kompartemen melalui patroli SP2K3, *Safety Representative* (SR) dan patroli bersama staf departemen K3. Setiap temuan dilaporkan dan dipantau progres tindak lanjutnya melalui portal SAVE US di eposh.petrokimia-gresik.com.
4. Melakukan *review* terkait prosedur, standar, dan ketentuan lainnya terkait K3.
5. Melakukan sosialisasi ketentuan K3 melalui Spanduk, *safety sign* lainnya, *blasting* WhatsApp melalui *hotline* K3, *Safety Induction*, *Safety Briefing/Toolbox Meeting* kepada karyawan dan kontraktor yang akan melaksanakan pekerjaan.
6. Menerapkan *Contractor Safety Management System* (CSMS) untuk memastikan bahwa kontraktor yang bekerja di perusahaan sudah memenuhi standar K3 dan lingkungan yang ditetapkan, yaitu:
 - pelaksanaan penilaian prakualifikasi (PQ) K3 kepada kontraktor yang akan mengikuti tender atau bekerja di PT Petrokimia Gresik;
 - *coaching* klinik PQ K3 kepada kontraktor;
 - melakukan pemeriksaan awal pekerjaan, selama pelaksanaan pekerjaan dan di akhir pekerjaan;
 - pelaksanaan pertemuan rutin 2 bulanan kontraktor untuk pembahasan kinerja K3, sosialisasi ketentuan K3 dan isu-isu K3 lainnya.
7. Menerapkan *reward* dan *punishment* untuk meningkatkan budaya K3 karyawan dan kontraktor.
8. Melakukan penerapan *Life Saving Rules* (LSR) sesuai dengan panduan dari PT Pupuk Indonesia yang meliputi Surat Izin Keselamatan (*Safety Permit*), pekerjaan dengan panas (*hot work*), pekerjaan di ketinggian (*working at height*), ruang terbatas (*confined space*), pekerjaan

OHS IMPLEMENTATION MANAGER [403-1]

The OHS Department is responsible for OHS management in the PG environment, which includes occupational health and safety aspects for employees and non-employees who carry out their duties there. This management is carried out in accordance with the requirements of the occupational health and safety management system. In order to create a safe and healthy work environment, as well as achieve the zero accident target, PG implements the following occupational health and safety program: [403-7]

1. Conduct Occupational Health and Safety Advisory Committee (P2K3) meetings every 3 months, which are attended by the Board of Directors, and hold sub-P2K3 meetings at compartment level every month to monitor the implementation of OHS in their respective work units.
2. Implementing an OHS Management System in accordance with PP 50 of 2012 and ISO 45001:2018 and monitoring through Internal and External Audits. [2-25] [403-2]
3. Monitoring Unsafe Actions, Unsafe Conditions and housekeeping through the Safety Management Walkthrough (SMWT) patrol program, 21 times, compartments through SP2K3 patrols, Safety Representative (SR), and Patrols with OHS department staff. Every finding is reported, and follow-up progress is monitored via the SAVE US portal at eposh.petrokimia-gresik.com.
4. Conduct reviews regarding procedures, standards, and other provisions related to OHS.
5. Socialize OHS provisions through banners, other safety signs, WhatsApp blasting via the OHS hotline, Safety Induction, Safety Briefing/Toolbox Meeting to employees and contractors who will carry out work.
6. Implement a Contractor Safety Management System (CSMS) to ensure that contractors working for the Company have met the specified OHS and environmental standards, namely:
 - Implementation of OHS prequalification (PQ) assessments for contractors who will take part in tenders or work at PT Petrokimia Gresik
 - OHS PQ clinic coaching for contractors
 - Carrying out initial inspections of work, during work implementation, and at the end of work
 - Implementation of regular bi-monthly contractor meetings to discuss OHS performance, socialize OHS provisions, and other OHS issues.
7. Implement rewards and punishment to improve the OHS culture of employees and contractors.
8. Implement Life Saving Rules (LSR) in accordance with guidelines from PT Pupuk Indonesia, which include safety permit, hot work, working at height, confined space, lifting operations, energy isolation, not smoking outside designated areas, traffic safety, personal protective

pengangkatan (*lifting operations*), isolasi energi (*energy isolation*), dilarang merokok di luar area yang ditentukan (*do not smoke outside designated areas*), keselamatan lalu lintas (*traffic safety*), Alat Pelindung Diri (APD), narkoba, psikotropika, dan zat adiktif lainnya.

9. Melakukan pelaporan dan investigasi apabila terjadi kecelakaan untuk mencari akar penyebab dan menyampaikan *lesson learned* kepada karyawan dan kontraktor.
10. Melaksanakan peningkatan kompetensi K3 untuk karyawan dan kontraktor melalui *training*, sertifikasi dan sosialisasi terkait K3.
11. Menerapkan *Process Safety Management* (PSM) melalui program *Management of Change* (MOC), *Pre-Startup Safety Review* (PSSR), *Process Hazard Analysis* (PHA), dan lain-lain.
12. Melaksanakan program pemeriksaan kesehatan baik secara berkala maupun khusus kepada karyawan dan keluarga karyawan (istri/suami).
13. Melakukan Program Angin Segar (Aku Ingin Sehat dan Bugar) sebagai tindak lanjut hasil MCU karyawan berupa kegiatan Penurunan berat badan (*Zero to One*), Penurunan sindrom metabolik (BASMI) dan olahraga intensif karyawan (PG x SANA).
14. Melaksanakan program preventif guna peningkatan derajat kesehatan karyawan melalui *Viral (Virtual Run/walk/cycling)*.
15. Melaksanakan program promosi kesehatan melalui sosialisasi kesehatan oleh dokter perusahaan pada P2K3 dan SP2K3, seminar kesehatan, sosialisasi kesehatan melalui media sosial Instagram dan *blasting WA Hotline K3*.
16. Melakukan program pencegahan & pengendalian HIV/AIDS di tempat kerja berupa sosialisasi HIV/AIDS ke karyawan dan kontraktor serta pemeriksaan HIV/AIDS secara *volunteer*.
17. Melaksanakan program pemantauan lingkungan kerja baik internal maupun eksternal sesuai dengan persyaratan yang berlaku.
18. Melaksanakan program pemantauan gizi kerja bagi karyawan melalui pemantauan *catering* perusahaan.

Dalam menjamin efektivitas penerapan sistem manajemen K3, Perseroan menunjuk Departemen K3. Untuk memastikan efektivitas penerapan sistem manajemen K3, Perseroan menetapkan Departemen K3 sebagai unit kerja yang bertanggung jawab dalam memastikan kepatuhan terhadap ketentuan K3 serta memenuhi kebutuhan sarana, prasarana, dan Alat Pelindung Diri (APD) Perseroan. Departemen K3 didukung oleh Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3), yang dibantu oleh 16 Organisasi Sub Panitia Pembina Keselamatan dan Kesehatan Kerja (SP2K3). Selain itu, terdapat Organisasi Fungsional berupa *Safety Representative* (SR), yang merupakan perwakilan dari seluruh unit kerja, yang berjumlah 133 orang pada tahun 2023.

equipment (PPE), narcotics, psychotropics, and another addictive substances.

9. Carrying out reports and investigations if an accident occurs to find the root cause and convey lessons learned to employees and contractors.
10. Implement OHS competency improvement for employees and contractors through training, certification, and socialization related to OHS.
11. Implement Process Safety Management (PSM) through the Management of Change (MOC) program, Pre-Startup Safety Review (PSSR), Process Hazard Analysis (PHA), and others.
12. Carry out health check programs both periodically and specifically for employees and their families (wife/husband).
13. Carrying out the Angin Segar Program (Aku Ingin Sehat dan Bugar) as a follow-up to employee MCU results in the form of weight loss activities (*Zero to One*), reduction of metabolic syndrome (BASMI), and employee intensive exercise (PG x SANA).
14. Implement preventive programs to improve employee health status through *Viral (Virtual Run/walk/cycling)*.
15. Implement health promotion programs through health socialization by Company Doctors at P2K3 and SP2K3, Health seminars, Health socialization via Instagram social media, and OHS Hotline WA blasting
16. Carrying out HIV/AIDS Prevention & Control programs in the Workplace in the form of HIV/AIDS socialization to employees and contractors as well as volunteer HIV/AIDS examinations.
17. Implement work environment monitoring programs both internally and externally in accordance with applicable requirements.
18. Implement a work nutrition monitoring program for employees through monitoring company catering.

In order to ensure the effectiveness of the implementation of the OHS management system, the Company appoints the OHS Department. To ensure the effectiveness of the implementation of the OHS management system, the Company has established the OHS Department as the work unit responsible for ensuring compliance with OHS provisions and meeting the Company's needs for facilities, infrastructure and Personal Protective Equipment (PPE). The OHS Department is supported by the Occupational Health and Safety Advisory Committee (P2K3), which is assisted by 16 Occupational Health and Safety Advisory Sub-Committee Organizations (SP2K3). Apart from that, there is a Functional Organization in the form of a Safety Representative (SR), who is a representative of all work units, totaling 133 people in 2023.



Anggota SR meliputi semua karyawan mulai dari *Grade III* hingga pelaksana, yang ditunjuk oleh Unit Kerja masing-masing sesuai dengan Surat Keputusan (SK) Direksi.

[403-7, 403-8]

KECELAKAAN KERJA

Selama periode pelaporan tahun 2023, tidak terjadi kecelakaan kerja di PG. Informasi terperinci mengenai jumlah kecelakaan kerja yang terjadi dalam dua tahun terakhir disajikan dalam tabel Kinerja K3 sebagai berikut:

[403-2, 403-9]

No.	Safety Performance	2023			2022		
		PG	Kontraktor Contractor	Gabungan Combined	PG	Kontraktor Contractor	Gabungan Combined
1	Medical Treatment	3	2	5	3	10	13
2	Restricted Work Injury	0	0	0	0	0	0
3	Lost Time Injury	0	0	0	0	0	0
4	Fatality	0	0	0	0	0	0
5	Total <i>Recordable Injuries</i> (Jumlah Kecelakaan) Total Recordable Injuries (Number of Accidents)	3	2	5	3	10	13
6	Severity Rate (SR)	0	0	0	0	0	0
7	Lost Time Injury Frequency Rate (LTIFR)	0	0	0	0	0	0
8	Tingkat PAK (ODR) PAK Rate (ODR)	0	0	0	0	0	0
9	Tingkat Mangkir (AR) Absenteeism Rate(AR)	0	0	0	0	0	0

Peraturan yang diterapkan oleh PG mengharuskan seluruh personel perusahaan untuk melaporkan setiap kecelakaan kerja yang terjadi dalam waktu maksimal 2 x 24 jam kepada perusahaan. Pelaporan dilakukan melalui pengisian formulir kecelakaan kerja. Hasil dari formulir tersebut akan ditindaklanjuti dengan melakukan investigasi guna mengidentifikasi akar penyebab kecelakaan dan memberikan rekomendasi untuk mencegah kejadian serupa terulang di masa depan. **[403-2] [403-7]**

PG selalu berupaya mengurangi risiko kecelakaan kerja hingga mencapai tingkat *zero accident* atau minimal pada tingkat risiko yang dapat ditoleransi melalui mitigasi risiko kecelakaan kerja. Hal ini dicapai dengan menerapkan ketentuan yang ketat di lingkungan kerja PG. Beberapa jenis risiko kecelakaan kerja di lingkungan PG antara lain bahaya ketinggian, bekerja di ruang terbatas, bahaya bekerja dengan alat panas, dan penggunaan alat bantu angkut/alat berat. Pemantauan terhadap perkembangan setiap potensi insiden kecelakaan kerja senantiasa dilakukan oleh PG, mencatat dan menghitung insiden kecelakaan kerja, serta menentukan tingkat kecelakaan kerja berdasarkan basis 1.000.000 jam kerja. Langkah-langkah ini dilakukan sebagai bagian dari

SR members include all employees from Grade III to implementers, who are appointed by their respective Work Units in accordance with the Board of Directors' Decree (SK).

[403-7, 403-8]

WORK ACCIDENT

During the 2023 reporting period, no work accidents occurred at PG. Detailed information regarding the number of work accidents that occurred in the last two years is presented in the OHS Performance table as follows: **[403-2, 403-9]**

The regulations implemented by PG require all company personnel to report every work accident that occurs within a maximum of 2 x 24 hours to the Company. Reporting is done by filling out a work accident form. The results of this form will be followed up by carrying out an investigation to identify the root cause of the accident and provide recommendations to prevent similar incidents from happening again in the future.

[403-2] [403-7]

PG always strives to reduce the risk of work accidents until it reaches a zero accident level or at least a tolerable risk level through mitigating the risk of work accidents. This is achieved by implementing strict provisions in the PG work environment. Several types of work accident risks in the PG environment include the dangers of heights, working in confined spaces, the dangers of working with hot tools, and the use of transport tools/heavy equipment. Monitoring of the development of every potential work accident incident is always carried out by PG, recording and calculating work accident incidents, and determining the level of work accidents based on 1,000,000 working hours. These steps are carried out as part of an evaluation to improve the quality of OHS. Calculations of working hours, work accident rates, and

evaluasi untuk meningkatkan kualitas K3. Perhitungan jam kerja, tingkat kecelakaan kerja, dan faktor lainnya disesuaikan dengan pedoman yang diberikan oleh Organisasi Buruh Internasional (ILO). **[403-9]**

Berikut adalah jam kerja aman karyawan dan bukan karyawan di lingkungan kerja PG untuk tahun 2023 dan 2022: **[403-9]**

Keterangan Description	2023 (jam hours)	2022 (jam hours)
Karyawan Employee	4.960.021	5.405.092
Kontraktor/Rekanan Bukan Karyawan yang Bekerja di Lingkungan PG Contractors/Partners who are not Employees Working in the PG Environment	16.065.536	16.361.265
Total Jam Kerja Aman Total Safe Working Hours	21.025.557	21.766.357

KESEHATAN KERJA

Kesehatan karyawan merupakan hal yang penting bagi perusahaan karena karyawan merupakan aset yang penting bagi perusahaan. Tingkat kesehatan karyawan yang baik akan meningkatkan produktivitas perusahaan. Program terkait kesehatan kerja yang dilakukan perusahaan antara lain:

1. Pelaksanaan *Medical Check-up* (MCU) untuk karyawan secara rutin setiap tahunnya bekerja sama dengan Rumah Sakit Petrokimia Gresik dan dievaluasi oleh dokter perusahaan PT Petrokimia Gresik.
2. Program kampanye promotif terkait dengan kesehatan melalui:
 - sosialisasi kesehatan secara rutin melalui Rapat Sub P2K3 di masing-masing kompartemen setiap bulannya serta rapat P2K3 setiap 3 bulan;
 - pelaksanaan webinar atau seminar terkait dengan kesehatan;
 - kampanye melalui media sosial Instagram serta *blasting* WhatsApp ke seluruh karyawan.
3. Program peningkatan derajat kesehatan karyawan melalui Program Olahraga Jumat dan Program Olahraga Virtual VIRAL 500K yang diwajibkan untuk setiap karyawan dengan pilihan olahraga jalan kaki, lari, atau bersepeda.
4. Penyediaan fasilitas olahraga untuk karyawan dan keluarga oleh perusahaan.
5. Program tindak lanjut *Medical Check-Up* (MCU) melalui Program Aku Ingin Sehat dan Bugar (ANGIN SEGAR) dengan sub program berhenti merokok, penurunan berat badan melalui *Zero to One* dan penurunan sindrom metabolik (lemak darah dan gula darah) dengan sub program BASMI.
6. Program Pencegahan dan Penanggulangan HIV/AIDS melalui sosialisasi kepada seluruh karyawan.
7. Program Pendampingan terhadap karyawan yang sedang sakit untuk dapat kembali kerja.

Adapun terkait pekerja yang memiliki risiko tinggi terkena penyakit tertentu, data kunjungan berobat karyawan di

other factors are adjusted to the guidelines provided by the International Labor Organization (ILO). **[403-9]**

The following are safe working hours for employees and non-employees in the PG work environment for 2023 and 2022: **[403-9]**

OCCUPATIONAL HEALTH

Employee health is important for the Company because employees are an important asset for the Company. A good level of employee health will increase company productivity. Programs related to occupational health carried out by the Company include:

1. Implementation of *Medical Check-up* (MCU) for employees regularly every year in collaboration with Petrokimia Gresik Hospital and evaluated by PT Petrokimia Gresik company doctors.
2. Promotional campaign programs related to health through:
 - routine health socialization through Sub P2K3 Meetings in each compartment every month as well as P2K3 meetings every 3 months;
 - implementation of webinars or seminars related to health;
 - campaign via Instagram social media, and WhatsApp blasting to all employee WA numbers.
3. Program to improve employee health status through the Friday Sports program and the VIRAL 500K Virtual Sports Program, which is mandatory for every employee with a choice of walking, running, or cycling.
4. Provision of sports facilities for employees and families by the Company.
5. *Medical Check-up* (MCU) follow-up program through the Aku Ingin Sehat dan Bugar (ANGIN SEGAR) program with the smoking cessation sub-program; weight reduction through *Zero to One*; and reduction of metabolic syndrome (blood fat and blood sugar) with the BASMI sub-program.
6. HIV/AIDS Prevention and Control Program through socialization for all employees.
7. Assistance program for sick employees to return to work.

As for workers who have a high risk of developing certain diseases, data on employee medical visits at the Petrokimia



Rumah Sakit Petrokimia Gresik pada tahun 2023 menyebutkan bahwa jenis penyakit yang paling banyak dialami oleh karyawan terkait yaitu obesitas terkait. Penyakit yang timbul tersebut mampu dimitigasi dengan dilakukan *medical check-up* sehingga pada tahun 2023 tidak menimbulkan dampak yang cukup signifikan terhadap kesehatan Karyawan dan tidak mengganggu produktivitas kerja karyawan. **[403-10]**

Untuk mengatasi situasi ini, pada rapat P2K3 maupun SP2K3 yang diselenggarakan setiap tiga bulan, selalu ada penyampaian informasi kesehatan yang bersifat promosi dan preventif dengan mengundang dokter serta mengadakan seminar kesehatan bekerja sama dengan Departemen Remunerasi & Hubungan Industrial dan Pihak Asuransi. Selain itu, untuk meningkatkan minat dan partisipasi karyawan dalam berolahraga serta meningkatkan kesehatan karyawan, dilakukan program Viral 500K dan Petro Virtual Sport. Selain itu, pada tiap tahun dilakukan pemeriksaan kesehatan untuk mendeteksi kelainan pada karyawan sejak dini agar pengobatan dapat dilakukan segera sehingga tidak memperburuk kondisi. Dan juga diadakan program Pola Hidup Sehat (PHS) untuk mendukung kesehatan karyawan, kegiatan senam bersama, dan sosialisasi pengetahuan tentang kesehatan. **[403-3, 403-6, 403-8]**

Jumlah kehadiran pemeriksaan kesehatan berkala karyawan sampai dengan Desember 2023 adalah 100% dari total 2006 karyawan. Di mana karyawan yang tidak hadir dalam kegiatan MCU lebih banyak di sebabkan karena sudah purna tugas atau sedang menjalani cuti sakit. **[403-4]**

PENDIDIKAN DAN PELATIHAN

Perkembangan bisnis PG menyebabkan peningkatan kebutuhan yang semakin dinamis, tidak hanya pada aspek produksi tetapi juga pada faktor Sumber Daya Manusia (SDM) yang memainkan peran penting dalam memenuhi kebutuhan perusahaan. Menyadari hal ini, upaya peningkatan kemampuan dan kompetensi karyawan dilakukan secara terus-menerus melalui peningkatan partisipasi dalam program pengembangan kompetensi yang disesuaikan dengan tingkat jabatan dan tanggung jawab pekerjaan yang diemban.

Pengembangan kompetensi dan keahlian karyawan didukung oleh PG melalui inisiatif untuk menciptakan suasana kerja yang inovatif dan kreatif, guna mengasah kepekaan dan kemampuan berpikir kritis dalam mengatasi masalah. Selain itu, dorongan untuk terbentuknya budaya berbagi pengetahuan juga diberikan, dengan tujuan mencapai pemerataan kapabilitas secara sistematis dan menyeluruh. **[2-16]**

Pelaksanaan pengembangan kompetensi karyawan dilakukan dengan mengacu pada Kamus Kompetensi Perilaku dan Kamus Kompetensi Teknis. Proses penilaian dilakukan

Gresik Hospital in 2023 states that the type of disease most frequently experienced by employees is related to obesity. The illnesses that arise can be mitigated by carrying out medical checkups so that, in 2023, they will not have a significant impact on employee health and will not interfere with employee work productivity. **[403-10]**

To overcome this situation, at P2K3 and SP2K3 meetings, which are held every three months, always include the delivery of promotional and preventive health information by inviting doctors and holding health seminars in collaboration with the Remuneration & Industrial Relations Department and the Insurance Company. Apart from that, to increase employee interest and participation in sports and improve employee health, the Viral 500K and Petro Virtual Sport programs were implemented. In addition, every year, health checks are carried out to detect abnormalities in employees early so that treatment can be carried out immediately and the condition does not worsen. A Pola Hidup Sehat (PHS) program was also held to support employee health, group exercise activities, and the dissemination of knowledge about health. **[403-3, 403-6, 403-8]**

The number of employees attending periodic health checks until December 2023 is 100% of the total 2006 employees. Employees who are absent from MCU activities are mostly due to retired from work or are on sick leave. **[403-4]**

EDUCATION AND TRAINING

The development of the PG business has led to an increasingly dynamic increase in needs, not only in the production aspect but also in the Human Resources (HR) factor, which plays an important role in meeting the Company's needs. In order to realize this, efforts to increase employee abilities and competencies are carried out continuously through increasing participation in competency development programs that are tailored to the level of position and job responsibilities held.

PG supports the development of employee competencies and skills through initiatives to create an innovative and creative work atmosphere in order to hone sensitivity and critical thinking skills in solving problems. Apart from that, encouragement for the formation of a culture of knowledge sharing is also given, with the aim of achieving systematic and comprehensive distribution of capabilities. **[2-16]**

Implementation of employee competency development is carried out by referring to the Behavioral Competency Dictionary and the Technical Competency Dictionary.

dengan memberikan penilaian terhadap setiap kompetensi yang dimiliki oleh karyawan sesuai dengan level dan bidang pekerjaannya. Berikut adalah daftar kompetensi yang dikelompokkan berdasarkan kategori masing-masing: **[2-25]**

The assessment process is carried out by assessing each competency possessed by employees according to their level and field of work. The following is a list of competencies grouped by each category: **[2-25]**

Personal Effectiveness (Expressing Individual Potential)	Interpersonal Effectiveness (Working with Others: Interacting Effectively)
• Adaptability • Authenticity • Continuous Learning • Contributing to Society • Driving for Results • Initiating Action • Innovation • Quality Orientation • Work Standards	• Building Networks • Building Partnerships • Collaborating • Creating an Inclusive Environment • Cultivating Networks & Partnerships • Gaining Commitment • Influencing • Optimizing Diversity • Valuing Differences
Business/Management Skills (Focusing on Results)	Leadership Skills (Working with Others: Helping Individuals and Teams Achieve Goals)
• Analysis • Analysis/Judgment • Building Organizational Talent • Business Acumen • Business Awareness • Continuous Improvement • Customer Focus • Decision Making • Digital & Technology Awareness • Digital & Technology Leadership • Digital & Technology Savvy • Entrepreneurial Insight • Entrepreneurship • Establishing Strategic Direction • Global Acumen • Global Perspective • Managing Work • Operational Decision Making • Planning & Organizing • Problem Analysis • Profitability Focus	• Applied Learning • Change Leadership • Coaching • Coaching & Developing Others • Driving Change • Energizing the Organization • Execution • Facilitating Change • Inspiring Excellence • Inspiring Others • Leading Execution • Leading Innovation • Strategic Planning

Adapun jenis Kompetensi Perilaku diidentifikasi berdasarkan jabatan sebagai berikut:

1. Kompetensi Perilaku untuk Jabatan Struktural;
2. Kompetensi Perilaku untuk Jabatan Fungsional khusus *Project Leader*;
3. Kompetensi Perilaku untuk Jabatan Fungsional khusus *Individual Contributor*.

Sehingga dapat dipetakan Jenis Kompetensi Perilaku dengan masing-masing Kelompok Tingkat Jabatan (*Band*) sebagai berikut:

The types of Behavioral Competencies are identified based on position as follows:

1. Behavioral Competencies for Structural Positions;
2. Behavioral Competencies for Functional Positions, specifically for Project Leader;
3. Behavioral Competencies for Functional Positions, specifically for Individual Contributors.

Therefore, the Type of Behavioral Competency can be mapped to each Position Level Group (Band) as follows:



Jabatan Struktural Structural Position	Jabatan Fungsional (Project Leader) Functional Position (Project Leader)	Jabatan Fungsional (Individual Contributor) Functional Position (Individual Contributor)
BOD	-	-
Band 1	SPM	Band 1
Band 2	PM	Band 2
Band 3	-	Band 3
Band 4	-	Band 4
-	-	Band 5 & Band 6

Standar kompetensi di Petrokimia Gresik, ketika digunakan dalam konteks *Job Stream* memiliki struktur sebagai berikut:

1. Kompetensi Inti

Kompetensi yang disusun untuk menjawab tantangan nilai AKHLAK BUMN beserta kebutuhan merealisasikan prioritas strategis Pupuk Indonesia Group.

Kompetensi inti harus dimiliki untuk seluruh individu di dalam organisasi, pada semua fungsi dan level jabatan. Berdasarkan hal tersebut ditentukan 4 (empat) kompetensi berikut sebagai kompetensi inti Pupuk Indonesia Group:

- Authenticity*
- Continuous Learning*
- Contributing to Society*
- Customer Focus*

2. Kompetensi Primer

Kompetensi yang dipersyaratkan sudah harus dimiliki oleh individu untuk menampilkan kinerja yang efektif pada satu Kelompok Pekerjaan (*Job Stream*) tertentu.

3. Kompetensi Sekunder

Kompetensi yang dipersyaratkan untuk individu menjalankan peran dan menampilkan kinerja efektif namun masih dapat dikembangkan selama individu tersebut berada pada satu Kelompok Pekerjaan (*Job Stream*) tertentu.

Competency standards at Petrokimia Gresik, when used in the Job Stream context, have the following structure:

1. Core Competency

Competencies designed to answer the challenges of SOE's AKHLAK values and the need to realize Pupuk Indonesia Group's strategic priorities.

