PELINDO
MULTI TERMINAL



Collaborative Sustainability
Creating Shared Value

Keberlanjutan Kolaboratif, Menciptakan Nilai Bersama





PENJELASAN TEMA
Theme Explanation

Collaborative Sustainability Creating Shared Value

Keberlanjutan Kolaboratif, Menciptakan Nilai Bersama

Sepanjang tahun 2025, PT Pelindo Multi Terminal (PMT) memaknai keberlanjutan sebagai *"Collaborative Sustainability, Creating Shared Value"*, atau Keberlanjutan Kolaboratif yang Menciptakan Nilai Bersama, dalam setiap langkah pengembangan usahanya. Keyakinan ini lahir dari kesadaran bahwa keberlanjutan usaha kepelabuhanan tidak dapat diwujudkan secara sepihak, melainkan harus dibangun melalui kolaborasi yang erat dengan seluruh pemangku kepentingan, baik di lingkungan internal Perusahaan maupun bersama Pelindo Grup, pelanggan, mitra usaha, regulator, dan masyarakat di sekitar wilayah operasional. Sepanjang tahun pelaporan, arah strategis ini menjadi pijakan Perusahaan dalam menyeimbangkan pertumbuhan bisnis dengan tanggung jawab terhadap lingkungan, sosial, dan tata kelola.

Throughout 2025, PT Pelindo Multi Terminal (PMT) embraced sustainability as "Collaborative Sustainability, Creating Shared Value" in every step of its business development. This conviction stems from the understanding that sustainability in the port business cannot be achieved unilaterally, but must be built through close collaboration with all stakeholders, both within the Company and together with Pelindo Group, customers, business partners, regulators, and communities surrounding its operational areas. Throughout the reporting year, this strategic direction served as the Company's foundation in balancing business growth with responsibility toward the environment, society, and governance.

Semangat kolaboratif tersebut tercermin dalam cara kerja PMT sebagai pengelola jaringan terminal nonpetikemas terbesar di Indonesia, yang hadir di lebih dari 32 cabang dan 5 satelit pelabuhan di seluruh nusantara. Skala operasi yang luas ini menuntut sinergi yang konsisten, baik dalam interkoneksi antarterminal di dalam dan di luar ekosistem Pelindo, maupun dalam kemitraan strategis dengan pemilik kargo, penyedia jasa logistik, dan pemerintah daerah. Pada tahun 2025, arah pengembangan usaha Perusahaan difokuskan pada penguatan konektivitas logistik nasional melalui kolaborasi lintas terminal dan lintas pemangku kepentingan, sejalan dengan agenda *Integrated Connectivity* yang menjadi fokus strategis tahun berjalan. Semangat kolaboratif ini juga tercermin dalam tata kelola keberlanjutan Perusahaan, melalui peran Direksi, Dewan Komisaris, Komite ESG, dan Komite GRC yang bekerja secara terintegrasi dalam merumuskan arah, kebijakan, dan pengelolaan dampak keberlanjutan.

This collaborative spirit is reflected in the way PMT operates as the manager of Indonesia's largest non-container terminal network, present at more than 32 branch and 5 terminal port across the archipelago. The scale of these operations demands consistent synergy, both through interconnection among terminals within and beyond the Pelindo ecosystem, and through strategic partnerships with cargo owners, logistics service providers, and local governments. In 2025, the Company's business development direction was focused on strengthening national logistics connectivity through collaboration across terminals and stakeholders, in line with the Integrated Connectivity agenda that served as the Company's strategic focus for the year. This collaborative spirit is further reflected in the Company's sustainability governance, through the roles of the Board of Directors, the Board of Commissioners, the ESG Committee, and the GRC Committee, which work in an integrated manner to formulate the direction, policies, and management of sustainability impacts.

Komitmen menciptakan nilai bersama menegaskan bahwa pertumbuhan usaha PMT harus memberikan manfaat yang dirasakan secara luas oleh seluruh pemangku kepentingan, bukan hanya bagi Perusahaan dan pemegang saham. Sepanjang tahun 2025, komitmen ini tercermin antara lain melalui realisasi program Tanggung Jawab Sosial dan Lingkungan (TJSL) sebesar Rp6,10 miliar yang menjangkau pilar sosial, lingkungan, pendidikan, dan pemberdayaan UMK; Program Kolaborasi UMKM Pengolahan Kedelai Teluk Lamong bersama FKS Grup yang menghasilkan nilai *Social Return on Investment* (SROI) sebesar 2,90; pelibatan 100% tenaga kerja lokal di seluruh wilayah operasional; serta penanaman 11.000 pohon mangrove sebagai bagian dari pelestarian ekosistem pesisir. Nilai bersama ini juga diwujudkan melalui kontribusi fiskal kepada negara, penguatan rantai pasok melalui pemasok lokal, serta penyediaan layanan kepelabuhanan yang andal bagi keberlangsungan rantai logistik nasional.

The commitment to creating shared value affirms that PMT's business growth must deliver benefits that are widely felt by all stakeholders, not only by the Company and its shareholders. Throughout 2025, this commitment was reflected, among others, through the realization of the Social and Environmental Responsibility (TJSL) program amounting to Rp6.10 billion, covering the social, environmental, education, and MSME empowerment pillars; the Teluk Lamong Soybean Processing MSME Collaboration Program with FKS Group, which generated a Social Return on Investment (SROI) value of 2.90; the engagement of 100% local workforce across all operational areas; and the planting of 11,000 mangrove trees as part of coastal ecosystem conservation. This shared value is also realized through fiscal contributions to the state, strengthening the supply chain through local suppliers, and providing reliable port services that support the continuity of the national logistics chain.

Perjalanan keberlanjutan PMT sepanjang tahun 2025 menunjukkan bahwa pertumbuhan usaha dan tanggung jawab terhadap pemangku kepentingan dapat berjalan seiring sebagai satu kesatuan upaya. Ke depan, semangat kolaborasi dan penciptaan nilai bersama ini akan terus menjadi landasan PMT dalam memperkuat perannya sebagai penggerak konektivitas logistik nasional, sekaligus memastikan bahwa pertumbuhan usaha berjalan seiring dengan pelestarian lingkungan, penguatan tata kelola, dan peningkatan kesejahteraan masyarakat di sekitar wilayah operasional.

PMT's sustainability journey throughout 2025 demonstrates that business growth and responsibility toward stakeholders can move forward together as a unified effort. Going forward, this spirit of collaboration and shared value creation will continue to serve as PMT's foundation in strengthening its role as a driver of national logistics connectivity, while ensuring that business growth proceeds in step with environmental preservation, strengthened governance, and improved well-being of communities surrounding its operational areas.

DAFTAR ISI
Table of Content

PENJELASAN TEMA
Theme Explanation — 2

DAFTAR ISI
Table of Content — 4

TENTANG LAPORAN
About the Report — 6

PERNYATAAN PENGGUNAAN STANDAR [GRI 2-3]
Statement of Use of Standards [GRI 2-3] — 7

PERAN ORGAN TATA KELOLA TERTINGGI DALAM PELAPORAN KEBERLANJUTAN [GRI 2-14]
Role of the Highest Governance Body in Sustainability Reporting [GRI 2-14] — 8

CAKUPAN DAN BATASAN LAPORAN [GRI 2-2]
Report Scope and Limitations [GRI 2-2] — 9

PERIODE PELAPORAN, FREKUENSI, DAN TITIK KONTAK PELAPORAN [GRI 2-3]
Reporting Period, Frequency, and Reporting Contact Points [GRI 2-3] — 9

PENYAJIAN KEMBALI *(RESTATEMENT)* INFORMASI [GRI 2-4]
Restatement of Information [GRI 2-4] — 10

PENJAMINAN EKSTERNAL [OJK G.1] [GRI 2-5]
External Assurance [OJK G.1] [GRI 2-5] — 10

PENERAPAN PRINSIP PELAPORAN GRI
Implementation of GRI Reporting Principles — 11

METODOLOGI PENENTUAN TOPIK MATERIAL [GRI 3-1, 3-2]
Methodology for Determining Material Topics [GRI 3-1, 3-2] — 12

STRATEGI KEBERLANJUTAN [GRI 2-22] [OJK A.1]
Sustainability Strategy [GRI 2-22] [OJK A.1] — 22

IKHTISAR KINERJA KEBERLANJUTAN
Sustainability Performance Highlights — 31

Penjelasan Direksi
Board of Directors' Explanation

PENJELASAN DIREKSI [OJK D.1]
Board of Directors' Explanation [Ojk D.1] — 38

Pertanggungjawaban Dewan Komisaris dan Direksi atas Laporan Keberlanjutan 2025 PT Pelindo Multi Terminal
Accountability of Board of Commissioners and Board of Directors for 2025 Sustainability Report of PT Pelindo Multi Terminal — 44

Profil Perusahaan
Company Profile

VISI, MISI, DAN NILAI KEBERLANJUTAN [OJK C.1]
Vision, Mission, And Sustainable Values [OJK C.1] — 48

RINCIAN PERUSAHAAN [OJK C.2] [GRI 2-1, 2-6]
Company Details [OJK C.2] [GRI 2-1, GRI 2-6] — 50

SKALA PERUSAHAAN [OJK C.3]
Company Scale [OJK C.3] — 51

KOMPOSISI PEMEGANG SAHAM [OJK C.3.c]
Shareholders Composition [OJK C.3] — 51

JASA LAYANAN DAN KEGIATAN USAHA [OJK C.4] [GRI 2-6]
Services And Business Activities [OJK C.4] [GRI 2-6] — 52

WILAYAH OPERASIONAL [OJK C.3, GRI 2-1]
Operational Areas [OJK C.3, GRI 2-1] — 55

RANTAI PASOK DAN RELASI BISNIS LAINNYA [GRI 2-6]
Supply Chain and other Business Relationships [GRI 2-6] — 60

KEANGGOTAAN PADA ASOSIASI [OJK C.5, GRI 2-28]
Membership In Associations [OJK C.5, GRI 2-28] — 62

PERUBAHAN PERUSAHAAN YANG BERSIFAT SIGNIFIKAN PADA PERUSAHAAN [OJK C.6, GRI 2-6]
Significant Corporate Changes in the Company [OJK C.6, GRI 2-6] — 62

Tata Kelola Keberlanjutan
Sustainability Governance

STRUKTUR TATA KELOLA PERUSAHAAN [GRI 2-9, GRI 2-11] [IFRS S2 Governance]
Corporate Governance Structure [GRI 2-9, GRI 2-11] [IFRS S2 Governance] — 66

PERAN DEWAN KOMISARIS DAN DIREKSI DALAM PENGAWASAN DAMPAK KEBERLANJUTAN [GRI 2-12]
Role of Board of Commissioners and Board of Directors in Oversight of Sustainability Impacts [GRI 2-12] — 69

DELEGASI TANGGUNG JAWAB PENGELOLAAN DAMPAK KEBERLANJUTAN [OJK E.1]
Delegation of Responsibility for Sustainability Impact Management [OJK E.1] — 70

TATA KELOLA IKLIM [IFRS S2 Governance]
Climate Governance [IFRS S2 Governance] — 75

PENGELOLAAN BENTURAN KEPENTINGAN [GRI 2-15]
Conflict of Interest Management [GRI 2-15] — 77

KOMUNIKASI HAL-HAL KRITIS KEPADA ORGAN TATA KELOLA [GRI 2-16]
Communication of Critical Matters to Governance Organ [GRI 2-16] — 78

EVALUASI KINERJA ORGAN TATA KELOLA TERTINGGI [GRI 2-18]
Performance Evaluation of the Highest Governance Organs [GRI 2-18] — 82



REMUNERASI [GRI 2-19]
Remuneration [GRI 2-19] 84

RASIO KOMPENSASI TOTAL TAHUNAN [GRI 2-21]
Total Annual Compensation Ratio [GRI 2-21] 86

PENILAIAN RISIKO ATAS PENERAPAN PEMBANGUNAN BERKELANJUTAN [OJK E.3] [IFRS S2 Risk Management]
Risk Assessment Of Sustainable Development Implementation [OJK E.3] [IFRS S2 Risk Management] 86

HUBUNGAN DENGAN PEMANGKU KEPENTINGAN [OJK E.4, GRI 2-29]
Stakeholder Relationships [OJK E.4, GRI 2-29] 90

PERMASALAHAN TERHADAP PENERAPAN PEMBANGUNAN BERKELANJUTAN [OJK E.5]
Issues Related to the Implementation of Sustainable Development [OJK E.5] 93

Kinerja Keberlanjutan
Sustainabillity Performance

KINERJA EKONOMI
Economic Performnce 102

NILAI EKONOMI LANGSUNG YANG DIHASILKAN DAN DIDISTRIBUSIKAN [GRI 201-1]
Direct Economic Value Generated and Distributed [GRI 201-1] 109

BANTUAN FINANSIAL DARI PEMERINTAH [GRI 201-4]
Financial Assistance from Government [GRI 201-4] 117

PENGELOLAAN PAJAK
Tax Management 117

KINERJA LINGKUNGAN HIDUP [IFRS S2 Metrics and Targets]
Environmental Performance [Ifrs S2 Metrics and Targets] 122

ASPEK UMUM
General Aspects 122

ASPEK MATERIAL
Material Aspect 124

ASPEK ENERGI
Energy Aspects 125

UPAYA DAN PENCAPAIAN EFISIENSI ENERGI DAN PENGGUNAAN ENERGI TERBARUKAN [OJK F.7] [GRI 302-4, 302-5]
Efforts and Achievements in Energy Efficiency and Renewable Energy Use [OJK F.7] [GRI 302-4, 302-5] 128

ASPEK KEANEKARAGAMAN HAYATI
Biodiversity Aspects 129

ASPEK AIR [OJK F.8]
Water Aspect [OJK F.8] 130

ASPEK EMISI
Emission Aspects 132

UPAYA DAN PENCAPAIAN PENGURANGAN EMISI [OJK F.12] [GRI 305-2, 305-5]
Efforts and Achievements of Emission Reduction [OJK F.12] [GRI 305-2, 305-5] 135

ASPEK LIMBAH DAN EFLUEN
Waste And Effluent Aspects 140

ASPEK PENGADUAN TERKAIT LINGKUNGAN HIDUP
Environmental Complaint Aspect 143

Kinerja Sosial
Social Performance

ASPEK KETENAGAKERJAAN
Employment Aspects 146

ASPEK MASYARAKAT
Community Aspect 164

KEGIATAN TANGGUNG JAWAB SOSIAL LINGKUNGAN (TJSL) [OJK F.25] [GRI 413-1]
Social and Environmental Responsibility Activities (CSR) [OJK F.25] [GRI 413-1] 165

TANGGUNG JAWAB PENGEMBANGAN PRODUK/JASA BERKELANJUTAN
Responsibility for Sustainable Product/Service Development 171

Lampiran
Appendix

TANGGAPAN TERHADAP UMPAN BALIK LAPORAN KEBERLANJUTAN TAHUN SEBELUMNYA [OJK G.3]
Response to Feedback on the Previous Sustainability Report [OJK G.3] 178

PENJAMINAN EKSTERNAL ATAS LAPORAN KEBERLANJUTAN TAHUN 2025 [OJK G.1] [GRI 2-5]
External Assurance of the 2025 Sustainability Report [OJK G.1] [GRI 2-5] 179

LEMBAR UMPAN BALIK [OJK G.2] [GRI 2-26]
Feedback Sheet [OJK G.2 GRI 2-26] 183

DAFTAR PENGUNGKAPAN SESUAI PERATURAN OTORITAS JASA KEUANGAN NOMOR 51/POJK.03/2017 [OJK G.4]
List of Disclosures in Accordance with Financial Services Authority Regulation Number 51/POJK.03/2017 [OJK G.4] 185

INDEKS ISI CONSOLIDATED GRI STANDARD 2021
2021 Consolidated GRI Standard Content Index 188

TENTANG LAPORAN
About the Report



Laporan Keberlanjutan 2025 ini merupakan publikasi tahunan PT Pelindo Multi Terminal (PMT) yang menyajikan kinerja dan komitmen perusahaan di bidang lingkungan, sosial, serta tata kelola (ESG) sepanjang tahun 2025. Laporan ini disusun sebagai bentuk akuntabilitas dan transparansi PMT kepada seluruh pemangku kepentingan, sekaligus sebagai sarana komunikasi atas kontribusi perusahaan terhadap pembangunan berkelanjutan nasional. [GRI 2-3]

PMT sebagai anak usaha PT Pelabuhan Indonesia (Persero) cluster non petikemas, yang mengelola jaringan terminal non-petikemas terbesar di Indonesia, meliputi komoditas curah kering, curah cair, general cargo, kendaraan, dan gas. Dengan kehadiran di lebih dari 30 terminal di seluruh nusantara, PMT menyadari bahwa operasionalnya membawa dampak signifikan, baik terhadap lingkungan pesisir, kesejahteraan masyarakat sekitar pelabuhan, maupun terhadap ketahanan pangan dan logistik nasional. [GRI 2-1] [GRI 2-6]

Melalui laporan ini, PMT tidak hanya melaporkan apa yang telah dicapai, tetapi juga secara jujur mengungkapkan tantangan, celah, dan rencana perbaikan ke depan, sesuai dengan prinsip materialitas, kelengkapan, dan keseimbangan yang menjadi fondasi pelaporan keberlanjutan.

Laporan Keberlanjutan 2025 ini disusun dengan tujuan: [GRI 2-22]

1. Mengungkapkan kinerja ESG PMT secara terukur dan transparan kepada pemangku kepentingan internal maupun eksternal. [GRI 2-3]
2. Memenuhi kewajiban pelaporan keberlanjutan sebagaimana diatur dalam regulasi yang berlaku, termasuk ketentuan OJK dan arahan Kementerian BUMN terkait pelaporan ESG perusahaan publik. [GRI 2-27]
3. Menyelaraskan praktik keberlanjutan PMT dengan standar internasional (GRI, SASB, IFRS S1/S2) sebagai bagian dari komitmen terhadap ESG *Roadmap* Pelindo Group 2025–2029. [GRI 2-23]
4. Menyediakan informasi yang relevan dan dapat dipercaya bagi investor, mitra bisnis, dan lembaga keuangan yang menerapkan kriteria ESG dalam pengambilan keputusan. [IFRS S1-3]
5. Mendokumentasikan kontribusi PMT terhadap Tujuan Pembangunan Berkelanjutan (TPB/SDGs) dan agenda keberlanjutan nasional.

The 2025 Sustainability Report is an annual publication of PT Pelindo Multi Terminal (PMT) that presents the Company's environmental, social, and governance (ESG) performance and commitments throughout 2025. This report has been prepared as a form of accountability and transparency to all stakeholders, while also serving as a communication tool to convey the Company's contribution to national sustainable development. [GRI 2-3]

PMT is a subsidiary of PT Pelabuhan Indonesia (Persero) in the non-container cluster, and manages the largest network of non-container terminals in Indonesia, handling dry bulk, liquid bulk, general cargo, vehicles, and gas commodities. With operations spanning more than 30 terminals across the archipelago, PMT recognizes that its activities have significant impacts on coastal environments, the welfare of communities surrounding port areas, and national food and logistics security. [GRI 2-1] [GRI 2-6]

Through this report, PMT not only presents its achievements but also transparently discloses challenges, gaps, and plans for future improvements, in accordance with the principles of materiality, completeness, and balance that underpin sustainability reporting.

The 2025 Sustainability Report has been prepared with the following objectives: [GRI 2-22]

1. To disclose PMT's ESG performance in a measurable and transparent manner to both internal and external stakeholders. [GRI 2-3]
2. To fulfill sustainability reporting obligations as stipulated under applicable regulations, including provisions issued by the Financial Services Authority (OJK) and directives from the Ministry of State-Owned Enterprises regarding ESG reporting by public companies. [GRI 2-27]
3. To align PMT's sustainability practices with international standards (GRI, SASB, IFRS S1/S2) as part of its commitment to the Pelindo Group ESG Roadmap 2025–2029. [GRI 2-23]
4. To provide relevant and reliable information to investors, business partners, and financial institutions that incorporate ESG criteria into their decision-making processes. [IFRS S1-3]
5. To document PMT's contributions to the Sustainable Development Goals (SDGs) and the national sustainability agenda.

PERNYATAAN PENGGUNAAN STANDAR [GRI 2-3]

Statement of Use of Standards [GRI 2-3]

Penyusunan laporan ini dilakukan dengan merujuk pada ketentuan dan kerangka pelaporan sebagai berikut:

This report has been prepared with reference to the following reporting frameworks and requirements:

No	Kerangka/Regulasi Framework/Regulation	Cakupan Penerapan Scope of Application	Keterangan Remarks
1	**GRI Standards 2021 (Universal Standards)**	GRI 1: Foundation 2021 GRI 2: General Disclosures 2021 GRI 3: Material Topics 2021 GRI Topic Standards (200/300/400)	Kerangka utama pelaporan. Laporan ini disusun sesuai dengan (*in accordance*) GRI Standards. Main reporting framework. This report is prepared In Accordance with the GRI Standards.
2	**SASB Standards Marine Transportation (TR-MT)**	Metrik industri kepelabuhanan: emisi (TR-MT-110a), energi (TR-MT-130a), K3 (TR-MT-320a), tumpahan (TR-MT-160a) Port industry metrics: emissions (TR-MT-110a), energy (TR-MT-130a), OHS (TR-MT-320a), spills (TR-MT-160a)	Melengkapi GRI dengan metrik industri spesifik kepelabuhanan yang relevan secara finansial bagi investor dan analis. Supplements the GRI with port-specific industry metrics that are financially relevant for investors and analysts.
3	**IFRS S2 (2023)**	IFRS S2: Climate-related Disclosures	Mengungkapkan risiko & peluang keberlanjutan yang material secara finansial, termasuk risiko iklim fisik dan transisi. Discloses financially material sustainability risks and opportunities, including physical climate and transition risks.
4	**POJK No. 51/POJK.03/2017 + SEOJK No. 16/SEOJK.04/2021**	Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies	Regulasi OJK sebagai acuan format dan persyaratan minimum pelaporan keberlanjutan di Indonesia. OJK regulation serves as a reference for the format and minimum requirements for sustainability reporting in Indonesia.

Untuk meningkatkan kemudahan penelusuran, setiap bagian laporan dilengkapi dengan penandaan referensi standar yang relevan, seperti [GRI 2-3], [TR-MT-110a], atau [IFRS S2-29], yang dicantumkan pada kalimat atau paragraf yang bersesuaian. Indeks lengkap kesesuaian pengungkapan terhadap seluruh rujukan tersebut disajikan secara komprehensif pada Lampiran laporan ini. [GRI 2-3]

To enhance searchability, each section of this report is accompanied by references to the relevant reporting standards, such as [GRI 2-3], [TR-MT-110a], or [IFRS S2-29], which are indicated alongside the corresponding sentences or paragraphs. A complete index mapping disclosures with all applicable references is presented comprehensively in the Appendix to this report. [GRI 2-3]

Laporan ini diterbitkan dalam Bahasa Indonesia dan Bahasa Inggris dapat diakses melalui situs resmi Perusahaan di https://pelindomultiterminal.co.id. Penyusunan laporan berada di bawah tanggung jawab penuh Direktur Utama sebagaimana dinyatakan dalam Pernyataan Direksi. [GRI 2-3]

This report is published in Indonesian and English, is accessible through the Company's official website at https://pelindomultiterminal.co.id. Responsibility for the preparation of this report rests fully with the President Director, as stated in the Board of Directors' Statement. [GRI 2-3]

PERAN ORGAN TATA KELOLA TERTINGGI DALAM PELAPORAN KEBERLANJUTAN [GRI 2-14]

Role of the Highest Governance Body in Sustainability Reporting [GRI 2-14]

Penyusunan Laporan Keberlanjutan dikoordinasikan oleh fungsi yang bertanggung jawab atas pelaporan korporat dan keberlanjutan, dengan dukungan unit-unit pemilik data. Direksi berperan dalam memastikan bahwa informasi yang disajikan mencerminkan kebijakan, program, capaian, tantangan, dan arah pengelolaan keberlanjutan Perusahaan. Dewan Komisaris menjalankan fungsi pengawasan melalui penelaahan atas isu strategis dan kinerja keberlanjutan sesuai kewenangannya.

The preparation of the Sustainability Report is coordinated by the function responsible for corporate and sustainability reporting, with support from data-owning units. The Board of Directors is responsible for ensuring that the information presented reflects the Company's sustainability policies, programs, achievements, challenges, and management direction. The Board of Commissioners performs its oversight function through the review of strategic issues and sustainability performance in accordance with its authority.

Sebelum diterbitkan, Laporan Keberlanjutan direviu oleh fungsi terkait dan memperoleh persetujuan manajemen sesuai mekanisme internal. Proses ini bertujuan menjaga kualitas, kelengkapan, dan akuntabilitas pengungkapan keberlanjutan.

Prior to publication, the Sustainability Report is reviewed by relevant functions and approved by management in accordance with internal procedures. This process is intended to maintain the quality, completeness, and accountability of sustainability disclosures.

Tahapan Pelaporan Reporting Stages	**Uraian** Description	**Penanggung Jawab** Unit In Charge	***Output***
Pengumpulan data Data collection	Mengumpulkan data ekonomi, lingkungan, sosial, dan tata kelola dari unit terkait. Collect economic, environmental, social, and governance data from relevant units.	Fungsi pelaporan/keberlanjutan dan unit pemilik data Reporting/Sustainability Function and Data Owner Unit	Data dan dokumen pendukung. Data and supporting documents.
Validasi data Data validation	Melakukan pengecekan konsistensi, kelengkapan, dan kesesuaian data dengan standar pelaporan. Check data for consistency, completeness, and compliance with reporting standards	Unit pemilik data dan fungsi pelaporan Data Owner Unit and Reporting Function	Data tervalidasi. Validated data.
Penyusunan laporan Report preparation	Menyusun narasi, tabel, indeks, dan pengungkapan sesuai POJK dan GRI Standards. Prepare narratives, tables, indexes, and disclosures in accordance with POJK and GRI Standards.	Fungsi pelaporan/keberlanjutan Reporting/Sustainability Function	Draf laporan. Draft report.
Reviu manajemen Management review	Melakukan telaah atas substansi laporan dan isu strategis. Review report substance and strategic issues.	Direksi/fungsi terkait Board of Directors/Related Functions	Masukan dan persetujuan. Input and approval.
Penerbitan Publication	Menerbitkan laporan kepada pemangku kepentingan. Publish report to stakeholders.	Sekretaris Perusahaan/fungsi terkait Corporate Secretary/Related Functions	Laporan Keberlanjutan 2025. Sustainability Report 2025.

CAKUPAN DAN BATASAN LAPORAN [GRI 2-2]

Report Scope and Limitations [GRI 2-2]

Laporan ini memuat cakupan menyeluruh atas aktivitas operasional termasuk kegiatan di 32 cabang dan 5 satelit pelabuhan yang tersebar di berbagai wilayah Indonesia. Informasi yang disajikan difokuskan pada kinerja dan upaya keberlanjutan yang berada dalam kendali langsung Perusahaan, dan tidak mencakup aktivitas entitas anak, afiliasi, maupun mitra usaha, kecuali dinyatakan secara tegas dalam laporan.

Adapun data dan informasi keuangan yang disajikan dalam laporan ini mengacu pada Laporan Keuangan PMT tahun 2025 yang telah diaudit oleh Kantor Akuntan Publik Purwanto Susanti dan Surja.

This report provides comprehensive coverage of operational activities, including those at 32 branches and 5 satellites port across Indonesia. The information presented focuses on the performance and sustainability efforts under the Company's direct control and does not cover the activities of subsidiaries, affiliates, or business partners, unless expressly stated in the report.

The financial data and information presented in this report refer to the 2025 PMT Financial Statements, audited by the Public Accounting Firm Purwanto Susanti & Surja.

PERIODE PELAPORAN, FREKUENSI, DAN TITIK KONTAK PELAPORAN [GRI 2-3]

Reporting Period, Frequency, and Reporting Contact Points [GRI 2-3]

Laporan ini disusun untuk periode pelaporan 1 Januari hingga 31 Desember 2025 dan diterbitkan secara berkala setiap tahun. Informasi yang disajikan mencakup data kuantitatif maupun kualitatif yang tersedia hingga akhir periode pelaporan, serta dilengkapi dengan uraian prospektif yang memberikan gambaran mengenai arah dan pengembangan kinerja keberlanjutan Perusahaan ke depan.

Untuk memperoleh informasi lebih lanjut, menyampaikan pertanyaan, maupun memberikan tanggapan terkait laporan ini, pemangku kepentingan dapat menghubungi:

This report was prepared for the reporting period of January 1 to December 31, 2025, and is published annually. The information presented includes quantitative and qualitative data available as of the end of the reporting period, and is supplemented by a prospective description that provides an overview of the direction and development of the Company's sustainability performance going forward.

To obtain further information, submit questions, or provide feedback regarding this report, stakeholders can contact:

Sekretaris Perusahaan
Corporate Secretary

PT Pelindo Multi Terminal
Jl. Lingkar Pelabuhan No. 1
Belawan, Medan 20411, Indonesia
Telp : +62-21 41000055
Email : multi.terminal@pelindo.co.id

VP Tata Kelola, Hubungan Lembaga dan Investor
VP Governance, Institutional and Investor Relations
Email : lestari.utami@pelindo.co.id
Phone : +62 85297469996
Address : Jl. Lingkar Pelabuhan No.1
Belawan, Medan - Sumatera Utara



PENYAJIAN KEMBALI *(RESTATEMENT)* INFORMASI [GRI 2-4]

Restatement of Information [GRI 2-4]

Dalam rangka memastikan keandalan serta validitas informasi yang disampaikan, setiap penyajian kembali atas data atau informasi dari laporan sebelumnya diidentifikasi secara jelas melalui penandaan disajikan kembali. *Restatement* dilakukan apabila terdapat perubahan metode pengukuran, perubahan cakupan entitas, atau koreksi atas data yang sebelumnya dilaporkan. Pada laporan tahun 2025, tidak terdapat penyajian kembali.

To ensure the reliability and validity of the information presented, any restatement of data or information from previous reports is clearly identified by the "restatement" tag. Restatements are made when there are changes to measurement methods, changes to the entity's scope, or corrections to previously reported data. There are no restatements in the 2025 report.

PENJAMINAN EKSTERNAL [OJK G.1] [GRI 2-5]

External Assurance [OJK G.1] [GRI 2-5]

Sebagai wujud komitmen terhadap transparansi dan kredibilitas, Laporan Keberlanjutan 2025 PT Pelindo Multi Terminal telah melalui proses verifikasi oleh pihak ketiga yang independen.

As a manifestation of its commitment to transparency and credibility, PT Pelindo Multi Terminal's 2025 Sustainability Report has been verified by an independent third party.

Informasi lembaga verfikasi, sebagai berikut:

Information from the verification agency is as follows:

Nama Lembaga Name of Institution	PT Kharisma Integrasi Manajemen (KIM Consult)
Akreditasi/Sertifikasi Accreditation/Certification	AA1000AS
Standar Assurance Assurance Standards	AA1000AS v3
Tingkat Keyakinan Confidence Level	Type 1 Moderate
Ruang Lingkup Verifikasi Scope of Verification	• Ketahanan dan Kelangsungan Operasional (GRI 201: Kinerja Ekonomi) Operational Resilience and Continuity (GRI 201: Economic Performance) • Perubahan Iklim Energi (GRI 302: Energi 2016) Climate Change Energy (GRI 302: Energy 2016) • Perubahan Iklim Emisi (GRI 305: Emisi 2016) Climate Change Emissions (GRI 305: Emissions 2016) • Anti-Korupsi, Anti-Suap, dan Gratifikasi (GRI 205: Anti-Korupsi) Anti-Corruption, Anti-Bribery and Gratification (GRI 205: Anti-Corruption) • Kesejahteraan Karyawan (GRI 401: Kepegawaian, GRI 404: Pelatihan dan Pendidikan) Employee Welfare (GRI 401: Employment, GRI 404: Training and Education) • Keselamatan dan Kesehatan Kerja Karyawan (GRI 403: Keselamatan dan Kesehatan Kerja) Occupational Safety and Health (GRI 403: Occupational Health and Safety)
Periode Verifikasi Verification Period	Juni – Juli 2026 June - July 2026

PENERAPAN PRINSIP PELAPORAN GRI

Implementation of GRI Reporting Principles

Laporan ini disusun dengan mengacu pada prinsip-prinsip pelaporan yang ditetapkan dalam GRI Standards 2021 sebagai berikut:

This report is prepared in accordance with the reporting principles set out in the 2021 GRI Standards, as follows:

Prinsip Principles	**Penjelasan & Penerapan dalam Laporan PMT** Explanation & Application in PMT Report
Akurasi **Accuracy**	Informasi yang disajikan dalam laporan ini didasarkan pada data yang dapat ditelusuri, menggunakan metodologi pengukuran yang konsisten, dan telah melalui proses validasi internal sebelum dipublikasikan. The information presented in this report is based on traceable data, uses consistent measurement methodology, and has gone through an internal validation process before publication.
Keseimbangan **Balance**	Laporan ini menyajikan kinerja PMT secara proporsional, mencakup capaian, tantangan, serta area yang masih memerlukan perbaikan, tanpa melebih-lebihkan atau meremehkan kondisi yang ada. This report presents PMT's performance proportionally, including achievements, challenges and areas that still require improvement, without exaggerating or underestimating existing conditions.
Kejelasan **Clarity**	Informasi disajikan dalam bahasa yang mudah dipahami oleh berbagai kelompok pemangku kepentingan, serta dilengkapi dengan penjelasan metodologi, definisi, dan asumsi yang digunakan. Information is presented in language that is easily understood by various stakeholder groups, and is accompanied by explanations of the methodology, definitions and assumptions used.
Keterbandingan **Comparability**	Perusahaan berupaya menyajikan informasi secara konsisten antarperiode agar kinerja keberlanjutan dapat dibandingkan dari tahun ke tahun, sepanjang data tersedia dan metodologi yang digunakan tetap sebanding. The Company strives to present information consistently between periods so that sustainability performance can be compared from year to year, as long as the data is available and the methodology used remains comparable.
Kelengkapan **Completeness**	Laporan mencakup topik-topik material yang telah ditetapkan melalui proses penentuan topik material, serta lingkup pelaporan yang relevan sesuai batasan laporan yang ditetapkan. The report covers material topics that have been determined through the process of determining material topics, as well as the relevant scope of reporting according to the specified report boundaries.
Konteks Keberlanjutan **Sustainability Context**	Kinerja PMT disajikan dalam konteks yang lebih luas, termasuk keterkaitannya dengan dinamika sektor kepelabuhanan nasional, agenda TPB/SDGs, dan perkembangan isu keberlanjutan yang relevan. PMT performance is presented in a broader context, including its relationship to the dynamics of national port sector, SDGs agenda, and developments in relevant sustainability issues.
Ketepatan Waktu **Timeliness**	Laporan ini diterbitkan secara berkala setiap tahun untuk memastikan informasi yang disampaikan tetap relevan dan dapat digunakan dalam pengambilan keputusan. This report is published periodically every year to ensure that the information presented remains relevant and can be used in decision making.
Verifiabilitas **Verifiability**	Data dan informasi kinerja dalam laporan ini dapat ditelusuri kembali ke sumber primernya dan telah melalui proses verifikasi independen. The performance data and information in this report can be traced back to primary sources and has gone through an independent verification process.

METODOLOGI PENENTUAN TOPIK MATERIAL [GRI 3-1, 3-2]

Methodology for Determining Material Topics [GRI 3-1, 3-2]



Tahapan Proses *Materiality Assessment* 2025

Penentuan topik material PT Pelindo Multi Terminal Tahun 2025 dilakukan melalui proses yang sistematis untuk memastikan bahwa isu-isu yang diungkapkan dalam Laporan Keberlanjutan merepresentasikan dampak paling signifikan dari kegiatan usaha Perusahaan terhadap aspek ekonomi, lingkungan, dan sosial. Proses ini mengacu pada GRI 3: Material Topics 2021 dengan pendekatan *impact materiality*, serta diperkaya dengan pertimbangan konteks strategis Perusahaan, dinamika risiko, ekspektasi pemangku kepentingan, dan perkembangan isu sektoral yang relevan.

Pada tahun 2025, proses ini dilengkapi dengan survei kuesioner terstruktur yang melibatkan 75 responden dari berbagai kelompok pemangku kepentingan guna memperkuat validitas dan *representativitas* hasil penilaian.

1. **Memahami Konteks Organisasi**
   Pada tahap awal, Perusahaan menelaah konteks organisasi sebagai landasan untuk memahami lanskap keberlanjutan yang melekat pada kegiatan usaha PMT. Penelaahan ini mencakup model bisnis terminal multipurpose, cakupan wilayah operasional, hubungan bisnis, arah strategis Perusahaan, serta keterkaitannya dengan strategi keberlanjutan Pelindo Group. Pada tahap ini, Perusahaan juga mengidentifikasi kelompok pemangku kepentingan utama yang berinteraksi langsung maupun tidak langsung dengan aktivitas usaha, sehingga tahapan selanjutnya dapat dilakukan dengan mempertimbangkan perspektif yang relevan dan proporsional.

Stages of 2025 Materiality Assessment Process

PT Pelindo Multi Terminal's 2025 material topics were determined through a systematic process to ensure that the issues disclosed in the Sustainability Report represent the most significant impacts of the Company's business activities on economic, environmental, and social aspects. This process refers to GRI 3: Material Topics 2021 with an impact materiality approach, and is enriched by consideration of the Company's strategic context, risk dynamics, stakeholder expectations, and developments in relevant sectoral issues.

In 2025, this process was supplemented with a structured questionnaire survey involving 75 respondents from various stakeholder groups to strengthen the validity and representativeness of the assessment results.

1. **Understanding the Organizational Context**
   Initially, the Company examined the organizational context as a foundation for understanding the sustainability landscape inherent in PMT's business activities. This review covers the multipurpose terminal business model, operational area coverage, business relationships, the Company's strategic direction, and its relationship to Pelindo Group's sustainability strategy. At this stage, the Company also identified key stakeholder groups that interact directly and indirectly with its business activities, allowing subsequent steps to be undertaken with relevant and proportionate perspectives in mind.

2. Mengidentifikasi Dampak Aktual dan Potensial

Berdasarkan pemahaman konteks organisasi, Perusahaan mengidentifikasi dampak aktual dan potensial dari kegiatan usaha PMT terhadap aspek ekonomi, lingkungan, dan sosial. Identifikasi dilakukan melalui dua perspektif yang saling melengkapi, yaitu perspektif *inside-out*, menilai bagaimana aktivitas PMT berdampak pada pemangku kepentingan dan lingkungan eksternal, dan perspektif *outside-in*, menilai bagaimana isu keberlanjutan eksternal (regulasi, ekspektasi pemangku kepentingan, tren industri) dapat memengaruhi keberlangsungan dan penciptaan nilai Perusahaan.

Dari proses ini, teridentifikasi 33 topik keberlanjutan awal yang terbagi dalam 4 kategori: Lingkungan (9 topik), Sosial (10 topik), Tata Kelola (8 topik), dan Ekonomi & Inovasi (6 topik).

2. Identifying Actual and Potential Impacts

Based on an understanding of the organizational context, the Company identified the actual and potential impacts of PMT's business activities on economic, environmental, and social aspects. This identification was conducted through two complementary perspectives: an inside-out perspective, assessing how PMT's activities impact stakeholders and the external environment, and an outside-in perspective, assessing how external sustainability issues (regulations, stakeholder expectations, industry trends) may impact the Company's sustainability and value creation.

This process identified 33 initial sustainability topics, divided into four categories: Environmental (9 topics), Social (10 topics), Governance (8 topics), and Economic & Innovation (6 topics).

No	Kategori Category	Topik Kuesioner Questionnaire Topic	Skor Rata-rata Average Score	% Skor 5 % Score <5	% Skor ≥4 % Score ≥4	N
1.	Sosial Social	Keselamatan & Kesehatan Kerja (K3) Karyawan Employee Occupational Safety & Health (OHS)	4,88	90,7%	97,3%	75
2.	Sosial Social	Kesejahteraan Karyawan Employee Welfare	4,87	88,0%	98,7%	75
3.	Ekonomi & Inovasi Economy & Innovation	Ketahanan & Kelangsungan Operasional Operational Resilience & Continuity	4,83	85,3%	97,3%	75
4.	Tata Kelola Governance	Anti-Korupsi, Anti-Suap & Gratifikasi Anti-Corruption, Anti-Bribery & Gratification	4,80	84,0%	96,0%	75
5.	Tata Kelola Governance	Transparansi & Akuntabilitas GCG GCG Transparency & Accountability	4,80	82,7%	97,3%	75
6.	Tata Kelola Governance	Keamanan Data & Privasi Data Security & Privacy	4,79	81,3%	97,3%	75
7.	Tata Kelola Governance	Manajemen Risiko ESG ESG Risk Management	4,73	77,3%	96,0%	75
8.	Tata Kelola Governance	Etika Bisnis & Kode Etik Business Ethics & Code of Conduct	4,73	76,0%	97,3%	75
9.	Lingkungan Environment	Penggunaan Air Bersih Clean Water Use	4,72	76,0%	96,0%	75
10.	Sosial Social	Pengembangan Kompetensi & Pelatihan SDM Competency Development & Human Capital Training	4,72	74,7%	97,3%	75
11.	Lingkungan Environment	Kualitas Air & Pengelolaan Limbah Cair Water Quality & Wastewater Management	4,69	70,7%	98,7%	75
12.	Tata Kelola Governance	Pelaporan Keberlanjutan yang Transparan Transparent Sustainability Reporting	4,69	73,3%	96,0%	75
13.	Lingkungan Environment	Efisiensi Energi & Penggunaan Bahan Bakar Energy Efficiency & Fuel Use	4,68	70,7%	97,3%	75
14.	Lingkungan Environment	Risiko Tumpahan (*Spills*) di Area Pelabuhan Risk of Spills in Port Areas	4,68	72,0%	96,0%	75
15.	Ekonomi & Inovasi Economy & Innovation	Risiko Iklim Fisik (Banjir, Cuaca Ekstrem) Physical Climate Risks (Flooding, Extreme Weather)	4,68	70,7%	97,3%	75
16.	Ekonomi & Inovasi Economy & Innovation	Keselamatan Rantai Pasok & Logistik Supply Chain & Logistics Safety	4,67	70,7%	96,0%	75
17.	Sosial Social	K3 Kontraktor & Mitra Kerja OHS for Contractors & Partners	4,65	72,0%	93,3%	75
18.	Sosial Social	Kesetaraan, Inklusivitas & Non-Diskriminasi Equality, Inclusivity & Non-Discrimination	4,65	69,3%	96,0%	75
19.	Ekonomi & Inovasi Economy & Innovation	Digitalisasi & Inovasi Layanan Pelabuhan Digitalization & Innovation in Port Services	4,65	69,3%	96,0%	75

No	Kategori Category	Topik Kuesioner Questionnaire Topic	Skor Rata-rata Average Score	% Skor 5 % Score <5	% Skor ≥4 % Score ≥4	N
20.	Lingkungan Environment	Polusi Udara & Kebisingan Operasional Air Pollution & Operational Noise	4,64	68,0%	96,0%	75
21.	Lingkungan Environment	Pengelolaan Limbah Padat & B3 Solid Waste & Hazardous Waste Management	4,63	65,3%	97,3%	75
22.	Sosial Social	Ketahanan Pangan & Layanan Logistik Nasional Food Security & National Logistics Services	4,63	69,3%	93,3%	75
23.	Sosial Social	Hak Asasi Manusia dalam Rantai Pasok Human Rights in the Supply Chain	4,61	69,3%	92,0%	75
24.	Tata Kelola Governance	Keterlibatan Pemangku Kepentingan Stakeholder Engagement	4,60	65,3%	94,7%	75
25.	Ekonomi & Inovasi Economy & Innovation	Kontribusi Ekonomi kepada Negara & Daerah Economic Contribution to the State & Regions	4,60	65,3%	94,7%	75
26.	Tata Kelola Governance	Kebijakan Pengadaan Berkelanjutan Sustainable Procurement Policy	4,57	64,0%	93,3%	75
27.	Sosial Social	Kebebasan Berserikat & Hubungan Industrial Freedom of Association & Industrial Relations	4,55	65,3%	92,0%	75
28.	Sosial Social	Penanganan Keluhan Pemangku Kepentingan Stakeholder Complaint Handling	4,55	64,0%	92,0%	75
29.	Lingkungan Environment	Keanekaragaman Hayati Pesisir & Ekosistem Laut Coastal Biodiversity & Marine Ecosystems	4,52	57,3%	94,7%	75
30.	Ekonomi & Inovasi Economy & Innovation	Penggunaan Mitra & Pemasok Lokal Use of Local Partners & Suppliers	4,52	57,3%	94,7%	75
31.	Lingkungan Environment	Adaptasi & Mitigasi Perubahan Iklim Climate Change Adaptation & Mitigation	4,51	57,3%	93,3%	75
32.	Lingkungan Environment	Emisi Gas Rumah Kaca (GRK) Greenhouse Gas (GHG) Emissions	4,36	52,0%	85,3%	75
33.	Sosial Social	Pemberdayaan Komunitas Sekitar Pelabuhan Empowerment of Port Communities	4,35	50,7%	85,3%	75

3. Menilai Signifikansi Dampak

Dampak yang telah diidentifikasi kemudian dinilai tingkat signifikansinya untuk menentukan tingkat prioritas masing-masing isu. Penilaian dilakukan dengan mempertimbangkan tingkat kemungkinan terjadinya dampak serta besarnya konsekuensi yang dapat ditimbulkan, baik atas dampak aktual maupun potensial, positif maupun negatif, terhadap pemangku kepentingan maupun terhadap kesinambungan usaha Perusahaan. Dalam tahap ini, Perusahaan juga memperhatikan keterkaitan antara dampak yang teridentifikasi dengan profil risiko Perusahaan, sehingga isu-isu yang memiliki relevansi kuat terhadap risiko strategis, operasional, lingkungan, sosial, maupun tata kelola memperoleh perhatian yang lebih besar.

4. Memprioritaskan Topik Material

Signifikansi dampak dinilai menggunakan instrumen kuesioner terstruktur yang disebarkan kepada 75 responden pemangku kepentingan. Penilaian menggunakan skala Likert 1–5 (1 = Tidak Penting hingga 5 = Sangat Penting) untuk mengukur tingkat kepentingan setiap topik dari perspektif pemangku kepentingan. Responden terdiri dari Karyawan PMT (82,7%), Pelindo Group (8,0%), dan multi-*stakeholder* termasuk Pelanggan dan Regulator (9,3%). Rata-rata skor keseluruhan topik berada di rentang 4,35–4,88, mencerminkan tingkat kepedulian yang tinggi dari seluruh kelompok pemangku kepentingan terhadap isu-isu ESG yang diidentifikasi.

3. Assessing Impact Significance

The identified impacts are then assessed for their significance to determine the priority level of each issue. The assessment is conducted by considering the likelihood of the impact occurring and the magnitude of the consequences, both actual and potential, positive and negative, on stakeholders and the Company's business continuity. At this stage, the Company also considers the relationship between the identified impacts and the Company's risk profile, ensuring that issues with strong relevance to strategic, operational, environmental, social, and governance risks receive greater attention.

4. Prioritizing Material Topics

Impact significance was assessed using a structured questionnaire distributed to 75 stakeholder respondents. The assessment used a Likert scale of 1–5 (1 = Not Important to 5 = Very Important) to measure the importance of each topic from a stakeholder perspective. Respondents consisted of PMT employees (82.7%), Pelindo Group employees (8.0%), and multi-stakeholders, including customers and regulators (9.3%). The average overall topic score ranged from 4.35–4.88, reflecting a high level of concern across all stakeholder groups for the identified ESG issues.

Ringkasan Skor Pemetaan Topik Material
Summary of Material Topic Mapping Score

Kategori Category	Skor Rata-rata Average Score	Frekuensi Dipilih dalam Top 3 Frequently Selected in Top 3	Skor Prioritas Kategori Category Priority Score
Lingkungan Environment	4,60	50	5,00
Sosial Social	4,65	38	4,76
Tata Kelola Governance	4,71	47	4,94
Ekonomi & Inovasi Economy & Innovation	4,66	46	4,92

Berikut ini, 15 topik material dengan skor tertinggi:
Here are the 15 material topics with the highest scores:

Kode Code	Topik Material Material Topic	Kategori Category	Skor Survei (jangkar) Survey Score (anchor)	Signifikansi Dampak Significance of Impact	Penetapan Determination
TM-01	**Keselamatan dan Kesehatan Kerja** **Occupational Safety and Health**	**Sosial** **Social**	**4,88**	**5,00**	**Sangat Material** **Highly Material**
TM-02	Kesejahteraan, Kompetensi, dan Hubungan Ketenagakerjaan Welfare, Competency, and Employment Relations	Sosial Social	4,87	3,30	Material Material
TM-03	**Ketahanan dan Kelangsungan Operasional** **Operational Resilience and Continuity**	**Ekonomi & Inovasi** **Economy & Innovation**	**4,83**	**4,00**	**Sangat Material** **Highly Material**
TM-04	**Etika Bisnis, Anti-Korupsi, Anti-Suap, dan Gratifikasi** **Business Ethics, Anti-Corruption, Anti-Bribery, and Gratification**	**Tata Kelola** **Governance**	**4,80**	**4,00**	**Sangat Material** **Highly Material**
TM-05	Governansi Korporat, Transparansi, dan Akuntabilitas Corporate Governance, Transparency, and Accountability	Tata Kelola Governance	4,80	3,30	Material Material
TM-06	**Keamanan Data, Privasi, dan Digitalisasi Layanan** **Data Security, Privacy, and Service Digitalization**	**Ekonomi & Inovasi** **Economy & Innovation**	**4,79**	**4,00**	**Sangat Material** **Highly Material**
TM-07	Manajemen Risiko ESG ESG Risk Management	Tata Kelola Governance	4,73	3,30	Material Material
TM-08	**Air, Limbah, Pencegahan Pencemaran, dan Risiko Tumpahan** **Water, Waste, Pollution Prevention, and Spill Risk**	**Lingkungan** **Environment**	**4,72**	**4,70**	**Sangat Material** **Highly Material**
TM-09	**Energi, Emisi, dan Transisi Operasional Rendah Karbon** **Energy, Emissions, and Low-Carbon Operational Transition**	**Lingkungan** **Environment**	**4,68**	**4,30**	**Sangat Material** **Highly Material**
TM-10	Kontribusi Ekonomi, Pengadaan Lokal, dan Inovasi Layanan Economic Contribution, Local Procurement, and Service Innovation	Ekonomi & Inovasi Economy & Innovation	4,60	4,00	Material Material
TM-11	Pemberdayaan Komunitas dan Dampak Sosial Pelabuhan Community Empowerment and Social Impact of the Ports	Sosial Social	4,55	3,00	Material Material
TM-12	Keanekaragaman Hayati Pesisir dan Ekosistem Laut Coastal Biodiversity and Marine Ecosystems	Lingkungan Environment	4,52	3,70	Material Material

5. Kalibrasi dengan *Benchmark* Sektor dan Peer Industri

Hasil survei pemangku kepentingan diposisikan sebagai salah satu masukan dalam proses prioritisasi, bukan sebagai dasar tunggal penetapan topik material. Sebagai instrumen yang mengukur persepsi (*salience*), survei memiliki keterbatasan dalam menangkap dampak yang bersifat difus, tidak langsung, maupun berjangka panjang. Untuk menjaga objektivitas dan kelengkapan penilaian, hasil survei dikalibrasi dengan rujukan standar sektor dan praktik perusahaan sejenis (*peer*), sehingga topik material yang ditetapkan tetap selaras dengan karakteristik industri, ekspektasi pemangku kepentingan, dan arah regulasi.

Mengingat GRI belum menerbitkan *Sector Standard* khusus untuk industri kepelabuhanan, PMT merujuk pada *SASB Marine Transportation* (TR-MT) sebagai acuan sektor. Standar tersebut menempatkan emisi gas rumah kaca (GRK), efisiensi energi, dan kualitas udara sebagai isu lingkungan utama, diikuti oleh dampak ekologis (*ecological impacts*) yang mencakup pencemaran air, pengelolaan limbah, dan risiko tumpahan sebagai isu keberlanjutan utama bagi operator pelabuhan dan terminal.

Sebagai bagian dari proses kalibrasi, PMT juga melakukan benchmarking terhadap praktik keberlanjutan operator pelabuhan global yang memiliki karakteristik bisnis serupa, yaitu PSA International (Singapura), DP World (Uni Emirat Arab), dan Hutchison Ports (Hong Kong). Hasil kajian menunjukkan bahwa ketiga perusahaan tersebut menempatkan dekarbonisasi operasional, efisiensi energi, elektrifikasi peralatan pelabuhan, pengurangan emisi GRK, serta pengelolaan dampak lingkungan sebagai prioritas utama dalam strategi keberlanjutannya. PSA International, misalnya, mengembangkan program elektrifikasi peralatan dan investasi operasional rendah karbon; DP World menetapkan target penurunan emisi Scope 1 dan Scope 2 serta memperluas penggunaan peralatan pelabuhan berbasis listrik; sementara Hutchison Ports menempatkan pengurangan emisi, efisiensi energi, dan peningkatan penggunaan energi terbarukan sebagai fokus utama pengelolaan lingkungan.

Temuan tersebut menunjukkan adanya konsensus industri global bahwa isu energi, emisi, dan transisi menuju operasional rendah karbon merupakan tema strategis yang melekat pada sektor kepelabuhanan. Sejalan hal tersebut, inisiatif Transformasi Hijau dan Program Pelabuhan Hijau Pelindo Group juga menempatkan dekarbonisasi sebagai salah satu pilar utama keberlanjutan perusahaan.

Proses kalibrasi ini menghasilkan satu penyesuaian yang penting. Topik Energi, Emisi, dan Operasional Rendah Karbon memperoleh skor persepsi yang relatif lebih rendah dibandingkan topik lain, namun tingkat keparahan (*severity*) dampak iklim tergolong tinggi dan bersifat tidak terpulihkan, sekaligus menjadi isu lingkungan terdepan di seluruh sektor serta melekat sebagai kewajiban pengungkapan melalui IFRS S2 dan komitmen iklim nasional. Dengan mempertimbangkan signifikansi dampak, topik ini ditetapkan pada tingkat prioritas utama. Penyesuaian tersebut sejalan dengan GRI 3:2021 yang memperkenankan penggunaan rujukan standar sektor untuk memvalidasi sekaligus mempertajam hasil prioritisasi.

5. Calibration with Sector Benchmarks and Industry Peers

The results of the stakeholder survey are positioned as one input into the prioritization process, not as the sole basis for determining material topics. As an instrument that measures perception (salience), the survey has limitations in capturing diffuse, indirect, and long-term impacts. To maintain objectivity and completeness of the assessment, the survey results are calibrated against sector standards and peer company practices, ensuring that the material topics determined remain aligned with industry characteristics, stakeholder expectations, and regulatory direction.

Given that the GRI has not yet issued a Sector Standard specifically for the port industry, the PMT refers to SASB Marine Transportation (TR-MT) as a sector reference. This standard prioritizes greenhouse gas (GHG) emissions, energy efficiency, and air quality as key environmental issues, followed by ecological impacts, including water pollution, waste management, and spill risks as the primary sustainability issues for port and terminal operators.

As part of the calibration process, PMT also conducted benchmarking against the sustainability practices of global port operators with similar business characteristics, namely PSA International (Singapore), DP World (United Arab Emirates), and Hutchison Ports (Hong Kong). The study results show that these three companies prioritize operational decarbonization, energy efficiency, electrification of port equipment, reduction of greenhouse gas emissions, and environmental impact management as the main focus in their sustainability strategies. PSA International, for example, is developing equipment electrification programs and low-carbon operational investments; DP World has set targets for reducing Scope 1 and Scope 2 emissions and expanding the use of electric port equipment; while Hutchison Ports is focusing on emission reduction, energy efficiency, and increasing the use of renewable energy as the main priorities in environmental management.

The findings indicate a global industry consensus that energy issues, emissions, and the transition to low-carbon operations are strategic themes inherent to the port sector. In line with this, the Green Transformation initiative and the Green Port Program of the Pelindo Group also place decarbonization as one of the main pillars of the company's sustainability.

This calibration process resulted in one important adjustment. The Energy, Emissions, and Low Carbon Operations topic received a relatively lower perception score compared to other topics. However, the severity of climate impacts is high and irreversible. It is also a leading environmental issue across all sectors and is embedded in disclosure requirements through IFRS S2 and national climate commitments. Considering the significance of the impacts, this topic was assigned a high priority level. This adjustment aligns with GRI 3:2021, which allows for the use of sector standard references to validate and refine the prioritization results.

Melalui kalibrasi tersebut, kategori Sangat Material PMT mencakup dua dimensi lingkungan yang menjadi perhatian utama pemangku kepentingan dan selaras dengan praktik perusahaan sejenis. Pada dimensi lingkungan, fokus utama mencakup dekarbonisasi melalui pengelolaan energi dan emisi, serta pengelolaan dampak ekologis yang meliputi penggunaan air, pengelolaan limbah, pencegahan pencemaran, dan mitigasi risiko tumpahan. Komposisi ini selaras dengan kerangka SASB Marine Transportation (TR-MT), praktik operator pelabuhan global di Singapura, Uni Emirat Arab, dan Hong Kong, serta mendukung implementasi strategi Transformasi Hijau Pelindo Group sekaligus memastikan isu iklim terwakili secara memadai pada tingkat prioritas utama sebagai bagian integral dari komitmen keberlanjutan Perusahaan.

Through this calibration, the Highly Material PMT category encompasses two environmental dimensions that are the main concerns of stakeholders and align with the practices of similar companies. In the environmental dimension, the main focus includes decarbonization thru energy and emissions management, as well as ecological impact management covering water usage, waste management, pollution prevention, and spill risk mitigation. This composition aligns with the SASB Marine Transportation (TR-MT) framework, the practices of global port operators in Singapore, the United Arab Emirates, and Hong Kong, and supports the implementation of the Pelindo Group's Green Transformation strategy while ensuring that climate issues are adequately represented at the top priority level as an integral part of the the Highly Material PMT category encompasses two environmental dimensions that are the main concerns of stakeholders and align with the practices of similar companies.

Sejalan dengan rekomendasi GRI 3:2021, prioritisasi dampak negatif dilakukan secara terpisah dari dampak positif. Enam topik dengan signifikansi dampak tertinggi ditetapkan sebagai topik Sangat Material yang menjadi fokus utama pengungkapan, sementara topik material lainnya tetap dikelola dan diungkapkan melalui pendekatan manajemen sesuai GRI 3-3.

In line with the recommendations of GRI 3:2021, the prioritization of negative impacts is carried out separately from positive impacts. The six topics with the highest impact significance are designated as Highly Material Topics and become the primary focus of disclosure, while other material topics continue to be managed and disclosed through the management approach in accordance with GRI 3-3.

6. Validasi dan Persetujuan

Hasil prioritisasi topik material direviu bersama fungsi-fungsi terkait di lingkungan Perusahaan dan dikonfirmasi melalui pelibatan pemangku kepentingan internal maupun eksternal. Proses ini dapat dilakukan melalui pembahasan lintas fungsi, wawancara, diskusi terarah, kuesioner, konfirmasi, maupun instrumen asesmen lain yang digunakan dalam *materiality assessment*. Daftar topik material yang telah melalui tahapan tersebut selanjutnya diajukan kepada manajemen senior untuk memperoleh persetujuan akhir sebelum diungkapkan dalam Laporan Keberlanjutan. Mekanisme ini memastikan bahwa topik material yang ditetapkan telah mempertimbangkan keseimbangan antara signifikansi dampak, relevansi strategis, dan kredibilitas proses pengambilan keputusan.

Topik material tahun sebelumnya digunakan sebagai titik awal dalam proses penelaahan tahun 2025. Namun demikian, topik-topik tersebut tidak diadopsi secara otomatis, melainkan direviu dan divalidasi kembali dengan mempertimbangkan perkembangan konteks usaha, perubahan ekspektasi pemangku kepentingan, dinamika risiko, dan hasil evaluasi pengelolaan isu pada tahun berjalan. Dengan pendekatan ini, PMT memastikan bahwa topik material yang diungkapkan dalam laporan tetap relevan, akurat, dan mencerminkan kondisi aktual Perusahaan.

6. Validation and Approval

The results of the prioritization of material topics are reviewed with relevant functions within the Company and confirmed through the engagement of internal and external stakeholders. This process may be carried out through cross-functional discussions, interviews, focus group discussions, questionnaires, confirmations, or other assessment instruments used in the materiality assessment. The list of material topics that has gone through these stages is subsequently submitted to senior management for final approval before being disclosed in the Sustainability Report. This mechanism ensures that the material topics determined have considered a balance among impact significance, strategic relevance, and the credibility of the decision-making process.

Material topics from the previous year were used as the starting point in the 2025 review process. However, these topics were not adopted automatically; they were reviewed and revalidated by considering developments in the business context, changes in stakeholder expectations, risk dynamics, and the evaluation results of issue management during the reporting year. Through this approach, PMT ensures that the material topics disclosed in the report remain relevant, accurate, and reflective of the Company's actual condition.

Berdasarkan proses materiality assessment yang telah dilakukan, berikut adalah daftar topik material PMT yang telah divalidasi oleh manajemen dan akan menjadi fokus pengungkapan dalam Laporan Keberlanjutan 2025 ini:

Based on the materiality assessment process conducted, the following are PMT's material topics, which have been validated by management and will serve as the focus of disclosures in this 2025 Sustainability Report:

Matriks Signifikansi Topik Material
Material Topic Significance Matrix

	1 Sangat Rendah 1 Very Low	**2 Rendah** 2 Low	**3 Sedang** 3 Medium	**4 Tinggi** 4 High	**5 Sangat Tinggi** 5 Very High
5 Sangat Tinggi 5 Very High					**TM-01** **TM-08**
4 Tinggi 4 High				**TM-09** **TM-12**	**TM-03** **TM-04** **TM-06** **TM-10**
3 Sedang 3 Medium				**TM-02** **TM-11**	**TM-05** **TM-07**
2 Rendah 2 Low					
1 Sangat Rendah 1 Very Low					

	1 Sangat Rendah 1 Very Low	**2 Rendah** 2 Low	**3 Sedang** 3 Medium	**4 Tinggi** 4 High	**5 Sangat Tinggi** 5 Very High
5 Sangat Tinggi 5 Very High					**TM-01** **TM-08**
4 Tinggi 4 High				**TM-09** **TM-12**	**TM-03** **TM-04** **TM-06** **TM-10**
3 Sedang 3 Medium				**TM-02** **TM-11**	**TM-05** **TM-07**
2 Rendah 2 Low					
1 Sangat Rendah 1 Very Low					

Sumbu Y = Signifikansi Dampak (*impact materiality* — GRI 3) | Sumbu X = Materialitas Finansial (IFRS S1). Catatan: GRI 3:2021 tidak lagi mewajibkan matriks materialitas; matriks ini bersifat pelengkap untuk pelaporan gabungan GRI–IFRS, sedangkan dasar penetapan topik mengacu pada peringkat signifikansi dampak. Tanda menandai topik Sangat Material.
Y-axis = Impact Significance (impact materiality — GRI 3) | X-axis = Financial Materiality (IFRS S1). Note: GRI 3:2021 no longer requires a materiality matrix; it is complementary to combined GRI–IFRS reporting, and the basis for assigning topics is based on the impact significance rating. A indicates Highly Material topics.

Legenda Warna Color Legend	Zona Zone	Prioritas Priority
HIJAU GREEN	Signifikansi Dampak tinggi & Materialitas Finansial tinggi High Impact Significance & High Financial Materiality	UTAMA — Sangat Material (★) MAIN — Highly Material (★)
KUNING YELLOW	Salah satu dimensi tinggi One of the high dimensions	SIGNIFIKAN — Material SIGNIFICANT — Material
BIRU BLUE	Materialitas finansial tinggi, signifikansi dampak moderat High financial materiality, moderate impact significance	Material — Dipantau Material — Monitored

Berdasarkan proses *materiality assessment* yang telah dilakukan, berikut adalah daftar topik material PMT yang telah divalidasi oleh manajemen dan akan menjadi fokus pengungkapan dalam Laporan Keberlanjutan 2025 ini:

Based on the materiality assessment process that has been carried out, the following is a list of material PMT topics that have been validated by management and will be the focus of disclosure in this 2025 Sustainability Report:

Topik Material Tahun 2025 [GRI 3-2]
Material Topics 2025 [GRI 3-2]

Topik Material Material Topic	Tautan GRI GRI Link	Isu Utama Key Issue	Pemangku Kepentingan yang Terdampak Affected Stakeholders	Alasan Bersifat Material Reasons Why It Is Material	TPB (SDGs)
Ketahanan dan Kelangsungan Operasional Operational Resilience and Business Continuity	GRI 201: Kinerja Ekonomi GRI 201: Economic Performance	Keandalan layanan terminal, kesinambungan operasional, business continuity, produktivitas layanan, kesiapan menghadapi gangguan operasional dan risiko eksternal Reliability of terminal services, operational continuity, business continuity, service productivity, and readiness to face operational disruptions and external risks	Pelanggan, pengguna jasa, Pelindo Group, regulator, mitra kerja, pemasok, masyarakat, pemerintah Customers, service users, Pelindo Group, regulators, business partners, suppliers, the community, government	Topik ini material karena kegiatan PMT memiliki peran strategis dalam mendukung kelancaran arus barang, aktivitas kepelabuhanan, serta ekosistem logistik nasional. Ketahanan operasional menentukan kemampuan Perusahaan dalam menjaga kualitas layanan, memenuhi kebutuhan pelanggan, mengelola risiko gangguan, serta mempertahankan kontribusi ekonomi dalam jangka panjang. This topic is material because PMT's activities play a strategic role in supporting the smooth flow of goods, port activities, and the national logistics ecosystem. Operational resilience determines the Company's ability to maintain service quality, meet customer needs, manage disruption risks, and sustain long-term economic contribution.	
Ketahanan dan Kelangsungan Operasional Operational Resilience and Business Continuity	GRI 205: Anti-Korupsi GRI 205: Anti-Corruption	Kebijakan dan implementasi antikorupsi, pengelolaan gratifikasi, benturan kepentingan, sistem pelaporan pelanggaran (*whistleblowing system*), transparansi proses pengadaan barang/jasa Anti-corruption policy and implementation, gratuity management, conflict of interest, whistleblowing system, and transparency of the goods/services procurement process	Pelanggan, mitra kerja, pemasok, regulator, Pelindo Grup, pemerintah, karyawan Customers, business partners, suppliers, regulators, Pelindo Group, government, employees	Topik ini material karena aktivitas kepelabuhanan melibatkan interaksi intensif dengan mitra kerja, pemasok, dan pengguna jasa dalam proses pengadaan maupun pelayanan operasional, sehingga berisiko terhadap praktik korupsi dan gratifikasi. Penerapan tata kelola antikorupsi yang kuat menjadi kunci untuk menjaga integritas, kepercayaan pemangku kepentingan, serta keberlanjutan bisnis Perusahaan. This topic is material because port activities involve intensive interaction with business partners, suppliers, and service users in procurement and operational service processes, exposing the Company to the risk of corruption and gratuity-related practices. Strong anti-corruption governance is key to maintaining integrity, stakeholder trust, and the sustainability of the Company's business.	

Topik Material Tahun 2025 [GRI 3-2]

Material Topics 2025 [GRI 3-2]

Topik Material Material Topic	**Tautan GRI** GRI Link	**Isu Utama** Key Issue	**Pemangku Kepentingan yang Terdampak** Affected Stakeholders	**Alasan Bersifat Material** Reasons Why It Is Material	**TPB (SDGs)**
Perubahan Iklim — Energi Climate Change — Energy	GRI 302: Energi 2016 GRI 302: Energy 2016	Ketahanan infrastruktur pelabuhan, efisiensi energi, emisi GRK, respons terhadap perubahan iklim Resilience of port infrastructure, energy efficiency, GHG emissions, response to climate change	Regulator, pemerintah, induk usaha (Pelindo), investor Regulators, government, parent company (Pelindo), investors	Perubahan iklim memengaruhi operasional pelabuhan jangka panjang dan menjadi fokus ESG global dan nasional. Climate change affects long-term port operations and is a focus of global and national ESG agendas.	
Perubahan Iklim — Emisi Climate Change — Emissions	GRI 305: Emisi 2016 GRI 305: Emissions 2016	Emisi kendaraan operasional, alat berat, kualitas udara sekitar terminal Emissions from operational vehicles and heavy equipment, ambient air quality around the terminal	Masyarakat sekitar pelabuhan, regulator lingkungan, mitra kerja Communities around the port, environmental regulators, business partners	Kegiatan terminal menghasilkan emisi signifikan dan memerlukan pengendalian sesuai regulasi. Terminal activities generate significant emissions and require control in accordance with regulations.	
Kesejahteraan Karyawan Employee Welfare	GRI 401: Kepegawaian GRI 401: Employment	Kesejahteraan karyawan, hubungan ketenagakerjaan, pengembangan kompetensi, peningkatan kapabilitas, lingkungan kerja yang produktif Employee welfare, labor relations, competency development, capability enhancement, a productive work environment	Karyawan, keluarga karyawan, manajemen, serikat pekerja, Pelindo Grup Employees, employees' families, management, labor unions, Pelindo Group	Topik ini menjadi salah satu isu dengan skor tertinggi dalam kuesioner, menunjukkan perhatian kuat pemangku kepentingan terhadap kualitas pengelolaan SDM. Kesejahteraan, pengembangan kompetensi, dan hubungan kerja yang kondusif berperan penting dalam menjaga produktivitas, loyalitas, kesiapan transformasi, serta kesinambungan kinerja Perusahaan. This topic is one of the highest-scoring issues in the questionnaire, reflecting strong stakeholder attention to the quality of human capital management. Welfare, competency development, and a conducive working relationship play an important role in maintaining productivity, loyalty, transformation readiness, and the Company's sustained performance.	
Keselamatan dan Kesehatan Kerja Karyawan Occupational Health and Safety	GRI 403: Keselamatan dan Kesehatan Kerja GRI 403: Occupational Health and Safety	Sistem manajemen K3, pencegahan kecelakaan kerja, pelatihan K3, budaya keselamatan, perlindungan pekerja di area operasional terminal OHS management system, workplace accident prevention, OHS training, safety culture, protection of workers in terminal operational areas	Karyawan, pekerja operasional, mitra kerja, kontraktor, pelanggan, regulator Employees, operational workers, business partners, contractors, customers, regulators	Topik ini memperoleh skor tertinggi dalam hasil kuesioner dan sangat relevan dengan karakteristik operasional terminal multipurpose yang melibatkan aktivitas bongkar muat, mobilitas alat, area kerja berisiko, serta interaksi antara pekerja, mitra kerja, dan pengguna jasa. Pengelolaan K3 yang efektif menjadi faktor penting untuk menjaga keselamatan pekerja, keberlangsungan operasional, serta kualitas layanan Perusahaan. This topic received the highest score in the questionnaire results and is highly relevant to the characteristics of multipurpose terminal operations, which involve loading and unloading activities, equipment mobility, high-risk work areas, and interaction among workers, business partners, and service users. Effective OHS management is an important factor in maintaining worker safety, operational continuity, and the quality of the Company's services.	

Topik Material Tahun 2025 [GRI 3-2]

Material Topics 2025 [GRI 3-2]

Topik Material Material Topic	**Tautan GRI** GRI Link	**Isu Utama** Key Issue	**Pemangku Kepentingan yang Terdampak** Affected Stakeholders	**Alasan Bersifat Material** Reasons Why It Is Material	**TPB (SDGs)**
Kesejahteraan Karyawan Employee Welfare	GRI 404: Pelatihan dan Pendidikan GRI 404: Training and Education	Kesejahteraan karyawan, hubungan ketenagakerjaan, pengembangan kompetensi, peningkatan kapabilitas, lingkungan kerja yang produktif Employee welfare, labor relations, competency development, capability enhancement, a productive work environment	Karyawan, keluarga karyawan, manajemen, serikat pekerja, Pelindo Grup Employees, employees' families, management, labor unions, Pelindo Group	Topik ini menjadi salah satu isu dengan skor tertinggi dalam kuesioner, menunjukkan perhatian kuat pemangku kepentingan terhadap kualitas pengelolaan SDM. Kesejahteraan, pengembangan kompetensi, dan hubungan kerja yang kondusif berperan penting dalam menjaga produktivitas, loyalitas, kesiapan transformasi, serta kesinambungan kinerja Perusahaan. This topic is one of the highest-scoring issues in the questionnaire, reflecting strong stakeholder attention to the quality of human capital management. Welfare, competency development, and a conducive working relationship play an important role in maintaining productivity, loyalty, transformation readiness, and the Company's sustained performance.	

STRATEGI KEBERLANJUTAN [GRI 2-22] [OJK A.1]

Sustainability Strategy [GRI 2-22] [OJK A.1]



Komitmen terhadap Perilaku Bisnis yang Bertanggung Jawab dan Pembangunan Berkelanjutan [GRI 2-23]

PMT menempatkan keberlanjutan dan perilaku bisnis yang bertanggung jawab sebagai bagian dari landasan pengambilan keputusan, pengelolaan kegiatan usaha, dan penciptaan nilai jangka panjang bagi Perusahaan dan seluruh pemangku kepentingan. Komitmen tersebut diwujudkan dengan mengedepankan integritas, kepatuhan, akuntabilitas, keselamatan dan kesehatan kerja, perlindungan lingkungan, penghormatan terhadap hak asasi manusia, perlakuan yang setara, serta hubungan yang bertanggung jawab dengan pekerja, pelanggan, mitra usaha, pemasok, masyarakat, regulator, dan pemangku kepentingan lainnya.

Pelaksanaan komitmen tersebut didukung oleh kerangka governansi dan kebijakan internal Perusahaan, termasuk Pedoman Tata Kelola Perusahaan yang Baik, Pedoman Kode Etik Bisnis, Pedoman Pengendalian Gratifikasi, Pedoman *Whistleblowing System* (WBS), Pedoman Anti-*Fraud*, Pedoman Sistem Manajemen Anti Penyuapan, serta kebijakan pengadaan barang dan jasa. Pedoman Kode Etik Bisnis ditetapkan melalui Peraturan Direksi No. HK.01/4/3/4/HLTK/DIRU/PLMT-24 tanggal 4 Maret 2024 dan berlaku bagi seluruh Insan Perusahaan, mulai dari karyawan, Direksi, Dewan Komisaris, hingga organ pendukung lainnya. Pedoman tersebut antara lain mengatur etika hubungan dengan pekerja, pelanggan, vendor, masyarakat, lingkungan, regulator, dan pemangku kepentingan lainnya, serta ketentuan mengenai kepatuhan hukum, benturan kepentingan, korupsi dan penyuapan, *anti-fraud*, pencucian uang, kesetaraan kesempatan, perlindungan informasi, dan pengendalian internal.

Sebagai bagian dari ekosistem BUMN dan penyelenggara kegiatan usaha kepelabuhanan, penerapan governansi PMT juga berlandaskan peraturan perundang-undangan dan kebijakan Pemerintah yang relevan. Landasan tersebut antara lain mencakup Undang-Undang No.

Commitment to Responsible Business Conduct and Sustainable Development [GRI 2-23]

PMT regards sustainability and responsible business conduct as fundamental to decision-making, business management, and the creation of long-term value for the Company and its stakeholders. This commitment is reflected in the Company's emphasis on integrity, compliance, accountability, occupational health and safety, environmental protection, respect for human rights, equal treatment, and responsible relationships with employees, customers, business partners, suppliers, communities, regulators, and other stakeholders.

The implementation of this commitment is supported by the Company's governance framework and internal policies, including the Good Corporate Governance Guidelines, Code of Conduct, Gratification Control Guidelines, Whistleblowing System (WBS) Guidelines, Anti-Fraud Guidelines, Anti-Bribery Management System Guidelines, and Procurement of Goods and Services Guidelines. The Code of Conduct was established through Board of Directors Regulation No. HK.01/4/3/4/HLTK/DIRU/PLMT-24 dated March 4, 2024, and applies to all Company personnel, including employees, the Board of Directors, the Board of Commissioners, and other supporting organs. The Code regulates, among others, ethical relationships with employees, customers, vendors, communities, the environment, regulators, and other stakeholders, as well as compliance with laws and regulations, conflicts of interest, corruption and bribery, anti-fraud, money laundering, equal employment opportunities, information protection, and internal control.

As part of the State-Owned Enterprise (SOE) ecosystem and as a company engaged in port-related business activities, PMT's governance practices are also founded on relevant laws, regulations, and Government policies. These include Law No. 40 of 2007 concerning Limited Liability Companies,

40 Tahun 2007 tentang Perseroan Terbatas, Undang-Undang No. 17 Tahun 2008 tentang Pelayaran, Undang-Undang No. 6 Tahun 2023 tentang Cipta Kerja, Undang-Undang No. 14 Tahun 2008 tentang Keterbukaan Informasi Publik, Peraturan Pemerintah No. 61 Tahun 2009 tentang Kepelabuhanan sebagaimana telah diubah dengan Peraturan Pemerintah No. 64 Tahun 2015, serta Peraturan Pemerintah No. 31 Tahun 2021 tentang Penyelenggaraan Bidang Pelayaran. PMT juga mengacu pada Peraturan Menteri BUMN No. PER-1/MBU/03/2023 mengenai Penugasan Khusus dan Program Tanggung Jawab Sosial dan Lingkungan BUMN, PER-2/MBU/03/2023 mengenai Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan BUMN, serta PER-3/MBU/03/2023 mengenai Organ dan Sumber Daya Manusia BUMN. Penerapan prinsip governansi tersebut juga diintegrasikan ke dalam Rencana Jangka Panjang Perusahaan (RJPP) 2025–2029, yang antara lain mengacu pada PER-2/MBU/03/2023 dan kebijakan internal Pelindo Group serta PMT.

Dalam mendukung penerapan perilaku bisnis yang bertanggung jawab, PMT menerapkan prinsip kehati-hatian dan pengelolaan risiko dalam proses pengambilan keputusan. Kerangka manajemen risiko Perusahaan mengacu pada ISO 31000:2018 dan diterapkan melalui identifikasi, penilaian, pengendalian, pemantauan, serta pembaruan profil risiko secara berkala pada Kantor Pusat, branch, dan Anak Perusahaan. Sistem Pengendalian Internal juga mengacu pada kerangka COSO 2013 untuk mendukung pengendalian yang akuntabel, transparan, dan berorientasi pada mitigasi risiko. Dalam kerangka penerapan PUGKI, Perusahaan juga menekankan agar pengambilan keputusan dilakukan berdasarkan informasi yang lengkap, dengan itikad baik, uji tuntas, dan kehati-hatian.

Komitmen tersebut diperkuat melalui penerapan berbagai standar sistem manajemen sesuai dengan karakteristik kegiatan usaha dan ruang lingkup unit yang tercakup, antara lain ISO 9001:2015 untuk Sistem Manajemen Mutu, ISO 14001:2015 untuk Sistem Manajemen Lingkungan, ISO 45001:2018 untuk Sistem Manajemen Keselamatan dan Kesehatan Kerja, serta SNI ISO 37001:2016 untuk Sistem Manajemen Anti Penyuapan. Dalam aspek governansi, PMT juga mengadopsi ASEAN Corporate Governance Scorecard (ACGS) sebagai acuan peningkatan praktik tata kelola. ACGS dikembangkan dengan merujuk pada prinsip-prinsip governansi yang dikembangkan oleh Organisation for Economic Co-operation and Development (OECD), serta mencakup aspek keberlanjutan dan ketahanan, keterbukaan dan transparansi, serta tanggung jawab Direksi dan Dewan Komisaris.

PMT berkomitmen menghormati hak asasi manusia dalam lingkungan kerja dan hubungan bisnis, termasuk dengan mendorong perlakuan yang setara, mencegah diskriminasi, serta menghormati hak pekerja dan pemangku kepentingan terkait. Komitmen ini juga tercermin dalam ekspektasi Perusahaan terhadap pemasok untuk menghormati hak asasi manusia, menjalankan tanggung jawab sosial dan lingkungan, memperlakukan pekerja secara adil, serta menerapkan kebijakan dan prosedur bisnis yang mendukung keberlanjutan.

Penerapan komitmen perilaku bisnis yang bertanggung jawab tidak hanya mencakup aktivitas internal Perusahaan, tetapi juga hubungan bisnis dengan pihak eksternal. Dalam proses pengadaan dan kerja sama, PMT menerapkan klausul antisuap pada perjanjian kerja sama maupun pengadaan barang dan jasa serta mewajibkan penerapan Pakta Integritas bagi mitra kerja. Pedoman Pengadaan Barang dan Jasa juga mengintegrasikan prinsip Sistem Manajemen Anti Penyuapan ISO 37001:2016, termasuk dalam pengendalian proses pengadaan dan pengawasan terhadap penyedia eksternal. Kepatuhan terhadap Kode

Law No. 17 of 2008 concerning Shipping, Law No. 6 of 2023 concerning Job Creation, Law No. 14 of 2008 concerning Public Information Disclosure, Government Regulation No. 61 of 2009 concerning Ports as amended by Government Regulation No. 64 of 2015, and Government Regulation No. 31 of 2021 concerning the Administration of the Shipping Sector. PMT also refers to Minister of State-Owned Enterprises Regulation No. PER-1/MBU/03/2023 concerning Special Assignments and Social and Environmental Responsibility Programs of State-Owned Enterprises, PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises, and PER-3/MBU/03/2023 concerning the Organization and Human Capital of State-Owned Enterprises. The implementation of governance principles is also integrated into the Company's 2025–2029 Long-Term Plan (RJPP), which refers, among others, to PER-2/MBU/03/2023 and internal policies of Pelindo Group and PMT.

In supporting responsible business conduct, PMT applies the principle of prudence and risk management in its decision-making processes. The Company's risk management framework refers to ISO 31000:2018 and is implemented through risk identification, assessment, control, monitoring, and periodic updates of risk profiles across the Head Office, branches, and Subsidiaries. The Internal Control System also refers to the COSO 2013 framework to support accountable, transparent, and risk-oriented controls. Within the implementation of the Indonesian Code of Good Corporate Governance (PUGKI), the Company also emphasizes that decisions should be made based on complete information, in good faith, with due diligence and care.

This commitment is further reinforced through the implementation of various management system standards relevant to the nature of the Company's business and the scope of the respective certified units, including ISO 9001:2015 for Quality Management Systems, ISO 14001:2015 for Environmental Management Systems, ISO 45001:2018 for Occupational Health and Safety Management Systems, and SNI ISO 37001:2016 for Anti-Bribery Management Systems. In terms of governance, PMT also adopts the ASEAN Corporate Governance Scorecard (ACGS) as a reference for enhancing its governance practices. The ACGS is developed with reference to corporate governance principles established by the Organisation for Economic Co-operation and Development (OECD) and covers, among others, sustainability and resilience, disclosure and transparency, and the responsibilities of the Board of Directors and Board of Commissioners.

PMT is committed to respecting human rights in the workplace and in its business relationships, including by promoting equal treatment, preventing discrimination, and respecting the rights of employees and relevant stakeholders. This commitment is also reflected in the Company's expectations for suppliers to respect human rights, fulfill their social and environmental responsibilities, treat their employees, staff, and workers fairly, and implement business policies and procedures that support sustainability.

The implementation of responsible business conduct extends beyond the Company's internal activities to its business relationships with external parties. In procurement and business cooperation processes, PMT incorporates anti-bribery clauses into cooperation agreements and procurement contracts and requires business partners to adhere to Integrity Pacts. The Procurement of Goods and Services Guidelines also incorporate the principles of the ISO 37001:2016 Anti-Bribery Management System, including controls over procurement processes and

Etik juga berlaku bagi mitra usaha dan pemangku kepentingan lainnya, dengan tindak lanjut atas pelanggaran mengacu pada ketentuan kontrak kerja sama maupun peraturan yang relevan.

Komitmen tersebut dikomunikasikan dan diinternalisasikan melalui berbagai mekanisme. Seluruh Insan Perusahaan diwajibkan menandatangani Pakta Integritas dan Janji Pedoman Kode Etik Bisnis yang diperbarui setiap tahun, disertai sosialisasi dan penguatan pemahaman mengenai etika, integritas, antikorupsi, antisuap, pengendalian gratifikasi, keselamatan dan kesehatan kerja, serta keberlanjutan. Komunikasi juga diarahkan kepada mitra usaha dan pemangku kepentingan eksternal melalui ketentuan kerja sama, sosialisasi, media komunikasi, dan berbagai forum keterlibatan pemangku kepentingan.

Direksi memegang tanggung jawab atas penetapan dan penerapan berbagai kebijakan tersebut sesuai kewenangannya, dengan fungsi pengawasan oleh Dewan Komisaris. Penguatan integrasi keberlanjutan juga didukung oleh Komite ESG dan Komite GRC. Komite ESG antara lain bertugas merumuskan dan mengembangkan strategi keberlanjutan, memantau kinerja dan KPI ESG, mengidentifikasi risiko dan peluang keberlanjutan, memastikan kepatuhan terhadap standar keberlanjutan yang relevan, serta melaporkan pelaksanaan tugasnya secara periodik kepada Direksi.

Integrasi ESG dalam Rencana Kerja Manajemen (RKM) 2025

PMT telah mengintegrasikan aspek ESG ke dalam Rencana Kerja Manajemen (RKM) Tahun 2025. RKM tersebut disampaikan kepada Pemegang Saham untuk mendapatkan persetujuan. RKM merupakan peta jalan dan strategis PMT yang berisi 131 rencana kerja, mencakup investasi aset (*capex*) maupun biaya operasional (*opex*), untuk berbagai departemen dan entitas yang berada di bawah pengendalian PMT. Semua upaya ini bertujuan untuk memastikan bahwa setiap target operasional dan manajerial selaras dengan prinsip-prinsip ESG, sebagai berikut:

Aspek Lingkungan *(Environmental)*

Fokus utama pada tahun 2025 adalah penguatan program *Green Port* dan efisiensi energi untuk mendukung pencapaian *Net Zero Emission.*

- Inisiatif Utama: Implementasi elektrifikasi alat bongkar muat (seperti program ALMA) dan optimalisasi manajemen limbah serta air di seluruh wilayah operasional.
- Tujuan Strategis: Menurunkan jejak karbon operasional dan meningkatkan efisiensi penggunaan sumber daya alam.

Aspek Sosial *(Social)*

Fokus pada pengembangan kompetensi sumber daya manusia serta penguatan hubungan dengan masyarakat sekitar melalui program TJSL yang berdampak.

- Inisiatif Utama: Program peningkatan kapasitas SDM *(Sustainability Learning)*, penguatan aspek Keselamatan dan Kesehatan Kerja (K3), serta program pemberdayaan ekonomi masyarakat (seperti program SROI di Teluk Lamong).
- Tujuan Strategis: Menciptakan lingkungan kerja yang inklusif dan aman, serta membangun kemandirian ekonomi masyarakat di sekitar pelabuhan.

oversight of external providers. Compliance with the Code of Conduct also extends to business partners and other stakeholders, with any violations by external parties addressed in accordance with the relevant cooperation agreements and applicable regulations.

These commitments are communicated and embedded through various mechanisms. All Company personnel are required to sign an Integrity Pact and a Pledge of Compliance with the Code of Conduct, which are renewed annually, complemented by socialization and awareness-building activities on ethics, integrity, anti-corruption, anti-bribery, gratification control, occupational health and safety, and sustainability. Communication is also extended to business partners and external stakeholders through contractual provisions, socialization activities, communication media, and various stakeholder engagement forums.

The Board of Directors is responsible for establishing and implementing these policies within its respective authority, with oversight performed by the Board of Commissioners. The integration of sustainability is further supported by the ESG Committee and the GRC Committee. The ESG Committee is responsible, among others, for formulating and developing sustainability strategies, monitoring sustainability performance and ESG-related Key Performance Indicators (KPIs), identifying sustainability risks and opportunities, ensuring compliance with relevant sustainability standards, and periodically reporting the implementation of its duties to the Board of Directors.

Integration of ESG into the 2025 Management Work Plan (RKM)

PMT has integrated ESG aspects into its 2025 Management Work Plan (RKM), which has been submitted to Shareholders for approval. The RKM serves as PMT's strategic roadmap and comprises 131 work plans, covering both capital expenditures (capex) and operational expenditures (opex), across various departments and entities under PMT's control. These efforts are intended to ensure that all operational and managerial targets are aligned with ESG principles, as outlined below:

Environmental Aspect

The primary focus in 2025 is strengthening the Green Port program and improving energy efficiency to support the achievement of Net Zero Emissions.

- Key Initiatives: Implementation of cargo-handling equipment electrification (including the ALMA program) and optimization of waste and water management across all operational areas.
- Strategic Objective: To reduce the operational carbon footprint and enhance the efficiency of natural resource utilization.

Social Aspect

The focus is on workforce competency development and strengthening relationships with surrounding communities through impactful Social and Environmental Responsibility (CSR) programs.

- Key Initiatives: Human capital capacity-building programs (Sustainability Learning), enhancement of Occupational Health and Safety (OHS) practices, and community economic empowerment programs (such as the SROI initiative at Teluk Lamong).
- Strategic Objective: To create an inclusive and safe working environment while fostering economic self-reliance among communities surrounding port areas.

Aspek Tata Kelola *(Governance)*

Fokus pada transparansi, kepatuhan, dan integrasi manajemen risiko keberlanjutan.

- Inisiatif Utama: Penguatan sistem pelaporan keberlanjutan, kepatuhan terhadap regulasi ESG (seperti SEOJK 16), dan penerapan etika bisnis yang berintegritas.
- Tujuan Strategis: Membangun kepercayaan pemangku kepentingan melalui tata kelola perusahaan yang bersih dan akuntabel.

INISIATIF DAN STRATEGI KEBERLANJUTAN [GRI 2-22]

Dalam menjalankan aktivitas usahanya, Perusahaan tidak semata-mata berfungsi sebagai entitas bisnis, tetapi juga memikul tanggung jawab untuk memberikan layanan jasa terminal nonpetikemas yang memenuhi ekspektasi pengguna jasa. Selain itu, Perusahaan turut berperan aktif dalam mendukung pelaksanaan berbagai program Pemerintah Indonesia dalam rangka percepatan pencapaian Tujuan Pembangunan Berkelanjutan, sebagaimana diamanatkan dalam Permen PER-1/MBU/01/2023 tentang Penugasan Khusus dan Program TJSL (Tanggung Jawab Sosial dan Lingkungan) BUMN yang mengacu pada kerangka TPB.

Selaras dengan visi Perusahaan sebagai "Pemimpin dalam Konektivitas Barang di Indonesia" serta misi sebagai operator terminal multipurpose yang menciptakan ekosistem bernilai tambah bagi pemangku kepentingan dan negara, Perusahaan menetapkan dua pilar strategis beserta faktor pendukung utama (*key enablers*) sebagai berikut:

Governance Aspect

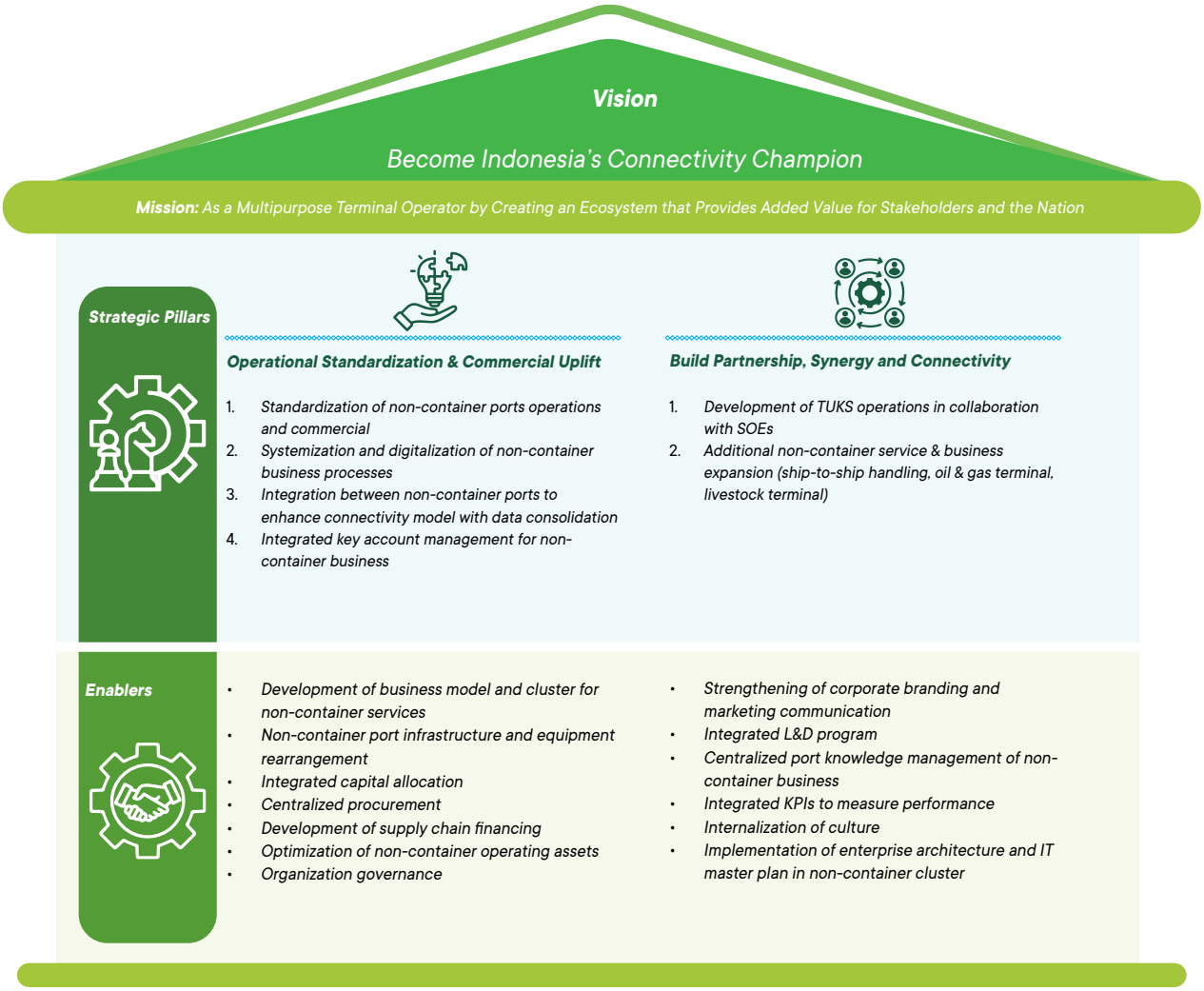
The focus is on transparency, compliance, and the integration of sustainability risk management.

