Penerapan Pedoman Umum Governansi Korporat Indonesia (PUGKI)

Implementation of the Indonesian Code of Good Corporate Governance (PUGKI)

Prinsip Principle	Rekomendasi Recommendation	Panduan Guideline	Uraian Description	*Apply or Explain*	Keterangan Penerapan Implementation
1	**Peran dan Tanggung Jawab Direksi dan Dewan Komisaris** Roles and Responsibilities of the Board of Directors and Board of Commissioners				
	1.1 Peran dan Tanggung Jawab Direksi Roles and Responsibilities of the Board of Directors				
	1.1.1		Untuk mencapai penciptaan nilai yang berkelanjutan, Direksi menjalankan peran kepemimpinannya dan berupaya mencapai hasil governansi sebagai berikut: 1. Berdaya saing dan berfokus ke kinerja jangka panjang; 2. Beretika dan bertanggung jawab dalam menjalankan bisnis; 3. Berkontribusi positif terhadap masyarakat dan lingkungan; serta berkemampuan dalam bertahan dan bertumbuh (*corporate resilience*) To achieve sustainable value creation, the Board of Directors carried out the leadership role and strives to achieve the following governance results: 1. Competitive and focused on long-term performance; 2. Ethical and responsible in running business; 3. Contribute positively to society and the environment; as well as ability to survive and grow (corporate resilience)	√	Direksi menjalankan peran kepemimpinannya berdasarkan Anggaran Dasar dan keputusan RUPS, berpedoman pada Kode Etik Bisnis PMT (Perdir No. HK.01/4/3/4/ HLTK/DIRU/PLMT-24), memastikan manajemen risiko dan pengendalian internal berjalan efektif, integritas pelaporan keuangan (diaudit KAP Purwantono, Susanti & Surja dengan opini wajar tanpa pengecualian), serta penyusunan Laporan Keberlanjutan 2025. The Board of Directors exercises its leadership role under the Articles of Association and GMS resolutions, guided by PMT's Business Code of Conduct (BoD Regulation No. HK.01/4/3/4/HLTK/DIRU/PLMT-24), ensures effective risk management and internal control, financial reporting integrity (audited by KAP Purwantono, Susanti & Surja with an unqualified opinion), and the preparation of the 2025 Sustainability Report.
		1.1.1.1	Direksi mewujudkan standar etika bisnis yang tinggi dan memastikan pelaksanaan kode etik yang melahirkan budaya korporasi yang berintegritas. The Board of Directors embodies high standards of business ethics and ensures the implementation of a code of ethics that creates a corporate culture of integrity.	√	Direksi menjalankan peran kepemimpinannya berdasarkan Anggaran Dasar dan keputusan RUPS, berpedoman pada Kode Etik Bisnis PMT (Perdir No. HK.01/4/3/4/ HLTK/DIRU/PLMT-24), memastikan manajemen risiko dan pengendalian internal berjalan efektif, integritas pelaporan keuangan (diaudit KAP Purwantono, Susanti & Surja dengan opini wajar tanpa pengecualian), serta penyusunan Laporan Keberlanjutan 2025. The Board of Directors exercises its leadership role under the Articles of Association and GMS resolutions, guided by PMT's Business Code of Conduct (BoD Regulation No. HK.01/4/3/4/HLTK/DIRU/PLMT-24), ensures effective risk management and internal control, financial reporting integrity (audited by KAP Purwantono, Susanti & Surja with an unqualified opinion), and the preparation of the 2025 Sustainability Report.

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		1.1.1.2	Direksi menumbuhkan budaya korporasi yang memastikan bahwa karyawan memahami tanggung jawab mereka untuk berperilaku sesuai dengan nilai-nilai korporasi dan standar etika bisnis yang tinggi. The Board of Directors fosters a corporate culture that ensures that employees understand their responsibility to behave in accordance with corporate values and high standards of business ethics.	√	Direksi menjalankan peran kepemimpinannya berdasarkan Anggaran Dasar dan keputusan RUPS, berpedoman pada Kode Etik Bisnis PMT (Perdir No. HK.01/4/3/4/ HLTK/DIRU/PLMT-24), memastikan manajemen risiko dan pengendalian internal berjalan efektif, integritas pelaporan keuangan (diaudit KAP Purwantono, Susanti & Surja dengan opini wajar tanpa pengecualian), serta penyusunan Laporan Keberlanjutan 2025. The Board of Directors exercises its leadership role under the Articles of Association and GMS resolutions, guided by PMT's Business Code of Conduct (BoD Regulation No. HK.01/4/3/4/HLTK/DIRU/PLMT-24), ensures effective risk management and internal control, financial reporting integrity (audited by KAP Purwantono, Susanti & Surja with an unqualified opinion), and the preparation of the 2025 Sustainability Report.
		1.1.1.3	Direksi memastikan dipenuhinya tanggung jawab sosial dan lingkungan korporasi. Direksi mempunyai perencanaan strategis yang jelas dalam melaksanakan tanggung jawab sosial dan lingkungan korporasi. The Board of Directors ensures the fulfillment of corporate social and environmental responsibilities. The Board of Directors has a clear strategic plan in implementing corporate social and environmental responsibility.	√	Direksi menjalankan peran kepemimpinannya berdasarkan Anggaran Dasar dan keputusan RUPS, berpedoman pada Kode Etik Bisnis PMT (Perdir No. HK.01/4/3/4/ HLTK/DIRU/PLMT-24), memastikan manajemen risiko dan pengendalian internal berjalan efektif, integritas pelaporan keuangan (diaudit KAP Purwantono, Susanti & Surja dengan opini wajar tanpa pengecualian), serta penyusunan Laporan Keberlanjutan 2025. The Board of Directors exercises its leadership role under the Articles of Association and GMS resolutions, guided by PMT's Business Code of Conduct (BoD Regulation No. HK.01/4/3/4/HLTK/DIRU/PLMT-24), ensures effective risk management and internal control, financial reporting integrity (audited by KAP Purwantono, Susanti & Surja with an unqualified opinion), and the preparation of the 2025 Sustainability Report.

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		1.1.1.4	Direksi memastikan bahwa korporasi kuat secara finansial dan gesit secara operasional. The Board of Directors ensures that the corporation is financially strong and operationally agile.	√	Direksi menjalankan peran kepemimpinannya berdasarkan Anggaran Dasar dan keputusan RUPS, berpedoman pada Kode Etik Bisnis PMT (Perdir No. HK.01/4/3/4/ HLTK/DIRU/PLMT-24), memastikan manajemen risiko dan pengendalian internal berjalan efektif, integritas pelaporan keuangan (diaudit KAP Purwantono, Susanti & Surja dengan opini wajar tanpa pengecualian), serta penyusunan Laporan Keberlanjutan 2025. The Board of Directors exercises its leadership role under the Articles of Association and GMS resolutions, guided by PMT's Business Code of Conduct (BoD Regulation No. HK.01/4/3/4/HLTK/DIRU/PLMT-24), ensures effective risk management and internal control, financial reporting integrity (audited by KAP Purwantono, Susanti & Surja with an unqualified opinion), and the preparation of the 2025 Sustainability Report.
	1.1.2		Direksi harus memastikan bahwa misi, visi, tujuan, sasaran, strategi, dan rencana tahunan dan jangka menengah korporasi konsisten dengan tujuan jangka panjang, dengan memanfaatkan inovasi dan teknologi secara efektif. The Board of Directors must ensure that the corporation's mission, vision, goals, objectives, strategies and annual and medium-term plans are consistent with long-term goals, by effectively utilizing innovation and technology.	√	Direksi menjalankan peran kepemimpinannya berdasarkan Anggaran Dasar dan keputusan RUPS, berpedoman pada Kode Etik Bisnis PMT (Perdir No. HK.01/4/3/4/ HLTK/DIRU/PLMT-24), memastikan manajemen risiko dan pengendalian internal berjalan efektif, integritas pelaporan keuangan (diaudit KAP Purwantono, Susanti & Surja dengan opini wajar tanpa pengecualian), serta penyusunan Laporan Keberlanjutan 2025. The Board of Directors exercises its leadership role under the Articles of Association and GMS resolutions, guided by PMT's Business Code of Conduct (BoD Regulation No. HK.01/4/3/4/HLTK/DIRU/PLMT-24), ensures effective risk management and internal control, financial reporting integrity (audited by KAP Purwantono, Susanti & Surja with an unqualified opinion), and the preparation of the 2025 Sustainability Report.