Core competencies must be owned by all individuals in the organization, at all functions and position levels. Based on this, the following 4 (four) competencies are determined as the core competencies of Pupuk Indonesia Group:

- Authenticity*
- Continuous Learning*
- Contributing to Society*
- Customer Focus*

2. Primary Competency

The required competencies must be possessed by individuals to display effective performance in a particular Job Stream.

3. Secondary Competency

Competencies required for individuals to carry out roles and display effective performance can still be developed as long as the individual is in a particular Job Stream.

Contoh standar kompetensi berdasarkan Kelompok Tingkat Jabatan (*Band*), untuk Jabatan Struktural:

Examples of Competency Standards Based on Position Level Groups (Bands) for Structural Positions:

Board of Directors Profile	Band 1 Profile	Band 2 Profile	Band 3 Profile	Band 4 Profile
Authenticity	Authenticity	Authenticity	Authenticity	Authenticity
Continuous Learning	Continuous Learning	Continuous Learning	Continuous Learning	Continuous Learning
Contributing to Society	Contributing to Society	Contributing to Society	Contributing to Society	Contributing to Society
Customer Focus	Customer Focus	Customer Focus	Customer Focus	Customer Focus
Business Acumen	Business Acumen	Business Awareness	Profitability Focus	Profitability Focus
Digital & Technology Leadership	Digital & Technology Leadership	Digital & Technology Leadership	Digital & Technology Savvy	Digital & Technology Awareness
Entrepreneurship	Entrepreneurship	Entrepreneurship	-	-
Establishing Strategic Direction	Establishing Strategic Direction	Establishing Strategic Direction	Decision Making	Decision Making
Global Acumen	Global Acumen	Global Perspective	-	-
Building Organization Talent	Coaching & Developing Others	Coaching	Coaching	Coaching
Energizing the Organization	Inspiring Others	Inspiring Others	Gaining Commitment	Gaining Commitment
Change Leadership	Driving Change	Facilitating Change	Adaptability	Adaptability
Leading Execution	Leading Execution	Leading Execution	Execution	Planning & Organizing
Leading Innovation	Leading Innovation	Innovation	Innovation	Continuous Improvement
Inspiring Excellence	Driving for Results	Driving for Results	Work Standards	Work Standards
Cultivating Networks & Partnership	Building Networks	Building Partnerships	Collaborating	Collaborating
Optimizing Diversity	Creating an Inclusive Environment	Valuing Differences	Valuing Differences	Valuing Differences

Description:

Core Competency	Business/Management Skill	Leadership Skill	Personal Effectiveness	Interpersonal Effectiveness

Standar Kompetensi juga dibedakan untuk setiap kelompok pekerjaan (*Job Stream*). *Job stream* ditentukan dengan mempertimbangkan unit-unit kerja yang ada di Pupuk Indonesia Group berdasarkan struktur organisasi berikut peran, tanggung jawab, dan hasil kerja (*output*) dari setiap unit tersebut dan proses bisnis di Pupuk Indonesia Group dan dibahas dalam *Focus Group Discussion* (FGD) dengan seluruh Pupuk Indonesia Group. Terdapat 8 *Job Stream*, yaitu *business development*, *business enabler*, *marketing management*, *sales*, *operations*, *finance and investment*, *compliance*, dan *corporate services*.

Competency Standards are also differentiated for each job stream. The job stream is determined by considering the work units in the Pupuk Indonesia Group based on the organizational structure, including the roles, responsibilities, and work results (*output*) of each unit, as well as the business processes in the Pupuk Indonesia Group, which are discussed in a *Focus Group Discussion* (FGD) with the entire Pupuk Indonesia Group. There are 8 Job Streams, namely *business development*, *business enabler*, *marketing management*, *sales*, *operations*, *finance and investment*, *compliance*, and *corporate services*.



Contoh Standar Kompetensi untuk Jabatan Struktural
Kelompok *Business Development*:

Examples of Competency Standards for Structural Positions
in Business Development Groups:

Board of Directors Profile	Band 1 Profile	Band 2 Profile	Band 3 Profile	Band 4 Profile
Authenticity	Authenticity	Authenticity	Authenticity	Authenticity
Continuous Learning	Continuous Learning	Continuous Learning	Continuous Learning	Continuous Learning
Contributing to Society	Contributing to Society	Contributing to Society	Contributing to Society	Contributing to Society
Customer Focus	Customer Focus	Customer Focus	Customer Focus	Customer Focus
Establishing Strategy	Operational Decision Making	Operational Decision Making	Decision Making	Decision Making
Inspiring Excellence	Driving for Results	Driving for Results	Work Standards	Work Standards
Leading Execution	Leading Execution	Leading Execution	Execution	Planning & Organizing
Business Acumen	Business Acumen	Business Awareness	Profitability Focus	Profitability Focus
Cultivating Networks & Partnership	Building Networks	Building Partnerships	Collaborating	Collaborating
Entrepreneurship	Entrepreneurship	Entrepreneurial Insight		
Change Leadership	Driving Change	Facilitating Change	Adaptability	Adaptability
Leading Innovation	Leading Innovation	Innovation	Innovation	Continuous Improvement
Global Acumen	Global Acumen	Global Perspective		
Building Organization Talent	Coaching & Developing Others	Coaching	Coaching	Coaching
Digital & Technology Leadership	Digital & Technology Leadership	Digital & Technology Leadership	Digital & Technology Savvy	Digital & Technology Awareness
Energizing the Organization	Inspiring Others	Inspiring Others	Gaining Commitment	Gaining Commitment
Optimizing Diversity	Creating an Inclusive Environment	Valuing Differences	Valuing Differences	Valuing Differences

Description:

Core Competency	Primary Competency	Secondary Competency

Pemetaan kompetensi perilaku dilakukan dengan asesmen kompetensi perilaku, yang menghasilkan rekomendasi yang akan digunakan dalam proses rotasi, mutasi, dan promosi karyawan (RMP).

Behavioral competency mapping is carried out with a behavioral competency assessment, which produces recommendations that will be used in the employee rotation, transfer, and promotion (RMP) process.

Diklat Kompetensi dibagi berdasarkan *Core Corporate Competency* yaitu *Manufacturing, Marketing & Trading, Distribution*, dan *Penunjang*.

Competency training is divided based on Core Corporate Competencies, namely Manufacturing, Marketing & Trading, Distribution and Support.

1. Manufacture

1. Manufacture

Kegiatan Activity	Realisasi Realization											
	Jan Jan	Feb Feb	Mar Mar	Apr Apr	Mei May	Jun Jun	Jul Jul	Agu Aug	Sep Sep	Okt Oct	Nov Nov	Des Dec
Diklat Manufacture Manufacture Training	785	308	481	57	47	276	368	112	125	564	954	-

2. Marketing and Trading

2. Marketing and Trading

Kegiatan Activity	Realisasi Realization											
	Jan Jan	Feb Feb	Mar Mar	Apr Apr	Mei May	Jun Jun	Jul Jul	Agu Aug	Sep Sep	Okt Oct	Nov Nov	Des Dec
Diklat Marketing and Trading Marketing and Trading Training	-	138	94	-	6	4	20	-	10	58	133	-

3. Distribution

3. Distribution

Kegiatan Activity	Realisasi Realization											
	Jan Jan	Feb Feb	Mar Mar	Apr Apr	Mei May	Jun Jun	Jul Jul	Agu Aug	Sep Sep	Okt Oct	Nov Nov	Des Dec
Diklat Distribution Distribution Training	-	-	64	-	-	9	7	-	-	174	13	-

4. Penunjang

4. Support

Kegiatan Activity	Realisasi Realization											
	Jan Jan	Feb Feb	Mar Mar	Apr Apr	Mei May	Jun Jun	Jul Jul	Agu Aug	Sep Sep	Okt Oct	Nov Nov	Des Dec
Diklat Penunjang Support Training	93	136	421	130	2.698	429	457	174	362	1.441	314	1.023

ROADMAP PENGEMBANGAN KOMPETENSI SDM

Pengembangan kompetensi SDM di PG dilakukan melalui program pendidikan dan pelatihan dalam rangka meningkatkan pengetahuan, keterampilan serta kemampuan agar karyawan mampu melaksanakan tugasnya secara optimal sesuai persyaratan kompetensi yang dibutuhkan. Selain itu program sertifikasi kompetensi juga dilakukan dalam rangka meningkatkan kompetensi SDM sesuai arah pengembangan perusahaan dengan target pencapaian sebagai berikut:

HR COMPETENCY DEVELOPMENT ROADMAP

Human resource competency development in PG is carried out through education and training programs in order to increase knowledge, skills, and abilities so that employees are able to carry out their duties optimally according to the required competency requirements. Apart from that, the competency certification program is also carried out in order to improve HR competency in line with the Company's development direction, with the following achievement targets:

Parameter	Tahun Year	Target Karyawan yang Tersertifikasi Certified Employees Target
Peningkatan kompetensi SDM sesuai arah pengembangan perusahaan Increasing HR competency in line with the Company's development direction	2020	40%
	2021	50%
	2022	50%
	2023	50%
	2024	50%



PROGRAM PENDIDIKAN DAN PELATIHAN (DIKLAT)

Education and Training Program (Training)

Program pengembangan karyawan yang diselenggarakan oleh PG memiliki tujuan untuk mengembangkan kemampuan managerial dan kepemimpinan serta untuk menguasai *Core Corporate Competence (Manufacturing, Marketing, Trading, and Distribution)* serta kompetensi penunjang lainnya. Penerapan sistem pendidikan berbasis kompetensi di lingkungan PG bertujuan untuk:

1. Memenuhi kompetensi karyawan agar sesuai dengan kebutuhan Kompetensi Jabatan masing-masing karyawan, mampu melaksanakan tugas secara optimal.
2. Mengembangkan kompetensi karyawan agar sesuai dengan tuntutan kebutuhan perkembangan Perusahaan dan lingkungan eksternal (sesuai SK Pedoman Sistem Pendidikan dan Pelatihan Berbasis Kompetensi Petrokimia Gresik No. 0323/NK.02.01/03/SK/2010).

Program pelatihan yang telah dilakukan adalah sebagai berikut:

1. Diklat Induksi
Dirancang untuk calon karyawan dengan tujuan memberikan pemahaman tentang perusahaan, bekal pengetahuan, keterampilan dasar, dan perilaku serta ketahanan mental dan disiplin yang dibutuhkan untuk melaksanakan tugas sesuai bidangnya.

The employee development program organized by PG has the aim of developing managerial capabilities and leadership, as well as to master Core Corporate Competence (Manufacturing, Marketing, Trading, and Distribution) and other supporting competencies. The implementation of a competency-based education system in the PG environment aims to:

1. Fulfilling employee competencies to suit the Job Competency needs of each employee and being able to carry out tasks optimally.
2. Develop employee competencies to suit the demands of the Company's development needs and the external environment (in accordance with the Petrokimia Gresik Decree on Competency-Based Education and Training System Guidelines No. 0323/NK.02.01/03/SK/2010).

The training programs that have been carried out are as follows:

1. Induction Training
Designed for prospective employees with the aim of providing an understanding of the Company, knowledge, basic skills, and behavior, as well as the mental resilience and discipline needed to carry out tasks according to their field.

Kegiatan Activity	Realisasi Realization											
	Jan Jan	Feb Feb	Mar Mar	Apr Apr	Mei May	Jun Jun	Jul Jul	Agu Aug	Sep Sep	Okt Oct	Nov Nov	Des Dec
Diklat Induksi Induction Training	7.304	6.640	7.304	5.976	6.972	6.640	6.640	7.304	6.640	7.304	7.304	6.308

2. Diklat *Leadership & Managerial*
Meningkatkan kemampuan *leadership and managerial* sesuai kebutuhan kompetensi jabatannya dengan meningkatkan *core soft competence* sesuai dengan level jabatan masing-masing *grade* untuk memperkuat *leadership and managerial skill*.

2. Leadership & Managerial Training
Improve leadership and managerial skills according to the competency requirements of the position by increasing core soft competence according to the position level of each grade to strengthen leadership and managerial skills.

Kegiatan Activity	Realisasi Realization											
	Jan Jan	Feb Feb	Mar Mar	Apr Apr	Mei May	Jun Jun	Jul Jul	Agu Aug	Sep Sep	Okt Oct	Nov Nov	Des Dec
Diklat Leadership & Managerial Leadership & Managerial Training	0	0	0	0	0	11	115	0	69	0	42	225

3. Diklat Kompetensi

Program diklat untuk meningkatkan kemampuan teknis (Sertifikasi & Non-Sertifikasi) sesuai dengan kebutuhan kompetensi jabatan melalui peningkatan kompetensi teknis individu yang berfokus pada *Core Corporate Competence (Manufacturing, Marketing, Trading, dan Distribution)* masing-masing serta kompetensi penunjang.

3. Competency Training

Training program to improve technical capabilities (Certification & Non-Certification) in accordance with job competency requirements by increasing individual technical competency, which focuses on their respective Core Corporate Competence (Manufacturing, Marketing, Trading and Distribution) as well as supporting competencies.

Kegiatan Activity	Realisasi Realization											
	Jan Jan	Feb Feb	Mar Mar	Apr Apr	Mei May	Jun Jun	Jul Jul	Agu Aug	Sep Sep	Okt Oct	Nov Nov	Des Dec
Diklat Kompetensi Competency Training	878	582	1.060	187	2.751	717	852	287	497	2.237	1.414	1.365

4. Diklat Tugas Belajar

Program diklat ini dirancang untuk karyawan yang ditunjuk oleh Perseroan mengikuti pendidikan formal jenjang Diploma, Strata 2, dan Profesi dalam bentuk tugas belajar baik di dalam maupun di luar negeri.

4. Learning Assignment Training

This training program is designed for employees appointed by the Company to take formal education at the Diploma, Strata 2, and Professional levels in the form of study assignments both at home and abroad.

Kegiatan Activity	Realisasi Realization											
	Jan Jan	Feb Feb	Mar Mar	Apr Apr	Mei May	Jun Jun	Jul Jul	Agu Aug	Sep Sep	Okt Oct	Nov Nov	Des Dec
Diklat Tugas Belajar Learning Assignment Training	308	304	308	300	306	304	304	308	272	226	302	139

5. Diklat Purna Tugas

Program diklat ini dirancang untuk karyawan yang akan memasuki masa purna tugas. Menjadikan karyawan siap memasuki masa purna tugas dengan memberikan wawasan, bekal pengetahuan karyawan dalam kegiatan yang bersifat profit maupun non-profit.

5. Retirement Training

This training program is designed for employees who will enter retirement period. Making employees ready to enter the retirement period by providing insight and providing employees with knowledge in profit and non-profit activities.

Kegiatan Activity	Realisasi Realization											
	Jan Jan	Feb Feb	Mar Mar	Apr Apr	Mei May	Jun Jun	Jul Jul	Agu Aug	Sep Sep	Okt Oct	Nov Nov	Des Dec
Diklat Purna Tugas Retirement Training	0	0	0	0	0	0	0	0	0	0	160	0

Program-program pendidikan dan pelatihan yang diberikan PG kepada karyawan meliputi:

1. Diklat Induksi

Dirancang untuk calon karyawan dengan tujuan memberikan pemahaman tentang perusahaan PG, bekal pengetahuan, keterampilan dasar, dan perilaku serta ketahanan mental dan disiplin yang dibutuhkan untuk melaksanakan tugas sesuai bidangnya. Pada program ini juga dikenalkan tentang pasar PG melalui program Petro Muda Masuk Desa (PMMD).

The education and training programs provided by PG to employees include:

1. Induction Training

Designed for prospective employees with the aim of providing an understanding of the PG company, providing knowledge, basic skills, and behavior, as well as mental resilience and discipline needed to carry out tasks according to their field. This program also introduces the PG market through the Petro Muda Masuk Desa (PMMD) program.



2. Diklat *Leadership Development Program*
Meningkatkan kemampuan *leadership* dan manajerial sesuai kebutuhan kompetensi jabatannya dengan meningkatkan *core soft competence* sesuai dengan level jabatan masing-masing *grade* untuk memperkuat keahlian kemampuan kepemimpinan dan manajerial.
3. Diklat Kompetensi
Program diklat untuk meningkatkan kemampuan teknis (Sertifikasi & Non Sertifikasi) sesuai dengan kebutuhan kompetensi jabatan melalui peningkatan kompetensi teknis individu yang berfokus pada *Core Corporate Competence (Manufacturing, Marketing, Trading, dan Distribution)* masing-masing serta kompetensi penunjang. Pelaksanaan Diklat Kompetensi dilakukan sesuai dengan *Training Needs Analysis* yang telah disusun *learning partner* di setiap unit kerja sesuai dengan isu bisnis yang dihadapi.
4. Diklat Tugas Belajar
Program diklat ini dirancang untuk karyawan yang ditunjuk oleh perusahaan untuk mengikuti pendidikan formal jenjang Diploma, Strata 2, dan Profesi dalam bentuk tugas belajar baik di dalam maupun di luar negeri.
5. Diklat Purna Tugas
Program diklat ini dirancang untuk karyawan yang akan memasuki masa persiapan purna tugas, menjadikan karyawan siap memasuki masa purna tugas dengan memberikan wawasan, bekal pengetahuan karyawan dalam kegiatan yang bersifat profit maupun non profit.
2. Leadership Development Program Training
Improve leadership and managerial skills according to the competency requirements of the position by increasing core soft competence according to the position level of each grade to strengthen leadership and managerial skills.
3. Competency Training
Training program to improve technical capabilities (Certification & Non-Certification) in accordance with job competency requirements by increasing individual technical competency, which focuses on their respective Core Corporate Competence (Manufacturing, Marketing, Trading, and Distribution) as well as supporting competencies. The implementation of Competency Training is carried out in accordance with the Training Needs Analysis that has been prepared by learning partners in each work unit in accordance with the business issues being faced.
4. Learning Assignment Training
This training program is designed for employees appointed by the Company to undertake formal education at the Diploma, Strata 2, and Professional levels in the form of study assignments both at home and abroad.
5. Retirement Training
This training program is designed for employees who will enter the retirement preparation period, making employees ready to enter the retirement period by providing insight and knowledge in profit and non-profit activities.

Jam pelatihan rata-rata per tahun per karyawan berdasarkan gender dan level jabatan disajikan dalam tabel sebagai berikut: **[404-1]**

Average training hours per year per employee based on gender and position level are presented in the following table: **[404-1]**

Level Jabatan Position Level	2023		2022	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Grade I	198	0	146	5
Grade II	567	28	620	46
Grade III	1.892	92	1.720	180
Grade IV	3.972	193	2.560	274
Grade V	4.729	230	4.220	300
Grade VI	5.296	257	4.610	294
Grade VII	2.270	110	1.450	4
Jumlah Total	1.8925	910	1.5326	1.103

mandays

PENILAIAN KINERJA KARYAWAN

PG selalu memberikan kesempatan kepada semua karyawan untuk meningkatkan performa mereka melalui proses evaluasi dan penilaian kinerja yang dilakukan secara rutin, dengan mempertimbangkan pencapaian prestasi dan

EMPLOYEE PERFORMANCE ASSESSMENT

PG always provides opportunities for all employees to improve their performance through a routine evaluation and performance assessment process, taking into account previous achievements and performance. The

kinerja sebelumnya. Implementasi penilaian kinerja ini memberikan rekomendasi yang dapat membantu karyawan dan manajemen untuk meningkatkan kualitas performa di masa depan. Hasil dari penilaian kinerja juga menjadi salah satu pertimbangan dalam menentukan remunerasi dan memberikan peluang pengembangan karier. **[3-3]**

Selama periode tahun 2023, sejumlah 319 karyawan telah mengalami promosi, sementara 277 karyawan mengalami mutasi. Keputusan mutasi ini didasarkan pada kebutuhan dan kepentingan organisasi, tanpa membedakan gender. Berikut adalah rincian jumlah karyawan yang mengalami promosi dan mutasi tersebut: **[404-3]**

Promosi Promotion	2023	2022
Grade II–Grade I	3	8
Grade III–Grade II	7	26
Grade IV–Grade III	37	85
Grade V–Grade IV	167	181
Pelaksana–Grade V Officer–Grade V	105	44
Jumlah Total	319	344

Penghargaan PG untuk karyawan yang berprestasi telah diatur dalam Prosedur No. PR-02-0061. Prosedur ini disusun sesuai dengan Surat Keputusan No. 0293/TU.04.02/30/2015 tentang Penghargaan Prestasi yang meliputi:

1. Penghargaan Adhi Darma
Penghargaan ini diberikan bagi karyawan yang mencapai prestasi luar biasa dalam menyelamatkan aset perusahaan dan/atau menjaga nilai-nilai perusahaan.
2. Penghargaan Adhi Karya
Penghargaan ini ditujukan bagi karyawan yang melampaui *Key Performance Indicator* (KPI) atau Sasaran Kinerja Individu serta memberikan manfaat yang besar bagi perusahaan.
3. Penghargaan Adhi Cipta
Penghargaan ini diberikan bagi karyawan yang mampu menghasilkan inovasi penciptaan, penemuan dan pengembangan hal-hal baru (produk baru, jasa baru, atau proses baru) dan memberikan manfaat yang besar bagi perusahaan baik dari segi keuangan, mutu, dan waktu.

implementation of this performance assessment provides recommendations that can help employees and management improve the quality of performance in the future. The results of performance appraisals are also a consideration in determining remuneration and providing career development opportunities. **[3-3]**

During the 2023 period, 319 employees have experienced promotions, while 277 employees have experienced mutations. This transfer decision is based on the needs and interests of the organization without distinguishing between genders. The following are details of the number of employees who experienced promotions and mutations: **[404-3]**

Mutasi Mutation	2023	2022
Grade I	4	3
Grade II	13	30
Grade III	43	80
Grade IV	54	91
Grade V	86	168
Pelaksana Officer	77	168
Jumlah Total	277	546

PG awards for outstanding employees are regulated in Procedure No. PR-02-0061. This procedure is prepared in accordance with Decree No. 0293/TU.04.02/30/2015 concerning Achievement Awards, which include:

1. Adhi Darma Award
This award is given to employees who achieve extraordinary achievements in saving company assets and/or maintaining company values.
2. Adhi Karya Award
This award is aimed at employees who exceed Key Performance Indicators (KPIs) or Individual Performance Targets and provide great benefits to the Company.
3. Adhi Cipta Award
This award is given to employees who are able to produce innovative creation, discovery, and development of new things (new products, new services, or new processes) and provide great benefits for the Company in terms of finance, quality, and time.



PROGRAM PENSIUN

Pension Program

Dalam rangka mendukung kesejahteraan ekonomi karyawan jangka panjang, PG menyediakan program pensiun yang bertujuan untuk karyawan yang akan memasuki masa pensiun. Program pensiun ini tidak hanya menyediakan manfaat ekonomi, tetapi juga mencakup program pelatihan dan persiapan yang dirancang untuk membekali karyawan yang akan pensiun dengan keterampilan yang diperlukan untuk mempersiapkan mental, menjaga kesehatan, dan mengelola keuangan secara efektif dan efisien. [3-3]

Selama periode pelaporan tahun 2023, sejumlah 35 karyawan telah mencapai masa pensiun dan telah menerima sosialisasi serta pelatihan terkait Purna Tugas. [404-2]

PG menyelenggarakan berbagai jenis program pensiun untuk karyawan yang memasuki masa pensiun, termasuk program pelatihan persiapan/pembekalan Purna Tugas. Dalam hal pembayaran premi dari program pensiun karyawan, sumbernya berasal dari iuran yang dihitung sebagai beban baik perusahaan maupun karyawan. Besaran beban tersebut bervariasi tergantung pada jenis program yang tersedia.

Dua skema utama yang terlibat dalam persiapan dan pembekalan Purna Tugas dari perspektif finansial adalah skema iuran pasti dan manfaat pasti. Pada skema iuran pasti, perusahaan diwajibkan untuk membayar iuran yang telah ditentukan kepada entitas yang berbeda. Sementara itu, pada skema manfaat pasti, jumlah imbalan pensiun yang akan diterima oleh pekerja saat pensiun ditetapkan dengan mempertimbangkan beberapa faktor seperti usia, masa kerja, dan kompensasi yang telah diperoleh selama bekerja. [201-3]

Selain menyediakan dukungan finansial, PG menyelenggarakan program sosialisasi dan pelatihan persiapan Purna Tugas bagi karyawan yang akan memasuki masa pensiun. Kebijakan ini bertujuan untuk meningkatkan kesejahteraan dan kemandirian karyawan dalam berbagai aspek, termasuk keuangan, kesejahteraan mental, dan peningkatan keahlian. Pelatihan Purna Tugas terdiri dari dua tahap, dengan Tahap I dilaksanakan selama periode 3 tahun sebelum pensiun. Materi yang disampaikan mencakup perubahan *mindset* dan kesehatan di usia pensiun, pengelolaan keuangan, serta persiapan dalam berwirausaha dan menghadapi risikonya. Tahap II dari pelatihan Purna Tugas melibatkan kunjungan ke Usaha Kecil dan Menengah (UKM) untuk memberikan gambaran mengenai peluang usaha yang dapat dijalankan setelah pensiun. [404-2]

In order to support the long-term economic welfare of employees, PG provides a pension program aimed at employees who are about to enter retirement. This pension program not only provides economic benefits but also includes training and preparation programs designed to equip retiring employees with the skills necessary to prepare mentally, maintain health, and manage finances effectively and efficiently. [3-3]

During the 2023 reporting period, a total of 35 employees have reached retirement and have received socialization and training related to retirement. [404-2]

PG organizes various types of pension programs for employees entering retirement, including post-service preparatory/debriefing training programs. In the case of premium payments from employee pension programs, the source comes from dues, which are calculated as an expense for both the Company and the employee. The amount of the expense varies depending on the type of program available.