- Key Initiatives: Strengthening sustainability reporting systems, ensuring compliance with ESG-related regulations (including SEOJK 16), and promoting ethical business practices grounded in integrity.
- Strategic Objective: To build stakeholder trust through clean, transparent, and accountable corporate governance.

SUSTAINABILITY INITIATIVES AND STRATEGIES [GRI 2-22]

In conducting its business activities, the Company is not only functioned as a business entity but also bears the responsibility of providing non-container terminal services that meet customer expectations. In addition, the Company plays an active role in supporting the implementation of various Government of Indonesia programs aimed at accelerating the achievement of the Sustainable Development Goals (SDGs), as mandated under Ministerial Regulation PER-1/MBU/01/2023 concerning Special Assignments and the Social and Environmental Responsibility (TJSL) Program for State-Owned Enterprises, which refers to the SDG framework.

In line with the Company's vision of becoming the "Indonesia's Connectivity Champion" and its mission as a multipurpose terminal operator that creates value-added ecosystems for stakeholders and the nation, the Company has established two strategic pillars supported by key enablers, as follows:



1. ***Strategic Pillars***
   a. Standardisasi Operasional dan Peningkatan Komersial
   Berisi inisiatif Standardisasi operasional & komersial pelabuhan non petikemas, Sistemisasi dan digitalisasi proses bisnis non petikemas, Integrasi antara pelabuhan non petikemas untuk meningkatkan model konektivitas dengan konsolidasi data, Integrasi *key account management* bisnis non petikemas.

   b. Membangun Kemitraan, Sinergi dan Konektivitas
   Berisi inisiatif terkait Pengembangan operasional TUKS bekerja sama dengan BUMN, Layanan non petikemas tambahan & ekspansi bisnis (*ship-to-ship handling,* terminal minyak & gas, *livestock* terminal), Pengembangan operasi Pelabuhan K/L.

2. ***Key enablers***
   a. Pengembangan model bisnis dan cluster untuk layanan non petikemas;
   b. Pengembangan infrastruktur dan peralatan pelabuhan non petikemas;
   c. Alokasi modal terintegrasi;
   d. Pengadaan terpusat;
   e. Pengembangan *supply chain financing;*
   f. Optimalisasi aset operasi non petikemas;
   g. Tata kelola organisasi;
   h. Penguatan *branding* perusahaan dan komunikasi pemasaran;
   i. Program L&D terintegrasi;
   j. Manajemen pengetahuan pelabuhan terpusat untuk bisnis non petikemas;
   k. KPI terintegrasi untuk mengukur kinerja;
   l. Internalisasi budaya;
   m. Implementasi arsitektur perusahaan dan IT *master plan* untuk kluster non petikemas.

Dalam rangka mewujudkan pencapaian Visi dan Misi, Perusahaan menetapkan tema serta fokus strategis tahunan yang dirumuskan dalam Rencana Jangka Panjang Perusahaan (RJPP) atau *corporate roadmap* sebagai pedoman arah pengembangan usaha, sebagai berikut:

1. **Strategic Pillars**
   a. Operational Standardization and Commercial Improvement
   Contains initiatives such as operational and commercial standardization of non-container ports, systemization and digitization of non-container business processes, integration between non-container ports to improve connectivity models with data consolidation, and integration of key account management for non-container businesses.
   b. Building Partnerships, Synergy, and Connectivity
   Contains initiatives related to the development of TUKS operations in collaboration with state-owned enterprises, additional non-container services and business expansion (ship-to-ship handling, oil and gas terminals, livestock terminals), and development of port operations at ministries/agencies.

2. **Key Enablers**
   a. Development of business models and clusters for non-container services;
   b. Development of non-container port infrastructure and equipment;
   c. Integrated capital allocation;
   d. Centralized procurement;
   e. Development of supply chain financing;
   f. Optimization of non-container operating assets;
   g. Organizational Governance;
   h. Strengthening corporate branding and marketing communications;
   i. Integrated L&D Program;
   j. Centralized port knowledge management for non-container businesses;
   k. Integrated KPIs to measure performance
   l. Internalization of culture
   m. mplementation of corporate architecture and IT master plan for non-container clusters

To achieve its Vision and Mission, the Company establishes annual strategic themes and focuses formulated in the Company's Long-Term Plan (RJPP) or corporate roadmap as a guideline for business development, as follows:

RJPP Pelindo Multi Terminal 2025-2029

Pelindo Multi Terminal RJPP 2025-2029

2025 - 2026



Enhancing Internal Business and Service Excellence

Pembenahan tata kelola internal untuk meningkatkan cakupan dan kualitas layanan NPK di Pelindo Grup

Improving internal governance to expand the scope and enhance the quality of NPK services within the Pelindo Group

- Melakukan penataan struktur korporasi PMT Grup
  Restructuring the PMT Group's corporate structure
- Melakukan pembaruan model dan kesepakatan bisnis NPK agar terciptanya stabilitas bisnis
  Updating NPK's business models and agreements to ensure business stability
- Implementasi strategi perluasan *market share* di *captive market* (*dedicated terminal*)
  Implementing a strategy to expand market share in captive markets (dedicated terminals)
- Standardisasi operasional dan layanan NPK di seluruh wilayah
  Standardizing NPK operations and services across all regions
- Melakukan perbaikan *data integration* guna menunjang performa bisnis
  Improving data integration to support business performance
- Meningkatkan kapabilitas SDM PMT Grup
  Enhancing the capabilities of PMT Group's human resources

Pre-requisites:

Dukungan *stakeholder* dari internal Pelindo Grup (*Holding* dan Anak Usaha Regional):
Stakeholder support from within the Pelindo Group (Holding and Regional Subsidiary):

- **Untuk menghadapi revisi UU Pelayaran**
  To address revisions to the Shipping Law
- **Penguatan layanan PMT**
  Strengthening PMT services
- **Penyelesaian isu-isu korporasi di PMT**
  Resolving corporate issues at PMT

2027 - 2028



Breakthrough Business Expansion & Commercialization

Perluasan ekosistem dan layanan untuk memperkuat posisi PMT sebagai pelaku bisnis non-petikemas nasional

Expanding the ecosystem and services to strengthen PMT position as a national non-container business operator

- Melakukan perbaikan model bisnis dan perbaikan *portfolio profile*
  Improving the business model and portfolio profile
- Pengembangan layanan NPK yang terintegrasi dalam *value chain* ekosistem maritim
  Developing NPK services integrated into the maritime ecosystem value chain
- Optimalisasi skema *bundling* layanan NPK dengan bisnis kepelabuhanan lainnya
  Optimizing NPK service bundling schemes with other port-related businesses
- Ekspansi layanan NPK ke pasar eksternal Pelindo (TUKS/Tersus/KL)
  Expanding NPK services to markets outside Pelindo (TUKS/Tersus/KL)
- Mengimplementasikan strategi optimalisasi biaya operasional
  Implementing a strategy to optimize operating costs

Pre-requisites:

- **Dukungan *stakeholder* dari internal Pelindo Grup untuk pengembangan SDM dan IT dengan kapabilitas yang kompetitif**
  Stakeholder support from within the Pelindo Group for the development of human resources and IT with competitive capabilities
- **Dukungan pendanaan untuk meningkatkan daya saing layanan NPK PMT**
  Funding support to enhance the competitiveness of PMT NPK services

2029



Business Sustainability

Mempertahankan posisi PMT dalam pengembangan bisnis NPK yang berkelanjutan

Maintaining PMT position in the sustainable development of the NPK business

- Mengintegrasikan prinsip *Green Ports* dan ESG dalam operasi NPK untuk meningkatkan keberlanjutan, efisiensi, dan tanggung jawab sosial Perusahaan
  Integrating Green Ports and ESG principles into NPK operations to improve sustainability, efficiency, and the Company's social responsibility
- Penguatan layanan NPK yang termasuk dalam *value chain* ekosistem maritim di pasar domestik
  Strengthening NPK services that are part of the maritime ecosystem's value chain in the domestic market

Pre-requisites:

- **Stabilitas pendapatan dan laba PMT**
  Stability of PMT revenue and profit
- **Dukungan stakeholder atas penerapan kebijakan yang mendukung *Green Ports***
  Stakeholder support for the implementation of policies that support Green Ports

KEGIATAN MEMBANGUN BUDAYA KEBERLANJUTAN [OJK F.1] [GRI 2-24]

PMT memandang keberlanjutan sebagai nilai fundamental yang harus terinternalisasi dalam seluruh aspek operasional maupun budaya kerja Perusahaan. Oleh karena itu, budaya keberlanjutan tidak hanya diposisikan sebagai bagian dari strategi bisnis, tetapi juga dibangun melalui pendekatan yang konsisten, edukatif, dan partisipatif di seluruh jenjang organisasi.

Komitmen terhadap keberlanjutan tersebut selaras dengan visi PMT untuk menjadi pemimpin dalam konektivitas barang di Indonesia. Prinsip keberlanjutan kemudian diartikulasikan dalam misi Perusahaan sebagai penyedia layanan terminal *multipurpose* yang mampu menciptakan nilai tambah bagi pemangku kepentingan dan negara. Nilai-nilai tersebut selanjutnya diintegrasikan ke dalam strategi dan kebijakan Perusahaan, serta menjadi landasan dalam proses pengambilan keputusan dan perilaku kerja sehari-hari.

Sepanjang tahun 2025, PMT terus memperkuat internalisasi budaya keberlanjutan melalui berbagai inisiatif yang terstruktur. Nilai dan komitmen keberlanjutan telah diperkenalkan sejak tahap awal proses rekrutmen dan dikembangkan melalui program pelatihan serta sosialisasi secara berkelanjutan. Penyampaian pesan keberlanjutan dilakukan melalui berbagai media dan kegiatan, antara lain briefing harian, program keselamatan dan kesehatan kerja (K3), pelatihan etika bisnis dan anti korupsi, serta pemanfaatan media komunikasi internal seperti *leaflet*, papan informasi, dan portal internal Perusahaan.

Program internalisasi tersebut dirancang untuk meningkatkan pemahaman sekaligus mendorong implementasi prinsip keberlanjutan oleh seluruh karyawan, baik di unit operasional maupun kantor pusat. Selain di lingkungan internal, PMT juga secara aktif mengomunikasikan berbagai inisiatif keberlanjutan kepada pemangku kepentingan eksternal melalui beragam kanal, seperti situs web, publikasi media, serta forum interaksi dengan pelanggan, mitra usaha, regulator, dan masyarakat di sekitar wilayah operasional. Upaya ini bertujuan untuk membangun pemahaman bersama, meningkatkan tingkat keterlibatan, serta mendorong terciptanya budaya keberlanjutan yang inklusif.

PMT juga secara konsisten menerapkan praktik bisnis yang bertanggung jawab dan berkelanjutan. Hal ini tercermin dalam pelaksanaan program K3 dengan target *zero fatality*, inisiatif efisiensi energi dan pengelolaan limbah, serta penguatan digitalisasi layanan guna meningkatkan efisiensi dan transparansi operasional. Seluruh inisiatif tersebut dijalankan secara terencana dan terukur, sejalan dengan prinsip *Environmental, Social, and Governance* (ESG) yang diadopsi dalam ESG *Roadmap* Pelindo.

Melalui pendekatan yang komprehensif tersebut, PMT terus membangun dan memperkuat budaya keberlanjutan sebagai elemen kunci dalam mendukung pertumbuhan usaha yang sehat, tangguh, dan bertanggung jawab bagi seluruh pemangku kepentingan.

BUILDING A CULTURE OF SUSTAINABILITY [OJK F.1] [GRI 2-24]

PMT views sustainability as a fundamental value that must be internalized across all aspects of the Company's operations and corporate culture. Accordingly, sustainability culture is not only positioned as an part of business strategy but is also cultivated through a consistent, educational, and participatory approach at all levels of the organization.

This commitment to sustainability is aligned with PMT's vision of becoming Indonesia's champion connectivity. Sustainability principles are further articulated through the Company's mission as a provider of multipurpose terminal services that create added value for stakeholders and the nation. These values are subsequently integrated into the Company's strategies and policies and serve as a foundation for decision-making processes and day-to-day workplace behavior.

Throughout 2025, PMT continued to strengthen the internalization of its sustainability culture through numerous structured initiatives. Sustainability values and commitments have been introduced from the initial stages of the recruitment process and further reinforced through ongoing training and socialization programs. Sustainability messages are communicated through a variety of channels and activities, including daily briefings, occupational health and safety (OHS) programs, business ethics and anti-corruption training, and the use of internal communication media such as leaflets, information boards, and the Company's internal portal.

These internalization programs are designed to enhance understanding while encouraging all employees, both in operational units and at the head office, to implement sustainability principles in their daily activities. Beyond the internal environment, PMT also actively communicates its sustainability initiatives to external stakeholders through various channels, including its website, media publications, and engagement forums involving customers, business partners, regulators, and communities surrounding its operational areas. These efforts aim to foster a shared understanding, strengthen stakeholder engagement, and promote an inclusive culture of sustainability.

PMT also consistently implements responsible and sustainable business practices. This commitment is reflected in the implementation of occupational health and safety programs targeting zero fatalities, energy efficiency and waste management initiatives, and the enhancement of service digitalization to improve operational efficiency and transparency. All of these initiatives are carried out in a planned and measurable manner, in line with the Environmental, Social, and Governance (ESG) principles adopted under Pelindo ESG Roadmap.

Through this comprehensive approach, PMT continues to build and strengthen a culture of sustainability as a key element in supporting healthy, resilient, and responsible business growth for the benefit of all stakeholders.

Proses Penanganan Keluhan dan Pemulihan Dampak Negatif [GRI 2-25]

Pada periode pelaporan, PMT belum memiliki satu pernyataan kebijakan yang secara eksplisit mengonsolidasikan komitmen untuk menyediakan atau bekerja sama dalam pemulihan seluruh dampak negatif yang diidentifikasi telah disebabkan atau turut dikontribusikan oleh Perusahaan. Meski demikian, praktik penanganan, penyelesaian, dan pemulihan atas jenis dampak tertentu telah diterapkan dalam sejumlah proses operasional Perusahaan, antara lain penanganan keluhan pelanggan, pengaduan masyarakat dan lingkungan, penanganan gangguan operasional, pelaporan insiden, serta pemulihan layanan (*service recovery*). Dengan mempertimbangkan kondisi tersebut, pengungkapan ini menjelaskan mekanisme dan praktik pemulihan yang telah diterapkan dan dapat ditelusuri berdasarkan dokumen maupun rekaman pelaksanaan yang tersedia.

Untuk mengidentifikasi dan menangani keluhan, PMT menyediakan kanal yang disesuaikan dengan karakteristik pemangku kepentingan dan isu yang disampaikan. Bagi masyarakat dan pemangku kepentingan di sekitar wilayah operasional, Perusahaan menyediakan saluran komunikasi resmi pada setiap cabang, termasuk petugas yang ditunjuk untuk menindaklanjuti pengaduan, kanal digital korporat, serta koordinasi dengan otoritas pelabuhan dan pemangku kepentingan lokal dalam pemantauan potensi dampak lingkungan. Sepanjang tahun 2025, PMT tidak menerima pengaduan dari masyarakat, pelanggan, maupun pemangku kepentingan lainnya yang berkaitan dengan dampak lingkungan dari kegiatan operasional Perusahaan.

Bagi pelanggan, PMT menyediakan layanan *customer care* di cabang, P-Connect, dan Contact Center Pelindo 102 untuk menyampaikan kebutuhan, pertanyaan, keluhan, dan masukan atas layanan. Setiap suara pelanggan yang diterima melalui kanal resmi dicatat, diklasifikasikan, dan diteruskan kepada unit kerja terkait sesuai dengan karakteristik permasalahan. Tindak lanjut dapat mencakup klarifikasi kepada pelanggan, pemeriksaan data dan dokumen, koordinasi dengan unit operasional, perbaikan sistem atau layanan, serta penyelesaian administratif apabila keluhan berkaitan dengan koreksi nota atau tagihan.

Selain mekanisme pengaduan tersebut, PMT memiliki *Whistleblowing System* (WBS) yang dapat digunakan Insan Perusahaan maupun pihak berkepentingan untuk melaporkan dugaan pelanggaran etika, penyimpangan perilaku, pelanggaran hukum, dan tindakan lain yang berpotensi merugikan Perusahaan atau pemangku kepentingan. WBS berfungsi terutama sebagai mekanisme pelaporan dugaan pelanggaran dan dibahas lebih lanjut dalam GRI 2-26 Mekanisme untuk Meminta Saran dan Menyampaikan Kekhawatiran. PMT menyediakan enam kanal WBS berupa layanan telepon 24 jam, faksimili, SMS/WhatsApp, surat elektronik, situs web Pelindo Bersih, dan PO BOX, disertai perlindungan kerahasiaan identitas pelapor dan perlindungan dari tindakan balasan. Hal ini konsisten dengan GRI yang membedakan mekanisme pengaduan untuk pihak terdampak dari mekanisme *whistleblowing* untuk melaporkan dugaan pelanggaran.

Grievance Handling and Remediation of Negative Impacts [GRI 2-25]

During the reporting period, PMT had not yet established a single policy statement that explicitly consolidates its commitment to provide for or cooperate in the remediation of all negative impacts identified as having been caused or contributed to by the Company. Nevertheless, practices for addressing, resolving, and remediating certain types of impacts have been implemented through a number of the Company's operational processes, including customer complaint handling, community and environmental grievance mechanisms, operational disruption management, incident reporting, and service recovery. In view of this condition, this disclosure describes the remediation mechanisms and practices that have been implemented and can be traced to the available supporting documents and implementation records.

To identify and address grievances, PMT provides channels tailored to the characteristics of its stakeholders and the nature of the issues raised. For communities and stakeholders surrounding its operational areas, the Company provides official communication channels at each branch, including designated personnel responsible for following up on grievances, corporate digital channels, as well as coordination with port authorities and local stakeholders to monitor potential environmental impacts. Throughout 2025, PMT did not receive any grievances from communities, customers, or other stakeholders related to environmental impacts arising from the Company's operational activities.

For customers, PMT provides customer care services at its branches, P-Connect, and Pelindo Contact Center 102 for submitting requests, inquiries, complaints, and service-related feedback. Each customer submission received through the Company's official channels is recorded, classified, and forwarded to the relevant work unit according to the nature of the issue. Follow-up actions may include clarification with the customer, review of data and documents, coordination with operational units, system or service improvements, and administrative resolution where complaints relate to corrections of invoices or billing.

In addition to these grievance mechanisms, PMT has a Whistleblowing System (WBS) that may be used by Company personnel and other interested parties to report suspected ethical violations, misconduct, legal violations, and other actions that may adversely affect the Company or its stakeholders. The WBS primarily serves as a mechanism for reporting suspected wrongdoing and is discussed further under GRI 2-26 Mechanisms for Seeking Advice and Raising Concerns. PMT provides six WBS reporting channels consisting of a 24-hour telephone service, facsimile, SMS/WhatsApp, email, the Pelindo Bersih website, and a PO BOX, together with safeguards for the confidentiality of whistleblowers' identities and protection against retaliation. This is consistent with GRI's distinction between grievance mechanisms for affected parties and whistleblowing mechanisms for reporting suspected wrongdoing.

Di luar mekanisme pengaduan formal, proses penanganan dampak juga dilakukan melalui prosedur operasional yang relevan dengan jenis permasalahan. Dalam hal terjadi gangguan operasional yang dapat memengaruhi kenyamanan maupun keselamatan pengguna jasa, PMT memiliki mekanisme penanganan gangguan operasional, pelaporan insiden, tindakan mitigasi, dan pemulihan layanan (*service recovery*) untuk mendukung penyelesaian gangguan secara tepat dan bertanggung jawab. Proses operasional juga didukung oleh evaluasi risiko, inspeksi lapangan, audit internal, sistem pelaporan insiden, serta koordinasi lintas unit dalam pengelolaan lingkungan dan respons darurat.

Kesiapan PMT dalam menghadapi gangguan yang dapat memengaruhi keberlangsungan kegiatan usaha dan layanan turut diperkuat melalui Business Continuity Management (BCM). PMT telah memiliki Peraturan Direksi PT Pelindo Multi Terminal No. PW.05.02/7/11/2/RINO/DIRU/PLMT-23 tanggal 7 November 2023 tentang Pedoman Business Continuity Management (BCM) PT Pelindo Multi Terminal. Dalam kerangka tersebut, Perusahaan telah menyusun Business Impact Analysis (BIA), Business Continuity Plan (BCP), dan Disaster Recovery Plan (DRP), serta melaksanakan drill untuk menguji kesiapan dalam menghadapi kondisi gangguan. Perangkat tersebut mendukung kesiapan Perusahaan dalam mengidentifikasi dampak gangguan terhadap proses bisnis, menjaga keberlangsungan fungsi dan layanan yang diperlukan, serta mendukung proses pemulihan setelah terjadinya gangguan.

Pelibatan pengguna mekanisme selama tahun 2025 terutama berlangsung dalam bentuk penyampaian masukan melalui kanal komunikasi, forum pelanggan, serta Survei Kepuasan Pelanggan. Masukan yang diperoleh digunakan untuk mengidentifikasi kebutuhan perbaikan dan peningkatan kualitas layanan. Hasil survei tahun 2025, misalnya, menjadi dasar bagi PMT untuk memperkuat sistem digital dan *billing*, mempercepat proses administrasi, meningkatkan infrastruktur dan kesiapan peralatan, serta meningkatkan kualitas fasilitas pelayanan. Berdasarkan dokumentasi yang tersedia untuk periode pelaporan, pelibatan pengguna yang secara khusus ditujukan untuk merancang dan meninjau mekanisme pengaduan belum terdokumentasi secara terpisah.

Efektivitas penanganan keluhan dipantau antara lain berdasarkan status penyelesaian, tindak lanjut oleh unit terkait, dan umpan balik pengguna jasa. Pada tahun 2025, PMT menerima 198 keluhan pelanggan, dengan 155 keluhan atau 78,28% telah berstatus Selesai atau Tutup, sedangkan 43 keluhan masih dalam proses penyelesaian oleh unit kerja terkait. Selain itu, hasil Survei Kepuasan Pelanggan menunjukkan *Customer Satisfaction Index* sebesar 4,52 dari skala 5, meningkat dari 4,29 pada tahun 2024, dan masukan hasil survei digunakan dalam penyempurnaan layanan. Pada periode pelaporan, pemantauan efektivitas masih terutama didasarkan pada status penyelesaian keluhan dan umpan balik layanan, sedangkan pengukuran spesifik atas kepuasan pelapor setelah penyelesaian pengaduan belum terdokumentasi secara terpisah.

Beyond formal grievance mechanisms, impact handling is also undertaken through operational procedures relevant to the nature of the issue. In the event of operational disruptions that may affect the comfort or safety of service users, PMT has mechanisms for operational disruption management, incident reporting, mitigation measures, and service recovery to support the appropriate and responsible resolution of such disruptions. Operational processes are also supported by risk assessments, field inspections, internal audits, incident reporting systems, and cross-unit coordination in environmental management and emergency response.

PMT's preparedness in addressing disruptions that may affect business and service continuity is further strengthened through the implementation of Business Continuity Management (BCM). PMT has established Board of Directors Regulation No. PW.05.02/7/11/2/RINO/DIRU/PLMT-23 dated November 7, 2023, concerning the Business Continuity Management (BCM) Guidelines of PT Pelindo Multi Terminal. Under this framework, the Company has prepared a Business Impact Analysis (BIA), Business Continuity Plan (BCP), and Disaster Recovery Plan (DRP), and has conducted drills to test its preparedness in responding to disruption scenarios. These instruments support the Company's readiness to identify the impacts of disruptions on business processes, maintain the continuity of essential functions and services, and support the recovery process following disruptions.

During 2025, the involvement of mechanism users primarily took the form of feedback submitted through communication channels, customer forums, and the Customer Satisfaction Survey. The feedback received is used to identify areas for improvement and enhance service quality. For example, the results of the 2025 survey served as a basis for PMT to strengthen its digital and billing systems, accelerate administrative processes, improve infrastructure and equipment readiness, and enhance the quality of service facilities. Based on documentation available for the reporting period, user involvement specifically intended to support the design and review of grievance mechanisms had not yet been separately documented.

The effectiveness of grievance handling is monitored based, among other indicators, on resolution status, follow-up actions by the relevant units, and feedback from service users. In 2025, PMT received 198 customer complaints, of which 155 complaints, or 78.28%, had reached Completed or Closed status, while 43 complaints remained under resolution by the relevant work units. In addition, the Customer Satisfaction Survey recorded a Customer Satisfaction Index of 4.52 out of 5, increasing from 4.29 in 2024, with survey feedback used to support continuous service improvements. During the reporting period, effectiveness monitoring remained primarily based on complaint resolution status and service feedback, while specific measurement of complainant satisfaction following grievance resolution had not yet been separately documented.

IKHTISAR KINERJA KEBERLANJUTAN
Sustainability Performance Highlights

ASPEK EKONOMI [OJK B.1]
ECONOMIC ASPECTS [OJK B.1]

Uraian Description	Satuan Unit	2025	2024	2023	YoY 2024-2025 (%)	
Operasional dan Produksi Operational and Production						
Produksi Pelayanan Jasa Non Petikemas [OJK B.1.a] Production of Non-Container Services						
Dermaga Dock	Ton	**99.034.088**	96.587.558	90.943.936	2,53%	▲
Stevedoring	Ton	**53.186.493**	57.501.888	58.075.926	-7,50%	▼
Kerjasama BM BM Collaboration	Ton	**55.320.578**	48.217.444	36.223.246	14,73%	▲
RoRo	Unit	**668.738**	497.868	258.412	34,32%	▲
Produksi Pelayanan Jasa Petikemas [OJK B.1.a] Production of Container Services						
Dermaga (Box) Dock (Box)	Box	**430.749**	377.770	388.779	14,02%	▲
Stevedoring (Box)	Box	**322.507**	312.842	313.812	3,09%	▲
Kerja Sama Bongkar Muat/BM	Box	**107.569**	61.714	48.340	74,30%	▲
Lift on/lift off (Box)	Box	**359.497**	356.381	452.568	0,87%	▲
Penumpukan Petikemas (Box) Stacking of Containers (Box)	Box	**581.925**	1.275.634	542.806	-54,38%	▼
Kinerja Keuangan Financial Performance						
Pendapatan Operasi [OJK B.1.b] Operating Revenue	(Rp-juta) (Rp-million)	**5.669.657**	5.302.163	5.026.330	6,93	▲
Laba/(Rugi) Tahun Berjalan [OJK B.1.c] Income for the Year	(Rp-juta) (Rp-million)	**525.745**	269.755	618.600	94,90	▲
Aset Assets	(Rp-juta) (Rp-million)	**4.452.845**	4.010.489	4.298.959	11,03	▲
Liabilitas Liabilities	(Rp-juta) (Rp-million)	**2.193.666**	1.874.498	1.911.222	17,03	▲
Ekuitas Equity	(Rp-juta) (Rp-million)	**2.259.178**	2.135.991	2.387.737	5,77	▲
Pelibatan Pihak Lokal [OJK B.1.e] Local Supplier Involvement						
Jumlah Pemasok Lokal Number of Local Suppliers	Mitra/Vendor Partner/Vendor	**30**	55	55	(45,45)	▼
Komposisi Nilai Pekerjaan bagi Pemasok Lokal Composition of Work Values for Local Suppliers	%	**100**	100	100	0,00	
Tenaga Kerja Lokal*	%	**100**	100	100	0,00	

*) Persentase tenaga kerja lokal dihitung berdasarkan karyawan yang berdomisili atau memiliki identitas kependudukan yang sesuai dengan wilayah operasional PMT, yang tersebar di 37 cabang pelabuhan di seluruh Indonesia. Hingga akhir tahun 2025, tenaga kerja lokal tercatat sebesar 100% dari total karyawan
*) The percentage of local workers is calculated based on employees domiciled or with a population identification number that matches PMT operational area, which is spread across 37 port branches throughout Indonesia. By the end of 2025, the local workforce accounted for 100% of the total employees.

Produk dan/atau Layanan yang Ramah Lingkungan [OJK B.1.d]

PMT secara konsisten mengintegrasikan prinsip-prinsip keberlanjutan ke dalam seluruh kegiatan operasional bisnis. Meskipun tidak menghasilkan produk ramah lingkungan dalam bentuk fisik, Perusahaan menegaskan peran strategisnya sebagai penyedia layanan terminal yang efisien, adaptif terhadap perkembangan teknologi, serta berorientasi pada upaya pengurangan dampak lingkungan.

Sepanjang tahun 2025, PMT merealisasikan berbagai inisiatif untuk memperkuat layanan yang mendukung aspek ramah lingkungan. Berbagai inisiatif tersebut merupakan bagian dari respons Perusahaan terhadap isu lingkungan dan perubahan iklim yang semakin relevan. Walaupun saat ini Perusahaan belum memiliki produk atau layanan yang memperoleh sertifikasi eko-label, langkah-langkah yang telah dilakukan mencerminkan komitmen nyata dalam mendukung pembangunan infrastruktur yang berkelanjutan, sejalan dengan Tujuan Pembangunan Berkelanjutan (TPB) 9 dan 13, antara lain:

- Digitalisasi layanan terminal terus diperluas melalui pemanfaatan sistem e-*service* dan *auto-gate* di 33 cabang pelabuhan. Inisiatif ini bertujuan untuk mempercepat waktu layanan dokumen.
- Penggunaan peralatan hemat energi dan elektrifikasi alat berat mulai diimplementasikan, ditandai dengan pengadaan unit RTG listrik. Di sisi lain, beberapa cabang pelabuhan juga telah mulai menggantikan lampu penerangan dengan teknologi LED hemat energi dan yang bertenaga surya.

Inisiatif-inisiatif tersebut merupakan bagian dari upaya PMT dalam meningkatkan kualitas layanan sekaligus merespons isu lingkungan dan perubahan iklim. Meskipun tidak memiliki produk atau layanan bersertifikasi eko-label, langkah-langkah yang diambil mencerminkan upaya kuat PMT dalam mendukung Tujuan Pembangunan Berkelanjutan (TPB) 9: Industri, Inovasi, dan Infrastruktur, dan TPB 13: Penanganan Perubahan Iklim.

Environmentally Friendly Products and/or Services [OJK B.1.d]

PMT consistently integrates sustainability principles into all of its business operations. Although does not produce environmentally friendly products in a physical form, the Company affirms its strategic role as a terminal service provider that is efficient, adaptive to technological advancements, and committed to reducing environmental impacts.

Throughout 2025, PMT implemented various initiatives to strengthen services that support environmental sustainability. These initiatives are part of the Company's response to increasingly relevant environmental and climate change issues. Although the Company currently does not offer products or services that have obtained eco-label certification, the measures undertaken demonstrate a tangible commitment to supporting sustainable infrastructure development, in line with Sustainable Development Goals (SDGs) 9 and 13, including the following:

- Terminal service digitalization continued to expand through the utilization of e-service systems and auto-gate facilities across 33 port branches. This initiative aims to accelerate document processing and service delivery times.
- The use of energy-efficient equipment and the electrification of heavy machinery have begun to be implemented, as reflected in the procurement of electric Rubber-Tyred Gantry (RTG) units. In addition, several port branches have started replacing conventional lighting systems with energy-efficient LED and solar-powered lighting technologies.

These initiatives form part of PMT's efforts to enhance service quality while responding to environmental and climate change challenges. Although the Company does not yet provide eco-label certified products or services, the actions undertaken reflect PMT's strong commitment to supporting Sustainable Development Goal (SDG) 9: Industry, Innovation and Infrastructure, and SDG 13: Climate Action.

ASPEK LINGKUNGAN HIDUP [OJK B.2]
ENVIRONMENTAL ASPECTS [OJK B.2]

Uraian Description	**Satuan** Unit	**2025**	**2024**	**2023**
Konsumsi Energi (Listrik dan BBM) [OJK B.2.a] Energy Consumption (Electricity and Fuel) [OJK B.2.a]	Gigajoule	**258.864,79**	198.591,55	166.526,60
Konsumsi Air [OJK B.2.a] Water Consumption [OJK B.2.a]	m^3	**441.682,12**	-	-
Penambahan (Pengurangan) Emisi GRK [OJK B.2.b] Addition (Reduction) of GHG Emissions [OJK B.2.b]	Ton CO_2eq	**6.015,78**	-	-
Penambahan (Pengurangan) Limbah Padat* [OJK B.2.c] Addition (Reduction) of Solid Waste* [OJK B.2.c]	m^3	**25.883,10**	-	-
Penambahan (Pengurangan) Limbah B3* Addition (Reduction) of Hazardous Waste*	Ton	**10.883,21**	-	-
Penambahan (Pengurangan) Efluen* Addition (Reduction) of Effluent*	m^3	**59.264,39**	-	-
Biaya Lingkungan Hidup Environmental Costs	Rp	**1.217.867.725**	759.035.748	1.059.698.379

Uraian Description	Satuan Unit	2025	2024	2023
Penanaman Pohon Mangrove [OJK B.2.d] Mangrove Planting [OJK B.2.	Pohon Trees	11.000	3.000	2.595
Pengaduan lingkungan Environmental Complaints	Kasus Cases	Nihil Nil	Nihil Nil	Nihil Nil

*) Data limbah dan efluen mulai dihitung pada tahun 2025, sehingga belum dapat dibandingkan dengan tahun sebelumnya. Data tahun 2025 digunakan sebagai *baseline* awal untuk pengukuran kinerja lingkungan pada periode pelaporan berikutnya.
*) Waste and effluent data will begin to be tracked in 2025, meaning that comparisons with previous years are not yet possible. Data from 2025 will serve as the initial baseline for measuring environmental performance in subsequent reporting periods.

KINERJA ASPEK SOSIAL [OJK B.3]

Kegiatan operasional Perusahaan tidak hanya memberikan dampak ekonomi melalui penyediaan layanan kepelabuhanan, tetapi juga menghadirkan dampak sosial yang perlu dikelola secara bertanggung jawab. Oleh karena itu, Perusahaan melakukan pemetaan dampak sosial untuk mengidentifikasi potensi dampak positif maupun negatif yang timbul dari aktivitas operasional di 32 cabang dan 5 satelit.

Hasil pemetaan tersebut menjadi salah satu dasar dalam perumusan program Tanggung Jawab Sosial dan Lingkungan (TJSL), pelibatan masyarakat, serta penyusunan langkah mitigasi risiko sosial eksternal yang lebih terarah dan sesuai dengan kebutuhan pemangku kepentingan di sekitar wilayah operasional.

Adapun dampak positif dari kegiatan operasional dan program sosial PMT antara lain sebagai berikut:

1. **Peningkatan akses kerja bagi masyarakat lokal**
   Kegiatan operasional PMT yang tersebar di 32 cabang dan 5 satelit membuka peluang kerja dan mendorong keterlibatan tenaga kerja lokal, baik secara langsung maupun tidak langsung. Hingga akhir tahun 2025, 100% karyawan PMT merupakan tenaga kerja lokal. Kehadiran Perusahaan turut mendukung aktivitas ekonomi masyarakat sekitar melalui kebutuhan tenaga kerja, penyediaan jasa pendukung, serta aktivitas ekonomi yang timbul dari operasional pelabuhan.

2. **Penguatan kapasitas dan kompetensi masyarakat**
   PMT berkontribusi terhadap peningkatan kapasitas masyarakat melalui berbagai program pendidikan, pelatihan, dan pemberdayaan. Pada tahun 2025, Perusahaan melaksanakan Program Pelindo Mengajar dengan realisasi penyaluran sebesar Rp404,67 juta, serta program-program pendidikan dan pengembangan masyarakat lainnya yang dilaksanakan di wilayah operasional. Selain itu, Perusahaan juga menjalankan Program Kolaborasi UMKM Pengolahan Kedelai Teluk Lamong bersama FKS Group, yang menjangkau 53 penerima manfaat langsung dalam 6 kelompok pengolah kedelai di Kelurahan Tambak Sarioso, Kelurahan Tambak Osowilangon, Kelurahan Romokalisari, dan Desa Karangkiring, Gresik. Program ini mencakup pelatihan produksi tempe dan produk turunan, desain kemasan, akses pasar modern, pembukuan keuangan, pendampingan legalitas usaha, serta pendampingan intensif selama enam bulan.

SOCIAL PERFORMANCE [OJK B.3]

The Company's operational activities not only generate economic value through the provision of port services but also create social impacts that must be managed responsibly. Accordingly, the Company conducts social impact mapping to identify potential positive and negative impacts arising from operational activities across its 32 branches and 5 satellites.

The results of this mapping serve as one of the bases for formulating Social and Environmental Responsibility (CSR) programs, community engagement initiatives, and more targeted social risk mitigation measures that are aligned with the needs of stakeholders in the surrounding operational areas.

The positive impacts generated by PMT's operational activities and social programs include the following:

1. **Increased Employment Opportunities for Local Communities**
   PMT's operations, which are spread across 32 branches and 5 satellites, create employment opportunities and encourage the involvement of local workers, both directly and indirectly. As of the end of 2025, 100% of PMT employees were local workers. The Company's presence also supports surrounding communities' economic activities through labor demand, the provision of supporting services, and economic activities arising from port operations.

2. **Strengthening Community Capacity and Competencies**
   PMT contributes to enhancing community capacity through various education, training, and empowerment programs. In 2025, the Company implemented the Pelindo Teaching Program, with total disbursements amounting to Rp404.67 million, as well as other education and community development initiatives carried out in its operational areas. In addition, the Company implemented the Teluk Lamong Soybean Processing MSME Collaboration Program in partnership with FKS Group, benefiting 53 direct beneficiaries across six soybean processing groups located in Tambak Sarioso Village, Tambak Osowilangon Village, Romokalisari Village, and Karangkiring Village, Gresik. The program included training on tempeh and derivative product production, packaging design, access to modern markets, financial bookkeeping, business licensing assistance, and intensive mentoring over a six-month period.

3. **Inisiatif pengembangan sosial-lingkungan di daerah operasional**

Pada tahun 2025, realisasi program TJSL PMT tercatat sebesar Rp6.103.473.312, atau 103,10% dari total pagu anggaran yang tersedia. Berikut ini rincian realisasi berdasarkan pada pilar program TJSL:

3. **Social and Environmental Development Initiatives in Operational Areas**

In 2025, the TJSL PMT program's actual expenditures totaled Rp6,103,473,312, or 103.10% of the total available budget allocation. The following is a breakdown of the actual expenditures by TJSL program pillar:

Pilar Program Program Pillar	Realisasi 2025 Realization in 2025	Persentase Percentage	Cakupan Program Program Scope
Sosial Social	Rp3.823.057.998	62,0%	Kegiatan sosial, kesehatan, dan dukungan masyarakat. Social activities, healthcare programs, and community support.
Lingkungan Environment	Rp1.217.867.725	20,0%	Pengelolaan lingkungan, pelestarian ekosistem pesisir, rehabilitasi mangrove, dan edukasi pengelolaan sampah. Environmental management, coastal ecosystem conservation, mangrove rehabilitation, and waste management education.
Pendidikan Education	Rp885.700.309	14,5%	Program pendidikan, peningkatan kapasitas, dan dukungan sarana/prasarana pendidikan. Education programs, capacity building, and support for educational facilities and infrastructure.
UMK MSMEs	Rp176.907.280	3,5%	Pemberdayaan UMK dan penguatan ekonomi masyarakat. MSME empowerment and strengthening of the local economy.
Total		**Rp6.103.473.312**	

4. **Dampak fiskal dan ekonomi lokal**

Kegiatan usaha PMT turut memberikan kontribusi ekonomi melalui pembayaran pajak, penggunaan barang dan jasa, serta aktivitas operasional yang mendorong perputaran ekonomi di wilayah pelabuhan. Pada tahun 2025, kontribusi kepada negara melalui pembayaran pajak tercatat sebesar Rp159.415 juta, sementara pengeluaran untuk kegiatan tanggung jawab sosial atau CSR/TJSL tercatat sebesar Rp6.103 juta, meningkat 29,36% dibandingkan tahun 2024 sebesar Rp4.718 juta.

4. **Fiscal and Local Economic Contributions**

PMT's business activities also contribute to the economy through tax payments, procurement of goods and services, and operational activities that stimulate economic circulation in port areas. In 2025, the Company's contribution to the state through tax payments amounted to Rp159,415 million, while expenditures for social responsibility or CSR activities totaled Rp6,103 million, representing an increase of 29.36% compared to Rp4,718 million in 2024.

Dampak Negatif

Di sisi lain, kegiatan operasional Perusahaan pada bidang jasa layanan bongkar muat nonpetikemas juga memiliki potensi dampak sosial dan lingkungan terhadap masyarakat sekitar wilayah pelabuhan. Potensi dampak tersebut dikelola melalui mekanisme pengendalian operasional, komunikasi dengan pemangku kepentingan, serta pelaksanaan program sosial dan lingkungan yang relevan dengan kebutuhan masyarakat.

1. **Risiko gangguan terhadap aktivitas sosial masyarakat sekitar Pelabuhan**

Operasional terminal berpotensi menimbulkan gangguan terhadap kenyamanan masyarakat sekitar, antara lain melalui kebisingan, peningkatan lalu lintas kendaraan, aktivitas bongkar muat, maupun potensi dampak lingkungan. Untuk meminimalkan risiko tersebut, PMT melakukan pengelolaan operasional sesuai prosedur, pengawasan terhadap limbah dan dampak lingkungan, serta komunikasi dengan pemangku kepentingan di sekitar wilayah kerja.

2. **Ketimpangan akses terhadap manfaat ekonomi**

Kehadiran kegiatan pelabuhan dapat memberikan manfaat ekonomi bagi masyarakat, namun juga berpotensi menimbulkan ketimpangan apabila manfaat tersebut tidak tersebar secara inklusif. Untuk mengurangi risiko tersebut, PMT mengarahkan program TJSL pada kelompok penerima manfaat yang relevan dengan kebutuhan wilayah, antara lain melalui pemberdayaan UMKM, program pendidikan, kegiatan sosial, serta inisiatif lingkungan yang melibatkan masyarakat sekitar.

Negative Impacts

On the other hand, the Company's non-container cargo handling operations also have the potential to generate social and environmental impacts on communities surrounding port areas. These potential impacts are managed through operational control mechanisms, stakeholder communication, and the implementation of social and environmental programs that are relevant to community needs.

1. **Risk of Disruptions to Community Activities Surrounding Ports**

Terminal operations may potentially affect the comfort and convenience of nearby communities through noise, increased vehicle traffic, cargo handling activities, and potential environmental impacts. To minimize these risks, PMT manages its operations in accordance with established procedures, monitors waste and environmental impacts, and maintains communication with stakeholders surrounding its operational areas.

2. **Unequal Access to Economic Benefits**

The existence of port activities can provide economic benefits to local communities; however, they may also create disparities if these benefits are not distributed inclusively. To mitigate this risk, PMT directs its CSR programs toward beneficiary groups that are relevant to local needs, including MSME empowerment, education programs, social initiatives, and environmental activities involving surrounding communities.

3. **Kesenjangan keterampilan tenaga kerja lokal**
   Perkembangan kebutuhan operasional dan teknologi di sektor kepelabuhanan menuntut ketersediaan tenaga kerja dengan kompetensi yang sesuai. Dalam beberapa fungsi tertentu, masih terdapat potensi kesenjangan antara kebutuhan kompetensi operasional dan kesiapan tenaga kerja lokal. Untuk merespons hal tersebut, PMT mendukung program pengembangan kapasitas, pelatihan, edukasi, dan pemberdayaan masyarakat yang dapat memperluas akses terhadap keterampilan dan peluang ekonomi.

PMT juga menyediakan sarana pengaduan bagi pemangku kepentingan untuk menyampaikan setiap aktivitas operasional yang berpotensi mengganggu keberlangsungan kehidupan masyarakat, merugikan pihak lain, maupun menimbulkan konflik. Setiap pengaduan yang diterima ditindaklanjuti sesuai mekanisme yang berlaku. Sepanjang tahun 2025, tidak terdapat laporan pelanggaran yang disampaikan melalui mekanisme WBS.

Langkah-langkah tersebut mencerminkan komitmen PMT untuk memastikan bahwa pertumbuhan usaha berjalan seiring dengan penguatan hubungan sosial dan keberlanjutan komunitas lokal. Melalui pemetaan dampak sosial, pelaksanaan program TJSL, serta pelibatan pemangku kepentingan, Perusahaan berupaya agar manfaat kehadiran PMT dapat dirasakan secara lebih luas oleh masyarakat di sekitar wilayah operasional.

3. **Skills Gap Among Local Workers**
   The evolving operational and technological requirements within the port sector demand a workforce equipped with appropriate competencies. In certain functions, gaps may still exist between operational competency requirements and the readiness of local workers. In response, PMT supports capacity-building initiatives, training, educational activities, and community empowerment programs that broaden access to skills development and economic opportunities.

PMT also provides complaint mechanisms through which stakeholders may report operational activities that have the potential to disrupt community livelihoods, adversely affect other parties, or create conflicts. All complaints received are addressed in accordance with applicable procedures. Throughout 2025, no violation reports were submitted through the Whistleblowing System (WBS).

These initiatives reflect PMT's commitment to ensuring that business growth goes hand in hand with stronger social relationships and sustainability of local communities. Through social impact mapping, the implementation of CSR programs, and stakeholder engagement, the Company seeks to ensure that the benefits of PMT's presence can be more broadly enjoyed by communities surrounding its operational areas.



Penjelasan Direksi

Board of Directors' Explanation

Mengedepankan akuntabilitas dan keterbukaan Direksi dalam menyampaikan capaian serta arah keberlanjutan Perusahaan, dengan menyelaraskan kinerja ekonomi, sosial, dan tata kelola.

Prioritizing the Board of Directors' accountability and transparency in conveying the Company's achievements and sustainability direction, by aligning economic, social, and governance performance.





01

PENJELASAN DIREKSI [OJK D.1]

Board of Directors' Explanation [Ojk D.1]



Ary Henryanto
Direktur Utama
President Director

Pemegang Saham dan Pemangku Kepentingan yang Terhormat,

Puji syukur kami panjatkan ke hadirat Tuhan Yang Maha Esa atas dukungan dan kepercayaan seluruh pemangku kepentingan sehingga PT Pelindo Multi Terminal mampu menjalankan kegiatan usaha sepanjang tahun 2025 dengan tetap menjaga komitmen terhadap keberlanjutan. Laporan Keberlanjutan 2025 dengan tema *"Collaborative Sustainability, Creating Shared Value"* mencerminkan keyakinan kami bahwa keberlanjutan hanya dapat diwujudkan melalui kolaborasi yang kuat, baik di lingkungan internal Perusahaan maupun bersama pelanggan, mitra usaha, regulator, masyarakat, dan pemangku kepentingan lainnya.

Dear Shareholders and Stakeholders,

We express our gratitude to God Almighty for the support and trust of all stakeholders, which enabled PT Pelindo Multi Terminal to carry out its business activities throughout 2025 while maintaining its commitment to sustainability. The 2025 Sustainability Report, carrying the theme "Collaborative Sustainability, Creating Shared Value," reflects our belief that sustainability can only be realized through strong collaboration, both within the Company and together with customers, business partners, regulators, communities, and other stakeholders.

Sebagai sebagai anak usaha PT Pelabuhan Indonesia (Persero) cluster non petikemas yang mengelola jaringan terminal nonpetikemas di Indonesia, PMT memiliki peran strategis dalam mendukung konektivitas logistik nasional, ketahanan rantai pasok, serta pertumbuhan ekonomi wilayah. Peran tersebut sekaligus menuntut Perusahaan untuk memastikan bahwa kegiatan operasional terminal dijalankan secara efisien, aman, bertanggung jawab, dan memperhatikan dampaknya terhadap lingkungan pesisir, masyarakat sekitar pelabuhan, serta tata kelola usaha yang berintegritas.

KEBIJAKAN UNTUK MERESPON TANTANGAN DALAM PEMENUHAN STRATEGI KEBERLANJUTAN

Bagi PMT, keberlanjutan bukan semata kewajiban kepatuhan, melainkan bagian dari fondasi pengambilan keputusan dan arah pertumbuhan jangka panjang Perusahaan. Nilai keberlanjutan PMT berakar dari tata nilai Perusahaan, yaitu Amanah, Kompeten, Harmonis, Loyal, Adaptif, dan Kolaboratif, yang dikembangkan dan disetujui selaras dengan visi PMT untuk menjadi pemimpin dalam konektivitas barang di Indonesia. Nilai tersebut diwujudkan dalam pengelolaan terminal *multipurpose* yang andal, efisien, dan mampu menciptakan nilai tambah bagi pemangku kepentingan dan negara, serta diintegrasikan ke dalam strategi Perusahaan, Rencana Kerja dan Anggaran Perusahaan, kebijakan HSSE, prinsip *Green Port*, pengelolaan risiko, serta budaya kerja sehari-hari yang tercermin dalam *tagline "Build the Garden, Value Will Follow"*.

Sepanjang tahun 2025, Perusahaan terus memperkuat internalisasi budaya keberlanjutan melalui pendekatan yang konsisten, edukatif, dan partisipatif. Nilai dan komitmen keberlanjutan diperkenalkan sejak proses rekrutmen, dikembangkan melalui pelatihan dan sosialisasi, serta diperkuat melalui *briefing* harian, program keselamatan dan kesehatan kerja, pelatihan etika bisnis dan anti korupsi, serta pemanfaatan media komunikasi internal. Di sisi eksternal, Perusahaan mengomunikasikan inisiatif keberlanjutan melalui situs web, publikasi media, dan forum interaksi dengan pelanggan, mitra usaha, regulator, serta masyarakat di sekitar wilayah operasional.

Dalam merespons isu-isu keberlanjutan, PMT menempatkan keselamatan dan kesehatan kerja, ketahanan operasional, etika bisnis, keamanan data, efisiensi energi, pengendalian emisi, pengelolaan air, limbah dan tumpahan, pemberdayaan masyarakat, serta penguatan tata kelola sebagai prioritas utama. Prioritas tersebut dirumuskan ke dalam 12 topik material tahun 2025, dengan Keselamatan dan Kesehatan Kerja, Ketahanan dan Kelangsungan Operasional, Etika Bisnis dan Anti-Korupsi, Keamanan Data dan Digitalisasi Layanan, serta Energi dan Transisi Operasional Rendah Karbon dikategorikan sebagai topik yang sangat material. Penentuan topik tersebut mempertimbangkan dampak ekonomi, lingkungan, sosial, ekspektasi pemangku kepentingan, dinamika risiko, serta karakteristik usaha Perusahaan sebagai operator terminal *multipurpose*.

Komitmen pimpinan dalam penerapan Keuangan Berkelanjutan diwujudkan melalui penguatan tata kelola keberlanjutan yang menempatkan Direksi sebagai penanggung jawab tertinggi atas arah, kebijakan, dan pengelolaan dampak keberlanjutan, dengan fungsi pengawasan oleh Dewan Komisaris. Pada tahun 2025, pengelolaan keberlanjutan juga diperkuat melalui Komite ESG dan Komite GRC. Komite ESG berperan dalam mendukung koordinasi, pemantauan, dan penguatan

As a subsidiary of PT Pelabuhan Indonesia (Persero) in the non-container cluster that manages Indonesia's non-container terminal network, PMT plays a strategic role in supporting national logistics connectivity, supply chain resilience, and regional economic growth. This role also requires the Company to ensure that terminal operations are conducted efficiently, safely, responsibly, and with due regard to their impact on coastal environments, communities surrounding ports, and business governance grounded in integrity.

POLICY FOR RESPONDING TO CHALLENGES IN IMPLEMENTING THE SUSTAINABILITY STRATEGY

For PMT, sustainability is not merely a compliance obligation, but part of the foundation for decision-making and the Company's long-term growth direction. PMT's sustainability values are rooted in the Company's values, namely Trustworthy, Competent, Harmonious, Loyal, Adaptive, and Collaborative, which are developed and approved in alignment with PMT's vision to become the leader in goods connectivity in Indonesia. These values are reflected in the management of reliable and efficient multipurpose terminals that create added value for stakeholders and the nation, and are integrated into the Company's strategy, Corporate Work Plan and Budget (RKAP), Health, Safety, Security, and Environment (HSSE) policy, Green Port principles, risk management, and day-to-day work culture as reflected in the tagline "Build the Garden, Value Will Follow."

Throughout 2025, the Company continued to strengthen the internalization of its sustainability culture through a consistent, educational, and participatory approach. Sustainability values and commitments were introduced from the recruitment process, developed through training and socialization, and reinforced through daily briefings, occupational health and safety programs, business ethics and anti-corruption training, and the use of internal communication media. Externally, the Company communicated its sustainability initiatives through its website, media publications, and interaction forums with customers, business partners, regulators, and communities surrounding its operational areas.

In responding to sustainability issues, PMT places occupational health and safety, operational resilience, business ethics, data security, energy efficiency, emissions control, water management, waste and spill management, community empowerment, and governance strengthening as key priorities. These priorities were formulated into 12 material topics in 2025, with Occupational Health and Safety, Operational Resilience and Continuity, Business Ethics and Anti-Corruption, Data Security and Service Digitalization, and Energy and Low-Carbon Operational Transition categorized as highly material topics. The determination of these topics considered economic, environmental, and social impacts; stakeholder expectations; risk dynamics; and the characteristics of the Company's business as a multipurpose terminal operator.

Management commitment to implementing Sustainable Finance is realized through strengthened sustainability governance, which places the Board of Directors as the highest accountable body for sustainability direction, policies, and impact management, with oversight performed by the Board of Commissioners. In 2025, sustainability management was also reinforced through the ESG Committee and the GRC Committee. The ESG Committee supports the coordination, monitoring, and strengthening

inisiatif lingkungan, sosial, dan tata kelola, termasuk agenda iklim, efisiensi energi, pengendalian emisi, TJSL, dan pelaporan keberlanjutan. Sementara itu, Komite GRC mendukung integrasi aspek governansi, manajemen risiko, dan kepatuhan ke dalam proses bisnis Perusahaan.

Sepanjang tahun pelaporan, PMT mencatat sejumlah capaian penting. Dari aspek ekonomi, Perusahaan membukukan pendapatan usaha sebesar Rp5.669,66 miliar, meningkat 6,93% dibandingkan tahun sebelumnya, serta laba tahun berjalan sebesar Rp525,74 miliar, meningkat 94,90% dibandingkan tahun sebelumnya, atau setara 78,82% dari target RKAP 2025. Dari aspek operasional, beberapa layanan konvensional petikemas berhasil melampaui target RKAP, termasuk layanan dermaga, bongkar muat, bongkar muat kargo, dan penumpukan. Dari aspek lingkungan, Perusahaan memperkuat pengelolaan energi, emisi, air, limbah, pengendalian tumpahan, serta pelestarian lingkungan, termasuk penanaman 11.000 pohon mangrove dan tidak adanya keluhan lingkungan yang diterima selama tahun 2025. Dari aspek sosial, Perusahaan merealisasikan program TJSL sebesar Rp6,10 miliar atau 103,10% dari target RKAP yang ditetapkan, memperkuat pemberdayaan masyarakat, pendidikan, lingkungan, dan pengembangan UMK.

Di sisi lain, Direksi juga mencermati sejumlah tantangan yang masih perlu dikelola secara berkelanjutan. Tantangan tersebut mencakup dinamika arus kargo, perubahan pola permintaan layanan terminal, dampak cuaca ekstrem terhadap produktivitas operasional, kebutuhan investasi infrastruktur dan peralatan yang lebih adaptif, peningkatan konsumsi energi dan emisi seiring meningkatnya aktivitas operasional, serta kebutuhan peningkatan kualitas data keberlanjutan, termasuk penguatan cakupan perhitungan emisi dan integrasi data lintas cabang.

of environmental, social, and governance initiatives, including the climate agenda, energy efficiency, emissions control, Social and Environmental Responsibility (TJSL), and sustainability reporting. Meanwhile, the GRC Committee supports the integration of governance, risk management, and compliance aspects into the Company's business processes.

During the reporting year, PMT recorded several important achievements. From the economic aspect, the Company booked operating revenue of Rp5,669.66 billion, an increase of 6.93% compared with the previous year, as well as profit for the year of Rp525.74 billion, an increase of 94.90% compared with the previous year, or equivalent to 78.82% of the 2025 RKAP target. From the operational aspect, several conventional container services exceeded the RKAP target, including berth services, loading and unloading, cargo handling, and stacking. From the environmental aspect, the Company strengthened the management of energy, emissions, water, waste, spill control, and environmental conservation, including the planting of 11,000 mangrove trees and the absence of environmental complaints received during 2025. From the social aspect, the Company realized TJSL programs amounting to Rp6.10 billion, or 103.10% of the established RKAP target, strengthening community empowerment, education, environmental initiatives, and the development of micro and small enterprises (MSEs).

At the same time, the Board of Directors also noted several challenges that need to be managed on an ongoing basis. These challenges include cargo flow dynamics, changes in terminal service demand patterns, the impact of extreme weather on operational productivity, the need for more adaptive infrastructure and equipment investment, increased energy consumption and emissions in line with higher operational activity, and the need to improve the quality of sustainability data, including strengthening the scope of emissions calculation and data integration across branches.

PENERAPAN KEUANGAN BERKELANJUTAN

Penerapan Keuangan Berkelanjutan di PMT dijalankan dengan memperhatikan keseimbangan antara kinerja ekonomi, pengelolaan lingkungan, dan kontribusi sosial. Dalam aspek ekonomi, PMT terus mendorong efisiensi dan penguatan layanan terminal multipurpose agar mampu menjawab kebutuhan pelanggan dan mendukung konektivitas logistik nasional.

Meskipun sejumlah indikator operasional nonpetikemas masih berada di bawah RKAP akibat dinamika kargo, antara lain pergeseran pola pengiriman dan tidak adanya impor beras Bulog pada tahun 2025, Perusahaan tetap mencatat pertumbuhan pendapatan dan laba yang positif, dengan laba tahun berjalan mencapai 78,82% dari target RKAP 2025 sebesar Rp667,00 miliar. Capaian ini menunjukkan bahwa strategi efisiensi biaya, optimalisasi layanan, penguatan komersial, dan pengelolaan aset mulai memberikan kontribusi terhadap kinerja Perusahaan, meskipun belum sepenuhnya memenuhi target yang ditetapkan.

Dalam aspek lingkungan, PMT terus memperkuat pengelolaan dampak operasional melalui program efisiensi energi, elektrifikasi peralatan secara bertahap, penggunaan lampu LED, digitalisasi layanan, pengaturan operasi untuk mengurangi waktu *idle* alat, pengelolaan limbah, pemantauan kualitas lingkungan, serta program pelestarian lingkungan. Total konsumsi energi tahun 2025 tercatat sebesar 258.864,79 GJ, sementara total emisi GRK tercatat sebesar 32.116,41 ton CO2e, meningkat 23,05% dibandingkan tahun 2024 sebesar 26.100,63 ton CO2e. Peningkatan emisi tersebut sejalan dengan pertumbuhan aktivitas operasional dan belum sepenuhnya berada pada jalur capaian target *Net Zero Emission* jangka panjang Perusahaan, sehingga menjadi perhatian Direksi untuk dikelola melalui strategi transisi energi, elektrifikasi alat, penguatan inisiatif *Green Port*, pemanfaatan energi terbarukan, serta peningkatan kualitas inventarisasi emisi secara bertahap.

Dalam aspek sosial, Perusahaan menempatkan keselamatan kerja, pengembangan kompetensi, kesejahteraan karyawan, hubungan industrial, serta kontribusi kepada masyarakat sebagai prioritas utama. Pada tahun 2025, Perusahaan menjalankan 189 program pelatihan dan pengembangan kompetensi, memperkuat penerapan sistem manajemen K3, serta memastikan tidak terdapat praktik pekerja anak maupun kerja paksa.

PMT juga mempertahankan komitmen terhadap pelibatan tenaga kerja lokal, di mana seluruh karyawan Perusahaan merupakan tenaga kerja lokal. Di lingkungan masyarakat, realisasi program TJSL tercatat sebesar Rp6,10 miliar atau 103,10% dari target RKAP 2025 sebesar Rp5,68 miliar, dengan realisasi melampaui target tersebut karena turut memperhitungkan sisa anggaran tahun 2024. Program TJSL diarahkan untuk memberikan manfaat yang relevan dengan kebutuhan wilayah operasional, antara lain melalui pendidikan, pemberdayaan UMK, lingkungan, kesehatan, dan penguatan kapasitas masyarakat.

Prestasi dan peristiwa penting tahun 2025 antara lain mencakup penguatan integrasi ESG ke dalam Rencana Kerja Manajemen, pembentukan dan penguatan peran Komite ESG dan Komite GRC, peningkatan digitalisasi layanan melalui *e-service* dan *auto-gate* di berbagai cabang, pelaksanaan program elektrifikasi dan modernisasi

IMPLEMENTATION OF SUSTAINABLE FINANCE

The implementation of Sustainable Finance at PMT is carried out by maintaining a balance between economic performance, environmental management, and social contribution. From the economic aspect, PMT continues to drive efficiency and strengthen multipurpose terminal services to meet customer needs and support national logistics connectivity.

Although several non-container operational indicators remained below RKAP due to cargo dynamics, including shifts in shipping patterns and the absence of Bulog rice imports in 2025, the Company continued to record positive revenue and profit growth, with profit for the year reaching 78.82% of the 2025 RKAP target of Rp667.00 billion. This achievement demonstrates that cost efficiency strategies, service optimization, commercial strengthening, and asset management have begun to contribute to the Company's performance, although the established targets have not yet been fully achieved.

From the environmental aspect, PMT continued to strengthen the management of operational impacts through energy efficiency programs, gradual equipment electrification, the use of LED lamps, service digitalization, operational arrangements to reduce equipment idle time, waste management, environmental quality monitoring, and environmental conservation programs. Total energy consumption in 2025 was recorded at 258,864.79 GJ, while total GHG emissions were recorded at 32,116.41 tonnes of CO2e, an increase of 23.05% compared with 26,100.63 tonnes of CO2e in 2024. The increase in emissions was in line with the growth of operational activities and has not yet fully been on track to achieve the Company's long-term Net Zero Emission target. Accordingly, it remains a focus of the Board of Directors to manage through energy transition strategies, equipment electrification, strengthening of Green Port initiatives, utilization of renewable energy, and gradual improvement of emissions inventory quality.

From the social aspect, the Company places occupational safety, competency development, employee welfare, industrial relations, and contribution to communities as key priorities. In 2025, the Company conducted 189 training and competency development programs, strengthened the implementation of the occupational health and safety management system, and ensured that no child labor or forced labor practices occurred.

PMT also maintained its commitment to engaging the local workforce, with all Company employees being local workers. In the community sphere, the realization of TJSL programs was recorded at Rp6.10 billion, or 103.10% of the 2025 RKAP target of Rp5.68 billion, with realization exceeding the target as it also took into account the remaining 2024 budget. TJSL programs are directed to provide benefits that are relevant to the needs of operational areas, including education, MSE empowerment, environment, health, and community capacity building.

Key achievements and significant events in 2025 included the strengthening of ESG integration into the Management Work Plan, the establishment and reinforcement of the roles of the ESG Committee and GRC Committee, enhanced service digitalization through e-service and auto-gate at various branches, the implementation of equipment

peralatan, serta pengukuran dampak program pemberdayaan UMK di sekitar Terminal Teluk Lamong dengan hasil SROI sebesar 2,90. Capaian-capaian tersebut menjadi fondasi bagi PMT untuk memperkuat kontribusi keberlanjutan yang lebih terarah, terukur, dan berdampak.

STRATEGI PENCAPAIAN TARGET

Dalam mencapai target keberlanjutan, PMT menerapkan manajemen risiko yang mengintegrasikan aspek ekonomi, lingkungan, sosial, tata kelola, dan perubahan iklim. Kerangka manajemen risiko Perusahaan mengacu pada prinsip ISO 31000:2018 dan dijalankan melalui proses identifikasi, pengukuran, pemantauan, serta pengendalian risiko. Pada aspek ekonomi, risiko utama mencakup volatilitas arus kargo, perubahan kebijakan kepelabuhanan, tekanan efisiensi operasional, serta kebutuhan investasi peralatan dan infrastruktur. Mitigasi dilakukan melalui standardisasi operasional, digitalisasi proses bisnis, optimalisasi aset, penguatan kerja sama komersial, penerapan Terminal *Operating Framework*, serta pengendalian biaya yang lebih disiplin.

Pada aspek lingkungan, risiko yang dikelola mencakup konsumsi energi, emisi, pencemaran air dan udara, kebisingan, limbah, potensi tumpahan, serta risiko fisik iklim seperti banjir rob, gelombang tinggi, angin kencang, curah hujan ekstrem, dan kenaikan muka air laut. Risiko ini bukan sekadar potensi di masa depan: sepanjang tahun 2025, *force majeure* berupa hujan, banjir, serta cuaca ekstrem di berbagai cabang turut menjadi penyebab tidak tercapainya sejumlah target trafik dan , dengan realisasi trafik konsolidasi sebesar 90,4% dari RKAP.

PMT merespons risiko tersebut melalui penerapan prosedur tanggap darurat, pemantauan cuaca secara *real-time*, penguatan HSSE, pengelolaan limbah oleh pihak berizin, pengembangan infrastruktur adaptif termasuk program peninggian dermaga di area Lini I yang berisiko terhadap kenaikan muka air laut hingga tahun 2050, pemeliharaan peralatan, elektrifikasi alat, pemanfaatan energi terbarukan secara bertahap, serta implementasi prinsip *Green Port*.

Pada aspek sosial, risiko yang menjadi perhatian meliputi keselamatan pekerja dan pengguna jasa, hubungan dengan masyarakat, potensi gangguan sosial akibat aktivitas operasional, kesenjangan kapasitas tenaga kerja lokal, serta ekspektasi pemangku kepentingan terhadap manfaat ekonomi dan sosial dari keberadaan terminal. Mitigasi dilakukan melalui penguatan budaya K3, pelatihan dan sertifikasi kompetensi, komunikasi dengan masyarakat, penguatan kanal pengaduan, pelaksanaan program TJSL berbasis kebutuhan, pemberdayaan UMK, serta pelibatan masyarakat dalam program pendidikan, lingkungan, dan sosial.

PMT juga melihat peluang usaha yang besar dari penguatan konektivitas logistik nasional, pertumbuhan kebutuhan layanan terminal multipurpose, standardisasi operasi nonpetikemas, digitalisasi layanan, kolaborasi dengan pemilik kargo, serta pengembangan layanan yang lebih efisien dan rendah karbon. Tema roadmap tahun 2025, yaitu *Integrated Connectivity*, menjadi arah bagi Perusahaan untuk memperkuat bisnis melalui interkoneksi terminal di dalam dan di luar Pelindo, serta membangun kolaborasi dengan pemilik kargo dalam ekosistem logistik. Peluang ini akan terus dioptimalkan melalui penguatan kemitraan, modernisasi peralatan, investasi infrastruktur, peningkatan kualitas layanan, dan penciptaan nilai bersama bagi pelanggan, mitra usaha, masyarakat, dan pemegang saham.

electrification and modernization programs, and the measurement of the impact of MSE empowerment programs around Terminal Teluk Lamong, with an SROI result of 2.90. These achievements serve as a foundation for PMT to strengthen a more focused, measurable, and impactful sustainability contribution.

TARGET ACHIEVEMENT STRATEGY

In achieving its sustainability targets, PMT applies risk management that integrates economic, environmental, social, governance, and climate change aspects. The Company's risk management framework refers to the principles of ISO 31000:2018 and is implemented through the processes of risk identification, measurement, monitoring, and control. From the economic aspect, key risks include cargo flow volatility, changes in port policies, operational efficiency pressures, and the need for equipment and infrastructure investment. Mitigation is carried out through operational standardization, business process digitalization, asset optimization, strengthened commercial cooperation, implementation of the Terminal Operating Framework, and more disciplined cost control.

From the environmental aspect, the risks managed include energy consumption, emissions, water and air pollution, noise, waste, potential spills, and physical climate risks such as tidal flooding, high waves, strong winds, extreme rainfall, and sea level rise. These risks are not merely potential future risks: throughout 2025, force majeure events in the form of rain, flooding, and extreme weather at various branches contributed to the non-achievement of several traffic and Berthing Working Time targets, with consolidated traffic realization reaching 90.4% of RKAP.

PMT responds to these risks through the implementation of emergency response procedures, real-time weather monitoring, strengthened HSSE, waste management by licensed parties, development of adaptive infrastructure including the wharf elevation program in Line I areas that are exposed to sea level rise risk through 2050, equipment maintenance, equipment electrification, gradual utilization of renewable energy, and implementation of Green Port principles.

From the social aspect, the risks of concern include the safety of workers and service users, community relations, potential social disruption arising from operational activities, local workforce capacity gaps, and stakeholder expectations regarding the economic and social benefits of terminal presence. Mitigation is carried out through strengthening the occupational health and safety culture, competency training and certification, communication with communities, strengthening of grievance channels, implementation of needs-based TJSL programs, MSE empowerment, and community involvement in education, environmental, and social programs.

PMT also sees significant business opportunities from the strengthening of national logistics connectivity, growing demand for multipurpose terminal services, standardization of non-container operations, service digitalization, collaboration with cargo owners, and the development of more efficient and low-carbon services. The 2025 roadmap theme, Integrated Connectivity, provides the direction for the Company to strengthen its business through terminal interconnection within and outside Pelindo, as well as to build collaboration with cargo owners in the logistics ecosystem. These opportunities will continue to be optimized through strengthened partnerships, equipment modernization, infrastructure investment, service quality improvement, and shared value creation for customers, business partners, communities, and shareholders.

Situasi eksternal sepanjang tahun 2025 menunjukkan bahwa keberlanjutan usaha kepelabuhanan semakin dipengaruhi oleh dinamika ekonomi, lingkungan, dan sosial. Dari sisi ekonomi, pemulihan aktivitas perdagangan dan logistik membuka peluang pertumbuhan, namun tetap disertai perubahan pola kargo, kebutuhan efisiensi biaya, dan tuntutan layanan yang lebih cepat, transparan, dan terintegrasi.

Dari sisi lingkungan, cuaca ekstrem, risiko iklim pesisir, dan peningkatan ekspektasi terhadap pengurangan emisi menuntut Perusahaan untuk memperkuat ketahanan aset dan operasi. Dari sisi sosial, pemangku kepentingan semakin menaruh perhatian pada keselamatan kerja, transparansi, perlindungan data, manfaat bagi masyarakat lokal, serta tata kelola usaha yang berintegritas.

Ke depan, Direksi akan terus memperkuat penerapan keberlanjutan dengan fokus pada tiga arah utama. Pertama, memperkuat kinerja ekonomi melalui keandalan layanan, efisiensi operasional, digitalisasi, optimalisasi aset, dan perluasan kolaborasi dalam ekosistem logistik. Kedua, memperkuat pengelolaan lingkungan melalui efisiensi energi, pengendalian emisi, elektrifikasi peralatan, pengelolaan limbah, perlindungan lingkungan pesisir, dan adaptasi terhadap risiko iklim. Ketiga, memperkuat kontribusi sosial melalui keselamatan kerja, pengembangan kompetensi, pemberdayaan masyarakat, pelibatan pemangku kepentingan, dan pelaksanaan TJSL yang berdampak.

PENUTUP

Atas nama Direksi, kami menyampaikan apresiasi kepada Dewan Komisaris, Pemegang Saham, seluruh karyawan, pelanggan, mitra usaha, regulator, masyarakat, serta seluruh pemangku kepentingan atas kepercayaan dan dukungan yang diberikan kepada PMT. Dengan semangat kolaborasi, integritas, dan penciptaan nilai bersama, PMT berkomitmen untuk terus memperkuat perannya dalam membangun ekosistem logistik nasional yang andal, inklusif, dan berkelanjutan.

The external situation throughout 2025 showed that the sustainability of port business is increasingly influenced by economic, environmental, and social dynamics. From the economic perspective, the recovery of trade and logistics activities opened growth opportunities, yet was accompanied by changing cargo patterns, cost efficiency requirements, and demand for faster, more transparent, and integrated services.

From the environmental perspective, extreme weather, coastal climate risks, and increasing expectations for emissions reduction require the Company to strengthen the resilience of its assets and operations. From the social perspective, stakeholders are paying increasing attention to occupational safety, transparency, data protection, benefits for local communities, and business governance with integrity.

Going forward, the Board of Directors will continue to strengthen the implementation of sustainability with a focus on three main directions. First, strengthening economic performance through service reliability, operational efficiency, digitalization, asset optimization, and expanded collaboration in the logistics ecosystem. Second, strengthening environmental management through energy efficiency, emissions control, equipment electrification, waste management, coastal environmental protection, and adaptation to climate risks. Third, strengthening social contribution through occupational safety, competency development, community empowerment, stakeholder engagement, and impactful TJSL implementation.

CLOSING

On behalf of the Board of Directors, we express our appreciation to the Board of Commissioners, Shareholders, all employees, customers, business partners, regulators, communities, and all stakeholders for the trust and support extended to PMT. With a spirit of collaboration, integrity, and shared value creation, PMT is committed to continuously strengthening its role in building a reliable, inclusive, and sustainable national logistics ecosystem.

Medan, 8 Mei 2026
Medan, May 8, 2026

Atas nama Direksi
On behalf of the Board of Directors
PT Pelindo Multi Terminal



Ary Henryanto
Direktur Utama
President Director

PERTANGGUNGJAWABAN DEWAN KOMISARIS DAN DIREKSI ATAS LAPORAN KEBERLANJUTAN 2025 PT PELINDO MULTI TERMINAL

Seluruh isi dalam Laporan keberlanjutan PT Pelindo Multi Terminal tahun buku 2025 telah ditinjau dan disetujui oleh Dewan Komisaris dan Direksi. Melalui peninjauan dan persetujuan ini, Dewan Komisaris dan Direksi bertanggung jawab terhadap seluruh isi Laporan keberlanjutan.

Medan, 8 Mei 2026

Dewan Komisaris PT Pelindo Multi Terminal,
Board of Commissioners of PT Pelindo Multi Terminal,

Darwanto
Komisaris Utama merangkap Komisaris Independen
President Commissioner concurrently serving as Independent Commissioner

Arman Depari
Komisaris
Commissioner

Gugun Gumilar
Komisaris
Commissioner

Herbert Timbo Parluhutan Siahaan
Komisaris Independen
Independent Commissioner

Aan Rusdianto
Komisaris Independen
Independent Commissioner

Elly Rosita Silaban
Komisaris Independen
Independent Commissioner

Accountability of Board of Commissioners and Board of Directors for 2025 Sustainability Report of PT Pelindo Multi Terminal

The entire contents of the Sustainability Report of PT Pelindo Multi Terminal for fiscal year 2025 have been reviewed and approved by the Board of Commissioners and Board of Directors. Through this review and approval, the Board of Commissioners and Board of Directors are solely accountable for the entire contents of the Sustainability Report.

Medan, May 8, 2026

Direksi PT Pelindo Multi Terminal,
Board of Directors of PT Pelindo Multi Terminal,

Ary Henryanto
Direktur Utama
President Director

Yarham Harid
Direktur Teknik
Director of Engineering

Rizki Kurniawan
Direktur Strategi dan Komersial
Director of Strategy and Commercial

Arif Rusman Yulianto
Direktur Operasi
Director of Operations

Edi Priyanto
Direktur Sumber Daya Manusia
Director of Human Resources

Yoni Setiawan
Direktur Keuangan dan Manajemen Risiko
Director of Finance and Risk Management

PELINDO
MULTI TERMINAL

Profil Perusahaan

Company Profile

Menjadikan tata nilai dan identitas Perusahaan sebagai landasan dalam menjalankan bisnis yang berkelanjutan serta memberi manfaat bagi seluruh pemangku kepentingan.

Upholding the Company's core values and identity as the foundation for conducting sustainable business that benefits all stakeholders.




PELINDO
PROGRAM TANGGUNG JAWAB SOSIAL & LINGKUNGAN (TJSL)
PT PELINDO MULTI TERMINAL
PENANAMAN MANGROVE
DANAU SIOMBAK, MARELAN
PT PELINDO MULTI TERMINAL

02

VISI, MISI, DAN NILAI KEBERLANJUTAN [OJK C.1]

Vision, Mission, and Sustainable Values [OJK C.1]

VISI VISION

Menjadi Pemimpin dalam Konektivitas Barang di Indonesia.

Indonesian Connectivity Champion.

MISI MISSION

Sebagai Operator Terminal *Multipurpose* dengan Menciptakan Ekosistem yang Memberikan Nilai Tambah bagi Pemangku Kepentingan dan Negara.

As a Multipurpose Terminal Operator by Creating an Ecosystem that Generates Added Value to the Stakeholders and the Country.

TATA NILAI PERUSAHAAN

CORPORATE VALUES

A	K	H	L	A	K
Amanah Trustworthy	**Kompeten** Competent	**Harmonis** Harmonious	**Loyal** Loyal	**Adaptif** Adaptive	**Kolaboratif** Collaborative

IMPLEMENTASI VISI, MISI, DAN TATA NILAI PERUSAHAAN

Sebagai bagian dari implementasi nilai inti Perusahaan, Manajemen mengadopsi semangat yang tercermin dalam *tagline "Build the Garden, Value Will Follow"*, dimana PT Pelindo Multi Terminal tidak mengejar hasil pencapaian sesaat, namun bisnis yang berkesinambungan yang dilakukan dengan cara membangun sistem, budaya, kompetensi dan kolaborasi sehingga nilai dan pertumbuhan akan datang dengan sendirinya.

Dalam mendukung pencapaian tujuan Perusahaan, strategi disusun secara komprehensif melalui integrasi antara Strategi Bisnis dan Strategi Fungsi sebagai *enablers*, yang dirancang selaras dengan arahan Pemegang Saham. Seluruh elemen tersebut dipadukan dalam suatu kerangka strategis yang terstruktur dan saling terhubung, sehingga membentuk *Strategic House* (Rumah Strategi) yang kokoh sebagai landasan dalam mewujudkan sasaran Perusahaan.

IMPLEMENTATION OF THE VISION, MISSION, AND CORPORATE VALUES

As part of the implementation of the Company's core values, Management has adopted the spirit reflected in the tagline "Build the Garden, Value Will Follow," whereby PT Pelindo Multi Terminal does not pursue short-term results, but rather a sustainable business achieved by building systems, culture, competencies, and collaboration, so that value and growth will follow naturally.

To support the achievement of the Company's objectives, a comprehensive strategy is developed through the integration of Business Strategy and Functional Strategy as enablers, designed in alignment with Shareholder direction. All these elements are integrated within a structured and interconnected strategic framework, forming a solid Strategic House that serves as a foundation for achieving the Company's goals.

Rumah Strategi PMT (RJPP 2021-2025)
PMT Strategy House (RJPP 2021-2025)

VISI | Vision
"Menjadi Pemimpin dalam Konektivitas di Indonesia"
"Indonesian Connectivity Champion"

MISI | Mission
"Sebagai Operator Terminal *Multipurpose* dengan Menciptakan Ekosistem yang Memberikan nilai Tambah bagi Pemangku Kepentingan dan Negara"
"As a Multipurpose Terminal Operator by Creating an Ecosystem that Generates Added Value to the Stakeholders and the Country"

TATA NILAI | Corporate Values
Amanah, Kompeten, Harmonis, Loyal, Adaptif, Kolaboratif
Trustworthy, Competent, Harmonious, Loyal, Adaptive and Collaborative

A	**Efisiensi & Efektivitas Operasional & Komersial melalui Standardisasi** Operational & Commercial Efficiency & Effectiveness through Standardization	B	***Partnership, Synergi & Connectivity* dengan BUMN, Swasta, K/L** Partnership, Synergy & Connectivity with SOE, Private, K/L	C	***Operational and Service Excellence (Enablers)***

Kepemimpinan Strategis, dan Kemitraan | Strategic Leadership, and Partnership

Sumber Daya Manusia dan Budaya Perusahaan | People and Corporate Culture

Keselamatan, Keamanan, dan Lingkungan | Safety, Security, and Environment

Tata Kelola dan Pembiayaan | Governance and Financing

Infrastruktur dan Sistem Bisnis | Business Infrastructure and System



RINCIAN PERUSAHAAN [OJK C.2] [GRI 2-1, 2-6]

Company Details [OJK C.2] [GRI 2-1, GRI 2-6]



Nama Perusahaan [GRI 2-1]
Company Name [GRI 2-1]

PT Pelindo Multi Terminal

Nama Singkat
Nickname

PMT

Bidang Usaha [GRI 2-6]
Lines of Business [GRI 2-6]

Pengusahaan di Pelabuhan
Business at the port

Dasar Hukum Pendirian
Legal Basis of Establishment

Akta Pendirian No. 19 tanggal 29 September 2021 dari Nanda Fauz Iwan, S.H., M.Kn., notaris di Jakarta Selatan. Akta ini telah disahkan oleh Kementerian Hukum dan Hak Asasi Manusia Republik Indonesia melalui Surat Keputusan No. AHU-0061301. AH.01.01 Tahun 2021 tanggal 30 September 2021 tentang Pengesahan Pendirian Badan Hukum Perseroan Terbatas PT Pelindo Multi Terminal.
Deed of Establishment No. 19 dated September 2021, made before Nanda Fauz Iwan, SH, M.Kn., Notary in Jakarta, has been approved by the Minister of Law and Human Rights of the Republic of Indonesia based on Decree No. AHU-0061301.AH.01.01 TAHUN 2021 dated September 30, 2021 concerning the Ratification of Establishment of Legal Entity Limited Liability Company PT Pelindo Multi Terminal.

Status Hukum Perusahaan
Legal Entity

Perseroan Terbatas; Penanaman Modal Dalam Negeri (PMDN);
Limited Liability Company; Domestic Investment

Tanggal Pendirian
Date of Establishment

29 September 2021
September 29, 2021

Modal Dasar
Authorized Capital

Rp5.921.220.000.000,-

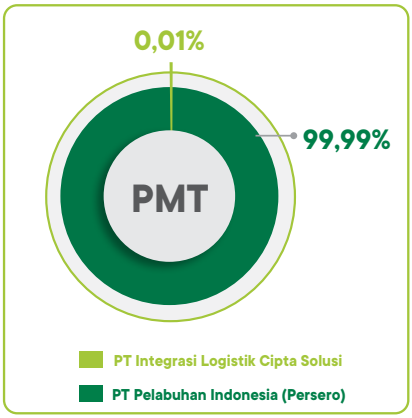
Modal Ditempatkan dan Disetor Penuh
Issued and Fully Paid Capital

Rp1.480.305.000.000,-

Jumlah Karyawan [OJK C.3] [GRI 2-7]
Number of Employees [OJK C.3] [GRI 2-7]

505 orang (Organik) per 31 Desember 2025
505 Employees (Organic) as of December 31, 2025

Kepemilikan [GRI 2-1]
Ownership [GRI 2-1]



Data Jaringan Kantor
Office Network

1	**Kantor Pusat** Head Office
1	**Kantor Perwakilan** Representative Office
32	**Branch Pelabuhan** Port Branches
5	**Satelit** Satellite
3	**Entitas Anak Usaha** Subsidiary Entity

Alamat Kantor [GRI 2-1]
Office Address [GRI 2-1]

Jl. Lingkar Pelabuhan No. 1
Belawan, Medan 20411, Indonesia
Tel. +62-21 41000055
Email : multi.terminal@pelindo.co.id
www.pelindomultiterminal.co.id

Media Sosial
Social Media

@Pelindo_SPMT
@pelindomultiterminal
Pelindo Multi Terminal
@PTPelindoMultiTerminal
Pelindo Multi Terminal
pelindomultiterminal

SKALA PERUSAHAAN [OJK C.3]

Company Scale [OJK C.3]

Informasi mengenai total aset dan total kewajiban Perusahaan disajikan secara rinci pada tabel berikut:
Information regarding the Company's total assets and total liabilities is presented in detail in the following table:

[OJK C.3.a]

Uraian Description	Satuan Unit	2025	2024	2023
Total Aset Total Assets	Rp Juta Rp Million	**4.452.845**	4.010.489	4.298.959
Total Liabilitas Total Liabilities	Rp Juta Rp Million	**2.193.666**	1.874.498	1.911.222
Total Ekuitas Total Equity	Rp Juta Rp Million	**2.259.178**	2.135.991	2.387.737

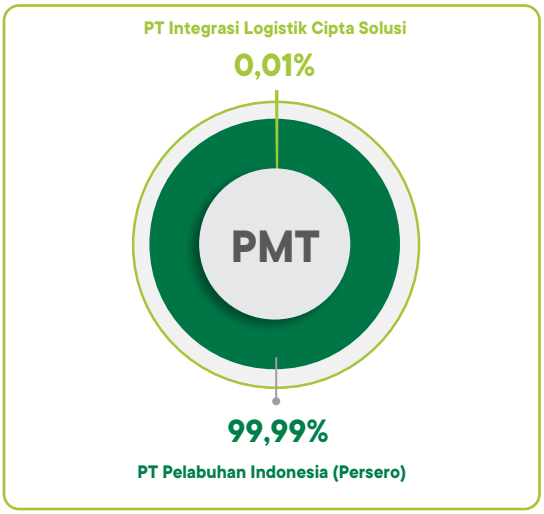
KOMPOSISI PEMEGANG SAHAM [OJK C.3.C]

Shareholders Composition [OJK C.3]

Kepemilikan Saham PMT 2024-2025
PMT Share Ownership 2024-2025

Pemegang Saham Shareholders	Per 31 Desember 2024 As of December 31, 2024			Per 31 Desember 2025 As of December 31, 2025		
	Total saham ditempatkan dan disetor penuh Total issued and fully paid shares	**Total nilai nominal** Total nominal value	**Persentase kepemilikan (%)** Percentage of ownership (%)	**Total saham ditempatkan dan disetor penuh** Total issued and fully paid shares	**Total nilai nominal** Total nominal value	**Persentase kepemilikan (%)** Percentage of ownership (%)
1 lembar saham = Rp1.000.000 1 share = Rp1,000,000						
Kepemilikan di atas 5% Ownership Above 5%						
PT Pelabuhan Indonesia (Persero)	1.480.131	1.480.131.000.000	99,99%	**1.480.131**	**1.480.131.000.000**	**99,99%**
Kepemilikan di Bawah 5% Ownership Under 5%						
PT Integrasi Logistik Cipta Solusi	174	174.000.000	0,01%	**174**	**174.000.000**	**0,01%**
Jumlah Total	**1.480.305**	**1.480.305.000.000**	**100,00%**	**1.480.305**	**1.480.305.000.000**	**100,00%**

Komposisi Kepemilikan Saham PMT per 31 Desember 2025
Composition of PMT Share Ownership as of December 31, 2025



Perusahaan tidak memiliki program opsi kepemilikan saham, baik yang diperuntukkan bagi manajemen (MSOP/*Management Stock Option Program*) maupun karyawan (ESOP/*Employee Stock Option Program*). Selain itu, seluruh anggota Dewan Komisaris dan Direksi tidak memiliki kepemilikan saham di Perusahaan, baik secara langsung maupun tidak langsung.

The Company does not have a stock option program, either for management (MSOP) or employees (ESOP). Furthermore, all members of Board of Commissioners and Board of Directors do not own shares in the Company, either directly or indirectly.

JASA LAYANAN DAN KEGIATAN USAHA [OJK C.4] [GRI 2-6]

Services and Business Activities [OJK C.4] [GRI 2-6]

Berdasarkan ketentuan Pasal 3 Anggaran Dasar terakhir Perusahaan sebagaimana tercantum dalam Akta No. 14 tanggal 12 Oktober 2022 yang dibuat di hadapan Nanda Fauz Iwan, S.H., M.Kn., Notaris di Jakarta, maksud dan tujuan Perusahaan adalah menjalankan kegiatan usaha di bidang pelayanan jasa terminal nonpetikemas. Selain itu, Perusahaan juga berupaya mengoptimalkan pemanfaatan seluruh sumber daya yang dimiliki untuk menghasilkan barang dan/atau jasa dengan kualitas tinggi serta daya saing yang kuat, guna memperoleh keuntungan dan meningkatkan nilai Perusahaan dengan tetap mengedepankan prinsip-prinsip perseroan terbatas. Adapun ruang lingkup kegiatan usaha tersebut meliputi:

1. Aktivitas Jasa Keuangan, Bukan Asuransi dan Dana Pensiun;
2. Pergudangan dan Aktivitas Penunjang Angkutan;
3. Konstruksi Bangunan Sipil;
4. Angkutan Darat dan Angkutan Melalui Saluran Pipa.

Dalam rangka merealisasikan maksud dan tujuan usaha yang telah ditetapkan, Perusahaan menjalankan sejumlah kegiatan usaha utama sebagai berikut:

1. Aktivitas Perusahaan *Holding* (KBLI 64200)
2. Penanganan Kargo (Bongkar Muat Barang) (KBLI 52240)
3. Aktivitas Pelayanan Kepelabuhan Laut (KBLI 52221)

Based on the Article 3 of the Company's latest Articles of Association, as stipulated in Deed No. 14 dated October 12, 2022, drawn up before Nanda Fauz Iwan, S.H., M.Kn., Notary in Jakarta, the Company's purposes and objectives are to conduct business activities in non-container terminal services. Furthermore, the Company also strives to optimize the utilization of all its resources to produce high-quality goods and/or services with strong competitiveness, in order to generate profits and increase the Company's value while upholding the principles of a limited liability company. The scope of these business activities includes:

1. Financial Services Activities, Other Than Insurance and Pension Funds;
2. Warehousing and Transportation Support Activities;
3. Civil Building Construction;
4. Land Transportation and Transportaion via Pipelines.