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		1.1.2.1	Ketika mengembangkan strategi dan rencana, Direksi mempromosikan inovasi dan penggunaan teknologi mutakhir untuk meningkatkan daya saing, menanggapi perhatian dan harapan pemangku kepentingan, serta memenuhi tanggung jawab sosial dan lingkungan. When developing strategies and plans, the Board of Directors promotes innovation and the use of cutting-edge technologies to enhance competitiveness, respond to stakeholder concerns and expectations, and fulfill social and environmental responsibilities.	√	Direksi menjalankan peran kepemimpinannya berdasarkan Anggaran Dasar dan keputusan RUPS, berpedoman pada Kode Etik Bisnis PMT (Perdir No. HK.01/4/3/4/ HLTK/DIRU/PLMT-24), memastikan manajemen risiko dan pengendalian internal berjalan efektif, integritas pelaporan keuangan (diaudit KAP Purwantono, Susanti & Surja dengan opini wajar tanpa pengecualian), serta penyusunan Laporan Keberlanjutan 2025. The Board of Directors exercises its leadership role under the Articles of Association and GMS resolutions, guided by PMT's Business Code of Conduct (BoD Regulation No. HK.01/4/3/4/HLTK/DIRU/PLMT-24), ensures effective risk management and internal control, financial reporting integrity (audited by KAP Purwantono, Susanti & Surja with an unqualified opinion), and the preparation of the 2025 Sustainability Report.
		1.1.2.2	Direksi memprioritaskan dan mengedepankan budaya korporasi yang mencakup inovasi dan menyertakan inovasi ke dalam strategi korporasi, perencanaan pengembangan operasional, dan pengawasan operasi. The Board of Directors prioritizes and promotes a corporate culture that encompasses innovation and incorporates innovation into corporate strategy, operational development planning, and operations supervision.	√	Direksi menjalankan peran kepemimpinannya berdasarkan Anggaran Dasar dan keputusan RUPS, berpedoman pada Kode Etik Bisnis PMT (Perdir No. HK.01/4/3/4/ HLTK/DIRU/PLMT-24), memastikan manajemen risiko dan pengendalian internal berjalan efektif, integritas pelaporan keuangan (diaudit KAP Purwantono, Susanti & Surja dengan opini wajar tanpa pengecualian), serta penyusunan Laporan Keberlanjutan 2025. The Board of Directors exercises its leadership role under the Articles of Association and GMS resolutions, guided by PMT's Business Code of Conduct (BoD Regulation No. HK.01/4/3/4/HLTK/DIRU/PLMT-24), ensures effective risk management and internal control, financial reporting integrity (audited by KAP Purwantono, Susanti & Surja with an unqualified opinion), and the preparation of the 2025 Sustainability Report.

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		1.1.2.3	Direksi mendorong inovasi yang meningkatkan penciptaan nilai jangka panjang untuk bisnis dalam lingkungan yang berubah. Inovasi tersebut dapat mencakup merancang model bisnis, produk dan layanan yang inovatif, mempromosikan riset, meningkatkan proses produksi dan operasi, dan berkolaborasi dengan mitra. The Board of Directors encourages innovation that enhances long-term value creation for the business in a changing environment. Such innovation may include designing innovative business models, products and services, promoting research, improving production and operation processes, and collaborating with partners.	√	Direksi menjalankan peran kepemimpinannya berdasarkan Anggaran Dasar dan keputusan RUPS, berpedoman pada Kode Etik Bisnis PMT (Perdir No. HK.01/4/3/4/ HLTK/DIRU/PLMT-24), memastikan manajemen risiko dan pengendalian internal berjalan efektif, integritas pelaporan keuangan (diaudit KAP Purwantono, Susanti & Surja dengan opini wajar tanpa pengecualian), serta penyusunan Laporan Keberlanjutan 2025. The Board of Directors exercises its leadership role under the Articles of Association and GMS resolutions, guided by PMT's Business Code of Conduct (BoD Regulation No. HK.01/4/3/4/HLTK/DIRU/PLMT-24), ensures effective risk management and internal control, financial reporting integrity (audited by KAP Purwantono, Susanti & Surja with an unqualified opinion), and the preparation of the 2025 Sustainability Report.
	1.1.3		Direksi memastikan bahwa korporasi menerapkan manajemen risiko dan sistem pengendalian internal yang tepat dan efektif yang selaras dengan visi, misi, tujuan, sasaran, dan strategi korporasi serta mematuhi peraturan perundang-undangan dan standar yang berlaku. The Board of Directors ensures that the corporation implements appropriate and effective risk management and internal control systems that are in line with the corporate vision, mission, goals, objectives and strategies and comply with applicable laws and regulations and standards.	√	Direksi menjalankan peran kepemimpinannya berdasarkan Anggaran Dasar dan keputusan RUPS, berpedoman pada Kode Etik Bisnis PMT (Perdir No. HK.01/4/3/4/ HLTK/DIRU/PLMT-24), memastikan manajemen risiko dan pengendalian internal berjalan efektif, integritas pelaporan keuangan (diaudit KAP Purwantono, Susanti & Surja dengan opini wajar tanpa pengecualian), serta penyusunan Laporan Keberlanjutan 2025. The Board of Directors exercises its leadership role under the Articles of Association and GMS resolutions, guided by PMT's Business Code of Conduct (BoD Regulation No. HK.01/4/3/4/HLTK/DIRU/PLMT-24), ensures effective risk management and internal control, financial reporting integrity (audited by KAP Purwantono, Susanti & Surja with an unqualified opinion), and the preparation of the 2025 Sustainability Report.