The two main schemes involved in Retirement preparation and empowerment from a financial perspective are defined contribution and defined benefit schemes. In a defined contribution scheme, the Company is required to pay predetermined dues to different entities. Meanwhile, in a defined benefit scheme, the amount of pension benefits that workers will receive when they retire is determined by considering several factors, such as age, term of office, and compensation received during their work. [201-3]

In addition to from providing financial support, PG organizes socialization programs and retirement preparation training for employees who are about to retire. This policy aims to improve employee welfare and independence in various aspects, including finances, mental well-being, and skills. Retirement Training consists of two stages, with Stage I carried out over a 3 year period before retirement. The material presented includes changes in mindset and health at retirement age, financial management, as well as preparation for entrepreneurship and facing the risks. Stage II of Retirement Training involves visits to Small and Medium Enterprises (UKM) to provide an overview of business opportunities that can be run after retirement. [404-2]

MEKANISME PENGADUAN PEGAWAI

Employee Complaint Mechanism

Kebijakan kepegawaian PG didukung oleh mekanisme pengaduan pegawai yang lengkap. Sistem pengaduan ini dirancang untuk memungkinkan pegawai mengungkapkan keluhan dan pengaduan terkait dengan pelanggaran praktik ketenagakerjaan, diskriminasi, serta eksploitasi hak-hak tenaga kerja yang terjadi di lingkungan PG. Sampai akhir periode pelaporan 2023, semua pengaduan pegawai yang diterima telah diproses, ditindaklanjuti, dan diselesaikan dengan baik. PG juga tidak menemukan adanya laporan insiden diskriminasi yang dilaporkan kepada bagian hukum selama tahun tersebut. **[406-1]**

PG's personnel policy is supported by a complete employee complaints mechanism. This complaint system is designed to enable employees to express complaints and grievances related to violations of employment practices, discrimination, and exploitation of labor rights that occur within the PG environment. Until the end of the 2023 reporting period, all employee complaints received have been processed, followed up on, and resolved properly. PG also did not find any reports of incidents of discrimination reported to the legal department during that year. **[406-1]**

KESETARAAN HAK ASASI MANUSIA

Human Rights Equality

PG sangat menghormati hak-hak yang melekat pada hakikat dan eksistensi manusia, untuk itu PG berkomitmen penuh untuk memastikan pemenuhan Hak Asasi Manusia (HAM) dalam pelaksanaan praktik ketenagakerjaan. Komitmen ini bukan hanya sebagai bentuk kepatuhan terhadap peraturan perundang-undangan, tetapi juga sebagai wujud tanggung jawab yang mendasari usaha PG dalam menghormati hak-hak dasar manusia. **[3-3]**

PG highly respects the rights inherent in human nature and existence. Therefore, PG is fully committed to ensuring the fulfillment of Human Rights (HAM) in the implementation of employment practices. This commitment is not only a form of compliance with statutory regulations but also a form of responsibility that underlies PG's efforts to respect basic human rights. **[3-3]**

Dalam beberapa tahun terakhir, PG tidak melaksanakan pelatihan atau sosialisasi terkait dengan Hak Asasi Manusia (HAM). Hal ini dikarenakan tidak ada permasalahan yang terkait dengan HAM pada beberapa periode pelaporan sebelumnya. Namun, apabila terdapat potensi permasalahan terkait HAM baik di dalam maupun di luar lingkungan operasi PG, akan dipertimbangkan untuk menyelenggarakan sosialisasi atau pelatihan guna meningkatkan kesadaran akan pentingnya menghormati dan menjunjung tinggi HAM demi keberlangsungan PG.

In recent years, PG has not carried out training or socialization related to Human Rights (HAM). This is because there were no problems related to human rights in the previous reporting periods. However, if there are potential problems related to human rights both within and outside the PG operational environment, consideration will be given to holding socialization or training to increase awareness of the importance of respecting and upholding human rights for the sustainability of PG.



KEBIJAKAN ANTI DISKRIMINASI

Anti-Discrimination Policy

PG dengan tegas menolak segala bentuk diskriminasi dan perilaku yang merendahkan berdasarkan agama, gender, ras, suku, warna kulit, opini politik, asal usul sosial, dan diskriminasi lainnya. Perusahaan selalu mendorong terciptanya iklim sosial yang sehat, menghargai sesama, dan menjunjung tinggi toleransi terhadap perbedaan. Konsistensi PG dalam menerapkan kebijakan anti diskriminasi tercermin dari tidak adanya laporan yang diterima oleh perusahaan terkait kasus diskriminasi yang terjadi di lingkungan PG.

[406-1]

PG firmly rejects all forms of discrimination and degrading behavior based on religion, gender, race, ethnicity, skin color, political opinion, social origin, and other discrimination. The Company always encourages the creation of a healthy social climate, respects others, and upholds tolerance for differences. PG's consistency in implementing anti-discrimination policies is reflected in the absence of reports received by the Company regarding cases of discrimination that occurred within PG. **[406-1]**

PEKERJA ANAK

Child Labor

PG tidak mempekerjakan pegawai yang berusia di bawah batas usia yang diizinkan, yaitu di bawah usia 15 tahun. Hal ini telah sesuai ketentuan yang diatur dalam Konvensi 138 Organisasi Perburuhan Internasional (ILO) mengenai Usia Minimum dan Konvensi 182 mengenai Bentuk-Bentuk Terburuk Pekerjaan Anak. Hal ini dapat dilihat dari data komposisi usia karyawan PG, yang menunjukkan bahwa tidak ada pegawai yang dipekerjakan di bawah usia 18 tahun. Sampai dengan akhir periode pelaporan, tidak ada laporan yang terkait dengan adanya pegawai di bawah umur yang dipekerjakan oleh PG. **[408-1]**

PG does not employ employees under the permitted age limit, namely, under 15 years of age. This is in accordance with the provisions stipulated in Convention 138 of the International Labor Organization (ILO) concerning Minimum Age and Convention 182 concerning the Worst Forms of Child Labor. This can be seen from the data on the age composition of PG employees, which shows that there are no employees employed under 18 years old. Until the end of the reporting period, there were no reports related to underage employees employed by PG. **[408-1]**

KERJA PAKSA

Forced Labor

PG secara tegas menolak segala bentuk praktik kerja paksa dan perbudakan, termasuk di dalamnya pemaksaan simpanan wajib, ancaman pemecatan untuk bekerja lembur tanpa kesepakatan, dan penahanan dokumen identitas. PG menerapkan jadwal kerja yang sesuai dengan peraturan ketenagakerjaan yang berlaku, dan kebijakan terkait karyawan yang bekerja di luar jam kerja normal telah disetujui oleh manajemen dan wakil pegawai.

Selain mematuhi peraturan perundang-undangan, PG juga memberikan prioritas yang tinggi pada aspek Kesehatan dan Keselamatan Kerja (K3) dengan mengikuti Prosedur Operasional Standar (SOP) perusahaan, bertujuan untuk mencapai keunggulan dalam Kesehatan, Keselamatan, dan Lingkungan (HSE). **[409-1]**

PG firmly rejects all forms of forced labor and slavery practices, including forced savings, threats of dismissal for working overtime without agreement, and withholding identity documents. PG implements a work schedule that complies with applicable labor regulations, and policies regarding employees who work outside normal working hours have been approved by management and employee representatives.

In addition to complying with statutory regulations, PG also places a high priority on Occupational Health and Safety (OHS) aspects by following the Company's Standard Operating Procedures (SOP), aiming to achieve excellence in Health, Safety and Environment (HSE). **[409-1]**

PRAKTIK KEAMANAN [410-1]

Security Practices

PG sebagai perusahaan pupuk terlengkap, telah ditetapkan sebagai Obyek Vital Nasional (Obvitnas) berdasarkan Surat Keputusan Menteri Perindustrian No. 466 tahun 2014. Sebagai akibat dari penetapan ini, PG memiliki tanggung jawab untuk menjaga dan melindungi obyek PG sebagai aset negara serta menciptakan lingkungan kerja yang aman dan kondusif. Untuk memenuhi tuntutan tersebut, PG telah membentuk Kebijakan Sistem Manajemen Terintegrasi PG yang mencakup Sistem Manajemen Pengamanan (SMP) berdasarkan Peraturan Kepolisian Republik Indonesia No. 7 tahun 2019, yang diterapkan di seluruh area PG. Tujuan utama dari kebijakan ini adalah untuk memastikan kelancaran dan kelangsungan operasional PG sehingga kualitas produk dapat terjaga.

Sistem Manajemen Pengamanan (SMP) diterapkan kepada seluruh karyawan organik maupun karyawan non-organik, dalam semua kegiatan operasional PG, termasuk kegiatan keamanan dan pengamanan. Hal ini dilakukan secara konsisten dan konsekuen melalui penjagaan dan pengawasan selama 24 jam, didukung oleh 432 unit CCTV dan 25 *Barrier Gate* yang tersebar di seluruh area PG. Penjagaan dilakukan oleh 373 personel Keamanan dengan rincian 340 personel telah bersertifikat Gada Pratama dan 33 personel bersertifikat Gada Madya. Selain itu, penerapan SMP ini juga didukung oleh Sumber Daya Manusia yang kompeten, sarana penunjang yang memadai, serta pemahaman yang baik dalam menangani isu keamanan dengan memperhatikan hak asasi manusia.

Selama periode pelaporan, tidak dilaksanakan pelatihan hak asasi manusia secara khusus kepada personel keamanan karena PG telah menjalankan Sistem Manajemen Pengamanan dengan baik. Selain itu, tidak ada laporan kasus pelanggaran hak asasi manusia yang terkait dengan praktik keamanan dalam periode tersebut.

PG, as the most comprehensive fertilizer company, has been designated as a National Vital Object (Obvitnas) based on Decree of the Minister of Industry No. 466 of 2014. As a result of this determination, PG has the responsibility to maintain and protect PG objects as state assets and create a safe and conducive working environment. To meet these demands, PG has formed a PG Integrated Management System Policy, which includes a Security Management System (SMP) based on Republic of Indonesia Police Regulation No. 7 of 2019, which is implemented in all PG areas. The main objective of this policy is to ensure the smoothness and continuity of PG operations in order to maintain product quality.

The Security Management System (SMP) is applied to all organic and non-organic employees in all PG operational activities, including security and protection activities. This is done consistently and consistently through 24-hour guard and surveillance, supported by 432 CCTV units and 25 Barrier Gates spread throughout the PG area. Guarding is carried out by 373 security personnel, with 340 personnel being Gada Pratama certified and 33 personnel being Gada Madya certified. Apart from that, the implementation of this SMP is also supported by competent human resources, adequate supporting facilities, and a good understanding of handling security issues by paying attention to human rights.

During the reporting period, no specific human rights training was carried out for security personnel because PG had implemented the Security Management System well. In addition, there were no reported cases of human rights violations related to security practices during that period.



INVESTASI DI BIDANG TEKNOLOGI INFORMASI

Investment in Information Technology

1. Desain Kajian Pembangunan Data Center dan kantor TI Baru

Realisasi Cost: Rp315.000.000

Benefit:

Kondisi Data Center TI saat ini berada di lantai 3 Gedung Administrasi Lama memerlukan peremajaan dikarenakan kondisi gedung yang sudah beroperasi lebih dari 40 tahun serta beberapa kali mengalami kebocoran yang berisiko menimbulkan kerusakan pada perangkat server dan *network* yang dapat mengganggu operasional layanan TI di perusahaan. Tujuan investasi ini adalah untuk membuat desain dan melakukan konstruksi gedung data center TI baru yang memenuhi standardisasi TIA-942 Rated-3 dan menjamin tingkat *availability data center* TI sampai dengan 99,982%

1. Design study for the construction of a new data center and IT office

Realized Cost: Rp315,000,000

Benefits:

The current condition of the IT Data Center on the 3rd floor of the Old Administration Building requires rejuvenation due to the condition of the building, which has been in operation for more than 40 years and has experienced leaks several times, which risks causing damage to server and network equipment, which could disrupt IT service operations in the Company. The aim of this investment is to design and construct a new IT data center building that meets TIA-942 Rated-3 standards and guarantees an IT data center availability level of up to 99.982%

2. Instalasi Precision Air Cooling

Realisasi Cost: Rp678.900.000

Benefit:

Ruang data center TI sangat membutuhkan kondisi suhu dan kelembaban yang ideal agar kinerja perangkat TI dapat tercapai secara optimal, saat ini ruang data center TI masih menggunakan unit pendingin berupa AC *Split* dan AC *Standing* yang hanya dapat menjaga suhu ideal namun tidak dapat mengatur kelembaban secara presisi. Selain itu adanya risiko kebocoran dari unit AC *split* dan AC *standing* juga menjadi isu yang harus diantisipasi agar tidak menimbulkan kerusakan pada perangkat TI. Penambahan unit *Precision Air Cooling* bertujuan untuk menjaga suhu dan kelembaban ruang data center TI secara presisi serta untuk mengurangi risiko kebocoran maka ditambahkan perangkat *Environment Monitoring System* (EMS) sebagai *early detection* jika terdapat genangan air di ruang data center

2. Precision Air Cooling Installation

Realized Cost: Rp678,900,000

Benefits:

IT data center rooms really need ideal temperature and humidity conditions so that IT device performance can be achieved optimally. Currently, IT data center rooms still use cooling units in the form of Split AC and Standing AC, which can only maintain ideal temperature but cannot regulate humidity precisely. Apart from that, the risk of leaks from split AC units and standing AC units is also an issue that must be anticipated so as not to cause damage to IT devices. The addition of a Precision Air Cooling unit aims to precisely maintain the temperature and humidity of the IT data center room, and to reduce the risk of leaks, an Environment Monitoring System (EMS) device has been added for early detection if there is standing water in the data center room.

3. Pemasangan Fiber Optik

Realisasi Cost: Rp919.920.000

Benefit:

Terdapatnya beberapa area yang belum terjangkau dari sisi *network* dan juga terdapat area kritis yang membutuhkan peremajaan fiber optik dikarenakan tidak terdapatnya *redundant/backup* apabila *backbone* utama bermasalah (putus, rusak), sehingga dibutuhkan upaya dalam instalasi jaringan fiber optik baru dan penyediaan *redundant* untuk komunikasi data yang kritis, sehingga dengan melakukan pemasangan ini *availability* dari layanan *network* (intranet dan internet) menjadi lebih terjaga, dan risiko/potensi terjadinya gangguan proses bisnis perusahaan menjadi menurun.

3. Fiber Optic Installation

Realized Cost: Rp919,920,000

Benefits:

There are several areas that have not been reached from the network side, and there are also critical areas that require fiber optic rejuvenation due to the lack of redundant/backup if the main backbone has a problem (broken, damaged), so efforts are needed to install a new Fiber Optic network and provide redundant data communications, which is critical, so that by carrying out this installation, the availability of network services (intranet and internet) will be better maintained, and the risk/potential for disruption to the Company's business processes will decrease.

4. Peremajaan *Distribution Switch*

Realisasi Cost: Rp1.397.000.000

Benefit:

Untuk menjaga *availability* layanan *network* (intranet dan internet) yang tersebar di unit-unit kerja PT Petrokimia Gresik, dengan melakukan peremajaan dan penyediaan *spare part* untuk unit *switch (distribution)*, telah membantu mengurangi potensi *downtime* layanan *network* (intranet dan internet) apabila terjadi kerusakan pada perangkat yang dikarenakan usia pakai perangkat *switch* yang sudah melebihi 5 tahun masa pakai.

5. Penambahan UPS untuk Data Center

Realisasi Cost: Rp394.000.000

Benefit:

UPS TI telah beroperasi lebih dari 10 tahun dan dari hasil pengujian baterai hanya mampu menyimpan daya maksimal 80% sehingga diperlukan peremajaan untuk meningkatkan kapabilitas dan kapasitas *backup* yang dapat menjamin aspek ketersediaan (*availability*) dari Data Center TI.

4. *Distribution Switch Rejuvenation*

Realized Cost: Rp1,397,000,000

Benefits:

To maintain the availability of network services (intranet and internet) spread across PT Petrokimia Gresik's work units, by rejuvenating and providing spare parts for switch (distribution) units, it has helped reduce the potential for downtime of network services (intranet and internet) if damage occurs on devices due to the lifetime of the switch device, which has exceeded 5 years of service life.

5. Addition of UPS for Data Center

Realized Cost: Rp394,000,000

Benefits:

The TI UPS has been operating for more than 10 years, and from test results, the battery is only able to store a maximum of 80% power, so it needs to be rejuvenated to increase backup capability and capacity, which can guarantee the availability aspect of the IT Data Center.

JUMLAH INSIDEN TI YANG BERDAMPAK KEPADA FINANSIAL

Selama tahun 2023 tidak terdapat Insiden TI yang memberikan dampak kepada finansial Perusahaan.

NUMBER OF IT INCIDENTS THAT HAD A FINANCIAL IMPACT

In 2023, there were no IT incidents that had an impact on the Company's finances.

INSIDEN PELANGGARAN YANG MELIBATKAN HAK-HAK MASYARAKAT ADAT [411-1]

Incident of Violations Involving the Rights of Indigenous Peoples

PG berada di tengah-tengah kehidupan masyarakat, sehingga PG harus mematuhi serta mematuhi hak-hak masyarakat, terutama hak-hak masyarakat di sekitar area operasional perusahaan. PG secara rutin melakukan evaluasi terhadap kepatuhannya dalam memenuhi hak-hak masyarakat sekitar melalui mekanisme Survei Kepuasan Lingkungan, yang melibatkan partisipasi masyarakat dalam proses pemantauan dan identifikasi. Pada tahun 2023 tidak terdapat insiden ketidakpatuhan dari PG terhadap hak-hak masyarakat adat atau lokal. Hasil Survei Kepuasan Lingkungan menunjukkan bahwa masyarakat merasa "Sangat Puas" dengan kinerja PG.

PG is in the midst of community life, so PG must obey and comply with community rights, especially the rights of communities around the Company's operational areas. PG routinely evaluates its compliance with fulfilling the rights of local communities through the Environmental Satisfaction Survey mechanism, which involves community participation in the monitoring and identification process. In 2023, there were no incidents of non-compliance by PG with the rights of indigenous or local communities. The results of the Environmental Satisfaction Survey show that the community feels "Very Satisfied" with PG's performance.



PENGEMBANGAN MASYARAKAT LOKAL [413-1]

Local Community Development

Sebagai bagian dari entitas usaha yang berkomitmen terhadap pengembangan masyarakat sesuai dengan misi perusahaan, PG meyakini bahwa seluruh kegiatan dan program yang dijalankan mendukung pencapaian *Sustainable Development Goals* (SDGs). Beberapa program unggulan berkelanjutan PG yang bertujuan untuk mengembangkan ekonomi, lingkungan, dan kesejahteraan sosial masyarakat meliputi program Literasi, program Kampung Pisang Trepan, program *Journey/PRPM Mengare*, program *Kalam Mangrove*, Bestro, dan Kampung Sehat.

As part of a business entity that is committed to community development in accordance with the Company's mission, PG believes that all activities and programs carried out support the achievement of Sustainable Development Goals (SDGs). Some of PG's sustainable flagship programs, which aim to develop the economy, environment, and social welfare of the community, include the Literacy program, the Kampung Pisang Trepan program, the *Journey/PRPM Mengare* program, the *Kalam Mangrove* program, Bestro, and Kampung Sehat.

PROGRAM LINGKUNGAN PETERNAKAN SAPI TERINTEGRASI (LITERASI)

Integrated Cattle Farming Environment (LITERASI) Program

Program literasi merupakan program yang dimulai sejak tahun 2018 berdasarkan hasil kajian *social mapping*. Permasalahan awal yang mendorong program ini adalah pencemaran lingkungan akibat pembakaran limbah pertanian sebesar hampir 1.000 ton per tahun dan kotoran sapi yang mencapai lebih dari 500 ton per tahun, yang tidak dimanfaatkan dan menimbulkan bau tidak sedap. Keberadaan peternakan yang masih bersifat tradisional, tingkat pengangguran yang tinggi, pendapatan yang rendah, serta konflik sosial akibat masalah bau kotoran sapi semakin memperluas kompleksitas permasalahan. Desa Summersari memiliki potensi yang signifikan dengan basis pertanian yang mengandalkan sumber daya air yang memadai, tanah subur, dan semangat kuat masyarakat untuk mencapai kehidupan yang lebih baik, didukung oleh pemerintah desa sebagai landasan strategis bagi Program Tanggung Jawab Sosial & Lingkungan (TJSL) PG. Program ini dirancang dengan melibatkan para pemangku kepentingan secara aktif dan berdampak secara positif terhadap aspek ekonomi, lingkungan, dan sosial berkelanjutan.

Pada tahun 2022, PG mendirikan Koperasi Tani Ternak LITERASI yang telah mendapatkan persetujuan melalui Keputusan Menteri Hukum dan HAM No. AHU-0016866.AH.01.26.Tahun 2022. Koperasi Literasi memiliki 20 anggota pengurus sebanyak 34 orang yang mengelola dan melaksanakan kegiatan koperasi yaitu peternakan dan pertanian terintegrasi. Pada tahun 2023, Literasi secara resmi terbentuk sebagai Edufarm LITERASI yang bersertifikasi Pusat Pelatihan Pertanian dan Perdesaan Swadaya (P4S) dari Kementerian Pertanian.

The literacy program is a program that started in 2018 based on the results of a social mapping study. The initial problem that prompted this program was environmental pollution due to the burning of almost 1,000 tons of agricultural waste per year and more than 500 tons of cow dung per year, which was not utilized and caused an unpleasant odor. The existence of traditional livestock farming, high unemployment rates, low incomes, and social conflict due to the smell of cow dung further expand the complexity of the problem. Summersari Village has significant potential with an agricultural base that relies on adequate water resources, fertile soil, and a strong community spirit to achieve a better life, supported by the Village government as a strategic foundation for the PG Social & Environmental Responsibility (TJSL) Program. This program is designed to actively involve stakeholders and have a positive impact on sustainable economic, environmental, and social aspects.

In 2022, PG established the LITERASI Farmer and Livestock Cooperative, which received approval through the Decree of the Minister of Law and Human Rights No. AHU-0016866.AH.01.26. 2022. The Literacy Cooperative has 20 management members totaling 34 people who manage and carry out cooperative activities, namely animal husbandry and integrated agriculture. In 2023, Literasi was officially formed as Edufarm LITERASI, which is P4S certified (Self-Help Agricultural and Rural Training Center) by the Ministry of Agriculture.

Dalam Program Literasi ini, PG telah memberikan bantuan sarana prasarana pendukung di antaranya timbangan sapi digital, mesin *chooper*, mesin diesel, motor roda tiga, tandon air, balongan pakan, bangunan pakan, bak silase, rumah produksi media tanam organik, revitalisasi biogas, lumbung kotoran, gazebo, toilet, kebun percobaan, pendopo sebagai kantor Koperasi Literasi, serta *website E-Learning* dengan fitur 360 *streetview*. Di bidang *capacity building* dilakukan pengembangan sejak 2018 sampai dengan tahun 2023, antara lain sebagai berikut:

1. Pemanfaatan limbah pertanian menjadi Silase
2. Optimalisasi biogas
3. Pelatihan pembuatan media tanam
4. Inisiasi bank LITERASI
5. Optimalisasi bank LITERASI
6. Pengembangan jamu tradisional dan *catering*
7. *Water drip system* dan sistem siram otomatis
8. Pelatihan manajemen keuangan
9. Pembuatan modul LITERASI
10. Pelatihan pengelolaan kebun percobaan
11. Penjualan media tanam di Petromart
12. Penyusunan SOP *safety* produksi media tanam
13. Pelatihan manajemen koperasi
14. Pelatihan promosi dan media sosial
15. Pelatihan pengolahan media tanam granul

Program LITERASI telah berkontribusi dalam pemenuhan aspek-aspek keberlanjutan sesuai *sustainability compass* sebagai berikut:

Nature

1. Pengurangan emisi CO₂ sebanyak 25.831 ton CO₂-e/tahun.
2. Pemanfaatan 756 ton/tahun limbah kotoran sapi setara dengan 47.872 m³ metan/tahun.
3. Pemanfaatan 100 ton limbah pertanian.
4. Menghemat energi LPG sebesar 216 kg/tahun.
5. Menghemat air sebesar 60,7%/bulan.

Economy

1. Pendapatan kelompok Rp31.174.500/bulan.
2. Jangkauan pemasaran di 10 kabupaten.
3. 12 produk usaha turunan koperasi.
4. Hemat biaya gas LPG Rp1.440.000/tahun.
5. Terdapat 250 nasabah bank LITERASI dengan tabungan limbah.
6. 3.977 penerima manfaat tidak langsung.

Society

1. SK Kepala Desa Summersari tentang Prosedur Penanganan Kondisi Krisis Pada Ternak Ruminansia.
2. *MoU Partnership* BUMDES dan koperasi LITERASI.

In this Literacy Program, PG has provided assistance with supporting infrastructure, including digital cattle scales, chooper machines, diesel engines, three-wheeled motorcycles, water tanks, feed tanks, feed buildings, silage tanks, organic growing media production houses, biogas revitalization, manure barns, gazebos, toilets, an experimental garden, a pavilion as the Literacy Cooperative office, as well as an E-Learning website with a 360-degree streetview feature. In the field of capacity building, developments were carried out from 2018 to 2023, including as follows:

1. Utilization of agricultural waste into Silage
2. Biogas optimization
3. Training on making planting media
4. Initiation of LITERASI bank
5. Optimization of LITERASI bank
6. Development of traditional herbal medicine and catering
7. Water drip system and automatic flush system
8. Financial management training
9. Creation of a LITERASI module
10. Training in experimental garden management
11. Sales of planting media at Petromart
12. Preparation of safety SOPs for planting media production
13. Cooperative management training
14. Promotion and social media training
15. Training on processing granule planting media

The LITERASI Program has contributed to fulfilling the sustainability aspects according to the sustainability compass as follows:

Nature

1. Reduction of CO₂ emissions by 25,831 tons of CO₂-e/year.
2. Utilization of 756 tons/year of cow dung waste is equivalent to 47,872 m³ of methane/year.
3. Utilization of 100 tons of agricultural waste.
4. Saves LPG energy of 216 kg/year.
5. Saves water by 60.7%/month.

Economy

1. Group income of Rp31,174,500/month.
2. Marketing socialization in 10 districts.
3. 12 cooperative derivative business products.
4. Save Rp1,440,000/year on LPG gas costs.
5. There are 250 LITERASI Bank customers with waste savings.
6. 3,977 indirect beneficiaries.

Society

1. Decree of the Head of Summersari Village Concerning Procedures for Handling Crisis Conditions in Ruminant Livestock.
2. *MoU Partnership* between BUMDES and LITERASI cooperative.



3. Kohesivitas dengan berbagai lini usaha LITERASI.
4. Terdapat 2 kelompok replikasi.
5. Nasabah bank LITERASI menjangkau 4 desa.
6. 1.354 pengunjung LITERASI dan *website*.
7. 1 komunitas pemuda LITERASI.

Well Being

1. 162 rumah tangga ternak teredukasi tani ternak terintegrasi.
2. Keterlibatan 43 perempuan dalam pengelolaan tani ternak terintegrasi.
3. Partisipasi 24 pemuda dalam sektor tani ternak.
4. 13 pekerja tambahan dari kelompok rentan.
5. Edukasi bagi 73 anggota kelompok replikasi.
6. Sertifikasi P4S dari Kementerian Pertanian.
7. *Website* www.edufarmliterasi.com.