To achieve the aforementioned purposes and objectives, the Company carries out a number of main business activities as follows:

1. Holding Company Activities (KBLI 64200)
2. Cargo Handling (Loading and Unloading of Goods) (KBLI 52240)
3. Seaport Service Activities (KBLI 52221)

4. Aktivitas Pelayanan Kepelabuhanan Sungai dan Danau (KBLI 52222)
5. Pergudangan dan Penyimpanan (KBLI 52101)
6. Aktivitas *Cold Storage* (KBLI 52102)
7. Konstruksi Bangunan Sipil Minyak dan Gas Bumi (KBLI 42915)
8. Angkutan Melalui Saluran Pipa (KBLI 49300)
9. Penyimpanan Minyak dan Gas Bumi (KBLI 52104)

PRODUK DAN JASA YANG DIHASILKAN

Penyediaan layanan jasa kepelabuhanan yang mencakup antara lain:

1. Pelayanan Jasa Kepelabuhanan, meliputi:
   a. Jasa Kepelabuhanan umum di Terminal Serbaguna (*Multipurpose* Terminal) terdiri atas:
      - Kegiatan Jasa Dermaga
      - *Stevedoring*
      - *Cargodoring*
      - Penumpukan
      - *Monitoring/Supervise*
      - *Stripping/Stuffing*
      - *Receiving/Delivery*
      - *Cleaning/Trimming/Sweeping*
      - Jasa Pelayanan Tambahan (administrasi nota, inter terminal *transfer*, *stack* awal, administrasi sistem IT, *haulage*, penanganan limbah kapal dan alat bantu mekanis maupun non mekanis);

   b. Jasa peti kemas di Terminal Peti kemas terdiri atas:
      - Kegiatan operasi kapal (jasa dermaga, *stevedoring*, *haulage*, *shifting*, buka/tutup palka)
      - Kegiatan operasi lapangan (penumpukan, *lift on/lift off*, gerakan ekstra, relokasi angsur)
      - Operasi peti kemas *freight station (stripping/stuffing*, penumpukan, *receiving/delivery)*
      - Penanganan limbah kapal dan pelayanan jasa tambahan lainnya termasuk jasa alat bantu mekanis maupun non mekanis;

   c. Jasa Kepelabuhanan curah cair/gas di Terminal Curah Cair/gas yang terdiri atas:
      - Kegiatan operasional kapal (jasa dermaga, *stevedoring*, *plugging/unplugging (flexible hose)*
      - Pipa
      - Pompa
      - Pemanas
      - *Monitoring*/supervisi, *cleaning, trucking)*
      - Operasional lapangan (penumpukan/tangki, pengisian dari tangki ke truk tangki pembongkaran dari truk tangki, dan pemanasan)
      - Penanganan limbah kapal dan pelayanan jasa tambahan lainnya termasuk jasa alat bantu mekanis maupun non mekanis;

   d. Jasa Kepelabuhanan curah kering di Terminal Curah Kering yang terdiri atas:
      - Kegiatan operasi kapal (jasa dermaga, stevedoring, *conveyor*/pipa/*excavator/grab*, *plugging/unplugging*, *monitoring*/supervisi, pompa, *ramp door/moveable bridge, trimming, cleaning)*
      - Operasi lapangan (penumpukan/*stock pile*, *bagging/unbagging*, *hopper, trimming*, bongkar/muat dari/ke truk)

4. River and Lake Port Service Activities (KBLI 52222)
5. Warehousing and Storage (KBLI 52101)
6. Cold Storage Activities (KBLI 52102)
7. Oil and Gas Civil Engineering Construction (KBLI 42915)
8. Transportation via Pipelines (KBLI 49300)
9. Oil and Gas Storage (KBLI 52104)

PRODUCTS AND SERVICES

The port services provided, including:

1. Port Services, including:
   a. General port services at the Multipurpose Terminal, consisting of:
      - Dock Services
      - Stevedoring
      - Cargodoring
      - Stacking
      - Monitoring/Supervision
      - Stripping/Stuffing
      - Receiving/Delivery
      - Cleaning/Trimming/Sweeping
      - Additional Services (note administration, inter-terminal transfer, initial stacking, IT system administration, haulage, ship waste handling, and mechanical and non-mechanical auxiliary equipment);

   b. Container services at the Container Terminal, consisting of:
      - ship operations (dock services, stevedoring, haulage, shifting, hatch opening/closing)
      - yard operations (stacking, lift-on/lift-off, extra movements, relocation)
      - freight station container operations (stripping/stuffing, stacking, receiving/delivery)
      - ship waste handling and other additional services, including mechanical and non-mechanical auxiliary equipment;

   c. Liquid/gas bulk port services at the Liquid/gas bulk terminal, consisting of:
      - Ship operations (dock services, stevedoring, plugging/unplugging (flexible hose)
      - Piping
      - Pumping
      - Heating
      - Monitoring/supervision, cleaning, trucking)
      - Yard operations (stacking/tanking, filling from tanks to tanker trucks, unloading from tanker trucks, and heating)
      - Ship waste management and other ancillary services, including mechanical and non-mechanical auxiliary equipment services;

   d. Dry bulk port services at the Dry Bulk Terminal, consisting of:
      - Aship operations (dock services, stevedoring, conveyor/pipeline/excavator/grab, plugging/unplugging, monitoring/supervision, pumping, ramp doors/movable bridges, trimming, cleaning)
      - Yard operations (stacking/stockpiling, bagging/unbagging, hoppers, trimming, loading/unloading from/to trucks)

- Penanganan limbah kapal dan pelayanan jasa tambahan lainnya termasuk jasa alat bantu mekanis maupun non mekanis;

e. Jasa kendaraan di Terminal Kendaraan (Car Terminal) yang terdiri atas:
- Jasa dermaga
- Penumpukan
- *Flat bed on tire*
- *Stevedoring*
- Perencanaan lapangan
- *Monitoring*/supervisi
- *Cleaning*
- *Car wash*
- *Minnor repair*
- IT
- *Glosing*
- *Receiving/delivery*
- Pas tiket masuk cargo
- *Painting*
- *Tug master*
- *Labelling*
- Penanganan limbah kapal dan pelayanan jasa tambahan lainnya termasuk jasa alat bantu mekanis maupun non mekanis;

f. Jasa bongkar muat di Terminal Terapung terdiri dari:
- Kegiatan jasa bongkar muat
- *Mooring master*
- Persewaan *fender*
- *Hose*
- *Oil spill response*
- Surveyor
- *Incident oil spill response*
- *Ship chandler*
- Penanganan limbah kapal
- *Service boat*, dan *blending* muatan;

g. Jasa bongkar muat kendaraan dan barang secara *Roll on-Roll Off (Ro-Ro)* di Terminal Ro-Ro terdiri dari:
- Kegiatan jasa dermaga
- Naik/turun kendaraan
- Penumpukan/penyimpanan di lapangan
- *Stevedoring*
- Perencanaan lapangan
- *Monitoring*/supervisi
- Timbangan
- Pelayanan jasa tambahan lainnya;

h. Jasa bongkar muat Kapal ke Kapal/*Ship to Ship Transfer*/*Double Bangking Operation* terdiri dari:
- Kegiatan bongkar muat barang curah kering/curah gas/curah cair/barang lainnya dari 1 kapal ke 1 kapal dan atau beberapa kapal lainnya di lokasi perairan yang telah disetujui otoritas berwenang.
- Jasa terkait Kepelabuhanan, meliputi:
  i) Penyediaan Depo Peti Kemas;
  ii) Penyediaan *Cargo Consolidation Center/Cargo Distribution Center* (CCC/CDC);

- Ship waste handling and other additional services, including mechanical and non-mechanical auxiliary equipment;

e. Vehicle services at the Car Terminal, consisting of:
- Dock services
- Stacking
- Flatbed tire
- Stevedoring
- Field planning
- Monitoring/supervision
- Cleaning
- Car wash
- Minor repair
- IT
- Glossing
- Receiving/delivery
- Cargo entry ticket
- Painting
- Tug master
- Labeling
- Ship waste handling and other additional services, including mechanical and non-mechanical auxiliary equipment;

f. Loading and unloading services at the Floating Terminal, consisting of:
- Stevedoring services
- Mooring master
- Fender rental
- Hose
- Oil spill response
- Surveyor
- Oil spill incident response
- Ship chandler
- Ship waste handling
- Service boat, and cargo blending;

g. Roll-on-Roll-Off (Ro-Ro) loading and unloading services of vehicles and goods at the Ro-Ro Terminal, consisting of:
- Dock services
- Vehicle boarding/disembarking
- Yard stacking/storage
- Stevedoring
- Yard planning
- Monitoring/supervision
- Weighing
- Other additional services;

h. Ship-to-Ship Transfer/Double Banking Operation, consisting of:
- Loading and unloading of dry bulk/gas bulk/liquid bulk/other goods from one ship to another or several other ships at water locations approved by the competent authorities.
- Port-Related Services, including:
  i) Provision of Container Depots;
  ii) Provision of Cargo Consolidation Centers/Cargo Distribution Centers (CCC/CDC);

iii) Penyediaan Pergudangan;
iv) Pelayanan jasa alat;
v) *Inter terminal transfer*;
vi) *Trucking*;
vii) Penumpukan plus gerakan ekstra *(stack awal);*
viii) Pindah lokasi penumpukan (PLP); dan/atau
ix) Jasa Penimbangan;
x) Jasa *Cleaning*;
xi) Jasa *Monitoring Cargo (Draft Survey).*

iii) Provision of Warehousing;
iv) Equipment services;
v) Inter-terminal transfer;
vi) Trucking;
vii) Stacking plus extra movement (initial stack);
viii) Change of stacking location (PLP); and/or
ix) Weighing Services;
x) Cleaning Services;
xi) Cargo Monitoring Services (Draft Survey).

WILAYAH OPERASIONAL [OJK C.3, GRI 2-1]

Operational Areas [OJK C.3, GRI 2-1]

Hingga akhir tahun 2025, PMT mengelola 32 cabang pelabuhan dan 5 terminal satelit yang tersebar di berbagai wilayah Indonesia, mulai dari Sumatera hingga Papua, baik melalui pengelolaan langsung maupun melalui entitas anak. Setiap cabang memiliki karakteristik terminal dan jenis layanan yang disesuaikan dengan kebutuhan muatan serta kondisi wilayah operasional masing-masing.

By the end of 2025, PMT managed 32 port branches and 5 satellite terminal spread across various regions of Indonesia, from Sumatra to Papua, either directly or through subsidiaries. Each branch has its own terminal characteristics and types of services tailored to the cargo needs and conditions of its respective operational areas.

Adapun sakupan operasional Perusahaan pada tahun 2025 meliputi:
1. 32 Total *Branch* Pelabuhan yang dikelola PMT Group
2. 32 *Branch* Pelabuhan yang telah Bertransformasi
3. 21 Provinsi Area Operasional
4. 35,9 Kilometer total panjang dermaga

The Company's operational coverage in 2025 includes:
1. 32 Port Branches Managed by PMT Group
2. 32 Port Branches That Have Been Transformed
3. 21 Operational Provinces
4. 35.9 Kilometers of total pier length

Dengan rincian sebagai berikut:

The details are as follows:

No.	Nama Cabang/Terminal Branch/Terminal Name	Provinsi/Wilayah Province/Area	Jenis Terminal Terminal Type	Jasa Layanan Utama Main Service	Pengelola Managed by
1	Belawan	Sumatera Utara North Sumatra	*Multipurpose*	Bongkar muat curah dan *general cargo* Bulk loading and unloading and general cargo	PMT
2	Benoa	Bali	*Multipurpose*	Jasa kapal dan barang Shipping and cargo services	PMT
3	Gresik	Jawa Timur East Java	*Multipurpose*	*General cargo* dan curah kering General cargo and dry bulk	PMT
4	Dumai	Riau	Curah Cair Liquid Bulk	Curah cair, BBM, dan CPO Liquid bulk, fuel, and crude palm oil (CPO)	PMT
5	Trisakti	Kalimantan Selatan South Kalimantan	*Multipurpose*	*General cargo*	PMT
6	Parepare	Sulawesi Selatan South Sulawesi	*Multipurpose*	*General cargo*	PMT
7	Makassar	Sulawesi Selatan South Sulawesi	*Multipurpose*	*General cargo* dan layanan multipurpose General cargo and multipurpose services	PMT
8	Balikpapan	Kalimantan Timur East Kalimantan	Curah Cair/ *Multipurpose* Liquid Bulk/ Multipurpose	Curah cair, BBM, dan *general cargo* Liquid bulk, fuel, and general cargo	PMT

No.	Nama Cabang/Terminal Branch/Terminal Name	Provinsi/Wilayah Province/Area	Jenis Terminal Terminal Type	Jasa Layanan Utama Main Service	Pengelola Managed by
9	Sibolga	Sumatera Utara North Sumatra	*Multipurpose*	Barang umum General goods	PMT
10	Bima Badas	Nusa Tenggara Barat West Nusa Tenggara	*Multipurpose*	Barang umum General goods	PMT
11	Lembar	Nusa Tenggara Barat West Nusa Tenggara	*Multipurpose*	*General cargo*	PMT
12	Malahayati	Aceh	*Multipurpose*	Barang umum General goods	PMT
13	Tanjung Emas	Jawa Tengah Central Java	*Multipurpose*	Curah kering dan *general cargo* Dry bulk and general cargo	PMT
14	Tanjung Intan	Jawa Tengah Central Java	*Multipurpose*	Curah kering dan *general cargo* Dry bulk and general cargo	PMT
15	Lhokseumawe	Aceh	*Multipurpose*	Barang umum General goods	PMT
16	Jamrud Nilam Mirah	Jawa Timur East Java	*Multipurpose*	Curah, *general cargo*, dan layanan *multipurpose* Bulk, general cargo, and multipurpose services	PMT
17	Bumiharjo Bagendang	Kalimantan Tengah Central Kalimantan	*Multipurpose*	*General cargo* dan curah General cargo and bulk	PMT
18	Tanjung Wangi	Jawa Timur East Java	*Multipurpose*	Curah dan *general cargo* Bulk and general cargo	PMT
19	Tanjungpinang	Kepulauan Riau Riau Islands	*Multipurpose*	Barang umum General goods	PMT
20	Tanjung Balai Karimun	Kepulauan Riau Riau Islands	*Multipurpose*	Barang umum General goods	PMT
21	Tanjung Priok	DKI Jakarta	Nonpetikemas Non-containerized	*General cargo*, curah, dan layanan nonpetikemas General cargo, bulk, and non-containerized services	PTP Nonpetikemas
22	Teluk Bayur	Sumatera Barat West Sumatra	Nonpetikemas Non-containerized	Curah kering, *general cargo*, dan layanan nonpetikemas Dry bulk, general cargo, and non-containerized services	PTP Nonpetikemas
23	Banten	Banten	Nonpetikemas Non-containerized	*General cargo* dan layanan nonpetikemas General cargo and non-containerized services	PTP Nonpetikemas
24	Panjang	Lampung	Nonpetikemas Non-containerized	Barang umum, curah, dan layanan nonpetikemas General goods, bulk, and non-containerized services	PTP Nonpetikemas
25	Cirebon	Jawa Barat West Java	Nonpetikemas Non-containerized	Barang umum dan layanan nonpetikemas General goods and non-containerized services	PTP Nonpetikemas

No.	Nama Cabang/Terminal Branch/Terminal Name	Provinsi/Wilayah Province/Area	Jenis Terminal Terminal Type	Jasa Layanan Utama Main Service	Pengelola Managed by
26	Bengkulu	Bengkulu	Nonpetikemas Non-containerized	Curah dan *general cargo* Bulk and general cargo	PTP Nonpetikemas
27	Pangkal Balam	Kepulauan Bangka Belitung Bangka Belitung Islands	Nonpetikemas Non-containerized	Curah, *general cargo*, dan layanan nonpetikemas Bulk, general cargo and non-containerized services	PTP Nonpetikemas
28	Jambi	Jambi	Nonpetikemas Non-containerized	Curah dan *general cargo* Bulk and general cargo	PTP Nonpetikemas
29	Tanjung Pandan	Kepulauan Bangka Belitung Bangka Belitung Islands	Nonpetikemas Non-containerized	Barang umum dan layanan nonpetikemas General goods and non-containerized services	PTP Nonpetikemas
30	Pontianak	Kalimantan Barat West Kalimantan	Nonpetikemas Non-containerized	*General cargo* dan layanan nonpetikemas General cargo and non-containerized services	PTP Nonpetikemas
31	Palembang	Sumatera Selatan South Sumatra	Nonpetikemas Non-containerized	*General cargo* dan curah kering General cargo and dry bulk	PTP Nonpetikemas
32	Jakarta	DKI Jakarta	Terminal Kendaraan Vehicle Terminal	Layanan terminal kendaraan Vehicle terminal services	IPCC Kendaraan Terminal
33	Belawan	Sumatera Utara North Sumatra	Terminal Kendaraan Vehicle Terminal	Layanan terminal kendaraan Vehicle terminal services	IPCC Kendaraan Terminal
34	Pontianak	Kalimantan Barat West Kalimantan	Terminal Kendaraan Vehicle Terminal	Layanan terminal kendaraan Vehicle terminal services	IPCC Kendaraan Terminal
35	Balikpapan	Kalimantan Timur East Kalimantan	Terminal Kendaraan Vehicle Terminal	Layanan terminal kendaraan Vehicle terminal services	IPCC Kendaraan Terminal
36	Makassar	Sulawesi Selatan South Sulawesi	Terminal Kendaraan Vehicle Terminal	Layanan terminal kendaraan Vehicle terminal services	IPCC Kendaraan Terminal
37	Banjarmasin	Kalimantan Selatan South Kalimantan	Terminal Kendaraan Vehicle Terminal	Layanan terminal kendaraan Vehicle terminal services	IPCC Kendaraan Terminal

Adapun peta persebaran cabang dan entitas usaha PMT beserta jenis layanan yang diberikan disajikan sebagai berikut:
The map of the distribution of PMT branches and business entities along with the types of services provided is presented as follows:



20 Branch PMT 20 Branches of PMT **(Pelindo Multi Terminal)**	
Belawan	Lembar
Benoa	Malahayati
Gresik	Tanjung Emas
Dumai	Tanjung Intan
Trisaksi	Lhokseumawe
Parepare	Jamrud Nilam Mirah
Makassar	Bumiharjo Bagendang
Balikpapan	Tanjung Wangi
Sibolga	Tanjungpinang
Bima Badas	Tanjung Balai Karimun

11 Branch PTP 11 Branches of PTP **(PTP Nonpetikemas)**	
Tanjung Priok	Teluk Bayur
Banten	Panjang
Cirebon	Bengkulu
Pangkal Balam	Jambi
Tanjung Pandan	Pontianak
Palembang	



1 Branch dan 5 Terminal IKT
1 Branch and 5 Terminals of IKT
(IPCC Kendaraan Terminal)

Jakarta
Belawan
Pontianak
Balikpapan
Makasar
Banjarmasin

- Pelindo Multi Terminal
- PTP Nonpetikemas
- IPCC Kendaraan Terminal

RANTAI PASOK DAN RELASI BISNIS LAINNYA [GRI 2-6]

Supply Chain and other Business Relationships [GRI 2-6]

Aktivitas dan Pasar yang Dilayani

PMT melayani kebutuhan pasar domestik maupun internasional melalui pelaksanaan aktivitas utama yang mencakup operasional terminal, pengembangan digitalisasi layanan, serta peningkatan efisiensi rantai logistik. Dalam menjalankan kegiatan tersebut, Perusahaan menjalin kemitraan dengan berbagai pihak, antara lain perusahaan pelayaran, pemilik barang, operator transportasi darat dan multimoda, serta pengelola kawasan industri dan pergudangan.

Rantai Pasok *(Upstream)*

Dalam pelaksanaan operasionalnya, PMT didukung oleh rantai pasok yang mencakup berbagai kegiatan pengadaan barang dan jasa guna memastikan kelancaran aktivitas operasional. Rantai pasok tersebut melibatkan penyedia alat berat dan peralatan bongkar muat, pemasok bahan bakar dan suku cadang, penyedia jasa pemeliharaan fasilitas pelabuhan, penyedia solusi teknologi informasi, serta perusahaan jasa logistik pihak ketiga.

PMT berkomitmen untuk mengelola rantai pasok secara bertanggung jawab dengan menjunjung tinggi prinsip integritas dan keberlanjutan. Seluruh proses pengadaan barang dan jasa dilaksanakan dengan mengacu pada standar etika yang ketat serta berpedoman pada Peraturan Direksi Nomor: HK.01/07/6/2/PGDN/DIRU/PLMT-24 tanggal 07 Juni 2024 tentang Pedoman Pengadaan Barang dan Jasa di Lingkungan PT Pelindo Multi Terminal, dan Petunjuk Teknisnya;

Peraturan tersebut tidak hanya mengatur mekanisme dan prosedur pengadaan, tetapi juga mengacu pada ketentuan dalam Sistem Manajemen Anti Penyuapan ISO 37001:2016, khususnya pada Klausul 8.2 terkait pengendalian proses pengadaan serta Klausul 8.4 mengenai pengendalian terhadap penyedia eksternal. Penerapan acuan ini bertujuan untuk memastikan bahwa seluruh proses pengadaan berlangsung tanpa konflik kepentingan, praktik gratifikasi, maupun tindakan lain yang bertentangan dengan prinsip tata kelola perusahaan yang baik.

Selain itu, PMT juga menegaskan komitmennya dalam menghormati Hak Asasi Manusia dalam setiap praktik pengadaan, dengan menjamin tidak adanya perlakuan diskriminatif terhadap pemasok, baik berdasarkan latar belakang, skala usaha, maupun wilayah operasional.

Hingga akhir periode pelaporan, PMT telah bekerja sama dengan 30 pemasok aktif, di mana seluruhnya (100%) merupakan pemasok lokal. Hal ini mencerminkan dukungan Perusahaan terhadap pemberdayaan ekonomi nasional serta penguatan rantai pasok domestik yang berkelanjutan.

Activities and Markets Served

PMT serves both domestic and international markets through its core activities, which include terminal operations, service digitalization initiatives, and improvement of logistics chain efficiency. In carrying out these activities, the Company collaborates with various stakeholders, including shipping companies, cargo owners, land and multimodal transport operators, as well as industrial estate and warehouse operators.

Supply Chain (Upstream)

In conducting its operations, PMT is supported by a supply chain encompassing a wide range of goods and services procurement activities to ensure the smooth execution of operational activities. This supply chain involves providers of heavy equipment and cargo-handling machinery, suppliers of fuel and spare parts, port facility maintenance service providers, information technology solution providers, and third-party logistics companies.

PMT is committed to managing its supply chain responsibly by upholding the principles of integrity and sustainability. All procurement processes are carried out in accordance with strict ethical standards and are governed by Board of Directors Regulation No. HK.01/07/6/2/PGDN/DIRU/PLMT-24 dated June 7, 2024, concerning the Guidelines for the Procurement of Goods and Services within PT Pelindo Multi Terminal, along with its Technical Guidelines.

The regulation not only governs procurement mechanisms and procedures but also refers to the provisions of the ISO 37001:2016 Anti-Bribery Management System, particularly Clause 8.2 regarding procurement process controls and Clause 8.4 concerning controls over external providers. The implementation of these standards is intended to ensure that all procurement activities are conducted free from conflicts of interest, gratuities, and any practices that are inconsistent with the principles of good corporate governance.

In addition, PMT reaffirms its commitment to respecting human rights in all procurement practices by ensuring that no discriminatory treatment is applied to suppliers based on their background, business scale, or operational location.

As of the end of the reporting period, PMT had engaged 30 active suppliers, all of whom (100%) were local suppliers. This reflects the Company's support for national economic empowerment and the strengthening of a sustainable domestic supply chain.

Entitas Hilir *(Downstream)*

Pada sisi hilir, layanan PMT terintegrasi dengan berbagai pemangku kepentingan strategis yang melanjutkan proses rantai logistik setelah barang keluar dari terminal. Entitas hilir tersebut mencakup perusahaan pelayaran dan agen kapal, operator transportasi darat dan multimoda, pemilik barang (eksportir dan importir), serta pengelola kawasan industri dan pergudangan. Peran mereka meliputi distribusi lanjutan barang menuju pusat-pusat industri, pasar domestik, maupun tujuan ekspor.

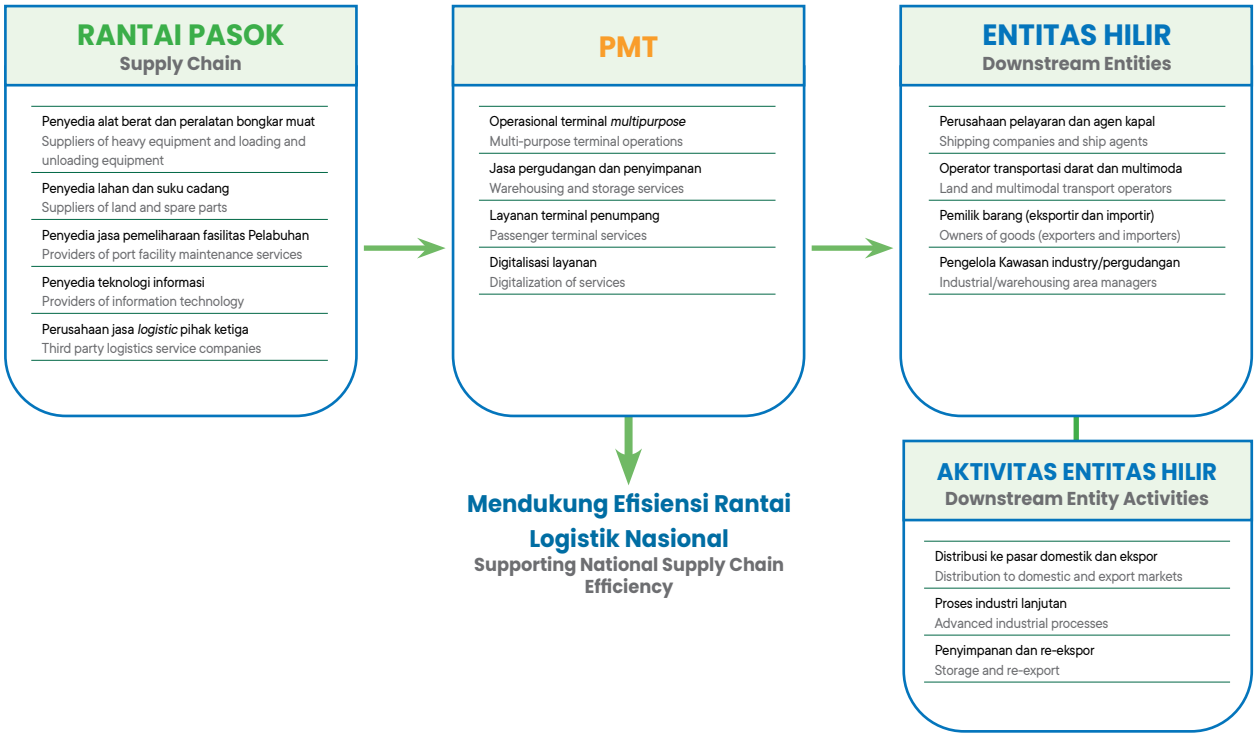
Dalam pelaksanaannya, PMT menjaga sinergi yang kuat dengan seluruh entitas hilir tersebut guna memastikan kelancaran arus logistik nasional serta meningkatkan efisiensi biaya distribusi. Di saat yang sama, Perusahaan juga berupaya meminimalkan dampak lingkungan melalui optimalisasi operasional dan penerapan digitalisasi dalam proses layanan.

Downstream Entities

On the downstream side, PMT's services are integrated with various strategic stakeholders that continue the logistics chain after goods leave the terminal. These downstream entities include shipping companies and ship agents, land and multimodal transport operators, cargo owners (exporters and importers), as well as industrial estate and warehouse operators. Their roles include the onward distribution of goods to industrial centers, domestic markets, and export destinations.

In practice, PMT maintains strong synergy with all downstream entities to ensure the smooth flow of national logistics and improve distribution cost efficiency. At the same time, the Company seeks to minimize environmental impacts through operational optimization and the implementation of digitalized service processes.

Bagan Rantai Pasok PMT
PMT Supply Chain Chart



KEANGGOTAAN PADA ASOSIASI [OJK C.5, GRI 2-28]

Membership in Associations [OJK C.5, GRI 2-28]

PMT didirikan secara resmi pada 29 September 2021 dan hingga akhir tahun 2025 masih berada dalam fase konsolidasi serta penguatan fondasi operasional. Sejalan dengan kondisi tersebut, Perusahaan belum terdaftar sebagai anggota pada asosiasi industri tertentu, baik di tingkat nasional maupun internasional.

Ke depan, Perusahaan akan terus melakukan kajian terhadap relevansi serta potensi nilai tambah strategis dari keikutsertaan dalam asosiasi yang sejalan dengan bidang usaha dan arah pengembangan bisnis. Partisipasi dalam asosiasi akan dipertimbangkan sebagai bagian dari upaya memperluas jaringan, memperkuat kolaborasi lintas sektor, serta memperoleh akses terhadap pengetahuan dan praktik terbaik di industri jasa kepelabuhanan dan logistik.

PMT was officially established on September 29, 2021, and as of the end of 2025 remains in a phase of consolidation and operational foundation strengthening. In line with this condition, the Company has not yet registered as a member of any industry association, either at the national or international level.

Going forward, the Company will continue to assess the relevance and potential strategic value of participating in associations that align with its business activities and development objectives. Participation in such associations will be considered as part of the Company's efforts to expand its network, strengthen cross-sector collaboration, and gain access to industry knowledge and best practices within the port services and logistics sectors.

PERUBAHAN PERUSAHAAN YANG BERSIFAT SIGNIFIKAN PADA PERUSAHAAN [OJK C.6, GRI 2-6]

Significant Corporate Changes in the Company [OJK C.6, GRI 2-6]

Pada tahun 2025, terdapat perubahan yang bersifat signifikan dalam cakupan operasional PMT Grup, yaitu penambahan wilayah layanan melalui pengoperasian cabang/terminal Banjarmasin oleh PT Indonesia Kendaraan Terminal Tbk (IPCC), salah satu entitas anak PMT. Penambahan ini memperluas jangkauan layanan terminal kendaraan di wilayah Kalimantan Selatan serta memperkuat posisi PMT Grup dalam mendukung konektivitas logistik kendaraan di Indonesia.

Dengan adanya penambahan cabang/terminal Banjarmasin, cakupan operasional PMT Grup menjadi semakin luas dan mencerminkan penguatan peran Perusahaan dalam menyediakan layanan terminal *multipurpose* dan terminal kendaraan yang terintegrasi. Perubahan tersebut juga mendukung peningkatan kapasitas layanan, perluasan basis pelanggan, serta penguatan rantai nilai kepelabuhanan di wilayah operasional baru.

In 2025, a significant change occurred within the operational scope of PMT Group through the addition of its service coverage with the commencement of operations at Banjarmasin branch/terminal by PT Indonesia Kendaraan Terminal Tbk (IPCC), one of PMT's subsidiaries. This addition expanded the reach of vehicle terminal services in South Kalimantan and strengthened PMT Group's position in supporting Indonesia's vehicle logistics connectivity.

With the addition of Banjarmasin branch/terminal, the operational coverage of PMT Group has become broader and reflecting the Company's strengthened role in providing integrated multipurpose terminal and vehicle terminal services. This change also supports increased service capacity, the expansion of customer base, and the strengthening of the Company's value chain in the new operational area.


TRIPUTRA
HAI YANG SHI TOU 301

Tata Kelola Keberlanjutan

Sustainability Governance

Menjunjung integritas dan prinsip kehati-hatian dalam setiap pengambilan keputusan, sebagai fondasi kepercayaan pemangku kepentingan dan keberlanjutan usaha.

Upholding integrity and the principle of prudence in every decision made, as the foundation of stakeholder trust and business sustainability.




03

STRUKTUR TATA KELOLA PERUSAHAAN [GRI 2-9, GRI 2-11] [IFRS S2 GOVERNANCE]

Corporate Governance Structure [GRI 2-9, GRI 2-11] [IFRS S2 Governance]

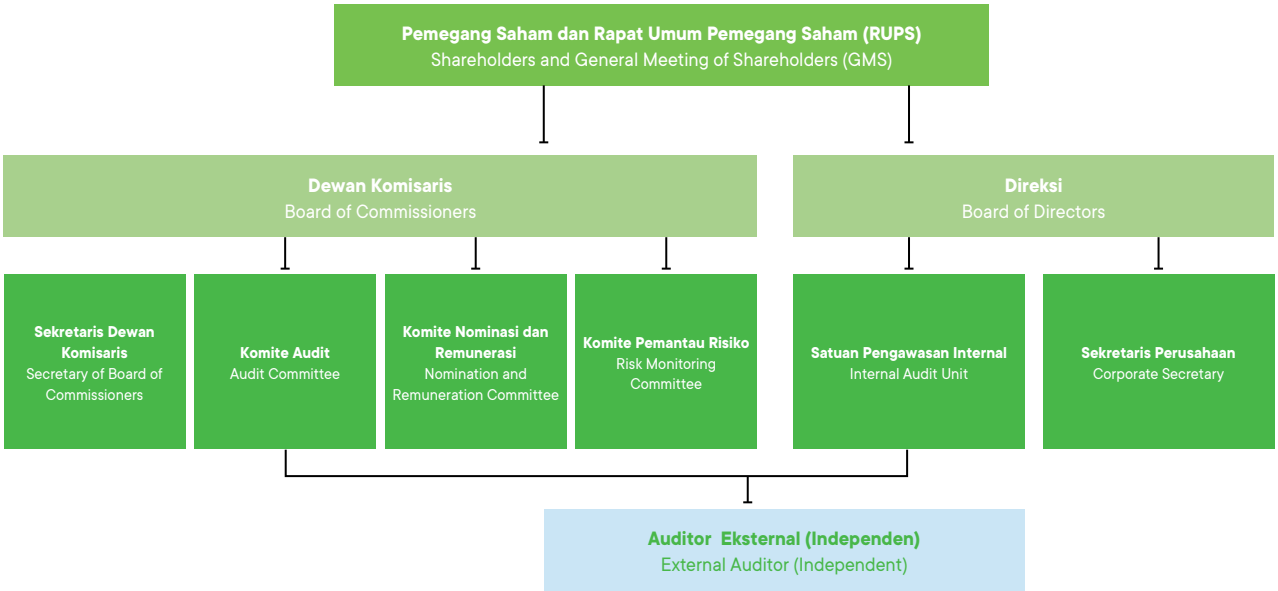
Perusahaan didirikan dan dijalankan sesuai dengan ketentuan Undang-Undang Republik Indonesia No. 40 Tahun 2007 tentang Perseroan Terbatas (UU PT), yang menetapkan bahwa struktur tata kelola perusahaan terdiri atas tiga organ utama, yaitu Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris, dan Direksi. Sinergi yang efektif antarorgan tersebut dalam menjalankan tugas, fungsi, dan tanggung jawabnya dilaksanakan dengan mengacu pada peraturan perundang-undangan yang berlaku, Anggaran Dasar, serta ketentuan internal lainnya, guna memastikan kepentingan Perusahaan terjaga secara optimal.

Setiap organ Perusahaan menjalankan peran dan tanggung jawabnya masing-masing dalam menentukan arah strategis serta kualitas kinerja Perusahaan. Dalam pelaksanaan fungsinya, Dewan Komisaris didukung oleh organ penunjang yang meliputi Sekretaris Dewan Komisaris, Komite Audit, Komite Nominasi dan Remunerasi, serta Komite Pemantau Risiko. Sementara itu, Direksi didukung oleh Sekretaris Perusahaan dan Satuan Pengawasan Internal. Struktur tata kelola Perusahaan secara keseluruhan disajikan sebagai berikut.

The Company was established and operated in accordance with the Republic of Indonesia Law No. 40 of 2007 concerning Limited Liability Companies (PT Law), which stipulates that corporate governance structure consists of three main organs, namely General Meeting of Shareholders (GMS), Board of Commissioners, and Board of Directors. Effective synergy between these organs in carrying out their duties, functions, and responsibilities is guided by applicable laws and regulations, the Articles of Association, and other internal provisions, to ensure that the Company's interests are optimally maintained.

Each organ of the Company carries out its respective roles and responsibilities in determining strategic direction and quality of the Company's performance. In performing its functions, Board of Commissioners is supported by supporting organs which include Secretary of Board of Commissioners, Audit Committee, Nomination and Remuneration Committee, and Risk Monitoring Committee. Meanwhile, Board of Directors is supported by Corporate Secretary and Internal Audit Unit. The overall corporate governance structure is presented as follows

Struktur Tata Kelola Perusahaan PMT
PMT's Corporate Governance Structure



Komisaris Utama Perseroan tidak merangkap pejabat eksekutif Perseroan. Pemisahan fungsi pengawasan dan pengelolaan memperkuat objektivitas pengawasan pengawasan serta menjaga keseimbangan peran antarorgan Perseroan.

President Commissioner of the Company does not serve as an executive officer. The separation of supervisory and management functions strengthens objectivity of oversight and maintains a balanced role between the Company's organs.

Komposisi Dewan Komisaris dan Direksi [GRI 2-9]
Composition of Board of Commissioners and Board of Directors [GRI 2-9]

Tabel Komposisi dan Dasar Pengangkatan Dewan Komisaris per 31 Desember 2025
Composition and Basis of Appointment of Board of Commissioners as of December 31, 2025

Nama Name	Jabatan Position	Dasar Pengangkatan Basis of Appointment	Periode Jabatan Service Period
Darwanto	Komisaris Utama merangkap Komisaris Independen President Commissioner concurrently Independent Commissioner	Keputusan Sirkuler Pemegang Saham di Luar RUPS No. KP.03/1/10/4/MTAK/UTMA/PLND-21 dan No. 156/HKO/D0003/2021 tanggal 1 Oktober 2021 Circular Resolution of Shareholders in lieu of GMS No. KP.03/1/10/4/MTAK/UTMA/PLND-21 and No. 156/HKO/D0003/2021 dated October 1, 2021.	1 Oktober 2021-RUPS 2026, Periode ke-1 October 1, 2021 – 2026 GMS 1st Period
Arman Depari	Komisaris Commissiner	Keputusan Sirkuler Pemegang Saham di Luar RUPS No. KP.03/1/10/4/MTAK/UTMA/PLND-21 dan No. 156/HKO/D0003/2021 tanggal 1 Oktober 2021 Circular Resolution of Shareholders in lieu of GMS No. KP.03/1/10/4/MTAK/UTMA/PLND-21 and No. 156/HKO/D0003/2021 dated October 1, 2021.	1 Oktober 2021-RUPS 2026, Periode ke-1 October 1, 2021 – 2026 GMS 1st Period
Herbert Timbo Parluhutan Siahaan	Komisaris Independen Independent Commissioner	Keputusan Sirkuler Pemegang Saham di Luar RUPS No. KP.03/1/10/4/MTAK/UTMA/PLND-21 dan No. 156/HKO/D0003/2021 tanggal 1 Oktober 2021 Circular Resolution of Shareholders in lieu of GMS No. KP.03/1/10/4/MTAK/UTMA/PLND-21 and No. 156/HKO/D0003/2021 dated October 1, 2021.	1 Oktober 2021-RUPS 2026, Periode ke-1 October 1, 2021 – 2026 GMS 1st Period
Gugun Gumilar	Komisaris Commissioner	Keputusan Sirkuler Pemegang Saham di Luar RUPS No. KP.03/20/4/3/RKTK/UTMA/PLND-26 dan SK.03/20/4/4/SKPR/UTMA/PSD-26 tanggal 20 April 2026 Circular Resolution of Shareholders in lieu of GMS No. KP.03/20/4/3/RKTK/UTMA/PLND-26 and SK.03/20/4/4/SKPR/UTMA/PSD-26 dated April 20, 2026	20 April 2026 – RUPS 2031, Periode ke-1 April 20, 2026 – 2031 GMS 1st Period
Aan Rusdianto	Komisaris Independen Independent Commissioner	Keputusan Sirkuler Pemegang Saham di Luar RUPS No. SK.03/9/12/2/RKTK/UTMA/PLND-24 dan No. SK.03/9/12/2/HKPD/UTMA/PSD-24 tanggal 9 Desember 2024 Circular Resolution of Shareholders in lieu of GMS No. SK.03/9/12/2/RKTK/UTMA/PLND-24 and No. SK.03/9/12/2/HKPD/UTMA/PSD-24 dated December 9, 2024	9 Desember 2024-RUPS 2029, Periode ke-1 December 9, 2024 – 2029 GMS 1st Period
Elly Rosita Silaban	Komisaris Independen Independent Commissioner	Keputusan Sirkuler Pemegang Saham di Luar RUPS No. KP.03/20/4/3/RKTK/UTMA/PLND-26 dan SK.03/20/4/4/SKPR/UTMA/PSD-26 tanggal 20 April 2026 Circular Resolution of Shareholders in lieu of GMS No. KP.03/20/4/3/RKTK/UTMA/PLND-26 and SK.03/20/4/4/SKPR/UTMA/PSD-26 dated April 20, 2026	20 April 2026 – RUPS 2031, Periode ke-1 April 20, 2026 – 2031 GMS 1st Period

Tabel Komposisi dan Dasar Pengangkatan Direksi per 31 Desember 2025
Composition and Basis of Appointment of Board of Directors as of December 31, 2025

Nama Name	Jabatan Position	Dasar Pengangkatan Basis of Appointment	Periode Jabatan Service Period
Ary Henryanto	Direktur Utama President Director	Keputusan Sirkuler Pemegang Saham di Luar RUPS No. KP.10.05/1/3/8/RKTK/UTMA/PLND-24 dan No. SK.03/1/3/9/HKP/DRU/PSD-24 tanggal 1 Maret 2024 Circular Resolution of Shareholders in lieu of GMS No. KP.10.05/1/3/8/RKTK/UTMA/PLND-24 and No. SK.03/1/3/9/HKP/DRU/PSD-24 dated March 1, 2024	1 Maret 2024-RUPS 2029, Periode ke-1 March 1, 2024 – 2029 GMS 1st Period
Edi Priyanto	Direktur Sumber Daya Manusia Human Capital Director	Keputusan Sirkuler Pemegang Saham di Luar RUPS No. KP.03/24/2/2/RKTK/UTMA/PLND-23 dan No. SK.03/24/2/HKP/DRU/PSD-23 tanggal 24 Februari 2023 Circular Resolution of Shareholders in lieu of GMS No. KP.03/24/2/2/RKTK/UTMA/PLND-23 and No. SK.03/24/2/HKP/DRU/PSD-23 dated February 24, 2023	1 Maret 2023-RUPS 2028, Periode ke-1 March 1, 2023 – 2028 GMS 1st Period
Arif Rusman Yulianto	Direktur Operasi Operational Director	Keputusan Sirkuler Pemegang Saham di Luar RUPS No. KP.03/24/2/2/RKTK/UTMA/PLND-23 dan No. SK.03/24/2/HKP/DRU/PSD-23 tanggal 24 Februari 2023 Circular Resolution of Shareholders in lieu of GMS No. KP.03/24/2/2/RKTK/UTMA/PLND-23 and No. SK.03/24/2/HKP/DRU/PSD-23 dated February 24, 2023	1 Maret 2023-RUPS 2028, Periode ke-1 March 1, 2023 – 2028 GMS 1st Period
Yoni Setiawan	Direktur Keuangan dan Manajemen Risiko Finance and risk Management Director	Keputusan Sirkuler Pemegang Saham di Luar RUPS No. KP.03/24/2/2/RKTK/UTMA/PLND-23 dan No. SK.03/24/2/HKP/DRU/PSD-23 tanggal 24 Februari 2023 Circular Resolution of Shareholders in lieu of GMS No. KP.03/24/2/2/RKTK/UTMA/PLND-23 and No. SK.03/24/2/HKP/DRU/PSD-23 dated February 24, 2023	1 Maret 2023-RUPS 2028, Periode ke-1 March 1, 2023 – 2028 GMS 1st Period
Yarham Harid	Direktur Teknik Technical Director	Keputusan Sirkuler Pemegang Saham di Luar RUPS No. KP.10.05/1/3/8/RKTK/UTMA/PLND-24 dan No. SK.03/1/3/9/HKP/DRU/PSD-24 tanggal 1 Maret 2024, Circular Resolution of Shareholders in lieu of GMS No. KP.10.05/1/3/8/RKTK/UTMA/PLND-24 and No. SK.03/1/3/9/HKP/DRU/PSD-24 dated March 1, 2024	1 Maret 2024-RUPS 2029, Periode ke-1 March 1, 2024 – 2029 GMS 1st Period

Tabel Komposisi dan Dasar Pengangkatan Direksi per 31 Desember 2025
Composition and Basis of Appointment of Board of Directors as of December 31, 2025

Nama Name	**Jabatan** Position	**Dasar Pengangkatan** Basis of Appointment	**Periode Jabatan** Service Period
Rizki Kurniawan	Direktur Strategi dan Komersial Strategy and Commercial Director	Keputusan Sirkuler Pemegang Saham di Luar RUPS No. KP.03/7/11/7/RKTK/UTMA/PLND-23 dan No. SK.03/7/11/8/HKP/DRU/PSD-23 tanggal 7 November 2023 Circular Resolution of Shareholders in lieu of GMS No. KP.03/7/11/7/RKTK/UTMA/PLND-23 and No. SK.03/7/11/8/HKP/DRU/PSD-23 dated November 7, 2023	7 November 2023-RUPS 2028, Periode ke-1 November 7, 2023 – 2028 GMS 1st Period

NOMINASI DAN SELEKSI DEWAN KOMISARIS DAN DIREKSI [GRI 2-10]

Sebagai bagian dari *Holding* BUMN Pelabuhan, nominasi Dewan Komisaris Perusahaan mengikuti ketentuan yang berlaku di lingkup Pelindo. Pencalonan, pengusulan hingga penetapan Dewan Komisaris Perusahaan sepenuhnya menjadi kewenangan dari ketentuan yang berlaku dari Pelindo sebagai pemegang saham Perusahaan.

Penetapan dan pengesahan Dewan Komisaris Perusahaan dilakukan melalui forum RUPS selaku forum tertinggi di lingkup Perusahaan.

Demikian juga dengan Direksi. Kebijakan nominasi Direksi Perusahaan mengikuti ketentuan yang berlaku di lingkup Pelindo. Namun demikian, bagi pengusulan dan pencalonan Direksi Perusahaan, Pelindo selaku pemegang saham dapat memanfaatkan *talent pool* Perusahaan di mana Senior Vice President selaku BOD-1 dapat dicalonkan sebagai Direksi Perusahaan.

Penetapan dan pengesahan Direksi Perusahaan dilakukan melalui forum RUPS selaku forum tertinggi di lingkup Perusahaan.

NOMINATION AND SELECTION OF BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS [GRI 2-10]

As part of State-Owned Port Holding Company, the nomination of the Company's Board of Commissioners complies with applicable regulations within Pelindo. The nomination, proposal, and appointment of the Company's Board of Commissioners are entirely within the authority of Pelindo as the Company's shareholder.

The appointment and ratification of the Company's Board of Commissioners are conducted through GMS, the highest forum within the Company.

The same applies to Board of Directors. The Company's Board of Directors nomination policy complies with applicable regulations within Pelindo. However, in proposing and nominating candidates for the Company's Board of Directors, Pelindo, as the shareholder, can utilize the Company's talent pool, where Senior Vice President, acting as BOD-1, can be nominated as a Board of Directors.

The appointment and ratification of the Company's Board of Directors are conducted through the GMS, the highest forum within the Company.

PERAN DEWAN KOMISARIS DAN DIREKSI DALAM PENGAWASAN DAMPAK KEBERLANJUTAN [GRI 2-12]

Role of Board of Commissioners and Board of Directors in Oversight of Sustainability Impacts [GRI 2-12]

Dewan Komisaris dan Direksi memiliki peran penting dalam memastikan bahwa pengelolaan dampak ekonomi, lingkungan, sosial, dan tata kelola dilakukan secara terarah. Direksi bertanggung jawab atas pengintegrasian aspek keberlanjutan ke dalam strategi, kebijakan, rencana kerja, pengelolaan risiko, serta proses bisnis Perusahaan. Dewan Komisaris menjalankan fungsi pengawasan dan pemberian nasihat terhadap pelaksanaan strategi tersebut.

Pengawasan atas dampak keberlanjutan dilakukan melalui mekanisme rapat, pelaporan manajemen, pembahasan kinerja, evaluasi risiko, tindak lanjut rekomendasi audit, serta pemantauan program keberlanjutan. Isu yang menjadi perhatian mencakup keselamatan dan kesehatan kerja, ketahanan operasional, pengelolaan lingkungan, hubungan dengan pemangku kepentingan, keamanan data, integritas bisnis, dan efektivitas sistem pengendalian internal.

Board of Commissioners and Board of Directors play a crucial role in ensuring that the management of economic, environmental, social, and governance impacts is carried out in a targeted manner. Board of Directors is responsible for integrating sustainability aspects into the Company's strategies, policies, work plans, risk management, and business processes. Board of Commissioners carries out oversight and advisory functions regarding the implementation of these strategies.

Oversight of sustainability impacts is carried out through meetings, management reporting, performance discussions, risk evaluations, follow-up on audit recommendations, and monitoring of sustainability programs. Issues of concern include occupational safety and health, operational resilience, environmental management, stakeholder relations, data security, business integrity, and the effectiveness of internal control systems.

Aspek Dampak Impact Aspects	**Peran Direksi** Role of Board of Directors	**Peran Dewan Komisaris** Role of Board of Commissioners	**Mekanisme Pengawasan/Pelaporan** Oversight/Reporting Mechanisms
Ekonomi dan operasional Economic and Operational	Menetapkan strategi, target, dan program peningkatan kinerja serta ketahanan operasional. Determine strategies, targets, and programs for improving performance and operational resilience.	Mengawasi pencapaian kinerja, kesinambungan usaha, dan efektivitas strategi. Oversee performance achievement, business continuity, and strategy effectiveness.	Rapat Direksi, rapat gabungan, laporan kinerja, evaluasi RKAP. Board of Directors meetings, joint meetings, performance reports, RKAP evaluations.
Lingkungan Environmental	Mengarahkan pengelolaan energi, emisi, air, limbah, tumpahan, dan pengendalian dampak lingkungan. Direct the management of energy, emissions, water, waste, spills, and environmental impact control.	Mengawasi kecukupan kebijakan dan mitigasi dampak lingkungan. Oversee the adequacy of policies and environmental impact mitigation.	Laporan keberlanjutan, laporan risiko, laporan HSSE, evaluasi program. Sustainability reports, risk reports, HSSE reports, program evaluations.
Sosial Social	Mengelola aspek K3, kesejahteraan karyawan, pengembangan SDM, hubungan industrial, dan hubungan masyarakat. Manage aspects of OHS, employee welfare, HC development, industrial relations, and public relations.	Mengawasi pengelolaan dampak sosial dan efektivitas program terkait. Oversee the management of social impacts and effectiveness of related programs.	Rapat berkala, laporan SDM, laporan K3, laporan TJSL. Regular meetings, HC reports, OHS reports, CSR reports.
Tata kelola Governance	Memastikan integritas, kepatuhan, manajemen risiko, WBS, SMAP, dan pengendalian internal berjalan efektif. Ensure the effectiveness of integrity, compliance, risk management, WBS, ABMS, and internal controls.	Mengawasi penerapan governansi korporat, manajemen risiko, dan pengendalian. Oversee the implementation of corporate governance, risk management, and control.	Rapat komite, laporan kepatuhan, laporan audit, laporan WBS. Committee meetings, compliance reports, audit reports, WBS reports.

DELEGASI TANGGUNG JAWAB PENGELOLAAN DAMPAK KEBERLANJUTAN [OJK E.1] [GRI 2-13]

Delegation of Responsibility for Sustainability Impact Management [OJK E.1] [GRI 2-13]

Direksi memegang tanggung jawab tertinggi atas pengelolaan keberlanjutan PMT, dengan fungsi pengawasan dijalankan oleh Dewan Komisaris. Dalam pelaksanaannya, Direksi mendelegasikan tanggung jawab pengelolaan dampak keberlanjutan kepada fungsi-fungsi terkait sesuai dengan ruang lingkup tugas dan kewenangannya. Pendelegasian tersebut mencakup pengelolaan dampak pada aspek tata kelola, lingkungan, ketenagakerjaan, keselamatan dan kesehatan kerja, hak asasi manusia, hubungan dengan pelanggan dan mitra usaha, serta keterlibatan dan pengembangan masyarakat. Setiap fungsi bertanggung jawab untuk mengidentifikasi, mengelola, memantau, dan melaporkan isu serta dampak keberlanjutan sesuai bidangnya kepada Direksi.

Untuk memperkuat koordinasi lintas fungsi dan integrasi aspek keberlanjutan ke dalam proses bisnis, PMT didukung oleh Komite Environmental, Social, and Governance (ESG) dan Komite Governance, Risk, and Compliance (GRC). Komite ESG berperan mendukung Direksi dalam mengoordinasikan, memantau, dan memperkuat pengelolaan aspek lingkungan, sosial, dan tata kelola, termasuk agenda iklim, efisiensi energi, pengendalian emisi, TJSL, serta pelaporan keberlanjutan. Sementara itu, Komite GRC mendukung integrasi aspek governansi, manajemen risiko, dan kepatuhan ke dalam proses bisnis Perusahaan, termasuk pengelolaan risiko keberlanjutan, risiko iklim, kepatuhan regulasi, pengendalian internal, dan etika bisnis. Pembagian peran tersebut memungkinkan pengelolaan dampak keberlanjutan dilakukan secara lintas fungsi dan terintegrasi dengan pengambilan keputusan, pengelolaan risiko, serta kegiatan operasional Perusahaan.

Sebagai bagian dari mekanisme akuntabilitas, Komite ESG bertanggung jawab langsung kepada Direksi serta melakukan pemantauan dan evaluasi atas kinerja keberlanjutan, risiko dan peluang, capaian program, pemenuhan target, serta isu yang memerlukan perhatian manajemen. Komite ESG menyampaikan hasil pelaksanaan tugas dan rekomendasi secara periodik kepada Direksi, sedangkan Komite GRC mendukung penyampaian informasi terkait governansi, risiko, dan kepatuhan sesuai ruang lingkup tanggung jawabnya. Evaluasi dan rapat Komite ESG dilaksanakan sekurang-kurangnya dua kali dalam setahun atau sesuai kebutuhan Perusahaan. Hasil pemantauan, evaluasi, rekomendasi, dan pelaporan tersebut menjadi bagian dari informasi yang digunakan Direksi dalam pengambilan keputusan dan penguatan pengelolaan dampak keberlanjutan.

Rincian pendelegasian tanggung jawab pengelolaan dampak keberlanjutan kepada fungsi-fungsi terkait disajikan dalam struktur berikut:

The Board of Directors holds ultimate responsibility for PMT's sustainability management, with oversight carried out by the Board of Commissioners. In its implementation, the Board of Directors delegates responsibility for managing sustainability impacts to relevant functions in accordance with their respective duties and authorities. This delegation covers the management of impacts related to governance, the environment, employment practices, occupational health and safety, human rights, relationships with customers and business partners, as well as community engagement and development. Each function is responsible for identifying, managing, monitoring, and reporting sustainability issues and impacts within its respective area of responsibility to the Board of Directors.

To strengthen cross-functional coordination and integrate sustainability considerations into business processes, PMT is supported by the Environmental, Social, and Governance (ESG) Committee and the Governance, Risk, and Compliance (GRC) Committee. The ESG Committee supports the Board of Directors in coordinating, monitoring, and strengthening the management of environmental, social, and governance aspects, including the climate agenda, energy efficiency, emissions control, Social and Environmental Responsibility (TJSL), and sustainability reporting. Meanwhile, the GRC Committee supports the integration of governance, risk management, and compliance into the Company's business processes, including the management of sustainability risks, climate risks, regulatory compliance, internal controls, and business ethics. This division of roles enables sustainability impacts to be managed across functions and integrated into decision-making, risk management, and the Company's operational activities.

As part of the accountability mechanism, the ESG Committee reports directly to the Board of Directors and monitors and evaluates sustainability performance, risks and opportunities, program achievements, target fulfillment, and issues requiring management attention. The ESG Committee periodically reports on the implementation of its duties and submits recommendations to the Board of Directors, while the GRC Committee supports the provision of information related to governance, risk, and compliance in accordance with its respective responsibilities. ESG Committee evaluations and meetings are conducted at least twice a year or as required by the Company. The results of monitoring, evaluation, recommendations, and reporting provide information for the Board of Directors in its decision-making and in strengthening the management of sustainability impacts.

The delegation of responsibility for managing sustainability impacts to the relevant functions is presented in the following structure:

Aspek Keberlanjutan Sustainability Aspects	**Ruang Lingkup Pengelolaan** Management Scope	**Penanggung Jawab/Fungsi Terkait** Unit in Charge/Related Function	**Jalur Pelaporan** Reporting Line
Tata kelola organisasi Organizational Governance	Governansi korporat, kepatuhan, pelaporan, hubungan pemangku kepentingan, serta penguatan struktur dan proses tata kelola keberlanjutan. Management Scope Corporate governance, compliance, reporting, stakeholder relations, and strengthening sustainability governance structures and processes.	Komite GRC, Divisi Sekretariat Perusahaan, fungsi kepatuhan, dan fungsi terkait lainnya GRC Committee, Corporate Secretary Division, compliance function, and other related functions	Direksi Board of Directors

Aspek Keberlanjutan Sustainability Aspects	**Ruang Lingkup Pengelolaan** Management Scope	**Penanggung Jawab/Fungsi Terkait** Unit in Charge/Related Function	**Jalur Pelaporan** Reporting Line
Koordinasi ESG dan keberlanjutan ESG and Sustainability Coordination	Penyelarasan agenda ESG, pemantauan inisiatif keberlanjutan, penguatan kualitas pelaporan keberlanjutan, serta koordinasi lintas fungsi atas isu lingkungan, sosial, dan tata kelola. Alignment of ESG agenda, monitoring sustainability initiatives, strengthening the quality of sustainability reporting, and cross-functional coordination on environmental, social, and governance issues.	Komite ESG, Divisi Sekretariat Perusahaan, fungsi HSSE, fungsi SDM, fungsi operasional, dan fungsi terkait lainnya ESG Committee, Corporate Secretary Division, HSSE function, HC function, operational function, and other related functions	Direksi Board of Directors
Manajemen risiko keberlanjutan Sustainability Risk Management	Identifikasi, penilaian, pemantauan, dan pengendalian risiko keberlanjutan, termasuk risiko iklim, risiko lingkungan, risiko sosial, risiko kepatuhan, dan risiko reputasi. Identification, assessment, monitoring, and control of sustainability risks, including climate risk, environmental risk, social risk, compliance risk, and reputational risk.	Komite GRC, fungsi manajemen risiko, Satuan Pengawasan Internal, Divisi Sekretariat Perusahaan, fungsi HSSE, dan fungsi terkait lainnya GRC Committee, risk management function, Internal Audit Unit, Corporate Secretary Division, HSSE function, and other related functions	Direksi Board of Directors
Hak asasi manusia Human Rights	Penghormatan HAM dalam lingkungan kerja dan hubungan bisnis, termasuk pencegahan diskriminasi, perlakuan yang setara, serta penghormatan terhadap hak pekerja dan pemangku kepentingan terkait. Respect for human rights in the workplace and business relationships, including preventing discrimination, providing equal treatment, and respecting the rights of workers and relevant stakeholders.	Divisi Perencanaan dan Pengelolaan SDM serta fungsi terkait lainnya HC Planning and Management Division and other related functions	Direksi Board of Directors
Praktik ketenagakerjaan Labor Practices	Kesejahteraan, hubungan industrial, pelatihan, kompetensi, pengembangan kapabilitas, dan budaya kerja. Welfare, industrial relations, training, competency, capability development, and work culture.	Divisi Perencanaan dan Pengelolaan SDM HC Planning and Management Division	Direksi Board of Directors
Keselamatan dan kesehatan kerja Occupational Safety and Health	Sistem K3, HSSE, pencegahan insiden, budaya keselamatan, kesiapan tanggap darurat, serta penguatan keselamatan operasional di kantor pusat, *branch*, dan entitas anak. OHS systems, HSSE, incident prevention, safety culture, emergency response preparedness, and strengthening operational safety at head office, branches, and subsidiaries.	Divisi Sistem Manajemen dan HSSE, Komite HSSE, P2K3, dan fungsi operasional terkait HSSE and Management Systems Division, HSSE Committee, OHS Advisory Committee, and related operational functions	Direksi Board of Directors
Lingkungan Environment	Energi, emisi, air, limbah, tumpahan, pengendalian pencemaran, pemantauan kualitas lingkungan, serta inisiatif efisiensi energi dan adaptasi iklim. Energy, emissions, water, waste, spills, pollution control, environmental quality monitoring, and energy efficiency and climate adaptation initiatives.	Komite ESG, Divisi Sekretariat Perusahaan, Divisi Sistem Manajemen dan HSSE, fungsi operasional, *branch*, dan entitas anak ESG Committee, Corporate Secretary Division, HSSE and Management Systems Division, operational functions, branches, and subsidiaries	Direksi Board of Directors
Tata kelola iklim Climate Governance	Pengelolaan risiko dan peluang terkait iklim, termasuk mitigasi emisi, efisiensi energi, elektrifikasi peralatan, energi terbarukan, ketahanan aset, dan adaptasi terhadap cuaca ekstrem. Management of climate-related risks and opportunities, including emissions mitigation, energy efficiency, equipment electrification, renewable energy, asset resilience, and adaptation to extreme weather.	Komite ESG, Komite GRC, fungsi manajemen risiko, Divisi Sekretariat Perusahaan, Divisi Sistem Manajemen dan HSSE, fungsi teknik, fungsi operasional, *branch*, dan entitas anak ESG Committee, GRC Committee, risk management function, Corporate Secretary Division, HSSE and Management Systems Division, engineering function, operational function, branches, and subsidiaries	Direksi Board of Directors
Praktik operasi yang adil Fair Operating Practices	Etika bisnis, antikorupsi, antisuap, gratifikasi, pengadaan, pemasok, kepatuhan proses bisnis, serta penguatan integritas dalam hubungan usaha. Business ethics, anti-corruption, anti-bribery, anti-gratuity, procurement, suppliers, business process compliance, and strengthening integrity in business relationships.	Komite GRC, Divisi Pengelolaan Operasi, Divisi Sekretariat Perusahaan, fungsi kepatuhan, fungsi pengadaan, dan fungsi terkait lainnya GRC Committee, Operations Management Division, Corporate Secretary Division, compliance function, procurement function, and other related functions	Direksi Board of Directors
Konsumen, produk/jasa, dan mitra kerja Consumers, Products/Services, and Business Partners	Kualitas layanan, pengaduan pelanggan, hubungan pelanggan, kepuasan pengguna jasa, perlindungan pengguna jasa, serta hubungan dengan mitra kerja. Service quality, customer complaints, customer relations, user satisfaction, user protection, and relationships with business partners.	Divisi Komersial dan Hubungan Pelanggan, fungsi operasional, dan fungsi terkait lainnya Commercial and Customers Relations Division, operational functions, and other related functions	Direksi Board of Directors
Keterlibatan dan pengembangan masyarakat Community Engagement and Development	TJSL, pemberdayaan masyarakat, komunikasi sosial, pengelolaan keluhan, dukungan sosial-kemasyarakatan, serta pemantauan dampak program. CSR, community empowerment, social communication, complaint management, social and community support, and program impact monitoring.	Divisi Sekretariat Perusahaan, Komite ESG, *branch*, dan fungsi terkait lainnya Corporate Secretary Division, ESG Committee, branches, and other related functions	Direksi Board of Directors

Komite ESG PMT sebagai Penanggung Jawab Khusus

PMT membentuk Komite Environmental, Social, and Governance (ESG) sebagai fungsi khusus yang mendukung Direksi dalam mengoordinasikan pelaksanaan agenda keberlanjutan Perusahaan. Pembentukan Komite ESG ditetapkan berdasarkan Surat Keputusan Direksi PT Pelindo Multi Terminal No. TL.01/12/12/2/TJSK/DIRU/PLMT-25 tentang Pembentukan, Tugas, dan Mekanisme Kerja Komite Keberlanjutan (ESG) PT Pelindo Multi Terminal.

Komite ESG PMT dibentuk sebagai organ pendukung Direksi dalam memperkuat pengelolaan aspek lingkungan, sosial, dan tata kelola secara lebih terarah, terintegrasi, serta selaras dengan kebijakan Perusahaan dan Induk Perusahaan. Dalam menjalankan perannya, Komite berpedoman pada Piagam Komite Keberlanjutan (ESG) yang mengatur fungsi, tugas, tanggung jawab, wewenang, dan mekanisme kerja Komite.

PMT ESG Committee as a Special Unit in Charge

PMT established an Environmental, Social, and Governance (ESG) Committee as a special function to support Board of Directors in coordinating implementation of the Company's sustainability agenda. The establishment of ESG Committee was stipulated in Decree of the Board of Directors of PT Pelindo Multi Terminal No. TL.01/12/12/2/TJSK/DIRU/PLMT-25 concerning Establishment, Duties, and Working Mechanism of PT Pelindo Multi Terminal Sustainability (ESG) Committee.

PMT ESG Committee was established as a supporting body for Board of Directors in strengthening management of environmental, social, and governance aspects in a more focused, integrated manner, and in alignment with the policies of the Company and its Parent Company. In carrying out its role, the Committee is guided by Sustainability Committee Charter (ESG), which regulates the Committee's functions, duties, responsibilities, authorities, and working mechanisms.

Komposisi Komite ESG PMT

Berdasarkan Keputusan Direksi Nomor TL.01/12/12/2/TJSK/DIRU/PLMT-25 tanggal 12 Desember 2025, susunan keanggotaan Komite Keberlanjutan (ESG) PT Pelindo Multi Terminal terdiri dari 1 (satu) Pengarah dan 11 (sebelas) anggota dengan komposisi sebagai berikut:

Composition of PMT ESG Committee

Based on the Board of Directors' Decree No. TL.01/12/12/2/TJSK/DIRU/PLMT-25 dated December 12, 2025, the ESG Committee of PT Pelindo Multi Terminal consists of 1 (one) Steering Committee member and 11 (eleven) Committee members, with the following composition:

No.	**Jabatan** Position	**Posisi dalam Komite** Position in Committee
Pengarah Advisor	Dewan Direksi PT Pelindo Multi Terminal Board of Directors of PT Pelindo Multi Terminal	
1	Direktur yang membawahi fungsi Keberlanjutan Director in Charge of Sustainability	Ketua Chairman
2	Senior Vice President Sekretariat Perusahaan Senior Vice President of Corporate Secretariat	Wakil Ketua Vice Chairman
3	Vice President TJSL Vice President of TJSL	Sekretaris 1 Secretary 1
4	Vice President Tata Kelola, Hubungan Lembaga dan Investor Vice President of Corporate Governance, Institutional and Investor Relations	Sekretaris 2 Secretary 2
5	Senior Vice President Sistem Manajemen Senior Vice President of Management Systems	Anggota Member
6	Senior Vice President Manajemen Risiko Senior Vice President of Risk Management	Anggota Member
7	Senior Vice President Perencanaan Strategis Senior Vice President of Strategic Planning	Anggota Member
8	Senior Vice President Pengelolaan Operasi Senior Vice President of Operations Management	Anggota Member
9	Senior Vice President Layanan SDM dan HSSE Senior Vice President of Human Capital Services and HSSE	Anggota Member
10	Senior Vice President Hukum Senior Vice President of Legal Affairs	Anggota Member
11	Senior Vice President Perencanaan dan Pengelolaan SDM Senior Vice President of Human Capital Planning and Management	Anggota Member
12	Senior Vice President Anggaran, Akuntansi, dan Pelaporan Senior Vice President of Budgeting, Accounting, and Reporting	Anggota Member

Fungsi Komite ESG

Komite ESG menjalankan fungsi pengawasan dan konsultasi terkait aspek keberlanjutan di lingkungan Perusahaan. Fungsi tersebut dilaksanakan untuk memastikan bahwa strategi dan implementasi keberlanjutan berjalan efektif, terintegrasi, dan memberikan nilai tambah berkelanjutan bagi Perusahaan maupun para pemangku kepentingan.

ESG Committee Function

ESG Committee performs oversight and advisory functions regarding sustainability aspects within the Company. This function is carried out to ensure that sustainability strategies and implementation are effective, integrated, and provide sustainable added value for the Company and its stakeholders.

Melalui fungsi tersebut, Komite ESG berperan dalam mendukung Direksi untuk memastikan bahwa pengelolaan aspek lingkungan, sosial, dan tata kelola tidak hanya dipahami sebagai pemenuhan regulasi, tetapi juga menjadi bagian dari proses bisnis, pengambilan keputusan, pengelolaan risiko, dan penciptaan nilai jangka panjang.

Tugas dan Tanggung Jawab Komite Keberlanjutan (ESG)

Berdasarkan Piagam Komite Keberlanjutan (ESG), tugas dan tanggung jawab Komite adalah sebagai berikut:

1. Tugas
   a. Merumuskan dan mengembangkan strategi keberlanjutan jangka panjang dan jangka pendek yang selaras dengan Peta Jalan (*Roadmap*) ESG Induk Perusahaan dan Rencana Jangka Panjang Perusahaan (RJPP);
   b. Memantau dan mengevaluasi kinerja keberlanjutan Perusahaan, termasuk indikator kinerja kunci terkait isu-isu lingkungan, sosial, dan tata Kelola;
   c. Merekomendasikan tujuan dan target keberlanjutan yang terukur untuk ditetapkan oleh Direksi;
   d. Mengidentifikasi, menganalisis, dan mengembangkan strategi mitigasi atas risiko dan peluang keberlanjutan yang dihadapi Perusahaan;
   e. Memastikan proses penyusunan Laporan Keberlanjutan tahunan dilaksanakan secara transparan, akurat, dan sesuai dengan standar pelaporan yang relevan;
   f. Memastikan Perusahaan mematuhi standar keberlanjutan yang relevan, seperti ISO 14001;
   g. Mendorong keterlibatan aktif dari para pemangku kepentingan dalam proses pengambilan keputusan terkait keberlanjutan Perusahaan;
   h. Mendorong promosi inovasi dan riset dalam praktik keberlanjutan untuk menghadapi tantangan yang semakin kompleks;
   i. Mengarahkan upaya komunikasi dan edukasi keberlanjutan, baik secara internal maupun eksternal, untuk meningkatkan kesadaran dan pemahaman;
   j. Memantau kepatuhan Perusahaan terhadap peraturan perundang-undangan terkait keberlanjutan.
2. Tanggung Jawab
   a. Komite Keberlanjutan (ESG) bertanggung jawab langsung kepada Direksi Perusahaan.
   b. Secara periodik melaporkan hasil kinerja dan pelaksanaan tugas keberlanjutan kepada Direksi.
   c. Menjaga kerahasiaan data dan informasi Perusahaan yang bersifat sensitif yang diperoleh dalam pelaksanaan tugasnya.

Wewenang Komite ESG

Dalam melaksanakan tugasnya, Komite ESG memiliki wewenang untuk mengembangkan, merevisi, dan mengawasi implementasi kebijakan keberlanjutan Perusahaan. Wewenang ini memberikan ruang bagi Komite untuk memastikan bahwa kebijakan keberlanjutan tetap relevan dengan perkembangan regulasi, arah strategis Perusahaan, kebutuhan pemangku kepentingan, serta praktik terbaik di bidang keberlanjutan.

Komite juga berwenang mengevaluasi kinerja keberlanjutan Perusahaan secara rutin, sekurang-kurangnya dua kali dalam setahun. Evaluasi tersebut mencakup capaian program, efektivitas pelaksanaan inisiatif, pemenuhan target, serta tindak lanjut atas isu keberlanjutan yang memerlukan perhatian manajemen.

Through this function, ESG Committee plays a role in supporting the Board of Directors in ensuring that environmental, social, and governance aspects are not only understood as regulatory compliance but also become part of business processes, decision-making, risk management, and long-term value creation.

Duties and Responsibilities of Sustainability Committee (ESG)

Based on the Sustainability Committee (ESG) Charter, the Committee's duties and responsibilities are as follows:

1. Duties
   a. Formulating and developing long-term and short-term sustainability strategies aligned with the Parent Company's ESG Roadmap and the Company's Long-Term Plan (RJPP);
   b. Monitoring and evaluating the Company's sustainability performance, including key performance indicators related to environmental, social, and governance issues;
   c. Recommend measurable sustainability goals and targets to be established by the Board of Directors;
   d. Identify, analyze, and develop mitigation strategies for sustainability risks and opportunities facing the Company;
   e. Ensure the annual Sustainability Report preparation process is carried out transparently, accurately, and in accordance with relevant reporting standards;
   f. Ensure the Company complies with relevant sustainability standards, such as ISO 14001;
   g. Encourage active stakeholder involvement in the Company's sustainability decision-making process;
   h. Encourage the promotion of innovation and research in sustainability practices to address increasingly complex challenges;
   i. Direct sustainability communication and education efforts, both internally and externally, to increase awareness and understanding;
   j. Monitor the Company's compliance with sustainability laws and regulations.
2. Responsibilities
   a. The Sustainability Committee (ESG) reports directly to the Board of Directors.
   b. Periodically report on the results of its performance and implementation of sustainability duties to the Board of Directors.
   c. Maintain the confidentiality of sensitive Company data and information obtained in the course of its duties.

ESG Committee Authority

In carrying out its duties, ESG Committee has authority to develop, revise, and oversee the implementation of the Company's sustainability policy. This authority provides the Committee with authority to ensure that sustainability policy remains relevant to regulatory developments, the Company's strategic direction, stakeholder needs, and best practices in the field of sustainability.

The Committee is also authorized to evaluate the Company's sustainability performance regularly, at least twice a year. Evaluation covers program achievements, the effectiveness of initiative implementation, target achievement, and follow-up on sustainability issues requiring management attention.

Selain itu, Komite dapat menetapkan sasaran dan inisiatif keberlanjutan jangka pendek maupun jangka panjang yang selaras dengan tujuan Perusahaan. Komite juga berwenang melakukan kolaborasi dan konsultasi dengan pihak eksternal, seperti pemerintah, komunitas, dan akademisi, untuk memperkuat kualitas program keberlanjutan.

Dalam aspek manajemen risiko, Komite berwenang mengawasi dan mengevaluasi risiko keberlanjutan yang mungkin dihadapi Perusahaan, termasuk risiko lingkungan, sosial, dan reputasi. Berdasarkan hasil pengawasan dan evaluasi tersebut, Komite dapat memberikan rekomendasi kepada Direksi dan manajemen mengenai langkah-langkah yang perlu diambil untuk meningkatkan kinerja keberlanjutan.

Mekanisme Kerja Komite ESG

Mekanisme kerja Komite ESG dilaksanakan melalui rapat, pelaporan, koordinasi lintas fungsi, serta keterlibatan dalam penyusunan Laporan Keberlanjutan tahunan. Komite mengadakan rapat secara berkala sekurang-kurangnya dua kali dalam setahun atau sesuai dengan kebutuhan Perusahaan.

Setiap rapat Komite dituangkan dalam risalah rapat yang ditandatangani oleh seluruh anggota Komite yang hadir. Risalah tersebut menjadi dokumentasi resmi atas pembahasan, arahan, keputusan, serta tindak lanjut yang perlu dilakukan dalam pengelolaan keberlanjutan Perusahaan.

Hasil rapat dan rekomendasi Komite disampaikan secara tertulis kepada Direksi Perusahaan. Komite juga wajib menyampaikan laporan berkala atas setiap pelaksanaan tugasnya kepada Direksi. Mekanisme pelaporan ini memastikan bahwa Direksi memperoleh informasi yang memadai mengenai perkembangan, capaian, risiko, dan rekomendasi perbaikan dalam pengelolaan keberlanjutan.

Komite ESG juga mengoordinasikan dan terlibat aktif dalam proses penyusunan Laporan Keberlanjutan tahunan Perusahaan. Laporan Keberlanjutan tersebut dipublikasikan secara terbuka dan dapat diakses oleh seluruh pemangku kepentingan melalui situs web resmi Perusahaan atau sarana publikasi lainnya.

Melalui fungsi, tugas, tanggung jawab, wewenang, dan mekanisme kerja tersebut, Komite ESG berperan penting dalam memperkuat akuntabilitas pengelolaan keberlanjutan PMT. Keberadaan Komite mendukung Direksi dalam memastikan bahwa dampak Perusahaan terhadap ekonomi, lingkungan, dan masyarakat dikelola secara terarah, terpantau, dan terintegrasi dengan proses bisnis serta pengambilan keputusan strategis.

Laporan Singkat Pelaksanaan Tugas dan Kegiatan Komite Keberlanjutan (ESG) Tahun 2025

Sepanjang tahun 2025 Komite Keberlanjutan ESG telah melaksanakan semua tugas dan tanggung jawabnya dengan baik, di antaranya:

1. Menyusun *database* konsumsi energi di seluruh wilayah operasional PMT, termasuk anak perusahaan dan *branch*.
2. Menyusun perencanaan program kerja terkait keberlanjutan.
3. Menginisiasi *roadmap* keberlanjutan ESG.
4. Melaksanakan penyusunan laporan keberlanjutan berdasarkan arahan dari Pemegang Saham atau Induk Perusahaan.

Furthermore, the Committee can establish short-term and long-term sustainability targets and initiatives that align with the Company's objectives. The Committee is also authorized to collaborate and consult with external parties, such as government, communities, and academics, to strengthen the quality of sustainability programs.

In terms of risk management, the Committee is authorized to monitor and evaluate sustainability risks the Company may face, including environmental, social, and reputational risks. Based on the results of this monitoring and evaluation, the Committee can provide recommendations to the Board of Directors and management regarding measures need to be taken to improve sustainability performance.

ESG Committee Working Mechanism

ESG Committee's working mechanism is implemented through meetings, reporting, cross-functional coordination, and involvement in preparation of annual Sustainability Report. The Committee meets regularly at least twice a year or as needed by the Company.

Each Committee meeting is documented in minutes of meeting, signed by all Committee members present. These minutes serve as official documentation of discussions, direction, decisions, and necessary follow-up actions in the Company's sustainability management.

The Committee's meeting results and recommendations are submitted in writing to the Company's Board of Directors. The Committee is also required to submit periodic reports to the Board of Directors on the implementation of its duties. This reporting mechanism ensures that the Board of Directors receives adequate information regarding developments, achievements, risks, and recommendations for improvement in sustainability management.

ESG Committee also coordinates and is actively involved in preparing the Company's annual Sustainability Report. The Sustainability Report is published openly and is accessible to all stakeholders through the Company's official website or other publications.

Through these functions, duties, responsibilities, authorities, and working mechanisms, ESG Committee plays a crucial role in strengthening accountability of PMT's sustainability management. This committee supports the Board of Directors in ensuring that the Company's impact on the economy, environment and society is managed in a targeted manner, monitored and integrated with business processes and strategic decision-making.

Brief Report on Duties Implementation and Activities of ESG Committee in 2025

Throughout 2025, the ESG Sustainability Committee has carried out all of its duties and responsibilities effectively, including:

1. Compiling a database of energy consumption across all PMT operational areas, including subsidiaries and branches.
2. Developing work plans related to sustainability.
3. Initiating an ESG sustainability roadmap.
4. Preparing sustainability reports based on directives from shareholders or the holding company.

TATA KELOLA IKLIM [IFRS S2 GOVERNANCE]

Climate Governance [IFRS S2 Governance]

Pengawasan atas isu iklim di PMT didukung oleh struktur organ dan fungsi pendukung yang telah melekat dalam tata kelola Perusahaan. Di bawah Dewan Komisaris, Komite Audit, Komite Nominasi dan Remunerasi, serta Komite Pemantau Risiko berperan dalam mendukung penelaahan atas efektivitas pengendalian internal, penerapan manajemen risiko, serta pengawasan terhadap isu strategis yang dapat memengaruhi keberlanjutan usaha, termasuk risiko lingkungan dan iklim.

Pada tingkat Direksi, pengelolaan isu iklim didukung oleh Komite ESG, Komite GRC, Sekretaris Perusahaan, Satuan Pengawasan Internal, fungsi manajemen risiko, fungsi HSSE, serta unit operasional. Komite ESG mendukung penguatan agenda keberlanjutan dan inisiatif iklim, sedangkan Komite GRC memastikan isu iklim terintegrasi dalam kerangka governansi, manajemen risiko, dan kepatuhan. Sekretaris Perusahaan berperan dalam koordinasi pengungkapan keberlanjutan dan komunikasi dengan pemangku kepentingan, sementara Satuan Pengawasan Internal memberikan evaluasi independen atas efektivitas pengendalian dan pelaksanaan kebijakan. Di sisi lain, fungsi manajemen risiko mendukung identifikasi, penilaian, dan pemantauan risiko terkait iklim, sedangkan fungsi HSSE memastikan pengendalian lingkungan, keselamatan kerja, dan kesiapan operasional dijalankan di lapangan.

Arsitektur Tanggung Jawab Iklim

Arsitektur tanggung jawab iklim di PMT dibangun melalui alur akuntabilitas yang berjenjang, mulai dari pengawasan strategis, pengambilan keputusan manajemen, hingga pelaksanaan di tingkat operasional. Dewan Komisaris menjalankan fungsi pengawasan terhadap efektivitas kebijakan, manajemen risiko, dan arah pengelolaan keberlanjutan. Direksi bertanggung jawab menetapkan arah kebijakan, memastikan ketersediaan sumber daya, serta mengarahkan program mitigasi dan adaptasi iklim agar selaras dengan strategi Perusahaan.

Pada tingkat manajemen, isu iklim dikoordinasikan melalui fungsi-fungsi terkait yang menangani keberlanjutan, HSSE, manajemen risiko, kepatuhan, pengelolaan aset, dan operasional. Fungsi-fungsi tersebut berperan dalam menerjemahkan arahan Direksi ke dalam kebijakan, prosedur, program kerja, pemantauan kinerja, serta konsolidasi data energi, emisi, lingkungan, dan risiko operasional.

Implementasi di lapangan dijalankan oleh *branch* dan entitas anak sesuai karakteristik wilayah operasional masing-masing. *Branch* berperan dalam mengidentifikasi potensi risiko iklim, seperti cuaca ekstrem, banjir, pasang tinggi, dan gangguan operasional lain; melaksanakan prosedur HSSE; melaporkan kondisi lingkungan; serta menjalankan tindakan pencegahan dan tindak lanjut perbaikan. Informasi dari tingkat operasional kemudian dikonsolidasikan ke kantor pusat untuk mendukung evaluasi manajemen, penyusunan strategi, dan pengambilan keputusan yang berkaitan dengan ketahanan operasional, efisiensi energi, pengendalian emisi, serta investasi infrastruktur adaptif.

Oversight of climate issues at PMT is supported by the structure of organs and supporting functions embedded within the Company's governance framework. Under the Board of Commissioners, Audit Committee, Nomination and Remuneration Committee, Risk Monitoring Committee play a role in supporting the review of the effectiveness of internal controls, implementation of risk management, and oversight of strategic issues that may affect business sustainability, including environmental and climate risks.

At the Board of Directors level, climate issue management is supported by ESG Committee, GRC Committee, Corporate Secretary, Internal Audit Unit, risk management function, HSSE function, and operational units. ESG Committee supports the strengthening of sustainability agenda and climate initiatives, while GRC Committee ensures that climate issues are integrated into the governance, risk management, and compliance frameworks. Corporate Secretary plays a role in coordinating sustainability disclosures and communicating with stakeholders, while Internal Audit Unit provides an independent evaluation of the effectiveness of controls and policy implementation. Meanwhile, risk management function supports the identification, assessment, and monitoring of climate-related risks, while HSSE function ensures that the environmental controls, occupational safety, and operational readiness are implemented in the field.

Climate Responsibility Architecture

Climate responsibility architecture at PMT is built through a hierarchical accountability chain, from strategic oversight and management decision-making to operational implementation. The Board of Commissioners oversees policy effectiveness, risk management, and sustainability management direction. The Board of Directors is responsible for establishing policy direction, ensuring resource availability, and directing climate mitigation and adaptation programs to align with the Company's strategy.

At management level, climate issues are coordinated through relevant functions that handle sustainability, HSSE, risk management, compliance, asset management, and operations. These functions play a role in translating the Board of Directors' directives into policies, procedures, work programs, performance monitoring, and consolidating data on energy, emissions, the environment, and operational risks.

Field implementation is carried out by branches and subsidiaries according to the characteristics of their respective operational areas. Branches play a role in identifying potential climate risks, such as extreme weather, flooding, high tides, and other operational disruptions; implementing HSSE procedures; reporting environmental conditions; and implementing preventative measures and corrective follow-up. Information from operational level is then consolidated at headquarters to support management evaluation, strategy development, and decision-making related to operational resilience, energy efficiency, emissions control, and adaptive infrastructure investment.

Dengan pola akuntabilitas tersebut, pengelolaan iklim di PMT tidak hanya diposisikan sebagai agenda pelaporan, tetapi juga menjadi bagian dari sistem pengambilan keputusan yang mendukung keberlanjutan layanan, perlindungan aset, kepatuhan lingkungan, dan penguatan daya tahan usaha jangka panjang.

With this accountability model, climate management at PMT is positioned not only as a reporting agenda but also as part of a decision-making system that supports service sustainability, asset protection, environmental compliance, and strengthening long-term business resilience.

Forum dan Mekanisme Pengawasan

Forums and Oversight Mechanisms

Forum/Mekanisme Forum/Mechanism	**Fungsi dalam Konteks Iklim** Function in Climate Context	**Frekuensi** Frequency
P2K3 dan forum HSSE OHS Committee and HSSE Forum	Membahas isu lingkungan, K3, dan keberlanjutan; memantau kinerja HSSE serta tindak lanjut risiko operasional. Discuss environmental, OHS, and sustainability issues; monitor HSSE performance and follow-up operational risk	Berkala Periodically
Komite/rapat manajemen terkait HSSE dan risiko HSSE and risk-related management committee/meeting	Mengevaluasi risiko operasional, termasuk dampak cuaca ekstrem, kesiapan fasilitas, dan kebutuhan mitigasi. Evaluate operational risks, including impact of extreme weather, facility readiness, and mitigation needs.	Berkala dan *ad hoc* Periodically and ad hoc
Rapat Tinjauan Manajemen Management Review Meeting	Menelaah efektivitas sistem manajemen, kepatuhan regulasi, kinerja HSSE, dan agenda perbaikan. Review management system effectiveness, regulatory compliance, HSSE performance, and improvement agendas.	Berkala Periodically
Komite Audit dan Komite Pemantau Risiko Audit Committee and Risk Monitoring Committee	Mendukung pengawasan Dewan Komisaris atas efektivitas manajemen risiko dan sistem pengendalian. Support the Board of Commissioners' oversight of the effectiveness of risk management and control systems.	Berkala Periodically
Management walkthrough dan inspeksi lapangan Management walkthroughs and field inspections	Memvalidasi implementasi pengendalian di terminal serta kesiapan fasilitas terhadap gangguan operasional. Validate the implementation of terminal controls and facility readiness for operational disruptions.	Berkala Periodically

Dokumen Tata Kelola yang Menjadi Basis

Governance Documents as the Foundation

Pelaksanaan tata kelola iklim di PMT didukung oleh sejumlah kebijakan, pedoman, sistem manajemen, dan dokumen strategis yang menjadi acuan dalam pengelolaan lingkungan, HSSE, keberlanjutan, dan manajemen risiko. Dokumen tersebut antara lain:

1. Kebijakan HSSE dan Kebijakan Lingkungan;
2. Peraturan Direksi tentang Pedoman Penerapan Terminal Berwawasan Lingkungan *(Green Port)*;
3. Sistem Manajemen Terpadu, termasuk ISO 9001, ISO 14001, dan ISO 45001;
4. Sistem Manajemen Keselamatan dan Kesehatan Kerja berdasarkan Peraturan Pemerintah No. 50 Tahun 2012;
5. ISO 26000 sebagai pedoman tanggung jawab sosial dan lingkungan;
6. ISO 31000:2018 sebagai kerangka manajemen risiko, yang selaras dengan ketentuan tata kelola dan kegiatan korporasi signifikan BUMN;
7. Indikator Aspek Dampak Lingkungan (IADL);
8. ESG *Roadmap* Pelindo Group 2025–2029.

Keberadaan dokumen-dokumen tersebut memperkuat landasan pengelolaan iklim di PMT, baik dari sisi kepatuhan, pengendalian operasional, pengelolaan risiko, maupun perencanaan program keberlanjutan. Dengan demikian, pengelolaan isu iklim dilaksanakan melalui kerangka yang memiliki rujukan kebijakan, mekanisme pemantauan, serta jalur koordinasi yang jelas.

The climate governance at PMT is supported by a number of policies, guidelines, management systems, and strategic documents that serve as references for environmental management, HSSE, sustainability, and risk management. These documents include:

1. HSSE Policy and Environmental Policy;
2. Board of Directors' Regulation on Guidelines for Implementation of Environmentally Friendly Terminals (Green Ports);
3. Integrated Management System, including ISO 9001, ISO 14001, and ISO 45001;
4. Occupational Safety and Health Management System based on Government Regulation No. 50 of 2012;
5. ISO 26000 as a guideline for social and environmental responsibility;
6. ISO 31000:2018 as a risk management framework, which aligns with the governance provisions and significant corporate activities of SOEs;
7. Environmental Impact Aspect Indicators (IADL);
8. Pelindo Group ESG Roadmap 2025–2029.

The existence of these documents strengthens the foundation for climate management at PMT, including compliance, operational control, risk management, and sustainability program planning. Thus, climate issue management is implemented through a framework that includes policy references, monitoring mechanisms, and clear coordination channels.

Pengawasan Risiko Iklim oleh Dewan Komisaris dan Direksi

Direksi bertanggung jawab penuh atas pengelolaan risiko, mencakup penetapan kebijakan, pengarahan strategi mitigasi, serta pengawasan terhadap efektivitas pelaksanaannya. Direksi secara berkala melakukan evaluasi terhadap profil risiko keberlanjutan dan mengintegrasikan hasil evaluasi tersebut ke dalam proses perencanaan strategis perusahaan.

Dewan Komisaris melaksanakan fungsi pengawasan melalui penelaahan secara berkala atas efektivitas penerapan manajemen risiko. Melalui forum rapat Komite Audit dan tata kelola, Dewan Komisaris memberikan arahan strategis serta memastikan bahwa sistem pengendalian risiko dijalankan secara konsisten, dengan tetap berpedoman pada prinsip kehati-hatian dan keberlanjutan.

Isu lingkungan dan cuaca secara berkala dibahas dalam empat konteks utama: evaluasi kinerja HSSE, kepatuhan terhadap regulasi (termasuk PROPER), respons terhadap insiden operasional seperti cuaca ekstrem atau banjir, serta penetapan program efisiensi energi dan investasi infrastruktur adaptif.

Climate Risk Oversight by Board of Commissioners and Board of Directors

The Board of Directors is fully responsible for risk management, including policy determination, mitigation strategy direction, and monitoring the effectiveness of its implementation. The Board of Directors periodically evaluates sustainability risk profile and integrates the results of these evaluations into the Company's strategic planning process.

The Board of Commissioners carries out its oversight function by regularly reviewing effectiveness of risk management implementation. Through the Audit Committee and Governance meetings, the Board of Commissioners provides strategic direction and ensures that risk control system is implemented consistently, while adhering to the principles of prudence and sustainability.

The environmental and weather issues are regularly discussed in four main contexts: HSSE performance evaluation, regulatory compliance (including PROPER), response to operational incidents such as extreme weather or floods, and establishing energy efficiency programs and adaptive infrastructure investments.

PENGELOLAAN BENTURAN KEPENTINGAN [GRI 2-15]

Conflict of Interest Management [GRI 2-15]

Sesuai dengan Peraturan Direksi No. HK.01/4/3/3/HLTK/DIRU/PLMT-24 tanggal 4 Maret 2024 tentang Pedoman *Whistleblowing System* (WBS) PT Pelindo Multi Terminal, benturan Kepentingan merupakan situasi dan kondisi di mana Insan Perusahaan karena kedudukan atau jabatan di Perusahaan memiliki wewenang yang berpotensi disalahgunakan baik sengaja maupun tidak sengaja untuk kepentingan pribadinya sehingga menimbulkan adanya pertentangan antara kepentingan pribadi dan/atau kelompok dan/atau keluarga dengan kepentingan ekonomis Perusahaan.

Kondisi tersebut dapat mempengaruhi kualitas keputusan atas tugas yang diamanatkan kepadanya, sehingga kinerja hasil keputusan tersebut dapat merugikan Perusahaan.

Contoh dari tindakan benturan kepentingan:
1. Menerima hadiah dalam bentuk uang atau hiburan dari vendor atau *supplier*;
2. Menerima bantuan finansial atau non-finansial dari vendor atau *supplier*, di mana seseorang atau pasangannya melakukan tindakan yang memiliki kepentingan yang berbenturan dengan kegiatan bisnis di Perusahaan;
3. Pemberian keputusan penunjukan pihak tertentu sebagai penyedia barang/jasa di mana Insan Perusahaan tersebut mempunyai kepentingan ekonomis pada pihak yang ditunjuk tersebut.

According to the Board of Directors Regulation No. HK.01/4/3/3/HLTK/DIRU/PLMT-24 dated March 4, 2024, concerning Guidelines for Whistleblowing System (WBS) of PT Pelindo Multi Terminal, a conflict of interest is a situation or condition in which a Company employee, due to their position or position within the Company, has potential to be abused, either intentionally or unintentionally, for personal gain, thereby creating a conflict between their personal and/or group and/or family interests and the Company's economic interests.

This situation can affect the quality of decisions regarding assigned tasks, resulting in the Company being adversely affected by results of those decisions.

Examples of conflict of interest actions include:
1. Accepting gifts in the form of money or entertainment from vendors or suppliers;
2. Accepting financial or non-financial assistance from vendors or suppliers, where individual or their partner engages in actions that conflict with the Company's business activities;
3. Decisions to appoint certain parties as providers of goods/services where the Company's personnel have an economic interest in the appointed party.

Tindakan yang menimbulkan benturan kepentingan merupakan sebuah pelanggaran. Perusahaan berkomitmen mengelola potensi benturan kepentingan untuk menjaga integritas, objektivitas, dan kepercayaan pemangku kepentingan. Benturan kepentingan dapat terjadi apabila terdapat kondisi yang berpotensi memengaruhi independensi pengambilan keputusan, penggunaan kewenangan, atau pelaksanaan tugas karena adanya kepentingan pribadi, keluarga, kelompok, atau pihak lain.

Actions that give rise to a conflict of interest constitute a violation. The Company is committed to managing potential conflicts of interest to maintain integrity, objectivity, and stakeholder trust. The conflict of interest can arise when circumstances potentially affect the independence of decision-making, exercise of authority, or execution of duties due to personal, family, group, or other party interests.

Pengelolaan benturan kepentingan dilakukan melalui kebijakan internal, kode etik, mekanisme pelaporan, pengungkapan hubungan afiliasi, pembatasan keterlibatan dalam pengambilan keputusan tertentu, serta pemantauan kepatuhan. Informasi rinci mengenai jumlah pelaporan atau kasus benturan kepentingan tahun 2025 akan dilengkapi setelah data final tersedia.

Conflicts of interest are managed through internal policies, a code of ethics, reporting mechanisms, disclosure of affiliated relationships, restrictions on involvement in certain decision-making processes, and compliance monitoring. Detailed information regarding the number of reports or cases of conflict of interest in 2025 will be provided once final data is available.