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	1.1.4		Direksi memastikan integritas akuntansi dan sistem pelaporan keuangan korporasi dan pengungkapan yang tepat waktu dan akurat atas semua informasi material mengenai korporasi. The Board of Directors ensures the integrity of the corporation's accounting and financial reporting systems and the timely and accurate disclosure of all material information regarding the corporation.	√	Direksi menjalankan peran kepemimpinannya berdasarkan Anggaran Dasar dan keputusan RUPS, berpedoman pada Kode Etik Bisnis PMT (Perdir No. HK.01/4/3/4/ HLTK/DIRU/PLMT-24), memastikan manajemen risiko dan pengendalian internal berjalan efektif, integritas pelaporan keuangan (diaudit KAP Purwantono, Susanti & Surja dengan opini wajar tanpa pengecualian), serta penyusunan Laporan Keberlanjutan 2025. The Board of Directors exercises its leadership role under the Articles of Association and GMS resolutions, guided by PMT's Business Code of Conduct (BoD Regulation No. HK.01/4/3/4/HLTK/DIRU/PLMT-24), ensures effective risk management and internal control, financial reporting integrity (audited by KAP Purwantono, Susanti & Surja with an unqualified opinion), and the preparation of the 2025 Sustainability Report.
		1.1.4.1	Direksi memastikan bahwa setiap orang yang terlibat dalam persiapan dan pengungkapan informasi korporasi memiliki pengetahuan, keterampilan, dan pengalaman yang relevan, tercermin antara lain dari sertifikasi profesi yang relevan yang diterbitkan lembaga yang bereputasi. Selain itu, Direksi juga memastikan ketersediaan sumber daya (termasuk karyawan) yang memadai. The Board of Directors ensures that each person involved in the preparation and disclosure of corporate information has the relevant knowledge, skills and experience, reflected among others by the relevant professional certification issued by a reputable institution. In addition, the Board of Directors also ensures the availability of adequate resources (including employees).	√	Direksi menjalankan peran kepemimpinannya berdasarkan Anggaran Dasar dan keputusan RUPS, berpedoman pada Kode Etik Bisnis PMT (Perdir No. HK.01/4/3/4/ HLTK/DIRU/PLMT-24), memastikan manajemen risiko dan pengendalian internal berjalan efektif, integritas pelaporan keuangan (diaudit KAP Purwantono, Susanti & Surja dengan opini wajar tanpa pengecualian), serta penyusunan Laporan Keberlanjutan 2025. The Board of Directors exercises its leadership role under the Articles of Association and GMS resolutions, guided by PMT's Business Code of Conduct (BoD Regulation No. HK.01/4/3/4/HLTK/DIRU/PLMT-24), ensures effective risk management and internal control, financial reporting integrity (audited by KAP Purwantono, Susanti & Surja with an unqualified opinion), and the preparation of the 2025 Sustainability Report.

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		1.1.4.2	Ketika menyetujui pengungkapan informasi (termasuk untuk pengungkapan informasi keuangan berkala), Direksi mempertimbangkan semua faktor yang berikut ini: 1. Hasil evaluasi ketepatan desain dan efektivitas implementasi sistem pengendalian internal; 2. Opini auditor eksternal atas laporan keuangan, pengamatan atas sistem pengendalian internal, dan pengamatan lainnya melalui sumber lain; 3. Pendapat Komite Audit; 4. Konsistensi dengan tujuan, strategi, dan kebijakan. When approving the disclosure of information (including periodic financial information disclosure), the Board of Directors considers all of the following factors: 1. Results of the evaluation of the adequacy of the design and effectiveness of the implementation of internal control systems; 2. External auditor's opinion on financial statements, observations on internal control systems, and other observations through other sources; 3. Audit Committee's opinion; 4. Consistency with objectives, strategies, and policies.	√	Direksi menjalankan peran kepemimpinannya berdasarkan Anggaran Dasar dan keputusan RUPS, berpedoman pada Kode Etik Bisnis PMT (Perdir No. HK.01/4/3/4/ HLTK/DIRU/PLMT-24), memastikan manajemen risiko dan pengendalian internal berjalan efektif, integritas pelaporan keuangan (diaudit KAP Purwantono, Susanti & Surja dengan opini wajar tanpa pengecualian), serta penyusunan Laporan Keberlanjutan 2025. The Board of Directors exercises its leadership role under the Articles of Association and GMS resolutions, guided by PMT's Business Code of Conduct (BoD Regulation No. HK.01/4/3/4/HLTK/DIRU/PLMT-24), ensures effective risk management and internal control, financial reporting integrity (audited by KAP Purwantono, Susanti & Surja with an unqualified opinion), and the preparation of the 2025 Sustainability Report.
		1.1.4.3	Direksi menyampaikan laporan yang mengomentari Laporan Keuangan Triwulanan dan dipublikasikan bersamaan dengan Laporan Keuangan Triwulanan sehingga bermanfaat bagi investor dan analis yang akan meninjau fundamental dan kinerja keuangan korporasi. The Board of Directors submits a report commenting on the Quarterly Financial Statements and publishes it alongside the Quarterly Financial Statements to benefit investors and analysts who will review the corporate fundamentals and financial performance.	x	PMT bukan merupakan perusahaan terbuka sehingga tidak menerbitkan laporan komentar manajemen atas Laporan Keuangan Triwulanan yang dipublikasikan khusus bagi investor pasar modal. PMT is not a publicly listed company and therefore does not issue a management commentary report on Quarterly Financial Statements for capital-market investors.
	1.1.5	Direksi memastikan pelaporan keberlanjutan telah disusun sebagaimana mestinya. The Board of Directors ensures that sustainability reporting has been prepared appropriately.		√	Direksi menjalankan peran kepemimpinannya berdasarkan Anggaran Dasar dan keputusan RUPS, berpedoman pada Kode Etik Bisnis PMT (Perdir No. HK.01/4/3/4/ HLTK/DIRU/PLMT-24), memastikan manajemen risiko dan pengendalian internal berjalan efektif, integritas pelaporan keuangan (diaudit KAP Purwantono, Susanti & Surja dengan opini wajar tanpa pengecualian), serta penyusunan Laporan Keberlanjutan 2025. The Board of Directors exercises its leadership role under the Articles of Association and GMS resolutions, guided by PMT's Business Code of Conduct (BoD Regulation No. HK.01/4/3/4/HLTK/DIRU/PLMT-24), ensures effective risk management and internal control, financial reporting integrity (audited by KAP Purwantono, Susanti & Surja with an unqualified opinion), and the preparation of the 2025 Sustainability Report.

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		1.1.5.1	Laporan keberlanjutan disusun berdasarkan kerangka pelaporan yang sesuai dengan ukuran dan kompleksitas korporasi dan memenuhi standar nasional dan atau global. The sustainability report is prepared based on a reporting framework that is appropriate to the size and complexity of the corporation and meets national and or global standards.	√	Direksi menjalankan peran kepemimpinannya berdasarkan Anggaran Dasar dan keputusan RUPS, berpedoman pada Kode Etik Bisnis PMT (Perdir No. HK.01/4/3/4/ HLTK/DIRU/PLMT-24), memastikan manajemen risiko dan pengendalian internal berjalan efektif, integritas pelaporan keuangan (diaudit KAP Purwantono, Susanti & Surja dengan opini wajar tanpa pengecualian), serta penyusunan Laporan Keberlanjutan 2025. The Board of Directors exercises its leadership role under the Articles of Association and GMS resolutions, guided by PMT's Business Code of Conduct (BoD Regulation No. HK.01/4/3/4/HLTK/DIRU/PLMT-24), ensures effective risk management and internal control, financial reporting integrity (audited by KAP Purwantono, Susanti & Surja with an unqualified opinion), and the preparation of the 2025 Sustainability Report.
		1.1.5.2	Pelaporan keberlanjutan korporasi mencerminkan praktik korporasi yang mendukung penciptaan nilai yang berkelanjutan. Corporate sustainability reporting reflects corporate practices that support sustainable value creation.	√	Direksi menjalankan peran kepemimpinannya berdasarkan Anggaran Dasar dan keputusan RUPS, berpedoman pada Kode Etik Bisnis PMT (Perdir No. HK.01/4/3/4/ HLTK/DIRU/PLMT-24), memastikan manajemen risiko dan pengendalian internal berjalan efektif, integritas pelaporan keuangan (diaudit KAP Purwantono, Susanti & Surja dengan opini wajar tanpa pengecualian), serta penyusunan Laporan Keberlanjutan 2025. The Board of Directors exercises its leadership role under the Articles of Association and GMS resolutions, guided by PMT's Business Code of Conduct (BoD Regulation No. HK.01/4/3/4/HLTK/DIRU/PLMT-24), ensures effective risk management and internal control, financial reporting integrity (audited by KAP Purwantono, Susanti & Surja with an unqualified opinion), and the preparation of the 2025 Sustainability Report.