Koperasi LITERASI pada program Lingkungan Peternakan Sapi Terintegrasi merupakan Koperasi Produsen pertama yang ada di Kabupaten Lamongan. Koperasi LITERASI menaungi seluruh kegiatan LITERASI, yaitu kegiatan peternakan, pertanian, produksi, maupun pelayanan sosial.

Keberhasilan program LITERASI dalam mengatasi masalah yang dihadapi oleh masyarakat di Desa Sumbersari menghasilkan perubahan kebijakan yang tercermin dalam Surat Keputusan (SK) Kepala Desa Sumbersari No. 470/1461/413.317.18/2022. Kebijakan ini menyatakan dukungan Kepala Desa Sumbersari terhadap program LITERASI serta anjuran bagi seluruh petani di Desa Sumbersari untuk mengikuti Asuransi Usaha Tani Pati (AUTP).

Sebelumnya, program LITERASI telah menginspirasi transformasi sosial pada tingkat individu yang dipraktikkan oleh "*local hero*," dan hal ini mendorong timbulnya transformasi kolektif melalui penerapan nilai-nilai baru dalam masyarakat yang diakui secara resmi dalam SK Pemerintah Desa Sumbersari No. 470/130/413.311.18/ tentang anjuran bagi peternak untuk menjadi nasabah bank LITERASI, berlaku bagi seluruh warga Desa Sumbersari.

Berbagai upaya perluasan jaringan tersebut tidak terlepas dari dukungan Pemerintah Desa Sumbersari serta Dinas Peternakan dan Kesehatan Hewan Kabupaten Lamongan. Pada tahun 2022, Kelompok Sumber Rezeki berhasil mendapatkan Juara ke-1 Lomba Manajemen Agribis tingkat Kabupaten Lamongan dan Juara ke-1 Lomba Manajemen Agribis tingkat Provinsi Jawa Timur. Hal tersebut menciptakan peluang yang lebih besar untuk berkolaborasi dengan aktor-aktor baru, khususnya di bidang pertanian dan peternakan.

Dalam perspektif penciptaan nilai bersama (*Creating Shared Value*), terdapat simbiosis mutualisme utama antara para pemangku kepentingan dan PG, yang mencakup serapan

3. Cohesiveness with various LITERASI business lines.
4. There are 2 groups of repulsion.
5. LITERASI Bank customers reach 4 villages.
6. 1,354 LITERASI and website visitors.
7. 1 LITERASI youth community.

Well Being

1. 162 livestock households educated in integrated livestock farming.
2. Involvement of 43 women in integrated livestock farming management.
3. Participation of 24 youth in the livestock farming sector.
4. 13 additional workers from vulnerable groups.
5. Education for 73 members of the replication group.
6. P4S Certification from the Ministry of Agriculture.
7. *Website*: www.edufarmliterasi.com.

The LITERASI cooperative in the Integrated Cattle Farming Environment program is the first Producer Cooperative in Lamongan Regency. The LITERASI cooperative oversees all literacy activities, namely animal husbandry, agriculture, production, and social service activities.

The success of the LITERASI program in overcoming the problems faced by the community in Sumbersari Village resulted in policy changes, which are reflected in the Decree (SK) of the Head of Sumbersari Village Number 470/1461/413.317.18/2022. This policy states the support of the Head of Sumbersari Village for the LITERASI program as well as a recommendation for all farmers in Sumbersari Village to take part in Pati Farming Business Insurance (AUTP).

Previously, the Literacy Program had inspired social transformation at the individual level, which was practiced by "*local heroes*," and this encouraged the emergence of collective transformation through the application of new values in society, which were officially recognized in Sumbersari Village Government Decree No. 470/130/413.311.18/ regarding recommendations for breeders to become LITERASI Bank customers, which applies to all residents of Sumbersari Village.

These various efforts to expand the network cannot be separated from the support of the Sumbersari Village Government and the Lamongan Regency Animal Husbandry and Health Service. In 2022, the Sumber Rezeki Group succeeded in winning 1st place in the Agribusiness Management Competition at the Lamongan Regency level and 1st place in the Agribusiness Management Competition at the East Java Province level. This creates greater opportunities for collaboration with new actors, especially in the fields of agriculture and livestock.

In the perspective of creating shared value, there is a major mutualistic symbiosis between stakeholders and PG, which includes the absorption of Petrobiotics and Petro Gladiator

Petrobiotik dan Petro Gladiator dengan nilai mencapai Rp60 juta per tahun, serta pembelian produk Phonska dan Urea senilai Rp946 juta per tahun. Bagi komunitas petani dan peternak, manfaatnya berupa berbagai usaha terintegrasi berbasis limbah dan sapi yang bernilai hampir Rp200 juta per tahun, serta masyarakat yang mendapatkan manfaat dari asuransi kesehatan ternak dan perlindungan terhadap tanaman padi karena menyetorkan limbah ke koperasi LITERASI.

Para peternak yang menyetorkan limbah ternak secara otomatis menjadi nasabah bank LITERASI. Setiap karung limbah ternak sapi yang disetorkan oleh nasabah bernilai Rp3.000 dan dapat diterima tunai oleh nasabah atau digunakan sebagai premi Asuransi Usaha Ternak Sapi/Kerbau (AUTS/K). Para peternak dapat menyetorkan 15 karung limbah ternak senilai Rp40.000 untuk biaya premi AUTS/K.

AUTS/K merupakan program yang dikelola oleh Dinas Peternakan dan Kesehatan Hewan Kabupaten Lamongan bekerja sama dengan Jasindo. Dalam program ini, biaya premi AUTS/K sebesar Rp200.000 per tahun akan disubsidi sebesar Rp160.000 per tahun oleh pemerintah, sehingga peternak hanya perlu membayar premi sebesar Rp40.000 per tahun. Program ini memberikan pertanggungan hingga Rp10.000.000 per tahun jika ternak sapi mengalami cacat, mati, atau hilang. Adapun keuntungan yang diperoleh koperasi LITERASI adalah pasokan bahan baku media tanam yang terjamin melalui program ini. Sementara itu, untuk limbah padi yang disetorkan, termasuk jerami, gabah, dan sekam, memiliki nilai tukar sebesar Rp3.000 per karung. Limbah ini dapat ditukarkan sebagai premi untuk Asuransi Usaha Tani Padi (AUTP) sebanyak 15 karung. AUTP juga merupakan program dari Dinas Tanaman Pangan dan Hortikultura dengan nilai premi sebesar Rp180.000 per hektare. Petani mendapatkan subsidi sebesar 80% sehingga hanya perlu membayar premi sebesar Rp36.000. Keuntungan bagi Koperasi Literasi dari program AUTP adalah pasokan bahan baku pembuatan pakan ternak dan media tanam untuk budi daya jamur merang.

Pada tahun 2023, LITERASI telah mendapatkan sertifikat Pusat Pelatihan Pertanian dan Perdesaan Swadaya (P4S) dari Kementerian Pertanian. Melalui sertifikat ini, LITERASI telah resmi menjadi Edufarm dan menjadi tempat rekomendasi bagi pelajar maupun lembaga pendidikan untuk belajar dan penelitian.

Studi Indeks Kepuasan Masyarakat (IKM) telah dilakukan untuk mengukur kepuasan masyarakat terhadap program CSR PG. Sebanyak 34 responden merupakan penerima manfaat program LITERASI. IKM diukur dengan menggunakan data kualitatif dan kuantitatif melalui kuesioner yang terdiri dari 18 pertanyaan. Pertanyaan-pertanyaan tersebut mencakup penerimaan program, tingkat partisipasi, pendanaan,

with a value of up to Rp60 million per year, as well as the purchase of Phonska and Urea products worth Rp946 million per year. For the farmer and livestock community, the benefits are various waste and cattle-based integrated businesses worth nearly Rp200 million per year, as well as the community benefiting from livestock health insurance and protection for rice plants for depositing waste into the LITERASI cooperative.

Farmers who deposit livestock waste automatically become LITERASI bank customers. Each sack of cattle waste deposited by the customer is worth Rp3,000 and can be received in cash by the customer or used as a premium for Cattle/Buffalo Livestock Business Insurance (AUTS/K). Farmers can deposit 15 sacks of livestock waste worth Rp40,000 for the AUTS/K premium fee.

AUTS/K is a program managed by the Lamongan Regency Animal Husbandry and Health Service in collaboration with Jasindo. In this program, the AUTS/K premium cost of Rp200,000 per year will be subsidized at Rp160,000 per year by the government, so that farmers only need to pay a premium of Rp40,000 per year. This program provides coverage of up to Rp10,000,000 per year if cattle are disabled, die, or are lost. The benefit obtained by the LITERASI cooperative is a guaranteed supply of raw materials for planting media through this program. Meanwhile, the deposited rice waste, including straw, grain, and husks, has an exchange rate of Rp3,000 per sack. This waste can be exchanged as a premium for 15 sacks of Rice Farming Business Insurance (AUTP). AUTP is also a program from the Food Crops and Horticulture Service with a premium value of Rp180,000 per hectare. Farmers get a subsidy of 80%, so they only need to pay a premium of Rp36,000. The benefit for the Literacy Cooperative from the AUTP program is the supply of raw materials for making animal feed and planting media for cultivating straw mushrooms.

In 2023, LITERASI received a Self-Help Agricultural and Rural Training Center (P4S) certificate from the Ministry of Agriculture. Through this certificate, LITERASI has officially become Edufarm and is a recommended place for students and educational institutions for learning and research.

The Community Satisfaction Index (IKM) study has been carried out to measure community satisfaction with PG's CSR program. A total of 34 respondents were beneficiaries of the LITERASI program. SMEs are measured using qualitative and quantitative data through a questionnaire consisting of 18 questions. These questions include program acceptance, level of participation, funding, benefits, synergy, and openness of



kemanfaatan, sinergitas, serta keterbukaan informasi dan komunikasi terkait program CSR. Dari hasil pengukuran, nilai IKM untuk Program Literasi mencapai 91,95%. Nilai mutu pelayanan program ini adalah A, menandakan bahwa kinerja program terkategori Sangat Puas.

Social Return on Investment (SROI) sebesar 8,93 menunjukkan bahwa setiap biaya yang diinvestasikan dalam program ini menghasilkan perubahan positif senilai Rp5.900.000.000 atau lebih dari tiga kali lipat biaya program. Berdasarkan angka SROI yang positif dan lebih dari satu, dapat disimpulkan bahwa program ini layak secara sosial.

Tak hanya itu, melalui program LITERASI ini, PG berhasil mendapatkan penghargaan Peringkat Propernas Emas untuk kedua kalinya dari Kementerian Lingkungan Hidup & Kehutanan pada tahun 2021 dan 2022.

Beberapa akses informasi dan publikasi program Literasi:

information and communication related to CSR programs. From the measurement results, the IKM value for the Literacy Program reached 91.95%. The service quality score for this program is A, indicating that the program performance is categorized as Very Satisfactory.

Social Return on Investment (SROI) of 8.93 shows that every cost invested in this program produces positive changes worth Rp5,900,000,000 or more than three times the program cost. Based on the positive SROI number and more than one, it can be concluded that this program is socially feasible.

Not only that, through this LITERASI program, PG succeeded in receiving the Propernas Gold Ranking award for the second time from the Ministry of Environment & Forestry in 2021 and 2022.

Several access points to information and publications on the Literacy program:

Instagram	https://www.instagram.com/edufarm.literasi/
YouTube	https://www.youtube.com/channel/UCz_4XD5qHSXXnPDKmGIHbRA
Liputan TV TV Coverage	https://m.metrotvnews.com/play/bw6C5GB0-bank-literasi-panen-pundi-dari-limbah-sapi https://www.youtube.com/watch?v=Y4-9JZz5lk8

PROGRAM KAMPUNG PISANG TREPAN

Kampung Pisang Trepan Program

Pelaksanaan Program Kampung Pisang Trepan dilaksanakan di Desa Trepan, Kecamatan Babat, Kabupaten Lamongan. Desa Trepan terletak di sepanjang bantaran Sungai Bengawan Solo, kondisi geografis ini menciptakan lahan pertanian di sekitar sungai menjadi subur. Namun, di sisi lain, wilayah tanggul Sungai Bengawan Solo terkonsentrasi dengan area sawah dan kebun pisang, yang sering mengalami banjir. Ketika terjadi banjir, batang pohon pisang yang tidak kokoh sering terbawa arus dan menjadi limbah yang terakumulasi di area bantaran Sungai Bengawan Solo.

Meskipun Desa Trepan memiliki sumber daya alam yang melimpah berupa tanaman pisang, para pemilik lahan tidak selalu mendapatkan pendapatan yang sesuai dengan potensi tersebut. Pisang yang sudah masak sering dijual dengan harga murah kepada pengepul. PG memandang kondisi alam ini sebagai potensi yang dapat dikembangkan dalam program pengembangan masyarakat di bidang ekonomi dan lingkungan. Dengan mengadopsi konsep *triple bottom line*, yang berfokus pada peningkatan kapasitas masyarakat

The implementation of the Kampung Pisang Trepan Program was held in Trepan Village, Babat District, Lamongan Regency. Trepan Village is located along the banks of the Bengawan Solo River. This geographical condition makes the agricultural land around the river fertile. However, on the other hand, the Bengawan Solo River embankment area is concentrated in areas of rice fields and banana plantations, which often experience flooding. When floods occur, weak banana tree trunks are often carried away by the current and become waste that accumulates on the banks of the Bengawan Solo River.

Even though Trepan Village has abundant natural resources in the form of banana plants, land owners do not always receive income commensurate with this potential. Ripe bananas are often sold at cheap prices to collectors. PG views these natural conditions as potential that can be developed in community development programs in the economic and environmental fields. By adopting the triple bottom line concept, which focuses on increasing community capacity in managing banana plant resources (people), improving

dalam pengelolaan sumber daya tanaman pisang (*people*), peningkatan perekonomian (*profit*), dan peningkatan kualitas lingkungan hidup (*planet*), PG merumuskan potensi yang ada di Desa Trepan dalam Program Kampung Pisang Trepan.

Pengembangan masyarakat di Desa Trepan menekankan pada partisipasi aktif masyarakat dalam membangun desa dengan memanfaatkan potensi tanaman pisang dari hulu hingga hilir. Pada tahun 2018, dilakukan pelatihan budi daya tanaman pisang bagi Gabungan Kelompok Tani (Gapoktan) Trepan. Rantai pemanfaatan tanaman pisang sebagai upaya penerapan *zero waste* dilaksanakan oleh kelompok Usaha Mikro, Kecil, dan Menengah (UMKM) yang dikelola oleh para pemuda dan ibu rumah tangga. Buah pisang dikreasikan oleh kelompok UMKM menjadi berbagai olahan makanan dan minuman. Sementara itu, limbah pelepah pisang dikelola untuk kegiatan kerajinan tangan.

Pengembangan potensi pisang terus dilakukan dari tahun ke tahun. Pada tahun 2019, kelompok UMKM mengembangkan kualitas produk melalui perbaikan kemasan makanan, pengurusan izin Pangan Industri Rumah Tangga (PIRT), dan perluasan jaringan pemasaran produk. Pada tahun 2020, fokus diberikan pada pengembangan kerajinan pelepah pisang serta pendirian Trepan Creative Space sebagai wahana untuk diskusi dan edukasi bagi para pengunjung yang datang ke Desa Trepan. Pada tahun 2021, perhatian difokuskan pada penciptaan identitas Kampung Pisang dengan mengembangkan potensi olahan pisang UMKM yang tergabung dalam Kelompok Usaha Bersama Pemuda Kreatif. Pada tahun 2022, upaya dilakukan untuk memperkuat manajemen kelembagaan desa wisata edukasi berbasis tanaman pisang dan agro. Pengelolaan desa wisata ini juga didukung dengan hadirnya paket oleh-oleh khas Kampung Pisang Trepan.

Perjalanan Kampung Pisang Trepan dalam mewujudkan desa wisata pisang ini tidaklah mudah. Berbagai dinamika dan tantangan harus dihadapi dalam proses pengelolaan tanaman, pengembangan produk, dan manajemen organisasi. Hingga saat ini, Program Kampung Pisang Trepan telah berhasil memberikan dampak dalam:

1. Mengentaskan kemiskinan sebesar 2,1% warga penerima PKH;
2. Peningkatan pendapatan masyarakat sebesar 71% dari sebelum adanya program;
3. Pengelolaan 2,3 ton limbah pelepah pisang per bulan;
4. Nilai Indeks Kepuasan Masyarakat (IKM) Program Kampung Pisang Trepan mencapai 91,72% dengan kategori sangat baik.

Setiap langkah yang dilakukan PG bersama masyarakat menjadi upaya mewujudkan Desa Wisata Pisang Trepan sebagai alternatif wisata edukasi yang berdampak baik bagi

the economy (*profit*), and improving the quality of the environment (*planet*), PG formulated the potential that exists in Trepan Village in the Kampung Pisang Trepan Program.

Community development in Trepan Village emphasizes active community participation in developing the village by exploiting the potential of banana plants from upstream to downstream. In 2018, training was conducted on banana cultivation for the Trepan Farmers Group Association (Gapoktan). The banana plant utilization chain, in an effort to implement zero waste, is carried out by the Micro, Small, and Medium Enterprises (MSME) group, which is managed by young people and housewives. Bananas are created by MSME groups for various processed foods and drinks. Meanwhile, banana stem waste is managed for handicraft activities.

The development of banana potential continues from year to year. In 2019, the MSME group developed product quality through improving food packaging, obtaining Home Industrial Food (PIRT) permits, and expanding product marketing networks. In 2020, focus was given to developing banana stem crafts and establishing Trepan Creative Space as a vehicle for discussion and education for visitors who come to Trepan Village. In 2021, attention was focused on creating the identity of Kampung Pisang by developing the banana processing potential of MSMEs who are members of the Joint Creative Youth Business Group. In 2022, efforts were made to strengthen the institutional management of banana and agro-based educational tourism villages. The management of this tourist village is also supported by the presence of souvenir packages typical of Kampung Pisang Trepan.

The journey of Kampung Pisang Trepan in creating this banana tourism village is not easy. Various dynamics and challenges must be faced in the processes of plant management, product development, and organizational management. To date, the Kampung Pisang Trepan Program has succeeded in having an impact in:

1. Alleviate poverty for 2.1% of PKH recipients;
2. Increase in community income by 71% from before the program;
3. Management of 2.3 tons of banana stem waste per month;
4. The Community Satisfaction Index (IKM) value for the Kampung Pisang Trepan Program reached 91.72% in the very good category.

Every step taken by PG together with the community is an effort to create Pisang Trepan Tourism Village as an educational tourism alternative that has a good impact on



lingkungan di wilayah Kabupaten Lamongan. Penambahan luasan areal penanaman pohon pisang sekitar dua hektare oleh gapoktan membuat lingkungan menjadi lebih teduh.

Program Kampung Pisang Trepan ini sejalan dengan program Pemerintah Kecamatan Babat untuk menjadikan pusat agrobisnis sepanjang Sungai Bengawan Solo sebagaimana dimuat di media <https://damarinfo.com/babat-optimalikan-agrobis-di-21-des>.

Informasi tentang Program Kampung Pisang Trepan dapat diakses pada kanal berikut:

Instagram	https://www.instagram.com/banana.trepan/
YouTube	https://www.youtube.com/@DesaWisataPisangTrepan
TikTok	https://www.tiktok.com/@banana.trepan/

the environment in the Lamongan Regency area. Gapoktan added about two hectares of banana tree planting area to make the environment shadier.

The Kampung Pisang Trepan program is in line with the Babat District Government's program to create an agribusiness center along the Bengawan Solo River, as published in the media at <https://damarinfo.com/babat-optimalikan-agrobis-di-21-des>.

Information about the Kampung Pisang Trepan Program can be accessed on the following channels:

PROGRAM MENGARE DISCOVERY

Mengare Discovery Program

Pusat Restorasi & Pembelajaran *Mangrove* merupakan kawasan yang ditujukan untuk memperbaiki dan memulihkan ekosistem *mangrove*, sekaligus dikembangkan sebagai sarana untuk edukasi, penelitian, dan wisata. Program ini bertujuan untuk memberdayakan masyarakat pesisir di Desa Tanjung Widoro, Kecamatan Bungah, Gresik, melalui konservasi ekosistem pesisir, dengan tujuan mengurangi laju abrasi, meningkatkan produktivitas perikanan, dan menciptakan alternatif lapangan kerja melalui ekowisata pesisir terpadu. Lokasi yang dikenal dengan nama Mengare, termasuk Pulau Mengare, merupakan wilayah dengan tiga desa, salah satunya adalah Desa Tanjung Widoro. Pesisir Mengare telah mengalami abrasi yang cukup serius dan rawan terjadi bencana rob. Berbagai upaya telah dilakukan sebelumnya, namun hasilnya belum optimal dan sering mengalami kegagalan. Oleh karena itu, diperlukan usaha yang lebih besar dan komprehensif untuk memulihkan dan menjaga kualitas ekosistem di wilayah ini. Pusat Restorasi dan Pembelajaran Mangrove Mengare. Oleh karena itu, pengelolaan kawasan pesisir menjadi sangat penting untuk mendukung habitat satwa liar, termasuk komunitas burung.

Masyarakat setempat merupakan pihak yang paling berkepentingan, baik berkepentingan untuk menjaga dan merehabilitasi hutan *mangrove* maupun yang berkepentingan untuk mengubah hutan *mangrove* menjadi tambak. Oleh karena itu, diperlukan pengelolaan yang terintegrasi dengan berbagai kepentingan masyarakat, di mana masyarakat setempat harus menjadi pelaku utama dalam kegiatan

The Mangrove Restoration & Learning Center is an area aimed at repairing and restoring the mangrove ecosystem, as well as being developed as a means for education, research, and tourism. This program aims to empower coastal communities in Tanjung Widoro Village, Bungah District, Gresik, through coastal ecosystem conservation, with the aim of reducing the rate of abrasion, increasing fisheries productivity, and creating alternative employment opportunities through integrated coastal ecotourism. The location known as Mengare, including Mengare Island, is an area with three villages, one of which is Tanjung Widoro Village. The Mengare coast has experienced serious erosion and is prone to tidal disasters. Various efforts have been made previously, but the results have not been optimal and often failed. Therefore, larger and more comprehensive efforts are needed to restore and maintain the quality of the ecosystem in this region. Mengare Mangrove Restoration and Learning Center. Therefore, coastal area management is very important to support wildlife habitat, including bird communities.

Local communities are the most interested parties, both those interested in maintaining and rehabilitating mangrove forests and those interested in converting mangrove forests into ponds. Therefore, integrated management is needed with various community interests, where local communities must be the main actors in management activities. This concept has become known as community-based

pengelolaan. Konsep inilah yang kemudian dikenal sebagai *community-based mangrove rehabilitation*, yaitu upaya rehabilitasi *mangrove* dengan melibatkan masyarakat setempat mulai dari perencanaan, implementasi hingga evaluasi.

CSR PG telah berkontribusi dalam membantu sarana prasarana pendukung dengan melakukan perawatan *hybrid engineering*. Hal ini dilakukan dengan membangun pancang sepanjang 80 meter menggunakan bahan bambu, dan bagian dalam dari pancang bambu diisi dengan ranting-ranting *mangrove*. Perseroan juga melakukan perbaikan pada *boardwalk* dengan menggunakan kombinasi bahan kayu siawalan dan bambu, yang membentang sepanjang 163 meter dan lebar 2 meter. Selain itu, dilakukan pembuatan "Pulau Mangrove" dengan menanam jenis tanaman *Sonneratia Alba*, serta penambahan fasilitas edukasi berupa area api unggun dan promosi daerah wisata melalui bazar jajanan lokal di Mengare.

Hasil kajian ecosains menunjukkan bahwa terdapat 18 jenis *mangrove* dan 16 spesies yang tersebar di Pusat Restorasi dan Pembelajaran Mangrove Mengare. Indeks Keanekaragaman Hayati di PRPM Mengare adalah 1,48 (untuk pohon), 1,87 (untuk pancang), dan 1,63 (untuk semai). Dominasi spesies di PRPM Mengare adalah *Avicennia Marina*, yang memiliki indeks nilai penting (INP) sebesar 119,91%. Selain itu, terdapat 12 spesies *Avifauna* yang masuk dalam daftar satwa dilindungi, dan 7 jenis di antaranya ditemukan di PRPM Mengare. Terdapat juga 8 spesies burung migran yang ditemukan di PRPM Mengare.

mangrove rehabilitation, namely mangrove rehabilitation efforts involving local communities, starting from planning, implementation, and evaluation.

PG CSR has contributed to providing supporting infrastructure by carrying out hybrid engineering maintenance. This is done by building a stake 80 meters long using bamboo material, and the inside of the bamboo stake is filled with mangrove branches. The Company also made improvements to the boardwalk using a combination of siawalan wood and bamboo, which stretches 163 meters long and 2 meters wide. Apart from that, the creation of a "Mangrove Island" was carried out by planting *Sonneratia Alba* plants, as well as the addition of educational facilities in the form of a campfire area and the promotion of tourist areas through a local snack bazaar in Mengare.

The results of the ecoscience study show that there are 18 types of mangroves and 16 species distributed in the Mengare Mangrove Restoration and Learning Center. The Biodiversity Index in PRPM Mengare is 1.48 (for trees), 1.87 (for saplings), and 1.63 (for seedlings). The dominant species in the Mengare PRPM is *Avicennia Marina*, which has an important value index (INP) of 119.91%. Apart from that, there are 12 species of *Avifauna* that are included in the list of protected animals, and 7 of them are found in PRPM Mengare. There are also 8 species of migratory birds found in the PRPM Mengare.

Instagram	https://www.instagram.com/prpm_mengare/
Facebook	https://m.facebook.com/PRPMMengare/

PROGRAM BEASISWA PETRO (BESTRO)

Petro Scholarship Program (Bestro)

Komitmen PG untuk berkontribusi dalam pertumbuhan dan perkembangan masyarakat sekitar Perseroan diimplementasikan melalui berbagai program Tanggung Jawab Sosial & lingkungan (TJSL). Salah satu program yang dijalankan adalah *capacity building*, yang bertujuan untuk meningkatkan kualitas Sumber Daya Manusia (SDM) masyarakat melalui dukungan di bidang pendidikan. Program ini menunjukkan komitmen PG dalam menciptakan SDM unggul dan mendukung kemajuan pendidikan di Kabupaten Gresik.