Aspek Pengelolaan Management Aspect	**Mekanisme** Mechanism	**Penanggung Jawab** Unit in Charge
Identifikasi potensi benturan kepentingan Identification of potential conflicts of interest	Pengungkapan hubungan, jabatan rangkap, hubungan afiliasi, atau kepentingan lain yang relevan. Disclosure of relationships, concurrent positions, affiliations, or other relevant interests.	Seluruh insan Perusahaan/fungsi kepatuhan All Company personnel/compliance function
Pencegahan Prevention	Kode etik, pedoman perilaku, kebijakan gratifikasi, dan prosedur pengadaan. Code of ethics, code of conduct, gratuity policy, and procurement procedures.	Direksi dan fungsi terkait Board of Directors and related functions
Pelaporan Reporting	Mekanisme pelaporan melalui saluran internal/WBS atau jalur lain yang ditetapkan. Reporting mechanisms through internal channels/WBS or other designated channels.	Fungsi kepatuhan/WBS/Sekretaris Perusahaan Compliance function/WBS/Corporate Secretary
Tindak lanjut Follow-up	Verifikasi, klarifikasi, dan rekomendasi tindakan sesuai ketentuan. Verification, clarification, and action recommendations as required.	Fungsi terkait dan manajemen Related functions and management

KOMUNIKASI HAL-HAL KRITIS KEPADA ORGAN TATA KELOLA [GRI 2-16]

Communication of Critical Matters to Governance Organ [GRI 2-16]

Hal-hal kritis yang berkaitan dengan kinerja, risiko, kepatuhan, operasional, lingkungan, sosial, keamanan data, atau isu reputasi dikomunikasikan kepada Direksi dan/atau Dewan Komisaris melalui mekanisme pelaporan yang berlaku. Jalur komunikasi tersebut mencakup rapat manajemen, rapat Direksi, rapat gabungan Dewan Komisaris dan Direksi, rapat komite, laporan risiko, laporan audit, laporan kepatuhan, laporan insiden, serta saluran pelaporan pelanggaran.

Critical matters relating to performance, risk, compliance, operational, environmental, social, data security, or reputational issues are communicated to the Board of Directors and/or Board of Commissioners through applicable reporting mechanisms. These communication channels include management meetings, Board of Directors meetings, joint meetings of Board of Commissioners and Board of Directors, committee meetings, risk reports, audit reports, compliance reports, incident reports, and whistleblowing channels.

Pada tahun 2025, jumlah hal kritis yang dikomunikasikan kepada organ tata kelola tertinggi akan dilengkapi berdasarkan data final Perusahaan. Apabila tidak terdapat hal kritis yang memenuhi kriteria pelaporan kepada organ tata kelola tertinggi, Perusahaan dapat mengungkapkan kondisi tersebut secara jelas dalam laporan.

By 2025, number of critical matters communicated to the highest governance organ will be supplemented based on the Company's final data. If there are no critical matters that meet the reporting criteria to the highest governance organ, the Company may clearly disclose this situation in the report.

Kategori Hal Kritis Critical Issue Categories	**Saluran Komunikasi** Communication Channels	**Frekuensi/Trigger** Frequency/Trigger	**Jumlah 2025** Total 2025	**Tindak Lanjut** Follow-up
Risiko strategis dan operasional Strategic and Operational Risks	Rapat Direksi/rapat komite/laporan risiko Board of Directors Meetings/Committee Meetings/Risk Reports	Berkala atau sesuai kebutuhan Periodically or as needed	Nihil none	Tidak ada None
Insiden K3 dan HSSE OHS & HSSE Incidents	Laporan insiden/rapat manajemen/laporan HSSE Incident Reports/Management Meetings/ HSSE Reports	Setiap terjadi insiden dan berkala Whenever an incident occurs and periodically	Nihil none	Tidak ada None
Isu lingkungan Environmental Issues	Laporan lingkungan/HSSE/operasional Environmental/HSSE/Operational Reports	Berkala atau saat terjadi kejadian signifikan Periodically or when a significant incident occurs	Nihil none	Tidak ada none
Pelanggaran etika/kepatuhan Ethics/Compliance Violations	WBS/laporan kepatuhan/rapat terkait WBS/Compliance Reports/Related Meetings	Sesuai laporan yang diterima According to reports received	1	Telah selesai ditindaklanjuti secara tuntas oleh Tim Whistleblowing System PMT sesuai dengan ketentuan yang berlaku PMT Whistleblowing System Team has followed up thoroughly in accordance with applicable provisions.
Keamanan data dan sistem informasi Data and Informatin System Security	Laporan TI/keamanan informasi IT/Information Security Reports	Sesuai insiden atau kebutuhan According to the incident or as needed	Nihil None	Tidak ada none

PENGEMBANGAN KOMPETENSI TERKAIT PEMBANGUNAN BERKELANJUTAN [OJK E.2, GRI 2-17]

Sepanjang tahun 2025, Perusahaan melibatkan Dewan Komisaris, Direksi, serta Pelaksana Penerapan Keuangan Berkelanjutan dalam berbagai kegiatan yang bertujuan untuk meningkatkan pengetahuan, kompetensi, dan pengalaman kolektif terkait pembangunan berkelanjutan, sebagai berikut:

COMPETENCY DEVELOPMENT RELATED TO SUSTAINABLE DEVELOPMENT [OJK E.2, GRI 2-17]

Throughout 2025, the Company engaged Board of Commissioners, Board of Directors, and Sustainable Finance Implementers in various activities aimed at enhancing collective knowledge, competency, and experience related to sustainable development, as follows:

No	Program Pengembangan Kompetensi Competency Development Program	**Topik Keberlanjutan Terkait** Related Sustainability Topic	**Penyelenggara** Organizer	**Metode** Method
	Dewan Komisaris Board of Commissioners			
1	Konferensi Nasional Profesional Manajemen Risiko XI National Conference of Risk Management Professionals XI	Manajemen Risiko & Tata Kelola Berkelanjutan Risk Management & Sustainable Governance	LSP Manajemen Risiko	*Offline*
2	Pelatihan ke-16 Komisaris Profesional: Menjadi Komisaris yang Kompeten dan Bertanggung Jawab 16th Professional Commissioner Training: Becoming a Competent and Responsible Commissioner	GCG, Aspek Hukum & Manajemen Risiko GCG, Legal Aspects & Risk Management	Intipesan Conference	*Offline*
3	Konferensi Nasional Profesional Manajemen Risiko XI National Conference of Risk Management Professionals XI	Manajemen Risiko Risk Management	LSP Manajemen Risiko	*Online*
4	Risk Beyond International Conference on Enterprise Risk Management Risk Beyond International Conference on Enterprise Risk Management	Manajemen Risiko Perusahaan Terintegrasi ESG ESG-Integrated Corporate Risk Management	Lembaga Sertifikasi Profesi Mitra Kalyana Sejahtera	*Online*

No	Program Pengembangan Kompetensi Competency Development Program	**Topik Keberlanjutan Terkait** Related Sustainability Topic	**Penyelenggara** Organizer	**Metode** Method
5	Pelatihan ke-16 Komisaris Profesional: Menjadi Komisaris yang Kompeten dan Bertanggung Jawab 16th Professional Commissioner Training: Becoming a Competent and Responsible Commissioner	GCG, Aspek Hukum & Manajemen Risiko GCG, Legal Aspects & Risk Management	Intipesan Conference	*Offline*
6	Executive Program for Commissioners Executive Program for Commissioners	Tata Kelola & Kepemimpinan Dewan Board Governance & Leadership	Pelindo Pembelajaran & Konsultansi	*Offline*
7	GRC Summit International Conference GRC Summit International Conference	Governance, Risk & Compliance Governance, Risk & Compliance	CRMS Indonesia	*Offline*
8	Konferensi Nasional Profesional Manajemen Risiko XI National Conference of Risk Management Professionals XI	Manajemen Risiko Risk Management	LSP Manajemen Risiko	*Offline/Online**
9	Konferensi Nasional Profesional Manajemen Risiko XI National Conference of Risk Management Professionals XI	Manajemen Risiko Risk Management	LSP Manajemen Risiko	*Offline*
10	*Certified Enterprise Risk Analyst* Certified Enterprise Risk Analyst	Manajemen Risiko Risk Management	Academy of Finance and Management Australia	*Offline*
	Direksi Board of Directors			
1	Internalisasi Keberlanjutan dan Pelaporan Keberlanjutan Internalization of Sustainability and Sustainability Reporting	Keberlanjutan & Pelaporan Keberlanjutan Sustainability & Sustainability Reporting	Corpu Pelindo	Portaverse Portaverse
2	Legal *Coaching Clinic* | Konsepsi Pengelolaan BUMN dan Kunci Sukses Transformasi Pasca Merger Legal Coaching Clinic | Concept of SOE Management and Key Success Factors of Post-Merger Transformation	Tata Kelola BUMN SOE Governance	Corpu Pelindo	Portaverse Portaverse
3	WEBINAR Sistem Manajemen Anti Penyuapan – *Port Without Fraud* WEBINAR on Anti-Bribery Management System – Port Without Fraud	Anti-Korupsi (GRI 205) Anti-Corruption (GRI 205)	PT PMLI	Portaverse Portaverse
4	*Leading with Sustainability, Building a Brighter Future Together* Leading with Sustainability, Building a Brighter Future Together	Kepemimpinan Berkelanjutan Sustainable Leadership	Pelindo Corpu University	Portaverse Portaverse
5	Kompas Kemudi: *Leading with Sustainability, Building a Brighter Future Together* Kompas Kemudi (Steering Compass): Leading with Sustainability, Building a Brighter Future Together	Kepemimpinan Berkelanjutan Sustainable Leadership	Corpu Pelindo	Portaverse Portaverse
6	Peningkatan Kesadaran Sistem Manajemen Keamanan Informasi dan Keamanan Siber Enhancement of Information Security and Cybersecurity Management System Awareness	Tata Kelola Risiko Siber Cyber Risk Governance	PMLI	Portaverse Portaverse
7	WEBINAR Sistem Manajemen Anti Penyuapan – *Port Without Fraud* WEBINAR on Anti-Bribery Management System – Port Without Fraud	Anti-Korupsi (GRI 205) Anti-Corruption (GRI 205)	Pelindo Multi Terminal	Portaverse Portaverse
8	SAPAMERGER: "Berlayar Menuju Energi Bersih: Penggalan Kisah di Era Transisi" SAPAMERGER (Post-Merger Socialization): "Sailing Towards Clean Energy: Fragments of a Story in the Transition Era"	Transisi Energi Bersih Clean Energy Transition	PMLI	Portaverse Portaverse
9	Internalisasi Keberlanjutan dan Pelaporan Keberlanjutan Internalization of Sustainability and Sustainability Reporting	Keberlanjutan & Pelaporan Keberlanjutan Sustainability & Sustainability Reporting	PT PMLI	Portaverse Portaverse

No	Program Pengembangan Kompetensi Competency Development Program	**Topik Keberlanjutan Terkait** Related Sustainability Topic	**Penyelenggara** Organizer	**Metode** Method
10	CRO School Tahun 2025 CRO School 2025	Manajemen Risiko & Tata Kelola Berkelanjutan Risk Management & Sustainable Governance	BUMN School of Excellence / Insead	*Offline*
	Karyawan Employees			
1	Pelatihan Soul of CSR dan CSV "Soul of CSR and CSV" Training	Tanggung Jawab Sosial Perusahaan Corporate Social Responsibility	PMT	*Online & Offline*
2	Pelatihan Penggunaan *Platform* Pelaporan Kinerja Keberlanjutan *Sustainability Data Management System* (SDMS) Training on the Use of the Sustainability Performance Reporting Platform, Sustainability Data Management System (SDMS)	Pelaporan Kinerja Keberlanjutan Sustainability Performance Reporting	PMT	*Offline*
3	Pelatihan Penggunaan *Platform* SDMS – Group 3 Training on the Use of the SDMS Platform – Group 3	Pelaporan Kinerja Keberlanjutan Sustainability Performance Reporting	PMT	*Offline*
4	Pelatihan Penggunaan *Platform* SDMS – Group 4 Training on the Use of the SDMS Platform – Group 4	Pelaporan Kinerja Keberlanjutan Sustainability Performance Reporting	PMT	*Offline*
5	*Qualified Risk Management Professional* (QRMP) Qualified Risk Management Professional (QRMP)	Manajemen Risiko Perusahaan Corporate Risk Management	PMT	*Offline*
6	*Qualified Risk Management Officer* (QRMO) Qualified Risk Management Officer (QRMO)	Manajemen Risiko Perusahaan Corporate Risk Management	PTP	*Offline*
7	Seminar *Corporate Integrity & Risk Governance*: Strategi Mencegah *Fraud* dan Penyalahgunaan Wewenang Corporate Integrity & Risk Governance Seminar: Strategies to Prevent Fraud and Abuse of Authority	Anti-Korupsi & Tata Kelola Risiko (GRI 205) Anti-Corruption & Risk Governance (GRI 205)	PMT	*Offline*
8	*Workshop* Profesi Standar Internal Auditor (PSIA), Internal *Control* COSO dan Manajemen Risiko Kecurangan (*Fraud*) Professional Standards for Internal Auditors (PSIA) Workshop, COSO Internal Control, and Fraud Risk Management	Anti-Fraud & Pengendalian Internal Anti-Fraud & Internal Control	PMT	*Online*
9	Pelatihan dan Sertifikasi ESG *Risk Management (with* CRS – ESG *Certification*) ESG Risk Management Training and Certification (with CRS – ESG Certification)	Manajemen Risiko ESG ESG Risk Management	CRMS Indonesia	*Offline*

EVALUASI KINERJA ORGAN TATA KELOLA TERTINGGI
[GRI 2-18]

Performance Evaluation of the Highest Governance Organs [GRI 2-18]

Evaluasi kinerja Dewan Komisaris dan Direksi dilakukan secara berkala untuk menilai efektivitas pelaksanaan fungsi pengawasan dan pengurusan, termasuk kontribusi dan pengawasan terhadap pengelolaan dampak keberlanjutan. Evaluasi dilakukan berdasarkan indikator kinerja utama (KPI), tingkat pencapaian target korporasi, efektivitas pengelolaan risiko, kepatuhan terhadap regulasi, kebijakan pemegang saham implementasi tata kelola perusahaan yang baik, serta pengelolaan aspek lingkungan, sosial, dan tata kelola (ESG).

Pada tahun 2025, aspek keberlanjutan telah terintegrasi dalam KPI Perusahaan melalui sejumlah indikator yang mencakup dimensi lingkungan, sosial, dan tata kelola. Indikator tersebut antara lain implementasi Program Kerja K3, pelaksanaan Program Tanggung Jawab Sosial dan Lingkungan (TJSL), pengelolaan talenta, standardisasi dan digitalisasi layanan, serta implementasi program investasi yang mendukung peningkatan kinerja dan keberlanjutan usaha.

Hasil evaluasi menjadi dasar bagi Dewan Komisaris dan Pemegang Saham dalam menilai efektivitas pelaksanaan tugas Direksi serta menjadi masukan dalam penyempurnaan strategi bisnis, pengelolaan risiko, dan implementasi program keberlanjutan yang dijadikan *baseline* perbaikan berkelanjutan dalam pelaksanaan fungsi organ Perusahaan.

The performance of Board of Commissioners and Board of Directors is evaluated periodically, aiming to assess the effectiveness of their supervisory and management functions, including their contributions to and oversight of sustainability impact management. The evaluation is based on key performance indicators (KPIs), the level of achievement of corporate targets, the effectiveness of risk management, compliance with regulations, shareholder policies, the implementation of Good Corporate Governance, and the management of environmental, social, and governance (ESG) aspects.

In 2025, sustainability aspects were integrated into the Company's KPIs through a number of indicators covering environmental, social, and governance dimensions. These indicators included the implementation of the Occupational Health and Safety (OHS) Work Program, the Environmental and Social Responsibility (CSR) Program, talent management, service standardization and digitalization, and the implementation of investment programs supporting improved performance and business sustainability.

The evaluation results serve as the basis for the Board of Commissioners and the Shareholders to assess the effectiveness of the Board of Directors' performance and provide input for refining the Company's business strategy, risk management, and the implementation of sustainability programs, which serve as the baseline for continuous improvement in the implementation of the functions of corporate organs.

Organ yang Dievaluasi Organs Evaluated	**Metode Evaluasi** Evaluation Method	**Aspek yang Dinilai** Aspects Assessed	**Frekuensi** Frequency	**Hasil/Tindak Lanjut 2025** Results/Follow-up 2025
Dewan Komisaris Board of Commissioners	*Self-assessment*, evaluasi oleh pemegang saham, atau mekanisme lain sesuai ketentuan. Self-assessment, shareholder evaluation, or other mechanisms as required.	Efektivitas pengawasan, pemberian nasihat, komite, governansi, dan keberlanjutan. Effectiveness of oversight, advisory, committees, governance, and sustainability.	Tahunan Annual	Hasil evaluasi menunjukkan fungsi pengawasan Dewan Komisaris berjalan efektif, termasuk pengawasan terhadap pencapaian KPI korporasi, pengelolaan risiko, kepatuhan, dan implementasi aspek ESG. Hasil evaluasi digunakan sebagai dasar peningkatan efektivitas pengawasan dan pemberian arahan strategis kepada Direksi. The evaluation results indicate that the Board of Commissioners' oversight function was carried out effectively, including oversight of the achievement of corporate KPIs, risk management, compliance, and the implementation of ESG aspects. The evaluation results serve as the basis for enhancing the effectiveness of oversight and providing strategic direction to the Board of Directors.

Organ yang Dievaluasi Organs Evaluated	**Metode Evaluasi** Evaluation Method	**Aspek yang Dinilai** Aspects Assessed	**Frekuensi** Frequency	**Hasil/Tindak Lanjut 2025** Results/Follow-up 2025
Direksi Board of Directors	Penilaian KPI, evaluasi kinerja korporasi, dan mekanisme lain sesuai ketentuan. KPI assessment, corporate performance evaluation, and other mechanisms as required.	Pencapaian kinerja, pengurusan Perusahaan, risiko, kepatuhan, dan keberlanjutan. Performance achievement, Company management, risk, compliance, and sustainability.	Triwulanan Quarterly	Evaluasi dilakukan berdasarkan pencapaian KPI korporasi yang mencakup aspek finansial, operasional, sosial, lingkungan, dan tata kelola. Pada tahun 2025 Direksi berhasil mencapai skor kinerja korporasi sebesar 100,07, termasuk pencapaian indikator ESG seperti Implementasi Program Kerja K3 (110%), Program TJSL (112,5%), Pengelolaan Talent Pelindo (106,4%), Standardisasi dan Digitalisasi Layanan (114,29%), serta Implementasi Program Investasi (114,43%). The evaluation was conducted based on the achievement of corporate KPIs covering financial, operational, social, environmental, and governance aspects. In 2025, the Board of Directors achieved a corporate performance score of 100.07, including the achievement of ESG indicators such as the Implementation of the Occupational Health and Safety (OHS) Work Program (110%), the CSR Program (112.5%), Pelindo Talent Management (106.4%), Service Standardization and Digitalization (114.29%), and the Implementation of Investment Program (114.43%).
Komite penunjang Dewan Komisaris Supporting committees of Board of Commissioners	Evaluasi oleh Dewan Komisaris. Evaluation by Board of Commissioners.	Efektivitas dukungan pengawasan dan rekomendasi. Effectiveness of supervisory support and recommendations	Tahunan Annual	Evaluasi menunjukkan komite telah mendukung pelaksanaan fungsi pengawasan Dewan Komisaris melalui pemberian rekomendasi terkait pengelolaan risiko, kepatuhan, tata kelola, pengendalian internal, serta pengawasan pencapaian KPI dan program keberlanjutan Perusahaan. The evaluation indicates that the committees have supported the implementation of the Board of Commissioners' oversight function by providing recommendations related to risk management, compliance, governance, internal control, as well as oversight of the achievement of the Company's KPIs and sustainability programs.

REMUNERASI [GRI 2-19]

Remuneration [GRI 2-19]

Kebijakan remunerasi Dewan Komisaris, Direksi, dan pekerja disusun dengan mempertimbangkan ketentuan peraturan perundang-undangan, kewenangan pemegang saham, kinerja Perusahaan, tingkat tanggung jawab, kompleksitas tugas, serta praktik yang berlaku. Remunerasi dirancang untuk mendukung profesionalisme, akuntabilitas, dan pencapaian kinerja Perusahaan secara berkelanjutan.

Komponen remunerasi dapat mencakup gaji/honorarium, tunjangan, fasilitas, insentif kinerja, dan komponen lain sesuai ketentuan yang berlaku. Data rinci remunerasi tahun 2025 akan dilengkapi berdasarkan keputusan dan dokumen resmi Perusahaan.

The remuneration policy for Board of Commissioners, Board of Directors, and employees is formulated by taking into account statutory provisions, shareholder authority, Company performance, level of responsibility, task complexity, and prevailing practices. Remuneration is designed to support professionalism, accountability, and the Company's sustainable performance.

The remuneration components may include salary/honorarium, allowances, facilities, performance incentives, and other components in accordance with applicable regulations. Detailed remuneration data for 2025 will be supplemented based on official Company decisions and documents.

Penerima Remunerasi Remuneration Recipient	**Komponen Remunerasi** Remuneration Component	**Dasar Penetapan** Basis for Determination	**Keterangan 2025** 2025 Statement
Dewan Komisaris Board of Commissioners	Honorarium, tunjangan transportasi, Tunjangan Hari Raya, asuransi purna jabatan, dan tantiem. Honorarium, transportation allowance, religious holiday allowance (THR), end-of-service insurance, and tantiem.	SK Direksi PT Pelabuhan Indonesia (Persero) No. HK.01/16/2/2/SPAP/UTMA/PLND-24 dan Surat Penetapan Penyesuaian Besaran Penghasilan Tahun 2024, ditetapkan melalui RUPS. Decree of the Board of Directors of PT Pelabuhan Indonesia (Persero) No. HK.01/16/2/2/SPAP/UTMA/PLND-24 and the Decree on the Adjustment of 2024 Income, as determined through the GMS.	Realisasi remunerasi Dewan Komisaris tahun 2025: Rp9.464.937.750. 2025 realized remuneration for the Board of Commissioners: IDR9,464,937,750.
Direksi Board of Directors	Gaji, tunjangan, fasilitas, Tunjangan Hari Raya, asuransi purna jabatan, dan tantiem. Salary, allowances, facilities, religious holiday allowance (THR), end-of-service insurance, and tantiem.	SK Direksi PT Pelabuhan Indonesia (Persero) No. HK.01/16/2/2/SPAP/UTMA/PLND-24 dan Surat Penetapan Penyesuaian Besaran Penghasilan Tahun 2024, ditetapkan melalui RUPS. Decree of the Board of Directors of PT Pelabuhan Indonesia (Persero) No. HK.01/16/2/2/SPAP/UTMA/PLND-24 and the Decree on the Adjustment of 2024 Income, as determined through the GMS.	Realisasi remunerasi Direksi tahun 2025: Rp19.827.562.500. 2025 realized remuneration for the Board of Directors: IDR19,827,562,500.
Karyawan Employees	Gaji, tunjangan, benefit, insentif, dan fasilitas sesuai kebijakan Perusahaan. Salary, allowances, benefits, incentives and facilities according to Company policy.	Kebijakan SDM, peraturan perusahaan/PKB, serta ketentuan ketenagakerjaan. HC policies, Company Regulations/CLA, and employment-related provisions.	Remunerasi karyawan tahun 2025 diberikan berdasarkan kebijakan SDM Perusahaan dengan mempertimbangkan struktur jabatan, kompetensi, kinerja, tanggung jawab, serta ketentuan ketenagakerjaan yang berlaku. Employee remuneration in 2025 was provided based on the Company's HR policies, taking into account position structure, competencies, performance, responsibilities, and applicable labor regulations.

Proses Penetapan Remunerasi [GRI 2-20]

Proses penetapan remunerasi dilakukan melalui mekanisme yang sesuai dengan kewenangan masing-masing organ dan ketentuan yang berlaku. Untuk Dewan Komisaris dan Direksi, remunerasi ditetapkan oleh pemegang saham/RUPS atau berdasarkan kewenangan yang diberikan kepada pihak tertentu sesuai keputusan pemegang saham. Dalam proses tersebut, Komite Nominasi dan Remunerasi dapat memberikan rekomendasi kepada Dewan Komisaris sesuai fungsi dan kewenangannya.

Dalam menetapkan remunerasi, Perusahaan dapat mempertimbangkan kinerja, pencapaian target, tanggung jawab jabatan, kondisi keuangan Perusahaan, praktik industri, serta ketentuan pemegang saham. Informasi mengenai keterlibatan konsultan independen, apabila ada, akan dilengkapi berdasarkan data tahun 2025.

Remuneration Determination Process [GRI 2-20]

The remuneration determination process is carried out through a mechanism in accordance with authority of each organ and applicable regulations. For Board of Commissioners and Board of Directors, remuneration is determined by shareholders/GMS or based on authority granted to certain parties in accordance with shareholder decisions. During this process, Nomination and Remuneration Committee may provide recommendations to the Board of Commissioners in accordance with its functions and authorities.

In determining remuneration, the Company may consider performance, target achievement, job responsibilities, the Company's financial condition, industry practices, and shareholder regulations. Information regarding the involvement of independent consultants, if any, will be supplemented based on 2025 data.

Tahapan Stages	**Uraian** Description	**Pihak yang Terlibat** Related Parties	***Output***
Kajian kebijakan remunerasi Review of remuneration policies	Menelaah kebijakan, praktik, dan komponen remunerasi sesuai kebutuhan. Review remuneration policies, practices, and components as needed.	Komite Nominasi dan Remunerasi/ fungsi terkait Nomination and Remuneration Committee/related functions	Rekomendasi/kajian. Recomendation/Review
Rekomendasi Recommendation	Menyampaikan rekomendasi kepada Dewan Komisaris atau pemegang saham sesuai mekanisme. Submit recommendations to Board of Commissioners or shareholders according to established procedures.	Komite Nominasi dan Remunerasi/ Dewan Komisaris Nomination and Remuneration Committee/Board of Commissioners	Usulan remunerasi. Remuneration proposal
Penetapan Determination	Menetapkan remunerasi sesuai kewenangan pemegang saham/RUPS. Determine remuneration in accordance with shareholder/GMS authority.	Pemegang Saham/RUPS Shareholders/GMS	Keputusan penetapan. Determination Decision
Implementasi Implementation	Melaksanakan pembayaran dan administrasi remunerasi sesuai keputusan. Implement remuneration payments and administration in accordance with decisions.	Fungsi SDM/Keuangan HC/Finance functions	Pembayaran dan dokumentasi. Payments and documentations.

RASIO KOMPENSASI TOTAL TAHUNAN [GRI 2-21]

Total Annual Compensation Ratio [GRI 2-21]

Rasio Kompensasi Total Tahunan [GRI 2-21]

Perusahaan mengelola remunerasi dengan memperhatikan prinsip kewajaran, akuntabilitas, daya saing, perlindungan data pribadi, serta kerahasiaan informasi remunerasi individual. Kebijakan remunerasi diterapkan dengan mempertimbangkan struktur jabatan, kompetensi, tanggung jawab, kinerja, serta ketentuan ketenagakerjaan yang berlaku.

Pada periode pelaporan ini, rasio kompensasi total tahunan berdasarkan median aktual seluruh karyawan, serta rasio persentase kenaikan kompensasi total tahunan berdasarkan median aktual kenaikan kompensasi seluruh karyawan, belum disajikan dalam laporan. Perusahaan akan terus memperkuat kesiapan data dan proses pelaporan remunerasi agar pengungkapan terkait rasio kompensasi total tahunan dapat disajikan secara lebih komprehensif pada periode pelaporan berikutnya.

Total Annual Compensation Ratio [GRI 2-21]

The Company manages remuneration by taking into account the principles of fairness, accountability, competitiveness, personal data protection, and confidentiality of individual remuneration information. The remuneration policy is implemented by considering position structure, competencies, responsibilities, performance, and applicable labor regulations.

In this reporting period, the total annual compensation ratio based on the actual median of all employees, as well as the ratio of the percentage increase in total annual compensation based on the actual median percentage increase of all employees, have not been presented in this report. The Company will continue to strengthen its data readiness and remuneration reporting process so that disclosures related to the total annual compensation ratio can be presented more comprehensively in the next reporting period.

PENILAIAN RISIKO ATAS PENERAPAN PEMBANGUNAN BERKELANJUTAN [OJK E.3] [IFRS S2 Risk Management]

Risk Assessment Of Sustainable Development Implementation [OJK E.3] [IFRS S2 Risk Management]

Perusahaan secara aktif menerapkan pendekatan manajemen risiko yang terintegrasi guna mendukung keberhasilan implementasi keuangan berkelanjutan. Seluruh risiko yang berkaitan dengan aspek ekonomi, lingkungan, dan sosial diidentifikasi serta dikelola melalui prosedur yang sistematis dengan mengacu pada kerangka kerja ISO 31000:2018, serta diselaraskan dengan PER-2/MBU/03/2023 tentang Tata Kelola dan Kegiatan Korporasi Signifikan BUMN.

Prosedur Identifikasi, Pengukuran, Pemantauan, dan Pengendalian Risiko

PMT mengimplementasikan siklus manajemen risiko yang terdiri atas empat tahapan utama, sebagai berikut:

1. Identifikasi Risiko
   Risiko-risiko keberlanjutan diidentifikasi melalui evaluasi kegiatan operasional, asesmen pemangku kepentingan, serta analisis tren global dan nasional terkait ESG. Risiko mencakup:
   a. Risiko ekonomi: ketidakstabilan pasar logistik, perubahan kebijakan pelabuhan, dan efisiensi operasional.
   b. Risiko lingkungan: potensi pencemaran udara, kebisingan, dan pencemaran air dari limbah aktivitas terminal.
   c. Risiko sosial: konflik sosial, serta tantangan dalam pengelolaan human capital dan hubungan masyarakat sekitar.

The Company actively implements an integrated risk management approach to support the successful implementation of sustainable finance. All risks related to economic, environmental, and social aspects are identified and managed through systematic procedures, referring to ISO 31000:2018 framework and aligned with PER-2/MBU/03/2023 concerning Governance and Significant Corporate Activities of SOEs.

Risk Identification, Measurement, Monitoring, and Control Procedures

PMT implements a risk management cycle consisting of four main stages, as follows:

1. Risk Identification
   Sustainability risks are identified through the evaluation of operational activities, stakeholder assessments, and analysis of global and national trends related to ESG. The risks include:
   a. Economic risks: logistics market instability, changes in port policies, and operational efficiency.
   b. Environmental risks: potential air pollution, noise pollution, and water pollution from terminal waste.
   c. Social risks: social conflict, as well as challenges in human capital management and community relations.

2. Pengukuran Risiko
   Setiap risiko dilakukan analisis berdasarkan tingkat kemungkinan dan dampaknya terhadap keberlanjutan bisnis. Matriks risiko digunakan untuk memetakan risiko prioritas tinggi yang memerlukan penanganan khusus.
3. Pemantauan Risiko
   Risiko-risiko yang telah diidentifikasi terus dipantau secara berkala melalui sistem pelaporan internal, audit operasional, dan review oleh satuan pengendalian risiko.
4. Pengendalian Risiko
   PMT melakukan mitigasi risiko melalui penyusunan SOP khusus, peningkatan kapasitas SDM, serta investasi pada sistem operasional dan lingkungan yang berkelanjutan. Contoh pengendalian meliputi optimalisasi sistem pengelolaan limbah, penggunaan peralatan ramah lingkungan, serta penguatan komunikasi sosial.

Peran Direksi dan Dewan Komisaris

Direksi bertanggung jawab penuh atas pengelolaan risiko, yang mencakup penetapan kebijakan, pengarahan strategi mitigasi, serta pengawasan terhadap efektivitas pelaksanaannya. Direksi secara berkala melakukan evaluasi terhadap profil risiko keberlanjutan dan mengintegrasikan hasil evaluasi tersebut ke dalam proses perencanaan strategis Perusahaan.

Sementara itu, Dewan Komisaris melaksanakan fungsi pengawasan melalui penelaahan secara berkala atas efektivitas penerapan manajemen risiko. Melalui forum rapat Komite Audit dan tata kelola, Dewan Komisaris memberikan arahan strategis serta memastikan bahwa sistem pengendalian risiko dijalankan secara konsisten, dengan tetap berpedoman pada prinsip kehati-hatian dan keberlanjutan.

Profil Risiko Iklim yang Dikelola

Perseroan mengidentifikasi dan mengelola risiko fisik terkait perubahan iklim yang berpotensi memengaruhi kelangsungan operasional, keandalan aset, serta biaya pemeliharaan di area pelabuhan.

Penilaian dilakukan dengan mempertimbangkan karakteristik lokasi, eksposur aset lini utama, serta potensi gangguan terhadap aktivitas bongkar muat dan layanan logistik. Risiko utama yang dipantau meliputi banjir rob dan gelombang tinggi, angin kencang, kenaikan muka air laut jangka panjang, serta suhu ekstrem yang dapat memengaruhi peralatan dan tenaga kerja.

Hasil penilaian ini menjadi dasar bagi Perseroan dalam menentukan prioritas mitigasi, perencanaan adaptasi infrastruktur, dan penguatan ketahanan operasional secara bertahap.

2. Risk Measurement
   Each risk is analyzed based on its likelihood and impact on business sustainability. A risk matrix is used to map high-priority risks that require special handling.
3. Risk Monitoring
   Identified risks are continuously monitored periodically through an internal reporting system, operational audits, and reviews by the risk control unit.
4. Risk Control
   PMT mitigates risks by developing specific SOPs, increasing HC capacity, and investing in sustainable operational and environmental systems. Examples of controls include optimizing waste management systems, using environmentally friendly equipment, and strengthening social communication.

Role of Board of Directors and Board of Commissioners

The Board of Directors is fully responsible for risk management, which includes establishing policies, directing mitigation strategies, and monitoring the effectiveness of their implementation. The Board of Directors periodically evaluates the sustainability risk profile and integrates the results of these evaluations into the Company's strategic planning process.

Meanwhile, the Board of Commissioners carries out its oversight function by periodically reviewing the effectiveness of risk management implementation. Through the Audit Committee and Governance meeting forum, the Board of Commissioners provides strategic direction and ensures that the risk control system is implemented consistently, while adhering to principles of prudence and sustainability.

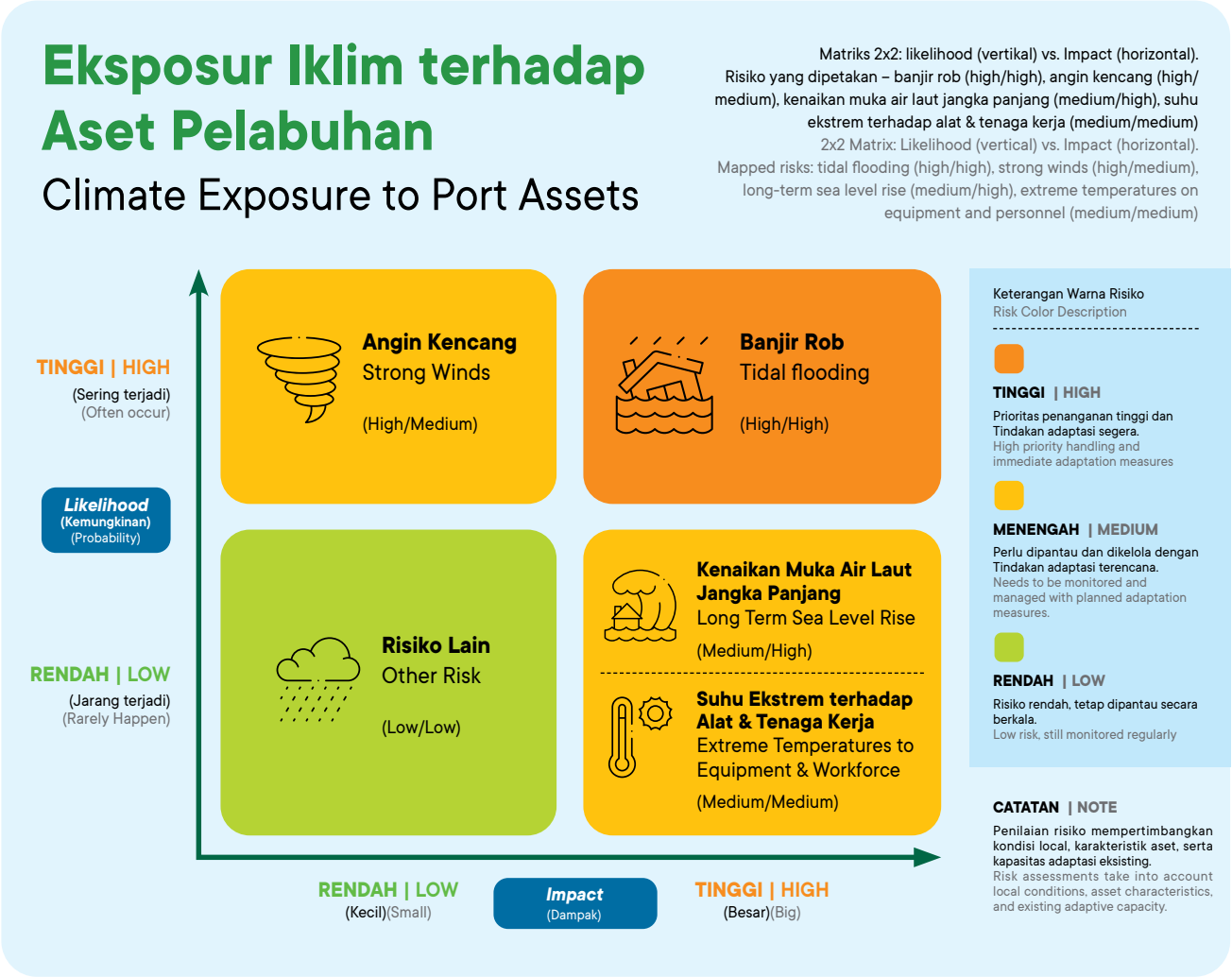
Managed Climate Risk Profile

The Company identifies and manages physical risks related to climate change that have the potential to impact operational continuity, asset reliability, and maintenance costs in port areas.

The assessment is conducted by considering location characteristics, exposure to key assets, and potential disruptions to loading and unloading activities and logistics services. Key risks monitored include tidal flooding and high waves, strong winds, long-term sea level rise, and extreme temperatures that could impact equipment and workforce.

The results of this assessment serve as the basis for the Company in determining mitigation priorities, planning infrastructure adaptation, and gradually strengthening operational resilience.

Risk Heatmap: Eksposur Iklim terhadap Aset Pelabuhan
Risk Heatmap: Climate Exposure to Port Assets



Kategori Risiko Fisik Physical Risk Categories	**Manifestasi di Lapangan** Manifestation in Field	**Dampak Potensial** Potential Impacts
Banjir rob & gelombang tinggi Tidal flooding & high waves	Genangan area operasional, kerusakan kargo, akses terganggu Flooding of operational areas, cargo damage, disrupted access	*Downtime* operasional, klaim asuransi Operational downtime, insurance claims
Angin kencang di atas ambang Strong winds above the threshold	Penghentian operasi *crane*, pembatasan sandar Cessation of crane operations, berthing restrictions	Produktivitas bongkar muat turun Lower loading and unloading productivity
Kenaikan muka air laut Sea level rise	Elevasi dermaga lini I bersinggungan dengan pasang tinggi The elevation of line I pier is in contact with high tide	*Capex* adaptasi jangka panjang Long-term adaptation capex
Suhu ekstrem Extreme temperatures	Degradasi performa alat berat, risiko K3 tenaga kerja Degradation of heavy equipment performance, OHS risk for workers	Efisiensi operasional & biaya kesehatan Operational efficiency & healthcare costs

Kerangka Penanganan untuk Kondisi Ekstrem

PMT memiliki rangkaian prosedur yang secara spesifik mengatur respons terhadap cuaca buruk dan insiden operasional. Prosedur-prosedur terintegrasi dalam kerangka Sistem Manajemen Terpadu dan diuji secara berkala melalui forum HSSE.

Extreme Weather Response Framework

PMT has a series of procedures specifically governing responses to severe weather and operational incidents. These procedures are integrated within Integrated Management System framework and are periodically reviewed through HSSE forum.

Nomor Prosedur Procedures Number	**Fungsi** Function	**Tanggal Terbit**
P-SIME-12	Prosedur Tanggap Darurat Emergency Response Procedures	6 Desember 2022 December 6, 2022

Nomor Prosedur Procedures Number	Fungsi Function	Tanggal Terbit
P-SIME-09	Prosedur Penanganan Insiden di Terminal Terminal Incident Handling Procedures	22 November 2022 November 22, 2022
PLOS/MT2/PD.05.00.00/00-2025	Pelayanan Bongkar Kargo Non-Petikemas Non-Containerized Cargo Unloading Services	28 April 2025 April 28, 2025
PLOS/MT2/PD.06.00.00/00-2025	Pelayanan Muat Kargo Non-Petikemas Non-Containerized Cargo Loading Services	28 April 2025 April 28, 2025
PLOS/MT2/IK.05.02.00/00-2025	Instruksi Kerja — Ketidaksesuaian Proses Bongkar Muat Work Instructions — Non-Conformity in Loading and Unloading Processes	28 April 2025 April 28, 2025

Manajemen Aset Berbasis Iklim

Program inspeksi aset PMT secara eksplisit mempertimbangkan faktor cuaca dan lingkungan laut. Pemeriksaan mencakup kondisi korosi (eksposur laut), kondisi drainase (antisipasi hujan ekstrem), serta kesiapan terhadap angin kencang. Pendekatannya mengombinasikan *preventive* dan *corrective maintenance* dengan orientasi untuk memastikan kondisi aset tetap optimal dalam menghadapi variabilitas iklim yang meningkat.

Climate-Based Asset Management

PMT asset inspection program explicitly considers weather and marine environmental factors. Inspections cover corrosion conditions (sea exposure), drainage conditions (anticipating extreme rainfall), and preparedness for strong winds. The approach combines preventive and corrective maintenance with an orientation to ensure optimal asset condition in the face of increasing climate variability.

Antisipasi Regulasi: *Compliance-Based dan Forward-Looking*

Pendekatan PMT terhadap regulasi lingkungan bersifat ganda: patuh terhadap kewajiban saat ini, dan antisipatif terhadap arah kebijakan yang berkembang. Basis utama untuk tujuan ini adalah Peraturan Direksi tentang Pedoman Penerapan Terminal Berwawasan Lingkungan (*Green Port*), yang secara eksplisit merujuk pada kerangka regulasi utama nasional.

Regulatory Anticipation: Compliance-Based and Forward-Looking

PMT's approach to environmental regulations is twofold: complying with current obligations and anticipating evolving policy directions. The primary basis for this objective is the Board of Director's Regulation on Guidelines for Implementation of Environmentally Friendly Terminals (Green Ports), which explicitly references the main national regulatory framework.

Kerangka Regulasi yang Diacu

- UU Perlindungan dan Pengelolaan Lingkungan Hidup
- PP No. 22 Tahun 2021 tentang Penyelenggaraan Perlindungan dan Pengelolaan Lingkungan Hidup
- Regulasi pengelolaan limbah B3 dan non-B3
- Baku mutu air limbah dan emisi udara

Referenced Regulatory Framework

- Environmental Protection and Management Law
- Government Regulation No. 22 of 2021 concerning Implementation of Environmental Protection and Management
- Regulations on the management of hazardous and non-hazardous waste
- Wastewater and air emission quality standards

Kewajiban yang Ditetapkan untuk Seluruh Unit

- Kepemilikan dokumen lingkungan (AMDAL, UKL-UPL, SPPL) sesuai karakteristik operasional
- Revisi dokumen jika terjadi perubahan kegiatan operasional
- Memastikan mitra dan kontraktor *comply* terhadap persetujuan lingkungan
- Pengukuran konsumsi energi (BBM, listrik, air)
- Pelaporan energi bulanan
- Audit energi berkala untuk konsumsi yang signifikan
- Program efisiensi energi dan sumber daya

Obligations Assigned to All Units

- Ownership of environmental documents (AMDAL, UKL-UPL, SPPL) according to operational characteristics
- Revise documents if changes occur in operational activities
- Ensure partners and contractors comply with environmental approvals
- Energy consumption measurement (fuel, electricity, water)
- Monthly energy reporting
- Regular energy audits for significant consumption
- Energy and resource efficiency programs

HUBUNGAN DENGAN PEMANGKU KEPENTINGAN [OJK E.4, GRI 2-29]

Stakeholder Relationships [OJK E.4, GRI 2-29]

Perusahaan meyakini bahwa keberhasilan dan keberlanjutan usaha tidak dapat dicapai secara terpisah dari dukungan, partisipasi, serta sinergi dengan para pemangku kepentingan. Perusahaan memandang pemangku kepentingan sebagai mitra strategis yang memiliki kontribusi, baik langsung maupun tidak langsung, terhadap kegiatan operasional maupun pencapaian tujuan jangka panjang, termasuk dalam implementasi prinsip keuangan berkelanjutan.

The Company believes that business success and sustainability cannot be achieved without the support, participation, and synergy with stakeholders. The Company views stakeholders as strategic partners who contribute, directly or indirectly, to operational activities and the achievement of long-term goals, including the implementation of sustainable finance principles.

PMT mendefinisikan pemangku kepentingan sebagai individu, kelompok, maupun institusi yang terdampak secara langsung oleh aktivitas Perusahaan, serta pihak-pihak yang memiliki potensi untuk memengaruhi proses bisnis dan keberhasilan implementasi strategi Perusahaan.

PMT defines stakeholders as individuals, groups, or institutions directly impacted by the Company's activities, as well as parties that have potential to influence business processes and the successful implementation of the Company's strategy.

Oleh karena itu, pengelolaan hubungan yang konstruktif dan responsif terhadap ekspektasi pemangku kepentingan menjadi bagian integral dari komitmen tata kelola dan keberlanjutan PMT.

Therefore, managing constructive and responsive relationships with stakeholders is an integral part of PMT's governance and sustainability commitments.

Pengelolaan hubungan dengan pemangku kepentingan dikoordinasikan oleh Divisi Sekretaris Perusahaan yang membawahi fungsi komunikasi korporat, tanggung jawab sosial dan lingkungan (TJSL), serta hubungan institusional. Melalui mekanisme ini, PMT berupaya memastikan bahwa setiap aspirasi dan masukan dari pemangku kepentingan dapat dipertimbangkan secara memadai dalam proses pengambilan keputusan strategis.

Stakeholder relationship management is coordinated by the Corporate Secretary Division, which oversees corporate communications, social and environmental responsibility (CSR), and institutional relations. Through this mechanism, PMT strives to ensure that all stakeholder aspirations and input are adequately considered in the strategic decision-making process.

Perusahaan telah mengidentifikasi tujuh kelompok utama pemangku kepentingan yang diklasifikasikan berdasarkan tingkat kepentingan serta pengaruhnya terhadap keberlanjutan usaha PMT, yaitu:

1. Pemegang Saham dan Regulator
2. Karyawan dan Serikat Pekerja
3. Pelanggan/Pengguna Jasa Terminal
4. Masyarakat Sekitar Wilayah Operasi
5. Mitra Usaha dan Pemasok
6. Pemerintah dan Otoritas Pelabuhan
7. Media dan Institusi Pendidikan

The Company has identified seven main stakeholder groups, classified based on their level of importance and influence on the sustainability of PMT's business:

1. Shareholders and Regulators
2. Employees and Trade Unions
3. Customers/Terminal Service Users
4. Communities Surrounding the Operational Area
5. Business Partners and Suppliers
6. Government and Port Authorities
7. Media and Educational Institutions

Untuk setiap kelompok pemangku kepentingan tersebut, PMT membangun pola hubungan serta pendekatan komunikasi yang disesuaikan dengan karakteristik, kebutuhan, dan intensitas interaksi masing-masing. Bentuk keterlibatan yang dilakukan mencakup dialog terbuka, forum pelanggan, survei kepuasan, partisipasi dalam kegiatan sosial, pelatihan bersama, serta kegiatan edukasi publik dan publikasi informasi.

For each stakeholder group, PMT establishes relationship patterns and communication approaches tailored to their respective characteristics, needs, and intensity of interaction. The forms of engagement undertaken include open dialogue, customer forums, satisfaction surveys, participation in social activities, joint training, as well as public education activities and information dissemination.

Seluruh pendekatan tersebut merupakan bagian integral dalam penguatan tata kelola keberlanjutan, sekaligus memastikan bahwa pengelolaan isu-isu material dilaksanakan secara inklusif, transparan, dan berlandaskan prinsip saling menguntungkan (mutual *benefit*).

All of these approaches constitute an integral part of strengthening sustainability governance, while also ensuring that the management of material issues is carried out in an inclusive, transparent manner and based on the principle of mutual benefit.

Pelibatan Pemangku Kepentingan, Topik Utama, dan Respon Perusahaan

Stakeholder Engagement, Main Topics, and Company Responses

Pemangku Kepentingan Stakeholders	Pendekatan Approach			
	Metode Pelibatan Engagement Methods	**Tujuan** Objectives	**Frekuensi** Frequencies	**Topik** Topics
Pemegang Saham Shareholders	• Publikasi rutin (Laporan Tahunan, Laporan Keuangan, Laporan Kinerja Kuartalan) dan Website • RUPS • Regular publications (Annual Report, Financial Report, Quarterly Performance Report) and Website • GMS	• Dukungan bagi keberlangsungan usaha • *Feedback* untuk peningkatan kinerja • Keputusan Investasi • Support for business continuity • Feedback for performance improvement • Investment Decisions	• Berkala • Minimal 1 kali setahun • Periodically • At least once a year	• Keberlangsungan usaha • Pertumbuhan kinerja • Pemberian Dividen • Penerapan Tata Kelola Perusahaan • Business continuity • Performance growth • Dividend distribution • Implementation of Good Corporate Governance
Karyawan Employees	Pertemuan perwakilan karyawan dengan Manajemen Meeting between employee representatives and management	• Memberikan hak hubungan industrial dan meningkatkan keterwakilan serta aspirasi karyawan • Providing industrial relations rights and increasing employee representation and aspirations	Berkala Periodically	• Hubungan kemitraan ketenagakerjaan untuk kinerja Perusahaan • Hak-hak karyawan • Kesetaraan kesempatan • Proses rekrutmen • Pengembangan karier • Penyelesaian Pengaduan dan pelanggaran • Peningkatan kualitas penerapan K3 • Employment partnerships for company performance • Employee rights • Equal opportunity • Recruitment process • Career development • Complaint and violation resolution • Improving the quality of OHS implementation
	Survei kepuasan karyawan Employee satisfaction survey	• Sarana perbaikan pelaksanaan sistem kepegawaian dan meningkatkan kepuasan karyawan • Means to improve the implementation of personnel system and increase employee satisfaction	Setahun sekali Once a year	
	Divisi khusus yang bertanggung jawab terhadap keselamatan kerja yaitu Divisi Sistem Manajemen dan HSSE Specific division responsible for occupational safety is Management Systems and HSSE Division.	• Memastikan keterlibatan karyawan dalam pemenuhan aspek K3 • Ensuring employee involvement in fulfilling OHS aspects	Setiap saat Everytime	
Pemerintah dan Regulator The Government and Regulator	• Publikasi rutin • Perundingan dan diskusi • Kunjungan kerja • Regular publications • Negotiations and discussions • Working visits	• Hubungan kemitraan untuk penerapan tata kelola perusahaan yang baik • *Feedback* dan dukungan untuk peningkatan kinerja • Partnerships for the implementation of good corporate governance • Feedback and support for performance improvement	• Berkala • Sesuai kebutuhan • Periodically • As needed	• Kepatuhan pada peraturan dan ketentuan yang telah ditetapkan • Memberikan dampak positif pada pertumbuhan ekonomi • Kontribusi terhadap pembangunan dalam bentuk pembayaran pajak • Membuka lapangan pekerjaan • Dukungan terhadap program Pemerintah • Compliance with established rules and regulations • Positive impact on economic growth • Contribution to development in the form of tax payments • Creation of employment opportunities • Support for government programs

Pelibatan Pemangku Kepentingan, Topik Utama, dan Respon Perusahaan

Stakeholder Engagement, Main Topics, and Company Responses

Pemangku Kepentingan Stakeholders	**Pendekatan** Approach			
	Metode Pelibatan Engagement Methods	**Tujuan** Objectives	**Frekuensi** Frequencies	**Topik** Topics
Pelanggan Customers	Kepuasan pelanggan Customer satisfaction	• Mengidentifikasi kepuasan pelanggan dan aspek layanan yang diperlukan • Dukungan bagi keberlangsungan usaha • *Feedback* dan dukungan untuk peningkatan kinerja • Identifying customer satisfaction and required service aspects • Support for business continuity • Feedback and support for performance improvement	• Berkala • Sesuai kebutuhan • Periodically • As needed	• Kualitas layanan • Jaminan atas standar Layanan • Ekspektasi konsumen • Perlindungan pelanggan • Sistem pengaduan • Service quality • Guarantee of service standards • Consumer expectations • Customer protection • Complaint system
Mitra Usaha dan Pemasok Business Partners and Suppliers	Proses tender Tender process Pertemuan dengan pemasok Meeting with suppliers	• Menjalin hubungan positif dengan pelanggan • Menjaga kelancaran bisnis • Establish positive relationships with customers • Maintain smooth business operations	Sesuai kebutuhan As needed	• Peningkatan keikutsertaan pemasok lokal • Menjaga komitmen bisnis • Increase local supplier participation • Maintain business commitments
Media	• Media *monitoring* harian • Konferensi pers • Siaran pers • Daily media monitoring • Press conferences • Press releases	• Hubungan kemitraan untuk publikasi • Pemberitaan informasi • Partnerships for publications • Information reporting	Sesuai kebutuhan As needed	• Menyampaikan informasi terkait kinerja Perusahaan ke masyarakat luas • Hubungan harmonis dengan seluruh pihak • Disseminating information regarding the Company's performance to the wider public • Maintaining harmonious relationships with all parties

PERMASALAHAN TERHADAP PENERAPAN PEMBANGUNAN BERKELANJUTAN [OJK E.5]

Issues Related to the Implementation of Sustainable Development [OJK E.5]

Perusahaan menyadari bahwa implementasi keuangan berkelanjutan memerlukan proses adaptasi yang komprehensif, tidak hanya pada aspek strategi bisnis, tetapi juga pada budaya organisasi serta kapabilitas operasional. Dalam proses transformasi menuju penerapan prinsip-prinsip ESG, Perusahaan menghadapi berbagai tantangan yang bersumber dari faktor internal maupun eksternal.

Tantangan tersebut mencerminkan dinamika transisi menuju model operasional yang lebih ramah lingkungan, inklusif, dan memiliki daya saing yang tinggi. Dari sisi internal, kompleksitas integrasi aspek ESG ke dalam sistem dan proses operasional yang telah berjalan membutuhkan penyesuaian secara bertahap dan berkelanjutan.

Sementara itu, faktor eksternal seperti keterbatasan infrastruktur pendukung serta beragamnya tingkat pemahaman pemangku kepentingan terhadap konsep keberlanjutan turut memengaruhi efektivitas implementasi inisiatif keberlanjutan.

Melalui pemetaan tantangan secara terstruktur dan sistematis, PMT berkomitmen untuk merumuskan strategi responsif yang tidak hanya ditujukan untuk mengatasi berbagai kendala yang ada, tetapi juga untuk memperkuat fondasi keberlanjutan Perusahaan secara berkelanjutan ke depan.

Adapun tantangan internal dan eksternal yang telah dipetakan oleh Perusahaan pada tahun 2025 mencakup berbagai aspek yang memengaruhi proses implementasi keberlanjutan, adalah sebagai berikut:

Tantangan Internal

1. Kompleksitas integrasi aspek ESG ke dalam sistem dan proses operasional yang telah berjalan, yang menuntut penyesuaian bertahap pada prosedur, tata kelola data, dan pengendalian internal — sejalan dengan pengelolaan risiko pemenuhan ketentuan mandatory ESG sebagai salah satu risiko utama korporat.
2. Kesiapan dan pemahaman kolektif sumber daya manusia terhadap konsep keberlanjutan dan ESG yang masih perlu terus ditingkatkan lintas fungsi dan cabang melalui *capacity building* yang berkelanjutan.
3. Adaptasi terhadap standar pelaporan keberlanjutan baru, khususnya IFRS S1 dan S2 (risiko dan peluang keberlanjutan serta perubahan iklim), yang memerlukan penyesuaian sistem pencatatan, pengumpulan data, dan pelaporan sebelum diadopsi formal menjadi PSAK.
4. Ketersediaan dan kualitas data keberlanjutan yang terstruktur untuk mendukung pelaporan berbasis kinerja, yang masih dalam tahap penguatan melalui *platform Sustainability Data Management System* (SDMS).
5. Penyeimbangan porsi dan optimalisasi dampak program TJSL serta pemberdayaan masyarakat — termasuk porsi pilar UMK yang masih relatif kecil — agar kontribusi sosial-ekonomi lebih berimbang dan terukur melalui *Social Return on Investment* (SROI).

The Company recognizes that implementing sustainable finance requires a comprehensive adaptation process, encompassing not only business strategy but also organizational culture and operational capabilities. In its transformation process towards the implementation of ESG principles, the Company faces various challenges stemming from both internal and external factors.

These challenges reflect the dynamics of transition to a more environmentally friendly, inclusive, and highly competitive operating model. Internally, the complexity of integrating ESG aspects into existing operational systems and processes requires gradual and continuous adjustments.

Meanwhile, external factors such as limited supporting infrastructure and varying levels of stakeholder understanding of sustainability concepts also impact the effectiveness of sustainability initiative implementation.

Through a structured and systematic mapping of challenges, PMT is committed to formulating responsive strategies aimed not only at addressing existing obstacles but also at strengthening the Company's sustainability foundation going forward.

Internal and external challenges that have been mapped by the Company in 2025 include various aspects that influence the sustainability implementation process, as follows:

Internal Challenges

1. The complexity of integrating ESG aspects into existing operational systems and processes, which requires gradual adjustments to procedures, data governance, and internal controls—in line with managing the risk of complying with mandatory ESG requirements as one of the primary corporate risks.
2. The readiness and collective understanding of human capital regarding sustainability and ESG concepts still needs to be continuously improved across functions and branches through ongoing capacity building.
3. Adaptation to new sustainability reporting standards, particularly IFRS S1 and S2 (sustainability risks and opportunities and climate change), which require adjustments to recording, data collection, and reporting systems before being formally adopted as PSAK.
4. Availability and quality of structured sustainability data to support performance-based reporting, which is still being strengthened through Sustainability Data Management System (SDMS) platform.
5. Balancing the proportion and optimizing impact of CSR programs and community empowerment—including the relatively small portion of MSE pillar—to ensure a more balanced and measurable socio-economic contribution through Social Return on Investment (SROI).

Tantangan Eksternal

1. Keterbatasan infrastruktur pendukung transisi rendah karbon di area pelabuhan, seperti ketersediaan pasokan energi bersih, elektrifikasi peralatan, dan fasilitas pengelolaan limbah, yang memerlukan investasi serta koordinasi lintas pihak.
2. Beragamnya tingkat pemahaman dan kesiapan pemangku kepentingan — mitra, penyedia, pelanggan, dan masyarakat — terhadap konsep dan praktik keberlanjutan, yang memengaruhi efektivitas implementasi inisiatif.
3. Dinamika regulasi dan standar keberlanjutan yang terus berkembang, termasuk arah adopsi IFRS S1 dan S2 menjadi PSAK serta penguatan ketentuan mandatory ESG, yang menuntut kemampuan adaptasi yang cepat.
4. Ketergantungan pada koordinasi dengan induk dan entitas terkait dalam Pelindo Grup untuk penyediaan infrastruktur dasar serta penyelarasan kebijakan keberlanjutan di tingkat grup.
5. Meningkatnya ekspektasi pasar, investor, dan regulator terhadap kinerja ESG dan daya saing rendah karbon, yang menuntut peningkatan transparansi serta kredibilitas pengungkapan keberlanjutan.

PMT berupaya memastikan bahwa seluruh inisiatif keberlanjutan tidak hanya bersifat simbolis, tetapi memberikan kontribusi yang nyata dan signifikan terhadap kinerja bisnis yang lebih resilien serta berdaya saing di masa mendatang. Oleh karena itu, dalam rangka merespons berbagai tantangan tersebut, PMT menetapkan sejumlah strategi adaptif sebagai berikut:

Strategi Adaptif

1. Mengintegrasikan visi keberlanjutan ke dalam Rencana Jangka Panjang Perusahaan (RJPP) dan Rencana Strategi 2026–2030 sebagai acuan arah transisi ESG.
2. Memperkuat tata kelola dan manajemen risiko ESG sebagai bagian dari risiko utama korporat, termasuk pemastian pemenuhan ketentuan mandatori ESG.
3. Mempersiapkan adopsi IFRS S1 dan S2 secara bertahap melalui penguatan sistem data (SDMS), proses pelaporan, dan kompetensi tim Pelaksana Penerapan Keuangan Berkelanjutan.
4. Mengembangkan program TJSL berbasis dampak terukur (SROI) dengan penyeimbangan porsi antarpilar, termasuk penguatan pemberdayaan UMK.
5. Meningkatkan kapasitas sumber daya manusia dan budaya keberlanjutan melalui program pengembangan kompetensi ESG bagi Dewan Komisaris, Direksi, manajemen, dan pelaksana operasional.

External Challenges

1. Limited infrastructure supporting the low-carbon transition in port areas, such as the availability of clean energy supplies, equipment electrification, and waste management facilities, which require investment and cross-stakeholder coordination.
2. Varying levels of understanding and readiness of stakeholders—partners, suppliers, customers, and the community—toward sustainability concepts and practices, which impact the effectiveness of initiative implementation.
3. The dynamics of evolving sustainability regulations and standards, including the adoption of IFRS S1 and S2 into PSAK and strengthening of mandatory ESG provisions, which require rapid adaptation.
4. Reliance on coordination with the parent company and related entities within Pelindo Group for the provision of basic infrastructure and alignment of sustainability policies at the group level.
5. Increasing market, investor, and regulatory expectations for ESG performance and low-carbon competitiveness, which demand increased transparency and credibility of sustainability disclosures.

PMT strives to ensure that all sustainability initiatives are not merely symbolic, but able to bring real and significant contributions to more resilient and competitive business performance in the future. Therefore, in order to respond to these challenges, PMT has established several adaptive strategies, as follows:

Adaptive Strategies

1. Integrating a sustainability vision into the Company's Long-Term Plan (RJPP) and 2026–2030 Strategic Plan as a guideline for ESG transition.
2. Strengthening ESG governance and risk management as part of the Company's core risks, including ensuring compliance with mandatory ESG requirements.
3. Preparing for gradual adoption of IFRS S1 and S2 through strengthening of data systems (SDMS), reporting processes, and competencies of Sustainable Finance Implementation Team.
4. Developing CSR program based on measurable impact (SROI) with a balance between pillars, including strengthening the empowerment of MSEs.
5. Improving human capital capacity and a culture of sustainability through an ESG competency development program for Board of Commissioners, Board of Directors, management, and operational personnel.

ANTIKORUPSI

Praktik korupsi, penyuapan, gratifikasi, serta benturan kepentingan berpotensi menimbulkan dampak negatif signifikan terhadap Perusahaan, antara lain kerugian finansial, penurunan kualitas layanan akibat proses penunjukan mitra kerja yang tidak objektif dan tidak kompetitif, hilangnya kepercayaan pemangku kepentingan, serta meningkatnya risiko hukum dan reputasi. Sebagai bagian dari Pelindo Grup yang bergerak di sektor kepelabuhanan, PMT menyadari bahwa integritas bisnis merupakan fondasi penting dalam menjaga kepercayaan pemangku kepentingan dan keberlanjutan operasional jangka panjang Perusahaan.

ANTI-CORRUPTION

Corruption, bribery, gratuities, and conflicts of interest have the potential to cause significant negative impacts on the Company, including financial losses, decreased service quality resulting from non-objective and non-competitive business partner selection processes, loss of stakeholder trust, and increased legal and reputational risk. As part of the Pelindo Group operating in the port sector, PMT recognizes that business integrity is an essential foundation for maintaining stakeholder trust and the Company's long-term operational sustainability.

Dalam konteks kegiatan usaha PMT, proses pengadaan barang dan jasa, interaksi dengan mitra kerja dan pemasok, serta pengambilan keputusan oleh Insan Perusahaan merupakan area yang memiliki eksposur terhadap risiko korupsi, penyuapan, gratifikasi, dan benturan kepentingan. Perusahaan dapat berkontribusi langsung terhadap dampak tersebut melalui proses bisnis internal dan pengambilan keputusan, serta dapat terhubung dengan dampak tersebut melalui hubungan bisnis dengan kontraktor, pemasok, dan pihak ketiga lain dalam rantai pasok. [GRI 3-3]

Kebijakan dan Komitmen Antikorupsi

Untuk mengelola dampak dan risiko tersebut, PMT menerapkan seperangkat kebijakan yang saling melengkapi, meliputi:

- Pedoman Kode Etik Bisnis yang ditetapkan melalui Peraturan Direksi No. HK.01/4/3/4/HLTK/DIRU/PLMT-24 tanggal 4 Maret 2024;
- Pedoman Pengendalian Gratifikasi melalui Peraturan Direksi No. SK.01.01/29/2/2/HLTL/DIRU/PLMT-24 tanggal 29 Februari 2024;
- Pedoman *Whistleblowing System* (WBS) melalui Peraturan Direksi No. HK.01/4/3/3/HLTK/DIRU/PLMT-24 tanggal 4 Maret 2024;
- Pedoman Pengadaan Barang dan Jasa melalui Peraturan Direksi No. HK.01/07/6/2/PGDN/DIRU/PLMT-24 tanggal 7 Juni 2024; serta
- Pedoman Pelaporan Harta Kekayaan Penyelenggara Negara (LHKPN) melalui Peraturan Direksi No. HK.01/20/12/1/ADKS/UTMA/PLND-21 tanggal 20 Desember 2021.

Pedoman Kode Etik Bisnis mengatur prinsip kepatuhan terhadap hukum, larangan korupsi dan suap, pengendalian benturan kepentingan, pencegahan *fraud*, pengendalian gratifikasi, pencucian uang, integritas laporan keuangan, pengendalian internal, netralitas politik, serta larangan *insider trading* bagi Dewan Komisaris, Direksi, dan seluruh karyawan.

Komitmen tersebut juga diperkuat melalui Pedoman Pengadaan Barang dan Jasa yang mengintegrasikan prinsip Sistem Manajemen Anti Penyuapan ISO 37001:2016, khususnya terkait pengendalian proses pengadaan dan pengawasan terhadap penyedia eksternal. Penerapan prinsip tersebut ditujukan untuk memastikan proses pengadaan berjalan objektif, profesional, transparan, dan bebas dari praktik yang bertentangan dengan prinsip tata kelola perusahaan yang baik.

Struktur Pengelolaan Antikorupsi

Pelaksanaan kebijakan tersebut didukung oleh Unit Pengendalian Gratifikasi (UPG) yang dibentuk melalui Keputusan Direksi No. SK.01.01/1/7/2/HLTK/DIRU/PLMT-24 tanggal 1 Juli 2024 dan tergabung dalam Tim Fungsi Kepatuhan Anti Penyuapan (FKAP). UPG berperan dalam pengendalian gratifikasi, pengelolaan benturan kepentingan, serta penanganan *fraud* di lingkungan Perusahaan. Sementara itu, pengelolaan laporan dugaan pelanggaran dilaksanakan melalui Tim WBS Perusahaan yang bekerja terintegrasi dengan Komite Pelindo Bersih Induk Perusahaan. Struktur ini menjadi bagian dari upaya PMT dalam memperkuat budaya integritas, memastikan tersedianya saluran pelaporan yang aman, serta mendukung penanganan pelanggaran secara objektif dan akuntabel.

Within the context of PMT's business activities, the goods and services procurement process, interactions with business partners and suppliers, and decision-making by Company personnel are areas exposed to the risk of corruption, bribery, gratuities, and conflicts of interest. The Company may contribute directly to these impacts through its internal business processes and decision-making, and may also be linked to such impacts through its business relationships with contractors, suppliers, and other third parties in the supply chain. [GRI 3-3]

Anti-Corruption Policies and Commitments

To manage these impacts and risks, PMT implements a set of complementary policies, including:

- The Business Code of Ethics Guidelines, established through Board of Directors Regulation No. HK.01/4/3/4/HLTK/DIRU/PLMT-24 dated March 4, 2024;
- The Gratuity Control Guidelines, through Board of Directors Regulation No. SK.01.01/29/2/2/HLTL/DIRU/PLMT-24 dated February 29, 2024;
- The Whistleblowing System (WBS) Guidelines, through Board of Directors Regulation No. HK.01/4/3/3/HLTK/DIRU/PLMT-24 dated March 4, 2024;
- The Goods and Services Procurement Guidelines, through Board of Directors Regulation No. HK.01/07/6/2/PGDN/DIRU/PLMT-24 dated June 7, 2024; and
- The State Officials' Asset Disclosure Report (LHKPN) Guidelines, through Board of Directors Regulation No. HK.01/20/12/1/ADKS/UTMA/PLND-21 dated December 20, 2021.

The Business Code of Ethics Guidelines set out principles of legal compliance, the prohibition of corruption and bribery, conflict-of-interest control, fraud prevention, gratuity control, anti-money laundering, financial reporting integrity, internal control, political neutrality, and the prohibition of insider trading applicable to the Board of Commissioners, the Board of Directors, and all employees.

This commitment is further reinforced through the Goods and Services Procurement Guidelines, which integrate the principles of the ISO 37001:2016 Anti-Bribery Management System, particularly with regard to procurement process controls and oversight of external providers. The application of these principles is intended to ensure that the procurement process is conducted objectively, professionally, transparently, and free from practices that contravene the principles of good corporate governance.

Anti-Corruption Governance Structure

Implementation of these policies is supported by the Gratuity Control Unit (UPG), established through Board of Directors Decision No. SK.01.01/1/7/2/HLTK/DIRU/PLMT-24 dated July 1, 2024, which is part of the Anti-Bribery Compliance Function Team (FKAP). The UPG is responsible for gratuity control, conflict-of-interest management, and fraud handling within the Company. Meanwhile, the handling of alleged violation reports is carried out by the Company's WBS Team, which operates in an integrated manner with the Parent Company's Pelindo Bersih Committee. This structure forms part of PMT's efforts to strengthen a culture of integrity, ensure the availability of a secure reporting channel, and support the objective and accountable handling of violations.

Program Pencegahan dan Internalisasi Tahun 2025

Sepanjang tahun 2025, PMT menjalankan berbagai tindakan pengelolaan untuk memperkuat pencegahan korupsi dan gratifikasi, antara lain:

- Pelaksanaan *Fraud Risk Assessment* (FRA) Pada Unit Kerja Kantor Pusat dan *Branch* Belawan Bersama Direktorat Investigasi II BPKP Pusat;
- Sosialisasi Pengendalian Korupsi di Korporasi Bersama Bpkp Pusat, Kampanye Hari Antikorupsi Sedunia (HAKORDIA) Melalui Media Sosial, Publikasi Materi Edukasi Larangan Suap, Pungli, dan Gratifikasi, Pemasangan *Banner*, Poster, dan Spanduk Antisuap serta Antigratifikasi di Kantor, *Branch*, dan Terminal, Publikasi Video Edukatif;
- *Webinar* Sistem Manajemen Anti Penyuapan dan Pengendalian Gratifikasi Pada 10 September 2025, serta Penerbitan Surat Edaran Terkait Larangan Suap, Pungli, dan Gratifikasi;
- Sosialisasi Pedoman Kode Etik Melalui Media Sosial Instagram @pelindomultiterminal pada 9 Oktober 2025 dan mewajibkan Insan Perusahaan untuk menandatangani Pakta Integritas serta Janji Pedoman Kode Etik Bisnis setiap tahun.

Mekanisme Pelaporan, Perlindungan Pelapor, dan Pemulihan

PMT menyediakan WBS yang dapat diakses melalui enam kanal pelaporan, yaitu telepon 24 jam, faksimili, SMS/WhatsApp, surel, situs web Pelindo Bersih, dan surat melalui PO BOX. Setiap laporan yang diterima diverifikasi oleh Komite Pelindo Bersih Induk Perusahaan dan ditindaklanjuti oleh Tim WBS Perusahaan sesuai ketentuan yang berlaku, termasuk melalui proses investigasi dalam jangka waktu maksimal 30 hari kerja setelah laporan diteruskan.

Perusahaan menjamin kerahasiaan identitas pelapor, memberikan perlindungan dari tindakan balasan, serta membuka ruang apresiasi bagi pelapor yang menyampaikan laporan secara benar dan bertanggung jawab. Apabila pelanggaran terbukti, sanksi kepada karyawan ditetapkan melalui mekanisme indisipliner, sedangkan pelanggaran oleh Direksi atau Dewan Komisaris ditindaklanjuti sesuai mekanisme tata kelola yang berlaku.

Evaluasi Efektivitas Pengelolaan Antikorupsi

Efektivitas pengelolaan antikorupsi dievaluasi melalui pemantauan pelaksanaan kebijakan, tindak lanjut hasil FRA, pelaporan dan penyelesaian pengaduan melalui WBS, serta tingkat kepatuhan penyampaian LHKPN. Pada tahun 2025, kepatuhan penyampaian LHKPN mencapai 100,00%, dengan 46 dari 46 pejabat wajib lapor telah menyampaikan LHKPN.

Selain itu, berdasarkan pencatatan dan pemantauan Perusahaan, sepanjang tahun 2025 tidak terdapat laporan indikasi gratifikasi di lingkungan PMT Grup, tidak ditemukan kasus tindak pidana korupsi yang melibatkan Direksi maupun Dewan Komisaris, serta tidak terdapat kasus *insider trading* di lingkungan Grup PMT. Capaian tersebut mencerminkan komitmen Perusahaan dalam menjaga integritas, kepatuhan, dan keberlanjutan operasional melalui penguatan budaya antikorupsi, pengendalian gratifikasi, mekanisme pelaporan pelanggaran, serta penerapan tata kelola perusahaan yang baik secara konsisten.

2025 Prevention and Internalization Program

Throughout 2025, PMT carried out various management actions to strengthen the prevention of corruption and gratuities, including:

- Conducting a Fraud Risk Assessment (FRA) at the Head Office and Belawan Branch work units together with the BPKP Central Investigation Directorate II;
- Corporate corruption-control socialization with BPKP Central, a World Anti-Corruption Day (HAKORDIA) campaign via social media, publication of educational materials on the prohibition of bribery, illegal levies, and gratuities, the installation of anti-bribery and anti-gratuity banners, posters, and streamers at offices, branches, and terminals, and the publication of educational videos;
- A webinar on the Anti-Bribery Management System and Gratuity Control on September 10, 2025, as well as the issuance of circular letters on the prohibition of bribery, illegal levies, and gratuities;
- Socialization of the Code of Ethics Guidelines via the Instagram account @pelindomultiterminal on October 9, 2025, and requiring Company personnel to sign the Integrity Pact and the Business Code of Ethics Pledge every year.

Reporting Mechanism, Whistleblower Protection, and Remediation

PMT provides a WBS accessible through six reporting channels: a 24-hour hotline, fax, SMS/WhatsApp, email, the Pelindo Bersih website, and mail via PO BOX. Every report received is verified by the Parent Company's Pelindo Bersih Committee and followed up by the Company's WBS Team in accordance with applicable provisions, including through an investigation process within a maximum of 30 working days after the report is forwarded.

The Company guarantees the confidentiality of the whistleblower's identity, provides protection from retaliation, and offers appreciation to whistleblowers who submit reports truthfully and responsibly. Where a violation is proven, sanctions against employees are determined through a disciplinary mechanism, while violations by the Board of Directors or Board of Commissioners are followed up in accordance with applicable governance mechanisms.

Evaluation of Anti-Corruption Management Effectiveness

The effectiveness of anti-corruption management is evaluated through monitoring of policy implementation, follow-up on FRA results, reporting and resolution of complaints through the WBS, and the level of compliance with LHKPN submission. In 2025, LHKPN submission compliance reached 100.00%, with 46 of 46 mandatory reporting officials having submitted their LHKPN.

In addition, based on the Company's records and monitoring, throughout 2025 there were no reports of indicated gratuities within the PMT Group, no criminal corruption cases involving the Board of Directors or Board of Commissioners, and no insider trading cases within the PMT Group. This achievement reflects the Company's commitment to maintaining integrity, compliance, and operational sustainability through the consistent strengthening of an anti-corruption culture, gratuity control, violation reporting mechanisms, and the application of good corporate governance.

Wilayah Operasi yang Dinilai Memiliki Risiko Korupsi [GRI 205-1]

PMT melakukan pengkajian risiko terkait korupsi sebagai bagian dari penguatan tata kelola perusahaan yang baik dan pengendalian risiko kecurangan. Pada tahun 2025, Perusahaan melaksanakan *Fraud Risk Assessment* (FRA) pada Unit Kerja Kantor Pusat dan *Branch* Belawan bersama Direktorat Investigasi II BPKP Pusat. FRA dilaksanakan untuk mengidentifikasi, menganalisis, dan menilai potensi risiko *fraud*, mengetahui area atau aktivitas yang memiliki kerawanan terhadap penyimpangan, mengevaluasi kecukupan pengendalian yang telah diterapkan, serta merumuskan langkah mitigasi yang diperlukan.

Berdasarkan hasil pengkajian tersebut, area yang memiliki eksposur risiko korupsi dan penyimpangan antara lain mencakup proses pengadaan barang dan jasa, interaksi dengan penyedia eksternal, pengelolaan gratifikasi, potensi suap dan pungutan liar, benturan kepentingan, serta risiko *fraud* pada proses bisnis yang melibatkan pihak internal dan eksternal. Untuk memitigasi risiko tersebut, Perusahaan memperkuat pengendalian pengadaan, pengawasan terhadap penyedia eksternal, sosialisasi larangan suap, pungli, dan gratifikasi, serta penguatan kanal pelaporan pelanggaran.

Komunikasi dan Pelatihan tentang Kebijakan dan Prosedur Antikorupsi [GRI 205-2]

PMT mengomunikasikan kebijakan dan prosedur antikorupsi kepada badan tata kelola, karyawan, dan mitra bisnis sebagai bagian dari penguatan budaya integritas di seluruh lingkungan Perusahaan. Komunikasi tersebut mencakup pemahaman mengenai Pedoman Kode Etik Bisnis, Pedoman Pengendalian Gratifikasi, Pedoman *Whistleblowing System* (WBS), larangan suap, pungutan liar, gratifikasi, benturan kepentingan, serta prinsip kepatuhan dalam hubungan kerja dan hubungan usaha.

Komunikasi kepada Badan Tata Kelola

Pada tahun 2025, komunikasi kebijakan dan prosedur antikorupsi kepada badan tata kelola dilakukan melalui kewajiban penandatanganan Pakta Integritas dan Janji Pedoman Kode Etik Bisnis oleh seluruh anggota Dewan Komisaris dan Direksi. Melalui komitmen tersebut, Dewan Komisaris dan Direksi menyatakan kesediaan untuk mematuhi ketentuan etika bisnis, menjaga independensi dalam pengambilan keputusan, menghindari benturan kepentingan, serta mendukung penerapan kebijakan antikorupsi, antisuap, dan antigratifikasi di lingkungan Perusahaan.

Cakupan komunikasi kebijakan dan prosedur antikorupsi kepada badan tata kelola pada tahun 2025 meliputi 6 anggota Dewan Komisaris dan 6 anggota Direksi, atau setara dengan 100,00% dari total anggota badan tata kelola Perusahaan.

Komunikasi kepada Karyawan

Komunikasi kebijakan dan prosedur antikorupsi kepada karyawan dilakukan secara berkelanjutan melalui penandatanganan Pakta Integritas dan Janji Pedoman Kode Etik Bisnis, sosialisasi kebijakan antisuap dan antigratifikasi, penerbitan surat edaran, publikasi materi edukasi, serta penyampaian pesan integritas melalui kanal komunikasi internal dan media sosial Perusahaan. Melalui berbagai kanal tersebut, Perusahaan memperkuat pemahaman Insan Perusahaan mengenai perilaku etis,

Operating Areas Assessed as Having Corruption Risk [GRI 205-1]

PMT conducts corruption risk assessments as part of strengthening good corporate governance and fraud risk control. In 2025, the Company carried out a Fraud Risk Assessment (FRA) at the Head Office and Belawan Branch work units together with the BPKP Central Investigation Directorate II. The FRA was conducted to identify, analyze, and assess potential fraud risks, determine areas or activities vulnerable to irregularities, evaluate the adequacy of controls already in place, and formulate the necessary mitigation measures.

Based on the results of the assessment, the areas with exposure to corruption and irregularity risk include the goods and services procurement process, interactions with external providers, gratuity management, potential bribery and illegal levies, conflicts of interest, and fraud risk in business processes involving internal and external parties. To mitigate these risks, the Company strengthens procurement controls, oversight of external providers, socialization of the prohibition on bribery, illegal levies, and gratuities, and the reinforcement of violation reporting channels.

Communication and Training on Anti-Corruption Policies and Procedures [GRI 205-2]

PMT communicates its anti-corruption policies and procedures to the governance body, employees, and business partners as part of strengthening a culture of integrity across the Company. This communication covers understanding of the Business Code of Ethics Guidelines, the Gratuity Control Guidelines, the Whistleblowing System (WBS) Guidelines, the prohibition of bribery, illegal levies, and gratuities, conflicts of interest, and compliance principles in employment and business relationships.

Communication to the Governance Body

In 2025, communication of anti-corruption policies and procedures to the governance body was carried out through the mandatory signing of the Integrity Pact and the Business Code of Ethics Pledge by all members of the Board of Commissioners and Board of Directors. Through this commitment, the Board of Commissioners and Board of Directors declared their willingness to comply with business ethics provisions, maintain independence in decision-making, avoid conflicts of interest, and support the implementation of anti-corruption, anti-bribery, and anti-gratuity policies within the Company.

The coverage of anti-corruption policy and procedure communication to the governance body in 2025 encompassed 6 members of the Board of Commissioners and 6 members of the Board of Directors, equivalent to 100.00% of the Company's total governance body membership.

Communication to Employees

Communication of anti-corruption policies and procedures to employees is carried out on an ongoing basis through the signing of the Integrity Pact and the Business Code of Ethics Pledge, socialization of anti-bribery and anti-gratuity policies, the issuance of circular letters, publication of educational materials, and the delivery of integrity messages through the Company's internal communication channels and social media. Through these various channels, the Company strengthens Company personnel's

larangan memberi maupun menerima suap dan gratifikasi, kewajiban menghindari benturan kepentingan, serta mekanisme pelaporan dugaan pelanggaran.

Pada tahun 2025, komunikasi kebijakan dan prosedur antikorupsi kepada karyawan mencakup karyawan pada tingkat manajerial dan non-manajerial di Kantor Pusat, *branch*, terminal, serta lingkungan kerja Perusahaan lainnya.

Komunikasi kepada Mitra Bisnis

PMT juga mengomunikasikan prinsip antikorupsi kepada mitra bisnis, terutama pemasok, kontraktor, dan penyedia eksternal yang berinteraksi dengan Perusahaan. Komunikasi tersebut menjadi bagian dari upaya memastikan hubungan usaha berjalan sesuai prinsip integritas, transparansi, kewajaran, dan kepatuhan terhadap ketentuan yang berlaku. Pada tahun 2025, PMT bekerja sama dengan 30 pemasok aktif dan seluruhnya merupakan pemasok lokal.

Komunikasi kebijakan antikorupsi kepada mitra bisnis diarahkan untuk memperkuat pemahaman mengenai larangan suap, pungutan liar, gratifikasi, benturan kepentingan, serta kewajiban menjalankan proses bisnis secara profesional dan objektif.

Pelatihan Antikorupsi bagi Badan Tata Kelola dan Karyawan

Selain komunikasi kebijakan, PMT juga melaksanakan kegiatan edukasi dan internalisasi antikorupsi bagi badan tata kelola dan karyawan. Kegiatan tersebut bertujuan memperkuat pemahaman mengenai kebijakan antikorupsi, pengendalian gratifikasi, Sistem Manajemen Anti Penyuapan, serta mekanisme pencegahan dan pelaporan pelanggaran.

Pada tahun 2025, salah satu kegiatan utama yang dilaksanakan adalah Webinar Sistem Manajemen Anti Penyuapan dan Pengendalian Gratifikasi pada 10 September 2025. Selain itu, Perusahaan juga menyelenggarakan sosialisasi pengendalian korupsi di korporasi oleh Direktorat Investigasi II BPKP Pusat, serta kegiatan *Fraud Risk Assessment* (FRA) pada Kantor Pusat dan *Branch* Belawan bersama BPKP Pusat sebagai bagian dari penguatan pemahaman dan pengendalian risiko *fraud*.

Sepanjang tahun 2025, PMT melaksanakan berbagai kegiatan komunikasi dan internalisasi kebijakan antikorupsi melalui surat edaran, nota dinas, media sosial, webinar, pemasangan media kampanye, serta sosialisasi bersama pihak eksternal yang kompeten. Ringkasan kegiatan tersebut disajikan sebagai berikut:

understanding of ethical conduct, the prohibition of giving or receiving bribes and gratuities, the obligation to avoid conflicts of interest, and the mechanism for reporting alleged violations.

In 2025, communication of anti-corruption policies and procedures to employees covered employees at both managerial and non-managerial levels at the Head Office, branches, terminals, and other Company work environments.

Communication to Business Partners

PMT also communicates anti-corruption principles to business partners, particularly suppliers, contractors, and external providers that interact with the Company. This communication forms part of the effort to ensure that business relationships are conducted in accordance with the principles of integrity, transparency, fairness, and compliance with applicable provisions. In 2025, PMT worked with 30 active suppliers, all of which were local suppliers.

Communication of anti-corruption policy to business partners is aimed at strengthening understanding of the prohibition of bribery, illegal levies, and gratuities, conflicts of interest, and the obligation to conduct business processes professionally and objectively.

Anti-Corruption Training for the Governance Body and Employees

In addition to policy communication, PMT also carries out anti-corruption education and internalization activities for the governance body and employees. These activities aim to strengthen understanding of anti-corruption policy, gratuity control, the Anti-Bribery Management System, and the mechanisms for preventing and reporting violations.

In 2025, one of the main activities carried out was the Webinar on the Anti-Bribery Management System and Gratuity Control on September 10, 2025. In addition, the Company also held corporate corruption-control socialization by the BPKP Central Investigation Directorate II, as well as a Fraud Risk Assessment (FRA) at the Head Office and Belawan Branch together with BPKP Central, as part of strengthening understanding and control of fraud risk.

Throughout 2025, PMT carried out various communication and internalization activities for its anti-corruption policy through circular letters, memoranda, social media, webinars, the installation of campaign materials, and socialization together with competent external parties. A summary of these activities is presented below:

Tanggal Date	**Kegiatan** Activity	**Kanal/Audiens** Channel/Audience
13 Maret 2025 *March 13, 2025*	Nota Dinas larangan suap, gratifikasi, dan pungli dalam momentum Idulfitri 1446 H *Internal Memorandum on the prohibition of bribery, gratuities, and illegal levies in connection with Eid al-Fitr 1446 H*	Internal, seluruh cabang dan anak perusahaan Internal, all branches and subsidiaries
24 Maret 2025 *March 24, 2025*	Sosialisasi larangan permintaan, pengiriman, dan penerimaan suap serta gratifikasi *Socialization on the prohibition of requesting, sending, and receiving bribes and gratuities*	Internal PMT Internal PMT
28 April 2025 *April 28, 2025*	Publikasi *flyer* "Gratifikasi?! Seberapa Mahal Harganya?" *Publication of the flyer "Gratuities?! How Much Do They Really Cost?"*	Media sosial Social media
15 Mei 2025 *May 15, 2025*	Publikasi *flyer* "Cara Menolak Saat Diberi Gratifikasi" *Publication of the flyer "How to Decline When Offered a Gratuity"*	Media sosial Social media
26 Mei 2025 *May 26, 2025*	Nota Dinas pemasangan informasi larangan suap, pungli, dan gratifikasi *Internal Memorandum on displaying information on the prohibition of bribery, illegal levies, and gratuities*	Internal, seluruh lingkungan kerja Internal, across all work environments

Tanggal Date	Kegiatan Activity	Kanal/Audiens Channel/Audience
27 Mei 2025 *May 27, 2025*	Publikasi *flyer* "Dilarang Memberi dan Menerima Suap, Pungli, dan Gratifikasi" *Publication of the flyer "Giving and Receiving Bribes, Illegal Levies, and Gratuities Is Prohibited"*	Media sosial Social media
Mei–Juni 2025 *May–June 2025*	Pemasangan *banner*, poster, dan spanduk antisuap, pungli, dan gratifikasi *Installation of anti-bribery, anti-illegal-levy, and anti-gratuity banners, posters, and streamers*	Kantor, branch, dan terminal Offices, branches, and terminals
21 Juli 2025 *July 21, 2025*	Publikasi video "Larangan Tindakan Memberi, Menerima Suap, Pungli, dan Gratifikasi" *Publication of the video "Prohibition on Giving and Receiving Bribes, Illegal Levies, and Gratuities"*	Media sosial Social media
28 Agustus 2025 *August 28, 2025*	Publikasi video "Godaan Gratifikasi Lewat 'Tanda Terima Kasih'" *Publication of the video "The Temptation of Gratuities Disguised as a 'Token of Thanks'"*	Media sosial Social media
10 September 2025 *September 10, 2025*	*Webinar* Sistem Manajemen Anti Penyuapan dan Pengendalian Gratifikasi *Webinar on the Anti-Bribery Management System and Gratuity Control*	Internal PMT Internal PMT
9 Oktober 2025 *October 9, 2025*	Sosialisasi Pedoman Kode Etik melalui Instagram @pelindomultiterminal *Socialization of the Code of Ethics Guidelines via Instagram @pelindomultiterminal*	Media sosial, internal, dan eksternal Social media, internal and external
1 Desember 2025 *December 1, 2025*	Sosialisasi Pengendalian Korupsi di Korporasi oleh Direktorat Investigasi II BPKP Pusat *Corporate Corruption-Control Socialization by the BPKP Central Investigation Directorate II*	Internal, Direktorat Keuangan dan Manajemen Risiko Internal, Finance and Risk Management Directorate
2 Desember 2025 *December 2, 2025*	Pelaksanaan *Fraud Risk Assessment* (FRA) pada Kantor Pusat dan Branch Belawan *Fraud Risk Assessment (FRA) at Head Office and Belawan Branch*	Internal, bersama BPKP Pusat Internal, together with BPKP Central
9 Desember 2025 *December 9, 2025*	Unggahan menjelang Hari Antikorupsi Sedunia 2025 *Post ahead of World Anti-Corruption Day 2025*	Media sosial Social media
9 Desember 2025 *December 9, 2025*	Unggahan peringatan Hari Antikorupsi Sedunia 2025 dan kuis tebak gambar *Post commemorating World Anti-Corruption Day 2025 and a picture-guessing quiz*	Media sosial Social media
22 Desember 2025 *December 22, 2025*	Surat Edaran "Larangan Suap, Pungli, dan Gratifikasi" *Circular Letter "Prohibition of Bribery, Illegal Levies, and Gratuities"*	Internal, seluruh lingkungan kerja Internal, across all work environments
23 Desember 2025 *December 23, 2025*	Publikasi *flyer* "Larangan Suap, Pungli, dan Gratifikasi" *Publication of the flyer "Prohibition of Bribery, Illegal Levies, and Gratuities"*	Media sosial Social media

Insiden Korupsi yang Terbukti dan Tindakan yang Diambil [GRI 205-3]

PMT menyediakan WBS sebagai mekanisme pelaporan dugaan pelanggaran yang dapat digunakan oleh Insan Perusahaan maupun pihak berkepentingan. Sistem ini menjadi sarana untuk menyampaikan dugaan pelanggaran etika, penyimpangan perilaku, pelanggaran tata tertib, pelanggaran hukum, maupun tindakan yang berpotensi merugikan Perusahaan. Perusahaan memastikan setiap laporan ditindaklanjuti secara profesional dan objektif, disertai perlindungan terhadap kerahasiaan identitas pelapor serta perlindungan dari tekanan, diskriminasi, maupun tindakan balasan.

Sepanjang periode 1 Januari sampai dengan 31 Desember 2025, terdapat 1 laporan/pengaduan yang disampaikan melalui WBS di lingkungan PT Pelindo Multi Terminal. Laporan tersebut telah selesai ditindaklanjuti secara tuntas oleh Tim WBS PT Pelindo Multi Terminal sesuai ketentuan yang berlaku. Berdasarkan pencatatan dan pemantauan Perusahaan, sepanjang tahun 2025 tidak terdapat laporan indikasi gratifikasi terkait PMT Grup dan tidak ditemukan indikasi penyimpangan dalam praktik governansi korporat, termasuk tidak adanya kasus tindak pidana korupsi yang melibatkan Direksi maupun Dewan Komisaris.

Confirmed Incidents of Corruption and Actions Taken [GRI 205-3]

PMT provides the WBS as a mechanism for reporting alleged violations that can be used by Company personnel and other interested parties. This system serves as a means to report alleged ethical violations, behavioral irregularities, breaches of conduct, legal violations, and actions with the potential to harm the Company. The Company ensures that every report is followed up professionally and objectively, accompanied by protection of the whistleblower's confidentiality and protection from pressure, discrimination, or retaliation.

Throughout the period from January 1 to December, 31 2025, 1 report/complaint was submitted through the WBS within PT Pelindo Multi Terminal. This report has been fully followed up and resolved by the PT Pelindo Multi Terminal WBS Team in accordance with applicable provisions. Based on the Company's records and monitoring, throughout 2025 there were no reports of indicated gratuities relating to the PMT Group, and no indications of irregularities in corporate governance practices were found, including the absence of any criminal corruption cases involving the Board of Directors or Board of Commissioners.