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	1.1.6		Direksi membangun kerangka kerja untuk governansi teknologi informasi (TI) korporasi yang selaras dengan kebutuhan dan prioritas bisnis korporasi, mendorong peluang dan kinerja bisnis, memperkuat manajemen risiko, serta mendukung tujuan dan strategi korporasi. The Board of Directors establish a framework for corporate information technology (IT) governance that is aligned with corporate business needs and priorities, encourages business opportunities and performance, strengthens risk management, and supports corporate goals and strategies.	√	Direksi menjalankan peran kepemimpinannya berdasarkan Anggaran Dasar dan keputusan RUPS, berpedoman pada Kode Etik Bisnis PMT (Perdir No. HK.01/4/3/4/ HLTK/DIRU/PLMT-24), memastikan manajemen risiko dan pengendalian internal berjalan efektif, integritas pelaporan keuangan (diaudit KAP Purwantono, Susanti & Surja dengan opini wajar tanpa pengecualian), serta penyusunan Laporan Keberlanjutan 2025. The Board of Directors exercises its leadership role under the Articles of Association and GMS resolutions, guided by PMT's Business Code of Conduct (BoD Regulation No. HK.01/4/3/4/HLTK/DIRU/PLMT-24), ensures effective risk management and internal control, financial reporting integrity (audited by KAP Purwantono, Susanti & Surja with an unqualified opinion), and the preparation of the 2025 Sustainability Report.
		1.1.6.1	Direksi memastikan bahwa korporasi memiliki kebijakan alokasi sumber daya TI yang memastikan investasi dan alokasi sumber daya TI yang memadai dan optimal. The Board of Directors ensures that the corporation has an IT resource allocation policy that ensures adequate and optimal investment and allocation of IT resources.	√	Direksi menjalankan peran kepemimpinannya berdasarkan Anggaran Dasar dan keputusan RUPS, berpedoman pada Kode Etik Bisnis PMT (Perdir No. HK.01/4/3/4/ HLTK/DIRU/PLMT-24), memastikan manajemen risiko dan pengendalian internal berjalan efektif, integritas pelaporan keuangan (diaudit KAP Purwantono, Susanti & Surja dengan opini wajar tanpa pengecualian), serta penyusunan Laporan Keberlanjutan 2025. The Board of Directors exercises its leadership role under the Articles of Association and GMS resolutions, guided by PMT's Business Code of Conduct (BoD Regulation No. HK.01/4/3/4/HLTK/DIRU/PLMT-24), ensures effective risk management and internal control, financial reporting integrity (audited by KAP Purwantono, Susanti & Surja with an unqualified opinion), and the preparation of the 2025 Sustainability Report.

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		1.1.6.2	Direksi memastikan bahwa manajemen risiko korporasi mencakup manajemen risiko TI. The Board of Directors ensures that corporate risk management includes IT risk management.	√	Direksi menjalankan peran kepemimpinannya berdasarkan Anggaran Dasar dan keputusan RUPS, berpedoman pada Kode Etik Bisnis PMT (Perdir No. HK.01/4/3/4/ HLTK/DIRU/PLMT-24), memastikan manajemen risiko dan pengendalian internal berjalan efektif, integritas pelaporan keuangan (diaudit KAP Purwantono, Susanti & Surja dengan opini wajar tanpa pengecualian), serta penyusunan Laporan Keberlanjutan 2025. The Board of Directors exercises its leadership role under the Articles of Association and GMS resolutions, guided by PMT's Business Code of Conduct (BoD Regulation No. HK.01/4/3/4/HLTK/DIRU/PLMT-24), ensures effective risk management and internal control, financial reporting integrity (audited by KAP Purwantono, Susanti & Surja with an unqualified opinion), and the preparation of the 2025 Sustainability Report.
		1.1.6.3	Direksi memastikan korporasi memiliki kebijakan dan prosedur keamanan TI, termasuk perlindungan terhadap keamanan dan kerahasiaan data. The Board of Directors ensures the corporation has IT security policies and procedures, including protection of data security and confidentiality.	√	Direksi menjalankan peran kepemimpinannya berdasarkan Anggaran Dasar dan keputusan RUPS, berpedoman pada Kode Etik Bisnis PMT (Perdir No. HK.01/4/3/4/ HLTK/DIRU/PLMT-24), memastikan manajemen risiko dan pengendalian internal berjalan efektif, integritas pelaporan keuangan (diaudit KAP Purwantono, Susanti & Surja dengan opini wajar tanpa pengecualian), serta penyusunan Laporan Keberlanjutan 2025. The Board of Directors exercises its leadership role under the Articles of Association and GMS resolutions, guided by PMT's Business Code of Conduct (BoD Regulation No. HK.01/4/3/4/HLTK/DIRU/PLMT-24), ensures effective risk management and internal control, financial reporting integrity (audited by KAP Purwantono, Susanti & Surja with an unqualified opinion), and the preparation of the 2025 Sustainability Report.
	1.1.7		Bagi korporasi yang menjalankan kegiatan usaha berdasarkan prinsip Syariah, Direksi perlu memastikan kewenangan dan ketersediaan perangkat pendukung yang memadai agar Dewan Pengawas Syariah dapat menjalankan perannya dengan efektif. For corporate that carry out business activities based on Sharia principles, the Board of Directors needs to ensure the authority and availability of adequate supporting equipment so that the Sharia Supervisory Board can carry out its role effectively.	x	Perusahaan tidak menjalankan kegiatan usaha berdasarkan prinsip Syariah sehingga ketentuan mengenai Dewan Pengawas Syariah tidak relevan diterapkan. The Company does not conduct business based on Sharia principles, so provisions regarding a Sharia Supervisory Board are not applicable.