PG's commitment to contribute to the growth and development of the community around the Company is implemented through various Social & Environmental Responsibility (TJSL) programs. One of the programs implemented is capacity building, which aims to improve the quality of community Human Resources (HR) through support in the education sector. This program shows PG's commitment to creating superior human resources and supporting educational progress in Gresik Regency.



Program bantuan beasiswa yang disebut BESTRO telah diberikan sejak tahun 2012 untuk jenjang pendidikan S1 dan sejak tahun 2014 untuk jenjang SMA/SMK. Total penerima BESTRO untuk tingkat S1 mencapai 151 orang hingga tahun 2023, dan untuk tingkat SMA/SMK mencapai 296 orang. Beasiswa BESTRO diberikan khusus kepada siswa/siswi berprestasi yang berasal dari keluarga kurang mampu secara ekonomi di Kabupaten Gresik. Mereka adalah putra-putri dari warga masyarakat di sekitar Perseroan. Bantuan beasiswa untuk jenjang S1 diberikan selama maksimal 4 (empat) tahun, sedangkan untuk tingkat SMA/SMK diberikan selama maksimal 3 (tiga) tahun atau sampai dengan lulus. Selain mendapatkan dukungan biaya pendidikan, para penerima beasiswa juga akan dilatih dengan berbagai program pelatihan untuk meningkatkan *soft-skill* mereka.

The scholarship assistance program called BESTRO has been provided since 2012 for undergraduate education levels and since 2014 for high school/vocational school levels. In 2023, the total number of BESTRO recipients at the undergraduate level reached 151 people, and at the SMA/SMK level, it reached 296 people. The BESTRO scholarship is given specifically to outstanding students who come from economically disadvantaged families in Gresik Regency. They are the sons and daughters of residents of the community around the Company. Scholarship assistance at the undergraduate level is given for a maximum of 4 (four) years, while at the high school/vocational school level, it is given for a maximum of 3 (three) years or until graduation. Apart from receiving support for education costs, scholarship recipients will also be trained in various training programs to improve their soft skills.

PROGRAM KESEHATAN

Health Program

Kontribusi Petrokimia Gresik di bidang kesehatan difokuskan pada peningkatan kualitas hidup masyarakat sekitar dan peningkatan perilaku hidup bersih dan sehat. Pada tahun 2023, Perseroan bekerja sama dengan RS Grha Husada untuk melaksanakan program peningkatan kesehatan masyarakat. Dengan detail aktivitas sebagai berikut:

Petrokimia Gresik's contribution in the health sector is focused on improving the quality of life of the surrounding community and increasing clean and healthy living behavior. In 2023, the Company collaborated with Grha Husada Hospital to implement a community health improvement program. With detailed activities as follows:

1. Petrokimia Gresik menyelenggarakan program Sekar Mamamia (Sekolah Kader Mama-mama Petrokimia) angkatan ke-3 pada tahun 2023. Program ini ditujukan untuk 32 orang kader posyandu yang berada di sekitar Perseroan. Mereka diberikan materi mengenai *update* kondisi kesehatan terkini dan peningkatan *basic life skill*. Perseroan berharap para kader ini dapat berbagi ilmu dengan masyarakat di sekitarnya. Para kader telah mendapatkan pengetahuan yang beragam, termasuk mengenai *update* terkini mengenai vaksinasi, gizi keluarga, *cooking class* untuk makanan sehat, perawatan demam kejang pada anak, *basic life support*, kegawatan pada anak, serta materi pengkaderan untuk menjadi kader yang andal. Dengan pengetahuan yang mereka miliki, diharapkan para kader dapat memberikan kontribusi positif bagi kesehatan dan kesejahteraan masyarakat di sekitar mereka.
2. Petrokimia Gresik mengadakan program Rangkul Jiwa sebagai program terapi aktivitas bagi 20 orang dengan gangguan jiwa (ODGJ) yang berada di sekitar Perseroan. Tujuan dari program ini adalah meningkatkan kemampuan adaptasi ODGJ sehingga mereka dapat beraktivitas secara normal dan kembali menjadi produktif dalam bekerja.
1. Petrokimia Gresik is holding the 3rd generation of the Sekar Mamamia (Sekolah Kader Mama-mama Petrokimia) program in 2023. This program is aimed at 32 posyandu cadres located around the Company. They were given material regarding updates on the latest health conditions and improving basic life skills. The Company hopes that these cadres can share knowledge with the surrounding community. The cadres have gained a variety of knowledge, including the latest updates regarding vaccinations, family nutrition, cooking classes for healthy food, treatment of fever, convulsions in children, basic life support, emergencies in children, as well as cadre training materials to become reliable cadres. With the knowledge they have, it is hoped that cadres can make a positive contribution to the health and welfare of the community around them.
2. Petrokimia Gresik held the Rangkul Jiwa program as an activity therapy program for 20 people with mental disorders (ODGJ) around the Company. The aim of this program is to increase the adaptability of ODGJ so that they can carry out normal activities and return to being productive at work. This program lasts for 3 months with

Program ini berlangsung selama 3 (tiga) bulan dengan pengawasan dari dokter spesialis kejiwaan (psikiatri). Aktivitas sosial dalam program ini juga dilengkapi dengan aktivitas ekonomi, seperti pelajaran menanam kangkung dan membuat telur asin. Setelah program berakhir, sebanyak 3 (tiga) orang telah dinyatakan stabil dan mampu untuk bekerja kembali dalam masyarakat.

3. Jumat Semua Sehat (Jus Sehat) merupakan kegiatan bakti sosial Petrokimia Gresik dengan memberikan pemeriksaan kesehatan gratis (cek gula darah, kolesterol, dan asam urat) bagi masyarakat sekitar. Selama tahun 2023, jumlah peserta Jus Sehat mencapai 948 orang yang berasal dari 8 (delapan) kelurahan/desa di sekitar Perseroan. Program ini bertujuan untuk mendorong masyarakat untuk melakukan pemeriksaan kesehatan sebagai upaya pencegahan penyakit tidak menular. Selain itu, perusahaan juga melakukan pemetaan kondisi kesehatan masyarakat yang berguna sebagai masukan untuk penyusunan program kesehatan pada tahun-tahun berikutnya.
4. Kegiatan khitan merupakan bagian dari program *charity* Perseroan yang dilakukan dengan memberikan bantuan khitan kepada 100 anak laki-laki di sekitar Perseroan. Tujuan dari program ini adalah untuk mempermudah akses masyarakat sekitar terhadap tindakan khitan.
5. Petrokimia Gresik melakukan upaya pencegahan *stunting* melalui program Kawal Anak Bebas *Stunting* (Kabasting). Program ini dilaksanakan dengan cara melakukan kunjungan ke rumah-rumah yang berada di sekitar Perseroan dan memberikan penyuluhan mengenai pencegahan *stunting*. Selama tahun 2023, program ini telah diikuti oleh 70 anak yang ada di sekitar Perseroan. Selain itu, Petrokimia Gresik juga turut membagikan 70 paket vitamin untuk anak sebagai bagian dari program pencegahan *stunting*.
6. Petrokimia Gresik Terapi Anak Berkebutuhan Khusus sebanyak 7 (tujuh) anak yang dilaksanakan di RS Grha Husada.

supervision from a psychiatric specialist (psychiatry). The social activities in this program are also complemented by economic activities, such as lessons in planting kale and making salted eggs. After the program ended, 3 (three) people were declared stable and able to work again in society.

3. Jumat Semua Sehat (Jus Sehat) is a social service activity of Petrokimia Gresik that provides free health checks (checking blood sugar, cholesterol, and uric acid) for the local community. In 2023, the number of Jus Sehat participants reached 948 from 8 (eight) sub-districts/villages around the Company. This program aims to encourage people to carry out health checks in an effort to prevent non-communicable diseases. Apart from that, the Company also carries out mapping of community health conditions which is useful as input for preparing health programs in the following years.
4. Circumcision activities are part of the Company's charity program, which is carried out by providing circumcision assistance to 100 boys around the Company. The aim of this program is to facilitate local community access to circumcision procedures.
5. Petrokimia Gresik makes efforts to prevent stunting through the Kawal Anak Bebas Stunting (Kabasting) program. This program is implemented by visiting houses around the Company and providing education regarding stunting prevention. In 2023, this program has been participated in by 70 children around the Company. Apart from that, Petrokimia Gresik also distributed 70 vitamin packages for children as part of the stunting prevention program.
6. Petrokimia Gresik Therapy for Children with Special Needs for 7 children was carried out at Grha Husada Hospital



KEGIATAN TANGGUNG JAWAB SOSIAL & LINGKUNGAN (TJSL)

Social & Environmental Responsibility Activities (TJSL)

Selain program-program unggulan tersebut di atas, PG juga melakukan kegiatan karitas dan bantuan infrastruktur. Adapun realisasi kegiatan bina lingkungan pada tahun 2023 adalah sebagai berikut:

Apart from the superior programs mentioned above, PG also carries out charity activities and infrastructure assistance. The realization of environmental development activities in 2023 is as follows:

Keterangan Description	Realisasi Realization	RKAP	%
Penyaluran TJSL TJSL Distribution			
TPB 1 Tanpa Kemiskinan SDG 1 Without Poverty	801.449.600	550.000.000	146%
TPB 2 Tanpa Kelaparan SDG 2 Without Hunger	4.802.196.676	1.775.000.000	271%
TPB 3 Kehidupan Sehat dan Sejahtera SDG 3 Healthy and Prosperous Life	1.240.705.777	1.990.000.000	62%
TPB 4 Pendidikan Berkualitas SDG 4 Quality Education	3.729.600.243	7.552.050.000	49%
TPB 6 Air Bersih dan Sanitasi Layak SDG 6 Clean Water and Decent Sanitation	1.057.000.000	550.000.000	192%
TPB 8 Pertumbuhan Ekonomi SDG 8 Decent Work and Economic Growth	771.247.523	550.000.000	154%
TPB 9 Infrastruktur, Industri dan Inovasi SDG 9 Infrastructure, Industry, and Innovation [203-1]	3.720.400.000	2.970.000.000	125%
TPB 14 Ekosistem Laut SDG 14 Marine Ecosystem	–	308.000.000	0%
TPB 15 Ekosistem Darat SDG 15 Land Ecosystem	112.000.000	–	0%
Jumlah Penyaluran Total Distribution	164.000.000	150.000.000	109%

Berikut rincian penyaluran bantuan program TJSL non PUMK:

TPB 1 Tanpa Kemiskinan

Realisasi penyaluran bantuan Rp801,4 juta atau 146% dari RKA 2023 sebesar Rp550 juta, berupa:

- Bantuan modal usaha istri tenaga alih daya Kementerian BUMN Rp15 juta.
- Bantuan perbaikan rumah tidak layak huni sebesar Rp20 juta.
- Bantuan kegiatan panen raya Rp73 juta.
- Bantuan pengembangan usaha Poktan Mutiara Tani sebesar Rp70 juta.
- Bantuan pelaksanaan program Pasar Murah Rakyat Rp220 juta.
- Bantuan untuk Poktan Mutiara Tani dan Petani Rebu Rajawali Malang Rp98,7 juta dan BUMDES Pengalangan Sejahtera Menganti Gresik Rp11,5 juta.
- Bantuan bakti sosial dan LPMK di Sukorame Gresik Rp60 juta.
- Bantuan untuk abang becak pada HUT PG Rp232,4 juta.

The following are details of the distribution of non-PUMK TJSL program assistance:

SDG 1 Without Poverty

Realization of aid distribution of Rp801.4 million, or 146% of the 2023 RKA of Rp550 million, in the form of:

- Business capital assistance for wives of outsourced workers from the Ministry of SOE of Rp15 millions.
- Assistance for repairing uninhabitable houses amounting to Rp20 million.
- Assistance for large scale harvest activities of Rp73 million
- Assistance for Poktan Mutiara Tani business development of Rp70 million.
- Assistance for the implementation of the People's Cheap Market program of Rp220 million.
- Assistance for Poktan Mutiara Tani and Rebu Rajawali Malang Farmers of Rp98.7 million and BUMDES Pengalangan Sejahtera Menganti Gresik of Rp11.5 million
- Assistance for Social service and LPMK in Sukorame Gresik of Rp60 million.
- Assistance for abang becak on PG's anniversary of Rp232.4 million.

TPB 2 Tanpa Kelaparan

Realisasi penyaluran bantuan Rp4,8 miliar atau 271% dari RKA 2023 sebesar Rp1,7 miliar, berupa:

- Bantuan korban bencana di Sukoharjo sebesar Rp100 juta.
- Bantuan paket sembako di Sukoharjo sebesar Rp645 juta.
- Bantuan bencana gempa di Turki (PI Grup) sebesar Rp50 juta.
- Bantuan paket sembako bencana banjir bandang di Malang, Lumajang, dan Blitar sebesar Rp250 juta.
- Bantuan paket sembako korban bencana erupsi Gunung Semeru tahun 2022 sebesar Rp100 juta.
- Bantuan paket sembako pada kegiatan pasar murah sebesar Rp1,75 miliar.
- Bantuan paket sembako pada kegiatan HUT PG sebesar Rp1,39 miliar.
- Bantuan paket sembako untuk bencana banjir di Cianjur Rp115 juta.
- Bantuan paket sembako untuk bencana banjir di Timor Leste Rp105 juta.
- Bantuan paket sembako untuk masyarakat tidak mampu daerah Cilacap dan Mojokerto, sebesar Rp282 juta.

TPB 3 Kehidupan Sehat dan Sejahtera

Realisasi penyaluran bantuan Rp1,2 miliar atau 62% dari RKA 2023 Rp1,9 miliar berupa Program Kampung Sehat.

TPB 4 Pendidikan Berkualitas

Realisasi penyaluran sebesar Rp3,7 miliar atau 50% dari RKA 2023 Rp7,7 miliar.

- Bantuan program BESTRO SMA sebesar Rp526 juta.
- Bantuan program BESTRO Sarjana S1 sebesar Rp1,22 miliar.
- Bantuan beasiswa petani muda Rp300 juta.
- Bantuan pendidikan proposal warga sebesar Rp433 juta.
- Program siswa berprestasi sebesar Rp31,4 juta.
- Sarana pendidikan untuk pondok pesantren dan TPQ sebesar Rp504,5 juta.
- Bantuan sarana pendidikan untuk PAUD Rp390 juta.
- Kegiatan Sekar Mamamia Rp206 juta.
- Sertifikasi/pelatihan relawan tanggap bencana Rp15 juta.
- Pelatihan dan sosialisasi peningkatan kapasitas BESTRO Rp24 juta.
- Kegiatan Comdev Safety Heroes-pelatihan P3K Rp61,6 juta.

SDG 2 Without Hunger

Realization of aid distribution of 4.8 billion, or 271% of the 2023 RKA amounting to Rp. 1.7 billion, in the form of:

- Assistance for disaster victims in Sukoharjo amounting to Rp100 million.
- Basic food package assistance in Sukoharjo amounting to Rp645 million.
- Assistance for Earthquake disaster in Türkiye (PI Group) amounting to Rp50 million.
- Basic food package assistance for flash flood disasters in Malang, Lumajang, and Blitar amounting to Rp250 million.
- Basic food package assistance for victims of the Mount Semeru eruption disaster in 2022, amounting to Rp100 million.
- Basic food package assistance for cheap market activities amounting to Rp1.75 billion.
- Basic food package assistance for PG's anniversary activities amounting to Rp1.39 billion.
- Basic food package assistance for the flood disaster in Cianjur of Rp115 million.
- Basic food package assistance for flood disasters in Timor Leste of Rp105 million.
- Basic food package assistance for underprivileged communities in the Cilacap and Mojokerto areas, amounting to Rp282 million.

SDG 3 Healthy and Prosperous Life

Realization of aid distribution of Rp1.2 billion, or 62% of the 2023 RKA of Rp1.9 billion, in the form of the Kampung Sehat Program.

SDG 4 Quality Education

Realization of aid distribution of Rp3.7 billion, or 50% of RKA 2023 of Rp7.7 billion.

- BESTRO SMA program assistance amounting to Rp526 million.
- BESTRO Sarjana S1 program assistance of Rp1.22 billion.
- Scholarship assistance for young farmers of Rp300 million.
- Community proposal assistance for education amounting to Rp433 million.
- Siswa berprestasi program amounting to Rp31.4 million.
- Educational facilities for Islamic boarding schools and TPQ amounting to Rp504.5 million.
- Assistance for educational facilities for PAUD of Rp390 million.
- Sekar Mamamia activities of Rp206 million.
- Certification/training for disaster response volunteers of Rp15 million.
- Training and socialization to increase BESTRO capacity, amounting to Rp24 million.
- Comdev Safety Heroes activities and first-aid training of Rp61.6 million.

**TPB 6 Air Bersih dan Sanitasi Layak**

Realisasi penyaluran bantuan Rp1,05 miliar atau 192% dari RKA 2023 Rp550 juta, berupa bantuan ketersediaan air bersih di Kecamatan Kedamean, Gresik dan Pembuatan sumur bor di Tlogopojok, Gresik.

TPB 8 Pekerjaan Layak dan Pertumbuhan Ekonomi

Realisasi penyaluran bantuan Rp771,2 juta atau 154% dari RKA 2023 Rp500 juta, berupa:

- Program Comdev Kampung Pisang Trepan sebesar Rp285,1 juta.
- Program Comdev LITERASI Sumbersari sebesar Rp355,4 juta.
- Program Comdev Tawang Agro Ecofarming Village Rp50 juta.
- Program Pengembangan tanaman jahe merah Rp39 juta.
- Kegiatan *bazaar* murah warga *ring* 1 Rp41 juta.

TPB 9 Industri, Inovasi, dan Infrastruktur

Realisasi penyaluran bantuan sebesar Rp5,03 miliar atau 169% dari RKA 2023 Rp2,9 miliar, berupa:

- Bantuan proposal sarana ibadah sebesar Rp3,4 miliar.
- Bantuan pelaksanaan manasik haji tahun 2023 Rp331 juta.
- Bantuan proposal prasarana dan sarana umum Rp1,3 miliar.

TPB 10 Berkurangnya Kesenjangan

Realisasi penyaluran bantuan Rp0 atau 0% dari RKA 2023 Rp308 juta.

TPB 13 Penanganan Perubahan Iklim

Realisasi sebesar Rp112 juta berupa kegiatan kampung proiklim 2023.

TPB 14 Ekosistem Laut

Realisasi penyaluran bantuan Rp164 juta atau 109% dari RKA 2023 Rp150 juta, berupa:

- Pengembangan Pusat Restorasi & *Mangrove* Mengare Rp152 juta.
- Kegiatan festival *mangrove* di Bojonegoro Rp12 juta.

TPB 15 Ekosistem Daratan

Realisasi penyaluran bantuan sebesar Rp282,7 juta atau 40% dari RKA 2023 Rp700 juta, berupa:

- Program penghijauan berupa pengadaan 100 batang pohon Rp17 juta.
- Program Comdev Masyarakat Sadar Sampah Rp215 juta.
- Program penghijauan KKN MMD Universitas Brawijaya Malang, berupa pengadaan bibit, sebesar Rp49,5 juta.

SDG 6 Clean Water and Decent Sanitation

Realization of aid distribution of Rp1.05 billion, or 192% of RKA 2023 of Rp550 million, in the form of assistance for the availability of clean water in Kedamean, Gresik District and the construction of drilled wells in Tlogopojok, Gresik.

SDG 8 Decent Work and Economic Growth

Realization of aid distribution of Rp771.2 million, or 154% of the 2023 RKA of Rp500 million, in the form of:

- Kampung Trepan Pisang Comdev Program amounting to Rp285.1 million.
- Sumbersari Comdev LITERASI Program amounting to Rp355.4 million.
- Tawang Agro Ecofarming Village Comdev Program of Rp50 million.
- Red ginger plant development program of Rp39 million.
- Cheap bazaar activities for Ring 1 residents of Rp41 million.

SDG 9 Industry, Innovation, and Infrastructure

Realization of aid distribution amounting to Rp5.03 billion, or 169% of RKA 2023 of Rp2.9 billion, in the form of:

- Assistance for proposals for worship facilities amounting to Rp3.4 billion.
- Assistance for implementing Hajj rituals in 2023 of Rp331 million.
- Assistance for proposals for public infrastructure and facilities of Rp1.3 billion.

SDG 10 Reducing Inequality

Realization of aid distribution of Rp0 or 0% of RKA 2023 of Rp308 million.

SDG 13 Addressing Climate Change

Realization of Rp112 million in the form of pro-climate village activities in 2023.

SDG 14 Marine Ecosystems

Realization of aid distribution of Rp164 million, or 109% of the 2023 RKA of Rp150 million, in the form of:

- Development of the Mengare Restoration & Mangerove Center, amounting to Rp152 million.
- Mangerove festival activities in Bojonegoro amounting to Rp12 million.

SDG 15 Land Ecosystems

Realization of aid distribution amounting to Rp282.7 million, or 40% of the 2023 RKA of Rp700 million, in the form of:

- Reforestation program in the form of the procurement of 100 trees worth Rp17 million.
- Masyarakat Sadar Sampah Comdev Program of Rp215 million.
- MMD Universitas Brawijaya Malang KKN greening program, in the form of providing seeds, amounting to Rp49.5 million.

TPB 16 Perdamaian, Keadilan, dan Kelembagaan yang Tangguh

Realisasi penyaluran sebesar Rp355 juta, berupa:

- Program bantuan dampak tindakan terorisme 2023 Rp100 juta
- Bantuan pelaksanaan kegiatan sosial antar kelembagaan Rp255 juta.

OPERASI YANG BERPOTENSI BERDAMPAK NEGATIF TERHADAP MASYARAKAT LOKAL

Dampak negatif dari operasi PT Petrokimia Gresik terhadap masyarakat sekitar berhasil dikomunikasikan secara baik melalui pendekatan humanis serta berbagai bentuk bantuan dan pemberdayaan bagi masyarakat sekitar. Tidak terdapat gejala atau ketegangan yang mengganggu operasional Perseroan di lingkungan masyarakat sekitar. **[413-2]**

TINGKAT KEPUASAN MASYARAKAT

PG sepenuhnya menyadari bahwa kegiatan dan proses produksi yang dilakukan berdampak baik-baik secara langsung maupun tidak langsung terhadap lingkungan dan masyarakat di sekitarnya. Untuk memenuhi tanggung jawab Perseroan terhadap masyarakat, PG rutin menyelenggarakan Survei Kepuasan Lingkungan setiap tahun, guna mengukur tingkat kepuasan masyarakat terkait keberadaan dan manfaat dari PG. Pada tahun 2023, Survei Kepuasan Lingkungan dilaksanakan pada tanggal 14 November dengan melibatkan 190 responden dari 8 (delapan) kelurahan/desa di sekitar Perseroan.

Hasil Survei Kepuasan Lingkungan tahun menunjukkan bahwa masyarakat merasa "sangat puas" dengan keberadaan dan kebermanfaatan PG dengan perolehan skor sebesar 88,24.

SELEKSI PEMASOK

PG mendorong partisipasi pemasok dalam mendukung prinsip keberlanjutan dengan menerapkan seleksi pemasok yang memenuhi kriteria sosial, termasuk pemasok ketenagakerjaan dan pemasok barang. Dalam seleksi pemasok ketenagakerjaan yang bersifat tidak tetap seperti *outsourcing* atau magang, PG telah menetapkan peraturan agar pihak pemasok harus memiliki izin ketenagakerjaan dari Disnaker setempat, seperti Disnaker Kabupaten Gresik dan Provinsi Jawa Timur. Pada tahun 2021, PG menjalin kerja sama dengan beberapa pemasok ketenagakerjaan, di antaranya adalah Fokus Jasa Mitra (FJM), Sinar Abadi Indah (SAI), Mitra Baru, Hikmah Jaya Putra (HJP), Shohib Jaya Putra, dan lain-lain. Adapun untuk pemasok bahan baku dan mesin khusus dari luar negeri, PG tunduk pada ketentuan kepabeanan yang berlaku dan juga mengikuti pedoman Organisasi

SDG 16 Peace, justice, and resilient institutions

Realization of aid distribution amounting to Rp355 million, in the form of:

- Assistance program for the impact of acts of terrorism in 2023 of Rp100 million
- Assistance for implementing inter-institutional social activities of Rp255 million.

OPERATIONS THAT HAVE THE POTENTIAL TO NEGATIVELY IMPACT LOCAL COMMUNITIES

The negative impact of PT Petrokimia Gresik's operations on the surrounding community was successfully communicated through a humanist approach as well as various forms of assistance and empowerment for the surrounding community. There is no turmoil or tension that disrupts the Company operations in the surrounding community. **[413-2]**

COMMUNITY SATISFACTION LEVEL

PG is fully aware that its activities and production processes have a positive direct and indirect impact on the environment and surrounding communities. In order to fulfill its responsibilities to the community, PG conducts Environmental Satisfaction Surveys on a yearly basis to measure community satisfaction level with PG's existence and usefulness. The 2023 Environmental Satisfaction Survey was conducted on November 14, 2023, with 190 respondents from 8 (eight) ring I sub-districts/villages around the Company.

The results of the Environmental Satisfaction Survey this year showed that the community felt "very satisfied" with the existence and usefulness of PG, with a score of 88.24.

SUPPLIER SELECTION

PG encourages supplier participation in supporting sustainability principles by implementing supplier selection that meets social criteria, including employment suppliers and goods suppliers. In the selection of temporary employment suppliers, such as outsourcing or internships, PG has established regulations so that suppliers must have employment permits from the local Manpower Office, such as the Gresik Regency and East Java Province Manpower Offices. In 2021, PG collaborated with several employment suppliers, including Focus Services Partners (FJM), Sinar Abadi Indah (SAI), Mitra Baru, Hikmah Jaya Putra (HJP), Shohib Jaya Putra, and others. As for suppliers of raw materials and special machinery from abroad, PG is subject to applicable customs regulations and also follows International Labor Organization (ILO) guidelines, which stipulate that such



Buruh Internasional (ILO) yang menetapkan bahwa pemasok tersebut tidak diperbolehkan menggunakan tenaga kerja di bawah umur, serta tidak sedang terlibat dalam praktik kerja paksa atau wajib kerja dan tidak melanggar aspek lingkungan. **[407-1, 408-1, 409-1, 414-1]**

PT Petrokimia Gresik menggunakan berbagai pemasok di luar proses produksi, seperti tenaga pengaman (*security*), tenaga penyedia makanan (*catering*), tenaga pelayan kebersihan (*cleaning service*), tenaga pelayan rumah tangga (*housekeeping*), tenaga pembantu operator (*helper operator*), dan tenaga pengemudi (*driver*). Untuk memilih pemasok, PT Petrokimia Gresik memiliki peraturan dan kriteria yang berbeda, yaitu menggunakan mitra berstatus Perseroan Terbatas (PT) untuk pemasok ketenagakerjaan dan mitra berstatus *Comanditaire Venotschap* (CV) untuk pemasok barang.