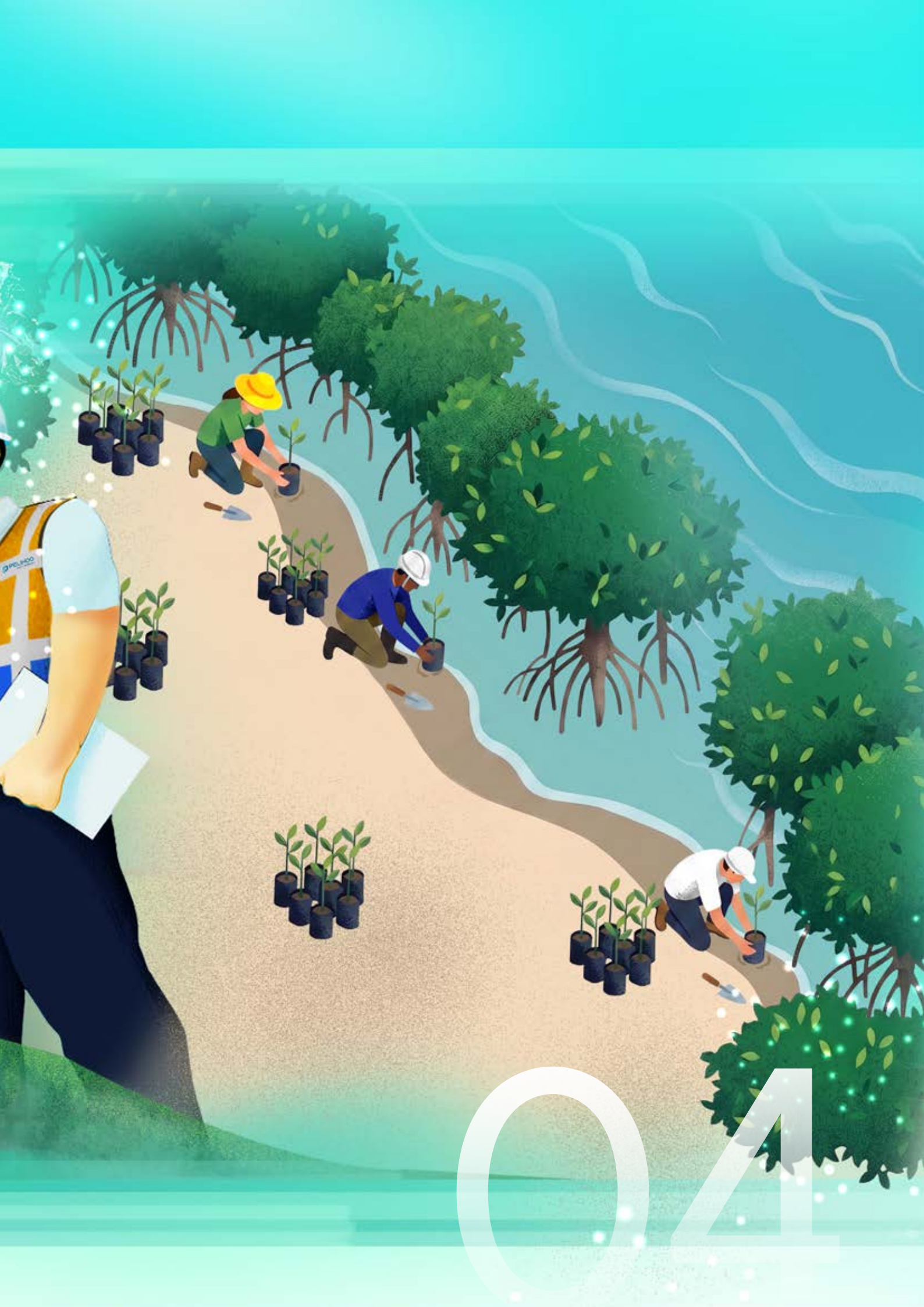
PELINDO
MULTI TERMINAL

Kinerja Keberlanjutan

Sustainabillity Performance

Menyelaraskan pertumbuhan ekonomi dengan pengelolaan lingkungan hidup yang bertanggung jawab, sebagai wujud komitmen terhadap keberlanjutan jangka panjang.
Aligning economic growth with responsible environmental management, as a reflection of commitment to long-term sustainability.





04

KINERJA EKONOMI
Economic Performnce

PMT memandang kinerja ekonomi dan ketahanan operasional sebagai fondasi keberlanjutan usaha sekaligus penciptaan nilai bagi pemangku kepentingan. Aktivitas Perusahaan memberikan dampak positif berupa pembayaran remunerasi dan manfaat kepada pekerja, kontribusi perpajakan kepada negara, pembayaran kepada mitra usaha, pemanfaatan laba untuk mendukung kesinambungan dan pengembangan usaha, pembayaran dividen kepada pemegang saham, serta kontribusi terhadap aktivitas ekonomi di wilayah operasional. Pada saat yang sama, gangguan terhadap kegiatan terminal berpotensi memengaruhi kelancaran layanan, pelanggan, mitra usaha, serta rantai logistik yang bergantung pada layanan kepelabuhanan PMT.

Untuk mengelola dampak tersebut, PMT mengintegrasikan sasaran produksi, pendapatan, laba, investasi, produktivitas, dan keandalan operasional ke dalam proses perencanaan dan evaluasi kinerja Perusahaan. Risiko yang dapat memengaruhi kesinambungan operasi diidentifikasi dan dikelola dalam kerangka manajemen risiko terintegrasi, termasuk risiko cuaca ekstrem, gangguan infrastruktur, dan risiko lain yang dapat menghambat layanan. Pengendalian dilakukan antara lain melalui penerapan prosedur operasional, kesiapsiagaan terhadap gangguan, peningkatan kapasitas sumber daya manusia, digitalisasi, serta investasi dan penguatan fasilitas.

Efektivitas pengelolaan dipantau melalui pencapaian indikator produksi dan keuangan terhadap RKAP, indikator operasional, profil risiko, serta realisasi investasi. Hasil evaluasi digunakan untuk mengidentifikasi kebutuhan penguatan fasilitas, proses, dan pengendalian guna menjaga kesinambungan layanan dan kemampuan PMT dalam menciptakan nilai ekonomi jangka panjang. [GRI 3-3]

PMT views economic performance and operational resilience as foundations for business sustainability and stakeholder value creation. The Company's activities generate positive impacts through the payment of remuneration and benefits to employees, tax contributions to the state, payments to business partners, the utilization of profits to support business continuity and development, dividend payments to shareholders, and contributions to economic activities in its areas of operation. At the same time, disruptions to terminal operations may affect service continuity, customers, business partners, and supply chains that rely on PMT's port services.

To manage these impacts, PMT integrates production, revenue, profit, investment, productivity, and operational reliability targets into the Company's performance planning and evaluation processes. Risks that may affect operational continuity are identified and managed within an integrated risk management framework, including risks related to extreme weather, infrastructure disruptions, and other factors that may impede service delivery. Control measures include the implementation of operational procedures, preparedness for potential disruptions, human capital capacity building, digitalization, as well as investment in and enhancement of facilities.

The effectiveness of these management measures is monitored by assessing the achievement of production and financial indicators against the Company's Work Plan and Budget (RKAP), operational performance indicators, risk profiles, and investment realization. Evaluation results are used to identify areas for strengthening facilities, processes, and controls to maintain service continuity and PMT's ability to create long-term economic value. [GRI 3-3]

Perbandingan Target dan Kinerja Produksi, Portofolio, Target Pembiayaan, atau Investasi, Pendapatan dan Laba Rugi [OJK F.2] [IFRS S2 Metrics and Targets]

Comparison of Target and Performance of Production, Portfolio, Financing Targets, or Investments, Revenue and Profit and Loss [OJK F.2] [IFRS S2 Metrics and Targets]

Uraian Description	**Realisasi 2025** 2025 Realization	**RKAP 2025** 2025 RKAP	**Realisasi 2024** 2024 Realization	**RKAP 2024** 2024 RKAP	**Realisasi 2023** 2023 Realization	**RKAP 2023** 2023 RKAP
Produksi Production						
Produksi Pelayanan Jasa Non Petikemas Production of Non-Container Services						
Dermaga (Ton) Dock (Ton)	**99.034.088**	**110.899.554**	96.587.558	109.784.924	90.943.936	110.343.068
Stevedoring (Ton)	**53.186.493**	**63.281.629**	57.501.888	57.970.089	58.075.926	60.752.737
Kerja sama Bongkar Muat/ BM (Ton) Loading and Unloading Cooperation (Ton)	**55.320.578**	**55.813.196**	48.217.444	62.737.295	36.223.246	14.447.342
RoRo (*Roll on-Roll off*) (Unit)	**668.738**	**743.279**	497.868	488.641	258.412	192.767
Produksi Pelayanan Jasa Barang (Petikemas Konvensional) Production of Cargo Services (Conventional Containers)						
Dermaga (Box) Dock (Box)	**430.749**	**375.092**	377.770	342.251	388.779	519.353

Uraian Description	Realisasi 2025 2025 Realization	RKAP 2025 2025 RKAP	Realisasi 2024 2024 Realization	RKAP 2024 2024 RKAP	Realisasi 2023 2023 Realization	RKAP 2023 2023 RKAP
Stevedoring (Box)	322.507	259.560	312.842	365.524	313.812	241.555
Kerja Sama Bongkar Muat/ BM (Box) Loading and Unloading Cooperation (Box)	107.569	83.894	61.714	117.584	48.340	12.636
Lift on/lift off (Box)	359.497	336.993	356.381	281.982	452.568	299.800
Penumpukan Petikemas (Box/Hari) Container Stacking (Box/ day)	581.925	338.651	1.275.634	380.978	542.806	404.718
Laba (Rugi) dan Penghasilan Komprehensif Lain Konsolidasian (Rp-juta) Consolidated Profit (Loss) and Other Comprehensive Income (Rp-million)						
Pendapatan operasi Operating Revenues	5.669.657	*)	5.302.163	5.783.060	5.026.330	6.015.821
Beban operasi Operating Expenses	(5.078.174)	(5.434.464)	(5.021.281)	(4.895.198)	(4.249.980)	(5.188.298)
Pendapatan (Beban) operasi lainnya Other operating income (Expenses)	47.651	*)	31.565	60.890	5.014	4.882
Laba usaha Income from operations	639.133	853.559	312.446	887.862	781.364	827.523
Laba sebelum pajak final dan pajak penghasilan badan Income before final tax and corporate income tax	703.153	869.096	371.539	844.986	825.232	823.757
Beban pajak final Final tax expense	(21.980)	-	(17.319)	-	(16.851)	-
Laba sebelum pajak penghasilan badan Income before corporate income tax	681.173	869.096	354.220	844.986	808.38	823.757
Manfaat (Beban) pajak penghasilan badan Corporate income tax benefit (Expense)	(155.428)	(202.092)	(84.466)	(189.421)	(189.781)	(189.825)
Laba tahun berjalan Income for the year	525.745	667.004	269.754	655.565	618.600	633.932
Posisi Keuangan Konsolidasian (Rp-juta) Consolidated Financial Position (Rp-million)						
Jumlah aset Total assets	4.452.845	6.265.910	4.010.489	4.376.965	4.298.959	5.222.251
Jumlah liabilitas Total liabilities	2.193.666	1.913.508	1.874.498	1.875.945	1.911.222	1.900.833
Jumlah Ekuitas Total Equity	2.259.178	4.352.402	2.135.991	2.501.020	2.387.737	3.321.418
Investasi (Rp-juta) Investment (Rp-million)						
Jumlah Investasi Total Investment	303.393	378.780	139.007	348.502	72.540	155.422
Pengelolaan SDM Human Capital Management						
Jumlah Karyawan (orang)* Number of Employees (persons)*	672	679	681	679	641	631

* Jumlah karyawan organik dan non organis
* The number of organic and non-organic employees

Produksi Pelayanan Jasa Non-Petikemas

Kinerja produksi jasa non-petikemas menunjukkan pertumbuhan positif pada segmen dermaga. Volume layanan dermaga meningkat sebesar 2,53% dari realisasi tahun 2024, namun berada 10,70% di bawah target RKAP 2025. Layanan stevedoring mengalami penurunan sebesar 7,50%, demikian pula realisasinya berada di bawah target RKAP 2025 sebesar 15,95%. Hal ini mencerminkan dinamika volume kargo yang dipengaruhi oleh peralihan aktivitas bongkar muat PT CPI dari Belawan ke Padang menggunakan kontainer, serta tidak adanya kegiatan impor beras Bulog pada tahun 2025 yang sebelumnya telah dianggarkan dalam RKAP.

Sementara itu, kinerja non-petikemas 2025, sebagai berikut:

1. Segmen curah cair mencatatkan pertumbuhan dengan volume dermaga sebesar 29.843.996 ton atau 90% dari RKAP.
2. Segmen RoRo/kendaraan menunjukkan pertumbuhan positif dengan utilisasi alat yang optimal.
3. *Terminal Operating Fee* (TOF) mulai diterapkan di *Branch* Jamrud Nilam Mirah (Juni 2025) dan *Branch* Belawan (Juli 2025) sebagai sumber pertumbuhan pendapatan baru.
4. Utilisasi alat utama menunjukkan kinerja baik, dengan HMC/HPC mencapai 96% dari target dan Pompa CPO hampir 100%.

Produksi Jasa Barang (Petikemas Konvensional)

Kinerja jasa petikemas konvensional menunjukkan pertumbuhan signifikan. Volume layanan dermaga meningkat 14,02% dibandingkan tahun 2024 (430.749 box vs 377.770 box), berada di atas target RKAP 2025 sebesar 114,84%. *Stevedoring* juga mengalami peningkatan sebesar 3,09% dari tahun 2024, dengan realisasi 322.507 box melampaui target RKAP sebesar 124,25%. Kerja Sama Bongkar Muat (BM) mencatatkan realisasi 107.569 box atau 128,22% dari target RKAP.

Penumpukan Petikemas berada di atas target RKAP sebesar 71,84%, dengan realisasi 581.925 Box/Hari dibandingkan target 338.651 Box/Hari; secara tahunan menurun 54,38% dibandingkan tahun 2024 sebesar 1.275.634 Box/Hari. Capaian ini mencerminkan meningkatnya intensitas penanganan petikemas yang didorong oleh pertumbuhan arus domestik, termasuk peningkatan kegiatan bongkar muat petikemas di cabang Dumai, Ketapang, dan Trisakti. Peningkatan volume penumpukan sejalan dengan naiknya arus trafik petikemas PMT secara keseluruhan yang mencapai 471.075 TEUs pada 2025.

Pendapatan dan Laba Rugi Konsolidasian

Dari sisi keuangan, PMT membukukan pertumbuhan pendapatan operasi sebesar 6,93% dari tahun sebelumnya menjadi Rp5.669,66 miliar, berada di bawah target RKAP. Sementara itu, beban operasi tumbuh lebih rendah, yaitu sebesar 1,13% menjadi Rp5.078,17 miliar, hal ini membuat efisiensi operasional Perusahaan meningkat secara signifikan. Laba usaha tercatat meningkat lebih dari dua kali lipat menjadi Rp639,13 miliar dari Rp312,45 miliar di tahun 2024, atau 74,88% dari target RKAP sebesar Rp853,56 miliar.

Laba tahun berjalan juga meningkat signifikan menjadi Rp525,74 miliar dari Rp269,75 miliar di 2024, tumbuh sebesar 94,90% atau hampir dua kali lipat. Pencapaian ini setara dengan 78,82% dari target RKAP sebesar Rp667,00 miliar. Peningkatan ini terutama dipengaruhi oleh pertumbuhan

Non-Containerized Service Production

The performance of non-containerized services showed positive growth in dock segment. Dock service volume increased by 2.53% compared to 2024 realization, although remained 10.70% below 2025 RKAP target. Stevedoring services decreased by 7.50%, and their realization was also 15.95% below 2025 RKAP target. This reflects the dynamics of cargo volumes, which were affected by the shift of PT CPI's loading and unloading activities from Belawan to Padang using containers, as well as the absence of Bulog rice import activities in 2025, which had previously been included in the RKAP budget.

Meanwhile, the performance of non-containerized services in 2025 was as follows:

1. The liquid bulk segment recorded growth, with dock service volume reaching 29,843,996 tons, equivalent to 90% of RKAP target.
2. RoRo/vehicle segment demonstrated positive growth, supported by optimal equipment utilization.
3. Terminal Operating Fee (TOF) was recently implemented at Jamrud Nilam Mirah Branch in June 2025 and Belawan Branch in July 2025, as a new source of revenue growth.
4. Main equipment utilization demonstrated good performance, with HMC/HPC reaching 96% of the target and CPO Pumps nearly 100%.

Conventional Cargo Services (Conventional Container)

The performance of conventional container services showed significant growth. Dock service volume increased 14.02% compared to 2024 (430,749 box vs 377,770 box), exceeding 2025 RKAP target of 114.84%. Stevedoring also increased by 3.09% compared to 2024, with 322,507 boxes realized, exceeding RKAP target of 124.25%. Loading and Unloading (BM) cooperation recorded 107,569 boxes realized, or 128.22% of RKAP target.

Container stacking exceeded RKAP target by 71.84%, with 581,925 boxes/day realized, compared to the target of 338,651 boxes/day, representing a 54.38% annual decreased compared to 2024's 1,275,634 boxes/day. This achievement reflects the increased intensity of container handling driven by growth in domestic traffic, including increased container loading and unloading activities at Dumai, Ketapang, and Trisakti branches. The increased stacking volume aligns with overall increase in container traffic at PMT, which is expected to reach 471,075 TEUs by 2025.

Consolidated Revenue and Profit/Loss

From a financial perspective, PMT recorded operating revenue growth of 6.93% from the previous year to Rp5,669.66 billion, below the Company's RKAP target. Meanwhile, operating expenses grew more modestly, at 1.13% to Rp5,078.17 billion, significantly improving the Company's operational efficiency. Income from operations increased by more than twofold to Rp639.13 billion from Rp312.45 billion in 2024, or 74.88% of the RKAP target of Rp853.56 billion.

Income for the year also increased significantly to Rp525.74 billion from Rp269.75 billion in 2024, representing a growth of 94.90% or nearly twofold. This achievement equates to 78.82% of RKAP target of Rp667.00 billion. This increase was mainly influenced by the growth in financial

pendapatan keuangan sebesar 68,18% menjadi Rp99,39 miliar, perbaikan efisiensi biaya operasional, serta mulai beroperasinya *Terminal Operating Fee* (TOF) di beberapa cabang strategis.

Posisi Keuangan

Total aset konsolidasian meningkat 11,03% dibandingkan tahun 2024 menjadi Rp4.452,84 miliar, mengindikasikan pertumbuhan kapasitas aset tetap seiring realisasi investasi 2025. Sementara itu, liabilitas tercatat meningkat 17,03% menjadi Rp2.193,67 miliar terutama akibat kenaikan beban akrual dan liabilitas sewa, dan ekuitas meningkat sebesar 5,77% menjadi Rp2.259,18 miliar, terutama karena laba tahun berjalan yang signifikan melampaui dividen yang dibayarkan sebesar Rp350,00 miliar.

Investasi

Realisasi investasi 2025 tercatat sebesar Rp303,39 miliar, atau 80,10% dari target RKAP sebesar Rp378,78 miliar. Hal ini menunjukkan disiplin anggaran yang baik dengan fokus pada investasi yang memberikan dampak langsung terhadap kapasitas dan kualitas layanan terminal. Realisasi ini meningkat lebih dari dua kali lipat dibandingkan tahun 2024 sebesar Rp139,01 miliar, mencerminkan akselerasi program investasi untuk mendukung pertumbuhan bisnis jangka panjang.

Pengelolaan Sumber Daya Manusia

Jumlah karyawan organik induk mengalami penyesuaian menjadi 669 orang di 2025, turun dari 681 di tahun 2024 dan 641 di tahun 2023. Secara konsolidasian, total SDM PMT mencapai 4.465 orang termasuk karyawan organik dan non-organik (alih daya) di seluruh entitas Grup. Penyesuaian jumlah karyawan organik sejalan dengan program efisiensi dan optimalisasi struktur organisasi, sekaligus diimbangi dengan pemanfaatan tenaga alih daya untuk kebutuhan operasional yang fleksibel di berbagai cabang terminal.

PERBANDINGAN TARGET DAN KINERJA PORTOFOLIO, TARGET PEMBIAYAAN, ATAU INVESTASI PADA INSTRUMEN KEUANGAN ATAU PROYEK YANG SEJALAN DENGAN PEMBANGUNAN BERKELANJUTAN [OJK F.3] [IFRS S2 Metrics and Targets]

income of 68.18% to Rp99.39 billion, improvements in operational cost efficiency, and the start of Terminal Operating Fee (TOF) operations at several strategic branches.

Financial Position

Total consolidated assets increased by 11.3% compared to 2024 to Rp4,452.84 billion, indicating growth in fixed asset capacity in line with the realization of 2025 investments. Meanwhile, liabilities increased 17.03% to Rp2,193.67 billion, primarily due to increases in accrued expenses and lease liabilities, and equity increased 5.77% to Rp2,259.18 billion, primarily due to significant current year profit exceeding the dividend paid by Rp350.00 billion.

Investments

Investment realization in 2025 was recorded at Rp303.39 billion, or 80,10% of RKAP target of Rp378.78 billion. This demonstrates sound budget discipline, with a focus on investments that directly impact terminal capacity and service quality. This realization more than doubled compared to Rp139.01 billion in 2024, reflecting the acceleration of investment program to support long-term business growth.

Human Capital Management

The number of organic employees at parent company was adjusted to 669 in 2025, a decrease from 681 in 2024 and from 641 in 2023. On a consolidated basis, PMT's total human capital reached 4,465 employees, comprising both organic and non-organic (outsourced) employees across all entities within the Group. The adjustment in organic employees is in line with efficiency and optimization program for organizational structure, while also being balanced by the utilization of outsourced personnel for flexible operational needs at various terminal branches.

COMPARISON OF TARGETS AND PERFORMANCE OF, FINANCING TARGETS, OR INVESTMENTS IN FINANCIAL INSTRUMENTS OR PROJECTS IN LINE WITH SUSTAINABLE DEVELOPMENT [OJK F.3] [IFRS S2 Metrics and Targets]

Investasi PMT Tahun 2025 (Konsolidasi)
PMT Investment in 2025 (Consolidated)

Jenis Investasi Investment Type	Nilai Investasi Investment Value			Program Investasi Investment Program		
	Realisasi Tahun 2025 (Rp- juta) 2025 Realization (Rp-million)	**RKAP Tahun 2025 (Rp- juta)** 2025 RKAP (Rp-million)	**Penyerapan Anggaran Tahun 2025 (%)** Absorption of 2025 Budget (%)	**Realisasi Tahun 2025 (Program)** 2025 Realization (Program)	**RKAP Tahun 2025 (Program)** 2025 RKAP (Program)	**Pencapaian Program (%)** Program Achievement (%)
Investasi Fisik Physical Investment						
Bangunan Fasilitas Facility Building	**16.700,97**	**20.580,00**	**81%**	**3**	**4**	**75%**
Alat-alat Fasilitas Facility Equipment	**46.614,00**	**42.900,00**	**109%**	**4**	**4**	**100%**

Investasi PMT Tahun 2025 (Konsolidasi)
PMT Investment in 2025 (Consolidated)

Jenis Investasi Investment Type	Nilai Investasi Investment Value			Program Investasi Investment Program		
	Realisasi Tahun 2025 (Rp- juta) 2025 Realization (Rp-million)	**RKAP Tahun 2025 (Rp- juta)** 2025 RKAP (Rp-million)	**Penyerapan Anggaran Tahun 2025 (%)** Absorption of 2025 Budget (%)	**Realisasi Tahun 2025 (Program)** 2025 Realization (Program)	**RKAP Tahun 2025 (Program)** 2025 RKAP (Program)	**Pencapaian Program (%)** Program Achievement (%)
Instalasi Fasilitas Facility Installation	**236.832,99**	**311.600,00**	**76%**	**14**	**14**	**100%**
Jalan, Bangunan, Sarana dan Prasarana Roads, Buildings, Facilities and Infrastructure	-	-	-	-	-	-
Peralatan dan perlengkapan Tools and Equipment	-	-	-	-	-	-
Emplasemen Emplacement	**3.245,23**	**3.700,00**	**88%**	**1**	**1**	**100%**
Jumlah investasi fisik Total Physical Investment	**303.393,19**	**378.780,00**	**80%**	**22**	**23**	**96%**
Investasi non fisik Non-Physical Investment	-	-	-	-	-	-
Penyertaan modal Equity Investment	-	-	-	-	-	-
Jumlah investasi Total Investment	**303.393,19**	**378.780,00**	**80%**	**22**	**23**	**96%**

Realisasi investasi PMT secara konsolidasian tercatat sebesar Rp303,39 miliar atau 80,10% dari total anggaran dalam RKAP sebesar Rp378,78 miliar. Hal ini menunjukkan bahwa pelaksanaan investasi Perusahaan pada tahun 2025 berjalan cukup optimal, dengan sebagian besar program investasi telah direalisasikan sesuai rencana, meskipun secara nilai masih terdapat selisih terhadap anggaran yang ditetapkan.

Pada tahun 2025, fokus investasi diarahkan pada penguatan instalasi fasilitas, pengembangan alat-alat fasilitas, pembangunan dan penataan bangunan fasilitas pelabuhan, serta pekerjaan emplasemen. Investasi tersebut mendukung peningkatan keandalan infrastruktur, kesiapan operasional, digitalisasi, serta penguatan kapasitas layanan terminal *multipurpose* di lingkungan PMT.

The realization of PMT investment on a consolidated basis was recorded at Rp303.39 billion or 80.10% of total budget in RKAP of Rp378.78 billion. This indicates that the Company's investment implementation in 2025 was relatively effective, with most investment programs being executed as planned, although there was still a gap between the realized value and the approved budget.

In 2025, investments were focused on strengthening facility installations, developing facility equipment, constructing and renovating port facility buildings, and emplacement work. These investments supported improvements in infrastructure reliability, operational readiness, digitalization, and strengthening the service capacity of the multipurpose terminal within the PMT.

Investasi PMT Tahun 2025 (Induk)
PMT Investment in 2025 (Parent)

Jenis Investasi Investment Type	Nilai Investasi Investment Value			Program Investasi Investment Program		
	Realisasi Tahun 2025 (Rp- juta) 2025 Realization (Rp-million)	**RKAP Tahun 2025 (Rp- juta)** 2025 RKAP (Rp-million)	**Penyerapan Anggaran Tahun 2025 (%)** Absorption of 2025 Budget (%)	**Realisasi Tahun 2025 (Program)** 2025 Realization (Program)	**RKAP Tahun 2025 (Program)** 2025 RKAP (Program)	**Pencapaian Program (%)** Program Achievement (%)
Investasi Fisik Physical Investment						
Bangunan Fasilitas Facility Building	**16.700,97**	**20.480,00**	**82%**	**3**	**3**	**100%**
Alat-alat Fasilitas Facility Equipment	**40.065,06**	**41.400,00**	**97%**	**3**	**3**	**100%**
Instalasi Fasilitas Facility Installation	**225.311,01**	**293.700,00**	**77%**	**11**	**11**	**100%**

Investasi PMT Tahun 2025 (Induk)
PMT Investment in 2025 (Parent)

Jenis Investasi Investment Type	Nilai Investasi Investment Value			Program Investasi Investment Program		
	Realisasi Tahun 2025 (Rp- juta) 2025 Realization (Rp-million)	**RKAP Tahun 2025 (Rp- juta)** 2025 RKAP (Rp-million)	**Penyerapan Anggaran Tahun 2025 (%)** Absorption of 2025 Budget (%)	**Realisasi Tahun 2025 (Program)** 2025 Realization (Program)	**RKAP Tahun 2025 (Program)** 2025 RKAP (Program)	**Pencapaian Program (%)** Program Achievement (%)
Jalan, Bangunan, Sarana dan Prasarana Roads, Buildings, Facilities and Infrastructure	-	-	-	-	-	-
Peralatan dan perlengkapan Tools and equipment	-	-	-	-	-	-
Emplasemen Emplacement	-	-	-	-	-	-
Jumlah investasi fisik Total Physical Investment	**282.077,04**	**355.580,00**	**79%**	**17**	**17**	**100%**
Investasi non fisik Non-Physical Investment	-	-	-	-	-	-
Penyertaan modal Equity Investment	-	-	-	-	-	-
Jumlah investasi Total Investment	**282.077,04**	**355.580,00**	**79%**	**17**	**17**	**100%**

PMT (Induk) mencatat realisasi investasi sebesar Rp282,08 miliar sepanjang tahun 2025, atau 79,3% dari total anggaran dalam RKAP sebesar Rp355,58 miliar. Sementara dari sisi jumlah program, telah terealisasi 17 dari 17 program investasi atau setara 100% dari total program. Dengan serapan anggaran tersebut, pelaksanaan investasi pada entitas induk menunjukkan bahwa seluruh program yang direncanakan telah berjalan, meskipun terdapat beberapa program dengan realisasi nilai anggaran yang masih berada di bawah RKAP.

PMT (Parent) recorded investment realization of Rp282.08 billion throughout 2025, or 79.3% of total budget in the RKAP of Rp355.58 billion. Meanwhile, in terms of number of programs, 17 out of 17 investment programs or equivalent to 100% have been realized. With this budget absorption, investment implementation at the parent entity indicates that all planned programs are underway, although some programs still fall below RKAP budget realization.

Kategori investasi Alat-alat Fasilitas menjadi salah satu kategori yang paling optimal, dengan tingkat penyerapan anggaran sebesar 97% dan seluruh target program tercapai 100%. Kategori lainnya seperti Bangunan Fasilitas menunjukkan capaian program mencapai 100%, dengan serapan anggarannya sebesar 82%. Adapun investasi Instalasi Fasilitas mencatat capaian program 100% dengan penyerapan anggaran sebesar 77%.

Facility Equipment investment category was one of the most optimal, with a budget absorption rate of 97% and all program targets achieved 100%. Other categories, such as Facility Buildings, showed program achievement reaching 100%, with budget absorption of 82%. Meanwhile, Facility Installation investment recorded 100% program achievement with budget absorption of 77%.

Investasi PMT Tahun 2025 (Anak Perusahaan)
PMT Investment in 2025 (Subsidiaries)

Jenis Investasi Investment Type	Nilai Investasi Investment Value			Program Investasi Investment Program		
	Realisasi Tahun 2025 (Rp- juta) 2025 Realization (Rp-million)	**RKAP Tahun 2025 (Rp- juta)** 2025 RKAP (Rp-million)	**Penyerapan Anggaran Tahun 2025 (%)** Absorption of 2025 Budget (%)	**Realisasi Tahun 2025 (Program)** 2025 Realization (Program)	**RKAP Tahun 2025 (Program)** 2025 RKAP (Program)	**Pencapaian Program (%)** Program Achievement (%)
Investasi Fisik Physical Investment						
Bangunan Fasilitas Facility Building	-	**100,00**	**0%**	**0**	**1**	**0%**
Alat-alat Fasilitas Facility Equipment	**6.548,94**	**1.500,00**	**437%**	**1**	**1**	**100%**
Instalasi Fasilitas Facility Installation	**11.521,98**	**17.900,00**	**64%**	**3**	**3**	**100%**

Investasi PMT Tahun 2025 (Anak Perusahaan)
PMT Investment in 2025 (Subsidiaries)

Jenis Investasi Investment Type	**Nilai Investasi** Investment Value			**Program Investasi** Investment Program		
	Realisasi Tahun 2025 (Rp- juta) 2025 Realization (Rp-million)	**RKAP Tahun 2025 (Rp- juta)** 2025 RKAP (Rp-million)	**Penyerapan Anggaran Tahun 2025 (%)** Absorption of 2025 Budget (%)	**Realisasi Tahun 2025 (Program)** 2025 Realization (Program)	**RKAP Tahun 2025 (Program)** 2025 RKAP (Program)	**Pencapaian Program (%)** Program Achievement (%)
Jalan, Bangunan, Sarana dan Prasarana Roads, Buildings, Facilities, and Infrastructure	-	-	-	-	-	-
Peralatan dan perlengkapan Tools and Equipment	-	-	-	-	-	-
Emplasemen Emplacement	**3.245,23**	**3.700,00**	**88%**	**1**	**1**	**100%**
Jumlah investasi fisik Total Physical Investment	**21.316,15**	**23.200,00**	**92%**	**5**	**6**	**83%**
Investasi non fisik Non-Physical Investment	-	-	-	-	-	-
Penyertaan modal Equity participation	-	-	-	-	-	-
Jumlah investasi Total Investment	**21.316,15**	**23.200,00**	**92%**	**5**	**6**	**83%**

Sepanjang tahun 2025, anak perusahaan PMT merealisasikan investasi sebesar Rp21,32 miliar atau 92% dari RKAP sebesar Rp23,20 miliar. Seluruh program yang direncanakan yang berjumlah 6 program telah terealisasi sebanyak 5 program, atau setara 83%. Hal ini mencerminkan bahwa pelaksanaan investasi pada anak perusahaan berjalan cukup baik dari sisi penyerapan anggaran, meskipun masih terdapat satu program pada kategori Bangunan Fasilitas yang belum terealisasi.

Pada anak perusahaan, penyerapan anggaran tertinggi terdapat pada kategori Alat-alat Fasilitas, yang mencapai 437% dari RKAP, dengan realisasi program sebesar 100%. Sementara itu, kategori Instalasi Fasilitas mencatat penyerapan anggaran sebesar 64% dengan seluruh program terealisasi, dan kategori Emplasemen mencatat penyerapan anggaran sebesar 88% dengan capaian program 100%. Secara keseluruhan, investasi anak perusahaan pada tahun 2025 berfokus pada pemenuhan kebutuhan peralatan, instalasi fasilitas, dan dukungan area operasional.

Throughout 2025, PMT's subsidiaries realized investments totaling Rp21.32 billion, or 92% of RKAP budget Rp23.20 billion. Five of the six planned programs were realized, or 83% of them. This reflects the successful implementation of investment in subsidiaries in terms of budget absorption, although one program in Facilities Building category remains unrealized.

Within subsidiaries, the highest budget absorption was in Facilities Equipment category, reaching 437% of RKAP, with program realization of 100%. Meanwhile, Facilities Installation category recorded budget absorption of 64%, with all programs realized, and Emplacement category recorded budget absorption of 88%, with program achievement of 100%. Overall, subsidiary investments in 2025 focused on meeting equipment needs, facility installation, and operational area support.

NILAI EKONOMI LANGSUNG YANG DIHASILKAN DAN DIDISTRIBUSIKAN [GRI 201-1]

Direct Economic Value Generated and Distributed [GRI 201-1]

Uraian Description	2025 (Rp- juta) (Rp-million)	2024 (Rp- juta) (Rp-million)	Peningkatan/ Penurunan (%) Increase/Decrease (%)
Nilai Ekonomi yang Dihasilkan Economic Value Generated			
Pendapatan Operasi Operating Revenues	**5.669.657**	5.302.163	6,93%
Pendapatan Operasi Lainnya Other Operating Revenues	**47.651**	31.565	51,03%
Pendapatan Keuangan Financial Income	**99.388**	59.093	+68,18%
Jumlah Perolehan Nilai Ekonomi Total Economic Value Acquisition	**5.816.696**	5.392.821	+7,86%
Nilai Ekonomi yang Didistribusikan Economic Value Distributed			
Biaya Operasi Operating Expenses	**(5.078.174)**	(5.021.281)	1,13%
Beban Operasi Lainnya Other Operating Expenses	**(34.476)**	(7.912)	335,72%
Beban Keuangan Financial Expenses	**(35.368)**	(33.028)	7,08%
Beban Pajak Final Final Tax Expenses	**(21.980)**	(17.319)	26,90%
Pembayaran Dividen ke Pemegang Saham Dividend Payments to Shareholders	**(350.000)**	(532.833)	-34,34%
Pembayaran Pajak Tax Payments	**(159.415)**	(536.649)	(70,31%)
Pengeluaran untuk Masyarakat (Dana Kegiatan CSR) Community Expenses (CSR Activity Funds)	**(5.535)**	(4.718)	17,33%
Jumlah Nilai Ekonomi yang Didistribusikan Total Economic Value Distributed	**(5.684.948)**	**(6.153.740)**	**7,64%**
Jumlah Nilai Ekonomi yang Ditahan Total Economic Value retained	**131.748**	**(760.919)**	

Nilai ekonomi yang didistribusikan meningkat menjadi Rp5.684.948 juta pada 2025, namun lebih rendah dibandingkan 2024 sebesar Rp6.153.740 juta, terutama karena pembayaran dividen yang lebih rendah (Rp350.000 juta vs Rp532.833 juta di 2024). Kontribusi kepada negara melalui pembayaran pajak penghasilan tercatat sebesar Rp159.415 juta. Selain itu, pengeluaran untuk kegiatan tanggung jawab sosial (CSR/TJSL) tumbuh 17,33% menjadi Rp5.535 juta, sejalan dengan upaya PMT terhadap pemberdayaan masyarakat. Dengan demikian, nilai ekonomi yang ditahan tercatat positif sebesar Rp131.748 juta, berbanding terbalik dengan defisit Rp760.919 juta di tahun 2024, mencerminkan perbaikan fundamental kinerja keuangan Perusahaan.

The distributed economic value increased to Rp5,684,948 million in 2025, lower than Rp6,153,740 million recorded in 2024, primarily due to lower dividend payments (Rp350,000 million compared to Rp532,833 million in 2024). The Company's contribution to the state through income tax payments were recorded to Rp159,415 million. In addition, expenditures on Corporate Social Responsibility (CSR) programs increased by 17.33% to Rp5,535 million, reflecting PMT's continued commitment to community empowerment initiatives. As a result, economic value retained was positive at Rp131,748 million, in contrast to the deficit of Rp760,919 million recorded in 2024. This improvement reflects a stronger financial foundation and enhanced overall financial performance of the Company.

IMPLIKASI FINANSIAL SERTA RISIKO DAN PELUANG LAIN AKIBAT DARI PERUBAHAN IKLIM [GRI 201-2] [IFRS S2 Risk Management] [IFRS S2 Metrics and Targets]

Perubahan iklim merupakan tantangan multidimensi yang memberikan dampak signifikan terhadap stabilitas lingkungan, sosial, dan ekonomi. Bagi PMT, isu perubahan iklim tidak hanya dipandang sebagai persoalan lingkungan semata, tetapi juga memiliki implikasi strategis dan finansial yang berpotensi memengaruhi keberlanjutan usaha. Oleh karena itu, Perusahaan memandang penting untuk mengelola isu tersebut secara proaktif dan komprehensif melalui pendekatan berbasis risiko dan peluang yang terintegrasi dalam perencanaan jangka panjang.

Dalam kerangka komitmen terhadap keberlanjutan dan ketahanan bisnis, PMT telah mengintegrasikan aspek perubahan iklim ke dalam proses pengambilan keputusan strategis, manajemen risiko, serta tata kelola operasional. Upaya ini tidak hanya diarahkan untuk memitigasi potensi kerugian akibat dampak iklim ekstrem, tetapi juga untuk mengoptimalkan peluang dalam transisi menuju model bisnis yang lebih rendah emisi karbon dan efisien energi. Melalui pendekatan tersebut, Perusahaan berupaya memastikan bahwa seluruh aktivitas operasional tetap adaptif dan relevan di tengah dinamika perubahan iklim serta perkembangan kebijakan global.

FINANCIAL IMPLICATIONS AND OTHER RISKS AND OPPORTUNITIES RESULTING FROM CLIMATE CHANGE

[GRI 201-2] [IFRS S2 Risk Management] [IFRS S2 Metrics and Targets]

Climate change is a multidimensional challenge that has significant impacts on environmental, social, and economic stability. For PMT, climate change is not only an environmental issue but also carries strategic and financial implications that may affect business sustainability. Therefore, the Company considers it essential to manage this issue proactively and comprehensively through a risk- and opportunity-based approach integrated into long-term planning.

Within the framework of its commitment to sustainability and business resilience, PMT has integrated climate change aspects into its strategic decision-making, risk management, and operational governance. These efforts are aimed not only at mitigating potential losses from extreme climate disruptions but also at capturing opportunities from the transition toward a low-carbon and energy-efficient business model. Through this approach, the Company drives to ensure that all operational activities remain adaptive and relevant amidst the dynamics of climate change and global policy development.

Skala Eksposur Iklim PMT

Skala dan sebaran operasional PMT mendefinisikan *footprint* eksposur iklimnya. Dengan jaringan yang tersebar dari Sumatera hingga Papua, PMT menghadapi keragaman risiko fisik, antara lain banjir rob di pantai utara Jawa, gelombang tinggi di NTB, kenaikan muka air laut di pantai timur Sumatra, dalam satu portofolio operasional. Berikut ini, peta implikasi perubahan iklim yang dihadapi PMT:

PMT Climate Exposure Scale

The scale and spread of PMT operations defines its climate exposure footprint. With a network spread from Sumatra to Papua, PMT faces a variety of physical risks, including tidal floods on the north coast of Java, high waves in NTB, sea level rise on the east coast of Sumatra, in one operational portfolio. The following is a map of the implications of climate change facing PMT:

Peta Implikasi Perubahan Iklim terhadap PMT
Map of Implications of Climate Change for PMT

Kategori Risiko/ Peluang Risk/ Opportunity Category	**Deskripsi Risiko/ Peluang** Risk/Opportunity Description	**Potensi Dampak terhadap PMT** Potential Impact on PMT	**Potensi Dampak Finansial** Potential Financial Impact	**Pengelolaan Risiko dan Respons Strategis** Risk Management and Strategic Response
Risiko Fisik Physical Risk	Ancaman akibat perubahan lingkungan secara langsung, seperti kenaikan muka air laut, banjir pesisir, badai, dan cuaca ekstrem Threats from direct environmental change, such as sea level rise, coastal flooding, storms and extreme weather	Gangguan terhadap kegiatan operasional pelabuhan, kerusakan fasilitas, peningkatan biaya pemulihan, dan potensi keterlambatan layanan Disruption to port operations, damage to facilities, increased recovery costs and potential service delays	• Biaya pemulihan dan perbaikan infrastruktur akibat kerusakan cuaca ekstrem • Potensi kehilangan Pendapatan akibat *downtime* operasional • Costs of infrastructure • recovery and repair due to extreme weather damage • Potential loss of revenue due to operational downtime.	• Peningkatan infrastruktur Adaptif (peninggian dermaga, sistem *drainase)* • Penggunaan sistem peringatan dini dan pemantauan cuaca • Penyesuaian desain pelabuhan terhadap Risiko banjir dan kenaikan air laut • Improvement of adaptive infrastructure (dock elevation, drainage system) • Use of early warnin systems and weather monitoring • Adjustment of port design to flood and sea level rise risks

Peta Implikasi Perubahan Iklim terhadap PMT
Map of Implications of Climate Change for PMT

Kategori Risiko/ Peluang Risk/ Opportunity Category	Deskripsi Risiko/ Peluang Risk/Opportunity Description	Potensi Dampak terhadap PMT Potential Impact on PMT	Potensi Dampak Finansial Potential Financial Impact	Pengelolaan Risiko dan Respons Strategis Risk Management and Strategic Response
Risiko Transisi **Transition Risk**	Risiko yang timbul akibat perubahan menuju ekonomi rendah karbon, seperti regulasi baru, kebijakan fiskal karbon, atau tuntutan pasar Risks arising from shifts to a low-carbon economy, such as new regulations, carbon fiscal policies or market demands.	Kenaikan biaya kepatuhan, perlunya investasi teknologi hijau, risiko reputasi jika tidak selaras dengan ekspektasi keberlanjutan Increased compliance costs, need for green technology investments, reputational risks if not aligned with sustainability expectations	• Biaya implementasi sistem pengurangan emisi dan pelaporan ESG • Kewajiban pajak karbon atau biaya karbon potensial • Biaya pelatihan dan peningkatan kompetensi keberlanjutan • Costs of implementing emission reduction systems and ESG reporting • Potential carbon tax • liabilities or carbon • costs • Costs of training and • upgrading sustainability • competencies	• Pengembangan *roadmap* transisi energi dan digitalisasi pelabuhan • Pelaporan ESG secara berkala dan transparan • Edukasi internal dan pelibatan pemangku kepentingan terhadap arah transisi hijau • Development of energy transition roadmap and port digitalization • Regular and transparent ESG reporting • Internal education and stakeholder engagement on the direction of green transition
Peluang Strategis **Strategic Opportunities**	Peluang bisnis yang muncul dari respons terhadap perubahan iklim, seperti efisiensi energi, layanan ramah lingkungan, dan insentif dekarbonisasi Business opportunities arising from responses to climate change, such as energy efficiency, green services and decarbonization incentives	Peningkatan daya saing, penghematan biaya jangka panjang, peluang pendapatan dari layanan pelabuhan berkelanjutan dan digitalisasi Increased competitiveness, long-term cost savings, revenue opportunities from sustainable port services and digitalization	• Efisiensi biaya dari konversi energi dan otomasi layanan • potensi insentif pemerintah atau investor hijau • Pendapatan tambahan dari segmen layanan • ramah lingkungan • Cost efficiencies from energy conversion and service automation • Potential government or green investor incentives • Additional revenue from green service segments	• Implementasi program efisiensi energi dan pengurangan emisi operasional • Diversifikasi layanan berbasis keberlanjutan • Inovasi model bisnis berbasis teknologi digital dan rendah karbon • Implementation of energy efficiency programs and operational emission reduction • Diversification of sustainability-based services • Innovation of business models based on digital and low-carbon technology

Curah hujan tinggi dan angin kencang telah menjadi faktor nyata yang mempengaruhi kelancaran operasional di terminal dan pelabuhan PMT. Situasi tersebut mendorong penyesuaian operasional yang terukur, penghentian sementara aktivitas bongkar muat, penjadwalan ulang sandar kapal, serta pembatasan aktivitas lapangan demi menjaga aspek keselamatan dan keandalan layanan.

Dampaknya tidak berhenti pada produktivitas. Cuaca ekstrem juga meningkatkan risiko keselamatan kerja dan potensi kerusakan kargo, dua variabel yang dapat langsung berdampak pada biaya operasional dan kepercayaan pelanggan. Karena itu, langkah mitigasi diperkuat melalui penerapan prosedur HSSE yang ketat, pemantauan cuaca secara *real-time*, dan pengaturan operasional yang adaptif.

Cuaca Ekstrem sebagai Variabel Kinerja

Laporan Manajemen TW IV 2025 mendokumentasikan secara eksplisit bagaimana cuaca ekstrem telah menjadi variabel material dalam kinerja operasional.

Heavy rainfall and strong winds have become tangible factors affecting the smooth operation of PMT's terminals and ports. These conditions have necessitated measured operational adjustments, including the temporary suspension of loading and unloading activities, rescheduling of vessel berthing, and restrictions on field operations to maintain safety and service reliability.

The impacts extend beyond productivity. Extreme weather also increases occupational safety risks and the potential for cargo damage, two variables that can directly impact operational costs and customer confidence. Therefore, mitigation measures are strengthened through the implementation of strict HSSE procedures, real-time weather monitoring, and adaptive operational arrangements.

Extreme Weather as a Performance Variable

The Q4 2025 Management Report explicitly documents how extreme weather has become a material variable in operational performance.

Manifestasi Cuaca Ekstrem 2025 2025 Extreme Weather Manifestations	Lokasi/Konteks Location/Context	Dampak Operasional Operational Impacts
Force majore hujan dan banjir, kelangkaan bahan bakar (Desember 2025) Force majeure rain and flooding, fuel shortages (December 2025)	Multi-cabang — terdokumentasi pada laporan idle time TW IV Multi-branch — documented in the Q4 idle time report	Idle time melampaui target; produktivitas bongkar muat turun Idle time exceeded targets; loading and unloading productivity decreased
Faktor Cuaca Ekstrem dan Curah Hujan tinggi sepanjang 2025 Extreme Weather Factors and High Rainfall Throughout 2025	Cabang-cabang multipurpose Multipurpose branches	Penurunan throughput sebesar 15.525 TEUs di salah satu cabang Throughput decreased by 15,525 TEUs at one branch

Manifestasi Cuaca Ekstrem 2025 2025 Extreme Weather Manifestations	**Lokasi/Konteks** Location/Context	**Dampak Operasional** Operational Impacts
Berthing Working Time (BWT) bulan Desember 2025 Berthing Working Time (BWT) in December 2025	Cabang dengan tingkat eksposur cuaca tinggi Branches with high weather exposure	Perpanjangan masa sandar kapal & antrian sandar Extended berthing times and berthing queues
Pasang surut air laut yang kecil Low tides	Tanjungpandan (Bangka Belitung)	Mempengaruhi keluar-masuk kapal & jadwal sandar Affecting vessel arrival and departure times and berthing schedules
Force majore banjir dan cuaca ekstrem Force majeure flooding and extreme weather	Awal Desember 2025 yang mempengaruhi pelayanan terminal Early December 2025, affecting terminal services	Pelayanan B/M tertunda; perubahan jadwal kapal Delayed loading and unloading services; vessel schedule changes
Cuaca/alun, kerusakan alat internal Weather/land, internal equipment damage	Operasional *crane* & STS (*ship-to-ship*) Crane & STS (ship-to-ship) operations	Operasi B/M dibatasi hanya *shift* I; *throughput* turun Loading and Unloading operations limited to shift I; throughput decreased

Implikasi Materialitas Finansial Akibat Cuaca Ekstrem Sepanjang 2025

- Cuaca ekstrem turut menyebabkan trafik konsolidasi 2025 tidak mencapai RKAP, dengan realisasi sebesar 90,4% — setara dampak finansial sebesar Rp618,36 miliar.
- *Idle time* yang tinggi akibat cuaca menjadi penyebab tidak tercapainya KPI *Berthing Working Time*, yang berdampak langsung pada *billing time* dan *revenue* dengan estimasi kehilangan pendapatan sebesar Rp618,36 miliar.
- Sejumlah terminal telah beradaptasi melalui pipanisasi (curah cair) sehingga operasi tidak terpengaruh cuaca — sebuah indikator bahwa strategi adaptasi telah berjalan dan dengan total investasi sebesar Rp303,39 miliar.
- Risiko cuaca telah terintegrasi ke dalam perencanaan operasional dan kini menjadi variabel rutin yang dikelola oleh manajemen PMT.

Material Financial Implications of Extreme Weather Throughout 2025

- Extreme weather contributed to the 2025 consolidated traffic not achieving RKAP, with realization reaching 90.4% — equivalent to a financial impact of Rp618,35 billion.
- High idle time due to weather contributed to the failure to achieve Berthing Working Time KPI, which directly impacted billing time and revenue, with an estimated loss of Rp618,35 billion.
- Several terminals have adapted through pipelines (liquid bulk) to mitigate weather-related operations — an indicator that the adaptation strategy is working, with a total investment of Rp303.39 billion.
- Weather risk has been integrated into operational planning and is now a routine variable managed by PMT management.

Memastikan Ketangguhan Infrastruktur PMT terhadap Risiko Kenaikan Muka Air Laut

Kenaikan permukaan air laut telah mulai terasa di area operasional PMT. Beberapa aset PMT, terutama dermaga dan gudang di area lini I, memiliki elevasi yang pada kondisi pasang tinggi sudah bersinggungan atau berada di bawah permukaan air laut. Usia aset yang matang memperdalam eksposur ini. Respons yang telah berjalan adalah peninggian dermaga di beberapa lokasi, dengan pendekatan bertahap sesuai risiko sebagaimana dituangkan dibawah ini:

Ensuring PMT Infrastructure Resilience to Sea Level Rise Risks

Sea level rise has begun to be felt in PMT's operational areas. Several PMT assets, particularly piers and warehouses in the Line I area, have elevations that, at high tide, already touch or are below sea level. The aging of these assets exacerbates this exposure. The ongoing response has been to raise the piers in several locations, using a phased approach based on the risks outlined below:

ASET LINI I Line I Asset	**ELEVASI EKSISTING** Existing Elevation	**TERHADAP PASANG TINGGI RATA-RATA** Relative to Average High Tide Levels	**TERHADAP PROYEKSI 2030** Relative to 2030 Projections	**TERHADAP PROYEKSI 2050** Relative to 2050 Projections	**STATUS**
DERMAGA Dock	(dari MSL) (from MSL)	(aman) (safe)	(perlu peninggian) (requires elevation)	(perlu peninggian) (requires elevation)	▲
GUDANG Warehouse	(dari MSL) (from MSL)	(aman) (safe)	(perlu peninggian) (requires elevation)	(perlu peninggian) (requires elevation)	▲
FASILITAS LAIN (DI LUAR LINI I) Other Facilities (Outside Line I)	(dari MSL) (from MSL)	(aman) (safe)	(aman) (safe)	(aman) (safe)	✓

Pengelolaan Risiko Iklim

Pengelolaan risiko iklim dilaksanakan melalui kerangka manajemen risiko terintegrasi yang mengacu pada ISO 31000:2018. Risiko iklim diidentifikasi, diukur, dipantau, dan dikendalikan melalui mekanisme yang sama dengan risiko strategis dan operasional lainnya, dengan penekanan pada karakteristik lokasi pelabuhan, eksposur aset, kondisi cuaca, serta potensi gangguan terhadap layanan.

Climate Risk Management

Climate risk is managed through an integrated risk management framework based on ISO 31000:2018. Climate-related risks are identified, assessed, monitored, and controlled using the same mechanisms applied to other strategic and operational risks, with particular emphasis on port location characteristics, asset exposure, weather conditions, and the potential for service disruptions.

Tahapan Stages	**Aktivitas Utama** Main Activities	**Relevansi untuk Risiko Iklim** Relevance for climate risk
Identifikasi Identification	Evaluasi aktivitas operasional, asesmen pemangku kepentingan, dan pemantauan tren ESG/regulasi. Operational activity evaluation, stakeholder assessment, and ESG/regulatory trend monitoring.	Memetakan risiko fisik seperti banjir, cuaca ekstrem, dan kenaikan muka air laut, serta risiko transisi seperti regulasi emisi dan tuntutan pelaporan. Mapping physical risks such as flooding, extreme weather, and sea level rise, as well as transition risks such as emissions regulations and reporting requirements.
Pengukuran Measurement	Analisis kemungkinan dan dampak melalui matriks risiko. Assessment of likelihood and impact using a risk matrix	Menentukan risiko prioritas yang membutuhkan mitigasi, investasi, atau penguatan prosedur. Identifying priority risks that require mitigation, investment, or strengthened procedures.
Pemantauan Monitoring	Pelaporan internal, audit operasional, inspeksi lapangan, dan review oleh fungsi terkait. Internal reporting, operational audits, field inspections, and reviews by relevant functions	Melacak perubahan profil risiko, efektivitas pengendalian, serta kesiapan respons terhadap kondisi ekstrem. Monitoring changes in the risk profile, the effectiveness of control measures, and preparedness in responding to extreme conditions.
Pengendalian Controlling	Penerapan SOP, kesiapsiagaan darurat, peningkatan kapasitas SDM, dan investasi fasilitas. SOP implementation, emergency preparedness, HC capacity building, and facility investment.	Memperkuat ketahanan operasional, mencegah *downtime*, dan mengurangi potensi kerugian lingkungan maupun finansial. Enhancing operational resilience, preventing downtime, and reducing potential environmental and financial losses.

Strategi Iklim

Manajemen PMT memproyeksikan tiga vektor perubahan yang akan paling berdampak pada bisnis kepelabuhanan dalam lima tahun ke depan yang juga mencakup rencana investasi perusahaan.

Climate Strategy

PMT management projects three key vectors of change that are expected to have the most significant impact on the port business over the next five years, including the Company's investment plans.

Vektor Perubahan Vectors of Change	**Implikasi terhadap Bisnis PMT** Implications for PMT Business	**Respons Strategis** Strategic Response
Peningkatan frekuensi & intensitas cuaca ekstrem Increased frequency and intensity of extreme weather events	Gangguan aktivitas bongkar muat, peningkatan risiko K3, tekanan pada keandalan infrastruktur Disruption of loading and unloading activities, increased OHS risks, pressure on infrastructure reliability	Penguatan SOP, monitoring cuaca *real-time*, penjadwalan adaptif Strengthening SOPs, real-time weather monitoring, adaptive scheduling
Kenaikan muka air laut & perubahan pola iklim Sea level rise and changing climate patterns	Desain ulang fasilitas, peningkatan eksposur aset lini I, kebutuhan *capex* adaptasi Facility redesign, increased exposure to line I assets, need for adaptive capital expenditure	Peninggian dermaga & lapangan, penataan fasilitas Elevating docks and yards, and structuring facilities
Penguatan regulasi lingkungan: emisi, efisiensi energi, transparansi pelaporan Strengthening environmental regulations: emissions, energy efficiency, and reporting transparency	Kewajiban kepatuhan baru, tekanan pada biaya operasional, akses ke modal ESG-*linked* New compliance obligations, pressure on operating costs, access to ESG-linked capital	*Green Port*, ESG *Roadmap*, transisi rendah karbon Green Port, ESG Roadmap, and low-carbon transition

Respons Strategis PMT terhadap Risiko Iklim

ESG *Roadmap* PMT berpijak pada empat jangkar strategis yang berfungsi sebagai sistem nilai terintegrasi.

PMT Strategic Response to Climate Risk

PMT's ESG Roadmap is based on four strategic anchors that serve as an integrated value system.

1. Transisi Energi
Elektrifikasi peralatan kepelabuhanan untuk mengurangi ketergantungan pada BBM dan menurunkan emisi *Scope* 1.
1. Energy Transition
Electrification of port equipment to reduce dependence on fuel and lower emissions Scope 1.

2. Operasional Rendah Emisi
Pengembangan *On-Shore Power Supply* (OPS) untuk kapal saat sandar yang bertujuan untuk mengurangi emisi terbesar antara terminal dan armada pelayaran.
2. Low-Emission Operations
Development of On-Shore Power Supply (OPS) for vessels at berth, aimed at reducing emissions between the terminal and the shipping fleet.

3. Energi Terbarukan
Pemasangan panel surya di area operasional dan pembentukan kapasitas *on-site renewable* sebagai fondasi dekarbonisasi *Scope* 2.
3. Renewable Energy
Installation of solar panels in operational areas and the creation of on-site renewable capacity as the foundation for decarbonization of Scope 2.

4. Ketangguhan Aset
Peninggian fasilitas dan investasi infrastruktur adaptif dan memposisikan adaptasi sebagai variabel pengambilan keputusan investasi dan *CAPEX*, selain mendorong berbagai program HSSE.
4. Asset Resilience
Enhancing facilities and investing in adaptive infrastructure and positioning adaptation as a variable in investment and CAPEX decision-making, in addition to promoting various HSSE programs.

Investasi dan Inisiatif terkait Iklim

Pada tahun 2025, realisasi investasi konsolidasian Perusahaan mencapai Rp303,39 miliar. Dari portofolio tersebut, sejumlah program memiliki keterkaitan langsung maupun tidak langsung dengan agenda iklim, terutama melalui peningkatan ketahanan aset, modernisasi peralatan, efisiensi energi, digitalisasi proses, pengendalian pencemaran, serta pengurangan risiko tumpahan dan gangguan operasional akibat cuaca.

Climate-Related Investments and Initiatives

By 2025, the Company's consolidated investment realization reached Rp303.39 billion. Within this portfolio, several programs are directly and indirectly linked to the climate agenda, primarily through asset resilience enhancement, equipment modernization, energy efficiency, process digitalization, pollution control, and reducing the risk of spills and operational disruptions due to weather.

Program Programs	**Realisasi 2025 (Rp Juta)** 2025 Realization (Rp-million)	**Relevansi Iklim** Climate Relevance
Pekerjaan Jaring Penahan *Overspray* Overspray Retention Net Work	**3.245**	Pengendalian partikulat dan debu pada aktivitas operasional. Controlling particulate matter and dust in operational activities.
Pengadaan Sistem Pemadam Kebakaran *Branch* Dumai Procurement of Fire Extinguishing System for Dumai Branch	**1.169**	Penguatan ketahanan aset terhadap insiden kebakaran. Strengthening asset resilience to fire incidents.
Penataan dan Transformasi *Branch* Serah Operasi Tahap 2 Structure and Transformation of Branch Handover Operations Phase 2	**4.311**	Modernisasi aset dan efisiensi operasional. Asset modernization and operational efficiency.
Penataan dan Transformasi *Branch* Serah Operasi Tahap 3 Structure and Transformation of Branch Handover Operations Phase 3	**11.940**	Modernisasi aset dan efisiensi operasional. Asset modernization and operational efficiency.
Penataan dan Pengembangan Peralatan Pelabuhan PMT Structure and Development of PMT Port Equipment	**8.558**	Penataan menuju peralatan yang lebih efisien energi. Restructuring towards more energy-efficient equipment.
Pengadaan dan Optimalisasi Alat B/M PTP Procurement and Optimization of PTP Loading and unloading Equipment	**6.549**	Dukungan terhadap peralatan generasi lebih rendah emisi. Support for lower-emission generation equipment.
Pembelian HMC PIL Pelabuhan Kijing Purchase of HMC PIL for Kijing Port	**12.000**	Kandidat elektrifikasi dalam *roadmap* peralatan. Electrification candidates in the equipment roadmap.
Transformasi dan Digitalisasi PMT 2025 PMT 2025 Transformation and Digitalization	**19.743**	Efisiensi operasional melalui digitalisasi dan pengurangan proses manual. Operational efficiency through digitalization and reduced manual processes.
Pemenuhan Kebutuhan *Gate* dan PnC Transformasi *Branch* PMT Fulfillment of Gate and PnC Needs for PMT Branch Transformation	**46.222**	Modernisasi *gate operations* dan potensi penurunan emisi dari proses layanan. Modernizing gate operations and potential emission reductions from service processes.
Optimalisasi dan Pengembangan Peralatan Terminal Curah Kering Teluk Lamong Optimization and Development of Teluk Lamong Dry Bulk Terminal Equipment	**20.898**	Efisiensi operasi dan potensi pengurangan emisi. Operational efficiency and potential emission reductions.
Pembangunan Perpipaan BBM Pelabuhan Benoa Construction of Benoa Port Fuel Pipelines	**44.908**	Pipanisasi yang memperkuat keandalan layanan dan mengurangi risiko tumpahan. Pipelines that strengthen service reliability and reduce the risk of spills.
Penyiapan Fasilitas Pemindahan Terminal LNG ke AP II BMTH Preparation of Facilities for Transferring the LNG Terminal to AP II BMTH	**84.852**	Dukungan terhadap pengembangan terminal energi yang lebih rendah karbon. Support for the development of lower-carbon energy terminals.

Pada tahun 2025, Perseroan merealisasikan belanja modal sebesar Rp303,4 miliar, dengan sekitar Rp264,4 miliar atau sekitar 87% dialokasikan pada inisiatif yang berkaitan langsung maupun tidak langsung dengan agenda iklim. Alokasi ini mencerminkan bahwa penguatan kapasitas operasional, modernisasi aset, dan peningkatan efisiensi juga menjadi bagian penting dari strategi ketahanan dan transisi Perseroan.

Salah satu contoh utama adalah investasi pipanisasi BBM di Pelabuhan Benoa senilai Rp44,9 miliar. Inisiatif ini mendukung aspek adaptasi iklim karena distribusi melalui pipa lebih terlindungi dari gangguan cuaca dibandingkan metode konvensional, sekaligus membantu menurunkan risiko tumpahan dan meningkatkan keandalan operasional.

Selain itu, investasi Transformasi Digital sebesar Rp19,7 miliar memberikan dual benefit, yakni. digitalisasi proses bisnis mendorong efisiensi konsumsi listrik di area perkantoran, meningkatkan produktivitas, serta mendukung pengurangan penggunaan kertas yang berkontribusi pada penurunan emisi di sepanjang rantai nilai.

Pengungkapan Anggaran dan Inisiatif Iklim — RKM 2025

Sebagai pelengkap pilar *Strategy* dan *Metrics* & *Targets* IFRS S2, PMT mengungkapkan portofolio Rencana Kerja Manajemen (RKM) 2025 secara penuh transparan: 131 RKM dengan total anggaran Rp 341,1 miliar (*Capex* Rp 296,8 miliar; *Opex* Rp 44,3 miliar). Dari portofolio ini, 59 RKM (45%) dengan alokasi Rp 173,8 miliar (51% dari total anggaran) teridentifikasi memiliki keterkaitan langsung maupun tidak langsung dengan agenda iklim — mencerminkan integrasi pertimbangan iklim yang sudah meluas dalam keputusan bisnis.

In 2025, the Company realized capital expenditures amounting to Rp303.4 billion, with approximately Rp264.4 billion, or around 87%, was allocated to initiatives directly or indirectly related to the climate agenda. This allocation reflects the Company's recognition that strengthening operational capacity, modernizing assets, and improving efficiency are integral components of its resilience and transition strategy.

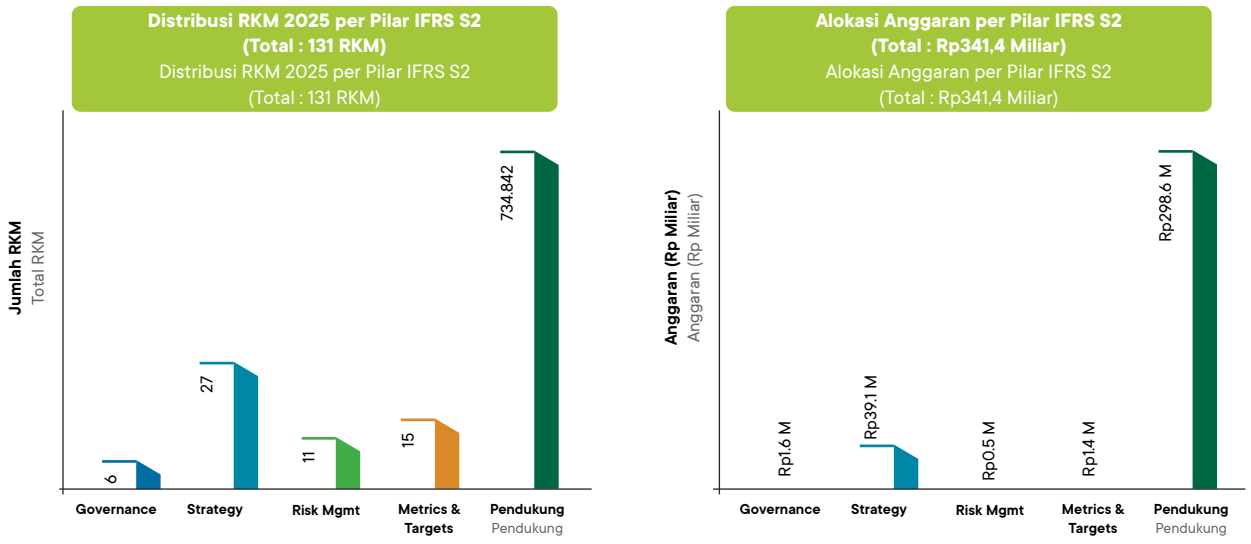
One of the main examples is fuel pipeline infrastructure investment at Benoa Port, valued at Rp44.9 billion. This initiative supports climate adaptation efforts, as fuel distribution through pipelines is less vulnerable to weather-related disruptions than conventional transportation methods, as well as helps reduce spill risks and enhance operational reliability.

In addition, Digital Transformation investment of Rp19.7 billion delivers dual benefits. Digitalization of business processes improves electricity efficiency in office operations, enhances productivity, and supports the reduction of paper consumption, thereby contributing to lower emissions across the value chain.

Climate Budget and Initiative Disclosure — 2025 RKM

As a complement to Strategy and Metrics & Targets pillars of IFRS S2, PMT fully discloses its 2025 Management Work Plan (RKM) portfolio: 131 RKMs with a total budget of Rp341.1 billion (Capex Rp296.8 billion; Opex Rp44.3 billion). Of this portfolio, 59 RKMs (45%) with an allocation of Rp173.8 billion (51% of the total budget) are identified as having direct or indirect links to the climate agenda—reflecting the widespread integration of climate considerations into business decisions.

Distribusi RKM 2025 per Pilar IFRS S2
Distribution of 2025 RKM per IFRS S2 Pillar



Gambar — Distribusi RKM 2025 per Pilar IFRS S2 (Total 131 RKM, Rp 341,1 Miliar)
Picture - Distribution of 2025 RKM per IFRS S2 Pillar (Total 131 RKM, Rp341.1 billion)

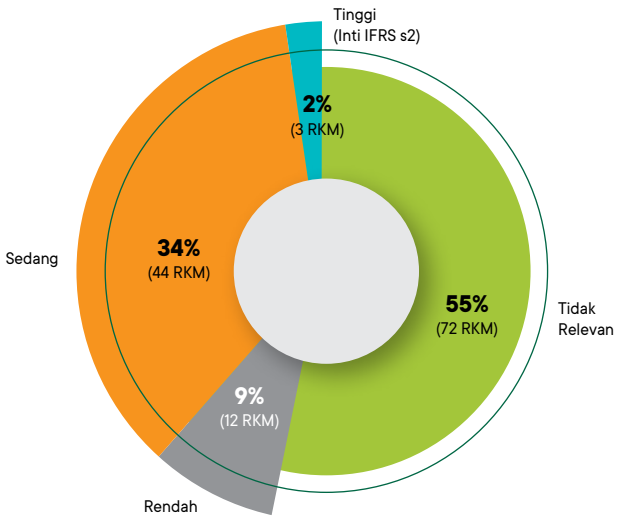
Pemetaan RKM 2025 ke pilar IFRS S2 menunjukkan kerangka tata kelola dan strategi yang sudah dibentuk: 27 RKM (Rp 39,1 M) berada pada pilar Strategy, termasuk pengembangan ESG, pelaporan keberlanjutan, dan pengembangan infrastruktur pelabuhan; 11 RKM pada Risk Management mendukung penguatan budaya risiko (RMI) dan asesmen risiko operasional; 15 RKM pada Metrics & Targets mendukung pengukuran kinerja keberlanjutan dan pelaporan berkala; serta 6 RKM pada Governance untuk penguatan struktur tata kelola dan mekanisme pengawasan.

Mapping 2025 RKM to IFRS S2 pillar shows the established governance and strategy framework: 27 RKM (Rp39.1 billion) are in Strategy pillar, including ESG development, sustainability reporting, and port infrastructure development; 11 RKM in Risk Management support strengthening risk culture (RMI) and operational risk assessment; 15 RKM in Metrics & Targets support sustainability performance measurement and periodic reporting; and 6 RKM in Governance for strengthening governance structures and oversight mechanisms.

Relevansi Iklim — Konsolidasi RKM 2025

Climate Relevance – 2025 RKM Consolidation

Relevansi Iklim RKM 2025 - Konsolidasi PMT
59 dari 131 RKM (45%) terkait iklim. Anggaram Rp173,8 Miliar (51%)
Climate Relevance of 2025 Work Plans - Consolidated PMT 59 of 131 RKM (45%) are climate-related.
Budget Rp173.8 billion (51%)



Top 10 RKM Prioritas Iklim 2025

Sepuluh inisiatif berikut merepresentasikan konsentrasi anggaran tertinggi pada portofolio RKM 2025 yang relevan dengan agenda iklim yang berfokus pada pengembangan terminal, modernisasi peralatan, dan optimalisasi operasi yang mendukung efisiensi dan kesiapan transisi rendah karbon.

Top 10 Climate Priority RKM in 2025

The following ten initiatives represent the highest budget concentrations in 2025 RKM portfolio relevant to climate agenda, focusing on terminal development, equipment modernization, and operational optimization to support efficiency and readiness for the low-carbon transition.

No	**Judul RKM** Title of RKM	**Pilar IFRS S2** IFRS S2 Pillars	**Anggaran (Rp Juta)** Budget (Rp-million)
1	Penyiapan fasilitas pemindahan Terminal LNG ke AP II BMTH Preparation of LNG Terminal Transfer Facilities to AP II BMTH	*Strategy*	86.607
2	Pengembangan terminal curah kering Batubara di Bengkulu Development of a Coal Dry Bulk Terminal in Bengkulu	*Strategy*	26.000
3	Penataan Fasilitas untuk Optimasi operasi terminal Facility Arrangement to Optimize Terminal Operations	*Strategy*	20.000
4	Perbaikan Berat Peralatan Pelabuhan PMT Heavy Repairs to PMT Port Equipment	*Strategy*	12.500
5	Pembangunan Terminal LPG Makassar Development of Makassar LPG Terminal	*Strategy*	11.491
6	Pemilihan Mitra Strategis untuk Pengembangan Pasar Selection of Strategic Partners for Market Development	*Strategy*	3.000
7	Optimalisasi Program Magang Optimization of Internship Program	*Strategy*	1.800
8	Penyiapan Infrastruktur IT pada Kegiatan Ro-Ro IT Infrastructure Preparation for Ro-Ro Activities	*Strategy*	1.000
9	*Assessment* Pengoperasian HMC/HPC Terminal Assessment of HMC/HPC Terminal Operations	*Strategy*	800
10	Inisiatif Transisi ESG & Pelaporan Keberlanjutan ESG Transition Initiatives & Sustainability Reporting	*Strategy*	450

Catatan: Klasifikasi RKM ke pilar IFRS S2 dilakukan secara semi-otomatis berbasis kata kunci pada Judul, Deskripsi, dan Inisiatif Strategis dan akan divalidasi manual oleh tim ESG/*Sustainability* sebelum digunakan sebagai pengungkapan resmi. Top 10 disusun berdasarkan alokasi anggaran terbesar pada RKM dengan relevansi iklim Tinggi/Sedang.
Note: The classification of RKM to IFRS S2 pillar is semi-automated based on keywords in Title, Description, and Strategic Initiatives and will be manually validated by ESG/Sustainability team before being used as official disclosures. The Top 10 are compiled based on the largest budget allocations to RKM with High/Medium climate relevance.

BANTUAN FINANSIAL DARI PEMERINTAH [GRI 201-4]

Financial Assistance from Government [GRI 201-4]

Sepanjang tahun 2025, Perusahaan tidak memperoleh dukungan pendanaan dari Pemerintah, baik yang berkaitan dengan kegiatan operasional maupun aktivitas di luar operasional.

Throughout 2025, the Company did not receive any funding support from the Government, either related to operational activities or non-operational activities.

PENGELOLAAN PAJAK

Tax Management

Pajak atau perpajakan merupakan bagian dari praktik bisnis yang bertanggung jawab serta instrumen kontribusi Perusahaan terhadap percepatan pembangunan ekonomi nasional. Pengelolaan pajak yang tepat memberikan dampak positif melalui kontribusi fiskal kepada negara, sedangkan ketidakpatuhan, kesalahan pelaporan, perbedaan interpretasi regulasi, atau sengketa perpajakan berpotensi menimbulkan dampak finansial, hukum, dan reputasi bagi Perusahaan. Oleh karena itu, PMT menerapkan pendekatan perpajakan yang berlandaskan integritas, transparansi, kehati-hatian, dan kepatuhan terhadap ketentuan yang berlaku.

Taxation forms an integral part of responsible business practices and serves as one of the Company's means of contributing to the acceleration of national economic development. Sound tax management generates positive impacts through fiscal contributions to the state, while non-compliance, reporting errors, differences in regulatory interpretation, or tax disputes may result in financial, legal, and reputational impacts on the Company. Accordingly, PMT adopts a tax approach founded on integrity, transparency, prudence, and compliance with applicable laws and regulations.

Kepatuhan tersebut diwujudkan melalui pemenuhan kewajiban perpajakan sesuai dengan ketentuan peraturan perundang-undangan, baik dalam penghitungan, pembayaran, maupun pelaporan pajak. PMT juga secara berkala menjalani pemeriksaan oleh Direktorat Jenderal Pajak (DJP) sesuai dengan kewenangan otoritas perpajakan. Proses pemeriksaan tersebut turut menjadi bagian dari mekanisme eksternal untuk menguji pemenuhan kewajiban perpajakan Perusahaan serta memberikan ruang bagi klarifikasi dan tindak lanjut apabila terdapat hal-hal yang memerlukan penyesuaian.

This compliance is reflected in the fulfillment of tax obligations in accordance with prevailing laws and regulations, including the calculation, payment, and reporting of taxes. PMT also periodically undergoes tax examinations conducted by the Directorate General of Taxes (DGT) in accordance with the authority of the tax administration. Such examinations form part of the external mechanisms for reviewing the Company's fulfillment of its tax obligations and provide a basis for clarification and follow-up where adjustments may be required.

Tanggung jawab pengawasan perpajakan berada dalam koordinasi Direksi dengan dukungan fungsi keuangan dan perpajakan, akuntansi, hukum, audit internal, serta manajemen risiko. Setiap aktivitas yang memiliki implikasi fiskal melalui proses validasi internal dan didukung dokumentasi, sistem ERP, pengawasan pejabat berwenang, serta peninjauan berkala. Risiko perpajakan diintegrasikan dalam risk register korporat dan dipantau oleh Komite Manajemen Risiko, dengan langkah mitigasi berupa penguatan kompetensi, konsultasi teknis dengan pihak eksternal, digitalisasi sistem pelaporan, dan pengawasan berlapis.

Oversight of tax matters is coordinated by the Board of Directors, supported by the finance and tax, accounting, legal, internal audit, and risk management functions. Activities with tax implications are subject to internal validation processes and supported by appropriate documentation, the Enterprise Resource Planning (ERP) system, oversight by authorized personnel, and periodic reviews. Tax risks are integrated into the corporate risk register and monitored by the Risk Management Committee. Mitigation measures include strengthening internal competencies, engaging external parties for technical consultation, digitalizing reporting systems, and implementing multiple layers of oversight.

Efektivitas pengendalian dievaluasi melalui forum manajemen, audit internal tahunan, verifikasi data, dan pemeriksaan auditor eksternal. Selain mekanisme tersebut, hasil pemeriksaan yang dilakukan oleh DJP, apabila terdapat pemeriksaan pada periode terkait, menjadi salah satu masukan bagi Perusahaan dalam mengevaluasi kepatuhan, ketepatan pemenuhan kewajiban perpajakan, serta efektivitas pengendalian internal di bidang perpajakan. PMT juga menyediakan WBS untuk penyampaian dugaan pelanggaran serta menjalin komunikasi dengan otoritas pajak melalui pelaporan, konsultasi, klarifikasi transaksi material, dan forum terkait kebijakan perpajakan. Informasi dan perkembangan regulasi yang diperoleh dari proses tersebut menjadi masukan dalam pemutakhiran pengelolaan risiko, pemenuhan kewajiban, serta peningkatan kapasitas internal. [GRI 3-3]

The effectiveness of tax controls is evaluated through management forums, annual internal audits, data verification, and reviews by external auditors. PMT also provides the Whistleblowing System (WBS) as a channel for reporting suspected violations and maintains communication with tax authorities through tax filings, consultations, clarification of material transactions, and forums related to tax policies. Information obtained from these processes, together with developments in tax regulations, serves as input for updating risk management practices, strengthening compliance with tax obligations, and enhancing internal capacity. [GRI 3-3]

Strategi Pajak yang Terintegrasi dengan Arah Usaha [GRI 207-1]

PMT mengimplementasikan strategi perpajakan yang sejalan dengan arah strategis Pelindo Grup serta tujuan jangka panjang Perusahaan dalam mendukung integrasi logistik nasional. Strategi ini menitikberatkan pada optimalisasi pemenuhan kewajiban perpajakan melalui perencanaan fiskal yang pruden serta kepatuhan penuh terhadap ketentuan perpajakan yang berlaku di Indonesia. Perusahaan tidak melakukan praktik penghindaran pajak dalam bentuk apa pun dan menghindari penggunaan struktur transaksi yang tidak mencerminkan substansi ekonomi yang sebenarnya.

Selain itu, strategi perpajakan Perusahaan juga berfungsi sebagai instrumen mitigasi risiko sekaligus menjaga reputasi di tengah meningkatnya ekspektasi pemangku kepentingan terhadap praktik bisnis yang etis dan bertanggung jawab. Meskipun dokumen strategi perpajakan tidak dipublikasikan secara terbuka, prinsip-prinsip yang diterapkan bersifat preventif, transparan, serta selaras dengan praktik terbaik korporasi yang diterapkan oleh induk usaha.

Tata Kelola dan Peninjauan Strategi Pajak

Tanggung jawab atas penelaahan dan pengawasan strategi perpajakan berada di bawah kewenangan Direksi, yang dilaksanakan melalui koordinasi lintas fungsi, khususnya Divisi Keuangan, Divisi Akuntansi, dan Divisi Manajemen Risiko. Evaluasi terhadap pendekatan perpajakan dilakukan secara berkala, sekurang-kurangnya satu kali dalam setahun, serta diperbarui apabila terdapat perubahan signifikan dalam regulasi fiskal nasional maupun dinamika usaha yang berimplikasi pada struktur dan kewajiban perpajakan PMT.

Dalam pelaksanaannya, Perusahaan menjunjung tinggi prinsip transparansi dalam pemenuhan kewajiban perpajakan, serta menerapkan mekanisme peninjauan internal untuk memastikan bahwa seluruh proses pelaporan, pembayaran, dan dokumentasi perpajakan dilaksanakan secara akurat, tepat waktu, dan sesuai dengan ketentuan yang ditetapkan oleh otoritas perpajakan.

Pendekatan Kepatuhan terhadap Regulasi

Dalam konteks kepatuhan, PMT berkomitmen untuk menjaga integritas dan konsistensi dalam pemenuhan seluruh kewajiban perpajakan. Perusahaan menerapkan prinsip *voluntary compliance* dengan memastikan bahwa setiap transaksi memiliki dasar hukum yang jelas, terdokumentasi secara memadai, serta tercermin secara akurat dalam laporan keuangan. Pengelolaan perpajakan dilaksanakan secara terdesentralisasi namun tetap terkoordinasi secara konsolidatif, mengingat PMT mengoperasikan sejumlah entitas anak dan unit layanan terminal di berbagai wilayah dengan karakteristik fiskal yang beragam.

Selain itu, Perusahaan secara aktif menjalin komunikasi yang konstruktif dengan otoritas perpajakan, antara lain melalui pelaporan berkala, penyampaian klarifikasi atas transaksi material, serta partisipasi dalam forum industri. Upaya ini dilakukan untuk mendukung terciptanya kebijakan fiskal yang adaptif dan selaras dengan kebutuhan sektor kepelabuhanan.

Kontribusi terhadap Pembangunan Berkelanjutan

PMT memandang bahwa kontribusi fiskal tidak hanya terbatas pada pemenuhan kewajiban administratif, tetapi juga merupakan bagian dari tanggung jawab sosial Perusahaan kepada negara dan masyarakat. Oleh

Tax Strategy Integrated with Business Direction [GRI 207-1]

PMT implements a tax strategy that is aligned with the strategic direction of Pelindo Group and the Company's long-term goals in supporting national logistics integration. This strategy focuses on optimizing the fulfillment of tax obligations through prudent fiscal planning and full compliance with applicable tax regulations in Indonesia. The Company does not engage in any form of tax avoidance practices and avoids transaction structures that do not reflect actual economic substance.

Furthermore, The Company's tax strategy also serves as a risk mitigation instrument while maintaning reputation amidst increasing stakeholder expectations for ethical and responsible business practices. Although the tax strategy document is not published publicly, the main principles applied are preventive, transparent, and aligned with the parent company's best corporate practices.

Tax Strategy Governance and Review

Responsibility for reviewing and supervising the tax strategy is under the authority of Board of Directors, through cross-function coordination, especially Finance Division, Accounting Division, and Risk Management Division. Evaluation of tax approach is carried out periodically, at least once a year, and is updated if there are significant changes in national fiscal provisions or business dynamics that impact PMT's tax structure and obligations.

In its implementation, the Company upholds the principle of transparency in fulfilling tax obligations, and implements an internal review mechanism to ensure that all tax reporting, payment and documentation processes are carried out accurately, on time, and in accordance with the provisions stipulated by the tax authorities.

Compliance to Regulation Approach

In the context of compliance, PMT is committed to maintaining integrity and consistency in fulfilling all tax obligations. The Company implements the principle of voluntary compliance, by ensuring that every transactions have a legitimate basis, are adequately documented, and are accurately reflected in the financial statements. Tax management is carried out in a decentralized but consolidated manner, considering that PMT operates a number of subsidiaries and terminal service units in various regions, each of which has its own fiscal characteristics.

Furthermore, the Company also actively maintains constructive communication with the tax authorities, including through periodic reporting, clarification of material transactions, and participation in industry forums. These efforts are undertaken to support the creation of an adaptive fiscal policy aligned with the needs of port sector.

Contribution to Sustainable Development

PMT views that fiscal contribution is not merely fulfilling administrative obligations, but also a as part of corporate social responsibility towards the state and society. Therefore, the Company's tax approach is designed

karena itu, pendekatan perpajakan yang diterapkan dirancang untuk mendukung agenda keberlanjutan yang lebih luas, termasuk pencapaian Tujuan Pembangunan Berkelanjutan (TPB/SDGs), khususnya tujuan ke-8 (Pekerjaan Layak dan Pertumbuhan Ekonomi), ke-9 (Industri, Inovasi dan Infrastruktur), serta ke-16 (Institusi yang Kuat dan Transparan).

Dengan memastikan seluruh kewajiban perpajakan dilaksanakan secara jujur, akurat, dan bertanggung jawab, PMT berupaya menjaga keseimbangan antara kinerja usaha dan kontribusi kepada negara, sekaligus memperkuat posisinya sebagai mitra strategis pemerintah dalam pembangunan infrastruktur maritim yang berkelanjutan.

Tata Kelola, Pengendalian Dan Manajemen Risiko Pajak [GRI 207-2]

PMT menempatkan tata kelola perpajakan sebagai salah satu elemen krusial dalam sistem pengendalian internal dan manajemen risiko Perusahaan. Pendekatan yang diterapkan dalam pengelolaan dan pengendalian perpajakan dirancang untuk memastikan bahwa seluruh kewajiban perpajakan dipenuhi secara akurat, tepat waktu, serta sesuai dengan ketentuan yang berlaku, selaras dengan prinsip integritas, akuntabilitas, dan transparansi yang dijunjung tinggi oleh Perusahaan.

Struktur Pengawasan dan Penanggung Jawab

Tanggung jawab atas pemenuhan kewajiban perpajakan berada di bawah koordinasi Direksi, dengan pelaksanaan pengawasan sehari-hari dilakukan oleh Unit Pengelola Keuangan dan Perpajakan, serta didukung oleh koordinasi yang erat dengan fungsi hukum, audit internal, dan manajemen risiko. Penetapan strategi, kebijakan, serta evaluasi risiko perpajakan dilaksanakan secara kolektif melalui mekanisme rapat koordinasi lintas unit strategis.

Secara struktural, pendekatan perpajakan telah terintegrasi dalam sistem pengelolaan keuangan dan tata kelola Perusahaan secara menyeluruh. Setiap aktivitas bisnis yang memiliki implikasi fiskal wajib melalui proses validasi internal guna memastikan kesesuaian dengan ketentuan perpajakan serta ketersediaan dokumentasi pendukung yang memadai. Pengendalian tersebut didukung oleh pemanfaatan sistem ERP, pengawasan langsung oleh pejabat berwenang, serta peninjauan berkala dalam siklus pelaporan keuangan.

Manajemen Risiko Pajak

PMT menerapkan pendekatan kehati-hatian dalam pengelolaan risiko perpajakan dengan memastikan bahwa setiap potensi risiko dapat diidentifikasi sejak dini melalui mekanisme *early warning system* dan *compliance review*. Risiko perpajakan, termasuk yang berkaitan dengan perbedaan interpretasi regulasi, keterlambatan pelaporan, maupun potensi sengketa fiskal, diintegrasikan ke dalam *risk register* korporat dan dipantau secara berkala oleh Komite Manajemen Risiko.

Upaya penanganan risiko tersebut dilakukan melalui:

1. Penguatan kapasitas tim internal terkait peraturan perpajakan terkini;
2. Konsultasi berkala dengan konsultan pajak eksternal untuk isu-isu teknis;
3. Penggunaan sistem pelaporan yang terdigitalisasi untuk mengurangi kesalahan administratif;
4. Pengawasan berlapis oleh unit akuntansi dan audit internal.

to support the broader sustainability agenda, including in achieving Sustainable Development Goals (SDGs), specifically goals 8 (Decent Work and Economic Growth), 9 (Industry, Innovation and Infrastructure), and 16 (Strong and Transparent Institutions).

By ensuring that all tax obligations are carried out honestly, accurately, and responsibly, PMT strives to maintain a balance between business performance and contribution to the state, while strengthening its position as a strategic partner for the government in sustainable maritime Infrastructure development.

Tax Governance, Control and Risk Management [GRI 207-2]

PMT places tax governance as a crucial element In the Company's internal control and risk management system. The approach applied in tax management and control is designed to ensure that all tax obligations are fulfilled accurately, on time, and in accordance with applicable regulations, in line with the principles of integrity, accountability, and transparency that the Company upholds.

Supervisory and Responsibility Structure

Responsibility for fulfilling tax obligations falls under coordination of Board of Directors, with day-to-day oversight carried out by Financial Management and Tax Units, supported by close coordination with legal, internal audit, and risk management functions. The determination of tax strategies, policies, and risk evaluations are carried out collectively through coordination meetings across strategic units.

Structurally, the tax approach has been integrated into the Company's overall financial management and governance system. Every business activity with fiscal implications is required to undergo an internal validation process to ensure compliance with tax regulations and the availability of adequate supporting documentation. This control is supported by the use of an ERP system, direct supervision by authorized officials, and periodic reviews throughout the financial reporting cycle.

Tax Risk Management

PMT applies a prudent approach to tax risk management by ensuring that any potential risks are identified early through an early warning system and compliance review mechanisms. Tax risks, including those related to differing regulatory interpretations, reporting delays, and potential fiscal disputes, are integrated into the corporate risk register and regularly monitored by the Risk Management Committee.

These risk management efforts are carried out through:

1. Strengthening the capacity of internal team regarding the latest tax regulations
2. Regular consultation with external tax consultants for technical issues
3. Use of a digitalized reporting system to reduce administrative error.
4. Layered supervision by accounting and internal audit units

Evaluasi atas efektivitas pengendalian kepatuhan perpajakan serta pelaksanaan strategi perpajakan dilakukan secara berkala melalui forum manajemen dan kegiatan audit internal tahunan. Setiap temuan yang bersifat strategis atau memiliki dampak material disampaikan kepada Direksi, dan apabila relevan, juga dilaporkan kepada Dewan Pengawas melalui mekanisme tata kelola di tingkat induk Perusahaan.

Mekanisme Pelaporan atas Integritas Pajak

PMT menyediakan saluran pelaporan melalui sistem *Whistleblowing System* (WBS) yang dikelola secara independen sebagai sarana penyampaian dugaan pelanggaran. Mekanisme ini memungkinkan seluruh insan Perusahaan maupun pihak eksternal untuk melaporkan perilaku yang tidak sesuai, termasuk potensi pelanggaran di bidang perpajakan. Ketentuan terkait tata cara pelaporan diatur dalam Kebijakan WBS dan Pedoman Etika Perusahaan, selaras dengan pengungkapan GRI 2-26. Setiap laporan yang diterima akan diproses oleh unit berwenang dengan menjamin kerahasiaan, perlindungan terhadap pelapor, serta penerapan prinsip objektivitas dalam penanganannya.

Proses Penjaminan Pengungkapan Pajak

Dalam rangka menjamin akurasi dan reliabilitas informasi yang diungkapkan, seluruh data perpajakan yang disajikan dalam laporan keberlanjutan maupun laporan keuangan PMT telah melalui tahapan verifikasi internal serta diaudit oleh pihak independen. Aspek perpajakan juga termasuk dalam cakupan pemeriksaan auditor eksternal yang dilakukan secara tahunan. Proses ini dilaksanakan dengan mengedepankan prinsip transparansi dan dapat ditelusuri melalui laporan keuangan tahunan yang telah diaudit, sebagaimana mengacu pada GRI 2-5. Selain itu, apabila diperlukan, PMT juga menyediakan dokumen pendukung tambahan sebagai bentuk komitmen keterbukaan informasi kepada pemangku kepentingan terkait.

Keterlibatan Pemangku Kepentingan dalam Isu Perpajakan [GRI 207-3]

PMT memandang bahwa aspek perpajakan tidak semata merupakan isu teknis keuangan, tetapi juga merupakan bagian integral dari praktik bisnis yang bertanggung jawab serta faktor penting dalam membangun dan menjaga kepercayaan pemangku kepentingan. Oleh karena itu, Perusahaan secara aktif melibatkan pemangku kepentingan dalam konteks perpajakan, baik untuk memastikan kepatuhan terhadap regulasi yang berlaku maupun sebagai wujud akuntabilitas sosial atas kontribusi fiskal yang diberikan.

Interaksi dengan Otoritas Pajak

PMT membangun hubungan kerja yang profesional dan transparan dengan Direktorat Jenderal Pajak serta otoritas fiskal terkait lainnya. Dalam implementasinya, Perusahaan:

1. Menyampaikan laporan dan dokumen perpajakan secara tepat waktu dan sesuai dengan format yang disyaratkan;
2. Berpartisipasi dalam forum atau konsultasi yang diselenggarakan oleh pemerintah terkait perubahan kebijakan perpajakan, khususnya yang berdampak pada sektor logistik dan kepelabuhanan;
3. Memberikan klarifikasi atau tanggapan atas permintaan informasi secara kooperatif dan transparan.

Evaluation of the effectiveness of tax compliance controls and implementation of tax strategies is conducted periodically through management forums and annual internal audits. Any findings of a strategic nature or material impact are reported to Board of Directors and, where relevant, to Supervisory Board through the parent company's governance mechanisms.