Prinsip Principle	Rekomendasi Recommendation	Panduan Guideline	Uraian Description	*Apply or Explain*	Keterangan Penerapan Implementation
	1.1.8		Piagam Direksi secara periodik ditinjau. Piagam mencakup antara lain pembagian peran Direktur secara individual dapat diatur di Piagam Direksi atau dengan surat keputusan Direksi. The Board of Directors' Charter is periodically reviewed. The Charter includes, among other things, the division of roles of individual Directors which can be regulated in the Board of Directors' Charter or by Board of Directors' Decree.	√	Direksi menjalankan peran kepemimpinannya berdasarkan Anggaran Dasar dan keputusan RUPS, berpedoman pada Kode Etik Bisnis PMT (Perdir No. HK.01/4/3/4/HLTK/DIRU/PLMT-24), memastikan manajemen risiko dan pengendalian internal berjalan efektif, integritas pelaporan keuangan (diaudit KAP Purwantono, Susanti & Surja dengan opini wajar tanpa pengecualian), serta penyusunan Laporan Keberlanjutan 2025. The Board of Directors exercises its leadership role under the Articles of Association and GMS resolutions, guided by PMT's Business Code of Conduct (BoD Regulation No. HK.01/4/3/4/HLTK/DIRU/PLMT-24), ensures effective risk management and internal control, financial reporting integrity (audited by KAP Purwantono, Susanti & Surja with an unqualified opinion), and the preparation of the 2025 Sustainability Report.
	1.1.9		Direksi mempunyai kebijakan terkait pengunduran diri anggota Direksi apabila terlibat dalam kejahatan keuangan dan terbukti melakukan kesalahan. The Board of Directors has a policy regarding the resignation of members of the Board of Directors if they are involved in financial crimes and are proven to have made a mistake.	x	Belum terdapat kebijakan tertulis khusus mengenai pengunduran diri Direksi akibat kejahatan keuangan; apabila terjadi, penanganannya akan mengikuti ketentuan Perusahaan dan peraturan perundang-undangan yang berlaku. There is no specific written policy on the resignation of Directors due to financial crimes; should such a case occur, it will be handled in accordance with Company provisions and applicable regulations.
1.2	Penilaian Kinerja - Direksi dan Anggotanya Performance Assessment – Board of Directors and Members				
	1.2.1		Dewan Komisaris melakukan evaluasi formal tahunan secara objektif dan independen untuk menentukan efektivitas Direksi dan setiap individu Direktur. The Board of Commissioners conducts annual formal evaluations objectively and independently to determine the effectiveness of the Board of Directors and each individual director.	√	Kinerja Direksi dinilai secara kolegial melalui Kontrak Manajemen tahunan berbasis *Key Performance Indicator* (KPI) yang ditetapkan RUPS RKAP tanggal 24 Januari 2025. Board of Directors performance is assessed collegially through an annual KPI-based Management Contract established by the RKAP GMS of January 24, 2025.
		1.2.1.1	Dewan Komisaris menetapkan kebijakan penilaian sendiri (*self-assessment*) bagi Direksi untuk menilai kinerja Direksi. Hasil penilaian sendiri disampaikan kepada Dewan Komisaris untuk dinilai dan bila diperlukan disesuaikan dengan penilaian Dewan Komisaris. The Board of Commissioners establishes a self-assessment policy for the Board of Directors to assess the performance of the Board of Directors. The results of the self-assessment are submitted to the Board of Commissioners to be assessed and if necessary adjusted with the Board of Commissioners' assessment.	√	Kinerja Direksi dinilai secara kolegial melalui Kontrak Manajemen tahunan berbasis *Key Performance Indicator* (KPI) yang ditetapkan RUPS RKAP tanggal 24 Januari 2025. Board of Directors performance is assessed collegially through an annual KPI-based Management Contract established by the RKAP GMS of January 24, 2025.

Prinsip Principle	Rekomendasi Recommendation	Panduan Guideline	Uraian Description	*Apply or Explain*	Keterangan Penerapan Implementation
		1.2.1.2	Kebijakan penilaian sendiri atau kebijakan penilaian lainnya didasarkan pada tolok ukur penilaian yang spesifik, terukur, dapat dicapai, dan relevan serta sesuai dengan yang ditetapkan Dewan Komisaris berdasarkan pertimbangan Komite Nominasi dan Remunerasi dan sebagai dasar penilaian akuntabilitas Direksi mengenai tingkat keberhasilan Korporasi dalam mencapai target-target kinerja. Tolak ukur yang terpilih dicantumkan ke dalam kontrak kesepakatan kerja antara Direksi dengan Dewan Komisaris. The self-assessment policy or other assessment policy is based on specific, measurable, achievable, and relevant assessment benchmarks as determined by the Board of Commissioners based on the consideration of the Nomination and Remuneration Committee and as a basis for assessing the accountability of the Board of Directors regarding the level of success of the Corporation in achieving performance targets. The selected benchmarks are included in the employment agreement contract between the Board of Directors and the Board of Commissioners.	√	Kinerja Direksi dinilai secara kolegial melalui Kontrak Manajemen tahunan berbasis *Key Performance Indicator* (KPI) yang ditetapkan RUPS RKAP tanggal 24 Januari 2025. Board of Directors performance is assessed collegially through an annual KPI-based Management Contract established by the RKAP GMS of January 24, 2025.
		1.2.1.3	Skema remunerasi yang berupa saham yang diberikan kepada Direktur, Komisaris, dan karyawan harus mendapat persetujuan dari pemegang saham. Remuneration schemes in the form of shares granted to Directors, Commissioners and employees must be approved by shareholders.	x	Perusahaan belum memiliki skema remunerasi berbasis saham bagi Direksi, Dewan Komisaris, maupun karyawan sehingga ketentuan persetujuan pemegang saham atas skema tersebut belum relevan diterapkan. The Company does not yet have a share-based remuneration scheme for Directors, Commissioners, or employees, so shareholder-approval provisions for such schemes are not yet applicable.
		1.2.1.4	Perpanjangan masa jabatan direktur didasarkan pada hasil evaluasi kinerja yang memuaskan atas kontribusinya. The extension of a director's term of office is based on the results of a satisfactory performance evaluation of his or her contribution.	x	Perpanjangan masa jabatan Direktur mengikuti mekanisme RUPS berdasarkan Anggaran Dasar dan belum secara eksplisit dikaitkan semata-mata pada hasil evaluasi kinerja individual sebagai dasar perpanjangan. Extension of a Director's term follows the GMS mechanism under the Articles of Association and is not yet explicitly and solely linked to individual performance-evaluation outcomes.
	1.2.2		Dewan Komisaris dengan pertimbangan Komite Nominasi dan Remunerasi, bertanggung jawab menentukan kriteria evaluasi kinerja dan menilai kinerja Direktur Utama dan anggota Direksi lainnya. The Board of Commissioners, with the consideration of the Nomination and Remuneration Committee, is responsible for determining performance evaluation criteria and assessing the performance of the President Director and other members of the Board of Directors.	√	Kinerja Direksi dinilai secara kolegial melalui Kontrak Manajemen tahunan berbasis *Key Performance Indicator* (KPI) yang ditetapkan RUPS RKAP tanggal 24 Januari 2025. Board of Directors performance is assessed collegially through an annual KPI-based Management Contract established by the RKAP GMS of January 24, 2025.