Dalam perekrutan tenaga kerja non-organik melalui pemasok, dampak negatif yang mungkin timbul adalah masalah kesenjangan kesejahteraan. Selain itu, kemungkinan munculnya pemaksaan agar tenaga kerja non-organik dijadikan karyawan tetap juga merupakan perhatian. Untuk mengatasi potensi masalah tersebut, PT Petrokimia Gresik telah membuat peraturan yang sesuai dengan ketentuan yang berlaku, termasuk Peraturan Menteri Tenaga Kerja dan Transmigrasi Republik Indonesia No. 19 tahun 2012 tentang Penyerahan Pelaksanaan Pekerja kepada Perusahaan Lain. Peraturan ini menjadi acuan bagi kerja sama dengan rekanan pemasok ketenagakerjaan.

Dalam pelaporan, tidak ditemukan permasalahan pemasok PG yang menyebabkan dampak sosial negatif dan potensi signifikan. Hal ini dikarenakan PT Petrokimia Gresik telah menerapkan kriteria seleksi pemasok yang memenuhi kriteria sosial sesuai dengan regulasi pemerintah yang berlaku. **[414-2]**

KONTRIBUSI POLITIK **[415-1]**

PT Petrokimia Gresik berkomitmen untuk tidak membatasi dan memberikan kebebasan kepada seluruh Insan PG dalam menentukan aktivitas politiknya berdasarkan pilihan masing-masing serta berperan aktif dalam mendukung terselenggaranya kegiatan politik negara agar berjalan dengan baik. Sebagai badan usaha milik negara, PT Petrokimia Gresik menjaga sikap netralitas dengan tidak memihak atau berafiliasi dengan partai politik tertentu. Meskipun demikian, Perseroan turut mendukung penyediaan tempat pemungutan suara dan pelaksanaan agenda negara dalam pelaksanaan pemungutan suara di lingkungan Perseroan, dengan tetap memperhatikan aspek netralitas.

Tidak ada kegiatan politik seperti pemilihan umum yang dilaksanakan, kampanye politik dan tidak ada kontribusi finansial maupun pemberian benda/barang yang diberikan secara langsung maupun tidak langsung kepada pihak-pihak terkait sepanjang periode tahun pelaporan.

suppliers are not permitted to use underage workers, are not involved in forced or compulsory work practices, and do not violate environmental aspects. **[407-1, 408-1, 409-1, 414-1]**

PT Petrokimia Gresik uses various suppliers outside the production process, such as security staff, catering staff, cleaning service staff, housekeeping staff, operator helper staff, and drivers. In order to select suppliers, PT Petrokimia Gresik has different regulations and criteria, namely using partners with Limited Liability Company (PT) status for labor suppliers and partners with *Comanditaire Venotschap* (CV) status for goods suppliers.

In recruiting non-organic workers through suppliers, the negative impact that may arise is the problem of welfare disparities. Apart from that, the possibility of forcing non-organic workers to become permanent employees is also a concern. To overcome this potential problem, PT Petrokimia Gresik has made regulations in accordance with applicable regulations, including the Regulation of the Minister of Manpower and Transmigration of the Republic of Indonesia No. 19 of 2012 concerning the Handover of Workers to Other Companies. This regulation is a reference for collaboration with employment supplier partners.

In the reporting, no problems were found with PG suppliers that caused negative and potentially significant social impacts. This is because PT Petrokimia Gresik has implemented supplier selection criteria that meet social criteria in accordance with applicable government regulations. **[414-2]**

POLITICAL CONTRIBUTIONS **[415-1]**

PT Petrokimia Gresik is committed to not limiting and giving freedom to all PG employees in determining their political activities based on their individual choices and playing an active role in supporting the implementation of state political activities so that they run well. As a state-owned company, PT Petrokimia Gresik maintains an attitude of neutrality by not taking sides or being affiliated with any particular political party. However, the Company also supports the provision of voting places and the implementation of the state's agenda in conducting voting within the Company, while still paying attention to the aspect of neutrality.

There were no political activities, such as general elections or political campaigns, and no financial contributions or gifts of goods given directly or indirectly to related parties throughout the reporting year period.

KEPERCAYAAN PELANGGAN

Sebagai salah satu pemangku kepentingan penting, kehadiran pelanggan mendorong PT Petrokimia Gresik untuk secara terus-menerus memenuhi kebutuhan mereka serta meningkatkan kualitas produk dan layanan, baik saat ini maupun di masa mendatang. Dalam upaya tersebut, perusahaan menempatkan pemeliharaan hubungan harmonis dengan pelanggan sebagai prioritas utama yang harus senantiasa dijaga agar kelangsungan usaha tetap terjamin dengan baik.

Untuk membuktikan komitmen tersebut, berbagai aktivitas komunikasi, promosi, pemasaran, dan penyebaran informasi yang akurat serta dapat dipertanggungjawabkan dilaksanakan secara aktif oleh PT Petrokimia Gresik. Upaya ini bertujuan untuk menjaga dan memperkuat kepercayaan pelanggan terhadap perusahaan. **[2-25]**

PRODUK DAN PENILAIAN DAMPAK

Produk utama yang dihasilkan oleh PT Petrokimia Gresik (PG) adalah berbagai jenis dan merek pupuk anorganik. Pupuk anorganik ini bertujuan untuk memenuhi kebutuhan hara tanaman dan membantu dalam mengoptimalkan hasil panen. Meskipun begitu, penggunaan pupuk anorganik yang tidak sesuai dapat berpotensi menyebabkan dampak negatif terhadap lingkungan. Pupuk anorganik berasal dari bahan di luar ekosistem alami lahan tempat budidaya tanaman, sehingga diperlukan upaya untuk memastikan penggunaannya tepat guna dan tepat jumlah. PT Petrokimia Gresik berkomitmen untuk meminimalisir dampak negatif tersebut dengan mendukung penggunaan pupuk anorganik yang tepat dan efisien.

Dalam upaya memberikan pembekalan dan pengetahuan kepada pelanggan mengenai penggunaan pupuk yang baik dan benar, PT Petrokimia Gresik secara rutin mengadakan pembinaan dan penilaian melalui: **[416-1]**

1. Demonstrasi Plot (Demplot)

Sebagai upaya meningkatkan efektivitas penggunaan pupuk terutama Urea, NPK Phonska, PG mengkampanyekan pola pemupukan berimbang melalui kegiatan sosialisasi dan Demonstrasi Plot (Demplot). Pada tahun 2023, kegiatan sosialisasi ini telah dilakukan sebanyak 4.145 kali, sementara kegiatan demplot percontohan telah dilakukan pada 710 unit demplot. **[416-1]**

Demplot merupakan kegiatan percontohan penggunaan pupuk yang bertujuan untuk mempertahankan kesuburan tanah secara tepat. Kegiatan demplot dapat dilaksanakan pada berbagai jenis tanaman, termasuk tanaman pangan, hortikultura, dan perkebunan, dengan memberikan contoh penggunaan pemupukan yang seimbang. Selain menjaga kesuburan lahan, kegiatan

CUSTOMER TRUST

As an important stakeholder, the presence of customers encourages PT Petrokimia Gresik to continuously meet their needs and improve the quality of products and services, both now and in the future. In this effort, the Company places maintaining harmonious relationships with customers as a top priority, which must always be maintained so that business continuity remains well guaranteed.

In order to prove this commitment, various communication, promotional, marketing, and dissemination of accurate and accountable information activities are actively carried out by PT Petrokimia Gresik. This effort aims to maintain and strengthen customer trust in the Company. **[2-25]**

PRODUCT AND IMPACT ASSESSMENT

The main products produced by PT Petrokimia Gresik (PG) are various types and brands of inorganic fertilizer. This inorganic fertilizer aims to meet plant nutrient needs and help optimize crop yields. However, inappropriate use of inorganic fertilizers can potentially cause negative impacts on the environment. Inorganic fertilizers come from materials outside the natural ecosystem of the land where plants are cultivated, so efforts are needed to ensure their use is appropriate and in the right quantities. PT Petrokimia Gresik is committed to minimizing these negative impacts by supporting the appropriate and efficient use of inorganic fertilizers.

In an effort to provide provision and knowledge to customers regarding the proper and correct use of fertilizer, PT Petrokimia Gresik regularly provides guidance and assessments through: **[416-1]**

1. Demonstration Plot (Demplot)

In an effort to increase the effectiveness of fertilizer use, especially Urea, NPK Phonska, PG are campaigning for a balanced fertilization pattern through socialization activities and Demonstration Plots (Demplots). In 2023, this socialization activity has been carried out 4,145 times, while pilot demonstration plot activities have been carried out in 710 demonstration plot units. **[416-1]**

The demonstration plot is a demonstration activity for the use of fertilizer, which aims to maintain soil fertility appropriately. Demonstration plot activities can be carried out on various types of plants, including food crops, horticulture, and plantations, by providing examples of the use of balanced fertilization. Apart from maintaining land fertility, demonstration plot activities



demplot juga bertujuan untuk meningkatkan hasil panen, sehingga para petani di sekitar area demplot dapat mengamati hasilnya secara langsung dan mengenal lebih dekat produk yang disediakan oleh PT Petrokimia Gresik. Selama tahun 2023, terdapat 710 kegiatan demplot dengan rincian hasil panen dan pembandingan seperti berikut:

also aim to increase crop yields so that farmers around the demonstration plot area can observe the results directly and get to know more closely the products provided by PT Petrokimia Gresik. In 2023, there were 710 demonstration plot activities, with details of harvest results and comparisons as follows:

Komoditas Commodity	Jumlah Demplot Number of Demplot	Rata-rata Hasil Panen (ton/ha) Average Harvest Yield (ton/ha)		
		Demplot	Pembandingan Comparison	Peningkatan Improvement
Bawang Merah Red Shallot	39	9,79	8,40	2,37
Buah Naga Dragon Fruit	3	18,63	16,66	2,03
Brokoli Broccoli	2	9,50	7,50	2,00
Cabai Chili	66	6,04	4,97	1,07
Cengkeh Clove	3	-	-	-
Coklat Chocolate	2	-	-	-
Durian	2	-	-	-
Jagung Corn	88	7,86	6,72	1,14
Jambu Guava	2	6,20	5,60	0,60
Jeruk Orange	2	7,00	6,00	1,00
Kacang Panjang Long Beans	5	12,95	10,75	2,20
Kedelai Soya Bean	3	5,51	4,38	1,13
Kentang Potato	32	19,87	14,55	5,32
Kopi Coffee	5	9,50	5,94	3,56
Kubis Cabbage	4	27,30	25,25	2,05
Lada Pepper	3	-	-	-
Melon	13	13,53	13,26	0,27
Nanas Pineapple	3	-	-	-
Padi Paddy	271	7,45	6,10	1,35
Pare Bitter Melon	2	9,50	6,50	2,00
Pepaya Papaya	1	7,00	6,00	1,00
Sawi Mustard Green	1	-	-	-
Sawit Palm	16	7,82	4,57	3,25
Semangka Watermelon	16	22,50	18,51	3,99
Talas Taro	1	23,81	9,24	14,57
Tebu Sugar Cane	3	13,33	9,00	4,33
Tembakau Tobacco	20	1,96	1,64	0,32
Terong Eggplant	4	17,72	15,47	2,26
Tomat Tomato	6	12,76	11,63	1,13
Ubi Jalar Sweet Potato	3	56,53	43,76	12,87
Ubi Kayu Cassava	6	38,66	32,50	6,16
Jumlah Total	710			

2. Mobil Uji Tanah

Mobil uji tanah merupakan salah satu layanan yang disediakan oleh Perseroan guna meningkatkan loyalitas dan kepuasan pelanggan dalam menggunakan produk

2. Soil Test Car

Soil testing cars are one of the services provided by the Company to increase customer loyalty and satisfaction with using PG products. The background to the availability

PG. Latar belakang tersedianya layanan mobil uji tanah ini adalah sebagai respons terhadap permasalahan yang semakin marak, seperti maraknya peredaran pupuk palsu, kekhawatiran tentang kesuburan tanah, dan perlunya meningkatkan efektivitas penggunaan pupuk di lapangan. Layanan mobil uji tanah ini bertujuan untuk melayani uji keseimbangan unsur hara di dalam tanah, memberikan konsultasi pertanian, dan melakukan promosi produk-produk PG.

Dengan adanya mobil uji tanah, diharapkan dapat mengoptimalkan efisiensi biaya dalam pengujian tanah, meningkatkan jumlah sampel yang dapat diuji, serta meningkatkan akurasi hasil uji. PT Petrokimia Gresik telah menyediakan sebanyak 15 unit mobil uji tanah yang tersebar di berbagai wilayah pelayanan, meliputi Sumatera Utara, Sumatera Selatan, Jawa Barat, Jawa Tengah & DI Yogyakarta, Jawa Timur, Bali & Nusa Tenggara, Kalimantan, dan Sulawesi, dengan kegiatan sebagai berikut:

of this soil testing car service is in response to increasingly widespread problems, such as the widespread distribution of fake fertilizers, concerns about soil fertility, and the need to increase the effectiveness of fertilizer use in the field. This soil testing car service aims to provide tests for the balance of nutrients in the soil, provide agricultural consultations, and promote PG products.

With the presence of a soil testing car, it is hoped that it can optimize cost efficiency in soil testing, increase the number of samples that can be tested, and increase the accuracy of test results. PT Petrokimia Gresik has provided 15 units of soil testing cars spread across various service areas, including North Sumatra, South Sumatra, West Java, Central Java & DI Yogyakarta, East Java, Bali & Nusa Tenggara, Kalimantan, and Sulawesi, with the following activities:

No.	Wilayah Area	Jumlah Uji Tanah Number of Soil Test	Hasil Analisis Tanah Soil Analysis Results				
			pH Tanah Soil pH	Nitrogen (N)	Phosphor (P) Phosphorus (P)	Kalium (K) Potassium (K)	C-Organik C-Organic
1	Sumatera Utara North Sumatra	486	4,97	Rendah Low	Rendah Low	Sedang Medium	Tinggi High
2	Sumatera Selatan South Sumatra	400	4,99	Rendah Low	Tinggi High	Sedang Medium	Rendah Low
3	Jawa Barat & Banten West Java & Banten	1.644	5,29	Sedang Medium	Sedang Medium	Rendah Low	Rendah Low
4	Jawa Tengah & DI Yogyakarta Central Java & DI Yogyakarta	1.109	5,93	Rendah Low	Sedang Medium	Rendah Low	Rendah Low
5	Jawa Timur East Java	1.514	6,24	Rendah Low	Tinggi High	Rendah Low	Rendah Low
6	Bali & Nusa Tenggara	887	5,54	Tinggi High	Sedang Medium	Sedang Medium	Rendah Low
7	Kalimantan	400	4,27	Rendah Low	Sedang Medium	Sedang Medium	Rendah Low
8	Sulawesi	405	4,15	Rendah Low	Tinggi High	Tinggi High	Rendah Low
Jumlah Total		6.845	5,47				

3. Sosialisasi

Sosialisasi adalah suatu kegiatan yang bertujuan untuk memberikan penyuluhan tentang cara penggunaan pupuk secara berimbang. Selama tahun 2023, PG telah menyelenggarakan sosialisasi sebanyak 4.145 kali dengan mencapai jangkauan peserta hingga 86.309 orang. Peserta yang mengikuti kegiatan sosialisasi ini terdiri dari berbagai kalangan, termasuk petani, petugas penyuluh pertanian, pemilik kios, dan distributor. Berikut rincian sosialisasi yang telah dilaksanakan oleh PG:

3. Socialization

Socialization is an activity that aims to provide education about how to use fertilizer in a balanced manner. In 2023, PG held socialization 4,145 times, with a participant reach of up to 86,309 people. Participants who took part in this socialization activity consisted of various groups, including farmers, agricultural extension officers, kiosk owners, and distributors. The following are details of the socialization that has been carried out by PG:



No.	Wilayah Area	Jumlah Sosialisasi Number of Socialization	Jumlah Peserta Number of Participants				
			Petani Farmer	Dinas/PPL/ KCD Department/ PPL/KCD	Dist./Kios Dist./Kiosk	Lain-lain Others	Jumlah Total
1	Sumatera Utara North Sumatra	286	4.567	217	556	882	6.222
2	Sumatera Selatan South Sumatra	356	5.051	197	73	42	5.363
3	Jawa Barat & Banten West Java & Banten	802	12.540	1.096	476	784	14.896
4	Jawa Tengah & DI Yogyakarta Central Java & DI Yogyakarta	752	10.311	650	537	532	10.030
5	Jawa Timur East Java	820	12.668	508	755	852	14.783
6	Bali & Nusa Tenggara	533	8.762	1.134	376	422	10.694
7	Kalimantan	306	4.104	1.272	119	100	5.595
8	Sulawesi	290	5.602	389	710	126	6.827
Jumlah Total		4.145	63.605	5.463	3.602	3.740	76.410

Tanggung jawab PG terhadap keamanan dan keselamatan pelanggan diimplementasikan melalui penerapan mekanisme *Quality Check* yang ketat terhadap seluruh produk yang dihasilkan, sesuai dengan *Standard Operating Procedure* (SOP) yang telah ditetapkan. Selama periode pelaporan yang relevan, PG tidak menerima aduan, denda, maupun klaim terkait dampak kesehatan atau keselamatan penggunaan produk atau jasa yang PG. Sekaligus tidak ada pengaduan terkait ketidakpatuhan terkait informasi dan pelabelan pada kemasan produk. **[416-1, 416-2, 417-2]**

PG's responsibility for customer security and safety is implemented through the implementation of a strict Quality Check mechanism for all products produced in accordance with the established Standard Operating Procedure (SOP). During the relevant reporting period, PG did not receive complaints, fines, or claims regarding the health or safety impacts of using PG products or services. At the same time, there were no complaints regarding non-compliance with information or labeling on product packaging.

[416-1, 416-2, 417-2]

Semua produk PG telah memenuhi persyaratan pencantuman informasi pada kemasan. **[417-1]**

All PG products have met the requirements for including information on the packaging. **[417-1]**

1. Permendag No. 25 tahun 2021 tentang Kewajiban Pencantuman Label dalam Bahasa Indonesia pada Barang, yang mewajibkan PG mencantumkan:

- Nama barang;
- Merek barang;
- Jenis barang;
- Nama dan alamat produsen barang produksi dalam negeri;
- Nama dan alamat importir untuk barang impor;
- Berat bersih;
- Kandungan hara;
- Kode produksi;
- Negara pembuat

2. Permentan No. 36/Permentan/SR.10/2017 tentang Syarat dan Tata Cara Pendaftaran Pupuk Anorganik, yang mewajibkan PG mencantumkan:

- Nama dagang;
- Nomor pendaftaran;
- Kandungan hara;

1. Minister of Trade Regulation No. 25 of 2021 concerning the Obligation to Include Labels in Indonesian on Goods, which requires PGs to include:

- Name of goods;
- Brand of goods;
- Types of goods;
- Name and address of the manufacturer of domestically produced goods;
- Name and address of the importer of imported goods;
- Net weight;
- Nutrient content;
- Production code;
- Country of manufacture

2. Minister of Agriculture Regulation No. 36/Permentan/SR.10/2017 concerning Requirements and Procedures for Registration of Inorganic Fertilizers, which requires PGs to include:

- Trade name;
- Registration number;
- Nutrient content;

- Isi atau berat bersih;
 - Masa edar;
 - Nama dan alamat produsen/importir;
 - Tanggal, bulan, dan tahun produksi;
 - Petunjuk penggunaan (bagi pupuk berbentuk cair)
3. Permendag No. 26 tahun 2021 tentang Penetapan Standar Kegiatan Usaha dan Produk pada Penyelenggaraan Perizinan Berusaha Berbasis Risiko Sektor Perdagangan.
- Content or net weight;
 - Distribution period;
 - Name and address of the manufacturer/importer;
 - Date, month, and year of production;
 - Instructions for use (for liquid fertilizer)
3. Minister of Trade Regulation No. 26 of 2021 concerning Setting Standards for Business Activities and products in the Implementation of Risk-Based Business Licensing in the Trade Sector.

KOMUNIKASI DAN INFORMASI PERUSAHAAN

PG melaksanakan kegiatan komunikasi dan pemasaran melalui iklan, promosi, dan sponsor sebagai pendukung utama dalam proses bisnisnya, dengan sepenuhnya mematuhi dan memperhatikan peraturan dan ketentuan yang berlaku. PG secara konsisten memastikan bahwa setiap informasi yang disampaikan kepada masyarakat luas akurat dan benar, dengan melakukan pemantauan terhadap setiap informasi yang disampaikan. **[103-1]**

Sepanjang periode pelaporan 2023, PG tidak menerima pengaduan, denda, atau sanksi terkait pelanggaran atas peraturan yang berlaku tentang komunikasi pemasaran dan informasi produk. **[417-3]**

Untuk melengkapi tanggung jawabnya terhadap pelanggan, PG menyediakan mekanisme komunikasi pelanggan berupa Pusat Layanan Pelanggan (PLP). Melalui PLP ini, pelanggan dapat menyampaikan informasi, pertanyaan, saran, kritik, dan keluhan terkait produk dan pelayanan Perseroan. Setiap masukan yang diterima dari pelanggan akan ditangani dan ditindaklanjuti dengan serius oleh tim Pusat Layanan Pelanggan serta unit kerja lain yang berhubungan langsung dengan *end user*, seperti tim Penjualan, Riset, dan Pemasaran. Media komunikasi yang disediakan, yaitu:

COMPANY COMMUNICATIONS AND INFORMATION

PG carries out communication and marketing activities through advertising, promotions, and sponsorship as the main support in its business processes, fully complying with and paying attention to applicable rules and regulations. PG consistently ensures that every piece of information conveyed to the wider public is accurate and correct by monitoring every piece of information submitted. **[103-1]**

Throughout the 2023 reporting period, PG did not receive complaints, fines, or sanctions related to violations of applicable regulations regarding marketing communications and product information. **[417-3]**

To complete its responsibilities towards customers, PG provides a customer communication mechanism in the form of a Customer Service Center (PLP). Through this PLP, customers can submit information, questions, suggestions, criticism, and complaints regarding the Company's products and services. Every input received from customers will be handled and followed up seriously by the Customer Service Center team and other work units that deal directly with end users, such as the Sales, Research, and Marketing teams. The communication media provided are:

Media	Layanan Pelanggan Customer Service	Komunikasi Korporat Corporate Communication	Administrasi Bisnis Business Administration
Telepon Telephone	0800.100.800.1 (Bebas Pulsa Toll Free)		
SMS/WhatsApp	0811.9918.001		
E-mail	konsumen@pupuk-Indonesia.com	humas@petrokimia-gresik.com	pg@petrokimia-gresik.com
Surat Letter			Jl. Jend. A. Yani Gresik 61119
Website		www.petrokimia-gresik.com	
X/Twitter		@petrogresik	
Facebook fanpage	TabloidSahabatPetani	PT Petrokimia Gresik	
Instagram	Sahabat.Petani	@petrokimiagresik_official	
YouTube		Petrokimia Gresik	



PG menjamin kerahasiaan data dan identitas pelanggan dari segala bentuk penyalahgunaan melalui penguatan pengelolaan basis data pelanggan. Dengan langkah ini, risiko penyalahgunaan informasi sensitif dapat diminimalisir dengan baik. Selama tahun 2023, PG berhasil menjaga keamanan data pelanggan dengan baik, dan tidak terjadi pelanggaran privasi pelanggan, seperti bocornya data pelanggan atau pelanggaran privasi lainnya. **[418-1]**

Jumlah keluhan pelanggan yang masuk melalui PLP selama tahun 2023 mencapai 11 keluhan, mengalami penurunan dibandingkan tahun 2022 yang terdapat 24 keluhan. **[418-1]**

Setiap masukan yang diterima akan diurus dan diproses oleh PLP sebagai entitas yang bertanggung jawab secara langsung terhadap penanganan suara-suara dari pelanggan. Setiap suara pelanggan yang diterima menjadi bagian penting dalam proses evaluasi dan pertimbangan oleh PG, guna meningkatkan dan menyempurnakan kinerja di masa depan untuk memberikan layanan yang lebih baik.

SURVEI KEPUASAN PELANGGAN

Secara berkala, PG melakukan penilaian kepuasan pelanggan untuk produk pupuk subsidi, produk non-subsidi, dan produk non-pupuk dengan menggunakan parameter pengukuran Indeks Kepuasan Pelanggan (IKP). Variabel yang digunakan dalam Indeks Kepuasan Pelanggan yaitu pengukuran tingkat kepentingan (*importance*) dan kepuasan (*satisfaction*). Semakin kecil selisih antara kepentingan dan kepuasan, maka semakin tinggi pula nilai IKP. Adapun variabel yang diuji meliputi 6 (enam) Tepat, yaitu Tepat Mutu, Tepat Harga, Tepat Jumlah, Tepat Jenis, dan Tepat Tempat.

Adapun metode survei kepuasan pelanggan dilakukan menggunakan metode kuantitatif melalui wawancara responden dan kuesioner yang disebar di beberapa wilayah strategis. Hasil survei kepuasan pelanggan akan menghasilkan rekomendasi dan bahan bagi unit kerja terkait untuk mengevaluasi dan menyempurnakan kualitas kinerja ke depannya. Metode, variabel, dan periode penilaian kepuasan pelanggan disajikan dalam tabel berikut:

PG guarantees the confidentiality of customer data and identity from all forms of misuse by strengthening customer database management. With this step, the risk of misuse of sensitive information can be minimized. In 2023, PG succeeded in maintaining customer data security well, and there were no violations of customer privacy, such as leaking of customer data or other privacy violations. **[418-1]**

The number of customer complaints received through the PLP during 2023 reached 11, a decrease compared to 2022, when there were 24 complaints. **[418-1]**

Every input received will be handled and processed by the PLP, which is the entity directly responsible for handling voices from customers. Every customer voice received becomes an important part of PG's evaluation and consideration process in order to improve and refine future performance to provide better services.

CUSTOMER SATISFACTION SURVEY

Periodically, PG conducts customer satisfaction assessments for subsidized fertilizer products, non-subsidized products, and non-fertilizer products using the Customer Satisfaction Index measurement parameters. The variables used in the Customer Satisfaction Index (IKP) measure the level of importance and satisfaction. The smaller the difference between importance and satisfaction, the higher the IKP value. The variables tested include 6 (six) Right, namely Right Quality, Right Price, Right Quantity, Right Type, and Right Place.