Tax Integrity Reporting Mechanism

PMT provides a reporting channel through an independently managed Whistleblowing System (WBS) as a means of submitting alleged violations. This mechanism allows all company personnel and external parties to report inappropriate behavior, including potential tax violations. Provisions regarding reporting procedures are regulated in WBS Policy and the Company's Code of Conduct, in line with GRI 2-26 disclosure. Every report received will be processed by the authorized unit, ensuring confidentiality, protection of the reporter, and application of the principle of objectivity in handling it.

Tax Disclosure Assurance Process

To ensure the accuracy and reliability of information disclosed, all tax data presented in sustainability report and PMT financial statements have undergone internal verification and been audited by an independent party. Tax aspects are also included in the scope of annual external auditor audit. This process is implemented with transparency as the principle and can be traced through audited annual financial statements, as referred to in GRI 2-5. Furthermore, when necessary, PMT also provides additional supporting documents as a commitment to information transparency to relevant stakeholders.

Stakeholder Engagement on Tax Issues [GRI 207-3]

PMT views taxation aspect as not merely a technical financial issue, but also an integral part of responsible business practices and a crucial factor in building and maintaining stakeholder trust. Therefore, the Company actively engages stakeholders in tax context, both to ensure compliance with applicable regulations and as a form of social accountability for its fiscal contributions.

Interaction with Tax Authorities

PMT establishes professional and open relationships with Directorate General of Taxes and other fiscal authorities. In its implementation, the Company:

1. Submits tax reports and documents in a timely manner and in accordance with the required format;
2. Participates in forums or consultations organized by the government regarding changes in tax policies, especially those that impact the logistics and port sectors;
3. Provides clarification or responses to requests for information in a cooperative and transparent manner.

Pendekatan ini mencerminkan komitmen PMT dalam memenuhi kewajiban fiskal secara bertanggung jawab sekaligus menjaga kepatuhan terhadap ketentuan hukum yang berlaku.

Dalam konteks keterlibatan pemangku kepentingan internal, aspek perpajakan dibahas secara berkala melalui forum koordinasi lintas unit, termasuk dalam proses penyusunan anggaran, perencanaan investasi, serta evaluasi risiko. Tim keuangan dan akuntansi secara aktif menyampaikan pembaruan informasi kepada Direksi dan unit terkait, khususnya apabila terdapat perubahan regulasi yang berdampak signifikan terhadap operasional dan strategi fiskal Perusahaan.

Selain itu, PMT juga mendorong peningkatan pemahaman terhadap isu perpajakan melalui:
1. Pelatihan dan sosialisasi internal mengenai regulasi pajak terbaru;
2. Integrasi aspek pajak dalam risk register dan proses manajemen risiko.

Dalam lingkup yang lebih luas, keterlibatan PMT dengan pemangku kepentingan eksternal diwujudkan melalui penyampaian kontribusi fiskal dalam laporan keuangan dan laporan keberlanjutan. Langkah ini dilakukan untuk meningkatkan transparansi serta memenuhi ekspektasi pemangku kepentingan terkait akuntabilitas fiskal Perusahaan.

Selain itu, dalam kerangka Pelindo Grup, PMT turut mendukung upaya konsolidasi fiskal dan penguatan tata kelola perpajakan yang terintegrasi di tingkat induk usaha. Dukungan tersebut mencakup keterlibatan dengan instansi pemerintah, asosiasi industri kepelabuhanan, serta lembaga audit yang melakukan evaluasi terhadap aspek tata kelola dan keberlanjutan.

Pelaporan Pajak per Negara [GRI 207-4]

PMT merupakan entitas usaha domestik yang seluruh aktivitas operasional, keuangan, dan perpajakannya berada dalam yurisdiksi Republik Indonesia. Perusahaan tidak memiliki entitas anak, kantor cabang, maupun kegiatan usaha di luar negeri, serta tidak menjalankan transaksi lintas negara yang mengharuskan pelaporan pajak per yurisdiksi.

Sehubungan dengan hal tersebut, PMT tidak menyajikan data perpajakan berdasarkan yurisdiksi negara. Meskipun demikian, Perusahaan tetap berkomitmen untuk menjunjung tinggi prinsip transparansi dan akuntabilitas fiskal, sebagaimana tercermin dalam pengungkapan kontribusi perpajakan melalui laporan keuangan tahunan yang telah diaudit.

This approach reflects PMT's commitment to fulfilling fiscal obligations responsibly while maintain compliance with applicable legal provisions.

Within the context of internal stakeholder engagement, taxation aspects are discussed periodically through cross-unit coordination forums, including in the budget preparation process, investment planning, and risk evaluation. The finance and accounting teams actively provide information updates to Board of Directors and related units, including when there are regulatory updates that have a significant impact on the Company's operations and fiscal strategy.

In addition, PMT also encourages a broader understanding of taxation issues through:
1. Internal training and socialization regarding the latest tax regulations;
2. Integration of tax aspects into the risk register and risk management process.

More broadly, PMT's engagement with External Stakeholders is realized through disclosure of fiscal contributions in financial statements and sustainability reports. This is intended to increase transparency and meet stakeholder expectations regarding the Company's fiscal accountability.

Furthermore, within Pelindo Group framework, PMT supports fiscal consolidation efforts and strengthens integrated tax governance at the parent company level. This support includes engagement with government agencies, port industry associations, and audit institutions that conduct evaluations of governance and sustainability aspects.

Tax Reporting per Country [GRI 207-4]

PMT is a domestic business entity whose operational, financial, and tax activities are all conducted within the jurisdiction of the Republic of Indonesia. The Company does not have any subsidiaries, branch offices, or business activities abroad, and does not carry out cross-border transactions that require tax reporting by jurisdiction.

Consequently, PMT does not present tax data by jurisdiction. Nevertheless, the Company remains committed to upholding the principles of fiscal transparency and accountability, as reflected in the disclosure of tax contributions in its audited annual financial statements.

KINERJA LINGKUNGAN HIDUP [IFRS S2 METRICS AND TARGETS]
ENVIRONMENTAL PERFORMANCE [IFRS S2 Metrics and Targets]

ASPEK UMUM
GENERAL ASPECTS

Energi merupakan faktor penting dalam mendukung kegiatan operasional PMT, terutama untuk pengoperasian peralatan bongkar muat, kendaraan operasional, fasilitas terminal, penerangan, dan aktivitas perkantoran. Penggunaan energi, khususnya yang bersumber dari bahan bakar fosil dan listrik, berdampak pada konsumsi sumber daya dan timbulnya emisi gas rumah kaca, sekaligus dapat memengaruhi biaya serta ketahanan operasional Perusahaan. Di sisi lain, peningkatan efisiensi energi dan transisi menuju sumber energi yang lebih rendah emisi memberikan peluang bagi PMT untuk mengoptimalkan kegiatan operasional sekaligus mengurangi dampak terhadap lingkungan. Dampak terkait konsumsi energi terutama timbul dari kegiatan operasional PMT di berbagai wilayah operasional Perusahaan.

PMT berupaya kuat mengelola konsumsi energi secara bertanggung jawab dan efisien, selaras dengan arah keberlanjutan Perusahaan serta Program Green Port dan ESG Roadmap Pelindo Group. Upaya tersebut diwujudkan melalui pemantauan penggunaan bahan bakar dan listrik, elektrifikasi peralatan bongkar muat secara bertahap, pemeliharaan alat berat dan kendaraan operasional untuk menjaga efisiensi konsumsi bahan bakar, penggunaan lampu LED, digitalisasi proses kerja, serta optimalisasi pengoperasian peralatan untuk mengurangi idle time dan konsumsi bahan bakar yang tidak diperlukan. PMT juga mulai memanfaatkan energi terbarukan melalui Penerangan Jalan Umum (PJU) berbasis panel surya di Cabang Bima Badas, yang pada tahun 2025 menghasilkan energi sebesar 340 kWh atau 1,22 GJ.

Efektivitas pengelolaan energi dipantau melalui konsumsi energi berdasarkan sumber, intensitas konsumsi energi, serta perkembangan implementasi program efisiensi dan pemanfaatan energi terbarukan. Pada tahun 2025, Intensitas Konsumsi Energi (IKE) tercatat sebesar 45,65 GJ per Rp miliar pendapatan dibandingkan 37,46 GJ per Rp miliar pendapatan pada tahun sebelumnya. Perubahan tersebut juga mempertimbangkan penyesuaian cakupan pelaporan yang pada tahun 2025 dibuat lebih spesifik untuk entitas PMT. Hasil pemantauan dan evaluasi menjadi dasar untuk menilai perkembangan pengelolaan energi serta mengidentifikasi kebutuhan penguatan program elektrifikasi, efisiensi, dan pemanfaatan energi terbarukan pada periode berikutnya. Perencanaan dan pelaksanaan inisiatif energi juga dikoordinasikan dengan Pelindo Group untuk menjaga keselarasan dengan arah ESG Grup, sementara data konsumsi energi digunakan sebagai salah satu dasar dalam penghitungan dan pelaporan emisi gas rumah kaca Perusahaan. [GRI 3-3]

Energy is an important factor in supporting PMT's operations, particularly the operation of cargo-handling equipment, operational vehicles, terminal facilities, lighting, and office activities. Energy use, particularly from fossil fuels and electricity, contributes to resource consumption and greenhouse gas emissions, while also affecting the Company's operating costs and operational resilience. At the same time, greater energy efficiency and the transition toward lower-emission energy sources provide opportunities for PMT to optimize its operations while reducing environmental impacts. Energy-related impacts primarily arise from PMT's operational activities across its various areas of operation.

PMT is committed to managing energy consumption responsibly and efficiently, in line with the Company's sustainability direction as well as the Pelindo Group's Green Port Program and ESG Roadmap. This commitment is implemented through the monitoring of fuel and electricity consumption, the gradual electrification of cargo-handling equipment, regular maintenance of heavy equipment and operational vehicles to maintain fuel efficiency, the use of LED lighting, the digitalization of work processes, and the optimization of equipment operations to reduce idle time and unnecessary fuel consumption. PMT has also begun utilizing renewable energy through solar-powered Public Street Lighting (PJU) at the Bima Badas Branch, which generated 340 kWh, or 1.22 GJ, of energy in 2025.

The effectiveness of energy management is monitored through energy consumption by source, energy consumption intensity, and progress in the implementation of energy efficiency and renewable energy initiatives. In 2025, Energy Consumption Intensity (IKE) was recorded at 45.65 GJ per Rp billion of revenue, compared with 37.46 GJ per Rp billion of revenue in the previous year. This change also reflects an adjustment in the reporting scope, which in 2025 was made more specific to the standalone PMT entity. The results of monitoring and evaluation are used to assess progress in energy management and identify areas for strengthening electrification, energy efficiency, and renewable energy utilization in subsequent periods. The planning and implementation of energy initiatives are also coordinated with Pelindo Group to maintain alignment with the Group's ESG direction, while energy consumption data serves as one of the bases for the Company's greenhouse gas emissions calculation and reporting. [GRI 3-3]

Biaya Lingkungan Hidup [OJK F.4]

Setiap aktivitas operasional Perusahaan memiliki potensi dampak terhadap lingkungan, baik secara langsung maupun tidak langsung. Oleh karena itu, PMT menempatkan aspek keberlanjutan lingkungan sebagai pertimbangan utama dalam setiap pengambilan keputusan bisnis, guna memastikan kegiatan usaha dijalankan secara bertanggung jawab.

Environmental Costs [OJK F.4]

Every operational activity of the Company has the potential to impact the environment, both directly and indirectly. Therefore, PMT prioritizes environmental sustainability as a primary consideration in every business decision-making process, ensuring that business activities are conducted responsibly.

Komitmen tersebut diwujudkan melalui penerapan berbagai langkah preventif dan mitigatif terhadap potensi pencemaran maupun kerusakan lingkungan yang dilaksanakan secara terencana dan berkelanjutan. Upaya ini mencakup pengendalian emisi dan limbah operasional, pengelolaan penggunaan energi dan air, serta penyesuaian teknis pada infrastruktur pendukung agar lebih ramah lingkungan.

This commitment is realized through implementation of various preventive and mitigation measures against potential environmental pollution or damage, which are conducted in a planned and sustainable manner. These preventive measures include controlling operational emissions and waste, energy and water management, and technical adjustments to supporting infrastructure to be more environmentally friendly.

Sebagai bentuk tanggung jawab dan transparansi, PMT juga melakukan pencatatan dan alokasi biaya khusus untuk mendukung program serta kegiatan yang berkaitan dengan pengelolaan lingkungan hidup. Biaya tersebut antara lain digunakan untuk kegiatan penanganan sampah melalui Program Rumah Kelola Sampah dan aksi rehabilitasi Mangrove di Danau Siombak.

As a form of responsibility and transparency, PMT also records and allocates special costs to support programs and activities related to environmental management. These costs include waste management activities through Waste Management House Program and mangrove rehabilitation activities at Lake Siombak.

Pengalokasian biaya tersebut tidak hanya mencerminkan kepatuhan terhadap peraturan perundang-undangan yang berlaku, tetapi juga menunjukkan komitmen Perusahaan dalam meminimalkan dampak lingkungan dari aktivitas operasional serta mendukung keberlanjutan ekosistem di wilayah pelabuhan.

The cost allocation not only reflects compliance with applicable laws and regulations, but also demonstrates the Company's commitment to minimizing the environmental impact of its operational activities and supporting the sustainability of the ecosystem in the port area.

Melalui pendekatan ini, Perusahaan berupaya menjaga keseimbangan antara pencapaian kinerja operasional dengan perlindungan lingkungan hidup, sekaligus mempertahankan kepercayaan masyarakat dan pemangku kepentingan terhadap integritas operasional yang berkelanjutan.

Through this approach, the Company strives to maintain a balance between achieving operational performance and protecting the environment, while maintaining public and stakeholder trust in sustainable operational integrity.

Rincian Biaya Lingkungan Tahun 2025
Details of Environmental Costs for 2025

No.	Program Lingkungan Environmental Program	Jumlah Total
1	Program Rumah Kelola Sampah Waste Management House Program	Rp150.000.000
2	Pelaksanaan Pengukuran *Social Return On Investment* (SROI) Program TJSL PT Pelindo Multi Terminal Tahun 2025 Implementation of Social Return on Investment (SROI) Measurement for PT Pelindo Multi Terminal's 2025 Community Service (CSR) Program	Rp27.000.000
3	TJSL Edukasi Pengelolaan Sampah di Danau Toba CSR Waste Management Education at Lake Toba	Rp187.756.500
4	TJSL PMT Hari Lingkungan Hidup Tahap 1 CSR PMT Environment Day Phase 1	Rp367.168.075
5	Penyusunan *Sustainability Report* 2024 Sustainability Report Preparation 2024	Rp122.100.000
6	Rehabilitasi Mangrove Danau Siombak Mangrove Rehabilitation at Lake Siombak	Rp75.000.000
7	Kegiatan Hari Bumi Sedunia World Earth Day Activities	Rp19.053.150
8	Sarana Air Bersih Simalungun Tahap 2 Clean Water Facilities in Simalungun Phase 2	Rp210.000.000
9	Sanitasi Air Bersih SD Swasta Serbaneman Clean Water Sanitation at Serbaneman Private Elementary School	Rp57.890.000
Total		**Rp1.215.967.725**

ASPEK MATERIAL
MATERIAL ASPECT

Penggunaan Material yang Ramah Lingkungan [OJK F.5]

PMT secara bertahap mengimplementasikan penggunaan material yang lebih ramah lingkungan, baik dalam aktivitas administratif maupun operasional. Inisiatif ini ditujukan untuk meminimalkan dampak lingkungan dari kegiatan usaha, sekaligus meningkatkan efisiensi pemanfaatan sumber daya serta mendukung terwujudnya rantai logistik pelabuhan yang lebih berkelanjutan.

Pada aspek operasional, PMT mulai mengadopsi peralatan bongkar muat yang dirancang lebih efisien dan berorientasi lingkungan. Sejumlah unit terminal telah memanfaatkan alat berat, seperti *reach stacker* dan *forklift*, yang menggunakan teknologi rendah emisi atau memiliki konsumsi bahan bakar yang lebih efisien dibandingkan dengan generasi sebelumnya.

Selain itu, Perusahaan juga mempertimbangkan aspek keberlanjutan dalam pemilihan suku cadang dan komponen peralatan, termasuk penggunaan material yang memiliki daya tahan lebih tinggi serta potensi untuk didaur ulang. Upaya ini merupakan bagian dari langkah transisi menuju sistem bongkar muat yang tidak hanya unggul dari sisi kinerja operasional, tetapi juga bertanggung jawab terhadap lingkungan.

Di sisi lain, penerapan material ramah lingkungan juga dilakukan dalam kegiatan penunjang dan administrasi perkantoran. Beberapa inisiatif yang telah dilaksanakan antara lain:

1. Pengurangan konsumsi kertas melalui digitalisasi dokumen dan implementasi kebijakan *paperless office*;
2. Pemilihan kemasan dan material promosi berbasis daur ulang atau berlabel ekolabel;
3. Pengurangan penggunaan plastik sekali pakai di lingkungan kerja, dengan mendorong penggunaan kemasan berbahan ekolabel dan wadah guna ulang;
4. Penggunaan lampu LED hemat energi dan material pendukung hemat daya dalam kerangka inisiatif pengurangan emisi dan konsumsi Listrik;

Use of Environmentally Friendly Materials [OJK F.5]

PMT is gradually implementing the use of more environmentally friendly materials in both administrative and operational activities. This initiative aims to minimize the environmental impact of business activities, while increasing the efficiency of resource utilization and supporting a more sustainable port logistics chain.

In terms of operations, PMT has begun adopting more efficient and environmentally friendly loading and unloading equipment. Several terminal units have utilized heavy equipment, such as reach stackers and forklifts, that utilize low-emission technology or are more fuel efficient than previous generations.

Furthermore, the Company considers sustainability in the selection of spare parts and equipment components, including the use of materials with increased durability and the potential for recycling. These efforts are part of the transition to a loading and unloading system that not only excels in operational performance but is also environmentally responsible.

On the other hand, the use of environmentally friendly materials is also applied in supporting activities and office administration. Several initiatives that have been carried out include:

1. Reducing paper consumption through document digitization and paperless office policy;
2. Selection of recycled or eco-labeled packaging and promotional materials;
3. Reducing the use of single-use plastic in work environment, by encouraging the use of eco-labeled packaging and reusable containers.
4. Use of energy-saving LED lights and energy-saving supporting materials as part of the initiative to reduce emissions and electricity consumption.

5. Pemilahan limbah material dan penerapan prinsip 3R (*Reduce, Reuse, Recycle*) di area perkantoran dan terminal.

Seluruh inisiatif tersebut merupakan bagian integral dari komitmen PMT dalam mengimplementasikan prinsip keberlanjutan secara menyeluruh, baik pada aspek operasional maupun fungsi pendukung. Melalui penerapan penggunaan material yang lebih ramah lingkungan, Perusahaan tidak hanya meningkatkan efisiensi dan memastikan kepatuhan terhadap ketentuan yang berlaku, tetapi juga memperkuat peran strategisnya dalam mendorong terciptanya ekosistem logistik yang bertanggung jawab dan berkelanjutan.

5. Sorting of waste materials and implementing the 3R principle (Reduce, Reuse, Recycle) in office and terminal areas.

All of these initiatives are an integral part of PMT's commitment to implementing sustainability principles comprehensively, across both operational and support functions. By adopting more environmentally friendly materials, the Company not only improves efficiency and ensures compliance with applicable regulations but also strengthens its strategic role in fostering a responsible and sustainable logistics ecosystem.

ASPEK ENERGI
ENERGY ASPECTS

Energi merupakan faktor penting dalam mendukung kegiatan operasional PMT, terutama untuk pengoperasian peralatan bongkar muat, kendaraan operasional, fasilitas terminal, penerangan, dan aktivitas perkantoran. Penggunaan energi, khususnya yang bersumber dari bahan bakar fosil dan listrik, berdampak pada konsumsi sumber daya dan timbulnya emisi gas rumah kaca, sekaligus dapat memengaruhi biaya serta ketahanan operasional Perusahaan. Di sisi lain, peningkatan efisiensi energi dan transisi menuju sumber energi yang lebih rendah emisi memberikan peluang bagi PMT untuk mengoptimalkan kegiatan operasional sekaligus mengurangi dampak terhadap lingkungan. Dampak terkait konsumsi energi terutama timbul dari kegiatan operasional PMT di berbagai wilayah operasional Perusahaan.

Energy is an important factor in supporting PMT's operations, particularly the operation of cargo-handling equipment, operational vehicles, terminal facilities, lighting, and office activities. Energy use, particularly from fossil fuels and electricity, contributes to resource consumption and greenhouse gas emissions, while also affecting the Company's operating costs and operational resilience. At the same time, greater energy efficiency and the transition toward lower-emission energy sources provide opportunities for PMT to optimize its operations while reducing environmental impacts. Energy-related impacts primarily arise from PMT's operational activities across its various areas of operation.

PMT berupaya kuat mengelola konsumsi energi secara bertanggung jawab dan efisien, selaras dengan arah keberlanjutan Perusahaan serta Program Green Port dan ESG Roadmap Pelindo Group. Upaya tersebut diwujudkan melalui pemantauan penggunaan bahan bakar dan listrik, elektrifikasi peralatan bongkar muat secara bertahap, pemeliharaan alat berat dan kendaraan operasional untuk menjaga efisiensi konsumsi bahan bakar, penggunaan lampu LED, digitalisasi proses kerja, serta optimalisasi pengoperasian peralatan untuk mengurangi idle time dan konsumsi bahan bakar yang tidak diperlukan. PMT juga mulai memanfaatkan energi terbarukan melalui Penerangan Jalan Umum (PJU) berbasis panel surya di Cabang Bima Badas, yang pada tahun 2025 menghasilkan energi sebesar 340 kWh atau 1,22 GJ.

PMT is committed to managing energy consumption responsibly and efficiently, in line with the Company's sustainability direction as well as the Pelindo Group's Green Port Program and ESG Roadmap. This commitment is implemented through the monitoring of fuel and electricity consumption, the gradual electrification of cargo-handling equipment, regular maintenance of heavy equipment and operational vehicles to maintain fuel efficiency, the use of LED lighting, the digitalization of work processes, and the optimization of equipment operations to reduce idle time and unnecessary fuel consumption. PMT has also begun utilizing renewable energy through solar-powered Public Street Lighting (PJU) at the Bima Badas Branch, which generated 340 kWh, or 1.22 GJ, of energy in 2025.

Efektivitas pengelolaan energi dipantau melalui konsumsi energi berdasarkan sumber, intensitas konsumsi energi, serta perkembangan implementasi program efisiensi dan pemanfaatan energi terbarukan. Pada tahun 2025, Intensitas Konsumsi Energi (IKE) tercatat sebesar 45,65 GJ per Rp miliar pendapatan dibandingkan 37,46 GJ per Rp miliar pendapatan pada tahun sebelumnya. Perubahan tersebut juga mempertimbangkan penyesuaian cakupan pelaporan yang pada tahun 2025 dibuat lebih spesifik untuk entitas PMT. Hasil pemantauan dan evaluasi menjadi dasar untuk menilai perkembangan pengelolaan energi serta mengidentifikasi kebutuhan penguatan program elektrifikasi, efisiensi, dan pemanfaatan energi terbarukan pada periode berikutnya. Perencanaan dan pelaksanaan inisiatif energi juga dikoordinasikan dengan Pelindo Group untuk menjaga keselarasan dengan arah ESG Grup, sementara data konsumsi energi digunakan sebagai salah satu dasar dalam penghitungan dan pelaporan emisi gas rumah kaca Perusahaan. [GRI 3-3]

The effectiveness of energy management is monitored through energy consumption by source, energy consumption intensity, and progress in the implementation of energy efficiency and renewable energy initiatives. In 2025, Energy Consumption Intensity (IKE) was recorded at 45.65 GJ per Rp billion of revenue, compared with 37.46 GJ per Rp billion of revenue in the previous year. This change also reflects an adjustment in the reporting scope, which in 2025 was made more specific to the standalone PMT entity. The results of monitoring and evaluation are used to assess progress in energy management and identify areas for strengthening electrification, energy efficiency, and renewable energy utilization in subsequent periods. The planning and implementation of energy initiatives are also coordinated with Pelindo Group to maintain alignment with the Group's ESG direction, while energy consumption data serves as one of the bases for the Company's greenhouse gas emissions calculation and reporting. [GRI 3-3]

Jumlah dan Intensitas Konsumsi Energi yang Digunakan [OJK F.6] [GRI 302-1, 302-3]

Dalam menunjang kelancaran operasional di seluruh terminal multipurpose yang dikelola, PMT membutuhkan pasokan energi yang andal dan efisien. Energi merupakan komponen krusial dalam mendukung berbagai aktivitas Perusahaan, mulai dari pengoperasian peralatan bongkar muat, kendaraan operasional, hingga sistem penerangan dan fasilitas pendukung di area terminal serta perkantoran. Sejalan dengan peran strategis tersebut dalam mendukung fungsi logistik nasional, PMT berkomitmen untuk mengelola konsumsi energi secara bertanggung jawab, efisien, dan selaras dengan prinsip keberlanjutan jangka panjang. [GRI 3-3]

Sepanjang tahun 2025, Perusahaan memanfaatkan dua sumber energi utama, yaitu listrik dan bahan bakar minyak (BBM). Kebutuhan energi listrik dipasok oleh PLN dan digunakan untuk mendukung operasional fasilitas serta aktivitas administratif, dengan pengukuran dalam satuan kilowatt-jam (kWh) dan dianalisis berdasarkan rasio tertentu guna menilai efisiensi penggunaan energi. Sementara itu, BBM jenis solar dimanfaatkan untuk mengoperasikan peralatan berat seperti *reach stacker*, *forklift*, serta kendaraan terminal. Penggunaan kedua sumber energi tersebut mencakup seluruh wilayah operasional, baik di Kantor Pusat maupun cabang-cabang PMT yang tersebar di berbagai pelabuhan utama di Indonesia.

TOTAL ENERGY CONSUMPTION AND INTENSITY USED [OJK F.6] [GRI 302-1, 302-3]

To support the smooth operation of all multipurpose terminals it manages, PMT requires a reliable and efficient energy supply. Energy is a crucial component in supporting various Company activities, from the operation of loading and unloading equipment and operational vehicles, to lighting systems and supporting facilities in terminal areas and offices. In line with this strategic role in supporting national logistics functions, PMT is committed to managing energy consumption responsibly and efficiently, in line with the principles of long-term sustainability. [GRI 3-3]

Throughout 2025, the Company utilized two primary energy sources: electricity and fuel oil (BBM). Electricity is supplied by PLN and used to support facility operations and administrative activities. It is measured in kilowatt-hours (kWh) and analyzed based on a specific ratio to assess energy efficiency. Meanwhile, diesel fuel is used to operate heavy equipment such as reach stackers, forklifts, and terminal vehicles. The use of these two energy sources covers all operational areas, including Head Office and PMT branches located in major ports across Indonesia.

Tabel Konsumsi Energi [GRI 302-1, 302-3]
Energy Consumption [GRI 302-1, 302-3]

Kategori Energi Energy Category	**Jenis/Peruntukan** Type/Function	**Satuan** Unit	**2025**	**2024**
BBM (Solar) Fuel Oil (Diesel)	Alat Tools	Liter	3.143.590,36	
		Gigajoule	121.342,59	
	Non-Alat Non-tools	Liter	947.634,30	
		Gigajoule	36.578,68	
	Sub-total Solar Diesel Sub-total	Liter	4.091.224,66	3.466.174.630
		Gigajoule	157.921,27	133.794,34
BBM (Bensin) Fuel Oil (Gasoline)	Alat Equipment	Liter	8.979,67	
		Gigajoule	307,10	
	Non-Alat Non- Equipment	Liter	753.853,18	
		Gigajoule	25.781,78	
	Sub-total Bensin Gasoline Sub-total	Liter	762.832,85	
		Gigajoule	26.088,88	
Listrik Electricity	Gedung Building	kWh	14.978.191,08	
		Gigajoule	53.921,49	
	Alat Equipment	kWh	5.814.423,87	
		Gigajoule	20.931,93	
	Sub-total Listrik Electricity Sub-total	kWh	20.792.614,95	17.999.224
		Gigajoule	74.853,41	64.797,206
Energi Alternatif Alternative Energy	PJU Solar Panel	kWh	340,00	
		Gigajoule	1,22	
Total Konsumsi Energi Total Energy Consumption		**Gigajoule**	**258.864,79**	**198.591,55**

Tabel Konsumsi Energi [GRI 302-1, 302-3]
Energy Consumption [GRI 302-1, 302-3]

Kategori Energi Energy Category	Jenis/Peruntukan Type/Function	Satuan Unit	2025	2024
Pendapatan **Income**		**Rp Miliar** **Rp billion**	5.670	**5.302**
Intensitas Konsumsi Energi (IKE) **Energy Consumption Intensity**		**Gigajoule/Rp**	45,65	**37,46**

Catatan:
1. Pemakaian BBM dari liter dikonversi ke Gjoules dengan menggunakan *The Greenhouse Gas Protocol Initiative*, 2004. 1 kWh listrik = 0,0036 GJ
2. Pemakaian listrik dari kWh dikonversi ke Gjoules dengan menggunakan *The Greenhouse Gas Protocol Initiative*, 2004. 1 liter solar (diesel) = 0,0386 GJ dan 1 Liter Bensin (*Motor Gasoline*) = 0,0342 GJ.
1. Fuel consumption from liters is converted to Gjoules using The Greenhouse Gas Protocol Initiative, 2004. 1 kWh of electricity = 0.0036 GJ
2. Electricity consumption from kwh is converted to Gjoules using The Greenhouse Gas Protocol Initiative, 2004. 1 liter of diesel = 0.0386 GJ and 1 liter of gasoline (for Gasoline Engines) = 0.0342 GJ.

Pada tahun 2025, total konsumsi energi operasional PT Pelindo Multi Terminal (PMT) tercatat sebesar 258.864,79 Gigajoule (GJ). Bauran energi Perusahaan masih didominasi oleh penggunaan bahan bakar minyak jenis Solar yang mencapai 157.921,27 GJ (berkontribusi sekitar 61% dari total konsumsi energi), guna mendukung intensitas aktivitas mekanis dan operasional alat berat di area pelabuhan. Penggunaan energi listrik menempati urutan kedua dengan total konsumsi sebesar 74.853,41 GJ (sekitar 29%) yang diserap untuk fasilitas gedung dan alat berbasis kelistrikan, disusul oleh penggunaan Bensin sebesar 26.088,88 GJ (sekitar 10%) untuk kendaraan operasional darat.

Terdapat disparitas angka yang signifikan terhadap profil energi tahun 2024 (133,8 juta GJ) yang disebabkan oleh berbedanya ruang lingkup pelaporan (data 2024 merupakan angka konsolidasi entitas Pelindo secara keseluruhan). Meskipun demikian, komposisi energi tahun 2025 ini memberikan tolok ukur (*baseline*) yang lebih presisi khusus untuk entitas mandiri PMT. Hadirnya pemanfaatan energi alternatif melalui PJU *Solar Panel* (1,22 GJ) pada tahun ini menjadi tonggak awal komitmen strategis Perusahaan dalam melakukan transisi energi dan menekan intensitas konsumsi energi fosil secara bertahap.

In 2025, PT Pelindo Multi Terminal (PMT) recorded total operational energy consumption of 258,864.79 Gigajoules (GJ). The Company's energy mix was still dominated by diesel fuel, reaching 157,921.27 GJ (contributing approximately 61% of total energy consumption), to support intensity of mechanical activity and heavy equipment operations in port area. Electricity consumption ranked second, with a total consumption of 74,853.41 GJ (approximately 29%), absorbed by building facilities and electrical equipment, followed by gasoline consumption of 26,088.88 GJ (approximately 10%) for land operational vehicles.

There is a significant disparity in 2024 energy profile (133.8 million GJ) due to differences in reporting scope (2024 data is a consolidated figure for the entire Pelindo entity). Nevertheless, 2025 energy composition provides a more precise baseline specifically for the independent entity PMT. The introduction of alternative energy through solar panel street lighting (1.22 GJ) this year marks the first milestone in the Company's strategic commitment to energy transition and gradually reducing fossil fuel consumption.

UPAYA DAN PENCAPAIAN EFISIENSI ENERGI DAN PENGGUNAAN ENERGI TERBARUKAN [OJK F.7] [GRI 302-4, 302-5]

Efforts and Achievements in Energy Efficiency and Renewable Energy Use [OJK F.7] [GRI 302-4, 302-5]

PMT berkomitmen untuk mengoperasikan kegiatan usaha secara efisien dan berorientasi pada pelestarian lingkungan, termasuk dalam pengelolaan konsumsi energi. Komitmen tersebut diwujudkan melalui penerapan berbagai inisiatif efisiensi energi yang dilaksanakan baik di lingkungan perkantoran maupun area operasional pelabuhan. Seluruh upaya ini diarahkan untuk mengoptimalkan penggunaan energi, mengendalikan potensi pemborosan, mendukung pengurangan emisi secara bertahap, serta mendukung peningkatan kinerja keberlanjutan Perusahaan dalam jangka panjang.

PMT is committed to operating its business efficiently and with a focus on environmental sustainability, including in energy consumption management. This commitment is demonstrated through implementation of various energy efficiency initiatives implemented both in the office environment and port operational areas. All these efforts are aimed at optimizing energy use, controlling potential waste, supporting gradual emission reductions, and supporting the Company's long-term improvement in sustainability performance.

Sepanjang tahun 2025, Perusahaan mengimplementasikan sejumlah inisiatif efisiensi energi untuk mendukung pengelolaan konsumsi energi di area operasional dan perkantoran, antara lain:

1. Elektrifikasi peralatan utama bongkar muat secara bertahap;
2. Perawatan berkala alat berat dan kendaraan operasional untuk menjaga efisiensi konsumsi bahan bakar;
3. Penggunaan lampu led hemat energi di fasilitas kantor dan area operasional;
4. Digitalisasi proses kerja untuk mengurangi kebutuhan energi dari aktivitas administratif; dan
5. Pengaturan pengoperasian alat untuk mengurangi waktu *idle* dan pemborosan bahan bakar.

Throughout 2025, the Company implemented several energy efficiency initiatives to support energy consumption management in operational and office areas, including:

1. Gradual electrification of key loading and unloading equipment;
2. Regular maintenance of heavy equipment and operational vehicles to maintain fuel efficiency;
3. Use of energy-efficient LED lighting in office facilities and operational areas;
4. Digitizing work processes to reduce energy requirements for administrative activities; and
5. Regulating equipment operation to reduce idle time and fuel waste.

Berdasarkan hasil pencatatan tahun 2025, total konsumsi energi PMT tercatat sebesar 258.864,79 GJ. Konsumsi ini didominasi oleh penggunaan bahan bakar solar sebesar 157.921,27 GJ, yang terutama digunakan untuk mendukung operasional alat dan aktivitas mekanis di area pelabuhan. Selain itu, Perusahaan juga menggunakan bensin sebesar 26.088,88 GJ, terutama untuk mendukung kendaraan dan aktivitas operasional non-alat.

Based on 2025 data, PMT's total energy consumption was recorded at 258,864.79 GJ. This consumption is dominated by diesel fuel, amounting to 157,921.27 GJ, primarily used to support equipment operations and mechanical activities in port area. In addition, the Company also uses 26,088.88 GJ of gasoline, primarily to support vehicles and non-equipment operational activities.

Sejalan dengan inisiatif elektrifikasi peralatan pelabuhan, konsumsi listrik PMT pada tahun 2025 tercatat sebesar 20,79 juta kWh, atau setara dengan 74.853,41 GJ. Angka ini meningkat dibandingkan tahun 2024 sebesar 17,99 juta kWh, atau setara dengan 64.797,21 GJ. Peningkatan konsumsi listrik tersebut perlu dilihat dalam konteks perluasan pemanfaatan listrik untuk mendukung fasilitas gedung, alat berbasis kelistrikan, serta arah transisi penggunaan energi yang lebih rendah emisi dibandingkan mesin berbasis diesel.

In line with port equipment electrification initiative, PMT's electricity consumption in 2025 was recorded at 20.79 million kWh, equivalent to 74,853.41 GJ. This figure is an increase compared to 2024's 17.99 million kWh, equivalent to 64,797.21 GJ. This increase in electricity consumption must be viewed in the context of expanding electricity use to support building facilities, electrical-based equipment, and the transition to energy use that is lower in emissions than diesel-based engines.

Selain itu, dalam pengembangan energi terbarukan, PMT telah mulai mengoperasikan Penerangan Jalan Umum (PJU) berbasis solar panel di wilayah operasional tertentu dengan total produksi energi sebesar 340 kWh, atau setara dengan 1,22 GJ. Meskipun kontribusinya terhadap total konsumsi energi masih relatif kecil, langkah ini menjadi awal yang penting bagi Perusahaan dalam meningkatkan pemanfaatan energi terbarukan secara bertahap dan mendukung arah transisi menuju operasional yang lebih rendah emisi.

In addition, in developing renewable energy, PMT has begun operating solar panel-based Public Street Lighting (PJU) in certain operational areas with a total energy production of 340 kWh, or equivalent to 1.22 GJ. Although its contribution to total energy consumption is still relatively small, this step is an important start for the Company in gradually increasing the use of renewable energy and supporting the transition towards lower emission operations.

Penggunaan Energi Terbarukan

PMT menginisiasi penggunaan energi terbarukan melalui pemasangan sistem Pembangkit Listrik Tenaga Surya (PLTS) dalam bentuk Penerangan Jalan Umum (PJU) Solar Panel.

Use of Renewable Energy

PMT initiated the use of renewable energy through installation of a Solar Power Generation (PLTS) system in the form of Solar Panel Street Lighting (PJU).

Berdasarkan rekapitulasi data operasional tahun 2025, inisiatif ini telah terimplementasi secara nyata di wilayah operasional Cabang Bima Badas. Fasilitas PJU Solar Panel tersebut telah berhasil memproduksi energi bersih sebesar 340 kWh. Inisiatif ini merupakan langkah konkret Perusahaan dalam mengurangi ketergantungan terhadap pasokan listrik konvensional serta menekan jejak karbon operasional secara bertahap.

Meskipun saat ini kontribusinya masih dalam tahap pengembangan awal, pencapaian ini mencerminkan keseriusan PMT Grup dalam mengadopsi teknologi ramah lingkungan. Ke depan, PMT berencana untuk terus mengevaluasi dan mendorong pengembangan infrastruktur energi terbarukan di berbagai wilayah operasional lainnya dalam kerangka strategi keberlanjutan jangka panjang dan pencapaian target *Net Zero Emission*.

Based on operational data from 2025, this initiative has been effectively implemented in Bima Badas Branch operational area. Solar Panel PJU facility has successfully produced 340 kWh of clean energy. This initiative represents a concrete step for the Company to reduce dependence on conventional electricity supplies and gradually reduce its operational carbon footprint.

While currently in the early stages of development, this achievement demonstrates PMT Group's commitment to adopting environmentally friendly technologies. Going forward, PMT plans to continue evaluating and encouraging the development of renewable energy infrastructure in other operational areas within the framework of its long-term sustainability strategy and the achievement of its Net Zero Emission target.

ASPEK KEANEKARAGAMAN HAYATI
Biodiversity Aspects

Dampak dari Wilayah Operasional yang Dekat atau Berada di Daerah Konservasi atau Memiliki Keanekaragaman Hayati [OJK F.9]

Berdasarkan hasil penelaahan atas wilayah operasional yang berada dalam kendali langsung Perusahaan, hingga akhir tahun 2025 tidak terdapat kegiatan operasional PMT yang berlokasi di dalam kawasan konservasi, area lindung, maupun wilayah dengan nilai keanekaragaman hayati tinggi yang memerlukan pengelolaan khusus.

Usaha Konservasi Keanekaragaman Hayati [OJK F.10]

Sepanjang tahun 2025, tidak terdapat proyek yang berlokasi di sekitar kawasan konservasi, area yang dilindungi, maupun wilayah dengan nilai keanekaragaman hayati tinggi. Selain itu, tidak ditemukan adanya lahan yang terkontaminasi akibat aktivitas operasional Perusahaan, serta tidak terdapat sungai, danau, atau badan air yang memerlukan tindakan remediasi oleh Perusahaan.

Dalam upaya menjaga kualitas lingkungan di area kantor pusat, Perusahaan bekerja sama dengan pihak ketiga untuk melakukan pemeliharaan tanaman secara profesional. Di samping itu, Perusahaan juga melaksanakan kegiatan perawatan taman secara internal pada momen tertentu yang melibatkan partisipasi pekerja sebagai bentuk kepedulian terhadap lingkungan kerja.

Dalam kerangka komitmen terhadap pelestarian lingkungan, pada tahun 2025 Perusahaan melaksanakan program tanggung jawab sosial dan lingkungan antara lain berupa:

1. Rehabilitasi Mangrove Danau Siombak, sebagai upaya mendukung pemulihan ekosistem pesisir, memperkuat fungsi ekologis kawasan mangrove, serta menjaga habitat alami bagi berbagai biota pesisir;

Impact of Operational Areas Near or Located in Conservation Areas or Having Biodiversity [OJK F.9]

Based on results of the review of operational areas under direct control of the Company, until the end of 2025 there will be no PMT operational activities located within conservation areas, protected areas, or areas with high biodiversity value that require special management.

Biodiversity Conservation Efforts [OJK F.10]

Throughout 2025, there were no projects located adjacent to conservation areas, protected areas, or regions with high biodiversity value. In addition, no contaminated land as a result of the Company's operational activities was identified, and there were no rivers, lakes, or other water bodies requiring remediation actions by the Company.

To maintain environmental quality at its head office, the Company collaborates with third-party service providers for professional plant maintenance. In addition, the Company conducts internal landscaping and garden maintenance activities on certain occasions, involving employee participation as a demonstration of its commitment to a healthy and environmentally responsible workplace.

As part of its commitment to environmental preservation, the Company implemented several social and environmental responsibility programs in 2025, including:

1. Mangrove Rehabilitation at Lake Siombak, aimed at supporting coastal ecosystem restoration, strengthening the ecological functions of mangrove areas, and preserving natural habitats for various coastal species;

2. Program Rumah Kelola Sampah, yang diarahkan untuk memperkuat pengelolaan sampah berbasis masyarakat dan mengurangi potensi pencemaran lingkungan;
3. Edukasi Pengelolaan Sampah di Danau Toba, yang bertujuan meningkatkan kesadaran masyarakat terhadap pentingnya pengelolaan sampah untuk menjaga kualitas lingkungan perairan;
4. Kegiatan Hari Lingkungan Hidup dan Hari Bumi Sedunia, yang dilaksanakan untuk memperkuat budaya peduli lingkungan melalui edukasi, kampanye, dan aksi lingkungan;
5. Program Sarana Air Bersih dan Sanitasi Air Bersih, yang mendukung peningkatan kualitas lingkungan permukiman serta akses masyarakat terhadap fasilitas dasar yang lebih layak.

Meskipun tidak terdapat kegiatan operasional yang berada di kawasan konservasi atau area dengan nilai keanekaragaman hayati tinggi, Perusahaan tetap menjalankan program yang mendukung perlindungan ekosistem, pengurangan pencemaran, serta peningkatan kualitas lingkungan di wilayah sekitar operasional.

2. Waste Management House Program, which designed to enhance community-based waste management practices and reduce the potential for environmental pollution;
3. Waste Management Education Program at Lake Toba, intended to raise public awareness of the importance of proper waste management in maintaining the quality of aquatic environments;
4. World Environment Day and Earth Day Activities, conducted to foster a culture of environmental stewardship through education, awareness campaigns, and environmental action initiatives;
5. Clean Water and Sanitation Facilities Program, supporting improvements in residential environmental quality and enhancing community access to adequate basic sanitation and clean water facilities.

Although the Company does not conduct operational activities within conservation areas or regions with high biodiversity value, it continues to implement programs that support ecosystem protection, pollution reduction, and environmental quality improvement in the areas surrounding its operations.

ASPEK AIR [OJK F.8]

Water Aspect [OJK F.8]

PMT menggunakan air untuk mendukung aktivitas penunjang operasional, terutama untuk kebutuhan sanitasi, pemeliharaan fasilitas, serta penyiraman area terbuka di lingkungan terminal. Meskipun kegiatan utama Perusahaan tidak bersifat produksi maupun berbasis proses industri, pengelolaan dan efisiensi penggunaan air tetap menjadi aspek penting dalam upaya pengelolaan sumber daya secara berkelanjutan.

Sumber Air

Pemenuhan kebutuhan air PMT selama tahun 2025 berasal dari beberapa sumber utama, yaitu:

1. Air PDAM, yang digunakan untuk mendukung kebutuhan kantor, fasilitas sanitasi, dan keperluan umum lainnya;
2. Air tanah, yang dimanfaatkan secara terbatas pada lokasi tertentu dan penggunaannya disesuaikan dengan ketentuan perizinan yang berlaku;
3. Air permukaan, yaitu air yang berasal dari badan air terbuka di atas permukaan tanah, seperti sungai, kanal, waduk, atau sumber sejenis, yang digunakan pada lokasi operasional tertentu;
4. Air hasil pengolahan melalui sistem *Sea Water Reverse Osmosis* (SWRO), yaitu air laut yang diolah melalui proses reverse osmosis sehingga dapat dimanfaatkan untuk mendukung kebutuhan operasional; dan
5. Air hasil daur ulang, yaitu air yang telah melalui proses pengolahan kembali untuk digunakan pada kebutuhan tertentu secara terbatas.

Penggunaan masing-masing sumber air dilakukan dengan mempertimbangkan ketersediaan sumber daya, kebutuhan operasional, efisiensi pemanfaatan, serta kepatuhan terhadap peraturan yang berlaku. Dalam hal pemanfaatan air bawah tanah dan sumber air lainnya, Perusahaan berupaya memastikan bahwa penggunaannya tetap terkendali dan memperhatikan daya dukung lingkungan di sekitar wilayah operasional.

PMT uses water to support operational support activities, primarily for sanitation, facility maintenance, and watering open areas at terminal. Although the Company's core activities are not production-based or industrial-process-based, water management and efficiency remain crucial aspects of sustainable resource management.

Water Sources

PMT's water requirements throughout 2025 were supplied from several primary sources, namely:

1. Municipal water (PDAM), used to support office operations, sanitation facilities, and other general purposes;
2. Groundwater, utilized on a limited basis at certain locations, with usage conducted in accordance with applicable licensing requirements;
3. Surface water, sourced from open water bodies above ground level, such as rivers, canals, reservoirs, or similar sources, and used at specific operational sites;
4. Water produced through the Sea Water Reverse Osmosis (SWRO) system, where seawater is treated through a reverse osmosis process to support operational needs; and
5. Recycled water, which has undergone treatment and is reused on a limited basis for specific purposes.

The use of each water source is managed with due consideration for resource availability, operational requirements, efficient utilization, and compliance with applicable regulations. With regard to the use of groundwater and other water sources, the Company strives to ensure that consumption remains controlled and takes into account the environmental carrying capacity of the areas surrounding its operations.

Pemakaian Air dan Upaya Efisiensi

Dalam rangka meningkatkan efisiensi penggunaan air, PMT menerapkan sejumlah langkah pengelolaan, antara lain pemeriksaan berkala terhadap jaringan distribusi air untuk meminimalkan potensi kebocoran, kampanye hemat air di lingkungan kerja, pengendalian penggunaan air sesuai kebutuhan operasional, serta pemanfaatan kembali air hasil pengolahan pada lokasi tertentu.

Total penggunaan air PMT tercatat sebesar 441.682,12 m^3. Kebutuhan air operasional tersebut mayoritas dipenuhi melalui pasokan Air PDAM sebesar 318.269,92 m^3 (sekitar 72%), disusul oleh pemanfaatan Air Tanah sebesar 114.076,20 m^3. Terdapat pula penggunaan Air Permukaan sebesar 41.856,07 m^3, yang menunjukkan peningkatan jika dibandingkan dengan pencatatan pada entitas di tahun 2024 sebesar 11.445 m^3.

Sebagai langkah awal dalam mewujudkan praktik keberlanjutan dan sirkularitas sumber daya, Perusahaan mulai mengadopsi sumber air alternatif yang tidak mengganggu cadangan air baku masyarakat sekitar. Hal ini diwujudkan melalui pemanfaatan fasilitas desalinasi SWRO (*Sea Water Reverse Osmosis*) yang memproduksi 10.155,00 m^3 air, serta pemanfaatan air hasil daur ulang sebesar 65,00 m^3. Meskipun volumenya masih berada pada tahap awal pengembangan, inisiatif ini menjadi fondasi komitmen PMT untuk terus meningkatkan efisiensi air di masa mendatang.

Water Usage and Efficiency Efforts

In order to improve water-use efficiency, PMT has implemented a number of water management measures, including periodic inspections of water distribution networks to minimize potential leakages, water conservation campaigns in the workplace, controlled water consumption based on operational requirements, and the reuse of treated water at selected locations.

PMT's total water consumption amounted to 441,682.12 m^3. The majority of operational water demand was met through municipal water (PDAM) supplies at 318,269.92 m^3 (approximately 72%), followed by groundwater usage of 114,076.20 m^3. The Company also utilized surface water amounting to 41,856.07 m^3, representing an increase compared to the 11,445 m^3 recorded by the entity in 2024.

As an initial step toward advancing sustainability and resource circularity practices, the Company has begun adopting alternative water sources that do not place additional pressure on local community freshwater reserves. This initiative includes the use of a Sea Water Reverse Osmosis (SWRO) desalination facility, which produced 10,155.00 m^3 of water, as well as the utilization of 65.00 m^3 of recycled water. Although these volumes remain at an early stage of development, the initiative serves as a foundation for PMT's commitment to continuously improving water efficiency in the future.

Tabel Konsumsi Air
Water Consumption

Sumber Air Water Source	**Satuan** Unit	**2025**	**2024**
Air PDAM PDAM Water	m^3	**318.269,92**	
Air Tanah Groundwater	m^3	**114.076,20**	
Air Permukaan Surface Water	m^3	**41.856,07**	11.445
SWRO *(Sea Water Reverse Osmosis)*	m^3	**10.155,00**	
Air Hasil Daur Ulang Recycled Water	m^3	**65,00**	
Total Penggunaan Air Total of Water Consumption	**m^3**	**441.682,12**	**11.445**

ASPEK EMISI
Emission Aspects

Kegiatan operasional PMT sebagai operator terminal multipurpose (nonpetikemas) di lebih dari 30 lokasi di seluruh Indonesia memerlukan penggunaan alat berat (*reach stacker*, *forklift*, HMC, GLC, FCC), kendaraan operasional, dan energi listrik untuk mendukung layanan bongkar muat serta aktivitas terminal. Penggunaan sumber energi tersebut menjadi sumber utama emisi gas rumah kaca (GRK) Perusahaan, baik yang berasal langsung dari pembakaran bahan bakar fosil (Cakupan 1) maupun secara tidak langsung dari konsumsi listrik (Cakupan 2). Total emisi GRK PMT pada 2025 tercatat sebesar 32.116,41 ton CO2e, meningkat 23,05% dibandingkan 2024, sejalan dengan pertumbuhan volume operasional. Dampak ini berasal langsung dari operasi Perusahaan sendiri di seluruh cabang, bukan dari hubungan bisnis pihak ketiga.

Sejalan dengan inisiatif Transformasi Hijau dan Program Pelabuhan Hijau Pelindo Group, PMT berkomitmen untuk mengelola konsumsi energi dan emisi secara bertanggung jawab dan efisien, selaras dengan prinsip keberlanjutan jangka panjang. Topik Energi, Emisi, dan Operasional Rendah Karbon ditetapkan sebagai salah satu topik dengan prioritas utama, mengacu pada kerangka SASB *Marine Transportation* (TR-MT) yang menempatkan emisi GRK dan efisiensi energi sebagai isu lingkungan utama bagi operator pelabuhan dan terminal, mengingat GRI belum menerbitkan Sector Standard khusus untuk industri kepelabuhanan.

PMT secara bertahap mengimplementasikan sejumlah inisiatif efisiensi, antara lain: elektrifikasi bertahap peralatan bongkar muat utama untuk mengurangi ketergantungan pada bahan bakar fosil; pemeliharaan rutin alat berat dan kendaraan operasional; penggunaan lampu LED hemat energi; digitalisasi proses kerja (paperless); serta pengaturan skema pengoperasian alat berat untuk meminimalkan waktu idle. Perusahaan juga menyusun *roadmap* elektrifikasi peralatan (HMC, GLC, FCC) hingga tahun 2028 yang mempertimbangkan kesiapan infrastruktur kelistrikan dan keekonomian di masing-masing pelabuhan, dengan setiap pengadaan peralatan baru mengikuti prinsip ESG dan standar pengadaan Pelindo Group.

Efektivitas pengelolaan emisi dipantau melalui pengukuran tahunan emisi GRK Cakupan 1, 2, dan intensitas emisi yang dibandingkan dengan tahun sebelumnya untuk menilai tren dan dampak dari inisiatif efisiensi yang dijalankan. Kenaikan emisi 2025 yang sejalan dengan pertumbuhan volume operasional menjadi masukan bagi percepatan implementasi *roadmap* elektrifikasi. Penyusunan *roadmap* dan pengadaan peralatan melibatkan koordinasi dengan Pelindo Group untuk memastikan keselarasan standar ESG, sementara pelaporan emisi mengacu pada kewajiban pengungkapan IFRS S2 dan komitmen iklim nasional. [GRI 3-3]

Jumlah dan Intensitas Emisi yang Dihasilkan Berdasarkan Jenisnya [OJK F.11] [GRI 305-1, 305-3]

Kegiatan operasional PMT memerlukan penggunaan alat berat, kendaraan operasional, serta energi listrik untuk mendukung layanan bongkar muat, aktivitas terminal, dan fasilitas penunjang lainnya. Penggunaan energi tersebut menjadi sumber utama emisi gas rumah kaca (GRK) Perusahaan, baik yang berasal secara langsung dari pembakaran bahan bakar fosil maupun secara tidak langsung dari konsumsi listrik.

PMT's operations as a multipurpose (non-container) terminal operator across more than 30 locations throughout Indonesia require the use of heavy equipment (reach stackers, forklifts, HMC, GLC, FCC), operational vehicles, and electrical energy to support cargo-handling services and terminal activities. The use of these energy sources is the Company's primary source of greenhouse gas (GHG) emissions, both directly from fossil fuel combustion (Scope 1) and indirectly from electricity consumption (Scope 2). PMT's total GHG emissions in 2025 amounted to 32,116.41 tons of CO2e, an increase of 23.05% compared to 2024, in line with growth in operational volume. This impact originates directly from the Company's own operations across its branches, rather than from third-party business relationships.

In line with the Pelindo Group's Green Transformation initiative and Green Port Program, PMT is committed to managing energy consumption and emissions responsibly and efficiently, consistent with the principles of long-term sustainability. The Energy, Emissions, and Low-Carbon Operations topic has been designated a top-priority topic, referencing the SASB Marine Transportation (TR-MT) framework, which identifies GHG emissions and energy efficiency as leading environmental issues for port and terminal operators, given that GRI has not yet issued a Sector Standard specific to the port industry.

PMT has gradually implemented a number of efficiency initiatives, including: the phased electrification of key loading and unloading equipment to reduce reliance on fossil fuels; routine maintenance of heavy equipment and operational vehicles; the use of energy-efficient LED lighting; digitalization of work processes (paperless); and more measured scheduling of heavy-equipment operations to minimize idle time. The Company has also developed an equipment electrification roadmap (HMC, GLC, FCC) through 2028 that considers electrical-infrastructure readiness and economic value at each port, with every new equipment procurement following ESG principles and Pelindo Group procurement standards.

The effectiveness of emissions management is monitored through annual measurement of Scope 1 and 2 GHG emissions and emissions intensity, compared year-on-year to assess trends and the impact of efficiency initiatives undertaken. The 2025 increase in emissions, driven by growth in operational volume, informs the acceleration of the electrification roadmap's implementation. The development of the roadmap and equipment procurement involves coordination with the Pelindo Group to ensure alignment with ESG standards, while emissions reporting refers to IFRS S2 disclosure requirements and national climate commitments. [GRI 3-3]

Amount and Intensity of Emissions Generated Based on Type [OJK F.11] [GRI 305-1, 305-3]

PMT's operational activities require the use of heavy equipment, operational vehicles, and electrical energy to support cargo handling services, terminal operations, and other supporting facilities. The use of these energy sources constitutes the Company's primary source of greenhouse gas (GHG) emissions, arising both directly from the combustion of fossil fuels and indirectly from electricity consumption.

Emisi GRK langsung atau cakupan 1 terutama bersumber dari penggunaan bahan bakar pada alat berat, kendaraan operasional, dan peralatan penunjang lainnya yang menggunakan solar maupun bahan bakar fosil lain. Sementara itu, emisi GRK tidak langsung atau cakupan 2 berasal dari konsumsi listrik yang digunakan untuk mendukung operasional fasilitas terminal, perkantoran, dan infrastruktur pendukung lainnya.

Di samping itu, Perusahaan menyadari adanya potensi emisi tidak langsung lainnya atau cakupan 3, yang dapat timbul dari aktivitas pendukung seperti perjalanan dinas, penggunaan jasa logistik pihak ketiga, serta aktivitas dalam rantai nilai. Namun hingga akhir tahun 2025, penghitungan emisi cakupan 3 belum dilakukan secara menyeluruh karena keterbatasan sistem pencatatan, ketersediaan data, dan metodologi internal yang masih dalam tahap pengembangan.

Meskipun demikian, PMT memandang bahwa cakupan 3 merupakan area penting dalam penguatan strategi dekarbonisasi jangka panjang. Oleh karena itu, Perusahaan akan terus meningkatkan kesiapan internal, termasuk melalui pemetaan aktivitas dalam rantai nilai dan penguatan sistem pengumpulan data, agar pengukuran emisi dapat dilakukan secara lebih komprehensif di masa mendatang.

Adapun rincian jumlah dan intensitas emisi GRK Perusahaan selama tahun 2025 disajikan pada tabel berikut.

Direct GHG emissions, or Scope 1, primarily originate from fuel consumption by heavy equipment, operational vehicles, and other supporting equipment powered by diesel fuel and other fossil fuels. Meanwhile, indirect GHG emissions, or Scope 2, result from the consumption of electricity used to support terminal facilities, office operations, and other supporting infrastructure.

In addition, the Company recognizes the existence of other indirect emissions, or Scope 3, which may arise from supporting activities such as business travel, the use of third-party logistics services, and activities across the value chain. However, as of the end of 2025, a comprehensive assessment of Scope 3 emissions had not yet been conducted due to limitations in recording systems, data availability, and internal methodologies that are still under development.

Nevertheless, PMT considers Scope 3 emissions to be an important area for strengthening its long-term decarbonization strategy. Accordingly, the Company will continue to enhance its internal readiness, including through value chain activity mapping and the strengthening of data collection systems, to enable more comprehensive emissions measurement in the future.

Details of the number and intensity of the Company's GHG emissions during 2025 are presented in the following table.

Total Emisi GRK Berdasarkan Jenisnya [GRI 305-4]
Total GHG Emissions by Type [GRI 305-4]

Kategori Emisi Emission Category	**Satuan** Unit	**2025**	**2024**	**Kenaikan/Penurunan** Increase/Decrease **(%)**
Cakupan 1 Scope 1	Ton CO_2e	**12.696,11**	9.289,35	36,67
Cakupan 2 Scope 2	Ton CO_2e	**19.420,30**	16.811,28	15,52
Cakupan 3 Scope 3	Ton CO_2e	-	-	-
Total Emisi GRK Total GHG Emission	**Ton CO_2e**	**32.116,41**	**26.100,63**	**23,05**
Intensitas Emisi GRK Berdasarkan Pendapatan GHG Emission Intensity Based on Income				
Pendapatan Income	Rp Miliar Rp billion	**5.670**	5.302	6,93
Intensitas GRK GHG Intensity	Ton CO_2e/Pendapatan Ton CO2E/Income	**5,66**	4,92	15,08

Total emisi Gas Rumah Kaca (GRK) PMT pada tahun 2025 tercatat sebesar 32.116,41 Ton CO_2e. Angka ini menunjukkan peningkatan sebesar 23,05% dibandingkan dengan total emisi pada tahun 2024 yang tercatat sebesar 26.100,63 Ton CO_2e.

PMT's total greenhouse gas (GHG) emissions in 2025 amounted at 32,116.41 tons of CO_2e, a 23.05% increase compared to total emissions in 2024, which were recorded at 26,100.63 tons of CO_2e.

Kenaikan tersebut sejalan dengan peningkatan volume aktivitas operasional dan layanan bongkar muat di berbagai cabang pelabuhan PMT pascapemulihan aktivitas ekonomi secara nasional. Secara rincian, emisi Cakupan 1 (*Scope 1*) mengalami peningkatan sebesar 36,67% menjadi 12.696,11 Ton CO_2e, yang merepresentasikan tingginya utilisasi alat berat bongkar muat serta kendaraan operasional terminal yang masih bergantung pada bahan bakar minyak (solar dan bensin).

Sementara itu, emisi Cakupan 2 (*Scope 2*) yang berasal dari konsumsi energi listrik juga mengalami kenaikan sebesar 15,52% menjadi 19.420,30 Ton CO_2e. Peningkatan pada Cakupan 2 ini bukan semata-mata merupakan pemborosan energi, melainkan menjadi indikator berjalannya program transisi energi Perusahaan. Langkah elektrifikasi secara bertahap pada peralatan utama pelabuhan telah menggeser sebagian beban emisi dari pembakaran langsung di lapangan (Cakupan 1) menuju emisi dari *grid* kelistrikan nasional (Cakupan 2).

Meskipun secara absolut terjadi kenaikan jumlah emisi, PMT berkomitmen untuk terus memantau dan menekan intensitas emisi karbon per satuan pendapatan (Intensitas GRK). Perusahaan memandang langkah elektrifikasi, pemeliharaan alat secara terukur, dan pemanfaatan energi terbarukan seperti *Solar Panel* sebagai fondasi strategis dekarbonisasi jangka panjang demi mencapai pertumbuhan operasional yang berwawasan lingkungan.

Pengungkapan emisi GRK ini juga mendukung penyelarasan bertahap terhadap pilar *Metrics and Targets* IFRS S2, terutama dalam penyajian emisi Cakupan 1, Cakupan 2, intensitas emisi berdasarkan pendapatan, serta rencana penguatan penghitungan Cakupan 3. Penguatan tersebut akan dilanjutkan melalui konsolidasi metodologi, peningkatan kualitas data energi dan emisi, serta penyelarasan dengan agenda dekarbonisasi Pelindo Grup.

This increase was in line with the growth in operational activities and cargo handling services across various PMT port branches following the recovery of economic activity at national level. In detail, Scope 1 emissions increased by 36.67% to 12,696.11 Ton CO_2e, reflecting the high utilization of cargo handling equipment and terminal operational vehicles that continue to rely on petroleum-based fuels, including diesel and gasoline.

Meanwhile, Scope 2 emissions, which arise from electricity consumption, increased by 15.52% to 19,420.30 Ton CO_2e. This increase in Scope 2 emissions should not be viewed solely as an indication of higher energy consumption; rather, it reflects the progress of the Company's energy transition initiatives. The gradual electrification of key port equipment has shifted a portion of emissions from direct fuel combustion at operational sites (Scope 1) to emissions associated with national electricity grid (Scope 2).

Although total emissions increased in absolute terms, PMT remains committed to monitoring and reducing its carbon emissions intensity per unit of revenue (GHG Intensity). The Company considers electrification initiatives, structured equipment maintenance programs, and the utilization of renewable energy sources such as solar panels to be key strategic pillars of its long-term decarbonization efforts, supporting environmentally responsible operational growth.

The disclosure of GHG emissions also supports the Company's gradual alignment with the Metrics and Targets pillar of IFRS S2, particularly through reporting of Scope 1 and Scope 2 emissions, revenue-based emissions intensity metrics, and plans to strengthen the measurement of Scope 3 emissions. These efforts will be further enhanced through methodological consolidation, improvements in energy and emissions data quality, and alignment with decarbonization agenda of Pelindo Group.

UPAYA DAN PENCAPAIAN PENGURANGAN EMISI [OJK F.12] [GRI 305-2, 305-5]

Efforts and Achievements of Emission Reduction [OJK F.12] [GRI 305-2, 305-5]

Dalam upaya mengendalikan emisi yang dihasilkan dari aktivitas operasional, PMT secara bertahap telah mengimplementasikan sejumlah inisiatif efisiensi, antara lain:

1. Mendorong program elektrifikasi pada peralatan utama bongkar muat secara bertahap untuk mengurangi ketergantungan pada bahan bakar fosil;
2. Melaksanakan pemeliharaan rutin pada alat berat dan kendaraan operasional guna menjaga efisiensi pembakaran mesin;
3. Mengoptimalkan sistem pencahayaan dengan menggunakan lampu LED hemat energi di area fasilitas perkantoran maupun terminal;
4. Menerapkan digitalisasi proses kerja guna menekan konsumsi energi dari perangkat elektronik dan mengurangi pemakaian kertas (*paperless*);
5. Mengatur skema pengoperasian alat berat secara lebih terukur untuk meminimalkan waktu *idle* dan mencegah pemborosan bahan bakar; serta
6. Menginisiasi pemanfaatan energi terbarukan melalui instalasi Penerangan Jalan Umum (PJU) bertenaga *Solar Panel* di area operasional pelabuhan (seperti yang telah diimplementasikan di Cabang Bima Badas).

In an effort to control emissions generated from operational activities, PMT has gradually implemented a number of efficiency initiatives, including:

1. Encouraging the gradual electrification of key loading and unloading equipment to reduce reliance on fossil fuels;
2. Carrying out routine maintenance on heavy equipment and operational vehicles to maintain engine combustion efficiency;
3. Optimizing lighting systems by using energy-efficient LED lamps in office facilities and terminals;
4. Implementing digitalization of work processes to reduce energy consumption from electronic devices and reduce paper use (paperless);
5. Managing heavy equipment operating schedules in a more measured manner to minimize idle time and prevent fuel waste; and
6. Initiating the use of renewable energy through installation of solar panel-powered street lighting (PJU) in port operational areas (as implemented at Bima Badas Branch).

Meskipun berbagai inisiatif efisiensi telah mulai dijalankan, dinamika pertumbuhan bisnis turut memengaruhi profil emisi Perusahaan. Berdasarkan hasil perhitungan, total emisi Cakupan 1 pada tahun 2025 tercatat sebesar 12.696,11 Ton CO_2e, meningkat sebesar 36,67% dibandingkan tahun sebelumnya. Peningkatan ini secara langsung merepresentasikan adanya eskalasi aktivitas operasional dan tingginya mobilitas alat berat yang masih bergantung pada bahan bakar diesel, sejalan dengan tren kenaikan volume layanan bongkar muat di berbagai terminal.

Although various efficiency initiatives have been implemented, the dynamics of business growth also impact the Company's emissions profile. Based on calculations, total Scope 1 emissions in 2025 were recorded at 12,696.11 tons CO_2e, a 36.67% increase compared to the previous year. This increase directly reflects the escalation in operational activities and the high mobility of heavy equipment, which still relies on diesel fuel, in line with increasing trend in loading and unloading service volumes at various terminals.

Di sisi lain, emisi Cakupan 2 yang berasal dari konsumsi listrik pada fasilitas operasional mengalami peningkatan sebesar 15,52% dibandingkan tahun sebelumnya, menjadi 19.420,30 Ton CO_2e. Peningkatan ini sejalan dengan perluasan operasional fasilitas pelabuhan, sekaligus menjadi implikasi dari berjalannya transisi elektrifikasi peralatan utama yang secara bertahap mengalihkan beban pembakaran energi di lapangan (*direct emissions*) menuju pemakaian kelistrikan *grid* nasional (*indirect emissions*).

Conversely, Scope 2 emissions from electricity consumption at operational facilities increased by 15.52% compared to the previous year, to 19,420.30 tons CO_2e. This increase aligns with the expansion of port facility operations and is also an implication of ongoing transition to electrification of key equipment, which is gradually shifting burden of burning energy in the field (direct emissions) to using electricity from national grid (indirect emissions).

Secara keseluruhan, total emisi GRK PMT pada tahun 2025 tercatat sebesar 32.116,41 Ton CO_2e, atau mengalami peningkatan sebesar 23,05% dibandingkan tahun 2024. Tren peningkatan ini sejalan dengan meningkatnya intensitas konsumsi energi secara akumulatif. Walaupun secara absolut jumlah emisi mengalami kenaikan, Perusahaan tetap menjadikan data ini sebagai tolok ukur (*baseline*) yang esensial untuk terus mengevaluasi dan menyempurnakan strategi dekarbonisasi jangka panjang yang lebih terarah di masa mendatang.

Overall, the total GHG emissions of PMT in 2025 were recorded at 32,116.41 tons CO_2e, representing a 23.05% increase compared to 2024. This upward trend is in line with the cumulative increase in energy consumption intensity. Despite the absolute increase in emissions, the Company continues to use this data as an essential baseline for continuously evaluating and refining its long-term, more targeted decarbonization strategy in the future.

Roadmap Elektrifikasi Peralatan Bongkar Muat

PMT telah menyusun *Roadmap* Elektrifikasi Alat Bongkar Muat sebagai kerangka strategis dalam mendorong transformasi teknologi yang lebih ramah lingkungan. Dokumen ini memuat pemetaan kondisi eksisting

Roadmap for Electrification of Loading and Unloading Equipment

PMT has developed a Roadmap for Electrification of Loading and Unloading Equipment as a strategic framework to promote environmentally friendly technological transformation. This document

peralatan, status elektrifikasi di setiap lokasi, serta rencana implementasi berikut estimasi kebutuhan investasi hingga tahun 2028. Adapun jenis peralatan yang menjadi prioritas dalam *roadmap* ini meliputi *Harbour Mobile Crane* (HMC), *Gantry Luffing Crane* (GLC), dan *Fixed Cargo Crane* (FCC).

Implementasi elektrifikasi dilakukan secara bertahap dan selektif dengan mempertimbangkan kesiapan infrastruktur kelistrikan, kebutuhan operasional, serta aspek keekonomian di masing-masing pelabuhan. Setiap proses pengadaan peralatan baru dilaksanakan sesuai dengan prinsip ESG dan standar operasional pengadaan Pelindo Grup, guna memastikan efisiensi biaya sekaligus kepatuhan terhadap standar keberlanjutan yang berlaku.

Melalui pelaksanaan *roadmap* ini, PMT menegaskan komitmennya untuk menjadi pelopor dalam transformasi hijau pada segmen terminal nonpetikemas, sekaligus merespons tantangan global terkait transisi energi dan pengelolaan dampak lingkungan di sektor kepelabuhanan.

Berikut disajikan *Roadmap* Elektrifikasi peralatan utama bongkar muat pada 31 cabang PMT dalam kerangka upaya pengurangan emisi.

maps current condition of heavy equipment, the status of electrification by location, as well as schedule and estimated investment costs up to 2028. The equipment prioritized in this roadmap includes Harbour Mobile Cranes (HMC), Gantry Luffing Cranes (GLC), and Fixed Cargo Cranes (FCC).

Electrification will be implemented gradually and selectively based on the readiness of electrical infrastructure, operational urgency, and the economic value of each port. Every new equipment procurement will be carried out through mechanisms aligned with ESG principles and Pelindo Group Procurement operational standards to ensure budget efficiency and compliance with sustainability standards.

With the implementation of this roadmap, PMT reaffirms its commitment to being a pioneer in green transformation in non-container terminal segment, while addressing global challenges related to energy transition and port environmental impact management.

Below is the Electrification Roadmap for main cargo handling equipment at 31 PMT branches as part of efforts to reduce emissions.

No	No Alat No Tool	Deskripsi Alat Tool Description	Status Elektrifikasi Electrification Status		Rencana Elektrifikasi Electrification Plan				Estimasi Biaya (Rp-Juta) Cost Estimate (Rp-million)
			Sudah Already	Belum Not Yet	2025	2026	2027	2028	
1	MALAHAYATI								
	HMC-01	*HARBOUR MOBILE CRANE*, 80 TON, TEREX, GHRK 2304, MALAHAYATI		P			P		7.500,00
2	LHOKSEUMAWE								
		TIDAK ADA None							
3	DUMAI								
	HMC-01	*HARBOUR MOBILE CRANE*, 104 TON, LIEBHERR, LHM 400, DUMAI		P		P			7.500,00
4	BELAWAN								
		TIDAK ADA None							
5	TANJUNG PINANG								
	FC	*Fixed Cargo Crane* SN. 165335 di Tanjung Pinang Fixed Cargo Crane SN. 165335 in Tanjung Pinang		P	P				2.500,00
6	SIBOLGA								
	FC	*Fixed Cargo Crane* 01 SN. 165336 di Sibolga Fixed Cargo Crane 01 SN. 165336 in Sibolga	P		P				2.500,00
7	TANJUNG BALAI KARIMUN								
		TIDAK ADA None							
8	TANJUNG PRIOK								
	010-GLC-01	*GANTRY LUFFING CRANE*, 40 TON, WUHAN, MQ4040A, TANJUNG PRIOK	P						0,00
	010-GLC-02	*GANTRY LUFFING CRANE*, 40 TON, WUHAN, MQ4040A, TANJUNG PRIOK	P						0,00
	010-GLC-03	GLC EX-MTI		P	P				7.500,00
	010-GLC-04	GLC EX-MTI		P	P				7.500,00
	010-GLC-05	*GANTRY LUFFING CRANE*, 40 TON, WUHAN, MQ4040B, TANJUNG PRIOK	P						0,00

No	No Alat No Tool	Deskripsi Alat Tool Description	Status Elektrifikasi Electrification Status		Rencana Elektrifikasi Electrification Plan				Estimasi Biaya (Rp-Juta) Cost Estimate (Rp-million)
			Sudah Already	Belum Not Yet	2025	2026	2027	2028	
	010-GLC-06	*GANTRY LUFFING CRANE*, 40 TON, WUHAN, MQ4040B, TANJUNG PRIOK	P						0,00
	010-GLC-07	*GANTRY LUFFING CRANE*, 40 TON, WUHAN, MQ4040C, TANJUNG PRIOK	P						0,00
	010-GLC-08	*GANTRY LUFFING CRANE*, 40 TON, WUHAN, MQ4040C, TANJUNG PRIOK	P						0,00
	010-GLC-09	*GANTRY LUFFING CRANE*, 40 TON, WUHAN, MQ4040C, TANJUNG PRIOK	P						0,00
	010-GLC-10	*GANTRY LUFFING CRANE*, 40 TON, WUHAN, MQ4045, TANJUNG PRIOK	P						0,00
	010-GLC-11	*GANTRY LUFFING CRANE*, 40 TON, WUHAN, MQ4045, TANJUNG PRIOK	P						0,00
9	PANJANG								
	020-GLC-01	*GANTRY LUFFING CRANE* NO 01 CABANG PANJANG, WUHAN, MQ4045-M9A GANTRY LUFFING CRANE NO 01 PANJANG BRANCH, WUHAN, MQ4045-M9A	P						0,00
	020-GLC-02	*GANTRY LUFFING CRANE* NO 02 CABANG PANJANG, WUHAN, MQ4045-M9A GANTRY LUFFING CRANE NO 02 PANJANG BRANCH, WUHAN, MQ4045-M9A	P						0,00
	020-GJC-01	*GANTRY JIB CRANE* NO 01 CABANG PANJANG, NANJING (NJPMP), MQ40/16-30/43 GANTRY JIB CRANE NO 01 PANJANG BRANCH, NANJING (NJPMP), MQ40/16-30/43	P						0,00
	020-GJC-02	*GANTRY JIB CRANE* NO 02 CABANG PANJANG, NANJING (NJPMP), MQ40/16-30/43 GANTRY JIB CRANE NO 02 PANJANG BRANCH, NANJING (NJPMP), MQ40/16-30/43	P						0,00
	020-GJC-03	*GANTRY JIB CRANE* NO 03 CABANG PANJANG, NANJING (NJPMP), MQ40/16-30/43 GANTRY JIB CRANE NO 03 PANJANG BRANCH, NANJING (NJPMP), MQ40/16-30/43	P						0,00
	020-GJC-04	*GANTRY JIB CRANE* NO 04 CABANG PANJANG, NANJING (NJPMP), MQ40/16-30/43 GANTRY JIB CRANE NO 04 PANJANG BRANCH, NANJING (NJPMP), MQ40/16-30/43	P						0,00
10	PONTIANAK								
		Tidak ada None							
11	BANTEN								
	080-GLC-04	*GANTRY LUFFING CRANE* NO 04 CABANG BANTEN, WUHAN, MQ4045-M9A GANTRY LUFFING CRANE NO 04 BANTEN BRANCH, WUHAN, MQ4045-M9A		P			P		7.500,00
	080-GLC-03	*GANTRY LUFFING CRANE* NO 03 CABANG BANTEN, WUHAN, MQ4045-M9A GANTRY LUFFING CRANE NO 03 BANTEN BRANCH, WUHAN, MQ4045-M9A		P			P		7.500,00
	010-GLC-03	*GANTRY LUFFING CRANE* NO. 03 EX. T. PRIOK, WUHAN, MQ4040B		P			P		7.500,00
	010-GLC-04	*GANTRY LUFFING CRANE* NO. 04 EX. T. PRIOK, WUHAN, MQ4040B		P				P	7.500,00
	GLC-EXMTI	*GANTRY LUFFING CRANE*, EX MTI		P				P	7.500,00
	GLC-EXMTI	*GANTRY LUFFING CRANE*, EX MTI		P				P	7.500,00
12	PANGKAL BALAM								

No	No Alat No Tool	Deskripsi Alat Tool Description	Status Elektrifikasi Electrification Status		Rencana Elektrifikasi Electrification Plan				
			Sudah Already	Belum Not Yet	2025	2026	2027	2028	Estimasi Biaya (Rp-Juta) Cost Estimate (Rp-million)
	110-FJC-01	*FIX JIB CRANE* NO 01 CABANG PANGKAL BALAM, NANJING (NJPMP), GQ35/16-30/35 FIX JIB CRANE NO 01 PANGKAL BALAM BRANCH, NANJING (NJPMP), GQ35/16-30/35		P		P			2.500,00
13	BENGKULU								
	090-GLC-01	*GANTRY LUFFING CRANE* NO 01 CABANG BENGKULU, WUHAN, MQ4040-M9C GANTRY LUFFING CRANE NO 01 BENGKULU BRANCH, WUHAN, MQ4040-M9C		P				P	
14	PALEMBANG								
	040-GJC-01	*GANTRY JIB CRANE* NO 01 CABANG PALEMBANG, NANJING (NJPMP), MQ35-30 GANTRY JIB CRANE NO 01 PALEMBANG BRANCH, NANJING (NJPMP), MQ35-30	P				P		0,00
	040-GJC-02	*GANTRY JIB CRANE* NO 02 CABANG PALEMBANG, NANJING (NJPMP), MQ35-30 GANTRY JIB CRANE NO 02 PALEMBANG BRANCH, NANJING (NJPMP), MQ35-30	P				P		0,00
	040-GJC-03	*GANTRY JIB CRANE* NO 03 CABANG PALEMBANG, NANJING (NJPMP), MQ35/16-30/35 GANTRY JIB CRANE NO 03 PALEMBANG BRANCH, NANJING (NJPMP), MQ35/16-30/35	P					P	0,00
	040-GJC-04	*GANTRY JIB CRANE* NO 04 CABANG PALEMBANG, NANJING (NJPMP), MQ35/16-30/35 GANTRY JIB CRANE NO 04 PALEMBANG BRANCH, NANJING (NJPMP), MQ35/16-30/35	P					P	0,00
15	TELUK BAYUR								
	030-GJC-05	*GANTRY JIB CRANE* NO 05 CABANG TELUK BAYUR, HHMC, MQ2535 GANTRY JIB CRANE NO 05 TELUK BAYUR BRANCH, HHMC, MQ2535		P			P		7.500,00
	030-GJC-06	*GANTRY JIB CRANE* NO 06 CABANG TELUK BAYUR, HHMC, MQ2535 GANTRY JIB CRANE NO 06 TELUK BAYUR BRANCH, HHMC, MQ2535		P			P		7.500,00
	030-GJC-07	*GANTRY JIB CRANE* NO 07 CABANG TELUK BAYUR, HHMC, MQ2535 GANTRY JIB CRANE NO 07 TELUK BAYUR BRANCH, HHMC, MQ2535		P			P		7.500,00
16	JAMBI								
		TIDAK ADA None							
17	CIREBON								
		TIDAK ADA None							
18	TANJUNG PANDAN								
		TIDAK ADA None							
19	TANJUNG EMAS								
	LCR020-0001	LC-01 TEMAS WIKA-LELANGON		P		P			7.500,00
	LCR020-0002	LC-02 TEMAS WIKA-LELANGON		P			P		7.500,00
20	GRESIK								
	FCR020-0001	FC-01-20T GRESIK-GYC	P						0,00
	FCR020-0002	FC-02-20T GRESIK-GYC	P						0,00

No	No Alat No Tool	Deskripsi Alat Tool Description	Status Elektrifikasi Electrification Status		Rencana Elektrifikasi Electrification Plan				Estimasi Biaya (Rp-Juta) Cost Estimate (Rp-million)
			Sudah Already	Belum Not Yet	2025	2026	2027	2028	
	FCR020-0003	FC-03-20T GRESIK-GYC	P						0,00
	FCR020-0004	FC-04-20T GRESIK-GYC	P						0,00
21	JAMRUD NILAM MIRAH								
	HMC120-0001	HMC-1574-ITALGRU-JAMRUD		P		P			7.500,00
	HMC120-0003	HMC-05-GOTWALD-JAMRUD		P	P				3500,00
	HMC120-0004	HMC-06-GOTWALD-JAMRUD		P	P				
	HMC120-0005	HMC-07-GOTWALD-JAMRUD		P	P				
	HMC120-0006	HMC-08-GOTWALD-JAMRUD		P	P				
	HPC120-0001	HPC03-ITALGRU-JAMRUD		P		P			1.000,00
	HPC120-0002	HPC02-ITALGRU-JAMRUD		P		P			1.000,00
	HPC120-0003	HPC B11-ITALGRU-JAMRUD		P		P			1.000,00
	HPC120-0004	HPC B12-ITALGRU-JAMRUD		P		P			1.000,00
	HMC120-0002	HMC-04-GOTWALD-JAMRUD		P			P		7.500,00
22	TRISAKTI								
		TIDAK ADA None							
23	LEMBAR								
	FCR035-0003	FC 01 LEMBAR-GYC		P		P			2.500,00
	FCR035-0004	FC02 LEMBAR-GYC		P			P		2.500,00
24	TANJUNG INTAN								
		TIDAK ADA None							
25	TANJUNG WANGI								
		TIDAK ADA None							
26	BADAS BIMA								
		TIDAK ADA None							
27	BAGENDANG BUMIHARJO								
		TIDAK ADA None							
28	PT TERMINAL TELUK LAMONG								
	GSU-01	*Grab Ship Unloader*	P						0,00
	GSU-02	*Grab Ship Unloader*	P						0,00
29	MAKASSAR								
	HMC No. 01	*HARBOUR MOBILE CRANE*		P		P			7.500,00
	HMC No. 02	*HARBOUR MOBILE CRANE*		P			P		7.500,00
30	BALIKPAPAN								
		TIDAK ADA None							
31	PARE-PARE GARONGKONG								
		TIDAK ADA None							
Total Program Elektrifikasi Total Electrification Program			**26**	**32**	**8**	**10**	**13**	**6**	**162.500,00**

ASPEK LIMBAH DAN EFLUEN
Waste and Effluent Aspects

Jumlah Limbah dan Efluen Berdasarkan Jenis [OJK F.13]

Kegiatan operasional PMT sebagai pengelola terminal *multipurpose* tidak menghasilkan limbah proses sebagaimana pada industri manufaktur. Namun demikian, aktivitas operasional Perusahaan tetap menimbulkan limbah dari kegiatan pendukung, antara lain limbah padat domestik, limbah bahan berbahaya dan beracun (B3), serta efluen atau air limbah dari aktivitas perkantoran, fasilitas terminal, dan kegiatan pendukung operasional lainnya.

Limbah B3 yang timbul dari kegiatan operasional Perusahaan antara lain berasal dari penggunaan dan pemeliharaan alat berat, kendaraan operasional, serta fasilitas pendukung. Jenis limbah B3 tersebut dapat mencakup oli bekas, pelumas bekas, aki bekas, filter bekas, kemasan bahan kimia, serta sisa bahan pendukung kegiatan pemeliharaan. Sementara itu, limbah non-B3 pada umumnya berupa limbah padat domestik dari area kantor dan terminal, termasuk sampah organik, anorganik, kemasan, plastik, kertas, serta material pendukung operasional lainnya yang tidak termasuk kategori B3.

Efluen atau air limbah yang dihasilkan Perusahaan terutama berasal dari kegiatan sanitasi, fasilitas perkantoran, terminal, serta kegiatan pendukung operasional pada lokasi tertentu. Pengelolaan efluen dilakukan dengan memperhatikan mekanisme pengolahan dan infrastruktur lingkungan yang tersedia di masing-masing wilayah operasional.

Pada tahun 2025, jumlah limbah dan efluen yang dihasilkan PMT berdasarkan jenisnya disajikan sebagai berikut:

Waste and Effluent Amount by Type [OJK F.13]

As a multipurpose terminal operator, PMT's operational activities do not generate process waste in the same manner as manufacturing industries. Nevertheless, the Company's operations do generate waste from supporting activities, including domestic solid waste, hazardous and toxic waste (B3), and effluent or wastewater originating from office activities, terminal facilities, and other operational support functions.

Hazardous waste generated from the Company's operations primarily arises from the use and maintenance of heavy equipment, operational vehicles, and supporting facilities. Such hazardous waste may include used oil, spent lubricants, used batteries, used filters, chemical containers, and residual materials from maintenance activities. Meanwhile, non-hazardous waste generally consists of domestic solid waste generated from office and terminal areas, including organic and inorganic waste, packaging materials, plastics, paper, and other operational support materials that do not fall within the hazardous waste category.

The Company's effluent or wastewater is mainly generated from sanitation activities, office facilities, terminal operations, and other supporting operational activities at certain locations. Effluent management is carried out in accordance with the available treatment mechanisms and environmental infrastructure within each operational area.

In 2025, the amount of waste and effluent produced by PMT based on type is presented as follows:

Jenis Limbah/Efluen Type of Waste/Effluent	**Pengungkapan** Disclosure	**Satuan** Unit	**Volume 2025**
Limbah Padat Solid Waste	Total volume limbah padat yang dihasilkan Total volume of solid waste generated	m^3	25.883,10
	Penggunaan kembali Reuse	m^3	1,16
	Daur ulang Recycle	m^3	0,55
	Pengolahan menjadi kompos Composting	m^3	2,26
	Diangkut ke Tempat Pembuangan Akhir (TPA) Transported to Final Disposal Site	m^3	23.731,04
Limbah B3 Hazardous Waste	Total limbah B3 yang dihasilkan Total hazardous waste generated	ton	10.883,21
	Total limbah B3 yang diangkut pihak ketiga Total Hazardous waste transported by third parties	ton	2.994,23
Efluen Effluent	Air limbah sebelum pengolahan Wastewater before treatment	m^3	49.501,44
	Air limbah setelah pengolahan Wastewater after treatment	m^3	59.264,39
	Air hasil pengolahan yang digunakan kembali Reused treated water	m^3	0,11
	Persentase air hasil pengolahan yang digunakan kembali Percentage of reused treated water	%	<0,01%

Mekanisme Pengelolaan Limbah dan Efluen [OJK F.14]

PMT mengelola limbah dan efluen dengan memperhatikan karakteristik masing-masing jenis limbah, ketersediaan infrastruktur pengelolaan di lokasi operasional, serta ketentuan lingkungan hidup yang berlaku. Pengelolaan dilakukan melalui pemilahan, penyimpanan sementara, pemanfaatan kembali dalam skala terbatas, daur ulang, pengomposan, pengangkutan ke Tempat Pembuangan Akhir (TPA), serta penyerahan limbah tertentu kepada pihak ketiga yang memiliki izin sesuai ketentuan.

Untuk limbah padat non-B3, Perusahaan mulai menerapkan pemilahan limbah berdasarkan jenis dan potensi pemanfaatannya. Limbah yang masih dapat dimanfaatkan kembali, didaur ulang, atau diolah menjadi kompos dikelola melalui mekanisme yang tersedia di masing-masing lokasi. Adapun limbah yang tidak dapat dimanfaatkan kembali diangkut ke TPA melalui kerja sama dengan pihak berwenang atau pihak ketiga yang memiliki izin. Pada tahun 2025, sebagian besar limbah padat PMT masih dikelola melalui pengangkutan ke TPA, yaitu sebesar 23.731,04 m^3 dari total limbah padat yang dihasilkan sebesar 25.883,10 m^3.

Limbah B3 dikelola secara terpisah dari limbah non-B3 untuk mencegah potensi pencemaran lingkungan dan risiko terhadap kesehatan. Limbah B3 yang berasal dari aktivitas pemeliharaan alat, kendaraan, dan fasilitas operasional disimpan pada Tempat Penyimpanan Sementara (TPS) B3 sesuai prosedur yang berlaku, sebelum diserahkan kepada pihak ketiga yang memiliki izin untuk pengangkutan dan pengelolaan lebih lanjut. Pada tahun 2025, total limbah B3 yang tercatat sebesar 10.883,21 ton, dengan volume yang telah diangkut oleh pihak ketiga sebesar 2.994,23 ton.

Pengelolaan efluen dilakukan melalui sistem pengolahan dan/atau mekanisme pengaliran sesuai fasilitas yang tersedia di masing-masing wilayah operasional. Air limbah yang berasal dari aktivitas perkantoran, fasilitas terminal, sanitasi, dan kegiatan pendukung lainnya dikelola untuk mengurangi potensi dampak terhadap lingkungan sebelum dialirkan sesuai ketentuan yang berlaku. Pada tahun 2025, volume air limbah sebelum pengolahan tercatat sebesar 49.501,44 m^3, sedangkan air limbah setelah pengolahan tercatat sebesar 59.264,39 m^3. Perbedaan volume tersebut dapat dipengaruhi oleh karakteristik sistem pengolahan di lokasi operasional, termasuk masuknya aliran tambahan ke dalam sistem pengelolaan air limbah pada area tertentu.

Hingga akhir tahun 2025, pengelolaan limbah dan efluen PMT dilaksanakan melalui koordinasi dengan pengelola fasilitas pelabuhan dan pihak ketiga yang berwenang, mengingat sebagian kegiatan operasional Perusahaan berada di area pelabuhan yang infrastrukturnya dikelola secara terpadu. Dalam kerangka tersebut, PMT berperan dalam memastikan bahwa timbulan limbah dan efluen dari aktivitas operasionalnya dikelola sesuai prosedur, dipantau secara berkala, dan diarahkan untuk meminimalkan dampak terhadap lingkungan.

Ke depan, Perusahaan akan terus memperkuat pencatatan, pemilahan, dan pengelolaan limbah agar porsi limbah yang dapat digunakan kembali, didaur ulang, atau diolah menjadi kompos dapat ditingkatkan secara bertahap. Upaya ini diharapkan dapat mengurangi ketergantungan terhadap pembuangan akhir sekaligus mendukung praktik operasional yang lebih ramah lingkungan.

Waste and Effluent Management Mechanisms [OJK F.14]

PMT manages waste and effluents by taking into account the characteristics of each waste type, the availability of waste management infrastructure at operational sites, and applicable environmental regulations. Waste management activities include segregation, temporary storage, limited-scale reuse, recycling, composting, transportation to Final Disposal Sites, and transfer of certain waste streams to licensed third-party service providers in accordance with regulatory requirements.

For non-hazardous solid waste, the Company has begun implementing waste segregation practices based on waste type and its potential use. Waste that can be reused, recycled, or processed into compost is managed through mechanisms available at each operational location. Waste that cannot be recovered is transported to Final Disposal Sites through cooperation with authorized agencies or licensed third-party providers. In 2025, the majority of PMT's solid waste was managed through disposal at Final Disposal Sites, amounting to 23,731.04 m^3 out of a total solid waste generation of 25,883.10 m^3.

Hazardous waste is managed separately from non-hazardous waste to prevent environmental contamination and mitigate health risks. Hazardous waste generated from the maintenance of equipment, vehicles, and operational facilities is stored in designated Temporary Hazardous Waste Storage Facilities (TPS) in accordance with applicable procedures before being transferred to licensed third-party companies for transportation and further treatment. In 2025, total hazardous waste generation amounted to 10,883.21 tons, of which 2,994.23 tons had been transported and managed by licensed third parties.

Effluent management is carried out through treatment systems and/or discharge mechanisms in accordance with the facilities available at each operational site. Wastewater generated from office activities, terminal facilities, sanitation systems, and other supporting operations is managed to reduce potential environmental impacts before being discharged in compliance with applicable regulations. In 2025, the volume of wastewater before treatment was recorded at 49,501.44 m^3, while the volume of treated wastewater amounted to 59,264.39 m^3. This difference in volume may be influenced by the characteristics of treatment systems at operational sites, including inflow of additional water streams into wastewater management systems in certain areas.

As of the end of 2025, PMT's waste and effluent management activities were conducted in coordination with port facility operators and authorized third parties, given that a portion of the Company's operations is located within port areas where infrastructure is managed in an integrated manner. Within this framework, PMT's role is to ensure that waste and effluent generated from its operational activities are managed in accordance with established procedures, monitored regularly, and handled in a manner that minimizes environmental impacts.

Going forward, the Company will continue to strengthen waste recording, sorting, and management to gradually increase the proportion of waste that can be reused, recycled, or composted. This effort is expected to reduce reliance on landfills while supporting more environmentally friendly operational practices.