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		1.2.2.1	Dewan Komisaris memastikan bahwa evaluasi kinerja Direktur Utama didasarkan pada kriteria yang telah ditentukan sebelumnya yang telah dikomunikasikan kepadanya terlebih dahulu. Kriteria atau evaluasi kinerja harus memberi insentif kepada Direktur Utama untuk menjalankan perannya dalam mendukung pencapaian tujuan korporasi dan penciptaan nilai berkelanjutan. The Board of Commissioners ensures that the performance evaluation of the President Director is based on pre-determined criteria that have been communicated to him/her in advance. The criteria or performance evaluation should incentivize the President Director to perform his/her role in supporting the achievement of corporate objectives and sustainable value creation.	√	Kinerja Direksi dinilai secara kolegial melalui Kontrak Manajemen tahunan berbasis *Key Performance Indicator* (KPI) yang ditetapkan RUPS RKAP tanggal 24 Januari 2025. Board of Directors performance is assessed collegially through an annual KPI-based Management Contract established by the RKAP GMS of January 24, 2025.
		1.2.2.2	Dewan Komisaris dengan pertimbangan Komite Nominasi dan Remunerasi melakukan evaluasi kinerja tahunan terhadap Direktur Utama. Dewan Komisaris atau Ketua Komite Nominasi dan Remunerasi yang ditunjuk Dewan Komisaris mengkomunikasikan hasil (termasuk area pengembangan) evaluasi kinerja kepada Direktur Utama. The Board of Commissioners with the consideration of the Nomination and Remuneration Committee conducts an annual performance evaluation of the President Director. The Board of Commissioners or the Chairman of the Nomination and Remuneration Committee appointed by the Board of Commissioners communicates the results (including areas of development) of the performance evaluation to the President Director.	√	Kinerja Direksi dinilai secara kolegial melalui Kontrak Manajemen tahunan berbasis *Key Performance Indicator* (KPI) yang ditetapkan RUPS RKAP tanggal 24 Januari 2025. Board of Directors performance is assessed collegially through an annual KPI-based Management Contract established by the RKAP GMS of January 24, 2025.
		1.2.2.3	Dewan Komisaris dengan pertimbangan Komite Nominasi dan Remunerasi menyetujui kriteria evaluasi kinerja anggota Direksi lainnya. Dewan Komisaris memastikan Direktur Utama mengevaluasi kinerja anggota Direksi lainnya secara obyektif dan akurat berdasarkan kriteria evaluasi kinerja yang telah ditentukan sebelumnya. The Board of Commissioners with the consideration of the Nomination and Remuneration Committee approves the performance evaluation criteria of other members of the Board of Directors. The Board of Commissioners ensures that the President Director evaluates the performance of other members of the Board of Directors objectively and accurately based on predetermined performance evaluation criteria.	√	Kinerja Direksi dinilai secara kolegial melalui Kontrak Manajemen tahunan berbasis *Key Performance Indicator* (KPI) yang ditetapkan RUPS RKAP tanggal 24 Januari 2025. Board of Directors performance is assessed collegially through an annual KPI-based Management Contract established by the RKAP GMS of January 24, 2025.

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1.3	Peran dan Tanggung Jawab Dewan Komisaris Roles and Responsibilities of the Board of Commissioners				
	1.3.1		Dewan Komisaris mereviu strategi korporasi paling tidak setiap tahun dan menyetujui misi, visi dan strategi korporasi yang dirumuskan oleh Direksi. Dewan Komisaris juga mereviu, memberikan saran dan menyetujui rencana bisnis dan rencana keuangan jangka panjang dan rencana keuangan jangka pendek korporasi. Dewan Komisaris memberikan advis dan melakukan pemantauan kepada Direksi atas pengelolaan implementasinya. Direksi dan Dewan Komisaris terlibat dalam keputusan yang sangat penting bagi korporasi, diatur dalam anggaran dasar korporasi. The Board of Commissioners reviews the corporate strategy at least annually and approves the mission, vision and corporate strategy formulated by the Board of Directors. The Board of Commissioners also reviews, provides advice and approves business plans and long-term financial plans and short-term financial plans of the corporation. The Board of Commissioners provides advice and monitors the Board of Directors regarding implementation management. The Board of Directors and Board of Commissioners are involved in very important decisions for the corporation, regulated in the corporation's articles of association.	√	Dewan Komisaris mengawasi pengelolaan Perusahaan oleh Direksi, memantau, mereviu, dan menyetujui Laporan Tahunan serta Laporan Keberlanjutan Perusahaan, dan mengawasi proses pengungkapan dan komunikasi korporat. The Board of Commissioners oversees the Company's management by the Board of Directors, monitors, reviews, and approves the Annual Report and Sustainability Report, and oversees the corporate disclosure and communication process.
	1.3.2		Jenis keputusan yang memerlukan persetujuan Dewan Komisaris harus diungkapkan dalam laporan tahunan The types of decisions that require approval from the Board of Commissioners must be disclosed in the annual report	√	Dewan Komisaris mengawasi pengelolaan Perusahaan oleh Direksi, memantau, mereviu, dan menyetujui Laporan Tahunan serta Laporan Keberlanjutan Perusahaan, dan mengawasi proses pengungkapan dan komunikasi korporat. The Board of Commissioners oversees the Company's management by the Board of Directors, monitors, reviews, and approves the Annual Report and Sustainability Report, and oversees the corporate disclosure and communication process.
	1.3.3		Dengan memperhatikan rekomendasi Komite Nominasi dan Remunerasi, Dewan Komisaris mengusulkan kepada, dan untuk diputuskan oleh, RUPS pengangkatan dan/ atau pemberhentian anggota Direksi dan anggota Dewan Komisaris. Dalam mengusulkan hal di atas, Dewan Komisaris memperhatikan keberagaman, unsur nondiskriminatif dan memberikan kesempatan yang sama tanpa membedakan suku, agama, ras, antar golongan dan gender. Dewan Komisaris memastikan proses pencalonan dan pemilihan anggota Direksi dan anggota Dewan Komisaris adalah formal dan transparan. By taking into account the recommendations of the Nomination and Remuneration Committee, the Board of Commissioners proposes to, and is decided by, the GMS the appointment and/or dismissal of members of the Board of Directors and members of the Board of Commissioners. In proposing the above, the Board of Commissioners pays attention to diversity, non-discriminatory elements and provides equal opportunities without distinction between ethnicity, religion, race, group and gender. The Board of Commissioners ensures that the nomination and election process for members of the Board of Directors and members of the Board of Commissioners is formal and transparent.	√	Dewan Komisaris mengawasi pengelolaan Perusahaan oleh Direksi, memantau, mereviu, dan menyetujui Laporan Tahunan serta Laporan Keberlanjutan Perusahaan, dan mengawasi proses pengungkapan dan komunikasi korporat. The Board of Commissioners oversees the Company's management by the Board of Directors, monitors, reviews, and approves the Annual Report and Sustainability Report, and oversees the corporate disclosure and communication process.