The customer satisfaction survey method was carried out using quantitative methods through respondent interviews and questionnaires distributed in several strategic areas. The results of the customer satisfaction survey will produce recommendations and materials for related work units to evaluate and improve performance quality in the future. The methods, variables, and periods for assessing customer satisfaction are presented in the following table:

Metode Method	Pelanggan Customer	Variabel Variable	Periode Period
Produk Pupuk Subsidi Subsidized Fertilizer Products			
Pengisian Kuesioner Filling out the Questionnaire	End user	• Ketepatan Mutu • Ketepatan Jenis • Ketepatan Harga • Ketepatan Jumlah • Ketepatan Waktu • Ketepatan Tempat • Layanan • Right Quality • Right Type • Right Price • Right Quantity • Right Time • Right Place • Service	Setahun One Year
	Retailer & Distributor	• Ketepatan Mutu • Ketepatan Jenis • Ketepatan Harga • Ketepatan Jumlah • Ketepatan Waktu • Ketepatan Tempat • Layanan • Right Quality • Right Type • Right Price • Right Quantity • Right Time • Right Place • Service	Setahun One Year
Produk Pupuk Non Subsidi Non-Subsidized Fertilizer Products			
Pengisian Kuesioner Filling out the Questionnaire	End user, Retailer, & Distributor	• Ketepatan Mutu • Ketepatan Jenis • Ketepatan Harga • Ketepatan Jumlah • Ketepatan Waktu • Ketepatan Tempat • Layanan • Right Quality • Right Type • Right Price • Right Quantity • Right Time • Right Place • Service	Setahun One Year
Produk Kimia Non Pupuk Non-Fertilizer Chemical Products			
Wawancara Langsung dan Pengisian Kuesioner Direct Interview and Filling Out Questionnaire	End user & Trader	• Ketepatan Mutu • Ketepatan Jenis • Ketepatan Harga • Ketepatan Jumlah • Ketepatan Waktu • Ketepatan Tempat • Layanan • Right Quality • Right Type • Right Price • Right Quantity • Right Time • Right Place • Service	Setahun One Year

Kajian dilakukan pada 3 (tiga) kategori produk/pelanggan, yaitu Pupuk Subsidi, Pupuk Non Subsidi, dan Produk Non-Pupuk. Hasil survei kepuasan pelanggan tahun 2023 terhadap masing-masing produk adalah sebagai berikut:

The study was carried out on 3 (three) product/customer categories, namely Subsidized Fertilizer, Non-Subsidized Fertilizer and Non-Fertilizer Products. The results of the 2023 customer satisfaction survey for each product are as follows:



Kategori Produk/Pelanggan Product/Customer Category	Nilai Indeks Kepuasan Pelanggan (IKP) Customer Satisfaction Index (IKP) Value
A. Pupuk Subsidi Subsidized Fertilizer	
1. Urea	93,83 (Sangat Puas Very Satisfied)
2. Phonska	88,88 (Sangat Puas Very Satisfied)
Rata-rata Average	91,35 (Sangat Puas Very Satisfied)
B. Pupuk Non Subsidi Non-Subsidized Fertilizer	
1. Urea	96,97 (Sangat Puas Very Satisfied)
2. ZA Petro	99,71 (Sangat Puas Very Satisfied)
3. ZA Plus	97,21 (Sangat Puas Very Satisfied)
4. SP-36	98,92 (Sangat Puas Very Satisfied)
5. SP-26	99,90 (Sangat Puas Very Satisfied)
6. Phosgreen	100 (Sangat Puas Very Satisfied)
7. Phonska Plus	97,67 (Sangat Puas Very Satisfied)
8. NPK Kebomas	94,28 (Sangat Puas Very Satisfied)
9. Petro Nitrat	97,62 (Sangat Puas Very Satisfied)
10. Petro Ningtrat	100 (Sangat Puas Very Satisfied)
11. Phonska Alam	99,44 (Sangat Puas Very Satisfied)
12. Petro Niphos	95,71 (Sangat Puas Very Satisfied)
13. Nitralite	96,25 (Sangat Puas Very Satisfied)
14. ZK Petro	100 (Sangat Puas Very Satisfied)
15. Kapur Pertanian Agricultural Lime	99,92 (Sangat Puas Very Satisfied)
16. petro Cas	99,64 (Sangat Puas Very Satisfied)
Rata-rata Average	98,33 (Sangat Puas Very Satisfied)
C. Produk Non Pupuk Non-Fertilizer Products	
1. Amonia Ammonia	98,16 (Sangat Puas Very Satisfied)
2. Asam Sulfat Sulfuric Acid	92,86 (Sangat Puas Very Satisfied)
3. Purified Gypsum	93,06 (Sangat Puas Very Satisfied)
4. Alf3	100 (Sangat Puas Very Satisfied)
5. Dry Ice	100 (Sangat Puas Very Satisfied)
6. Nitrogen Gas (Nmc)	96,75 (Sangat Puas Very Satisfied)
Rata-rata Average	96,75 (Sangat Puas Very Satisfied)

ANTISIPASI PEMALSUAN DAN PENYELEWENGAN PRODUK

PT Petrokimia Gresik **(1-4)** dan PT Pupuk Indonesia (Persero) **(5-10)** senantiasa melakukan upaya-upaya untuk mengantisipasi terjadinya penyalahgunaan atas produk-produknya melalui inisiatif-inisiatif strategis sebagai berikut:

1. Penerapan kantong bersama pupuk Urea, Phonska, dan Petroganik oleh PT Pupuk Indonesia (Persero);
2. Penambahan *bag code* pada kantong pupuk anorganik;
3. Penambahan kode mitra produksi dan nama produsen pada kantong pupuk organik;
4. Pemasangan publikasi anjuran penggunaan produk pupuk yang asli di media cetak sesuai instruksi PT Pupuk Indonesia (Persero);
5. Melakukan koordinasi secara rutin dengan KP3 provinsi dan kabupaten;

PRODUCT COUNTERFEITING AND MISAPPROPRIATION ANTICIPATION

PT Petrokimia Gresik **(1-4)** and PT Pupuk Indonesia (Persero) **(5-10)** always make efforts to anticipate misuse of their products through the following strategic initiatives:

1. Application of joint bags of Urea, Phonska, and Petroganik fertilizers by PT Pupuk Indonesia (Persero);
2. Adding a bag code to inorganic fertilizer bags;
3. Add the production partner code and producer name to organic fertilizer bags;
4. Posting publications recommending the use of original fertilizer products in print media according to PT Pupuk Indonesia (Persero) instructions;
5. Coordinate regularly with KP3 provincial and regency;

6. Kerja sama pengawasan penyaluran pupuk bersubsidi dengan personel TNI AD; 7. Pewarnaan pupuk ZA bersubsidi (<i>orange</i>) dan Urea bersubsidi (<i>pink</i>); 8. Sistem penembusan pupuk menggunakan Sistem Informasi Penembusan dan Penyaluran Pupuk (SIP3); 9. Pemasangan stiker pada truk pengangkutan pupuk bersubsidi; 10. Pengawasan distribusi pupuk oleh petugas lapangan PG dan asisten; 11. Pembentukan Tim Penanganan Pemalsuan, Penggelapan, Pencurian, Pengoplosan, dan Penyelewengan Pengiriman Pupuk.	6. Cooperation in monitoring the distribution of subsidized fertilizer with TNI AD personnel; 7. Coloring of subsidized ZA fertilizer (Orange) and subsidized Urea (Pink); 8. The fertilizer penetration system uses the Fertilizer Penetration and Distribution Information System (SIP3); 9. Installation of stickers on trucks transporting subsidized fertilizer; 10. Supervision of fertilizer distribution by PG field officers and assistants; 11. Formation of a Team to Handle Counterfeiting, Embezzlement, Thievery, Mixing, and Misappropriation of Fertilizer Delivery.

KLAIM TERHADAP PRODUK DAN KEMASAN

[301-3]

Dalam periode tahun 2023 pelaporan terdapat keluhan dan klaim terhadap 7 (tujuh) produk oleh 7 (tujuh) pelanggan untuk sejumlah 1.698,55 ton atau sebesar 0,013% dari total penjualan pupuk dan non pupuk sebesar 13.027.470,39 ton. Dari jumlah 1.698,55 ton produk yang dikembalikan oleh pelanggan karena warna, ukuran dan butiran lembek terutama berasal dari 8 (delapan) ton produk pupuk Phosgreen dan 1 (satu) ton dari pupuk NPK Kebomas 15-15-6+4Mg. Seluruh keluhan dan klaim tersebut dilakukan melalui prosedur pengelolaan suara pelanggan PG-PR-30-0011 dan telah dilakukan *re-bagging* kantong dan penggantian biaya transportasi ke konsumen dengan rincian sebagai berikut:

CLAIMS ON PRODUCTS AND PACKAGING [301-3]

In the 2023 reporting period, there were complaints and claims regarding 7 (seven) products by 7 (seven) customers for a total of 1,698.55 tons, or 0.013% of total fertilizer and non-fertilizer sales of 13,027,470.39 tons. Of the 1,698.55 tons of product returned by customers because of color, size, and soft granules, it mainly came from 8 (eight) tons of Phosgreen fertilizer products and 1 (one) ton from NPK Kebomas 15-15-6+4Mg fertilizer. All complaints and claims are carried out through the customer voice management procedure PG-PR-30-0011, and bag re-bagging and transport cost reimbursement to consumers have been carried out with the following details:

No.	Jenis Produk Product Type	Keluhan Complaint	Konsumen Consumer	Kuantum yang Dikeluhkan Quantum Required (Ton)	Penggantian Reimbursement (Rp)	Status
1	Phosgreen	Warna dan ukuran Color and size	Tarno/kios Margo Tani	0,195	682.500	Retur produk Product return
2	Phosgreen	Warna dan ukuran Color and size	Riswanto/Kio Mitra Usaha Tani	8	28.000.000	Retur produk Product return
3	ZA Petro	Terdapat bahan ikutan, bentuk lembut seperti tepung, warna coklat, karung jelek, dan banyak yang sobek Material present, soft powdery shape, brown color, bad sacks, and many torn ones	PT Maulana Raya Abadi	0,1	480.000	Retur produk Product return
4	NPK Kebomas 12-12-17+2Mg	Tidak sesuai spesifikasi formula Not according to formula specifications	PT Goautama Sinarbatuah	1.558,50	170.353.473	Diskon pada pembelian berikutnya Discount on next purchase



No.	Jenis Produk Product Type	Keluhan Complaint	Konsumen Consumer	Kuantum yang Dikeluarkan Quantum Required (Ton)	Penggantian Reimbursement (Rp)	Status
5	NPK Kebomas 12-12-17+2Mg	Tidak sesuai spesifikasi formula Not according to formula specifications	PT Trio Makmur Berjaya/Distributor	100	12.223.077	Diskon pada pembelian berikutnya Discount on next purchase
6	NPK Kebomas 15-15-6+4Mg	Butiran kurang standar (lembek) Not Standard granules (mushy)	CV Mekar Jaya Abadi/Distributor	1	6.040.000	Retur produk Product return
7	CV Semi/ Distributor	Karung sobek Torn sack	PT Trio Makmur Berjaya/Distributor	30,75	173.600	Retur 62 kantong pupuk Returned 62 bags of fertilizer
Jumlah Total				1.698.55	217.952.650	

KEPATUHAN SOSIAL EKONOMI [2-27]

Proses operasional pengadaan, produksi, pendistribusian dan pemasaran yang dilakukan oleh PG senantiasa menyesuaikan dengan regulasi Pemerintah yang berlaku dan ketentuan dari PT Pupuk Indonesia (Persero) sebagai induk perusahaan termasuk terhadap aspek kemasyarakatan. Dalam periode pelaporan tidak terdapat kasus ketidakpatuhan terhadap ketentuan yang berlaku dalam bidang ekonomi dan sosial serta tidak terdapat denda yang harus ditanggung oleh PG terkait dengan pelanggaran/ketidakpatuhan sosial ekonomi.

SOCIOECONOMIC COMPLIANCE [2-27]

The operational processes of procurement, production, distribution, and marketing carried out by PG always adapt to applicable Government regulations and the provisions of PT Pupuk Indonesia (Persero) as the parent company, including social aspects. In the reporting period, there were no cases of non-compliance with applicable provisions in the economic and social fields, and there were no fines that had to be borne by PG related to socio-economic violations/non-compliance.

SDGS COMPASS

PG sebagai bagian dari entitas global turut berkontribusi mendukung SDGs dengan kebijakan, program, dan kegiatan dampak berkelanjutan terhadap aspek ekonomi, lingkungan dan sosial dengan tata kelola yang baik melibatkan para pemangku kepentingan.

SDGS COMPASS

PG, as part of a global entity, contributes to supporting the SDGs with policies, programs, and activities with sustainable impacts on economic, environmental, and social aspects and good governance involving stakeholders.

Tujuan SDGs SDGs Goals	SDGs Indikator SDGs Indicator	GRI 2016 2016 GRI	Program/Kegiatan Program/Activities
	1.5.1.(b) Pemenuhan kebutuhan dasar korban bencana sosial Fulfilling the basic needs of victims of social disasters	203-2; 413-1	- Bantuan sasmastaskin - Bantuan korban bencana alam - Khitanan massal - Peduli anak berkebutuhan khusus - Istighosah bersama anak yatim - Sasmastaskin assistance - Aid to natural disaster victims - Mass circumcision - Care for children with special needs - Istighosah with orphans
	1.3.1.(c) Penyandang disabilitas yang miskin dan kaum rentan yang terpenuhi hak dasarnya dan inklusivitas Poor people with disabilities and vulnerable people who have their basic rights and inclusiveness fulfilled		

Tujuan SDGs SDGs Goals	SDGs Indikator SDGs Indicator	GRI 2016 2016 GRI	Program/Kegiatan Program/Activities
	2.2.1 Prevalensi <i>stunting</i> (pendek dan sangat pendek) pada anak di bawah lima tahun/balita Prevalence of stunting (short and very short) in children under five years old/toddlers	203-2; 413-1	- Bantuan sembako warga sekitar Perseroan - Bantuan sembako korban bencana banjir - Bantuan sembako korban bencana gempa - Basic food package assistance for residents around the Company - Basic food package assistance for flood disaster victims - Basic food package assistance for earthquake victims
	3.4 Pada tahun 2030, mengurangi hingga sepertiga angka kematian dini akibat penyakit tidak menular, melalui pencegahan dan pengobatan, serta meningkatkan kesehatan mental dan kesejahteraan By 2030, reduce by one-third the number of premature deaths due to non-communicable diseases through prevention and treatment, and improve mental health and well-being	413-1	- Program bantuan anak berkebutuhan khusus - Pengobatan jus sehat - Khitanan massal - Lomba Senam Germas - Pendar Festival (Pemuda Sehat Bugar) - Sosialisasi peningkatan kesehatan masyarakat - Rangkul Jiwa (ODGJ) - Pemberian vitamin pada anak (bebas <i>stunting</i>) - Kampung Sehat - Special needs children assistance program - Jus Sehat treatment - Mass circumcision - Germas gymnastics Competition - Pendar Festival (Healthy and Fit Youth) - Socialization to improve public health - Rangkul Jiwa (ODGJ) - Providing vitamins to children (free of stunting) - Kampung Sehat (Healthy Village)
	4.3.1.(b) Angka Partisipasi Kasar (APK) Perguruan Tinggi (PT) Gross Participation Rate (APK) Higher Education (PT) 4.3.1.(b) Angka Partisipasi Kasar (APK) Perguruan Tinggi (PT) Gross Participation Rate (APK) Higher Education (PT) 4.3.1.(a) Angka Partisipasi Kasar (APK) SMA/SMK/MA/ sederajat. Gross Participation Rate (APK) SMA/SMK/MA/ equivalent. 4.1.1.(d) Angka Partisipasi Kasar (APK) SD/MI/ sederajat Gross Participation Rate (APK) SD/MI/ equivalent 4.1.1.(e) Angka Partisipasi Kasar (APK) SMP/MTs/ sederajat Gross Participation Rate (APK) SMP/MTs/ equivalent	413-1	- Beasiswa S1 - Beasiswa SMA - Pelatihan dan peningkatan kapasitas BESTRO - Beasiswa anak asuh dan berprestasi - Bantuan untuk pondok pesantren dan panti asuhan - Bantuan Pendidikan Anak Usia Dini (PAUD) - Bantuan pendidikan Taman Pendidikan Al-Qur'an (TPQ) - Bantuan proposal sarana pendidikan - Pelatihan relawan tanggap bencana - Comdev <i>safety heroes</i> - Beasiswa pendidikan petani muda - Sekar Mamamia - Pelatihan sertifikasi ahli K3 - Undergraduate scholarship - High school scholarships - BESTRA training and capacity building - Scholarship for foster children and achievers - Assistance for Islamic boarding schools and orphanages - Early Childhood Education (PAUD) assistance - Al-Qur'an Education Park (TPQ) educational assistance - Proposal assistance for education facilities - Disaster response volunteer training - Comdev <i>safety heroes</i> - Young farmer education scholarship - Sekar Mamamia - OHS expert certification training
	5.5.2 Proporsi perempuan yang berada di posisi manajerial Proportion of women in managerial positions	406-1	1 dari 3 Direksi adalah perempuan - Tidak ada diskriminasi gender untuk posisi manajerial 1 of 3 Board of Directors is female - There is no gender discrimination for managerial positions



Tujuan SDGs SDGs Goals	SDGs Indikator SDGs Indicator	GRI 2016 2016 GRI	Program/Kegiatan Program/Activities
	6.4.2.(b) Proporsi pengambilan air baku bersumber dan air tanah terhadap ketersediaannya Proportion of sourced raw water withdrawal and groundwater on their availability	303-1, 303-2, 303-4, 303-5	- Bantuan air bersih - Optimalisasi <i>Preheater Stripper</i> DA 501 pabrik Urea 1 <i>Advance Washing System</i>, pengurangan pemakaian air baku menggunakan alat perangkat kondensate fosfat - Air BERGUNA dari Proses <i>Condensate Treatment</i> digunakan sebagai <i>water scrubber</i> di pabrik Urea 1 - Pemanfaatan <i>Neutralized Water Effluent Treatment I</i> ke <i>Purified Gypsum I</i> - Pemanfaatan <i>Neutralized Water Effluent Treatment II</i> ke <i>Purified Gypsum II</i> - Pemanfaatan <i>Recycle Blowdown Demin Plant</i> UBB untuk kegiatan riset dan pengembangan - Clean water assistance - Optimization of <i>Preheater Stripper</i> DA 501 Urea 1 factory <i>Advance Washing System</i>, reducing raw water usage using a phosphate condensate trap - BERGUNA water from the <i>Condensate Treatment Process</i> is used as a <i>water scrubber</i> at the Urea 1 factory - Utilization of <i>Neutralized Water Effluent Treatment I</i> for <i>Purified Gypsum I</i> - Utilization of <i>Neutralized Water Effluent Treatment II</i> for <i>Purified Gypsum II</i> - Utilization of the <i>Recycle Blowdown Demin Plant</i> UBB for research and development activities
	6.3.2.(a) Kualitas air permukaan sebagai air baku Surface water quality as raw water		

Tujuan SDGs SDGs Goals	SDGs Indikator SDGs Indicator	GRI 2016 2016 GRI	Program/Kegiatan Program/Activities
	7.3.1 Intensitas energi primer Primary energy intensity	302-4, 302-5	• Penurunan konsumsi energi turbin 101-JT dengan menurunkan tekanan <i>Surface Condenser</i> 101-JTC di pabrik Amonia IB • Pemanfaatan <i>steam</i> dari WHB asam sulfat sebagai <i>drying</i> di Unit Purified Gypsum • Modifikasi <i>Line</i> Amonia dari 127 C pabrik Amonia untuk optimalisasi transfer bahan baku di pabrik Ammonium Sulfate II • Substitusi regenerasi molekular sieve dari media pemanas <i>High Pressure Steam</i> (HPS) menjadi <i>Medium Pressure Steam</i> (MPS) di 173-C pabrik Amonia • Modifikasi <i>Line</i> Amonia dari 127 C pabrik Amonia untuk optimalisasi transfer bahan baku pabrik Ammonium Sulfate ZA I/III • Optimalisasi panas di unit reformer pabrik Amonia IA • Membuat alat perangkat kondensat fosfat sehingga <i>power</i> P2341 berkurang • Penggantian <i>steam trap boco</i> • Penggantian lampu TL menjadi lampu LED • Pemanfaatan <i>Purge Gas</i> Ammonia untuk <i>Feeding Boiler</i> B-1102 dan penerangan masjid dan PKL di Desa Ngipik • Reducing 101-JT turbine energy consumption by reducing 101-JTC Surface Condenser Pressure at the IB Ammonia Factory • Utilization of steam from WHB sulfuric acid as drying in Purified Gypsum Units • Modification of the Ammonia Line from the 127 C Ammonia Factory to optimize the transfer of raw materials at the Ammonium Sulfate II Factory • Substitution of Regenerated Molecular Sieve from High Pressure Steam (HPS) Heating Media to Medium Pressure Steam (MPS) in 173-C Ammonia Factory • Modification of the Ammonia Line from the 127 C Ammonia Factory to optimize the transfer of raw materials for the Ammonium Sulfate ZA I/III Factory • Heat Optimization in the Reformer Unit of the IA Ammonia Factory • Make a Phosphate Condensate Trap Device so that the power of P2341 is reduced • Replacement of Steam Trap Boco • Replacement of TL lamps with LED lamps • Utilization of Ammonia Purge Gas for Feeding Boiler B-1102 and Lighting for Mosques and PKL in Ngipik Village
	7.2.1 Bauran energi terbarukan Renewable energy mix		
	8.3.1(a) Persentase akses Usaha Mikro, Kecil, dan Menengah (UMKM) ke layanan keuangan Percentage of Micro, Small, and Medium Enterprises (MSME) access to financial services	203-1, 203-2, 413-1	Program Pendanaan Usaha Kecil & Mikro Small & Micro Enterprises Funding Program
	8.3.1 Proporsi lapangan kerja informal, berdasarkan sektor dan jenis kelamin Proportion of informal employment by sector and gender		



Tujuan SDGs SDGs Goals	SDGs Indikator SDGs Indicator	GRI 2016 2016 GRI	Program/Kegiatan Program/Activities
	9.4.1.(a) Penurunan emisi gas rumah kaca sektor industri Greenhouse gas emissions reduction in the industrial sector	305-1-305-7	- Pemanfaatan <i>purge gas</i> ke B-1102 - Penggantian lampu ke lampu LED - Pemasangan lampu <i>solar cell</i> - Pemanfaatan CO₂ ke pabrik Urea sebagai <i>dry ice</i> kemudian didistribusikan ke nelayan di Desa Lumpur dan Kroman - Pemanfaatan CO₂ ke pabrik Urea - Pemanfaatan CO₂ ke pabrik ZA I - Proposal prasarana dan sarana umum <i>ring I</i> dan di luar <i>ring I</i> - Bantuan proposal sarana ibadah <i>ring I</i> dan di luar <i>ring I</i> - Bantuan kegiatan manasik haji - Utilization of <i>purge gas</i> in B-1102 - Replacement of lamps with LED lamps - Installation of solar cell lights - Utilization of CO₂ in the Urea factory as dry ice and then distributed to fishermen in Lumpur and Kroman villages - Utilization of CO₂ in the Urea factory - Utilization of CO₂ in the ZA I factory - Proposal for infrastructure and public facilities in <i>ring I</i> and outside <i>ring I</i> - Proposal assistance for worship facilities in <i>ring I</i> and outside <i>ring I</i> - Assistance with hajj rituals
	10.3.1.(a) Indeks kebebasan, di antaranya hak untuk berkeyakinan dan beribadah Freedom index, including the right to believe and worship	203-2, 413-1	- Semarak ibadah Ramadhan - Bantuan kegiatan perayaan Natal - Vibrant Ramadhan worship - Assistance for Christmas celebration activities
	11.6.2.(b) Indeks kualitas udara Air quality index	305-5	- Penggantian/<i>make-up</i> katalis di pabrik Asam Sulfat I - Penggantian/<i>make-up</i> katalis di pabrik Asam Sulfat II - Penurunan kadar partikulat dan <i>flour</i> di pabrik Asam Fosfat dengan alat perangkap kondensat fosfat - Pemasangan the new XScrubber System Tech 2.0 - Optimalisasi <i>scrubbing</i> NPK IV - Optimalisasi <i>scrubbing</i> Urea - Replacement/<i>make-up</i> of catalyst at the Sulfuric Acid I factory - Replacement/<i>make-up</i> of catalyst at the Sulfuric Acid II factory - Reducing particulate and fluorine levels in the Phosphate Acid factory with Phosphate Condensate trap equipment - Installation of the New XScrubber System Tech 2.0 - Optimization of NPK IV scrubbing - Optimization of Urea scrubbing

Tujuan SDGs SDGs Goals	SDGs Indikator SDGs Indicator	GRI 2016 2016 GRI	Program/Kegiatan Program/Activities
	11.6.1.b Persentase sampah nasional yang terkelola Percentage of national waste managed	306-3	- Pengurangan kertas dengan integrasi pelaporan dan <i>logsheet online</i> menggunakan jaringan <i>Local Area Network</i> (LAN) - Pengurangan kertas dengan sistem <i>online e-portal Occupational Safety dan Health</i> (Eposh.id) - Pengurangan kertas dengan sistem <i>online HCM</i> - Pengurangan pemakaian kertas dengan <i>reuse</i> kertas bekas layak pakai dan penggunaan kertas dua sisi - Pengurangan sampah botol minuman dan plastik diganti menggunakan gelas kaca untuk kemasan air minum - Pengurangan sampah kertas bekas kotak makanan dan <i>snack meeting</i> dengan menggunakan piring sebagai tempat penyajian - Pengurangan pemakaian kertas untuk surat menyurat menggunakan aplikasi Web Digital Office - Program <i>Zero Plastic</i> - Paper reduction with online reporting and logsheet integration using a Local Area Network (LAN) - Paper reduction with the Occupational Health and Safety e-portal online system (Eposh.Id) - Paper reduction with the HCM online system - Paper usage reduction by reusing used paper and using double-sided paper - Beverage bottle waste reduction and replacing plastic with glass cups for drinking water packaging - Reduce paper waste from food boxes and snack meetings by using plates as serving containers - Reduce paper usage for correspondence using Digital Office Web applications - Zero Plastic Program
	12.8.1.(b) Jumlah fasilitas yang menerapkan Standar Pelayanan Masyarakat (SPM) dan teregister (yang disediakan oleh pemerintah atau swasta) berupa Pasar Tradisional, Pasar Modern/ <i>Supermarket</i> , Taman Kota, Tempat Ibadah, <i>Rest Area</i> , Sekolah, Rumah Sakit, dan lainnya The number of facilities that implement Community Service Standards (SPM) and are registered (provided by the government or private sector) in the form of Traditional Markets, Modern Markets/ Supermarkets, City Parks, Places of Worship, Rest Areas, Schools, Hospital, and others	203-1	- Bantuan sarana prasarana umum - Bantuan sarana prasarana pendidikan - Bantuan sarana ibadah - Assistance for public infrastructure - Assistance for educational infrastructure - Assistance for worship facilities