Tumpahan yang Terjadi [OJK F.15]

Sepanjang tahun 2025, PMT tidak mencatat adanya kejadian tumpahan bahan berbahaya, baik berupa minyak, bahan bakar, maupun zat kimia lainnya di seluruh wilayah operasional. Kondisi ini mencerminkan efektivitas sistem pengendalian lingkungan yang diterapkan, serta tingkat kepatuhan yang tinggi terhadap prosedur keselamatan kerja dan standar pengelolaan bahan berbahaya di lapangan.

Meskipun demikian, PMT tetap menjadikan pencegahan tumpahan sebagai prioritas utama dalam pengelolaan risiko lingkungan. Mengingat karakteristik operasional bongkar muat nonpetikemas yang melibatkan penggunaan alat berat, kendaraan berbahan bakar diesel, serta interaksi dengan berbagai jenis kargo, termasuk cair dan padat, potensi terjadinya kebocoran bahan bakar, pelumas, maupun zat kimia tetap menjadi perhatian yang dikelola secara serius.

Upaya Pencegahan Tumpahan

Sebagai langkah mitigasi terhadap potensi terjadinya tumpahan, PMT telah mengimplementasikan sejumlah upaya pengendalian, antara lain:

1. SOP penanganan dan penyimpanan bahan berbahaya (seperti solar, oli, dan cairan kimia) yang disosialisasikan secara berkala kepada petugas lapangan;
2. Pemeriksaan rutin terhadap tangki bahan bakar dan alat berat guna mendeteksi potensi kebocoran sejak dini;
3. Penyediaan peralatan penanggulangan tumpahan *(spill kit)* di titik-titik strategis terminal dan bengkel;
4. Pelatihan tanggap darurat lingkungan kepada karyawan operasional dan HSSE dalam kerangka program pelatihan rutin.

Melalui penerapan pendekatan pencegahan yang terstruktur dan berbasis risiko, PMT berkomitmen untuk menjaga kelestarian lingkungan pelabuhan serta meminimalkan potensi terjadinya insiden yang dapat berdampak negatif terhadap tanah, air, udara, keanekaragaman hayati, maupun kesehatan masyarakat di sekitar area operasional.

Spill Incidents [OJK F.15]

Throughout 2025, PMT recorded no incidents involving hazardous material spills, such as oil, fuel, or chemicals, across all managed operational areas. This indicates that the implemented environmental control systems have been effective and that there is compliance with workplace safety procedures and hazardous material management standards on site.

Nevertheless, PMT continues to prioritize spill prevention in environmental risk management. Given operational characteristics of non-containerized loading and unloading, which involve the use of heavy equipment, diesel-powered vehicles, and interaction with various types of cargo, including liquids and solids, the potential for fuel, lubricant, and chemical leaks remains a serious concern that must be managed carefully.

Spill Prevention Efforts

As a mitigation measure against the potential for spills, PMT has implemented a number of control efforts, including:

1. SOPs for handling and storing hazardous materials (such as diesel, oil, and chemicals) which are regularly communicated to field personnel;
2. Routine inspections of fuel tanks and heavy equipment to detect early signs of leakage;
3. Provision of spill response kits at strategic points in terminals and workshops;
4. Emergency environmental response training for operational and HSSE personnel as part of the routine training program.

Through implementation of structured and risk-based prevention approach, PMT is committed to maintaining sustainability of the port environment and minimizing the potential for incidents that could negatively impact land, water, air, biodiversity, and public health around operational area.

ASPEK PENGADUAN TERKAIT LINGKUNGAN HIDUP

Environmental Complaint Aspect

Jumlah dan Materi Pengaduan Lingkungan Hidup yang Diterima dan Diselesaikan [OJK F.16]

PMT menempatkan keterbukaan terhadap masukan masyarakat dalam kerangka prinsip tata kelola yang bertanggung jawab. Untuk itu, Perusahaan menyediakan mekanisme pengaduan lingkungan sebagai berikut:

1. Saluran komunikasi resmi di setiap cabang operasional, termasuk petugas yang ditunjuk untuk menindaklanjuti pengaduan;
2. Sistem *Whistleblowing* dan saluran digital korporat yang dapat digunakan untuk menyampaikan keluhan secara langsung dan terdokumentasi;
3. Koordinasi rutin dengan otoritas pelabuhan dan pemangku kepentingan lokal guna memantau potensi dampak lingkungan di sekitar wilayah kerja.

Komitmen terhadap transparansi serta penanganan dan penyelesaian keluhan merupakan bagian penting dari sistem manajemen lingkungan PMT dalam rangka menjaga hubungan yang harmonis dengan masyarakat serta mendukung keberlanjutan jangka panjang di kawasan pelabuhan.

Sepanjang tahun 2025, PMT tidak menerima pengaduan dari masyarakat, pelanggan, maupun pemangku kepentingan lainnya terkait dampak lingkungan dari kegiatan operasional Perusahaan. Kondisi ini mencerminkan bahwa aktivitas bongkar muat barang nonpetikemas telah dilaksanakan sesuai dengan ketentuan peraturan perundang-undangan yang berlaku, serta dengan tetap memperhatikan aspek keselamatan dan kelestarian lingkungan.

Number and Nature of Environmental Complaints Received and Resolved [OJK F.16]

PMT remains open to public feedback as a framework of responsible governance principles. The Company provides environmental complaint mechanisms through:

1. Official communication channels at each operational branch, including designated officers to follow up on complaints;
2. A corporate whistleblowing system and digital channels that allow complaints to be submitted directly and documented;
3. Routine coordination with port authorities and local stakeholders to monitor potential environmental impacts in the surrounding work areas.

Commitment to transparency and complaint resolution is an important part of PMT's environmental management system, aiming to maintain harmony with the community and support long-term sustainability in port areas.

Throughout 2025, PMT did not receive any complaints from the public, customers, or other stakeholders related to environmental impacts from the Company's operations. This reflects that the non-containerized cargo handling activities have been carried out in compliance with prevailing laws and regulations and with due regard for safety and environmental sustainability.

Kinerja Sosial

Social Performance

Mewujudkan kesejahteraan bersama melalui praktik ketenagakerjaan yang inklusif dan kepedulian terhadap masyarakat sekitar wilayah operasional.
Realizing shared well-being through inclusive employment practices and care for communities surrounding operational areas.





05

ASPEK KETENAGAKERJAAN
Employment Aspects

Sebagai perusahaan padat karya yang mengoperasikan lebih dari 30 cabang terminal dengan 669 karyawan organik per akhir 2025, pengelolaan ketenagakerjaan PMT berdampak langsung terhadap kesejahteraan, jenjang karier, dan keberlangsungan penghidupan karyawan beserta keluarganya. Dampak positif tercipta melalui penyediaan lapangan kerja, upah di atas ketentuan upah minimum regional, dan jenjang karier yang setara; sementara potensi dampak negatif dapat timbul dari praktik diskriminasi, ketidaksetaraan kesempatan, atau perlakuan tidak adil apabila tidak dikelola dengan baik. Dampak ini bersumber langsung dari hubungan kerja Perusahaan dengan karyawannya.

As a labor-intensive company operating more than 30 terminal branches with 669 organic employees as of the end of 2025, PMT's employment management directly affects the welfare, career progression, and livelihood continuity of its employees and their families. Positive impacts are created through the provision of employment, wages above the regional minimum wage, and equal career pathways; while potential negative impacts could arise from discrimination, unequal opportunity, or unfair treatment if not properly managed. This impact originates directly from the Company's employment relationship with its workforce.

PMT menjunjung tinggi prinsip kesetaraan dan non-diskriminasi dalam seluruh aspek pengelolaan sumber daya manusia, tanpa membedakan jenis kelamin, agama, suku, ras, latar belakang budaya, maupun golongan sosial, sebagaimana diatur dalam kebijakan kepegawaian internal dan Perjanjian Kerja Bersama (PKB) yang berlaku. Perusahaan berkomitmen menciptakan lingkungan kerja yang aman, inklusif, dan menjunjung tinggi keberagaman, dengan segala bentuk pelecehan, diskriminasi, maupun perlakuan tidak setara tidak ditoleransi.

PMT upholds the principles of equality and non-discrimination in all aspects of human capital management, regardless of gender, religion, ethnicity, race, cultural background, or social group, as set out in internal staffing policies and the applicable Collective Labor Agreement (CLA). The Company is committed to building a safe, inclusive workplace that respects diversity, with any form of harassment, discrimination, or unequal treatment not tolerated.

Kesetaraan diterapkan mulai dari rekrutmen yang adil dan inklusif, hingga promosi jabatan melalui proses penilaian kinerja yang terstruktur dan objektif berdasarkan rekam jejak karyawan. Perusahaan secara berkala melakukan penyesuaian upah minimum sesuai ketetapan pemerintah dan evaluasi skema remunerasi secara internal; pada 2025, upah minimum di seluruh cabang PMT (Rp8.156.000) tercatat 2–3 kali lipat di atas UMP/UMK setempat. PMT juga memastikan hak cuti melahirkan dipenuhi penuh, dengan 100% karyawan yang kembali bekerja tetap dipekerjakan setelah 12 bulan.

Equality is applied from fair and inclusive recruitment through to job promotion via a structured and objective performance assessment process based on employees' track records. The Company periodically adjusts the minimum wage in line with government stipulations and internally evaluates its remuneration scheme; in 2025, PMT's minimum wage across all branches (Rp8,156,000) was recorded at two to three times the applicable local UMP/UMK. PMT also ensures maternity leave entitlements are fully honored, with 100% of employees who returned to work remaining employed 12 months later.

Efektivitas pengelolaan dipantau melalui indikator perekrutan dan *turnover* karyawan. Pada 2025 tercatat tingkat *turnover* 3% dari total karyawan, serta cakupan tunjangan dan tingkat retensi pasca-cuti melahirkan. Perusahaan melibatkan manajemen, serikat pekerja, dan karyawan dalam evaluasi skema remunerasi dan kebijakan ketenagakerjaan melalui mekanisme Perjanjian Kerja Bersama (PKB), guna menjaga keseimbangan antara kewajaran upah, produktivitas kerja, dan daya saing Perusahaan sebagai penyedia jasa logistik kepelabuhanan. [GRI 3-3]

The effectiveness of management is monitored through recruitment and employee turnover indicators. A turnover rate of 3% of total employees was recorded in 2025, as well as benefit coverage and post-maternity-leave retention rates. The Company engages management, labor unions, and employees in evaluating its remuneration scheme and employment policies through the Collective Labor Agreement (CLA) mechanism, to maintain a balance between fair wages, work productivity, and the Company's competitiveness as a port logistics service provider. [GRI 3-3]

Kesetaraan Kesempatan Bekerja [OJK F.18]

PMT menjunjung tinggi prinsip kesetaraan dan non-diskriminasi dalam seluruh aspek pengelolaan sumber daya manusia. Perusahaan meyakini bahwa setiap individu memiliki hak yang sama untuk memperoleh kesempatan yang adil dalam berkontribusi, berkembang, serta mendapatkan pengakuan berdasarkan kompetensi dan integritas, tanpa membedakan jenis kelamin, agama, suku, ras, latar belakang budaya, maupun golongan sosial.

Komitmen tersebut diimplementasikan dalam seluruh proses ketenagakerjaan, mulai dari rekrutmen, pelatihan dan pengembangan, rotasi, hingga promosi jabatan. PMT memastikan bahwa setiap tahapan dijalankan dengan mengedepankan prinsip transparansi, objektivitas, dan meritokrasi, yang telah dituangkan secara tegas dalam kebijakan kepegawaian internal serta Perjanjian Kerja Bersama (PKB) yang berlaku.

Equal Employment Opportunity [OJK F.18]

PMT upholds the principles of equality and non-discrimination in all aspects of human capital management. The Company believes that every individual has the right to fair and equal opportunities to contribute, grow, and receive recognition based on competencies and integrity, regardless of gender, religion, ethnicity, race, cultural background, or social group.

This commitment is implemented throughout the employment process, from recruitment, training and development, to rotation and promotions. PMT ensures that all these stages are conducted based on the principles of transparency, objectivity, and meritocracy, explicitly outlined in internal staffing policies and applicable Collective Labor Agreement (CLA).

Rekrutmen yang Adil dan Inklusif

Sepanjang tahun 2025, PT Pelindo Multi Terminal belum melakukan rekrutmen Pegawai Organik. Namun, dalam pemenuhan kebutuhan tenaga kerja non-organik yang dilakukan melalui pihak ketiga, Perusahaan tetap memastikan bahwa proses rekrutmen dilaksanakan secara adil, objektif, dan inklusif.

PMT memberikan kesempatan yang setara kepada seluruh pelamar yang memenuhi persyaratan kompetensi dan kebutuhan jabatan, tanpa membedakan latar belakang maupun identitas pribadi. Proses seleksi dilakukan dengan memperhatikan kualifikasi teknis, pengalaman, kesesuaian kompetensi, serta keselarasan dengan nilai-nilai Perusahaan. Pendekatan ini menjadi bagian dari komitmen Perusahaan untuk mendukung praktik ketenagakerjaan yang profesional, transparan, dan Sepanjang tahun 2025, PMT belum melakukan rekrutmen Pegawai Organik. Namun, dalam pemenuhan kebutuhan tenaga kerja non-organik yang dilakukan melalui pihak ketiga, Perusahaan tetap memastikan bahwa proses rekrutmen dilaksanakan secara adil, objektif, dan inklusif.

PMT memberikan kesempatan yang setara kepada seluruh pelamar yang memenuhi persyaratan kompetensi dan kebutuhan jabatan, tanpa membedakan latar belakang maupun identitas pribadi. Proses seleksi dilakukan dengan memperhatikan kualifikasi teknis, pengalaman, kesesuaian kompetensi, serta keselarasan dengan nilai-nilai Perusahaan. Pendekatan ini menjadi bagian dari komitmen Perusahaan untuk mendukung praktik ketenagakerjaan yang profesional, transparan, dan nondiskriminatif.

Kesetaraan dalam Promosi dan Pengembangan Karier

Promosi jabatan di PMT dilaksanakan melalui proses penilaian kinerja yang terstruktur dan objektif, serta dengan mempertimbangkan rekam jejak karyawan secara komprehensif. Perusahaan memberikan kesempatan yang setara kepada seluruh karyawan untuk mengikuti program pengembangan kompetensi, pelatihan kepemimpinan, serta pengembangan jenjang karier baik fungsional maupun struktural, tanpa adanya bentuk diskriminasi apa pun.

Lingkungan Kerja yang Inklusif

PMT berkomitmen untuk menciptakan lingkungan kerja yang aman, inklusif, serta menjunjung tinggi keberagaman. Perusahaan secara aktif menumbuhkan budaya saling menghormati dan memastikan seluruh karyawan diperlakukan secara adil. Segala bentuk pelecehan, diskriminasi, maupun perlakuan tidak setara tidak ditoleransi dan ditangani melalui mekanisme internal yang telah ditetapkan.

Melalui penerapan prinsip kesetaraan kesempatan kerja secara konsisten, PMT tidak hanya memperkuat daya saing organisasi, tetapi juga memberikan kontribusi nilai sosial yang lebih luas melalui pengembangan sumber daya manusia yang inklusif dan berkelanjutan.

Fair and Inclusive Recruitment

Throughout 2025, PMT did not conduct recruitment for organic employees. However, in fulfilling the need for non-organic workers through third parties, the Company continued to ensure that the recruitment process was carried out in a fair, objective, and inclusive manner.

PMT provides equal opportunities to all applicants who meet the competency requirements and job needs, without discrimination based on background or personal identity. The selection process is conducted by considering technical qualifications, experience, competency fit, and alignment with Company values. This approach is part of the Company's commitment to supporting professional, transparent, and inclusive employment practices. Throughout 2025, PMT did not recruit Organic Employees. However, in meeting the need for non-organic labor through third parties, the Company continues to ensure that the recruitment process is carried out fairly, objectively, and inclusively.

PMT provides equal opportunities to all applicants who meet the competency requirements and position needs, without distinction based on background or personal identity. The selection process takes into account technical qualifications, experience, competency fit, and alignment with the Company's values. This approach reflects the Company's commitment to supporting professional, transparent, and non-discriminatory employment practices.

Equality in Promotion and Career Development

Job promotions at PMT are conducted through a structured and objective performance assessment process, taking into account employees' overall track record. The Company provides equal access to all employees to attend competency development programs, leadership training, and both functional and structural career paths, without any form of discrimination.

Inclusive Work Environment

PMT is committed to building a safe, inclusive workplace that respects diversity. The Company actively promotes a culture of mutual respect and fair treatment for all employees. Any form of harassment, discrimination, or unequal treatment is not tolerated and is addressed through established internal handling mechanisms.

By consistently applying the principle of equal employment opportunity, PMT not only strengthens its organizational competitiveness but also creates broader social value through inclusive and sustainable human resource empowerment.

Tenaga Kerja Anak dan Tenaga Kerja Paksa [OJK F.19]

PMT berkomitmen penuh untuk menerapkan praktik ketenagakerjaan yang adil, bermartabat, serta sesuai dengan ketentuan peraturan perundang-undangan yang berlaku di Indonesia, khususnya Undang-Undang Ketenagakerjaan. Dalam hal ini, Perusahaan memastikan bahwa tidak terdapat tenaga kerja anak maupun kerja paksa yang dipekerjakan dalam seluruh kegiatan operasional, baik di kantor pusat, unit kerja, maupun terminal pelabuhan.

Sepanjang tahun 2025, PMT tidak mencatat adanya praktik penggunaan tenaga kerja di bawah umur maupun kerja paksa dalam bentuk apa pun. Proses rekrutmen karyawan dilaksanakan secara selektif dan profesional, dengan melakukan verifikasi dokumen identitas serta status hukum calon tenaga kerja dalam kerangka prosedur administrasi standar.

Upaya Pencegahan dan Pengawasan

Untuk memastikan tidak adanya praktik yang bertentangan dengan prinsip ketenagakerjaan tersebut, PMT menerapkan berbagai langkah, antara lain melalui sistem rekrutmen terstandar yang hanya menerima pelamar dengan identitas resmi serta usia kerja yang sesuai dengan ketentuan yang berlaku. Melalui komitmen ini, PMT tidak hanya memastikan kepatuhan terhadap peraturan perundang-undangan nasional dan standar hak asasi manusia internasional, tetapi juga mendukung terciptanya lingkungan kerja yang beretika, aman, serta menghormati hak asasi seluruh tenaga kerja.

Keberagaman Karyawan 2025

Keberagaman karyawan sebagai salah satu fondasi penting dalam membangun lingkungan kerja yang inklusif, produktif, dan adaptif terhadap kebutuhan bisnis. Keberagaman tersebut tercermin dari komposisi karyawan berdasarkan level jabatan, status ketenagakerjaan, tingkat pendidikan, usia, dan jenis kelamin.

Melalui pemetaan demografi karyawan, Perusahaan dapat memahami struktur sumber daya manusia secara lebih komprehensif, sekaligus memastikan bahwa pengelolaan talenta, pengembangan kompetensi, dan pemenuhan kebutuhan organisasi dilakukan secara tepat sesuai karakteristik tenaga kerja.

Pada tahun 2025, jumlah karyawan organik PMT tercatat sebanyak 669 orang, menurun 12 orang atau 1,76% dibandingkan tahun 2024 sebanyak 681 orang. Komposisi karyawan terdiri dari 505 laki-laki atau 75,49% dari jumlah karyawan organik. Jumlah karyawan laki-laki lebih banyak dari perempuan, karena peminat pekerjaan di perusahaan dengan bisnis sejenis memang lebih didominasi oleh laki-laki.

Child Labor and Forced Labor [OJK F.19]

PMT is fully committed to implementing fair and dignified labor practices in accordance with the prevailing labor laws in Indonesia, particularly Manpower Law. In this regard, the Company ensures that no child labor or forced labor is employed in any of its operational activities, whether at head office, work units, or port terminals.

Throughout 2025, PMT recorded no incidents of underage labor or forced labor in any form. The employee recruitment process is carried out selectively and professionally, with verification of identity documents and legal status of job candidates as part of standard administrative procedures.

Prevention and Monitoring Efforts

To ensure there are no violations of labor principles, PMT carries out various measures including a standardized recruitment system that only accepts applicants with valid identification and in accordance with the legal working age. Through this commitment, PMT ensures compliance with national laws and international human rights standards, while also supporting the creation of an ethical, safe, and rights-respecting workplace environment.

Employee Diversity in 2025

Employee diversity is one of the key foundations for building an inclusive, productive, and adaptable work environment that can effectively respond to business needs. This diversity is reflected in the composition of employees across various dimensions, including job level, employment status, educational background, age, and gender.

Through employee demographic mapping, the Company is able to gain a more comprehensive understanding of its workforce structure while ensuring that talent management, competency development, and organizational workforce planning are carried out effectively in accordance with the characteristics of its employees.

In 2025, PMT employed a total of 669 organic employees, representing a decrease of 12 employees, or 1.76%, compared to 681 employees in 2024. The workforce consisted of 505 male employees, accounting for 75.49% of the total permanent workforce. The higher proportion of male employees reflects the fact that majority of applicants for positions within the Company are male.

Jumlah dan Komposisi Karyawan Berdasarkan Level Organisasi/Jabatan
Number and Composition of Employees by Organizational/Job Level

Level Jabatan Job Level	2025				2024				Kenaikan (Penurunan) Increase (Decrease)	
	L (orang) M (person)	P (orang) F (person)	Jumlah (orang) Amount (person)	Komposisi (%) Composition	L (orang) M (person)	P (orang) F (person)	Jumlah (orang) Amount (person)	Komposisi (%) Composition	Orang Person	%
	(1)				(2)				(3=1-2)	(3/2)
BOD-1	34	4	38	5,68%	33	4	37	5,43%	1	2,70%
BOD-2	84	22	106	15,84%	83	24	107	15,71%	(1)	-0,93%
BOD-3	2	2	4	0,60%	2	2	4	0,59%	0	0,00%
Non Struktural Non Structural	385	136	521	77,88%	394	139	533	78,27%	(12)	-2,25%
Jumlah Total	**505**	**164**	**669**	**100,00%**	**512**	**169**	**681**	**100,00%**	**(12)**	**-1,76%**

L = Laki-laki | P = Perempuan
M= Male/F= Female

Jumlah dan Komposisi Karyawan Berdasarkan Status Ketenagakerjaan
Number and Composition of Employees by Employment Status

Status Ketenagakerjaan Employment Status	2025				2024				Kenaikan (Penurunan) Increase (Decrease)	
	L (orang) M (person)	P (orang) F (person)	Jumlah (orang) Amount (person)	Komposisi (%) Composition	L (orang) M (person)	P (orang) F (person)	Jumlah (orang) Amount (person)	Komposisi (%) Composition	Orang Person	%
	(1)				(2)				(3=1-2)	(3/2)
Organik Organic	505	164	669	27,01%	512	169	681	38,13%	(12)	-1,76%
Non Organik Non organic	1.671	137	1808	72,99%	1.028	77	1105	61,87%	703	63,62%
Jumlah Total	**2.176**	**301**	**2.477**	**100,00%**	**1.540**	**246**	**1.786**	**100,00%**	**691**	**38,69%**

L = Laki-laki | P = Perempuan
M= Male/F= Female

Jumlah dan Komposisi Karyawan Berdasarkan Tingkat Pendidikan
Number and Composition of Employees by Education Level

Latar Belakang Pendidikan Educational Level	2025				2024				Kenaikan (Penurunan) Increase (Decrease)	
	L (orang) M (person)	P (orang) F (person)	Jumlah (orang) Amount (person)	Komposisi (%) Composition	L (orang) M (person)	P (orang) F (person)	Jumlah (orang) Amount (person)	Komposisi (%) Composition	Orang Person	%
	(1)				(2)				(3=1-2)	(3/2)
Doktor Doctorate	-	-	-	-	-	-	-	-	-	-
Pasca Sarjana Post Graduate	36	18	54	8,07%	34	20	54	7,93%	1	1,89%
Sarjana/Diploma IV Bachelor/Diploma IV	276	94	370	55,31%	281	98	379	55,65%	(11)	-2,89%
Diploma III Diploma III	52	30	82	12,26%	50	29	79	11,60%	4	5,13%
SLTA Senior High School	139	22	161	24,07%	145	22	167	24,52%	(6)	-3,59%
SLTP Junior High School	2	0	2	0,30%	2	0	2	0,29%	0	0,00%
Jumlah Total	**505**	**164**	**669**	**100,00%**	**512**	**169**	**681**	**100,00%**	**(12)**	**-1,76%**

L = Laki-laki | P = Perempuan
M= Male/F= Female

Jumlah dan Komposisi Karyawan Berdasarkan Usia
Number and Composition of Employees by Age

Rentang usia Age Range	2025				2024				Kenaikan (Penurunan) Increase (Decrease)	
	L (orang) M (person)	P (orang) F (person)	Jumlah (orang) Amount (person)	Komposisi (%) Composition	L (orang) M (person)	P (orang) F (person)	Jumlah (orang) Amount (person)	Komposisi (%) Composition	Orang Person	%
	(1)				(2)				(3=1-2)	(3/2)
< 26 tahun < 26 years old	-	-	-	-	0	0	0	0,00%	-	-
26 ≤ - < 36 tahun 26 ≤ - < 36 years old	77	44	121	18,09%	106	59	165	24,23%	(44)	-26,67%
36 ≤ - < 46 tahun 36 ≤ - < 46 years old	235	79	314	46,94%	230	69	299	43,91%	15	5,02%
46 ≤ - < 51 tahun 46 ≤ - < 51 years old	101	21	122	18,24%	94	21	115	16,89%	7	6,09%
51 ≤ - < 55 tahun 51 ≤ - < 55 years old	76	19	95	14,20%	71	18	89	13,07%	6	6,74%
≥ 55 tahun ≥ 55 years old	16	1	17	2,54%	11	2	13	1,91%	4	30,77%
Jumlah Total	**505**	**164**	**669**	**100,00%**	**512**	**169**	**681**	**100,00%**	**(12)**	**-1,76%**

L = Laki-laki | P = Perempuan
M= Male/F= Female

Jumlah dan Komposisi Karyawan Berdasarkan Jenis Kelamin
Number and Composition of Employees by Gender

Jenis Kelamin Gender	2025		2024		Kenaikan (Penurunan) Increase (Decrease)	
	Jumlah Amount	Komposisi (%) Composition (%)	Jumlah Amount	Komposisi (%) Composition (%)	Orang Person	%
	(1)		(2)		(3=1-2)	(3/2)
Laki-laki Male	505	75,49%	512	75,18%	(7)	-1,37%
Perempuan Female	164	24,51%	169	24,82%	(5)	-2,96%
Jumlah Total	**669**	**100,00%**	**681**	**100,00%**	**(12)**	**-1,76%**

Tenaga Kerja Non-Karyawan [GRI 2-8]

Perusahaan juga mempekerjakan tenaga kerja non-karyawan atau *outsourcing* yang menangani aktivitas di luar bisnis inti Perusahaan. Secara keseluruhan, jumlah tenaga kerja tersebut pada akhir periode pelaporan per 31 Desember 2025 tercatat sebanyak 1.808 orang, meningkat dibandingkan tahun 2024 yang berjumlah 1.105 orang.

Tenaga kerja non-karyawan tersebut melaksanakan berbagai fungsi pendukung, antara lain pramusaji, petugas kebersihan, teknisi teknologi informasi, pengemudi, satuan pengamanan, *tally, foreman*, tenaga pendukung administrasi, operator, serta mekanik/teknisi. Keberadaan tenaga kerja non-karyawan mendukung kelancaran aktivitas operasional dan layanan penunjang di lingkungan Perusahaan, terutama pada fungsi yang memerlukan fleksibilitas pemenuhan tenaga kerja sesuai kebutuhan lokasi.

Non-Employee Workforce [GRI 2-8]

The Company also employs non-employee or outsourced workers who handle activities outside the Company's core business. Overall, the number of these workers at the end of the reporting period, December 31, 2025, was recorded at 1,808 persons an increase from 1,105 persons in 2024.

These non-employee workers perform various support functions, including waiters, cleaners, information technology technicians, drivers, security guards, tally counters, foremen, administrative support staff, operators, and mechanics/technicians. The presence of these non-employee workers supports smooth operation of operational activities and support services within the Company, particularly in functions that require flexibility in staffing according to location needs.

Perusahaan menghitung tenaga kerja *outsourcing* berdasarkan data internal yang bersumber dari kontrak kerja sama dengan pihak terkait pada akhir periode pelaporan per 31 Desember 2025. Dengan pendekatan tersebut, pelaporan tenaga kerja non-karyawan disusun untuk memberikan gambaran yang lebih utuh mengenai dukungan sumber daya manusia dalam operasional PMT.

The Company calculates outsourced workers based on internal data sourced from cooperation contracts with related parties at the end of reporting period, December 31, 2025. Using this approach, reporting on these non-employee workers is prepared to provide a more comprehensive picture of human resource support in PMT operations.

Jumlah dan Tingkat Perekrutan Karyawan Baru [GRI 401-1]

Sejak mulai beroperasi secara penuh pada tahun 2021, PT Pelindo Multi Terminal (PMT) menjalankan peran strategis sebagai anak usaha Pelindo yang mengelola terminal nonpetikemas. Dalam struktur organisasi serta tata kelola sumber daya manusia, proses rekrutmen karyawan baru maupun pengelolaan pergantian karyawan tidak dilaksanakan secara langsung oleh PMT. Seluruh proses tersebut dikelola secara terpusat oleh PT Pelabuhan Indonesia (Persero) atau Pelindo selaku *Holding* BUMN Kepelabuhanan sekaligus induk usaha PMT.

Dengan demikian, pemenuhan kebutuhan tenaga kerja di PMT dilakukan melalui mekanisme alokasi, rotasi, dan rekrutmen yang ditetapkan oleh Pelindo. Hal yang sama berlaku untuk pengelolaan mutasi, promosi, maupun pengakhiran hubungan kerja, yang seluruhnya dilaksanakan berdasarkan kebijakan serta prosedur korporat yang berlaku di tingkat *holding*.

Number and Level of New Employee Recruitment [GRI 401-1]

Since commencing full operations in 2021, PT Pelindo Multi Terminal (PMT) has played a strategic role as a subsidiary of Pelindo, managing non-container terminals. Within its organizational structure and human capital governance, PMT does not directly recruit new employees or manage employee turnover. These processes are centrally managed by PT Pelabuhan Indonesia (Persero), or Pelindo, as the state-owned port holding company and PMT's parent company.

Therefore, PMT's manpower needs are met through allocation, rotation, and recruitment mechanisms established by Pelindo. Similarly, transfers, promotions, and terminations are managed based on corporate policies and procedures at the holding company level.

Jumlah dan Tingkat Pergantian Karyawan

Pada periode tahun 2025, jumlah karyawan yang meninggalkan Perusahaan, baik karena pengunduran diri, pensiun, maupun pemutusan hubungan kerja, tercatat sebanyak 31 orang, dengan tingkat *turnover* sebesar 3% dari total karyawan.

Adapun rincian tingkat *turnover* berdasarkan kelompok usia dan jenis kelamin adalah sebagai berikut:

Number and Employee Turnover Rate

In 2025, the number of employees leaving the Company, either due to resignation, retirement, or termination of employment, was recorded 31 employees, with turnover rate of 3% of total employees.

The breakdown of turnover by age group and gender is as follows:

Kelompok Usia Age Group	**Laki-laki** Male	**Perempuan** Female	**Total**
< 30 tahun < 30 years old	-	-	-
30–50 tahun 30–50 years old	5	-	5
> 50 tahun > 50 years old	21	5	26
Total	**26**	**5**	**32**

Sementara itu distribusi *turnover* berdasarkan wilayah kerja utama sebagai berikut:

Meanwhile, the distribution of turnover based on the main work area is as follows:

Wilayah Operasi Operational Area	**Jumlah Pergantian** Number of Turnover
Kantor Pusat (PMT) Head Office (PMT)	3
Kantor Pusat (PTP) Head Office (PTP)	5
Tanjungpinang	1
Banten (PTP)	3
Tanjung Priok (PTP)	3
Cirebon (PTP)	1
Bengkulu (PTP)	1

Wilayah Operasi Operational Area	**Jumlah Pergantian** Number of Turnover
Belawan	2
Jamrud Nilam Mirah	3
Makassar	2
Gresik	1
Jakarta (IKT)	1
Lhokseumawe	1
Kantor Pusat (TCU)	1
Tanjung Emas	1
Bumiharjo Bagendang	1
Dumai	1
Total	**31**

Upah Minimum Regional [OJK F.20]

Dalam penetapan imbal jasa bagi karyawan, Perusahaan tidak semata-mata berfokus pada tingkat remunerasi dan manfaat (*benefit*), namun juga menyediakan fasilitas kesehatan dalam kerangka upaya mendukung penerapan pola hidup sehat serta memastikan kesejahteraan karyawan tetap terjaga. Standar remunerasi yang diterapkan Perusahaan disusun dengan mengacu pada ketentuan peraturan perundang-undangan di bidang ketenagakerjaan, khususnya ketentuan Upah Minimum Provinsi/Kabupaten/Kota (UMP/K) yang berlaku di masing-masing wilayah operasional unit kerja Perusahaan.

Regional Minimum Wage [OJK F.20]

In determining compensation for its employees, the Company not only focuses on the amount of remuneration and benefits but also provides healthcare facilities so that employees can maintain a healthy lifestyle and ensure their well-being. The remuneration standards implemented by the Company are compiled with reference to provisions of laws and regulations in the field of employment, specifically provisions of Provincial/District/City Minimum Wage (UMP/K) applicable in each operational area of the Company's work units.

Tabel Perbandingan Gaji Minimum PMT terhadap Upah Minimum Regional/Provinsi Tahun 2025

Comparison of PMT Minimum Salary to Regional/Provincial Minimum Wage in 2025

No.	**Branch/** Terminal	**Provinsi** Province	**UMP (Rp)**	**Gaji Minimum di PMT (Rp)** Minimum Wage at PMT	**Rasio Gaji Minimum PMT terhadap UMP/UMK** Ratio of Minimum Wage PMT to UMP/UMK
1	Belawan	Sumatra Utara North Sumatra	2.992.559	8.156.000	3
2	Lembar	Nusa Tenggara Barat West Nusa Tenggara	2.602.931	8.156.000	3
3	Benoa	Bali	2.996.560	8.156.000	3
4	Malahayati	Aceh	3.685.615	8.156.000	2
5	Gresik	Jawa Timur East Java	2.305.984	8.156.000	4
6	Tanjung Emas	Jawa Tengah Central Java	2.169.348	8.156.000	4
7	Dumai	Riau	3.508.775	8.156.000	2
8	Tanjung Intan	Jawa Tengah Central Java	2.169.348	8.156.000	4
9	Trisakti	Kalimantan Selatan South Kalimantan	3.496.194	8.156.000	2
10	Lhokseumawe	Aceh	3.685.615	8.156.000	2
11	Parepare	Sulawesi Selatan South Sulawesi	3.657.527	8.156.000	2
12	Jamrud Nilam Mirah	Jawa Timur East Java	2.305.984	8.156.000	4
13	Makassar	Sulawesi Selatan South Sulawesi	3.657.527	8.156.000	2
14	Bumiharjo Bagendang	Kalimantan Tengah Central Kalimantan	3.473.621	8.156.000	2

Tabel Perbandingan Gaji Minimum PMT terhadap Upah Minimum Regional/Provinsi Tahun 2025

Comparison of PMT Minimum Salary to Regional/Provincial Minimum Wage in 2025

No.	Branch/ Terminal	Provinsi Province	UMP (Rp)	Gaji Minimum di PMT (Rp) Minimum Wage at PMT	Rasio Gaji Minimum PMT terhadap UMP/ UMK Ratio of Minimum Wage PMT to UMP/UMK
15	Balikpapan	Kalimantan Timur East Kalimantan	3.579.313	8.156.000	2
16	Tanjung Wangi	Jawa Timur East Java	2.305.984	8.156.000	4
17	Sibolga	Sumatera Utara North Sumatera	2.992.559	8.156.000	3
18	Tanjungpinang	Kepulauan Riau Riau Islands	3.623.653	8.156.000	2
19	Bima Badas	Nusa Tenggara Barat West Nusa Tenggara	2.602.931	8.156.000	3
20	Tanjung Balai Karimun	Kepulauan Riau Riau Islands	3.623.653	8.156.000	2
21	Tanjung Priok	DKI Jakarta	5.396.760	8.156.000	2
22	Teluk Bayur	Sumatera Barat West Sumatera	2.994.193	8.156.000	3
23	Banten	Banten	2.905.119	8.156.000	3
24	Panjang	Lampung	2.893.069	8.156.000	3
25	Cirebon	Jawa Barat West java	2.191.232	8.156.000	4
26	Bengkulu	Bengkulu	2.670.039	8.156.000	3
27	Pangkal Balam	Kepulauan Bangka Belitung Bangka Belitung Islands	3.876.600	8.156.000	2
28	Jambi	Jambi	3.234.533	8.156.000	3
29	Tanjung Pandan	Kepulauan Bangka Belitung Bangka Belitung Islands	3.876.600	8.156.000	2
30	Pontianak	Kalimantan Barat West Kalimantan	2.878.286	8.156.000	3
31	Palembang	Sumatera Selatan South Sumatera	3.681.570	8.156.000	2
32	Jakarta	DKI Jakarta	5.396.760	8.156.000	2
33	Belawan	Sumatera Utara North Sumatera	2.992.559	8.156.000	3
34	Pontianak	Kalimantan Barat West Kalimantan	2.878.286	8.156.000	3
35	Balikpapan	Kalimantan Timur East Kalimantan	3.579.313	8.156.000	2
36	Makassar	Sulawesi Selatan South Sulawesi	3.657.527	8.156.000	2
37	Banjarmasin	Kalimantan Selatan South Kalimantan	3.496.194	8.156.000	2

Adapun *benefit* dari Perusahaan yang diterima pekerja organik dan non organik, sebagai berikut: [GRI 401-2]

The benefits provided by the Company to both organic and non-organic workers are as follows: [GRI 401-2]

Bentuk Manfaat Form of Benefits	Organik Organic	Non organik Non Organic
Gaji pokok Basic Salary	√	√
Tunjangan Hari Raya, Holiday Allowance	√	√
Tunjangan Cuti (1 kali setahun) Leave Allowance (once a year)	√	x

Bentuk Manfaat Form of Benefits	**Organik** Organic	**Non organik** Non Organic
Tunjangan Cuti Besar (6 tahun sekali) Senior Leave Allowance (once 6 years)	√	x
Bantuan sewa rumah House rental assistance	√	x
Bantuan biaya pendidikan (1 kali setahun) Tuition fee assistance (once a year)	√	x
BPJS Kesehatan BPJS Health	√	√
BPJS Ketenagakerjaan BPJS Employment	√	√
Taspen Taspen	√	x
Dana Pensiun (DP4, BNI Simponi, Mandiri DPLK) Pension Funds (DP4, BNI Simponi, Mandiri DPLK)	√	x
Gaji ke-13 13th salary	√	x
Bantuan Transport, Uang Makan, Kompensasi/Pesangon Transport Assistance, Meal Allowance, Compensation/Severance Pay	√	√

Penerapan kebijakan tersebut mencerminkan bahwa PMT tidak hanya memenuhi kepatuhan terhadap regulasi ketenagakerjaan, tetapi juga berupaya memberikan apresiasi yang layak atas kontribusi setiap individu, sekaligus menciptakan lingkungan kerja yang kompetitif dan berdaya saing. PMT senantiasa selalu berupaya memperkuat perannya sebagai perusahaan penyedia jasa logistik kepelabuhanan yang tidak hanya berfokus pada kinerja operasional, tetapi juga menjunjung tinggi kesejahteraan karyawan sebagai salah satu pilar utama keberlanjutan usaha.

The implementation of this policy shows that PMT not only complies with employment regulations, but also strives to provide appropriate rewards for the contribution of each individual, while creating a competitive and spirited work climate. PMT is constantly striving to strengthen its role as a port logistics service provider that not only focuses on operational performance, but also upholds employee welfare as one of the main pillars of business sustainability.

PMT juga secara berkala melaksanakan:
1. Penyesuaian upah minimum sesuai dengan penetapan pemerintah setiap awal tahun;
2. Evaluasi skema remunerasi secara internal, untuk menjaga keseimbangan antara kewajaran upah, produktivitas kerja, dan daya saing tenaga kerjanasional.

PMT also routinely carries out:
1. Adjustment of the minimum wage in accordance with government regulations at the beginning of each year,
2. Internal evaluation of the remuneration scheme, to maintain a balance between fair wages, work productivity, and competitiveness of national workforce.

Cuti Melahirkan [GRI 401-3]

Perusahaan memberikan hak cuti melahirkan kepada seluruh karyawan tetap sesuai dengan ketentuan peraturan perundang-undangan yang berlaku, termasuk Undang-Undang Ketenagakerjaan serta kebijakan internal Perusahaan. Kebijakan ini ditujukan untuk memastikan bahwa seluruh karyawan, khususnya perempuan, memperoleh kesempatan yang setara dalam menjaga keseimbangan antara kehidupan profesional dan kehidupan pribadi, sekaligus mendukung prinsip keberagaman dan inklusi di lingkungan kerja.

Selama tahun pelaporan 2025, PMT mencatat informasi sebagai berikut:

Maternity Leave [GRI 401-3]

The Company provides maternity leave rights to all permanent employees in accordance with applicable laws and regulations, including the Employment Law and internal company policies. This policy aims to ensure that all employees, especially women, have equal opportunities in maintaining a balance between professional and personal life, and support the principles of diversity and inclusion in the workplace.

During the reporting year 2025, PMT recorded the following information:

Total Jumlah Karyawan yang Berhak Mendapat Cuti Melahirkan:
Total Number of Employees Entitled to Maternity Leave:

Jenis Kelamin Gender	**Jumlah Karyawan** Number of Employees
Perempuan Female	164
Laki-laki Male	505

Karyawan laki-laki yang memenuhi ketentuan berhak memperoleh cuti ayah untuk mendampingi proses persalinan, sesuai dengan kebijakan Perusahaan yang berlaku.

Male employees who are entitled to paternity leave are given a certain amount of time to accompany the birth process, in accordance with Company policy.

Total Jumlah Karyawan yang Mengambil Cuti Melahirkan:
Total Number of Employees Taking Maternity Leave:

Jenis Kelamin Gender	Jumlah Karyawan Number of Employees
Perempuan Female	10
Laki-laki Male	34

Total Jumlah Karyawan yang Kembali Bekerja Setelah Cuti Melahirkan Berakhir:
Total Number of Employees Returning to Work After Maternity Leave Ends:

Jenis Kelamin Gender	Jumlah Karyawan Number of Employees
Perempuan Female	10
Laki-laki Male	34

Total Jumlah Karyawan yang Masih Dipekerjakan 12 Bulan Setelah Kembali Bekerja:
Total Number of Employees Still Employed 12 Months After Returning to Work:

Jenis Kelamin Gender	Jumlah Karyawan Number of Employees
Perempuan Female	10
Laki-laki Male	34

Tingkat karyawan yang kembali bekerja dan dipertahankan:
Tingkat ini dihitung berdasarkan persentase karyawan yang masih aktif bekerja 12 bulan setelah kembali bekerja, dibandingkan dengan jumlah karyawan yang kembali bekerja setelah menjalani cuti melahirkan:

Employee return and retention rate:
This rate is calculated as the percentage of employees who are still employed 12 months after returning to work compare to the number of employees who returned to work after maternity leave:

Jenis Kelamin Gender	Tingkat (%) Rate (%)
Perempuan Female	100%
Laki-laki Male	100%

PMT memastikan bahwa seluruh karyawan yang mengambil cuti melahirkan tetap memiliki akses terhadap posisi kerja yang sama atau setara pada saat kembali bekerja, serta diberikan kesempatan untuk melanjutkan pengembangan jenjang karier tanpa adanya diskriminasi. Ketentuan ini merupakan bagian dari komitmen Perusahaan dalam mewujudkan lingkungan kerja yang inklusif, adil, serta mendukung keberlanjutan sumber daya manusia.

PMT ensures that all employees who take maternity leave still have access to the same or equivalent work position after returning, and are given the opportunity to continue their career path without discrimination. This is part of the Company's commitment to creating an inclusive, fair work environment that supports the sustainability of human capital.

Pelatihan dan Pengembangan Kemampuan Pegawai [OJK 51 F.22] [GRI 404-1, 404-2, 404-3]

PMT menempatkan pengembangan kompetensi sebagai bagian penting dalam menjaga kesiapan sumber daya manusia menghadapi perkembangan teknologi, kompleksitas operasional terminal multipurpose, transformasi bisnis, serta tuntutan keberlanjutan. Pengembangan kompetensi yang relevan dengan kebutuhan organisasi memberikan dampak positif terhadap produktivitas, kapabilitas teknis dan manajerial, keselamatan kerja, kesiapan talenta, serta kemampuan Perusahaan dalam

Employee Training and Development

[OJK 51 F.22] [GRI 404-1, 404-2, 404-3]

PMT considers competency development an important part of strengthening human capital readiness in response to technological developments, the complexity of multipurpose terminal operations, business transformation, and sustainability requirements. Competency development that is aligned with organizational needs generates positive impacts on productivity, technical and managerial capabilities, occupational safety, talent readiness, and the Company's ability to

mempertahankan kualitas layanan. Sebaliknya, kesenjangan kompetensi berpotensi memengaruhi kesiapan pekerja dalam merespons perubahan proses kerja, perkembangan teknologi, dan dinamika kebutuhan bisnis.

Untuk memperkuat kapabilitas sumber daya manusia, PMT menyediakan berbagai program pelatihan dan pengembangan yang mencakup kompetensi teknis, manajerial, keselamatan kerja, kepemimpinan, serta transformasi digital. Program tersebut dilaksanakan melalui beragam metode pembelajaran, antara lain kelas tatap muka, webinar, e-learning, pelatihan dan sertifikasi kompetensi, serta on-the-job training. Sepanjang tahun 2025, tercatat 7.703 partisipasi dalam program pelatihan dengan rata-rata jam pelatihan mencapai 70 jam per karyawan.

Pengembangan kompetensi juga diintegrasikan dengan sistem manajemen kinerja berbasis merit untuk memastikan keselarasan antara kebutuhan pengembangan individu dan kebutuhan organisasi. Seluruh karyawan memperoleh peninjauan kinerja sekurang-kurangnya satu kali dalam setahun dengan menggunakan Key Performance Indicator (KPI), yang dilengkapi dengan coaching dan umpan balik dua arah. Hasil peninjauan tersebut menjadi salah satu dasar dalam menentukan kebutuhan pengembangan individu, pelatihan lanjutan, serta pertimbangan promosi dan rotasi jabatan. Pada tahun 2025, seluruh karyawan PMT telah memperoleh tinjauan kinerja dan pengembangan karier secara formal.

Efektivitas pengembangan kompetensi dipantau melalui tingkat partisipasi dan jam pelatihan, pencapaian sertifikasi kompetensi, serta hasil peninjauan kinerja dan pengembangan karier. Hasil pemantauan dan evaluasi tersebut menjadi masukan bagi PMT dalam menyelaraskan program pengembangan dengan kebutuhan kompetensi organisasi serta memperkuat kesiapan sumber daya manusia dalam mendukung perkembangan bisnis dan keberlanjutan Perusahaan. [GRI 3-3]

Program Pengembangan dan Jam Pelatihan

Sepanjang tahun 2025, PMT menyelenggarakan beragam program pelatihan dan pengembangan kompetensi yang mencakup bidang teknis, manajerial, keselamatan kerja, serta transformasi digital. Pelaksanaan pelatihan dilakukan melalui berbagai pendekatan, termasuk kelas tatap muka, webinar, *e-learning*, pelatihan bersertifikasi, serta *on-the-job* training, yang difasilitasi baik oleh unit internal Pelindo Grup maupun pihak eksternal.

Secara kumulatif, jumlah program pelatihan dan pengembangan kompetensi yang diselenggarakan sepanjang tahun 2025 tercatat sebanyak 189 program. Adapun jumlah partisipasi karyawan dalam program pelatihan selama tahun 2025 tercatat sebanyak 7.703 peserta, dengan rata-rata jam pelatihan per karyawan mencapai 70 jam.

Adapun rekapitulasi pelatihan disajikan dalam tabel berikut:

maintain service quality. Conversely, competency gaps may affect employees' readiness to respond to changes in work processes, technological developments, and evolving business needs.

To strengthen human capital capabilities, PMT provides a range of training and development programs covering technical and managerial competencies, occupational safety, leadership, and digital transformation. These programs are delivered through various learning methods, including classroom training, webinars, e-learning, competency training and certification, and on-the-job training. Throughout 2025, a total of 7,703 participations in training programs were recorded, with an average of 70 training hours per employee.

Competency development is also integrated with the merit-based performance management system to ensure alignment between individual development needs and organizational requirements. All employees undergo performance reviews at least once a year using Key Performance Indicators (KPIs), supported by coaching and two-way feedback. The results of these reviews serve as one of the bases for determining individual development needs, further training, and considerations for promotion and job rotation. In 2025, all PMT employees received formal performance and career development reviews.

The effectiveness of competency development is monitored through training participation and training hours, competency certification achievements, and the results of performance and career development reviews. The outcomes of such monitoring and evaluation provide input for PMT in aligning development programs with organizational competency requirements and strengthening human capital readiness to support business development and the Company's sustainability. [GRI 3-3]

Development Programs and Training Hours

Throughout 2025, PMT held various training and competency development programs covering technical, managerial, occupational safety, and digital transformation aspects. Training activities were conducted through classical methods, webinars, e-learning, certified training, and on-the-job training, both facilitated by Pelindo Group internally and external parties.

Cumulatively, the number of training and competency development programs held throughout 2025 was recorded at 189 programs. The number of employee participation in training programs during 2025 was recorded at 7,703 participants, with an average training hours per employee reaching 70 hours.

The training recapitulation is presented in the following table:

No	Cluster	Jumlah Kegiatan Number of Activities	Jumlah Peserta Number of Participants
1	Operasional Operations	51	1.678
2	Keuangan & Audit Finance and Audit	29	480
3	Manajemen Risiko Risk Management	12	252

No	Cluster	Jumlah Kegiatan Number of Activities	Jumlah Peserta Number of Participants
4	*Leadership*	5	378
5	Komunikasi Communication	6	225
6	*Knowledge*	65	1.312
7	*Safety*	8	146
8	*Wellbeing*	9	3.232
Total		**185**	**7.703**

Pada tahun 2025 Perusahaan mencatat terdapat 187 karyawan yang mengikuti pelatihan untuk mendapat sertifikasi.

In 2025 the Company recorded that there were 187 employees who took part in training to obtain certification

Uraian Description	Sertifikasi Sertification	Jumlah Peserta Number of Participants
Audit dan Tata Kelola Audit and Governance	QIA, *Internal Auditor*, CACP, Auditor Hukum Indonesia, CGP QIA, Internal Auditor, CACP, Indonesian Legal Auditor, CGP	30
Manajemen Risiko Risk Management	QRMO, QRMP, CRMO, ESG Risk Management	2
Operasional Kepelabuhanan Port Operations	IMO, IMDG, IMSBC, *Loading Master*, PFSO, Sertifikasi Pelabuhan IMO, IMDG, IMSBC, Loading Master, PFSO, Port Certification	29
Keselamatan dan Lisensi Operator Operator Safety and Licensing	SIO, Ahli K3 Umum, Pengawas K3, P3K, Kebakaran Kelas D SIO, General OHS Expert, OHS Supervisor, First Aid, Class D Fire	73
Profesi dan Manajemen Bisnis Professional and Business Management	CHRMP, CHCO, CBHCM, PBJP, CDO, CCMS, CPM	53

Program untuk Meningkatkan Keterampilan

Untuk mendukung peningkatan produktivitas serta kesiapan sumber daya manusia dalam menghadapi perubahan industri, PMT menyelenggarakan berbagai program pengembangan, di mana salah satunya adalah Program Persiapan Pensiun bagi karyawan yang mendekati usia pensiun, yang mencakup pelatihan kewirausahaan dan literasi keuangan. [GRI 201-3]

Selain itu, program lainnya di antaranya adalah:

1. **Pelatihan *Basic Logistics & Freight Forwarding* (UN-ESCAP *Standard*),** untuk memperkuat pemahaman peserta mengenai aktivitas logistik dan jasa kepelabuhanan yang mendukung layanan terminal *multipurpose*;
2. **Pelatihan *Fundamentals of Break Bulk Operations Planning and Control*,** untuk meningkatkan kompetensi teknis dalam perencanaan dan pengendalian kegiatan operasional *break bulk*;
3. **Pelatihan *Artificial Intelligence, Machine Learning with Python*, dan *Cybersecurity Fundamentals for Business Professional*,** untuk mendukung kesiapan insan Perusahaan dalam menghadapi transformasi digital dan pemanfaatan teknologi;
4. **Pelatihan Penggunaan *Platform Sustainability Data Management System* (SDMS),** untuk memperkuat kapasitas pengelolaan dan pelaporan data keberlanjutan;
5. ***Workshop* Pengembangan *Leader* Muda dan Pelatihan *Leadership* lainnya,** untuk memperkuat kepemimpinan, kolaborasi, komunikasi, serta kesiapan talenta dalam mendukung kebutuhan organisasi ke depan.

Skills Enhancement Programs

To support increased productivity and human capital readiness to face changes in the industry, PMT organizes a number of development programs, one of which is the Retirement Preparation Program for employees approaching retirement age, which includes entrepreneurship and financial literacy training. [GRI 201-3]

In addition, other programs include:

1. **Basic Logistics & Freight Forwarding Training (UN-ESCAP Standard),** to strengthen participants' understanding of logistics activities and port services that support multipurpose terminal services;
2. **Fundamentals of Break Bulk Operations Planning and Control Training,** to improve technical competency in planning and controlling break bulk operational activities;
3. **Artificial Intelligence, Machine Learning with Python, and Cybersecurity Fundamentals for Business Professionals Training,** to support the Company's personnel's readiness to face digital transformation and utilize technology;
4. **Sustainability Data Management System (SDMS) Platform Usage Training,** to strengthen capacity for managing and reporting sustainability data;
5. **Young Leader Development Workshop and other leadership training,** to strengthen leadership, collaboration, communication, and talent readiness to support future organizational needs.

Evaluasi Kinerja dan Pengembangan Karier

Dalam kerangka sistem manajemen kinerja berbasis *merit*, seluruh karyawan PMT memperoleh tinjauan kinerja secara berkala minimal satu kali dalam satu tahun. Proses evaluasi dilakukan dengan menggunakan pendekatan *Key Performance Indicator* (KPI) serta disertai dengan coaching dan umpan balik dua arah. Hasil peninjauan tersebut menjadi dasar dalam penyusunan rencana pengembangan individu, pemberian pelatihan lanjutan, serta pertimbangan promosi maupun rotasi jabatan.

Melalui pendekatan pelatihan yang komprehensif, sistem evaluasi kinerja yang terukur, serta dukungan transisi karier yang inklusif, PMT memastikan bahwa seluruh insan Perusahaan memiliki kesiapan dan ketangguhan dalam menghadapi tantangan operasional serta transformasi bisnis secara berkelanjutan.

Pada tahun 2025, seluruh karyawan PMT telah menerima tinjauan kinerja dan pengembangan karier secara formal, yang mencerminkan komitmen Perusahaan terhadap pengembangan berkelanjutan sumber daya manusia internal.

Perjanjian Kerja Bersama dan Hubungan Industrial [GRI 2-30]

PMT menghormati hak karyawan untuk berserikat, menyampaikan aspirasi, dan berpartisipasi dalam hubungan industrial yang konstruktif. Hubungan antara Perusahaan dan karyawan dibangun dengan mengedepankan komunikasi, keterbukaan, serta penghormatan terhadap hak dan kewajiban masing-masing pihak. Perjanjian Kerja Bersama (PKB) menjadi salah satu landasan dalam pengelolaan hubungan industrial dan ketenagakerjaan di PMT, termasuk dalam pengaturan syarat dan kondisi kerja serta berbagai ketentuan mengenai hak dan kewajiban karyawan. Prinsip-prinsip ketenagakerjaan tersebut juga tercermin dalam kebijakan kepegawaian internal yang mengedepankan transparansi, objektivitas, dan meritokrasi.

Pelaksanaan PKB didukung oleh penyelarasan kebijakan sumber daya manusia dengan ketentuan yang berlaku di lingkungan Pelindo Group dan PMT. Sepanjang tahun 2025, PMT telah meratifikasi enam Peraturan Direksi dari Holding yang berkaitan dengan implementasi PKB, melampaui target minimal lima Peraturan Direksi. Langkah tersebut memperkuat konsistensi penerapan ketentuan hubungan industrial dan pengelolaan ketenagakerjaan di lingkungan Perusahaan.

Per 31 Desember 2025, PMT memiliki 669 karyawan organik, dan seluruhnya atau 100% tercakup dalam Perjanjian Kerja Bersama yang berlaku. Dengan demikian, syarat dan kondisi kerja seluruh karyawan organik PMT mengacu pada PKB serta kebijakan ketenagakerjaan yang berlaku di lingkungan Pelindo Group dan PMT. Pada akhir periode pelaporan, tidak terdapat karyawan organik PMT yang berada di luar cakupan PKB. Jumlah karyawan organik PMT per akhir tahun 2025 tercatat sebanyak 669 orang.

Manajemen K3 serta Lingkungan Kerja yang Layak dan Aman

Karakteristik operasional terminal multipurpose PMT yang melibatkan kegiatan bongkar muat, mobilitas alat berat dan kendaraan, pekerjaan pada area dengan tingkat risiko tertentu, serta interaksi antara karyawan, pekerja

Performance Evaluation and Career Development

Within the framework of a merit-based performance management system, all PMT employees receive regular performance reviews at least once a year. The evaluation is carried out using the Key Performance Indicator (KPI) approach and is accompanied by coaching and two-way feedback. The review results form the basis for preparing individual development plans, providing further training, and promotions or job rotations.

Through a comprehensive training approach, measurable performance evaluation system, and inclusive career transition support, PMT ensures that all company personnel are prepared and resilient to face operational challenges and business transformation sustainably.

In 2025, all of PMT employees have received formal performance reviews and career development, reflecting the Company's commitment to internal continuous development of its human capital.

Collective Bargaining Agreement and Industrial Relations [GRI 2-30]

PMT respects employees' rights to freedom of association, to express their aspirations, and to participate in constructive industrial relations. The relationship between the Company and its employees is built on communication, openness, and mutual respect for the rights and obligations of each party. The Collective Bargaining Agreement (CBA) serves as one of the foundations for managing industrial relations and employment practices at PMT, including provisions governing terms and conditions of employment as well as the respective rights and obligations of employees. These employment principles are also reflected in the Company's internal human capital policies, which uphold transparency, objectivity, and meritocracy.

The implementation of the CBA is supported by the alignment of human capital policies with applicable provisions within Pelindo Group and PMT. Throughout 2025, PMT ratified six Board of Directors Regulations issued by the Holding Company related to the implementation of the CBA, exceeding the target of at least five regulations. This initiative further strengthened the consistent implementation of industrial relations and employment provisions across the Company.

As of December 31, 2025, PMT had 669 organic employees, all of whom, or 100%, were covered by the applicable Collective Bargaining Agreement. Accordingly, the terms and conditions of employment for all PMT organic employees are governed by the CBA as well as the applicable employment policies within Pelindo Group and PMT. As of the end of the reporting period, there were no PMT organic employees who were not covered by the CBA.

OHS Management, Decent and Safe Work Environment

The characteristics of PMT's multipurpose terminal operations, which involve cargo-handling activities, the movement of heavy equipment and vehicles, work in areas with varying levels of risk, and interactions

operasional, kontraktor, mitra kerja, dan pengguna jasa menimbulkan potensi dampak terhadap keselamatan dan kesehatan pekerja. Lingkungan kerja yang aman dan sehat memberikan dampak positif terhadap perlindungan dan kesejahteraan pekerja, produktivitas, kontinuitas operasional, serta kualitas layanan. Sebaliknya, risiko K3 yang tidak dikelola dengan memadai dapat menimbulkan kecelakaan kerja, cedera, maupun gangguan kesehatan yang berdampak terhadap pekerja PMT maupun pekerja kontraktor dan mitra kerja yang menjalankan aktivitas di wilayah operasional Perusahaan. Dengan demikian, dampak K3 berkaitan langsung dengan aktivitas operasional PMT sekaligus hubungan bisnis Perusahaan dengan pihak-pihak yang bekerja di lingkungan terminal.

PMT berkomitmen menciptakan lingkungan kerja yang aman dan sehat melalui penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) yang diselaraskan dengan standar internasional dan/atau tersertifikasi ISO 45001:2018 serta mengacu pada Pedoman Pelaksanaan Keselamatan dan Kesehatan Kerja PMT. Penerapannya mencakup seluruh pegawai dan pihak yang terlibat dalam kegiatan operasional dan bisnis Perusahaan, dengan koordinasi pengelolaan berada pada Divisi Layanan SDM dan HSSE. Pelaksanaan K3 juga menggunakan pendekatan top-down dan bottom-up untuk mendorong keterlibatan seluruh jenjang organisasi.

Upaya penguatan K3 dilaksanakan melalui pengembangan safety culture, peningkatan kompetensi dan sertifikasi HSSE, penguatan tata kelola dan manajemen risiko K3, digitalisasi sistem pemantauan, peningkatan kesiapsiagaan tanggap darurat, penyediaan layanan kesehatan, serta pelaksanaan inspeksi, investigasi insiden, dan tindak lanjut hasil audit. Kinerja K3 menjadi bagian dari Key Performance Indicator (KPI) Manajemen, yang digunakan untuk mendorong peningkatan kinerja keselamatan secara berkelanjutan. Kesiapsiagaan terhadap kondisi darurat juga melibatkan koordinasi dengan pemangku kepentingan terkait untuk memperkuat efektivitas penanganan risiko dan respons terhadap kejadian darurat.

Efektivitas pengelolaan K3 dipantau melalui Sistem Informasi K3 dan sejumlah indikator, antara lain statistik kecelakaan kerja, jam kerja aman, penerapan program HSSE pada cabang dan unit kerja, pemenuhan Key Risk Indicator seperti safety briefing, management walkthrough, dan safety patrol, penyelesaian tindak lanjut hasil inspeksi dan investigasi insiden, tindak lanjut audit K3L, serta partisipasi pekerja dalam pelatihan, sertifikasi, dan kampanye HSSE. Hasil pemantauan dan evaluasi menjadi dasar bagi PMT untuk mengidentifikasi tren, menilai efektivitas pengendalian, serta menyempurnakan strategi dan program K3 guna memperkuat budaya keselamatan di seluruh kegiatan operasional. [GRI 3-3]

KEBIJAKAN DAN PENDEKATAN PENGELOLAAN K3L [OJK F.21] [GRI 403-1, 403-2, 403-7, 403-8]

Aspek Keselamatan, Kesehatan Kerja, dan Lingkungan (K3L) merupakan salah satu elemen penting yang ingin dicapai dalam kegiatan operasional sekaligus menjadi bagian dari strategi keberlanjutan Perusahaan. Pengelolaan K3L telah terintegrasi dalam operasional dan menjadi bagian dari budaya kerja bagi karyawan maupun seluruh pihak yang berada di area operasional Perusahaan. Setiap tahun, Perusahaan menetapkan target serta melakukan evaluasi atas pencapaian terhadap target tersebut pada akhir periode.

Pelaksanaan K3L mengacu pada Peraturan Direksi PT Pelindo Multi Terminal tentang Pedoman Pelaksanaan Keselamatan dan Kesehatan Kerja di Lingkungan PT Pelindo Multi Terminal. Penerapan aspek HSSE

among employees, operational workers, contractors, business partners, and service users, may give rise to occupational health and safety impacts. A safe and healthy working environment contributes positively to worker protection and well-being, productivity, operational continuity, and service quality. Conversely, inadequately managed OHS risks may result in workplace accidents, injuries, or health issues affecting both PMT employees and contractor or business partner personnel working within the Company's operational areas. OHS impacts therefore arise directly from PMT's operational activities and are also associated with the Company's business relationships with parties working within the terminal environment.

PMT is committed to providing a safe and healthy working environment through the implementation of an Occupational Health and Safety Management System (OHSMS) that is aligned with international standards and/or certified to ISO 45001:2018, as well as PMT's Occupational Health and Safety Implementation Guidelines. The system applies to all employees and other parties involved in the Company's operational and business activities, with its implementation coordinated by the Human Capital Services and HSSE Division. PMT also applies a combination of top-down and bottom-up approaches to encourage participation across all levels of the organization.

OHS enhancement efforts include strengthening the safety culture, improving HSSE competencies and certification, enhancing OHS governance and risk management, digitalizing monitoring systems, strengthening emergency preparedness, providing health services, and conducting inspections, incident investigations, and follow-up actions on audit findings. OHS performance forms part of Management's Key Performance Indicators (KPIs) and is used to support continuous improvement in safety performance. Emergency preparedness also involves coordination with relevant stakeholders to strengthen the effectiveness of risk management and emergency response.

The effectiveness of OHS management is monitored through the OHS Information System and a range of indicators, including occupational accident statistics, safe working hours, the implementation of HSSE programs across branches and work units, achievement of Key Risk Indicators such as safety briefings, management walkthroughs, and safety patrols, completion of follow-up actions from inspections and incident investigations, follow-up on OHS and environmental audits, and worker participation in HSSE training, certification, and campaigns. Monitoring and evaluation results provide a basis for PMT to identify trends, assess the effectiveness of controls, and refine OHS strategies and programs to further strengthen the safety culture across its operations. [GRI 3-3]

HSSE MANAGEMENT POLICY AND APPROACH [OJK F.21] [GRI 403-1, 403-2, 403-7, 403-8]

Health, Safety, Security, and Environment (HSSE) is a crucial element to be achieved in operational activities and part of the Company's sustainability strategy. HSSE management has been integrated into operations and has become a culture for employees and all parties within the Company's operational areas. Each year, the Company sets targets and evaluates achievement of these targets at the end of period.

HSSE implementation in the Company refers to the Decree of Board of Directors of PT Pelindo Multi Terminal on Guidelines for Occupational Health and Safety Implementation within PT Pelindo Multi Terminal.

berlaku bagi seluruh pegawai PMT serta seluruh pihak yang terlibat dalam kegiatan operasional dan bisnis Perusahaan. Secara khusus, pengelolaan K3L menjadi tanggung jawab Divisi Layanan SDM dan HSSE.

Dalam rangka memperkuat aspek HSSE, Perusahaan menerapkan pendekatan yang mengombinasikan strategi *top-down* dan *bottom-up* dengan melibatkan seluruh personel, mulai dari tingkat manajemen hingga pekerja lapangan. Pendekatan ini bertujuan untuk memastikan bahwa prinsip keselamatan dan kesehatan kerja tidak hanya diimplementasikan dari tingkat atas ke bawah, tetapi juga memperoleh dukungan serta partisipasi aktif dari seluruh jenjang organisasi.

Adapun inisiatif peningkatan kinerja HSSE yang telah direalisasikan mencakup berbagai langkah strategis yang dirancang untuk mencapai tujuan K3 secara efektif dan berkelanjutan, yang pada tahun 2025 meliputi:

1. Penguatan Budaya Keselamatan *(Safety Culture);*
2. Peningkatan Kompetensi dan Sertifikasi HSSE;
3. Penguatan Tata Kelola dan Manajemen Risiko K3;
4. Digitalisasi Sistem Pemantauan HSSE;
5. Peningkatan Kesiapsiagaan Tanggap Darurat dengan Keterlibatan *Stakeholder.*

Fasilitas Pendukung Lingkungan Kerja yang Layak

PMT juga menyediakan berbagai fasilitas pendukung guna menjamin kenyamanan serta kesehatan kerja, antara lain:

1. Toilet dan ruang makan yang bersih,
2. Tempat ibadah di sejumlah unit kerja,
3. Ruang menyusui (di Kantor Pusat),
4. Tempat parkir dan area istirahat karyawan shift,
5. APAR dan sistem deteksi asap yang diperiksa berkala,
6. Klinik atau akses layanan kesehatan,
7. Asuransi kesehatan tambahan di luar BPJS

Kinerja K3 [GRI 403-9]

Perusahaan mendefinisikan kecelakaan kerja sebagai suatu peristiwa yang tidak direncanakan dan tidak terkendali dalam hubungan kerja, yang berpotensi menimbulkan kerugian berupa korban manusia maupun aset, serta memberikan dampak negatif terhadap lingkungan. Peristiwa tersebut pada umumnya disebabkan oleh tindakan maupun kondisi berbahaya yang tidak teridentifikasi secara memadai akibat kurangnya kesiapan penanganan. Perusahaan memandang penting aspek K3 dalam pengelolaan operasional, oleh karena itu kinerja K3 ditetapkan sebagai salah satu Indikator Kinerja Utama (KPI) Direksi atau KPI Manajemen tahun 2025, dengan penurunan angka kecelakaan kerja sebagai target utama Perusahaan.

Dalam upaya mengelola risiko serta mencapai target keselamatan kerja, Perusahaan memanfaatkan statistik kecelakaan kerja sebagai salah satu instrumen evaluasi dalam penilaian kinerja K3. Data statistik tersebut diperoleh melalui Sistem Informasi K3 yang memungkinkan pemantauan secara *real-time* atas data jumlah pekerja, total jam kerja tahunan, serta jumlah hari hilang akibat kecelakaan kerja. Melalui pengumpulan dan analisis data tersebut, Perusahaan dapat mengidentifikasi tren, mengevaluasi efektivitas kebijakan K3, serta merumuskan strategi yang lebih tepat guna meningkatkan keselamatan dan kesehatan kerja.

OHSE implementation aspects applies to all PMT employees and all parties involved in the Company's operational and business activities. Specifically, HSSE is the responsibility of HC Services and HSSE Division.

To strengthen HSSE aspects, the Company adopts a combined top-down and bottom-up approach, involving all personnel from management to field workers. This approach aims to ensure that occupational health and safety principles are not only implemented from the top to down but also gain support and active participation from all levels of the organization.

The HSSE performance improvement initiatives realized include various strategic steps designed to achieve OHS goals effectively and sustainably, which in 2025 include:

1. Strengthening Safety Culture;
2. Improving HSSE Competencies and Certification;
3. Strengthening Occupational Health and Safety Governance and Risk Management;
4. Digitizing the HSSE Monitoring System;
5. Improving Emergency Preparedness with Stakeholder Involvement.

Supporting Facilities for Decent Work Environment

PMT also provides supporting facilities to ensure comfort and health at work, including:

1. Clean toilets and dining rooms,
2. Places of worship in a number of work units,
3. Breastfeeding room (at the Head Office),
4. Parking lots and rest areas for shift employees,
5. APAR and smoke detection systems that are checked regularly,
6. Clinics or access to health services,
7. Additional health insurance outside of BPJS.

OHS Performance [GRI 403-9]

The Company defines a work accident as an unplanned and uncontrolled incident in an employment relationship. This incident can result in loss of human and property victims, as well as negative environmental impacts. The cause is undetected dangerous actions or conditions with a lack of preparation for handling. The Company views the importance of OHS aspect in operational management, therefore OHS performance is set as one of Board of Directors' Key Performance Indicators (KPI) or Management KPI in 2025, with a reduction in the number of work accidents as the Company's main target.

In an effort to manage risks and achieve work safety targets, the Company utilizes work accident statistics as a form of evaluation in assessing OHS performance. These statistics are obtained through OHS Information System which allows real-time data monitoring on the number of workers, total annual working hours, and number of days lost due to work accidents. Through the collection and analysis of this data, the Company can identify trends, evaluate the effectiveness of OHS policies, and formulate better strategies to improve worker safety and health.

Perusahaan menggunakan sejumlah indikator utama dalam perhitungan statistik kecelakaan kerja sebagai dasar evaluasi dan peningkatan kinerja K3 tahun 2025. Melalui indikator K3 tersebut, Perusahaan dapat menilai efektivitas program-program keselamatan kerja yang telah diimplementasikan serta senantiasa berkomitmen untuk menyempurnakan strategi K3 guna mewujudkan lingkungan kerja yang lebih aman dan sehat. Dengan demikian, Perusahaan tidak hanya berupaya memenuhi target penurunan angka kecelakaan kerja, tetapi juga membangun budaya keselamatan yang berkelanjutan. Adapun indikator tersebut adalah:

1. Jumlah kecelakaan kerja *(incident rate)*.
2. Jumlah cabang/unit kerja yang menerapkan program HSSE secara aktif.
3. Jumlah jam kerja aman.
4. Tingkat pemenuhan *Key Risk Indicator* yang terdiri dari *safety briefing*, *management walkthrough* dan *safety patrol*.
5. Tingkat penyelesaian tindak lanjut hasil inspeksi dan investigasi insiden serta tindak lanjut atas audit K3L.
6. Tingkat partisipasi pekerja dalam program pelatihan, sertifikasi, dan kampanye HSSE.

Layanan Kesehatan Kerja [GRI 403-3, 403-6, 403-10]

Perusahaan mengikutsertakan seluruh pekerja dalam program BPJS Ketenagakerjaan sebagai bentuk jaminan sosial yang mencakup Jaminan Hari Tua, Jaminan Kecelakaan Kerja, Jaminan Kematian, serta Jaminan Pensiun. Selain itu, Perusahaan juga memfasilitasi pekerja melalui program kesehatan yang meliputi BPJS Kesehatan serta penyediaan fasilitas layanan kesehatan, yaitu Mandiri Inhealth (untuk pekerja di Regional 4), Owlexa (untuk pekerja di Regional 3), dan Admedica (untuk pekerja di Regional 2). Di samping itu, pemeriksaan kesehatan rutin (*medical check-up*) juga dilaksanakan setiap tahun bagi seluruh pekerja.

Selain itu, seluruh wilayah kerja Perusahaan telah dilengkapi dengan fasilitas kesehatan dan klinik yang dapat diakses oleh karyawan maupun pekerja kontraktor. Setiap fasilitas juga dilengkapi dengan kotak P3K sebagai sarana pertolongan pertama pada kecelakaan ringan. Sementara itu, bagi karyawan yang membutuhkan penanganan medis lebih lanjut, Perusahaan menyediakan mekanisme rujukan ke rumah sakit yang telah bekerja sama dengan Perusahaan.

Partisipasi, Konsultasi, dan Komunikasi Pekerja mengenai Keselamatan dan Kesehatan Kerja [GRI 403-4]

PMT melibatkan pekerja dalam penerapan Keselamatan dan Kesehatan Kerja (K3) melalui pendekatan yang menggabungkan arahan manajemen dengan keterlibatan pada tingkat operasional. Dalam kerangka penguatan *Safety Culture*, keterlibatan internal mencakup Branch Manager, Deputy Branch Manager, pegawai Ahli K3 Umum, Security, *Change Champion*, dan *Change Agent*. Keterlibatan tersebut didukung dengan kegiatan komunikasi, pembekalan, pemantauan, serta pembelajaran K3 untuk memperkuat pemahaman terhadap risiko dan penerapan perilaku kerja yang aman.

Partisipasi dan komunikasi K3 dilaksanakan secara berkelanjutan melalui berbagai kegiatan yang terintegrasi dengan aktivitas operasional, antara lain *shift briefing* pada setiap awal pergantian *shift*, *Safety Talk*, *safety patrol*, *management walkthrough* oleh Branch Manager setiap

The Company uses several key indicators in calculating work accident statistics to evaluate and improve OHS performance in 2025. Through these OHS indicators, the Company can assess effectiveness of its implemented occupational safety programs and is committed to continuously improving its OHS strategy to create a safer and healthier work environment. Thus, the Company strives not only to meet its target of reducing workplace accidents but also to build a sustainable safety culture. These indicators are:

1. Number of workplace accidents (incident rate).
2. Number of branches/work units actively implementing the HSSE program.
3. Number of safe working hours.
4. Level of fulfillment of Key Risk Indicators, which include safety briefings, management walkthroughs, and safety patrols.
5. Level of completion of follow-up actions on inspections and incident investigations, as well as follow-up on HSE audits.
6. Level of worker participation in HSSE training, certification, and campaign programs

Occupational Health Services [GRI 403-3, 403-6, 403-10]

The Company also includes all workers in BPJS Employment program to provide guarantees to all workers in the form of Old Age Insurance, Work Accident Insurance, Life Insurance, and Pension Insurance. The Company facilitates workers with health programs, namely BPJS Health program and health facilities, namely Mandiri Inhealth (for workers from Region 4), Owlexa (for workers from Region 3), Admedica (for workers from Region 2). In addition, there is also a medical check-up for workers which is carried out every year.

In addition, all of the Company's work areas have been equipped with health facilities and clinics that can be accessed by all employees and workers from contractors. Each facility is equipped with a first aid kit for minor accidents. Meanwhile, for employees who require serious treatment, they can be directly referred to a hospital that collaborates with the Company.

Worker Participation, Consultation, and Communication on Occupational Health and Safety [GRI 403-4]

PMT involves workers in the implementation of Occupational Health and Safety (OHS) by combining management direction with participation at the operational level. Within the framework of strengthening its Safety Culture, internal involvement includes Branch Managers, Deputy Branch Managers, General OHS Experts, Security personnel, Change Champions, and Change Agents. Their involvement is supported through communication, capacity-building, monitoring, and OHS learning activities aimed at strengthening awareness of occupational risks and promoting safe work behaviors.

Worker participation and OHS communication are carried out continuously through various activities integrated into daily operations, including shift briefings at the beginning of each shift, Safety Talks, safety patrols, monthly management walkthroughs conducted by Branch

bulan, *Community of Practices* (CoP) HSSE, serta *Safety (HSSE) Forum Terpadu* yang dilaksanakan setiap bulan di kawasan pelabuhan. PMT juga menyelenggarakan *lesson learned* atas insiden atau kecelakaan dan sesi monitoring secara berkala sebagai media pembelajaran serta evaluasi penerapan K3. Dokumen program *Safety Culture* juga menetapkan sesi monitoring paling sedikit satu kali setiap bulan.

Komunikasi dan keterlibatan dalam aspek keselamatan tidak terbatas pada pekerja internal. Pihak yang terlibat dalam kegiatan operasional, antara lain perusahaan bongkar muat (PBM), tenaga kerja bongkar muat (TKBM), asosiasi, perusahaan *trucking*, vendor, kontraktor, serta regulator turut menjadi bagian dari program penguatan budaya keselamatan. Bentuk keterlibatan tersebut mencakup *safety engagement*, *Basic Safety Training*, penerapan *Contractor Safety Management System* (CSMS), *awareness and engagement session*, *sharing session* atau Focus Group Discussion (FGD) mengenai implementasi HSSE di branch, serta *Safety Committee Meeting* pada tingkat regional pelabuhan.

Pelaksanaan komunikasi, partisipasi, dan pemantauan K3 turut didukung oleh HSSE Information System. Sistem tersebut mencakup pemantauan *safety briefing* dan *safety patrol*, *awareness* HSSE, *management walkthrough*, laporan kecelakaan kerja, dan inspeksi fasilitas K3. Pengembangan sistem juga mencakup fitur inspeksi K3 berbasis perangkat bergerak serta pengelolaan insiden yang mendukung proses pelaporan, analisis, evaluasi, dan perbaikan berkelanjutan.

Pelatihan Pekerja mengenai Keselamatan dan Kesehatan Kerja [GRI 403-5]

PMT melaksanakan program pelatihan dan pengembangan kompetensi K3 untuk meningkatkan pengetahuan, keterampilan, serta kesiapan pekerja dalam menghadapi bahaya dan risiko keselamatan yang berkaitan dengan kegiatan operasional terminal. Pengembangan kompetensi dilaksanakan dalam berbagai bentuk, termasuk pelatihan, sertifikasi, *workshop*, *awareness*, pembekalan, *sharing session*, simulasi, dan kegiatan pembelajaran yang melekat pada aktivitas operasional.

Ruang lingkup program K3 antara lain mencakup pelatihan dan sertifikasi Ahli K3 Umum, K3 Migas, K3 Listrik dan K3 Boiler, *Loading Master*, *Dangerous Goods*, penyelidikan kecelakaan, inspeksi HSSE, *Safety Culture*, penerapan CSMS, *Basic Life Support*, serta latihan keadaan darurat yang meliputi evakuasi, penanganan kebakaran, dan pertolongan terhadap korban kecelakaan.

Selain program formal, penguatan pemahaman keselamatan dilakukan melalui kegiatan yang menjadi bagian dari aktivitas kerja sehari-hari, termasuk *shift briefing* pada setiap awal pergantian *shift*, *safety induction* bagi tamu dan pemangku kepentingan yang memasuki area branch, *lesson learned* atas insiden atau kecelakaan, CoP HSSE, *Safety (HSSE) Forum*, serta *Safety Talk*. Pendekatan ini memperluas proses pembelajaran K3 dari pelatihan terstruktur ke pembelajaran yang berlangsung secara berkelanjutan di lingkungan operasional.

Managers, HSSE Communities of Practice (CoP), and integrated Safety (HSSE) Forums held monthly within port areas. PMT also conducts lessons learned sessions following incidents or accidents, as well as periodic monitoring sessions as a means of learning and evaluating OHS implementation. The Safety Culture program also provides for monitoring sessions to be conducted at least once a month.

OHS communication and engagement extend beyond internal workers to parties involved in the Company's operational activities, including stevedoring companies (PBM), loading and unloading workers (TKBM), associations, trucking companies, vendors, contractors, and regulators. Forms of engagement include safety engagement, Basic Safety Training, implementation of the Contractor Safety Management System (CSMS), awareness and engagement sessions, sharing sessions or Focus Group Discussions (FGDs) on HSSE implementation at branches, as well as Safety Committee Meetings at the port regional level.

The implementation of OHS communication, participation, and monitoring is also supported by the HSSE Information System. The system covers the monitoring of safety briefings and safety patrols, HSSE awareness, management walkthroughs, occupational accident reports, and inspections of OHS facilities. Its development also includes mobile-based OHS inspection features and incident management functions that support reporting, analysis, evaluation, and continuous improvement processes

Worker Participation, Consultation, and Communication on Occupational Health and Safety [GRI 403-4]

PMT implements OHS training and competency development programs to enhance workers' knowledge, skills, and preparedness in addressing occupational hazards and safety risks associated with terminal operations. Competency development is delivered through various methods, including training, certification, workshops, awareness programs, briefings, sharing sessions, simulations, and learning activities embedded in operational practices.

The scope of OHS competency development includes, among others, training and certification for General OHS Experts, Oil and Gas OHS, Electrical OHS and Boiler OHS, Loading Masters, Dangerous Goods, accident investigation, HSSE inspection, Safety Culture, implementation of the Contractor Safety Management System (CSMS), Basic Life Support, as well as emergency response exercises covering evacuation, firefighting, and first aid for accident victims.

In addition to formal training and certification programs, safety awareness and competency are strengthened through activities incorporated into daily operations, including shift briefings at the beginning of each shift, safety induction for visitors and stakeholders entering branch operational areas, lessons learned from incidents or accidents, HSSE CoP, Safety (HSSE) Forums, and Safety Talks. This approach extends OHS learning beyond structured training sessions and embeds continuous learning into day-to-day operational activities.

Realisasi Program Pelatihan K3 Tahun 2025

Sepanjang tahun 2025, PMT melaksanakan berbagai program pelatihan dan pengembangan kompetensi yang berkaitan dengan keselamatan dan kesehatan kerja, antara lain sebagai berikut:

OHS Training Programs Conducted in 2025

Throughout 2025, PMT conducted various training and competency development programs related to occupational health and safety, including the following:

No.	Program Pelatihan K3 OHS Training Program	Waktu dan Tempat Pelaksanaan Date and Venue
1	Pelatihan dan Sertifikasi Penanganan Kebakaran Kelas D Class D Firefighting Training and Certification	Januari 2025 January 2025
2	Pelatihan dan Sertifikasi Pertolongan Pertama pada Kecelakaan (P3K) First Aid Training and Certification	Januari 2025 January 2025
3	*Public Training* dan Sertifikasi *International Maritime Dangerous Goods* (IMDG) Code dan *International Maritime Solid Bulk Cargoes* (IMSBC) Code Public Training and Certification on the International Maritime Dangerous Goods (IMDG) Code and International Maritime Solid Bulk Cargoes (IMSBC) Code	Denpasar, Bali, 21–25 April 2025 Denpasar, Bali, April 21–25, 2025
4	Pelatihan *Basic Safety* Standardisasi Terminal Ro-Ro Penumpang Basic Safety Training for Ro-Ro Passenger Terminal Standardization	Branch Tanjung Wangi, 22 April 2025 Tanjung Wangi Branch, April 22, 2025
5	Pelatihan *Basic Safety* Terminal Ro-Ro Terminal Penumpang Basic Safety Training for Ro-Ro Passenger Terminals	Branch Lembar, 7 Mei 2025 Lembar Branch, May 7, 2025
6	Pelatihan dan Sertifikasi Pertolongan Pertama pada Kecelakaan (P3K) First Aid Training and Certification	Grha Pelindo Belawan, 24–26 Juni 2025 Grha Pelindo Belawan, June 24–26, 2025
7	Pelatihan dan Sertifikasi Penanganan Kebakaran Kelas D Class D Firefighting Training and Certification	Grha Pelindo Belawan, 1–3 Juli 2025 Grha Pelindo Belawan, July 1–3, 2025
8	Pelatihan Pertolongan Pertama pada Kecelakaan (P3K) First Aid Training	Gresik, 14–16 Juli 2025 Gresik, July 14–16, 2025
9	CoP Melesat Operasional Nonpetikemas: Penanganan Kargo Curah Cair *Dangerous Goods* (DG) Konvensional Non-Container Operations CoP Melesat: Handling of Conventional Liquid Bulk Dangerous Goods (DG) Cargo	*Online*, 29 Agustus 2025 Online, August 29, 2025
10	Pelatihan *Basic Safety*, Dasar Terminal Penumpang, serta *Hospitality* Ro-Ro dan Penumpang Basic Safety, Passenger Terminal Fundamentals, and Ro-Ro and Passenger Hospitality Training	Branch Balikpapan, 16–19 September 2025 Balikpapan Branch, September 16–19, 2025
11	Pelatihan *Basic Safety*, Dasar Terminal Penumpang, serta *Hospitality* Ro-Ro dan Penumpang Basic Safety, Passenger Terminal Fundamentals, and Ro-Ro and Passenger Hospitality Training	Branch Tanjung Balai Karimun, 19–22 November 2025 Tanjung Balai Karimun Branch, November 19–22, 2025
12	Pelatihan dan Sertifikasi BNSP Pengawas K3 BNSP OHS Supervisor Training and Certification	*Online*, 19–21 Desember 2025 Online, December 19–21, 2025

Dalam aspek kesiapsiagaan keadaan darurat, peningkatan kompetensi juga dilaksanakan melalui sertifikasi personel tanggap darurat serta pelatihan dan simulasi yang mencakup kebakaran, Pertolongan Pertama pada Kecelakaan (P3K), dan evakuasi. Evaluasi kesiapsiagaan mencakup kesesuaian sistem dan prosedur, kesiapan fasilitas K3, serta pemahaman tenaga kerja dalam menghadapi keadaan darurat.

Penguatan kompetensi keselamatan juga mencakup pemangku kepentingan eksternal yang beraktivitas di lingkungan operasional. PMT menyelenggarakan *Basic Safety Training* bagi antara lain TKBM, PBM, vendor, dan kontraktor serta kegiatan *awareness*, *engagement session*, dan diskusi mengenai penerapan HSSE dengan melibatkan pemangku kepentingan, pengawas ketenagakerjaan, dan otoritas pelabuhan setempat.

Pentingnya penerapan K3 juga tercermin dalam pengukuran kinerja Perusahaan. Dalam Kontrak Manajemen tahun 2025, Implementasi Program Kerja K3 ditetapkan sebagai salah satu Key Performance Indicator (KPI) Perusahaan dengan target 100%. Hingga akhir tahun 2025, realisasi indikator tersebut mencapai 110%.

In the area of emergency preparedness, competency enhancement is also carried out through the certification of emergency response personnel and training and simulations covering firefighting, first aid, and evacuation. Emergency preparedness evaluations cover the suitability of systems and procedures, the readiness of OHS facilities, and workers' understanding of how to respond to emergency situations.

Safety competency development also extends to external stakeholders operating within PMT's operational areas. PMT provides Basic Safety Training for stakeholders including TKBM, PBM, vendors, and contractors, as well as awareness programs, engagement sessions, and discussions on HSSE implementation involving stakeholders, local labor inspectors, and local port authorities.

The importance of OHS implementation is also reflected in the Company's performance measurement framework. Under the 2025 Management Contract, Implementation of OHS Work Programs was established as one of the Company's Key Performance Indicators (KPIs), with a target of 100%. By the end of 2025, the realization of this indicator reached 110%.

ASPEK MASYARAKAT
Community Aspect

Dampak Operasi terhadap Masyarakat Sekitar [OJK F.23]

Dengan adanya kegiatan operasional, Perusahaan memberikan dampak positif terhadap kondisi sosial dan ekonomi di wilayah sekitar, antara lain melalui terbukanya kesempatan kerja, peningkatan pemberdayaan masyarakat setempat, serta peningkatan pendapatan asli daerah. Perusahaan juga telah melaksanakan berbagai program Tanggung Jawab Sosial dan Lingkungan (TJSL) yang berorientasi pada pencapaian Tujuan Pembangunan Berkelanjutan (TPB).

Namun demikian, tidak dapat dihindari bahwa kegiatan operasional Perusahaan juga berpotensi menimbulkan dampak negatif terhadap lingkungan sekitar, seperti:

1. Peningkatan polusi udara dari emisi mobilisasi kendaraan yang keluar masuk ke terminal nonpetikemas yang dikelola Perusahaan;
2. Peningkatan kebisingan;
3. Peningkatan pencemaran air dari limbah domestik yang dihasilkan;
4. Timbulnya kemacetan lalu lintas di sekitar Lokasi operasional.

Dampak-dampak tersebut, baik positif maupun negatif, perlu dikelola secara optimal agar tidak menimbulkan perubahan yang merugikan akibat kegiatan operasional Perusahaan. Oleh karena itu, Perusahaan telah berupaya melakukan mitigasi terhadap berbagai dampak negatif yang timbul dari aktivitas operasionalnya. Adapun upaya mitigasi tersebut antara lain:

1. Mengedepankan target *zero accident* serta mendorong kesadaran terhadap keselamatan dan kesehatan di wilayah kerja perusahaan dengan memberikan pelatihan *Awareness* K3 di masing-masing *Branch;*
2. Mengurangi dampak polusi udara, emisi, serta dampak lingkungan akibat aktivitias perusahaan dengan program peduli lingkungan seperti penanaman pohon jenis mangrove atau pohon keras, bersih-bersih pesisir atau *coastal clean up*, bersih-bersih dermaga di sekitar wilayah kerja perusahaan;
3. Perusahaan peduli terhadap pendidikan di wilayah kerja perusahaan untuk mengedukasi peran perusahaan dari segi lingkungan dan sosial masyarakat melalui program Pelindo Mengajar, Pelindo *Goes to School*, Pelindo *Goes to Campus*, dan pembentukan komunitas pemuda pemudi.

Pengaduan Masyarakat [OJK F.24] [GRI 2-16, GRI 2-26]

PMT menyediakan sarana pengaduan bagi pemangku kepentingan untuk menyampaikan setiap aktivitas operasional yang berpotensi mengganggu keberlangsungan kehidupan masyarakat, merugikan pihak lain, maupun menimbulkan konflik. Mekanisme ini merupakan bagian dari komitmen Perusahaan untuk menjaga keterbukaan, responsivitas, dan akuntabilitas dalam pengelolaan dampak operasional.

Impact of Operations on Surrounding Communities [OJK F.23]

Through its operational activities, the Company has had positive impact on local social and economic environment, such as creating job opportunities, increasing community empowerment, and improving regional income. The Company has also carried out various Corporate Social and Environmental Responsibility (CSR) programs, which are oriented to achieve the Sustainable Development Goals (SDGs).

However, operational activities may also have unavoidable negative impacts on the surrounding environment, such as:

1. Increased air pollution due to emissions from vehicles entering and exiting the non-container terminals managed by the Company.
2. Increased noise levels.
3. Increased water pollution from domestic waste generated.
4. Traffic congestion around operational locations.

These impacts, both positive and negative, need to be optimally managed to prevent detrimental changes resulting from the Company's operational activities. Therefore, the Company has made efforts to mitigate the negative impacts arising from its operational activities. These mitigation efforts include:

1. Prioritizing a zero-accident target and promoting safety and health awareness within the Company's work areas by providing Occupational Health and Safety (OHS) awareness training at each branch;
2. Reducing the impact of air pollution, emissions, and environmental damage from company activities through environmental care programs such as planting mangrove or hardwood trees, coastal cleanups, and dock cleanups around the Company's work areas;
3. Showing concern for education in the Company's work areas by educating the community about the Company's environmental and social roles through programs such as Pelindo Teaching, Pelindo Goes to School, Pelindo Goes to Campus, and youth community development initiatives.

Public Complaints [OJK F.24] [GRI 2-16, GRI 2-26]

The Company provides a complaints mechanism for stakeholders to report any operational activities that disrupt life sustainability, cause harm, or trigger conflicts. This mechanism is part of the Company's commitment to maintaining transparency, responsiveness, and accountability in managing operational impacts.

Seluruh keluhan dan pengaduan yang diterima dikelola melalui mekanisme yang berlaku di lingkungan Perusahaan, termasuk melalui *Whistleblowing System* (WBS) dalam kerangka implementasi *Good Corporate Governance* (GCG).