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	1.3.4		Dewan Komisaris atau Komite yang menjalankan fungsi nominasi menyusun kebijakan suksesi dalam proses nominasi anggota Direksi. Setiap tahun Dewan Komisaris meninjau pelaporan pelaksanaan rencana pengembangan dan suksesi yang disampaikan Direktur Utama. The Board of Commissioners or the Committee that carries out the nomination function prepares a succession policy in the nomination process for members of the Board of Directors. Every year, the Board of Commissioners reviews reports on the implementation of development and succession plans submitted by the President Director.	√	Dewan Komisaris mengawasi pengelolaan Perusahaan oleh Direksi, memantau, mereviu, dan menyetujui Laporan Tahunan serta Laporan Keberlanjutan Perusahaan, dan mengawasi proses pengungkapan dan komunikasi korporat. The Board of Commissioners oversees the Company's management by the Board of Directors, monitors, reviews, and approves the Annual Report and Sustainability Report, and oversees the corporate disclosure and communication process.
	1.3.5		Dewan Komisaris: 1. Mengajukan kepada RUPS, yang dapat didahului oleh usulan dari Komite yang menjalankan fungsi remunerasi, besaran remunerasi anggota Direksi dan anggota Dewan Komisaris yang selaras dengan pengembangan korporasi yang berkelanjutan dan kepentingan jangka panjang korporasi dan pemegang saham; 2. Secara berkala mereviu sistem remunerasi Direksi dan Dewan Komisaris. Board of Commissioners: 1. Submit to the GMS, which may be preceded by a proposal from the Committee carrying out the remuneration function, the amount of remuneration for members of the Board of Directors and members of the Board of Commissioners that is in line with sustainable corporate development and the long-term interests of the corporation and shareholders; 2. Periodically review the remuneration system for the Board of Directors and Board of Commissioners.	√	Dewan Komisaris mengawasi pengelolaan Perusahaan oleh Direksi, memantau, mereviu, dan menyetujui Laporan Tahunan serta Laporan Keberlanjutan Perusahaan, dan mengawasi proses pengungkapan dan komunikasi korporat. The Board of Commissioners oversees the Company's management by the Board of Directors, monitors, reviews, and approves the Annual Report and Sustainability Report, and oversees the corporate disclosure and communication process.
	1.3.6		Dewan Komisaris mengawasi efektivitas kebijakan governansi korporat dan implementasinya serta mengusulkan perubahan jika diperlukan. The Board of Commissioners supervises the effectiveness of corporate governance policies and their implementation and proposes changes if necessary.	√	Dewan Komisaris mengawasi pengelolaan Perusahaan oleh Direksi, memantau, mereviu, dan menyetujui Laporan Tahunan serta Laporan Keberlanjutan Perusahaan, dan mengawasi proses pengungkapan dan komunikasi korporat. The Board of Commissioners oversees the Company's management by the Board of Directors, monitors, reviews, and approves the Annual Report and Sustainability Report, and oversees the corporate disclosure and communication process.
		1.3.6.1	Dewan Komisaris memastikan dilakukannya evaluasi secara berkala atas implementasi kebijakan governansi korporat baik secara mandiri maupun menggunakan konsultan eksternal independen. The Board of Commissioners ensures periodic evaluation of the implementation of corporate governance policies either independently or using independent external consultants.	√	Dewan Komisaris mengawasi pengelolaan Perusahaan oleh Direksi, memantau, mereviu, dan menyetujui Laporan Tahunan serta Laporan Keberlanjutan Perusahaan, dan mengawasi proses pengungkapan dan komunikasi korporat. The Board of Commissioners oversees the Company's management by the Board of Directors, monitors, reviews, and approves the Annual Report and Sustainability Report, and oversees the corporate disclosure and communication process.

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	1.3.7		Dewan Komisaris memantau dan mengarahkan agar korporasi menerapkan manajemen risiko dan sistem pengendalian internal yang tepat dan efektif yang selaras dengan tujuan, sasaran, dan strategi korporasi serta mematuhi peraturan perundang-undangan, kode perilaku dan standar yang berlaku. The Board of Commissioners supervises and directs the corporation to implement appropriate and effective risk management and internal control systems that are in line with corporate goals, objectives and strategies and comply with applicable laws and regulations, codes of conduct and standards.	√	Dewan Komisaris mengawasi pengelolaan Perusahaan oleh Direksi, memantau, mereviu, dan menyetujui Laporan Tahunan serta Laporan Keberlanjutan Perusahaan, dan mengawasi proses pengungkapan dan komunikasi korporat. The Board of Commissioners oversees the Company's management by the Board of Directors, monitors, reviews, and approves the Annual Report and Sustainability Report, and oversees the corporate disclosure and communication process.
		1.3.7.1	Dewan Komisaris memahami sifat dan ruang lingkup risiko utama korporasi, serta secara berkala meninjau dan menyetujui selera risiko (*risk appetite*) korporasi. The Board of Commissioners understands the nature and scope of the Corporation's principal risks, and regularly reviews and approves the Corporation's risk appetite.	√	Dewan Komisaris mengawasi pengelolaan Perusahaan oleh Direksi, memantau, mereviu, dan menyetujui Laporan Tahunan serta Laporan Keberlanjutan Perusahaan, dan mengawasi proses pengungkapan dan komunikasi korporat. The Board of Commissioners oversees the Company's management by the Board of Directors, monitors, reviews, and approves the Annual Report and Sustainability Report, and oversees the corporate disclosure and communication process.
		1.3.7.2	Dewan Komisaris memantau dan menyampaikan masukan untuk meyakinkan bahwa: 1. Penetapan dan penerapan kebijakan manajemen risiko adalah konsisten dengan tujuan, sasaran, strategi, dan selera risiko (*risk appetite*) korporasi; 2. Kebijakan manajemen risiko dapat memberikan sinyal peringatan dini (*early warning signals*) atas risiko material; 3. Kebijakan manajemen risiko ditinjau secara berkala, misalnya setiap tahun. The Board of Commissioners monitors and provides input to ensure that: 1. The establishment and implementation of risk management policies are consistent with the corporate objectives, targets, strategies, and risk appetite; 2. Risk management policies can provide early warning signals for material risks; 3. Risk management policies are reviewed periodically, for example, annually.	√	Dewan Komisaris mengawasi pengelolaan Perusahaan oleh Direksi, memantau, mereviu, dan menyetujui Laporan Tahunan serta Laporan Keberlanjutan Perusahaan, dan mengawasi proses pengungkapan dan komunikasi korporat. The Board of Commissioners oversees the Company's management by the Board of Directors, monitors, reviews, and approves the Annual Report and Sustainability Report, and oversees the corporate disclosure and communication process.
		1.3.7.3	Dewan Komisaris memantau dan menyampaikan masukan agar risiko utama teridentifikasi melalui pertimbangan faktor internal dan eksternal. The Board of Commissioners monitors and provides input so that key risks are identified through consideration of internal and external factors.	√	Dewan Komisaris mengawasi pengelolaan Perusahaan oleh Direksi, memantau, mereviu, dan menyetujui Laporan Tahunan serta Laporan Keberlanjutan Perusahaan, dan mengawasi proses pengungkapan dan komunikasi korporat. The Board of Commissioners oversees the Company's management by the Board of Directors, monitors, reviews, and approves the Annual Report and Sustainability Report, and oversees the corporate disclosure and communication process.