Tujuan SDGs SDGs Goals	SDGs Indikator SDGs Indicator	GRI 2016 2016 GRI	Program/Kegiatan Program/Activities
12.4.2.	a. Limbah B3 yang dihasilkan per kapita b. Proporsi limbah B3 yang ditangani/diolah berdasarkan jenis penanganannya/ pengolahannya a. B3 waste generated per capita b. The proportion of B3 waste handled/processed based on type of handling/processing	306-3	- Pengurangan limbah katalis melalui <i>extending lifetime</i> katalis Amonia - Pengurangan limbah katalis melalui <i>screen</i> katalis Asam Sulfat - Penggunaan kapur Ex ZA II sebagai bahan urukan reklamasi - Penggunaan gipsum sebagai bahan baku produk <i>purified gypsum</i> - Penggunaan gipsum sebagai bahan baku pupuk ZA - Penggunaan gipsum sebagai bahan baku produk Petrocas - Optimalisasi pemanfaatan <i>crude gypsum</i> dan kapur melalui pencampuran 98% <i>chemical gypsum</i> dan 2% kapur menjadi gipsum netral - Optimalisasi pemanfaatan <i>crude gypsum</i> sebagai produk gipsum pertanian untuk pembedah tanah - Pengurangan limbah kapur (CaCO₃) dengan optimalisasi proses cair pada pabrik Amunium Suphate II - Pengurangan limbah <i>cartridge printer</i> melalui Program Digital Office - Proses purifikasi oli untuk mengurangi timbulan oli bekas - Catalyst waste reduction through extending the lifetime of Ammonia Catalyst - Catalyst waste reduction through Sulfuric Acid catalyst screen - Use of Ex ZA II Lime as reclamation backfill material - Use of gypsum as raw material for purified gypsum products - Use of gypsum as raw material for ZA fertilizer - Use of gypsum as raw material for Petrocas products - Optimizing the utilization of crude gypsum and lime by mixing 98% chemical gypsum and 2% lime into neutral gypsum - Optimizing the use of crude gypsum as an agricultural gypsum product for soil treatment - Lime waste (CaCO₃) reduction by optimizing the liquid process at the Amunium Suphate II factory - Printer cartridge waste reduction through the Digital Office Program - Oil purification process to reduce used oil generation
12.3.1.(a)	Presentase sisa makanan Percentage of food waste	306-2	Pemanfaatan sampah organik sisa daun dan sampah rumah tangga menjadi pupuk kompos Utilization of left over leaves organic waste and household waste into compost
12.5.1.(a)	Jumlah timbulan sampah yang didaur ulang The quantity of waste generation recycled		- Pemanfaatan limbah organik menjadi pupuk organik Petroganik - Pemanfaatan dan daur ulang limbah anorganik - Bekerja sama dengan Bank Sampah Meduran Bersatu - Optimalisasi limbah ternak sebagai media tanam menggunakan Petro Gladiator <i>Extend Producer Responsibility</i> (EPR) karung bekas kemasan pupuk - Utilization of organic waste into Petroganik organic fertilizer - Utilization and recycling of inorganic waste - Collaborating with the Meduran Bersatu Waste Bank - Optimization of livestock waste as a planting medium using Petro Gladiator - Extend Producer Responsibility (EPR) for used fertilizer packaging sacks

Tujuan SDGs SDGs Goals	SDGs Indikator SDGs Indicator	GRI 2016 2016 GRI	Program/Kegiatan Program/Activities
	13.2.1 Terwujudnya penyelenggaraan inventarisasi Gas Rumah Kaca GRK), serta monitoring, pelaporan dan verifikasi emisi RK yang dilaporkan dalam dokumen <i>Biennial Update report (BUR)</i> dan <i>National Communications</i> Realization of GHG greenhouse gas inventory implementation, as well as monitoring, reporting and verification of RK emissions reported in the Biennial Update Report (BUR) and National Communications Documents	305-5	• Penggantian/<i>make-up</i> katalis di pabrik Asam Sulfat I • Penggantian/<i>make-up</i> katalis di pabrik Asam Sulfat II • Penurunan kadar partikulat dan <i>flour</i> di pabrik Asam Fosfat dengan alat perangkap kondensat fosfat • Pemasangan The New Xscrubber System Tech 2.0 • Optimalisasi <i>scrubbing</i> NPK IV • Optimalisasi <i>scrubbing</i> Urea • Pemanfaatan <i>purge gas</i> ke B-1102 • Penggantian ke lampu LED • Pemasangan lampu <i>solar cell</i> • Pemanfaatan CO₂ ke pabrik Urea sebagai <i>dry ice</i> kemudian didistribusikan ke nelayan di desa Lumpur dan Kroman • Pemanfaatan CO₂ ke pabrik Urea • Pemanfaatan CO₂ ke pabrik ZA I • Kegiatan Kampung Proklim 2023 • Replacement/<i>make-up</i> of catalyst at Sulfuric Acid I plant • Replacement/<i>make-up</i> of catalyst at Sulfuric Acid II plant • Reducing particulate and fluorine levels in Phosphate Acid plant with phosphate condensate trap devices • Installation of the New Xscrubber System Tech 2.0 • Optimization of NPK IV scrubbing • Optimization of Urea scrubbing • Utilization of <i>purge gas</i> in B-1102 • Replacement of LED lights • Installation of solar cell lights • Utilization of CO₂ in Urea plant as dry ice then distributed to fishermen in Lumpur and Kroman villages • Utilization of CO₂ in the Urea plant • Utilization of CO₂ in ZA I plant • 2023 Proklim Village activities
	14.2.1 Penerapan pendekatan berbasis ekosistem dalam pengelolaan areal lautan Application of an ecosystem-based approach in managing marine areas	304-1, 304-2, 304-3, 304-4, 203-1, 203-2, 413-1	Program RPPM Mengare Mengare RPPM Program
	14.5 Pada tahun 2030, melestarikan setidaknya 10% dari wilayah pesisir dan laut, konsisten dengan hukum nasional dan internasional dan berdasarkan informasi ilmiah terbaik yang tersedia By 2030, conserve at least 10% of the coastal and marine areas, consistent with national and international law and based on the best available scientific information		• Perlindungan dan pelestarian hutan konservasi <i>mangrove</i> • <i>Oyster reef</i> untuk perlindungan <i>mangrove</i> terhadap gelombang laut • Protection and preservation of mangrove conservation forests • Oyster reef for mangrove protection against ocean waves



Tujuan SDGs SDGs Goals	SDGs Indikator SDGs Indicator	GRI 2016 2016 GRI	Program/Kegiatan Program/Activities	
	15.1	Pada tahun 2030, menjamin pelestarian, restorasi dan pemanfaatan berkelanjutan dari ekosistem daratan dan perairan darat serta jasa lingkungannya, khususnya ekosistem hutan, lahan basah, pegunungan dan lahan kering, sejalan dengan kewajiban berdasarkan perjanjian internasional By 2030, guaranteeing preservation, restoration and sustainable use of terrestrial and inland water ecosystems and their environmental services, especially forest, wetland, and mountain ecosystems and dry land, in line with obligations under international agreements	304-1, 304-2, 304-3, 304-4	• Pelestarian hutan kota • Program penghijauan sekitar perseroan • Program Masyarakat Sadar Sampah (Masdarsa) Tlogo Pojok • Perlindungan dan pelestarian sumber daya hayati di kawasan Perseroan dan sekitarnya • City forest preservation • Greening program around the Company • Masyarakat Sadar Sampah Tlogo Pojok (Masdarsa) program • Protection and preservation of biological resources in the Company area and its surroundings
	15.1.1	Proporsi kawasan hutan terhadap total luas lahan Proportion of forest area to total land area		Bantuan bibit tanaman Plant seed assistance
	15.5	Melakukan tindakan cepat dan signifikan untuk mengurangi degradasi habitat alami, menghentikan kehilangan keanekaragaman hayati, dan, pada tahun 2030, melindungi dan mencegah lenyapnya spesies yang terancam punah Take immediate and significant action to reduce the degradation of natural habitats, halt biodiversity loss, and, by 2030, protect and prevent the disappearance of endangered species	203-2, 413-1	• Perlindungan dan pelestarian sumber daya hayati di kawasan Perseroan dan sekitarnya • Konservasi sumber daya hayati langka yang dilindungi • Protection and preservation of biological resources in the Company area and its surroundings • Conservation of protected rare biological resources
	16.5.1.(a)	Indeks Perilaku Antikorupsi (IPAK). Anti-Corruption Behavior Index (IPAK)	205-1	• Melaporkan 113 LHKPN atau 100% Dewan Komisaris, Direksi, serta pejabat eselon I, II dan III sebagai bentuk ketaatan regulasi pemerintah dan bagian dari mitigasi pencegahan korupsi di lingkungan Perseroan • Bantuan dampak tindakan terorisme 2023 • Bantuan pelaksanaan kegiatan sosial antar kelembagaan • Reported 113 LHKPN, or 100% of the Board of Commissioners, the Board of Directors, and echelon I, II, and III officials, as a form of compliance with government regulations and part of mitigating the prevention of corruption in the Company environment • Assistance for the impact of acts of terrorism in 2023 • Assistance for the implementation of inter-institutional social activities
	16.6.1.(c)	Persentase penggunaan <i>e-procurement</i> terhadap belanja pengadaan Percentage of e-procurement use on procurement spending	204-1	<i>E-procurement</i> sentral dengan PT Pupuk Indonesia (Persero) Central e-procurement with PT Pupuk Indonesia (Persero)
	17.11.1.(a)	Pertumbuhan ekspor produk non migas Growth in exports of non-oil and gas products	201-1	Ekspor produksi pupuk non-subsidi ke sejumlah negara di kawasan Asia Export of non-subsidized fertilizer production to a number of countries in the Asian region

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**KEMENTERIAN PENDIDIKAN, KEBUDAYAAN, RISET
DAN TEKNOLOGI UNIVERSITAS BRAWIJAYA**
FAKULTAS EKONOMI DAN BISNIS
**Pusat pengkajian Sustainability Bisnis, Sosial,
dan Lingkungan (PPS BSL)**

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Expert Assurance Report

To the Commissioner and President of PT Petrokimia Gresik

We have been engaged to perform an expert assurance report by the President Director of PT Petrokimia Gresik ("Company") regarding the sustainability information reported in the Company's Sustainability Report for the year ending December 31, 2023 ("Report"). This Report is prepared in accordance with the terms of our contract with the Company dated June 15, 2023.



Insurance Standards and Scope

The expert assurance was engaged in accordance with Type 2 assurance from the AccountAbility Assurance Standard (AA1000 AS v3), which includes:

- Evaluating the sustainability framework and processes of PT Petrokimia Gresik using the criteria of inclusivity, materiality, responsiveness, and impact from AA1000 AccountAbility (AA1000AS v3).
- Reviewing the performance evaluation disclosed and the relevant data collection process against the Comprehensive Option Reporting Principles of the GRI Standards: stakeholder inclusiveness, sustainability context, materiality, completeness, balance, comparability, accuracy, timeliness, clarity, and reliability.

This assurance covers the Sustainability Report and focuses on disclosures, statements, and claims related to specific sustainability performance information during the reporting period from January 2023 to December 2023.

This specific sustainability performance information includes the Partnership and Community Development Program, Environmental Management, and Occupational Health and Safety.



Assurance Level and Limitations

A moderate (or limited) level of assurance is provided through the review and verification of management-level data. The scope of work does not include historical information, acquisitions and financial data, technical descriptions of equipment and production processes, or other information unrelated to sustainability or already supported by existing documents, such as previous Sustainability Reports and Annual Reports of PT Petrokimia Gresik, or third-party audits and certifications. We do not assess the figures and findings found in the stakeholder engagement reports initiated in 2023.



**KEMENTERIAN PENDIDIKAN, KEBUDAYAAN, RISET
DAN TEKNOLOGI UNIVERSITAS BRAWIJAYA**

FAKULTAS EKONOMI DAN BISNIS

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Responsibility, Independence, and Impartiality

The following statement represent our independent judgment. The management of PT Petrokimia Gresik is responsible for preparing the Report and all statements and figures contained within it. Our responsibility is to conduct the assurance engagement, prepare the assurance report and assurance statement for the management of PT Petrokimia Gresik only and for no other purpose. We were not involved in the development of the Report or the disclosed management processes. Our activities are independent of PT Petrokimia Gresik and we have no financial interest in the business operations of PT Petrokimia Gresik.



Assurance Methodology

The engagement was conducted using the following methodology:

1. Identifying statements and data sets, classified based on relevant data ownership and the type of evidence required for the verification process.
2. Collecting data through questionnaires and conducting interviews via Video Conference with management and data owners at PT Petrokimia Gresik. Data verification includes:
 - Asking a series of questions regarding quantitative and qualitative aspects of the Report disclosures, including performance information, policies, procedures, and underlying management systems.
 - Requesting source data evidence and explanations of relevant collection and calculation methods to substantiate figures and claims.
 - Sampling quantitative data from various sources.
 - Testing claims made in the Report and confirming the evidence presented, including calculation methods, criteria, and assumptions, with several data owners and other documentation from internal and external sources.
 - Cross-referencing between previous Sustainability Reports of PT Petrokimia Gresik and the latest Report of PT Petrokimia Gresik.

Reviewing the collected information and providing recommendations for immediate corrections if needed or for the improvement of future Report content.



**KEMENTERIAN PENDIDIKAN, KEBUDAYAAN, RISET
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FAKULTAS EKONOMI DAN BISNIS

**Pusat pengkajian Sostenabilitas Bisnis, Sosial,
dan Lingkungan (PPS BSL)**

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Telp. +62-341-551396, 555000 | Fax. +62-341-553834
E-mail : ppsbsl@ub.ac.id | Website : <http://www.feb.ub.ac.id>

Findings

Evaluation of the adherence to AccountAbility (AA1000) Principles

We have been engaged to perform an expert assurance report by the President Director of PT Petrokimia Gresik ("Company") regarding the sustainability information reported in the Company's Sustainability Report for the year ending December 31, 2023 ("Report"). This Report is prepared in accordance with the terms of our contract with the Company dated May 15, 2023.

INCLUSIVITY - How the organization engages with stakeholders and enables their participation in identifying issues and finding solutions?

PT Petrokimia Gresik continues to maintain and strengthen its efforts to identify and incorporate stakeholder concerns and formal engagement in sustainability reporting for the 2023 period. Key stakeholder groups are mapped and updated through meetings and feedback channels throughout 2023 using various online platforms and social media. These efforts play a crucial role in understanding the evolving expectations of the company's stakeholders, demonstrating inclusive stakeholder engagement. In line with the company's core business, active adoption and utilization of new engagements were also observed through our assurance work, especially with employees.

MATERIALITAS - How the organization recognizes issues that are relevant and significant to it and its stakeholders?

Observed evidence confirms that PT Petrokimia Gresik has disclosed its material matters in a balanced and transparent manner. We have observed the process through data collection with questionnaires and communication via video conference, allowing the Company to understand 26 material issues that react to its business and stakeholders, which were then selected and focused on 3 specific sustainability performance information areas, namely cross-regular unit meetings, CSR group seminars, stakeholder representative interactions, and social media.

RESPONSIVENESS - How the organization responds to stakeholder issues and feedback through decisions, actions, performance, and communication?

PT Petrokimia Gresik's response to stakeholder issues observed across various stakeholder groups demonstrates a high level of accountability towards stakeholder issues, which is performed very well by the company. Evidence shows that stakeholder concerns are acknowledged and resolved promptly, with a dedicated department responsible for action and response. Specifically, local communities are provided with various channels that enable them to provide feedback about the company and its products and services. We also found that the Partnership and Community Development Program, as a spearhead in responding to stakeholder issues, is available on the company's website and public publications and reported periodically.



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IMPACT - How does the organization monitor, measure, and be accountable for their action affect their broader ecosystems?

PT Petrokimia Gresik has demonstrated a strong commitment to monitoring, measuring, and taking responsibility for its planning and operations across all organizational units. The management remains committed to fairly disclosing its impact on relevant material issues from 26 material aspects. The impact of its operations on environmental, social, and economic aspects has been well disclosed in compliance with GRI Standards.



Evaluation of Adherence to the GRI Standards and the Specified Sustainability performance information

This report presents information related to the main sustainability issues of PT Petrokimia Gresik and key stakeholders, and has been presented in accordance with GRI Standards. With consistent information disclosure and representation through tables detailing targets and achievements, PT Petrokimia Gresik's performance can be historically compared with previous reports.

The disclosure aspects of the Partnership and Community Development Program, Environmental Management, and Occupational Health and Safety performance have been consistently carried out despite situational and mobilization limitations. The company remains committed to implementing several philanthropic initiatives listed in the Sustainability Report, demonstrating good use of company resources and expertise in program implementation in 2023. We carefully observed with samples that the level of accuracy and reliability of the disclosed information is reasonable. Most of the data sources and calculation methods presented are comprehensive, well-prepared, and thoroughly demonstrated by the relevant data owners.

The reliability and consistency of the information are supported by structured data generated from the organization's data management systems in human resources and finance. We found no inconsistencies between the presented data and the report disclosures, which have proven to be supported by verifiable sources and management processes. The company consistently discloses information in text and table form for ease of understanding by the company's stakeholders.



Conclusion

Based on the assurance work conducted, we conclude that the claims in the PT Petrokimia Gresik 2023 Sustainability Report present a trustworthy and fair account of the organization's sustainability and its implementation in accordance with GRI Standards. Our assurance findings also conclude that, based on moderate assurance, the statements and disclosures in the Report achieve an adequate level of reliability and accuracy. We also conclude that occupational health and safety are prioritized within the company's work system and have been fairly disclosed. This program has become a standard system and is consistently applied within the company.



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Recommendation

We recommend that the primary aspect is health. The health system and environmental management are proposed to create a comprehensive evaluation framework for all organizational units with a measurable control system. We also recommend that the company continuously maintain engagement in the partnership and community development programs and build a better understanding of mutual roles to achieve its goals.

We also recommend that the implementation of sustainability awareness, which includes promoting healthy living, environmental friendliness, social care, and economic efficiency of company performance, should be more widely disseminated within the company and to key stakeholders.

Malang, 1 July 2024
Assurance Leader



AA1000
Licensed Report
000-926/V3-2FKXO

**Prof Eko Ganis Sukoharsono, SE, MCom (Accy),
MCom-Hons, CSP, CSRS, CSRA, CA, PH.D**

Certified Sustainability Reporting Assuror

The Center for Sustainability Research on Business, Society, and Environment is a non-profit research center focusing on the development and innovation of sustainable businesses and accounting, directed by Prof. Eko Ganis Sukoharsono, SE, MCOM (ACCY), MCOMHONS, CSRS, CSRA, CA, PH.D. The Center has competencies in the analysis and preparation of sustainability reports and assurance statements for a wide range of institutions – national, multinational, governmental, and NGOs. The Center has management and research professionals with certified sustainability reporting specialists and experienced assurers.





FORMULIR TANGGAPAN ATAS LAPORAN KEBERLANJUTAN

Response Form to the Sustainability Report

Terima kasih atas ketersediaan Anda untuk membaca Laporan Keberlanjutan 2023. Untuk memperbaiki kualitas Laporan Keberlanjutan dan meningkatkan transparansi kinerja keberlanjutan PG serta sebagai masukan untuk penyusunan Laporan Keberlanjutan 2023, kami mengharapkan saran dan tanggapan Anda atas laporan ini:

Thank you for your willingness to read the 2023 PG Sustainability Report. In order to improve the quality of the Sustainability Report and increase the transparency of PG's sustainability performance, and as an input for the preparation of the 2023 Sustainability Report, we expect your suggestions and responses to this report:

No.	Pertanyaan Question	Ya Yes	Tidak No
1	Informasi yang disajikan dalam laporan ini telah sesuai dengan harapan anda? The information presented in this report is in line with your expectations?		
2	Data yang disajikan telah transparan, dapat dipercaya, dan berimbang? The data presented is transparent, trustworthy, and balanced?		
3	Data dan Informasi yang disajikan berguna dalam pengambilan keputusan? The data and information presented are useful in decision-making?		
4	Laporan ini dapat dibaca dengan nyaman, gaya bahasa yang sesuai serta jelas? This report can be read comfortably, and the language style is appropriate and clear?		
5	Layout, jenis font, ukuran, tata warna, tampilan, dan gambar dalam laporan ini menarik dan mudah dibaca? The layout, font type, size, color layout, appearance, and images in this report are attractive and easy to read?		

No.		
1	Jelaskan informasi dalam laporan ini yang paling bermanfaat bagi anda, dalam aspek: i. Pelibatan pemangku kepentingan ii. Kinerja ekonomi iii. Kinerja lingkungan iv. Kinerja sosial Describe the information in this report that is most useful to you, in terms of: i. Stakeholder Engagement ii. Economic performance iii. Environmental performance iv. Social performance	
2	Jelaskan informasi dalam laporan ini yang anda inginkan untuk diperdalam, dalam aspek: Pelibatan Pemangku Kepentingan, Kinerja Ekonomi, Kinerja Lingkungan, dan Kinerja Sosial Explain the information in this report that you would like to elaborate on in the aspects of Stakeholder Involvement, Economic Performance, Environmental Performance, and Social Performance	
3	Saran lain yang anda ingin sampaikan terkait Laporan Keberlanjutan ini Any other suggestions you would like to convey regarding this Sustainability Report	



PROFIL PEMBACA READER PROFILE

Jenis Kelamin | Gender :

Usia | Age :

Pendidikan Terakhir | Last Education :

Pekerjaan | Occupational :

Nama Institusi | Name of Institution :

Bidang Usaha | Business Field :

Kami sangat menghargai tanggapan dan saran yang anda berikan kepada kami. Kirimkan lembar ini kepada:
We really appreciate the feedback and suggestions you give us. Send this sheet to:



KANTOR PUSAT | HEAD OFFICE

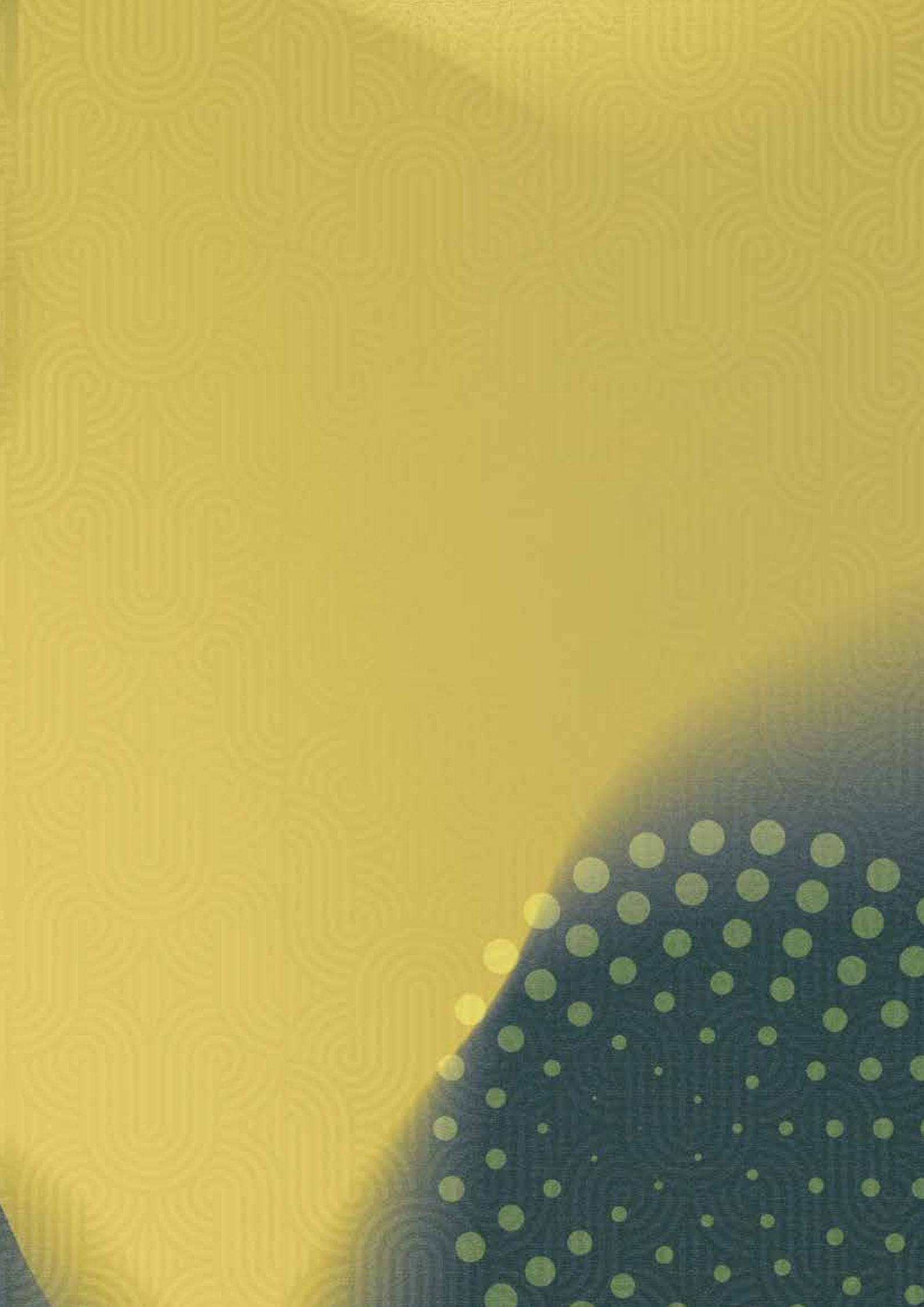
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Petrokimia Gresik on the **Move**: Towards a More Innovative & Sustainable Industry

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



**PETROKIMIA
GRESIK**
Solusi Agroindustri

BUMN UNTUK
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