Tim WBS Perusahaan memiliki susunan utama yang terdiri dari Ketua: SVP Satuan Pengawasan Intern dan Wakil Ketua: SVP Sekretariat Perusahaan. Melalui saluran ini, pemangku kepentingan dapat menyampaikan laporan terkait dugaan pelanggaran, tindakan kecurangan, maupun hal-hal kritis lain yang berkaitan dengan operasional Perusahaan, termasuk yang berpotensi berdampak pada masyarakat dan hak asasi manusia.

Setiap pengaduan yang diterima ditindaklanjuti secara cermat sesuai dengan ketentuan yang berlaku. Perusahaan juga berkomitmen untuk memberikan perlindungan kepada pelapor dalam kerangka penerapan sistem pelaporan yang bertanggung jawab. Sepanjang tahun 2025, terdapat 1 laporan/pengaduan yang disampaikan melalui WBS di lingkungan PT Pelindo Multi Terminal. Laporan tersebut telah selesai ditindaklanjuti secara tuntas oleh Tim WBS PT Pelindo Multi Terminal sesuai ketentuan yang berlaku.

All complaints and grievances received are managed through the Company's established mechanisms, including the Whistleblowing System (WBS) within the framework of Good Corporate Governance (GCG) implementation.

The Company's WBS Team consists of the Chairperson: Senior Vice President of Internal Audit, and the Deputy Chairperson: Senior Vice President of Corporate Secretary. Through this channel, stakeholders can submit reports regarding alleged violations, fraudulent activities, or other critical matters related to the Company's operations, including those that have the potential to impact the community and human rights.

Every complaint received is carefully followed up in accordance with applicable regulations. The Company is also committed to providing protection to whistleblowers within the framework of implementing a responsible reporting system. Throughout 2025, 1 report/complaint was submitted through the WBS within PT Pelindo Multi Terminal. This report has been fully followed up and resolved by the PT Pelindo Multi Terminal WBS Team in accordance with applicable provisions.

KEGIATAN TANGGUNG JAWAB SOSIAL LINGKUNGAN (TJSL) [OJK F.25] [GRI 413-1]

Social and Environmental Responsibility Activities (CSR) [OJK F.25] [GRI 413-1]

Kegiatan operasional PMT memiliki keterkaitan langsung dengan kondisi sosial, ekonomi, dan lingkungan masyarakat di sekitar wilayah pelabuhan. Dampak positif Perusahaan antara lain berupa kesempatan kerja, pemberdayaan masyarakat, peningkatan aktivitas ekonomi, dan kontribusi terhadap pembangunan sosial. Pada saat yang sama, aktivitas terminal dapat menimbulkan potensi dampak negatif berupa emisi dan polusi udara dari mobilitas kendaraan, kebisingan, pencemaran air dari limbah domestik, serta kemacetan di sekitar wilayah operasional. Untuk itu, PMT berupaya mencegah dan memitigasi dampak tersebut melalui pengelolaan operasional, program lingkungan, edukasi, pelibatan masyarakat, dan program Tanggung Jawab Sosial dan Lingkungan (TJSL).

Pelaksanaan TJSL mengacu pada ketentuan peraturan perundang-undangan serta Peraturan Direksi PT Pelindo Multi Terminal mengenai Program TJSL. Pengelolaannya dilaksanakan oleh Departemen Tanggung Jawab Sosial dan Lingkungan di bawah Divisi Sekretariat Perusahaan, dengan struktur pengelolaan yang melibatkan Direktur Utama, Direktur SDM, SVP Sekretariat Perusahaan, dan VP Tanggung Jawab Sosial dan Lingkungan. Penyusunan dan pelaksanaan program mempertimbangkan kebutuhan masyarakat, komunikasi dengan pemangku kepentingan, dan potensi lokal di sekitar wilayah operasional.

PMT juga menyediakan mekanisme pengaduan yang memungkinkan masyarakat dan pemangku kepentingan menyampaikan dugaan gangguan, kerugian, konflik, atau dampak lain yang berkaitan dengan kegiatan Perusahaan. Setiap pengaduan ditindaklanjuti sesuai mekanisme yang berlaku dengan memperhatikan perlindungan pelapor.

PMT's operations are directly connected to the social, economic, and environmental conditions of communities surrounding port areas. Positive impacts generated by the Company include employment opportunities, community empowerment, increased local economic activity, and contributions to social development. At the same time, terminal activities may potentially result in negative impacts, including air emissions and pollution from vehicle movements, noise, potential water pollution from domestic wastewater, and traffic congestion in surrounding areas. PMT seeks to prevent and mitigate these impacts through operational and environmental management, education, stakeholder engagement, and Social and Environmental Responsibility (TJSL) programs.

The implementation of TJSL programs refers to applicable laws and regulations as well as PT Pelindo Multi Terminal's Board of Directors Regulation concerning the TJSL Program. TJSL is managed by the Social and Environmental Responsibility Department under the Corporate Secretary Division, with a governance structure involving the President Director, Human Capital Director, SVP Corporate Secretary, and VP Social and Environmental Responsibility. Program planning and implementation take into account community needs, stakeholder communication, and local potential in areas surrounding PMT's operations.

PMT also provides a grievance mechanism through which communities and other stakeholders may report suspected disruptions, losses, conflicts, or other impacts associated with the Company's activities. Each grievance is followed up in accordance with applicable mechanisms, with due consideration given to whistleblower protection.

Efektivitas pengelolaan dampak sosial dipantau antara lain melalui realisasi program dan anggaran, cakupan penerima manfaat, komunikasi dengan pemangku kepentingan, serta pengukuran dampak program. Pada Program Kolaborasi UMKM Pengolahan Kedelai Teluk Lamong, PMT bersama FKS Grup melibatkan lembaga independen dalam pengukuran SROI melalui wawancara, observasi lapangan, serta analisis data terhadap 13 pemangku kepentingan. Hasil pengukuran menunjukkan rasio SROI sebesar 2,90. PMT akan menggunakan hasil tersebut sebagai baseline dalam perencanaan program serupa serta mendorong replikasi model program ke wilayah ring 1 pelabuhan lainnya. [GRI 3-3]

Pelaksanaan TJSL PMT berlandaskan pada berbagai ketentuan peraturan perundang-undangan, antara lain Undang-Undang No. 19 Tahun 2003 tentang Badan Usaha Milik Negara, Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas, dan Peraturan Pemerintah No. 47 Tahun 2012 tentang Tanggung Jawab Sosial dan Lingkungan Perseroan Terbatas. Pada tingkat internal, pelaksanaan TJSL mengacu pada Peraturan Direksi PT Pelindo Multi Terminal Nomor TL.01/30/12/2/TJSK/DIRU/PMLT-24 tanggal 30 Desember 2024 tentang Program Tanggung Jawab Sosial dan Lingkungan PT Pelindo Multi Terminal.

Pengelolaan program TJSL dilakukan secara terstruktur oleh Departemen Tanggung Jawab Sosial dan Lingkungan yang berada di bawah Divisi Sekretariat Perusahaan. Unit ini bertanggung jawab kepada Direktur Utama dan berada dalam koordinasi Direktur Sumber Daya Manusia dan Umum. Pada tahun 2025, pengelolaan TJSL didukung oleh struktur pengelola yang mencakup Direktur Utama, Direktur SDM, SVP Sekretariat Perusahaan, dan VP Tanggung Jawab Sosial dan Lingkungan. Struktur ini mencerminkan bahwa pelaksanaan TJSL telah menjadi bagian dari tata kelola korporat yang terintegrasi.

Penyusunan dan pelaksanaan program TJSL dilakukan dengan mempertimbangkan kebutuhan masyarakat, komunikasi dengan para pemangku kepentingan, serta potensi lokal di wilayah sekitar operasional Perusahaan. Melalui pendekatan tersebut, PMT berupaya memastikan bahwa setiap program yang dijalankan tidak hanya relevan, tetapi juga memberikan manfaat yang lebih berkelanjutan bagi masyarakat. Dalam konteks ini, TJSL juga berperan penting dalam membangun hubungan yang harmonis dengan masyarakat sekaligus memperkuat kontribusi Perusahaan terhadap pencapaian Tujuan Pembangunan Berkelanjutan (TPB).

Sumber pendanaan program TJSL berasal dari anggaran kegiatan yang diperhitungkan sebagai biaya pada tahun berjalan, penyisihan sebagian laba bersih tahun anggaran sebelumnya, serta sumber lain yang sah sesuai ketentuan peraturan perundang-undangan. Hingga Desember 2025, anggaran program TJSL yang diperhitungkan sebagai biaya perusahaan pada Divisi Sekretariat Perusahaan tercatat sebesar Rp5.500.000.000. Adapun total anggaran yang dikelola pada tahun 2025 sebesar Rp5.919.999.996, yang terdiri atas RKAP Tahun 2025 sebesar Rp5.500.000.000 dan carry-over (BMHD) 2024 sebesar Rp419.999.996.

Hingga akhir Desember 2025, realisasi program TJSL PMT tercatat sebesar Rp6.103.473.312, atau 103,10% dari total pagu anggaran yang tersedia. Realisasi tersebut terdiri atas realisasi RKAP 2025 sebesar Rp5.683.473.316 dan realisasi BMHD 2024 sebesar Rp419.999.996 yang telah tersalurkan seluruhnya. Berdasarkan pilar program, realisasi anggaran TJSL terdistribusi pada pilar sosial sebesar Rp3.823.057.998 (62%), pilar lingkungan sebesar Rp1.217.867.725 (20%), pilar pendidikan sebesar Rp885.700.309 (14,5%), dan pilar UMK sebesar Rp176.907.280 (3,5%). Distribusi ini menunjukkan bahwa fokus realisasi tahun 2025 masih

The effectiveness of social impact management is monitored through program and budget realization, the reach of beneficiaries, stakeholder engagement, and program impact measurement. For the Teluk Lamong Soybean Processing MSME Collaboration Program, PMT and FKS Group engaged an independent party to conduct a Social Return on Investment (SROI) assessment through interviews, field observations, and data analysis involving 13 stakeholders. The assessment resulted in an SROI ratio of 2.90. PMT will use the results as a baseline for planning similar programs and support the replication of the program model in other communities located within the port's Ring 1 areas. [GRI 3-3]

Implementation of CSR PMT is based on various provisions of laws and regulations, including Law No. 19 of 2003 concerning State-Owned Enterprises, Law No. 40 of 2007 concerning Limited Liability Companies, and Government Regulation No. 47 of 2012 concerning Social and Environmental Responsibility of Limited Liability Companies. At the internal level, implementation of CSR refers to the Regulation of Board of Directors of PT Pelindo Multi Terminal Number TL.01/30/12/2/TJSK/DIRU/PMLT-24 dated December 30, 2024 concerning Social and Environmental Responsibility Program of PT Pelindo Multi Terminal.

CSR program is managed in a structured manner by Social and Environmental Responsibility Department, which is under Corporate Secretary Division. This unit reports to President Director and is coordinated by Director of Human Capital and General Affairs. In 2025, CSR management supported by a management structure that includes President Director, Director of Human Capital, Senior Vice President of Corporate Secretary, and Vice President of Social and Environmental Responsibility. This structure reflects the integration of CSR implementation into integrated corporate governance.

CSR program is developed and implemented by considering community needs, stakeholder communication, and local potential in the areas surrounding the Company's operations. Through this approach, PMT strives to ensure that each program is not only relevant but also provides more sustainable benefits to the community. In this context, CSR also plays a crucial role in building harmonious relationships with community while strengthening the Company's contribution to achieving Sustainable Development Goals (SDGs).

Funding for CSR program comes from activity budget calculated as an expense in the current year, the allocation of a portion of the previous fiscal year's net profit, and other legitimate sources in accordance with statutory regulations. As of December 2025, CSR program budget calculated as a company expense in Corporate Secretary Division was recorded at Rp5,500,000,000. Total budget managed in 2025 was Rp5,919,999,996, consisting of Rp5,500,000,000 from 2025 Work Plan and Budget (RKAP) and Rp419,999,996 from 2024 Budget Carryover (BMHD).

As of the end of December 2025, realization of CSR program (PMT) was recorded at Rp6,103,473,312, or 103.10% of total available budget ceiling. The realization consists of realization of 2025 RKAP of Rp5,683,473,316 and realization of 2024 BMHD of Rp419,999,996 which have been fully distributed. Based on the program pillars, the realization of CSR budget is distributed to social pillar of Rp3,823,057,998 (62%), environmental pillar of Rp1,217,867,725 (20%), education pillar of Rp885,700,309 (14.5%), and MSE pillar of Rp176,907,280 (3.5%). This distribution shows that focus of 2025 realization is still dominated by social programs, followed by environment

didominasi oleh program sosial, diikuti oleh lingkungan dan pendidikan, sementara pilar UMK masih perlu diperkuat pada periode berikutnya

and education, while MSE pillar still needs to be strengthened in the next period.

Pilar Program Program Pillars	**Realisasi (Rp)** Realization (Rp)	**Persentase** Percentage
Sosial Social	3.823.057.998	62,0%
Lingkungan Environment	1.217.867.725	20,0%
Pendidikan Education	885.700.309	14,5%
UMK SME	176.907.280	3,5%
Total	**6.103.473.312**	**100%**

Realisasi Program TJSL [413-2]
CSR Program Realization [413-2]

No	**Periode** Period	**Jenis Kegiatan TJSL** Type of CSR Activities	**Tujuan Pembangunan Berkelanjutan (TPB)** Sustainable Development Goals (SDG)	**Jumlah Penyaluran** Amount Distribution
1	Mar–Jun 2025	Pelindo Berbagi Ramadhan PMT Grup Pelindo Sharing Ramadhan PMT Group		Rp1.491.437.500
2	Des 2025 Dec 2025	Program TJSL Pelindo Berbagi Qurban 2025 Pelindo CSR Program Qurban Sharing 2025		Rp788.477.788
3	Apr–Mei 2025 Apr-May 2025	Program Mudik Aman Sampai Tujuan 2025 Safe Homecoming Program to Your Destination in 2025		Rp499.926.240
4	Feb–Des 2025 Feb-Dec 2025	Program Pelindo Mengajar Tahun 2025 (akumulasi berbagai tahap) Pelindo Teaching Program 2025 (accumulation of various stages)		Rp404.673.548
5	Des 2025 Dec 2025	TJSL PMT Peringatan Hari Lingkungan Hidup Tahun 2025 Tahap 1 CSR PMT Commemoration of World Environment Day 2025 Phase 1		Rp370.000.000
6	Nov 2025	Program Penanaman Mangrove Pelindo *Day* ke-4 & Rehabilitasi Mangrove Danau Siombak 4th Pelindo Day: Mangrove Planting Progam & Mangrove Rehabilitation of Siombak Lake		Rp285.900.000
7	Jan–Jun 2025	Kolaborasi TJSL UMKM Pengolahan Kedelai Teluk Lamong bersama PT FKS Grup (Tahap 1 & 2) CSR Collaboration between Teluk Lamong Soybean Processing MSMEs with PT FKS Group (Phase 1 & 2)		Rp133.017.280

Realisasi Program TJSL [413-2]
CSR Program Realization [413-2]

No	Periode Period	Jenis Kegiatan TJSL Type of CSR Activities	Tujuan Pembangunan Berkelanjutan (TPB) Sustainable Development Goals (SDG)	Jumlah Penyaluran Amount Distribution
8	Feb–Des 2025 Feb-Dec 2025	Program TJSL Lainnya (36 kegiatan: sosial, kesehatan, pendidikan, lingkungan, UMK) Other CSR Program (36 activities; social, health, education, environment, MSE)		Rp2.130.040.956
Total				Rp6.103.473.312

Perbandingan Investasi TJSL Tahun 2024-2025
Comparison of CSR Investment 2024-2025

Perihal Subject	2025	2024
Investasi TJSL (Rp-juta) CSR Investment (Rp-million)	6.103	4.718

Program Unggulan TJSL 2025: Program Kolaborasi UMKM Pengolahan Kedelai Teluk Lamong

Salah satu program TJSL unggulan PMT pada tahun 2025 adalah Program Kolaborasi UMKM Pengolahan Kedelai Teluk Lamong yang diinisiasi bersama FKS Grup. Program ini merupakan wujud nyata komitmen PMT dalam mendukung pengembangan UMKM dan meringankan beban ekonomi masyarakat di wilayah ring 1 pelabuhan. Program dilaksanakan selama 6 (enam) bulan, mulai Januari hingga Juni 2025, di empat lokasi yaitu Kelurahan Tambak Sarioso, Kelurahan Tambak Osowilangon, Kelurahan Romokalisari, dan Desa Karangkiring, Gresik.

Program ini menjangkau 53 orang penerima manfaat langsung yang tergabung dalam 6 kelompok pengolah kedelai, dengan melibatkan 13 pemangku kepentingan dari berbagai kalangan mulai dari pemerintah kelurahan, FKS Grup sebagai pemasok bahan baku, PT Terminal Teluk Lamong sebagai mitra, *trainer* eksternal, hingga masyarakat konsumen. Rangkaian kegiatan yang dilaksanakan mencakup: sosialisasi pengenalan program; pelatihan pembuatan tempe dan produk turunan (kembang tahu, jajanan ta'jil); pelatihan desain kemasan dan *retail market* modern; *coaching clinic* pembukuan keuangan; pendampingan pengurusan legalitas NIB, PIRT, dan Sertifikasi Halal; serta 24 sesi pendampingan intensif selama 6 bulan.

Flagship CSR Program 2025: Teluk Lamong Soybean Processing MSME Collaboration Program

One of PMT's flagship CSR programs in 2025 is Teluk Lamong Soybean Processing MSME Collaboration Program, initiated in partnership with FKS Group. This program reflects PMT's tangible commitment to supporting MSME development and alleviating the economic burden of communities in the port's surrounding "ring 1" areas. The program was implemented over a six-month period, from January to June 2025, across four locations: Tambak Sarioso Village, Tambak Osowilangon Village, Romokalisari Village, and Karangkiring Village in Gresik.

The program reached 53 direct beneficiaries who are organized into six soybean processing groups, involving 13 stakeholders from various sectors, including village governments, FKS Group as the raw material supplier, PT Terminal Teluk Lamong as a partner, external trainers, and consumer communities. The series of activities carried out included: program introduction and socialization sessions; training on tempeh production and derivative products (yuba/bean curd sheets and iftar meals); packaging design and modern retail market training; financial bookkeeping coaching clinics; assistance in obtaining business legality documents such as NIB, PIRT, and Halal Certification; as well as 24 intensive mentoring sessions over six months.

Kontribusi terhadap Tujuan Pembangunan Berkelanjutan (TPB/SDGs)

Program ini berkontribusi pada pencapaian 5 (lima) TPB/SDGs, yaitu: (1) SDG 1 – Tanpa Kemiskinan, melalui peningkatan pendapatan rumah tangga dan penguatan akses layanan ekonomi formal (legalitas usaha); (2) SDG 8 – Pekerjaan Layak dan Pertumbuhan Ekonomi, melalui formalisasi usaha mikro dan pembukaan lapangan kerja baru bagi perempuan; (3) SDG 9 – Industri, Inovasi, dan Infrastruktur, melalui diversifikasi produk olahan kedelai bernilai tambah tinggi dengan standar higienitas dan sertifikasi halal; (4) SDG 12 – Konsumsi dan Produksi yang Bertanggung Jawab, melalui praktik produksi pangan lokal yang efisien dan minim limbah; serta (5) SDG 17 – Kemitraan untuk Mencapai Tujuan, melalui model kemitraan strategis antara korporasi, UMKM, dan pemerintah daerah.

Contribution to Sustainable Development Goals (SDGs)

This program contributes to the achievement of five (5) SDGs, namely: (1) SDG 1 – No Poverty, through increased household income and strengthened access to formal economic services (business legality); (2) SDG 8 – Decent Work and Economic Growth, through the formalization of micro-enterprises and the creation of new job opportunities for women; (3) SDG 9 – Industry, Innovation, and Infrastructure, through diversification of high value-added soybean products with hygiene standards and halal certification; (4) SDG 12 – Responsible Consumption and Production, through efficient and low-waste local food production practices; and (5) SDG 17 – Partnerships for the Goals, through a strategic partnership model between corporations, MSMEs, and local governments.

Pengukuran Dampak Sosial: Social Return on Investment (SROI) [GRI 413-1]

PMT bersama FKS Grup menugaskan lembaga independen SocialImpact.ID untuk melakukan pengukuran *Social Return on Investment* (SROI) atas Program Kolaborasi UMKM Pengolahan Kedelai Teluk Lamong. Pengukuran dilaksanakan pada 8–11 September 2025, mencakup pendekatan evaluasi melalui wawancara mendalam, observasi lapangan, serta analisis data primer dan sekunder terhadap seluruh 13 pemangku kepentingan yang terlibat dalam program.

Social Impact Measurement: Social Return on Investment (SROI) [GRI 413-1]

PMT together with FKS Group, appointed the independent institution SocialImpact.ID to conduct a Social Return on Investment (SROI) assessment of Teluk Lamong Soybean Processing MSME Collaboration Program. The assessment was carried out from 8–11 September 2025, covering an evaluation approach through in-depth interviews, field observations, and analysis of primary and secondary data involving all 13 stakeholders participating in the program.

Ringkasan Hasil Pengukuran SROI Program Kolaborasi UMKM Pengolahan Kedelai Teluk Lamong
Summary of SROI Measurement Results for Teluk Lamong Soybean Processing MSME Collaboration Program

Uraian Description	**Keterangan** Explanation
Nama Program Name of Program	Program Kolaborasi UMKM Pengolahan Kedelai Teluk Lamong Teluk Lamong Soybean Processing MSME Collaboration Program
Mitra Kolaborasi Collaboration Partner	FKS Group
Periode Program Period of Program	Januari–Juni 2025 January – June 2025
Durasi Duration	6 bulan 6 months
Lokasi Location	Tambak Sarioso, Tambak Osowilangon, Romokalisari, dan Karangkiring, Gresik Sarioso fish pond, Osowilangon fish pond, Romokalisari, and Karangkiring, Gresik
Jumlah stakeholder terlibat Number of stakeholders involved	13 stakeholder 13 stakeholders
Jumlah masyarakat terdampak Number of affected communities	53 orang 53 people
Nilai SROI 2025 2025 SROI Value	2,90
Makna nilai SROI SROI value significance	Setiap Rp1 investasi menghasilkan nilai sosial Rp2,90 Every Rp1 of investment generates Rp2.90 in social value

Hasil perhitungan SROI menunjukkan nilai rasio sebesar 2,90, yang berarti setiap Rp1,00 yang diinvestasikan perusahaan dalam program ini menghasilkan nilai sosial sebesar Rp2,90. Total investasi yang dikeluarkan PMT dan FKS Grup dalam program ini adalah sebesar Rp286.076.597, yang terdiri atas kontribusi PT Pelindo Multi Terminal sebesar Rp152.861.278 dan FKS Grup sebesar Rp133.215.319. Sementara itu, total dampak sosial yang tercipta selama program berlangsung tercatat sebesar Rp829.395.000.

SROI calculation results show a ratio of 2.90, meaning that every Rp1.00 invested by the Company in this program generates Rp2.90 in social value. Total investment made by PMT and FKS Group in this program amounted to Rp286,076,597, consisting of contributions from PT Pelindo Multi Terminal of Rp152,861,278 and FKS Group of Rp133,215,319. Meanwhile, total social impact generated during the program was recorded at Rp829,395,000.

Dampak terbesar dari program ini dirasakan oleh PMT melalui peningkatan reputasi perusahaan (PR *Value*) senilai Rp340.500.000 (41,05%), diikuti efisiensi biaya demonstrasi yang dirasakan PT Terminal Teluk Lamong sebesar Rp141.500.000 (17,06%), serta dampak langsung kepada kelompok penerima manfaat yang mencakup peningkatan keterampilan, penghematan biaya bahan baku, legalitas usaha, dan peningkatan pendapatan rata-rata pasca program. Nilai SROI 2,90 ini mengindikasikan bahwa program telah berhasil menciptakan dampak sosial yang signifikan dan terukur, menjadikannya salah satu program TJSL dengan efektivitas investasi sosial tertinggi di lingkungan PMT pada tahun 2025.

Berdasarkan analisis dampak yang dilakukan, program ini terbukti memberikan manfaat nyata bagi kelompok penerima manfaat, antara lain: (1) terbentuknya 6 kelompok ibu-ibu pengelola kedelai yang terorganisir di 4 wilayah; (2) peningkatan keterampilan produksi, pengemasan, dan pemasaran yang terukur melalui kehadiran di 7 jenis pelatihan; (3) terpenuhinya legalitas usaha berupa NIB, PIRT, dan Sertifikasi Halal; (4) penghematan biaya pembelian bahan baku kedelai melalui akses harga khusus dari FKS Grup; serta (5) peningkatan rata-rata pendapatan kelompok yang bervariasi antara Rp7,4 juta hingga Rp17,9 juta per kelompok selama periode program berlangsung.

Ke depan, PMT berkomitmen untuk menjadikan hasil SROI ini sebagai baseline perencanaan program serupa, sekaligus mendorong replikasi model Program Kolaborasi UMKM ke wilayah ring 1 pelabuhan lainnya di lingkungan PMT.

The greatest impact of program was experienced by PMT through an improvement in corporate reputation (PR Value) amounting to Rp340,500,000 (41.05%), followed by cost efficiency from demonstration activities experienced by PT Terminal Teluk Lamong at Rp141,500,000 (17.06%), as well as direct impacts on beneficiary groups, which included improved skills, raw material cost savings, business legality attainment, and increased average income after the program. SROI value of 2.90 indicates that the program successfully generated significant and measurable social impact, making it one of the most effective social investments CSR programs within PMT in 2025.

Based on the impact analysis conducted, the program has proven to deliver tangible benefits to beneficiary groups, including: (1) formation of six organized soybean-processing women's groups across four locations; (2) measurable improvement in production, packaging, and marketing skills through participation in seven types of training; (3) fulfillment of business legality requirements, including NIB, PIRT, and Halal Certification; (4) cost savings in soybean raw material procurement through special pricing access from FKS Group; and (5) an increase in average group income ranging from Rp7.4 million to Rp17.9 million per group during the program period.

Moving forward, PMT is committed to using this SROI result as a baseline for planning similar programs, while also encouraging the replication of MSME Collaboration Program model to other port "ring 1" areas within PMT environment.

TANGGUNG JAWAB PENGEMBANGAN PRODUK/ JASA BERKELANJUTAN

Responsibility for Sustainable Product/Service Development

Perusahaan senantiasa berkomitmen untuk memberikan pelayanan terbaik kepada seluruh pelanggan. Kepuasan pelanggan ditetapkan sebagai salah satu indikator keberhasilan dalam penyelenggaraan layanan yang profesional, sekaligus sebagai upaya menjaga dan mempertahankan kepercayaan pelanggan. Perusahaan telah menetapkan Kebijakan Mutu, K3, Keamanan, dan Lingkungan yang ditandatangani oleh Direksi dan Komisaris. Dalam kebijakan tersebut terdapat Kebijakan Sistem Manajemen Mutu yang secara khusus diterapkan mengacu pada standar ISO 9001 untuk menjamin kepuasan pelanggan. Namun demikian, secara keseluruhan, Kebijakan Mutu, K3, Keamanan, dan Lingkungan merupakan satu kesatuan yang berfungsi untuk memastikan terpenuhinya kepuasan pelanggan. [OJK F.17, F.28] [GRI 417-1]

The Company continuously strives to provide the best service to all customers. Customer satisfaction is considered by the Company as one of the key indicators of success in delivering professional services and maintaining customer trust. The Company has established a Quality, OHS (Occupational Health and Safety), Security, and Environmental Policy, signed by Board of Directors and Board of Commissioners. This policy includes a Quality Management System Policy, which is specifically set according to ISO 9001 standards to ensure customer satisfaction. Nevertheless, Quality, OHS, Security, and Environmental Policy is an integrated framework designed to ensure customer satisfaction. [OJK F.17, F.28] [GRI 417-1]

Komitmen Memberikan Layanan atas Jasa Layanan yang Setara kepada Pelanggan [OJK F.17]

Upaya untuk memberikan layanan atas produk dan/atau jasa yang setara kepada pengguna jasa merupakan prinsip yang menekankan kesetaraan dalam penyelenggaraan layanan kepada seluruh pengguna jasa. Bagi Perusahaan, setiap pengguna jasa atau pelanggan diperlakukan secara setara tanpa membedakan jenis kelamin, usia, ras, agama, maupun latar belakang sosial. Prinsip tersebut juga mencakup penyediaan informasi yang jelas dan transparan mengenai produk dan jasa yang ditawarkan, serta pemberian layanan pelanggan yang berkualitas, cepat, dan responsif.

Dalam mengimplementasikan komitmen tersebut, Perusahaan secara berkelanjutan mengembangkan kebijakan serta prosedur untuk memastikan seluruh konsumen memperoleh perlakuan yang setara. Perusahaan juga memastikan bahwa seluruh karyawan telah mendapatkan pelatihan dan memahami pentingnya penerapan prinsip kesetaraan serta non-diskriminasi dalam memberikan layanan kepada konsumen.

Salah satu bentuk nyata komitmen Perusahaan dalam mewujudkan pelayanan prima kepada pelanggan adalah dengan menyediakan layanan pengaduan atau *customer care* di masing-masing cabang. Selain melalui kontak *customer care* cabang, pelanggan juga dapat menyampaikan suara pelanggan melalui P-Connect serta *Contact Center* Pelindo 102. Dengan tersedianya berbagai kanal tersebut, seluruh pelanggan memiliki akses yang setara untuk menyampaikan kebutuhan, pertanyaan, keluhan, maupun masukan atas layanan Perusahaan.

Setiap suara pelanggan yang diterima melalui kanal resmi Perusahaan dicatat, diklasifikasikan, dan diteruskan kepada unit kerja terkait untuk ditindaklanjuti sesuai dengan karakteristik permasalahan. Melalui mekanisme tersebut, Perusahaan berupaya memastikan bahwa setiap pelanggan memperoleh respons dan penanganan yang konsisten, transparan, serta sesuai dengan standar layanan yang berlaku.

Commitment to Providing Equal Service for Customers [OJK F.17]

Efforts to provide equitable product and/or service delivery to users are based on the principle of equality in serving customers. For the Company, all users or customers must be treated equally regardless of gender, age, race, religion, or social background. This principle also includes providing clear and transparent information about the products and services offered, as well as delivering good and responsive customer service.

To uphold this commitment, the Company continues to develop policies and procedures to ensure all consumers are treated equally. The Company ensures that employees are trained and understand the importance of equality and non-discrimination in providing services to customers.

One tangible form of the Company's commitment to delivering excellent service to customers is provision of complaint handling or customer care services at each branch. In addition to branch customer care contacts, customers may also submit feedback through P-Connect as well as Pelindo Contact Center 102. With these various channels in place, all customers have equal access to submit their needs, questions, complaints, and feedback regarding the Company's services.

Every customer voice received through the Company's official channels is recorded, classified, and forwarded to relevant work units for follow-up according to the nature of issue. Through this mechanism, the Company strives to ensure that every customer receives a response and handling process that is consistent, transparent, and in accordance with applicable service standards.

Adapun layanan *customer care* yang tersedia di seluruh cabang Perusahaan adalah sebagai berikut:

The following is the customer care service available at all Company branches:

Cabang Branch	Keluhan Pelanggan Customer Complaint	
	Email	Telp & Whatsapp
Belawan	customercare.belawan@pelindomultiterminal.co.id	081275981406
Dumai	customercare.dumai@pelindomultiterminal.co.id	085186161999
Tanjung Intan	customercare.tanjungintan@pelindomultiterminal.co.id	082134058899
Tanjung Wangi	customercare.tanjungwangi@pelindomultiterminal.co.id	085236770993
Jamrud Nilam Mirah	customercare.belawan@pelindomultiterminal.co.id	081262871651
Bagendang	customercare.bagendang@pelindomultiterminal.co.id	081262871650
Bumiharjo	customercare.bumiharjo@pelindomultiterminal.co.id	08113820123
Trisakti & Mekar Putih	customercare.trisakti@pelindomultiterminal.co.id customercare.mekarputih@pelindomultiterminal.co.id	081262871664
Balikpapan	customercare.balikpapan@pelindomultiterminal.co.id	085398931370
Makassar	customercare.makassar@pelindomultiterminal.co.id	081354550818

Jumlah Pengaduan dan Penyelesaian

Pada tahun 2025, Perusahaan mencatat sebanyak 236 suara pelanggan melalui sistem P-Connect. Dari jumlah tersebut, sebanyak 198 laporan dikategorikan sebagai keluhan pelanggan, sedangkan 31 laporan merupakan non-keluhan, dan 7 laporan lainnya belum terklasifikasi secara spesifik dalam data.

Berdasarkan status penanganannya, sebanyak 188 suara pelanggan telah berada pada status Selesai atau Tutup, sementara 48 suara pelanggan masih berada pada status Sedang Berlangsung.

Secara khusus untuk kategori keluhan pelanggan, terdapat 198 keluhan yang diterima sepanjang tahun 2025. Dari jumlah tersebut, sebanyak 155 keluhan telah ditindaklanjuti hingga status Selesai atau Tutup, atau setara dengan 78,28% dari total keluhan. Adapun sebanyak 43 keluhan masih berada dalam proses penyelesaian oleh unit kerja terkait.

Number of Complaints and Resolutions

In 2025, the Company recorded a total of 236 customer feedback submissions through the P-Connect system. Of this total, 198 reports were categorized as customer complaints, 31 reports were classified as non-complaints, and the remaining 7 reports were not yet specifically classified in the data.

Based on handling status, 188 customer feedback cases have been marked as Completed or Closed, while 48 cases are still in Progress.

Specifically for the complaint category, 198 complaints were received throughout 2025. Of these, 155 complaints have been followed up and marked as Completed or Closed, representing 78.28% of the total complaints. Meanwhile, 43 complaints are still in the process of being resolved by the relevant work units.

Tabel Rekapitulasi Keluhan Pelanggan Berdasarkan Tujuan Suara Tahun 2025
Customer Complaint Summary Based on Voice Goals for 2025

Tujuan Suara Voice Goals	Jumlah Keluhan Number of Complaints	Selesai Done	Tutup Closed	Sedang Berlangsung In process	Tingkat Penyelesaian (%) Rate of Completion (%)
Produk & Layanan Product & Service	129	19	74	36	72,09%
Keuangan Finance	26	5	17	4	84,62%
IT	23	-	21	2	91,30%
Fasilitas & Peralatan Facility & Equipment	20	5	14	1	95,00%
Jumlah Total	**198**	**29**	**126**	**43**	**78,28%**

Sebagian besar keluhan pelanggan pada tahun 2025 berkaitan dengan Produk & Layanan, yaitu sebanyak 129 keluhan atau 65,15% dari total keluhan. Keluhan pada kategori ini terutama mencerminkan kebutuhan pelanggan terhadap keandalan layanan operasional, kecepatan respons, dan kualitas pelayanan di wilayah operasional Perusahaan. Keluhan lainnya berkaitan dengan Keuangan sebanyak 26 keluhan, IT sebanyak 23 keluhan, serta Fasilitas & Peralatan sebanyak 20 keluhan.

Perusahaan menindaklanjuti setiap keluhan melalui koordinasi dengan cabang, unit terkait, serta fungsi pendukung yang memiliki kewenangan terhadap permasalahan yang dilaporkan. Tindak lanjut dilakukan antara lain melalui klarifikasi kepada pelanggan, pemeriksaan data dan dokumen, koordinasi dengan unit operasional, perbaikan sistem atau layanan, serta penyelesaian administratif apabila keluhan berkaitan dengan koreksi nota atau tagihan.

Inovasi dan Pengembangan Produk/ Jasa Berkelanjutan [OJK F.26]

Dalam rangka memperkuat posisinya sebagai operator terminal *multipurpose* yang adaptif serta berorientasi pada keberlanjutan, PT Pelindo Multi Terminal (PMT) secara konsisten mendorong penerapan inovasi pada seluruh tahapan proses bisnis, mulai dari operasional kepelabuhanan, pengembangan layanan, hingga peningkatan efisiensi penggunaan sumber daya. Inovasi tersebut menjadi bagian dari komitmen PMT untuk menjalankan aktivitas bisnis yang tidak hanya unggul secara komersial, tetapi juga memberikan kontribusi terhadap pencapaian Tujuan Pembangunan Berkelanjutan (TPB/SDGs).

Dalam kerangka Anak Usaha Pelindo di bawah Kementerian BUMN, PMT mengembangkan layanan dengan berlandaskan prinsip *green operations* dan digitalisasi, sehingga aspek keberlanjutan dapat terintegrasi secara menyeluruh dalam strategi layanan terminal. Adapun sejumlah inisiatif dan inovasi yang dilaksanakan sepanjang tahun 2025 meliputi:

1. Aplikasi *Safety Briefing*: adalah inovasi digital berbasis aplikasi yang dikembangkan untuk memperkuat budaya keselamatan, meningkatkan pemahaman HSSE, dan memastikan kepatuhan K3 di lingkungan kerja terminal. Aplikasi ini menggantikan metode manual (seperti *Google Form*) dengan sistem yang lebih *user-friendly*, akurat, dan efisien melalui fitur *face recognition, geofencing*, agenda *briefing*, dan laporan otomatis berbentuk PDF. Dengan ini, kehadiran peserta tercatat lebih valid, proses serah terima *shift* terdokumentasi rapi, serta pelaporan menjadi lebih cepat dan transparan.
2. *Strengthening Attitude, Improving Skill and Elevating Knowledge for Driver Operator in IPCC Port (SAIL STRONG):* adalah program inovasi digital untuk meningkatkan kompetensi *driver* operator di terminal ekspor-impor kendaraan. Program ini menyediakan platform pembelajaran digital berbasis *web* dan *mobile* yang memungkinkan akses fleksibel ke modul pelatihan interaktif, termasuk video, kuis, dan tes keterampilan. Dengan fokus pada keselamatan, efisiensi operasional, dan kepatuhan terhadap SOP serta regulasi internasional, *SAIL Strong* juga dilengkapi dengan sistem monitoring dan evaluasi *real-time*, memastikan peningkatan kompetensi secara berkelanjutan dan memudahkan manajemen dalam mengidentifikasi kebutuhan pelatihan tambahan.

Most customer complaints in 2025 were related to Products & Services, with 129 complaints or 65.15% of total complaints. Complaints in this category primarily reflect customers' needs regarding operational service reliability, response speed, and service quality within the Company's operational areas. Other complaints were related to Finance with 26 complaints, IT with 23 complaints, and Facilities & Equipment with 20 complaints.

The Company follows up on each complaint through coordination with branch offices, relevant units, and supporting functions that have authority over the reported issues. Follow-up actions include customer clarification, review of data and documents, coordination with operational units, system or service improvements, and administrative resolution when complaints are related to invoice or billing corrections.

Innovation and Development of Sustainable Products/Services [OJK F.26]

In order to strengthen its position as an adaptive and sustainability-oriented multipurpose terminal operator, PT Pelindo Multi Terminal (PMT) actively promotes innovation at every stage of its business process—from port operations and service development to resource efficiency improvements. These innovations are part of PMT's commitment to business operations that are not only commercially reliable but also contribute to the achievement of Sustainable Development Goals (SDGs).

Within the framework of Pelindo Subsidiary under the Ministry of State-Owned Enterprises, PMT develops services based on the principles of green operations and digitalization, ensuring that sustainability aspects are fully integrated into the terminal's service strategy. Several initiatives and innovations implemented throughout 2025 include:

1. Safety Briefing Application: An app-based digital innovation developed to strengthen safety culture, improve HSSE understanding, and ensure OHS compliance in terminal work environments. This application replaces manual methods (such as Google Forms) with a more user-friendly, accurate, and efficient system through facial recognition, geofencing, briefing agendas, and automated PDF reports. This allows for more valid participant attendance records, a more well-documented shift handover process, and faster and more transparent reporting.
2. Strengthening Attitude, Improving Skills, and Elevating Knowledge for Driver Operators in IPCC Port (SAIL STRONG): A digital innovation program to improve the competency of driver operators at vehicle export-import terminals. This program provides a web- and mobile-based digital learning platform that allows flexible access to interactive training modules, including videos, quizzes, and skills tests. With a focus on safety, operational efficiency, and compliance with SOPs and international regulations, SAIL Strong is also equipped with a real-time monitoring and evaluation system, ensuring continuous competency improvement and facilitating management in identifying additional training needs.

Produk/Jasa yang Sudah Dievaluasi Keamanannya bagi Pelanggan [OJK F.27]

PT Pelindo Multi Terminal (PMT) senantiasa menjunjung tinggi prinsip keselamatan dan keamanan dalam setiap layanan yang diberikan kepada pengguna jasa. Sebagai penyedia jasa terminal *multipurpose* yang menangani berbagai jenis kargo, termasuk barang umum, curah cair, curah kering, serta kendaraan, PMT memastikan bahwa seluruh operasional pelabuhan dilaksanakan sesuai dengan standar keselamatan dan keamanan yang berlaku, baik secara nasional maupun internasional.

Seluruh layanan operasional PMT telah melalui proses evaluasi risiko serta pengendalian mutu yang ketat, mulai dari tahap perencanaan kegiatan bongkar muat, penggunaan alat berat, pengelolaan pergerakan barang di area terminal, hingga aspek keselamatan kerja. Prosedur tersebut telah didokumentasikan dan diimplementasikan sesuai dengan standar ISO 45001:2018 (Sistem Manajemen Kesehatan dan Keselamatan Kerja), serta ketentuan keselamatan pelayaran dan kepelabuhanan yang ditetapkan oleh otoritas terkait.

PMT juga menerapkan proses pemilihan mitra kerja, vendor, dan subkontraktor berdasarkan kriteria kompetensi teknis, kepatuhan terhadap peraturan keselamatan kerja, serta komitmen terhadap kualitas layanan. Setiap pihak yang terlibat dalam operasional terminal wajib mematuhi Standar Operasional Prosedur (SOP) yang telah ditetapkan oleh Perusahaan, termasuk kewajiban mengikuti pelatihan keselamatan sebelum memasuki area terminal.

Seluruh pelaksanaan operasional tersebut senantiasa dievaluasi melalui kajian keamanan dan risiko operasional, serta ditinjau secara berkala melalui inspeksi lapangan, audit internal, dan sistem pelaporan insiden. Selain itu, Perusahaan secara aktif menyampaikan informasi serta panduan keselamatan kepada pengguna jasa melalui media komunikasi pelabuhan, *briefing* operasional, serta pengawasan terpadu di lapangan.

Komitmen PMT dalam memastikan keamanan layanan mencerminkan tanggung jawab terhadap seluruh pemangku kepentingan, sekaligus menjadi fondasi dalam membangun kepercayaan serta keberlanjutan operasional jangka panjang. Ke depan, PMT akan terus menyempurnakan sistem manajemen risiko operasional dan keamanan layanan dalam kerangka upaya transformasi menuju pelabuhan yang lebih aman, efisien, dan berkelanjutan.

Dampak Produk dan/atau Jasa [OJK F.28]

PMT menyadari bahwa setiap layanan logistik yang diselenggarakan memiliki konsekuensi baik berupa manfaat (dampak positif) maupun potensi risiko (dampak negatif). Layanan tersebut tidak hanya memengaruhi efisiensi rantai pasok, tetapi juga berdampak pada aspek sosial, lingkungan, serta keselamatan kerja di wilayah pelabuhan. Meskipun hingga akhir tahun 2025 PMT belum secara formal melakukan pemetaan terstruktur terhadap dampak positif dan negatif dari jasa yang diberikan, Perusahaan telah memiliki pemahaman awal mengenai area-area yang berpotensi menimbulkan dampak, serta secara bertahap mulai mengembangkan pendekatan evaluasi berkelanjutan terhadap layanan operasional.

Products/Services with Safety Evaluations for Customers [OJK F.27]

PT Pelindo Multi Terminal (PMT) consistently upholds the principles of safety and security in all services provided to users. As a multipurpose terminal service provider handling various cargo types, including general goods, liquid bulk, dry bulk, and vehicles, PMT ensures that all port operations follow both applicable national and international safety and security standards.

All of PMT's operational services undergo strict risk assessments and quality control processes, from planning loading and unloading activities, use of heavy equipment, management of cargo movement within terminal areas, to occupational safety aspects. These service procedures are documented and implemented in accordance with ISO 45001:2018 (Occupational Health and Safety Management System) and safety regulations for shipping and port operations issued by relevant authorities.

PMT also selects business partners, vendors, and subcontractors based on criteria such as technical competence, compliance with safety regulations, and commitment to service quality. Everyone involved in terminal operations must comply with the Company's established Standard Operating Procedures (SOPs), including mandatory safety training before entering terminal areas.

All operational implementation is continuously evaluated through operational security and risk assessments, and periodically reviewed through field inspections, internal audits, and an incident reporting system. Furthermore, the Company actively disseminates safety information and guidance to service users through port communication channels, operational briefings, and integrated field supervision.

PMT's commitment to ensure the service safety reflects its responsibility to all stakeholders and serves as the foundation for building long-term trust and sustainable operations. Moving forward, PMT will continue to improve its operational risk management and service safety systems as part of its transformation toward safer, more efficient, and sustainable ports.

Impact of Products and/or Services [OJK F.28]

PMT acknowledges that each logistics service provided carries both beneficial (positive impacts) and potential risks (negative impacts). These services affect not only supply chain efficiency but also social, environmental, and occupational safety aspects in port areas. Although by the end of 2024 PMT had not formally conducted structured mapping of positive and negative impacts of its services, the Company has a preliminary understanding of potential impact areas and is gradually developing a sustainable evaluation approach for its operations.

Dalam kerangka komitmen terhadap keberlanjutan, PMT akan terus mengembangkan mekanisme pemetaan serta evaluasi dampak secara komprehensif terhadap jasa dan aktivitas logistik yang dijalankan, termasuk kajian *life cycle* terhadap rantai layanan. Pendekatan ini akan dilaksanakan secara bertahap dan kolaboratif bersama para pemangku kepentingan, serta mengacu pada praktik terbaik keberlanjutan di sektor logistik dan kepelabuhanan.

Melalui langkah tersebut, PMT menegaskan komitmennya untuk membangun sistem manajemen layanan yang tidak hanya efisien secara komersial, tetapi juga bertanggung jawab terhadap lingkungan dan masyarakat.

Secara umum, PMT mengidentifikasi bahwa layanan bongkar muat barang curah dan *general cargo* memberikan dampak positif dalam:
1. Meningkatkan efisiensi distribusi logistik nasional, khususnya untuk komoditas strategis;
2. Mendorong pertumbuhan ekonomi lokal melalui penciptaan lapangan kerja langsung dan tidak langsung;
3. Memperkuat konektivitas wilayah kepulauan melalui optimalisasi terminal pelabuhan regional.

Namun demikian, Perusahaan juga menyadari adanya potensi dampak negatif yang mungkin timbul, antara lain:
1. Polusi debu, kebisingan, dan emisi dari alat berat yang beroperasi di area terminal;
2. Risiko keselamatan kerja akibat aktivitas bongkar muat dan lalu lintas kendaraan berat;
3. Kemungkinan pencemaran lingkungan dari tumpahan material curah cair jika tidak ditangani sesuai prosedur.

Dalam rangka mengantisipasi serta mengelola potensi risiko tersebut, PMT telah menerapkan berbagai langkah preventif dalam kerangka sistem operasional yang berlaku, antara lain:
1. Penerapan SOP layanan dan K3L yang ketat di semua terminal;
2. Penyiraman berkala untuk mencegah debu pada aktivitas bongkar curah kering;
3. Pelatihan keselamatan bagi personel dan mitra kerja;
4. Koordinasi lintas unit untuk pengelolaan lingkungan dan respons darurat.

Jumlah Produk yang Ditarik Kembali [OJK F.29]

PMT tidak melakukan produksi maupun distribusi barang secara langsung kepada pelanggan dalam bentuk produk fisik, sehingga tidak terdapat aktivitas penarikan produk (*product recall*) selama periode pelaporan tahun 2025.

Namun demikian, PMT memahami pentingnya menjaga keandalan serta kualitas layanan yang diberikan kepada para pengguna jasa, termasuk apabila sewaktu-waktu terjadi gangguan operasional yang dapat memengaruhi kenyamanan maupun keselamatan pengguna. Dalam kondisi tersebut, Perusahaan memiliki mekanisme penanganan gangguan operasional, pelaporan insiden, serta langkah-langkah mitigasi dan pemulihan layanan *(service recovery)* yang ditujukan untuk memastikan setiap potensi gangguan dapat ditangani secara cepat, tepat, dan bertanggung jawab.

Within the framework of its commitment to sustainability, PMT will continue to develop a comprehensive mapping and impact evaluation mechanism for its logistics services and activities, including a lifecycle assessment of the service chain. This approach will be implemented in stages and collaboratively with stakeholders, and will adhere to best practices in logistics and port sectors.

Through this initiative, PMT affirms its commitment to building a service management system that is not only commercially efficient but also environmentally and socially responsible.

Generally, PMT identifies that its bulk cargo and general cargo handling services provide positive impacts such as:
1. Improving the efficiency of national logistics distribution, especially for strategic commodities;
2. Encouraging local economic growth by creating direct and indirect jobs;
3. Strengthening inter-island connectivity through the optimization of regional port terminals.

However, the Company also recognizes potential negative impacts, including:
1. Dust pollution, noise, and emissions from heavy equipment operating in terminal areas;
2. Occupational safety risks from loading/unloading activities and heavy vehicle traffic;
3. Potential environmental pollution from liquid bulk spills if not handled properly.

In order to anticipate and manage these risks, PMT has carried out several preventive measures within its operational system, such as:

1. Strict implementation of service and HSSE SOPs across all terminals;
2. Regular watering to suppress dust during dry bulk unloading activities;
3. Safety training for personnel and business partners;
4. Cross-unit coordination for environmental management and emergency response.

Number of Products Recalled [OJK F.29]

PMT does not manufacture or distribute goods directly to customers in the form of physical products, and thus no product recalls occurred during 2025 reporting period.

However, PMT understands the importance of maintaining the reliability and quality of services provided to users, including in the event of operational disruptions that may affect user comfort or safety. In such cases, the Company has mechanisms for handling operational disruptions, incident reporting, and service recovery measures in order to ensure a quick, accurate, and responsible response to any potential disruptions.

Survei Kepuasan Pelanggan [OJK F.30]

Pelanggan PMT terdiri dari pelaku usaha pelayaran, pemilik kargo, perusahaan logistik, hingga mitra bongkar muat yang bergantung pada keandalan serta efisiensi layanan operasional pelabuhan. Dalam rangka menjaga dan meningkatkan kualitas layanan secara berkelanjutan, PMT secara berkala melaksanakan Survei Kepuasan Pelanggan sebagai sarana untuk memperoleh umpan balik serta masukan langsung dari pengguna jasa. Survei ini juga merupakan bagian dari keterlibatan pemangku kepentingan sekaligus bentuk akuntabilitas Perusahaan terhadap layanan publik yang diselenggarakannya.

Survei dilaksanakan oleh pihak independen, yaitu PT Multi Utama Risetindo, untuk memastikan objektivitas hasil. Pelaksanaan survei dilakukan secara daring melalui tautan kuesioner dan/atau QR *Code*, dengan *monitoring* pengisian melalui *dashboard* aplikasi P-Connect. Pengukuran dilakukan dengan metode kuantitatif menggunakan skala Likert 1 sampai dengan 5 untuk memperoleh Indeks Kepuasan Pelanggan atau *Customer Satisfaction Index* (CSI). Selain CSI, survei juga mengukur indikator lain, seperti loyalitas pelanggan, keterikatan pelanggan, ketidakpuasan pelanggan, kepuasan relatif terhadap pesaing, serta *Net Promoter Score* (NPS).

Pada tahun 2025, PMT memperoleh nilai *Customer Satisfaction Index* sebesar 4,52 dari total skor 5, meningkat dibandingkan tahun 2024 sebesar 4,29. Capaian tersebut berada dalam kategori Sangat Puas, yang mencerminkan persepsi positif pelanggan terhadap kualitas layanan Perusahaan. Peningkatan ini menunjukkan bahwa berbagai langkah perbaikan layanan yang dilakukan Perusahaan telah memberikan dampak terhadap pengalaman pelanggan, khususnya dalam aspek keandalan layanan, efisiensi operasional, kemudahan administrasi, serta respons terhadap kebutuhan pengguna jasa.

Adapun masukan dari hasil survei tersebut menjadi dasar bagi Perusahaan untuk terus melakukan peningkatan layanan, antara lain melalui:

1. Penguatan sistem digital, termasuk IBS dan *billing*, khususnya dalam peningkatan stabilitas sistem, kecepatan layanan, transparansi informasi, penerbitan pranota/nota, pemantauan transaksi, serta penyampaian informasi gangguan secara *real-time*;
2. Percepatan proses administrasi dan penerbitan nota, termasuk penyederhanaan proses administrasi serta penyelarasan tanggal pranota dan *invoice*;
3. Peningkatan infrastruktur dan alat operasional, antara lain melalui perbaikan dan perawatan rutin jalan dermaga, *container yard*, lapangan penumpukan, *jetty, pipeline*, penerangan, serta kesiapan alat bongkar muat dan armada pendukung;
4. Peningkatan kebersihan, keamanan, dan ketertiban area pelabuhan, termasuk fasilitas umum, pengamanan, pengaturan lalu lintas, parkir, serta aktivitas naik-turun penumpang dan barang;
5. Peningkatan fasilitas dan kenyamanan penumpang, meliputi ruang tunggu, toilet, pendingin ruangan, akses internet, aksesibilitas, pemisahan area penumpang dan barang, serta penguatan ketepatan jadwal layanan.

Customer Satisfaction Survey [OJK F.30]

PMT's customers include shipping companies, cargo owners, logistics firms, and stevedoring partners who rely on reliable and efficient port services. In order to maintain and improve service quality sustainably, PMT regularly conducts Customer Satisfaction Surveys to obtain direct feedback and input from its service users. These surveys are also part of stakeholder engagement and the Company's accountability for public services undertaken.

Survey was conducted by an independent party, PT Multi Utama Risetindo, to ensure the objectivity of the results. The survey was carried out online through a questionnaire link and/or QR code, with response monitoring conducted via the P-Connect application dashboard. Measurements were performed using a quantitative method based on a Likert scale ranging from 1 to 5 to determine the Customer Satisfaction Index (CSI). In addition to CSI, the survey also measured other indicators, including customer loyalty, customer engagement, customer dissatisfaction, relative satisfaction compared to competitors, and the Net Promoter Score (NPS).

In 2025, PMT achieved a Customer Satisfaction Index score of 4.52 of 5, an improvement from 4.29 in 2024. This achievement falls within the "Very Satisfied" category, reflecting customers' positive perceptions of the Company's service quality. The increase demonstrates that the various service improvement initiatives undertaken by the Company have positively impacted the customer experience, particularly in terms of service reliability, operational efficiency, administrative convenience, and responsiveness to customer needs.

Feedback obtained from the survey serves as a basis for the Company's ongoing service improvement efforts, including:

1. Strengthening digital systems, including IBS and billing, particularly in improving system stability, service speed, information transparency, issuing pre-notes/receipts, transaction monitoring, and delivering real-time disruption information;
2. Accelerating administrative processes and invoice issuance, including the simplification of administrative procedures and aligning the dates of notes and invoices;
3. Enhancing infrastructure and operational equipment, including through repairs and routine maintenance of dock roads, container yards, stacking yards, jetties, pipelines, lighting, and the readiness of loading and unloading equipment and supporting fleet;
4. Improving cleanliness, security, and orderliness within port areas, including public facilities, security, traffic management, parking, and passenger and cargo boarding and disembarkation activities; and
5. Enhancing passenger facilities and comfort, including waiting rooms, restrooms, air conditioning, internet access, accessibility, separation of passenger and cargo areas, and strengthening accuracy of service schedules.



Lampiran

Appendix

TANGGAPAN TERHADAP UMPAN BALIK LAPORAN KEBERLANJUTAN TAHUN SEBELUMNYA [OJK G.3]

Response to Feedback on the Previous Sustainability Report [OJK G.3]

Sampai dengan diterbitkannya laporan ini, Perusahaan belum menerima tanggapan maupun masukan langsung dari para pemangku kepentingan atas Laporan Keberlanjutan tahun sebelumnya. Meskipun demikian, PMT senantiasa membuka ruang dialog dan komunikasi yang konstruktif dengan seluruh pemangku kepentingan guna menyempurnakan aspek keterbukaan informasi dan transparansi kinerja keberlanjutan. Komitmen tersebut diwujudkan melalui upaya berkelanjutan untuk meningkatkan kualitas konten, relevansi informasi, serta kepatuhan terhadap standar pelaporan yang berlaku. Perusahaan meyakini bahwa pelaporan yang baik merupakan bagian integral dari praktik governansi korporat yang bertanggung jawab, sekaligus refleksi dari komitmen PMT dalam mendorong keberlanjutan jangka panjang.

As of the publication of this report, the Company has not received any direct feedback or input from stakeholders regarding the previous year's Sustainability Report. Nevertheless, PMT remains committed to fostering open and constructive engagement with all stakeholders in order to enhance the transparency and quality of its sustainability disclosures. This commitment is reflected in the Company's continuous efforts to improve the relevance, accuracy, and compliance of its reporting with applicable standards. PMT believes that robust reporting is an integral part of responsible corporate governance and a reflection of its long-term sustainability commitment.

PENJAMINAN EKSTERNAL ATAS LAPORAN KEBERLANJUTAN TAHUN 2025 [OJK G.1] [GRI 2-5]

External Assurance of the 2025 Sustainability Report [OJK G.1] [GRI 2-5]

KIMconsult Governance Risk Compliance

AA1000 Licensed Report 000-867/V3-DQDV5

Independent Assurance Statement

No. 090/EXT/SPMT-ASR/KIM/VII/2026

To the management and stakeholders of PT Pelindo Multi Terminal

We (PT Kharisma Integrasi Manajemen/KIM Consult) have been engaged by PT Pelindo Multi Terminal (SPMT or the Company) to perform an independent assurance engagement on the sustainability data and information presented in the Sustainability Report for the period ending December 31, 2025.

Competence and Independence

This engagement is carried out by an assurance team possessing professional capabilities and adequate technical expertise. The team consists of certified experts in the field of sustainability reporting to ensure the quality and integrity of the engagement's execution. The entire process is conducted independently without any conflicts of interest, as the team was not involved in the preparation of the main sections of the report

Responsibilities

SPMT's management has full responsibility for the presentation of information and statements in the report, including data related to targets, policies, and sustainability performance achievements. Meanwhile, our role is to provide assurance on this information and issue an independent opinion based on the approved terms of reference.

Assurance Standards and Criteria

This engagement was conducted in accordance with the AA1000 Assurance Standard (AA1000AS v3) from Accountability. The evaluation focused on the alignment of SPMT's sustainability processes and framework with the principles of the AA1000AP (2018), namely inclusivity, materiality, responsiveness, and impact. Additionally, the assessment also considers the reporting principles in the GRI Standards, including aspects of accuracy, balance, and reliability of information.

Scope of Assurance

The engagement was designed to achieve a moderate level of assurance through the process of collecting and verifying evidence, in accordance with AA1000AS v3, including:

1. Assessment of SPMT's compliance with AA1000 AP (2018); and

2. Assessment of the accuracy and quality of the sustainability performance information, related to the scope of the accepted GRI Standards and in involvement with Type 1 assurance for the following topics:
   a. Economic topics include: Economic performance (GRI 201) and Anti-Corruption (GRI 205)
   b. Environmental topics include: Energy (GRI 302) and Emission (GRI 305)
   c. Social topics include: Employment (GRI 401), Occupational Health and Safety (GRI 403), and Training and Education (GRI 404)

Limitations

Moderate assurance is provided through review and verification at the management level. The scope of the engagement is limited to sustainability information for the period from January through December 2025. The engagement does not include an evaluation of historical data, audited financial information, or technical aspects outside the agreement.

Methodology

The assignment is carried out through a series of procedures to assess the accuracy of certain specific statements and certain data sets presented in the report, as well as the systems and processes for managing and reporting them, as follows:

1) Identifying statements and data sets that are classified by relevant data ownership and the type of evidence required for the verification process.
2) Conducting interviews using Video Conference with management/the person in charge and data owners at SPMT. The data verification process includes:
   - Ask questions regarding quantitative and qualitative aspects of the Report disclosures, including performance information, policies, procedures and underlying management systems.
   - Request evidence of data sources and explanations of relevant data collection and calculation methods to support figures and claims.
   - Verify 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 and the latest Report.
3) Reviewing the information that are collected and submitted feedback for immediate corrections, and as well as provide recommendations as necessary or for improving the content of future Reports.

Evaluation of Compliance with the AccountAbility Principle (AA1000AP)

Conclusions regarding compliance with AA1000AP (2018) on Inclusivity, Materiality, Responsiveness, and Impact include the following findings:

- **Inclusivity**

SPMT has demonstrated the application of the principle of inclusivity by identifying seven key stakeholder groups and implementing engagement mechanisms such as open dialogue, satisfaction surveys, and customer forums. This approach shows that the company has established systematic and sustainable communication mechanisms to accommodate the needs of various stakeholders. However, the composition of respondents in determining material topics is still dominated by internal employees (82.7%), so the representation of external perspectives particularly those of customers, the local community, and regulators needs to be strengthened to ensure that the engagement process provides more balanced input that better reflects the expectations of all stakeholders.

- **Materiality**
  The process of determining material topics was conducted in accordance with GRI 3:2021 through a systematic approach, involving a stakeholder survey and validation using the SASB industry standards, resulting in 12 material topics, with 5 categorized as strategic priorities. This approach demonstrates the company's commitment to ensuring that the reported sustainability issues are relevant to both business impacts and stakeholders. However, there remains a gap between respondents' perceptions and the urgency of climate change issues, necessitating calibration by management. This indicates the need to enhance stakeholders' understanding of sustainability issues so that the materiality determination process becomes more objective and aligned with developments in international standards such as IFRS S2 and SASB.
- **Responsiveness**
  The application of the principle of responsiveness is evident through the Whistleblowing System (WBS), customer complaint management system (P-Connect), and the customer satisfaction survey which received a score of 4.52 (very satisfied), demonstrating the existence of clear mechanisms for receiving, following up on, and evaluating feedback from stakeholders as part of continuous improvement. However, the customer complaint resolution rate of 78.28% still indicates room for improvement in the effectiveness of complaint resolution to reach a more optimal level, accompanied by increased public awareness of environmental complaint channels so that all potential issues can be identified and addressed more comprehensively.
- **Impact**
  The application of the impact principle is reflected in the measurement of social benefits using the Social Return on Investment (SROI) method with a ratio of 2.90, the calculation of Scope 1 and 2 GHG emissions, and the transparent disclosure of operational negative impacts along with mitigation measures. This reflects the company's efforts to measure and manage economic, social, and environmental impacts in a more quantifiable approach. However, impact measurement can still be strengthened by compiling Scope 3 emissions data, refining the currently incomplete occupational safety and health (K3) and labor indicators, and

developing a more comprehensive impact measurement roadmap so that the company's accountability for all operational impacts can be enhanced.

Evaluation of the Accuracy and Quality of Sustainability Information

In accordance with the scope of a Type 1 assurance engagement, the assurance procedures we performed are not intended to provide assurance regarding the accuracy, completeness, or reliability of any sustainability performance data disclosed in the report. This engagement focused on evaluating the compliance of the processes for preparing, presenting, and disclosing sustainability information with the principles and reporting requirements that serve as the basis for our assurance, including accordance with the GRI Standards. Therefore, this assurance opinion should not be interpreted as a comprehensive verification of all performance indicators presented in the Report.

Conclusion

Based on the limited assurance procedures we have performed and the evidence we have obtained, nothing has come to our attention that leads us to believe that PT Pelindo Multi Terminal's 2025 Sustainability Report has not been prepared, in all material respects, in accordance with the requirements of the GRI Standards as the reporting criteria used. An assessment of the application of the AA1000AP (2018) principles indicates that the company has adequately applied the principles of Inclusivity, Materiality, Responsiveness, and Impact, with some areas still presenting room for improvement to enhance the quality of the reporting process and sustainability management practices. A summary of the key findings is presented in this assurance report, while more detailed recommendations and proposed improvements have been submitted separately to management as part of the continuous improvement process.

Jakarta, July 06, 2026
Assurance Leader

AA1000 Licensed Report 000-867/V3-DQDV5

Ismaya Aji, S.E., M.Ec., M.Ak., ACSAP., CSP., CSEP., CSRA., GRCA.

PT Kharisma Integrasi Manajemen (KIM Consult) is a consulting services company specializing in Good Corporate Governance (GCG), Risk Management and Compliance including the preparation of Annual Reports and Sustainability Reports. We have assisted more than 100 companies both BUMN, Private, public and Private Company with multi-industry sectors. We are supported by competent human resources with more than 10 years of experience and have professional certification to support competence and expertise.

PT Kharisma Integrasi Manajemen (KIM Consult)
Epicentrum Walk, 5th floor, Suites South 529, Jl. HR. Rasuna Said, Kuningan, Jakarta Selatan 12940,
Telp: +62 812 99555546
E-mail: info@kimconsulting.co.id
kimconsult.09@gmail.com

Kantor Operasional
Soho Pancoran, Splendor Tower Unit-2512
Jl. Letjen M.T Haryono Kav 2-3 Tebet
Barat, Jakarta Selatan 12810.
Telp: +628111048131

LEMBAR UMPAN BALIK [OJK G.2] [GRI 2-26]

Feedback Sheet [OJK G.2 GRI 2-26]

Setelah membaca Laporan Keberlanjutan PT Pelindo Multi Terminal Tahun 2025, kami mohon kesediaan para pemangku kepentingan untuk memberikan umpan balik dengan mengirim email atau mengirim formulir ini melalui fax/pos.

After reading PT Pelindo Multi Terminal 2025 Sustainability Report, we kindly ask our stakeholders to provide feedback by sending an email or sending this form via fax/mail.

Mohon beri tanda ceklis (√) pada kolom setuju atau tidak setuju
Please put a check mark (√) in the agree or disagree column.

Pertanyaan Question	**Setuju** Agree	**Tidak Setuju** Disagree
Laporan ini telah memberikan informasi yang bermanfaat mengenai kinerja ekonomi, sosial, dan lingkungan Perusahaan. This report has provided useful information on the Company's economic, social and environmental performance.		
Data dan informasi yang diungkapkan mudah dipahami, lengkap, transparan, dan berimbang. The data and information disclosed are easy to be understood, complete, transparent, and balanced.		
Data dan informasi yang disajikan berguna dalam pengambilan keputusan. The data and information presented are useful in decision making.		
Laporan ini menarik dan mudah dibaca. The report is attractive and easy to read.		

Mohon berikan nilai mengenai topik material yang terdapat dalam laporan Keberlanjutan ini (nilai 1 = paling penting, 2 = penting, 3 = tidak penting, 4 = sangat tidak penting). Please rate the material topics contained in this Sustainability report (1 = most important, 2 = important, 3 = not important, 4 = not very important).	
(.....)	Kesehatan dan Keselamatan Kerja/Occupational Health and Safety
(.....)	Anti Korupsi/Anti-Corruption
(.....)	Dampak Ekonomi Tidak Langsung/Indirect Economic Impact
(.....)	Kinerja Ekonomi/Economic Performance
(.....)	Energi/Energy
(.....)	Air dan Efluen/Water and Effluent

Mohon berikan komentar/saran/usulan bagi laporan ini.
Please provide comments/advice/suggestions for this report.

.....
.....
.....
.....
.....
.....
.....
.....

Identitas Pemangku Kepentingan Stakeholder Identity	
Nama Name	:
Pekerjaan Occupation	:
Institusi/Perusahaan Institution/Company	:
Kontak (telepon, email) Contact (phone, email)	:

	Kategori Pemangku Kepentingan Stakeholder Category
○	Pemegang Saham Shareholder
○	Karyawan Employee
○	Pemberi Kerja Owner
○	Mitra Kerja Business Partner
○	Kreditur Creditor
○	Masyarakat Public
○	Regulator Regulator
○	Media Media
○	Lainnya Others .....

Saran dan tanggapan yang Anda berikan atas informasi yang disajikan dalam laporan ini mohon dikirimkan kepada:
Your feedback on the information presented in this report should be sent to:

KANTOR PUSAT/HEAD OFFICE
Jl. Lingkar Pelabuhan No. 1
Belawan, Medan 20411, Indonesia
Telp : +62-21 41000055
Email : plmt@pelindomultiterminal.co.id
Website : www.pelindomultiterminal.co.id

DAFTAR PENGUNGKAPAN SESUAI PERATURAN OTORITAS JASA KEUANGAN NOMOR 51/POJK.03/2017 [OJK G.4]

List of Disclosures in Accordance with Financial Services Authority Regulation Number 51/POJK.03/2017 [OJK G.4]

No Indeks Index No.	Nama Indeks Index Name	Halaman Page
A	**STRATEGI KEBERLANJUTAN** SUSTAINABILITY STRATEGY	
A.1	Penjelasan Strategi Keberlanjutan Explanation of Sustainability Strategy	22
B	**IKHTISAR KINERJA ASPEK KEBERLANJUTAN** SUSTAINABILITY ASPECT PERFORMANCE HIGHLIGHTS	
B.1	Aspek Ekonomi Economic Aspect	31-32
B.2	Aspek Lingkungan Hidup Environmental Aspect	32-33
B.3	Aspek Sosial Social Aspect	33
C	**PROFIL PERUSAHAAN** COMPANY PROFILE	
C.1	Visi, Misi, dan Nilai Keberlanjutan Vision, Mission, and Sustainability Values	48
C.2	Alamat Perusahaan Company Address	50
C.3	Skala Usaha Business Scale	50-51, 55
C.4	Produk, Layanan dan Kegiatan Usaha yang Dijalankan Products, Services, and Business Activities	52
C.5	Keanggotaan Asosiasi Membership in Association	62
C.6	Perubahan Emiten dan Perusahaan Publik yang Bersifat Signifikan Significant Changes in Issuers and Public Companies	62
D	**PENJELASAN DIREKSI** STATEMENT FROM BOARD OF DIRECTORS	
D.1	Penjelasan Direksi Statement from Board of Directors	38
E	**TATA KELOLA KEBERLANJUTAN** SUSTAINABILITY GOVERNANCE	
E.1	Penanggung Jawab Penerapan Keuangan Berkelanjutan Unit in Charge of Sustainable Finance Implementation	70
E.2	Pengembangan Kompetensi terkait Keuangan Berkelanjutan Competency Development related to Sustainable Finance	79
E.3	Penilaian Risiko atas Penerapan Keuangan Berkelanjutan Risk Assessment on Sustainable Finance Implementation	86
E.4	Hubungan dengan Pemangku Kepentingan Relationship with Stakeholders	90
E.5	Permasalahan terhadap Penerapan Keuangan Berkelanjutan Issues on Sustainable Finance Implementation	93

No Indeks Index No.	Nama Indeks Index Name	Halaman Page
F	**KINERJA KEBERLANJUTAN** SUSTAINABILITY PERFORMANCE	
F.1	Kegiatan Membangun Budaya Keberlanjutan Activities to Build a Culture of Sustainability	28
	KINERJA EKONOMI ECONOMIC PERFORMANCE	
F.2	Perbandingan Target dan Kinerja Produksi, Portofolio, Target Pembiayaan, atau Investasi, Pendapatan dan Laba Rugi Comparison of Target and Performance of Production, Portfolio, Financing Target, or Investment, Revenue and Profit and Loss	102
F.3	Perbandingan Target dan Kinerja Portofolio, Target Pembiayaan, atau Investasi pada Instrumen Keuangan atau Proyek yang Sejalan dengan Keuangan Berkelanjutan Comparison of Target and Performance of Portfolio, Financing Target, or Investment in Financial Instruments or Projects Aligned with Sustainable Finance	105
	KINERJA LINGKUNGAN HIDUP – Aspek Umum ENVIRONMENTAL PERFORMANCE – General Aspects	
F.4	Biaya Lingkungan Hidup Environmental Costs	122
	Aspek Material Material Aspect	
F.5	Penggunaan Material yang Ramah Lingkungan Use of Environmentally Friendly Materials	124
	Aspek Energi Energy Aspect	
F.6	Jumlah dan Intensitas Energi yang Digunakan Amount and Intensity of Energy Used	126
F.7	Upaya dan Pencapaian Efisiensi Energi dan Penggunaan Energi Terbarukan Efforts and Achievements in Energy Efficiency and Use of Renewable Energy	128
	Aspek Air Water Aspect	
F.8	Penggunaan Air Water Usage	130
	Aspek Keanekaragaman Hayati Biodiversity Aspect	
F.9	Dampak dari Wilayah Operasional yang Dekat atau Berada di Daerah Konservasi atau Memiliki Keanekaragaman Hayati Impact of Operational Areas Near or in Biodiversity Conservation Areas	129
F.10	Usaha Konservasi Keanekaragaman Hayati Biodiversity Conservation Efforts	129
	Aspek Emisi Emission Aspect	
F.11	Jumlah dan Intensitas Emisi yang Dihasilkan Berdasarkan Jenisnya Amount and Intensity of Emissions Generated by Type	132
F.12	Upaya dan Pencapaian Pengurangan Emisi yang Dilakukan Emission Reduction Efforts and Achievements	135
	Aspek Limbah dan Efluen Waste and Effluent Aspect	
F.13	Jumlah Limbah dan Efluen yang Dihasilkan Berdasarkan Jenis Amount of Waste and Effluent Produced by Type	140
F.14	Mekanisme Pengelolaan Limbah dan Efluen Waste and Effluent Management Mechanism	141
F.15	Tumpahan yang Terjadi (jika ada) Spills that Occurred (if any)	142
	Aspek Pengaduan Terkait Lingkungan Hidup Environmental Complaints Aspect	
F.16	Jumlah dan Materi Pengaduan Lingkungan Hidup yang Diterima dan Diselesaikan Number and Materials of Environmental Complaints Received and Resolved	143
F.17	Komitmen untuk Memberikan Layanan atas Produk dan/atau Jasa yang Setara kepada Konsumen Commitment to Provide Equal Service for Products and/or Services to Consumers	171

No Indeks Index No.	Nama Indeks Index Name	Halaman Page
	Aspek Ketenagakerjaan Employment Aspect	
F.18	Kesetaraan Kesempatan Bekerja Equal Employment Opportunity	146
F.19	Tenaga Kerja Anak dan Tenaga Kerja Paksa Child Labor and Forced Labor	148
F.20	Upah Minimum Regional Regional Minimum Wage	152
F.21	Lingkungan Bekerja yang Layak dan Aman Decent and Safe Working Environment	159
F.22	Pelatihan dan Pengembangan Kemampuan Pegawai Employee Training and Skill Development	155
	Aspek Masyarakat Community Aspect	
F.23	Dampak Operasi Terhadap Masyarakat Sekitar Impact of Operations on Surrounding Communities	164
F.24	Pengaduan Masyarakat Public Complaints	164
F.25	Kegiatan Tanggung Jawab Sosial Lingkungan (TJSL) Environmental Social Responsibility (CSR) Activities	165
	TANGGUNG JAWAB PENGEMBANGAN PRODUK/JASA BERKELANJUTAN RESPONSIBILITY FOR SUSTAINABLE PRODUCT/SERVICE DEVELOPMENT	
F.26	Inovasi dan Pengembangan Produk/Jasa Keuangan Berkelanjutan Innovation and Development of Sustainable Financial Products/Services	173
F.27	Produk/Jasa yang Sudah Dievaluasi Keamanannya bagi Pelanggan Products/Services that have been Evaluated for Customer Safety	174
F.28	Dampak Produk/Jasa Impact of Products/Services	171, 174
F.29	Jumlah Produk yang Ditarik Kembali Number of Products Recalled	175
F.30	Survei Kepuasan Pelanggan Terhadap Produk dan/atau Jasa Keuangan Berkelanjutan Customer Satisfaction Survey on Sustainable Finance Products and/or Services	176
G	LAIN-LAIN OTHERS	
G.1	Verifikasi Tertulis dari Pihak Independen (jika ada) Written Verification from Independent Party (if any)	10, 179
G.2	Lembar Umpan Balik Feedback Sheet	183
G.3	Tanggapan Terhadap Umpan Balik Laporan Keberlanjutan Tahun Sebelumnya Response to Feedback on Previous Year's Sustainability Report	178
G.4	Daftar Pengungkapan Sesuai Peraturan Otoritas Jasa Keuangan Nomor 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik. List of Disclosures in accordance with Financial Services Authority Regulation Number 51/POJK.03/2017 concerning the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies.	185

INDEKS ISI CONSOLIDATED GRI STANDARD 2021

2021 Consolidated GRI Standard Content Index

Pernyataan Penggunaan Statement of use	PT Pelindo Multi Terminal telah melaporkan sesuai dengan (in accordance with) Standar GRI untuk periode 1 Januari 2025 sampai dengan 31 Desember 2025. PT Pelindo Multi Terminal has reported in accordance with the GRI Standards for the period 1 January 2025 to 31 December 2025.
GRI 1 yang Digunakan GRI 1 used	GRI 1: Landasan 2021 GRI 1: Foundation 2021
GRI Sector Standard yang Berlaku Applicable GRI Sector Standard(s)	-

Standar GRI / Sumber Lain GRI Standard / other Source	**Pengungkapan** Disclosure	**Lokasi** Location	**Omisi** Omission		
			Persyaratan yang Diomisi Requirement(S) Omitted	**Alasan** Reason	**Penjelasan** Explanation
Pengungkapan Umum General Disclosures					
GRI 2: PENGUNGKAPAN UMUM 2021 GRI 2: General Disclosures 2021	GRI 2-1 Detail organisasi Organization details	6, 50, 55	-	-	-
	GRI 2-2 Entitas yang termasuk dalam pelaporan keberlanjutan Entities included in sustainability reporting	9	-	-	-
	GRI 2-3 Periode pelaporan, frekuensi dan titik kontak Reporting period, frequency and contact points	6-7, 9	-	-	-
	GRI 2-4 Informasi tentang penyajian kembali Information about restatements	10	-	-	-
	GRI 2-5 Jaminan Eksternal External Assurance	10, 179	-	-	-
	GRI 2-6 Aktivitas, rantai pasok, dan relasi bisnis lainnya Activities, supply chains and other business relationships	6, 50, 52, 60, 62	-	-	-
	GRI 2-7 Karyawan Employees	50	-	-	-
	GRI 2-8 Pekerja yang bukan karyawan Workers who are not employees	150	-	-	-
	GRI 2-9 Struktur dan komposisi tata kelola Governance structure and composition	66-67	-	-	-
	GRI 2-10 Nominasi dan pemilihan badan tata kelola tertinggi Nomination and election of the highest governance body	68	-	-	-
	GRI 2-11 Ketua badan tata kelola tertinggi Chair of the highest governance body	66	-	-	-
	GRI 2-12 Peran badan tata kelola tertinggi dalam mengawasi pengelolaan dampak Role of the highest governance body in overseeing impact management	69	-	-	-
	GRI 2-13 Pendelegasian tanggung jawab untuk mengelola dampak Delegation of responsibility for managing impacts	70			
	GRI 2-14 Peran badan tata kelola tertinggi dalam pelaporan keberlanjutan Role of the highest governance body in sustainability reporting	8	-	-	-

Standar GRI / Sumber Lain GRI Standard / other Source	Pengungkapan Disclosure	Lokasi Location	Omisi Omission		
			Persyaratan yang Diomisi Requirement(S) Omitted	Alasan Reason	Penjelasan Explanation
	GRI 2-15 Benturan kepentingan Conflict of interest	77	–	–	–
	GRI 2-16 Komunikasi hal-hal penting Communication of key issues	78, 164	–	–	–
	GRI 2-17 Pengetahuan kolektif dari badan tata kelola tertinggi Collective knowledge of the highest governance body	79	–	–	–
	GRI 2-18 Evaluasi kinerja badan tata kelola tertinggi Evaluation of the performance of the highest governance body	82	–	–	–
	GRI 2-19 Kebijakan remunerasi Remuneration policy	84	–	–	–
	GRI 2-20 Proses untuk menentukan remunerasi Process for determining remuneration	85	–	–	–
	GRI 2-21 Rasio kompensasi total tahunan Annual total compensation ratio	86	–	–	–
	GRI 2-22 Pernyataan tentang strategi pembangunan berkelanjutan Statement on sustainable development strategy	6, 22, 25	–	–	–
	GRI 2-23 Komitmen kebijakan Policy commitment	6, 22	–	–	–
	GRI 2-24 Menanamkan komitmen kebijakan Embedding policy commitment	28	–	–	–
	GRI 2-25 Proses untuk memulihkan dampak negatif Process to remedy negative impacts	29			
	GRI 2-26 Mekanisme pemberian umpan balik/saran dan menyampaikan kekhawatiran Mechanisms for providing feedback/suggestions and raising concerns	164, 183	–	–	–
	GRI 2-27 Kepatuhan terhadap hukum dan peraturan Compliance with laws and regulations	6	–	–	–
	GRI 2-28 Keanggotaan asosiasi Membership in association	62	–	–	–
	GRI 2-29 Pendekatan keterlibatan pemangku kepentingan Stakeholder engagement approach	7, 90	–	–	–
	GRI 2-30 Perjanjian kerja bersama Collective labor agreement	158			

Standar GRI / Sumber Lain GRI Standard / other Source	**Pengungkapan** Disclosure	**Lokasi** Location	**Omisi** Omission		
			Persyaratan yang Diomisi Requirement(S) Omitted	**Alasan** Reason	**Penjelasan** Explanation
Topik Material Material Topics					
GRI 3: TOPIK MATERIAL 2021 GRI 3: Material Topics 2021	GRI 3-1 Proses menentukan topik material Process for determining material topics	12	–	–	–
	GRI 3-2 Daftar topik material List of material topics	12, 19-21	–	–	–
Kinerja Ekonomi Economic Performance					
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	GRI 3-3 Manajemen topik material Material topic management	102	–	–	–
GRI 201: Kinerja Ekonomi 2016 GRI 201: Economic Performance 2016	GRI 201-1 Nilai ekonomi langsung yang dihasilkan dan didistribusikan Direct economic value generated and distributed	109	–	–	–
	GRI 201-2 Implikasi finansial serta risiko dan peluang lain akibat dari perubahan iklim Financial implications and other risks and opportunities resulting from climate change	110	–	–	–
	GRI 201-3 Kewajiban program pensiun manfaat pasti dan program pensiun lainnya Defined benefit pension plan obligations and other pension plans	157	–	–	–
	GRI 201-4 Bantuan finansial yang diterima dari pemerintah Financial assistance received from the government	117	–	–	–
Antikorupsi Anti-Corruption					
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	GRI 3-3 Manajemen topik material Material topic management	95			

Standar GRI / Sumber Lain GRI Standard / other Source	Pengungkapan Disclosure	Lokasi Location	Omisi Omission		
			Persyaratan yang Diomisi Requirement(S) Omitted	Alasan Reason	Penjelasan Explanation
GRI 205: Antikorupsi 2016 GRI 205: Anti-corruption 2016	GRI 205-1 Operasi-operasi yang dinilai memiliki risiko terkait korupsi Operations assessed for risks related to corruption	97	–	–	–
	GRI 205-2 Komunikasi dan pelatihan tentang kebijakan dan prosedur antikorupsi Communication and training about anti-corruption policies and procedures	97	–	–	–
	GRI 205-3 Insiden korupsi yang terbukti dan tindakan yang diambil Confirmed incidents of corruption and actions taken	99	–	–	–
Pajak Tax					
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	GRI 3-3 Manajemen topik material Material topic management	117	–	–	–
GRI 207: Pajak 2019 GRI 207: Tax 2019	GRI 207-1 Pendekatan terhadap pajak Approach to taxation	118	–	–	–
	GRI 207-2 Tata kelola, pengendalian, dan manajemen risiko pajak Tax governance, control, and risk management	119	–	–	–
	GRI 207-3 Keterlibatan pemangku kepentingan dan pengelolaan kekhawatiran terkait pajak Stakeholder engagement and management of tax-related concerns	120	–	–	–
	GRI 207-4 Laporan per negara Country-by-country reporting	121	–	–	–
Energi Energy					
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	GRI 3-3 Manajemen topik material Material topic management	122, 126	–	–	–
GRI 302: Energi 2016 GRI 302: Energy 2016	GRI 302-1 Konsumsi energi di dalam organisasi Energy consumption within the organization	126-127	–	–	–

Standar GRI / Sumber Lain GRI Standard / other Source	**Pengungkapan** Disclosure	**Lokasi** Location	**Omisi** Omission		
			Persyaratan yang Diomisi Requirement(S) Omitted	**Alasan** Reason	**Penjelasan** Explanation
	GRI 302-2 Konsumsi energi di luar organisasi Energy consumption outside the organization	–	Seluruh persyaratan pengungkapan Entire disclosure requirement	Informasi tidak tersedia / tidak lengkap Information unavailable/ incomplete	PMT baru berdiri 29 September 2021 dan masih dalam fase konsolidasi. Pada 2025, Perusahaan baru menghitung konsumsi energi di dalam organisasi (GRI 302-1); konsumsi energi di luar organisasi (rantai pasok, distribusi, perjalanan dinas, produk/jasa terjual) belum dihitung karena keterbatasan data mitra rantai nilai. Metodologi dan sistem pengumpulan data ditargetkan dikembangkan pada periode mendatang. PMT was only established on September 29, 2021, and remains in a consolidation phase. In 2025, the Company only calculated energy consumption within the organization (GRI 302-1); energy consumption outside the organization (supply chain, distribution, business travel, sold products/ services) has not been calculated due to data limitations among value-chain partners. The methodology and data collection system are targeted for development in future periods.
	GRI 302-3 Intensitas energi Energy intensity	126-127	–	–	–
	GRI 302-4 Pengurangan konsumsi energi Reduction in energy consumption	128	–	–	–
	GRI 302-5 Pengurangan pada energi yang dibutuhkan untuk produk dan jasa Reduction in energy required for products and services	128	–	–	–
Emisi Emissions					

Standar GRI / Sumber Lain GRI Standard / other Source	**Pengungkapan** Disclosure	**Lokasi** Location	**Omisi** Omission		
			Persyaratan yang Diomisi Requirement(S) Omitted	**Alasan** Reason	**Penjelasan** Explanation
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	GRI 3-3 Manajemen topik material Material topic management	132			
GRI 305: Emisi 2016 GRI 305: Emissions 2016	GRI 305-1 Emisi GRK Langsung (Cakupan 1) Direct GHG emissions (Scope 1)	132	–	–	–
	GRI 305-2 Energi tidak langsung (Cakupan 2) Emisi GRK Indirect energy (Scope 2) GHG emissions	135	–	–	–
	GRI 305-3 Emisi GRK (Cakupan 3) tidak langsung lainnya Other indirect GRK emissions (Scope 3)	132	–	–	–
	GRI 305-4 Intensitas emisi GRK GRK emission intensity	133	–	–	–
	GRI 305-5 Pengurangan emisi GRK GRK emission reduction	135	–	–	–
	GRI 305-6 Emisi zat perusak ozon (ODS) Ozone-depleting substance (ODS) emissions	–	Seluruh persyaratan pengungkapan Entire disclosure requirement	Tidak berlaku Not applicable	PMT merupakan operator terminal multipurpose (nonpetikemas) dan tidak menjalankan produksi, impor, maupun ekspor bahan perusak ozon (ODS) sebagai bagian dari kegiatan usahanya. Persyaratan GRI 305-6 ditujukan bagi organisasi yang menjalankan aktivitas tersebut secara langsung; penggunaan refrigeran pada AC fasilitas kantor bersifat insidental dan di luar cakupan dimaksud. PMT is a multipurpose (non-container) port terminal operator and does not carry out the production, import, or export of ozone-depleting substances (ODS) as part of its business activities. GRI 305-6's requirements target organizations that directly carry out such activities; refrigerant use in office cooling equipment is incidental and falls outside this scope.

Standar GRI / Sumber Lain GRI Standard / other Source	**Pengungkapan** Disclosure	**Lokasi** Location	**Omisi** Omission		
			Persyaratan yang Diomisi Requirement(S) Omitted	**Alasan** Reason	**Penjelasan** Explanation
	GRI 305-7 Nitrogen oksida (NOx), sulfur oksida (SOx), dan emisi udara yang signifkan lainnya Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	–	Seluruh persyaratan pengungkapan Entire disclosure requirement	Informasi tidak tersedia / tidak lengkap Information unavailable/ incomplete	PMT belum melakukan pemetaan dan identifikasi timbulan emisi NOx, SOx, dan emisi udara signifikan lainnya dari aktivitas operasionalnya pada tahun 2025, termasuk dari penggunaan alat berat dan kendaraan operasional berbahan bakar diesel. Metodologi dan sistem pengumpulan data emisi udara ditargetkan dikembangkan pada periode pelaporan mendatang. PMT has not yet mapped or identified the generation of NOx, SOx, and other significant air emissions from its operational activities in 2025, including from the use of heavy equipment and diesel-fueled operational vehicles. The methodology and data collection system for air emissions are targeted for development in future reporting periods.
Kepegawaian Employment					
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	GRI 3-3 Manajemen topik material Material topic management	146			
GRI 401: Kepegawaian 2016 GRI 401: Employment 2016	GRI 401-1 Perekrutan karyawan baru dan perputaran karyawan New employee recruitment and employee turnover	151	–	–	–
	GRI 401-2 Tunjangan yang diberikan kepada karyawan purnawaktu yang tidak diberikan kepada karyawan sementara atau paruh waktu Benefits provided to full-time employees that are not provided to temporary or part-time employees	153	–	–	–
	GRI 401-3 Cuti melahirkan Maternity leave	154	–	–	–

Standar GRI / Sumber Lain GRI Standard / other Source	Pengungkapan Disclosure	Lokasi Location	Omisi Omission		
			Persyaratan yang Diomisi Requirement(S) Omitted	Alasan Reason	Penjelasan Explanation
Kesehatan dan Keselamatan Kerja Occupational Health and Safety					
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	GRI 3-3 Manajemen topik material Material topic management	159	–	–	–
GRI 403: Kesehatan dan Keselamatan Kerja 2018 GRI 403: Occupational Health and Safety 2018	GRI 403-1 Sistem manajemen kesehatan dan keselamatan kerja Occupational health and safety management system	159	–	–	–
	GRI 403-2 Identifikasi bahaya, penilaian risiko, dan investigasi insiden Hazard identification, risk assessment and incident investigation	159	–	–	–
	GRI 403-3 Layanan kesehatan kerja Occupational health services	161	–	–	–
	GRI 403-4 Partisipasi, konsultasi, dan komunikasi pekerja tentang keselamatan dan kesehatan kerja Worker participation, consultation, and communication on occupational safety and health	161-162			
	GRI 403-5 Pelatihan pekerja mengenai keselamatan dan kesehatan kerja Worker training on occupational safety and health	162			
	GRI 403-6 Peningkatan kualitas kesehatan pekerja Improvement of worker health quality	161	–	–	–
	GRI 403-7 Pencegahan dan mitigasi dampak dari keselamatan dan kesehatan kerja yang secara langsung terkait hubungan bisnis Prevention and mitigation of the impact of occupational health and safety directly related to business relationships	159	–	–	–
	GRI 403-8 Pekerja yang tercakup dalam sistem manajemen keselamatan dan kesehatan kerja Workers covered by the occupational health and safety management system	159	–	–	–
	GRI 403-9 Kecelakaan kerja Work-related injuries	160	–	–	–
	GRI 403-10 Penyakit akibat kerja Work-related ill health	161			

Standar GRI / Sumber Lain GRI Standard / other Source	**Pengungkapan** Disclosure	**Lokasi** Location	**Omisi** Omission		
			Persyaratan yang Diomisi Requirement(S) Omitted	**Alasan** Reason	**Penjelasan** Explanation
Pelatihan dan Pendidikan Training and Education					
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	GRI 3-3 Manajemen topik material Material topic management	156			
GRI 404: Pelatihan dan Pendidikan 2016 GRI 404: Training and Education 2016	GRI 404-1 Rata-rata jam pelatihan per tahun per karyawan Average training hours per year per employee	155	–	–	–
	GRI 404-2 Program untuk meningkatkan keterampilan karyawan dan program bantuan peralihan Employee upskilling and transition assistance programs	155	–	–	–
	GRI 404-3 Persentase karyawan yang menerima tinjauan rutin terhadap kinerja dan pengembangan karir Percentage of employees receiving regular performance and career development reviews	155	–	–	–
Komunitas Lokal Local Communities					
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	GRI 3-3 Manajemen topik material Material topic management	166			
GRI 413: Komunitas Lokal 2016 GRI 413: Local Community 2016	GRI 413-1 Operasi dengan keterlibatan masyarakat setempat, penilaian dampak, dan program pengembangan Operations with local community engagement, impact assessment, and development programs	165, 169	–	–	–
	GRI 413-2 Operasi yang secara aktual dan yang berpotensi memiliki dampak negatif signifkan terhadap masyarakat setempat Operations that actually and potentially have a significant negative impact on local communities	167-168	–	–	–

Halaman ini sengaja dikosongkan
This page intentionally left blank

Collaborative Sustainability
Creating Shared Value

Keberlanjutan Kolaboratif, Menciptakan Nilai Bersama

PT PELINDO MULTI TERMINAL

JL. LINGKAR PELABUHAN NO. 1,
BELAWAN, MEDAN 20411
T : (061) 4100 0055
E : MULTI.TERMINAL@PELINDO.CO.ID