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		1.3.7.4	Dewan Komisaris memantau dan menyampaikan masukan untuk meyakinkan bahwa dampak dan kemungkinan terjadinya risiko telah dinilai, dan bahwa tersedia strategi dan rencana mitigasi risiko yang tepat. The Board of Commissioners monitors and provides input to ensure that the impact and likelihood of risks are assessed, and that appropriate risk mitigation strategies and plans are in place.	√	Dewan Komisaris mengawasi pengelolaan Perusahaan oleh Direksi, memantau, mereviu, dan menyetujui Laporan Tahunan serta Laporan Keberlanjutan Perusahaan, dan mengawasi proses pengungkapan dan komunikasi korporat. The Board of Commissioners oversees the Company's management by the Board of Directors, monitors, reviews, and approves the Annual Report and Sustainability Report, and oversees the corporate disclosure and communication process.
		1.3.7.5	Dewan Komisaris secara teratur memantau efektivitas manajemen risiko, sistem pengendalian internal korporasi. The Board of Commissioners regularly monitors the effectiveness of the corporation's risk management and internal control systems.	√	Dewan Komisaris mengawasi pengelolaan Perusahaan oleh Direksi, memantau, mereviu, dan menyetujui Laporan Tahunan serta Laporan Keberlanjutan Perusahaan, dan mengawasi proses pengungkapan dan komunikasi korporat. The Board of Commissioners oversees the Company's management by the Board of Directors, monitors, reviews, and approves the Annual Report and Sustainability Report, and oversees the corporate disclosure and communication process.
	1.3.8	Dewan Komisaris mengawasi dan mengarahkan agar tercapai integritas akuntansi dan sistem pelaporan keuangan korporat, serta independensi fungsi audit internal dan eksternal. The Board of Commissioners supervises and directs the achievement of the integrity of the corporate accounting and financial reporting system, as well as the independence of the internal and external audit functions.		√	Dewan Komisaris mengawasi pengelolaan Perusahaan oleh Direksi, memantau, mereviu, dan menyetujui Laporan Tahunan serta Laporan Keberlanjutan Perusahaan, dan mengawasi proses pengungkapan dan komunikasi korporat. The Board of Commissioners oversees the Company's management by the Board of Directors, monitors, reviews, and approves the Annual Report and Sustainability Report, and oversees the corporate disclosure and communication process.
		1.3.8.1	Sebelum menyetujui laporan keuangan, Dewan Komisaris menerima pernyataan dari Direktur Utama dan Direktur Keuangan korporasi, bahwa menurut pendapat mereka, catatan keuangan entitas telah dikelola dengan baik dan laporan keuangan telah disusun sesuai dengan standar akuntansi yang berlaku dan menyajikan secara wajar tentang posisi dan kinerja keuangan korporasi dan bahwa pendapat mereka tersebut dibentuk berdasarkan sistem manajemen risiko dan pengendalian internal yang didesain secara tepat dan diimplementasikan secara efektif. Before approving the financial statements, the Board of Commissioners receives statements from the President Director and Director of Finance of the corporation, stating that in their opinion, the entity's financial records have been managed properly and the financial statements have been prepared in accordance with applicable accounting standards, fairly presenting the corporate financial position and performance. They further assert that their opinions are formed based on a properly designed and effectively implemented internal control and risk management system.	√	Dewan Komisaris mengawasi pengelolaan Perusahaan oleh Direksi, memantau, mereviu, dan menyetujui Laporan Tahunan serta Laporan Keberlanjutan Perusahaan, dan mengawasi proses pengungkapan dan komunikasi korporat. The Board of Commissioners oversees the Company's management by the Board of Directors, monitors, reviews, and approves the Annual Report and Sustainability Report, and oversees the corporate disclosure and communication process.

Prinsip Principle	Rekomendasi Recommendation	Panduan Guideline	Uraian Description	*Apply or Explain*	Keterangan Penerapan Implementation
	1.3.9		Dewan Komisaris memantau, mereviu dan menyetujui laporan tahunan dan laporan keberlanjutan Korporasi serta memastikan integritasnya, serta mengawasi proses pengungkapan dan pengkomunikasian korporasi. The Board of Commissioners supervises, reviews and approves the Corporation's annual reports and sustainability reports and ensures their integrity, as well as oversees the corporate disclosure and communication process.	√	Dewan Komisaris mengawasi pengelolaan Perusahaan oleh Direksi, memantau, mereviu, dan menyetujui Laporan Tahunan serta Laporan Keberlanjutan Perusahaan, dan mengawasi proses pengungkapan dan komunikasi korporat. The Board of Commissioners oversees the Company's management by the Board of Directors, monitors, reviews, and approves the Annual Report and Sustainability Report, and oversees the corporate disclosure and communication process.
	1.3.10		Piagam Dewan Komisaris secara periodik ditinjau. The Board of Commissioners Charter is periodically reviewed.	√	Dewan Komisaris mengawasi pengelolaan Perusahaan oleh Direksi, memantau, mereviu, dan menyetujui Laporan Tahunan serta Laporan Keberlanjutan Perusahaan, dan mengawasi proses pengungkapan dan komunikasi korporat. The Board of Commissioners oversees the Company's management by the Board of Directors, monitors, reviews, and approves the Annual Report and Sustainability Report, and oversees the corporate disclosure and communication process.
	1.3.11		Dewan Komisaris mempunyai kebijakan terkait pengunduran diri anggota Dewan Komisaris apabila terlibat dalam kejahatan keuangan dan terbukti melakukan kesalahan. The Board of Commissioners has a policy regarding the resignation of members of the Board of Commissioners if they are involved in financial crimes and are proven to have made a mistake.	x	Belum terdapat kebijakan tertulis khusus mengenai pengunduran diri anggota Dewan Komisaris akibat kejahatan keuangan; penanganannya akan mengikuti ketentuan Perusahaan dan peraturan yang berlaku apabila terjadi. There is no specific written policy on the resignation of Board of Commissioners members due to financial crimes; such cases, if they occur, will be handled in accordance with Company provisions and applicable regulations.
	1.3.12		Komisaris independen sangat diharapkan untuk dapat berkontribusi dalam diskusi yang jujur, obyektif, aktif dan konstruktif pada rapat Dewan Komisaris. Independent commissioners are highly expected to be able to contribute to honest, objective, active and constructive discussions at Board of Commissioners meetings.	√	Dewan Komisaris mengawasi pengelolaan Perusahaan oleh Direksi, memantau, mereviu, dan menyetujui Laporan Tahunan serta Laporan Keberlanjutan Perusahaan, dan mengawasi proses pengungkapan dan komunikasi korporat. The Board of Commissioners oversees the Company's management by the Board of Directors, monitors, reviews, and approves the Annual Report and Sustainability Report, and oversees the corporate disclosure and communication process.

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		1.3.12.1	Jika Komisaris Utama bukan Komisaris Independen, maka Dewan Komisaris menunjuk Komisaris Independen atau Komisaris Independen yang senior (jika Komisaris Independen lebih dari satu orang) untuk menjalankan peran Komisaris Utama untuk tugas-tugas Komisaris Utama yang memiliki potensi benturan kepentingan dengan pihak terafiliasi. Kriteria dalam menunjuk Komisaris Independen senior yaitu: 1. Mampu menyampaikan pendapat/argumen secara konstruktif kepada Komisaris Utama; 2. Dibandingkan komisaris lainnya, memiliki pengetahuan lebih tentang korporasi, termasuk kinerja, pasar, dan pemangku kepentingannya; 3. Mampu memberikan pandangan/pemikiran yang berimbang terhadap isu dan perhatian dari pemegang saham mayoritas. If the President Commissioner is not an Independent Commissioner, then the Board of Commissioners appoints an Independent Commissioner or a senior Independent Commissioner (if there is more than one Independent Commissioner) to fulfill the role of the President Commissioner for tasks that may pose a potential conflict of interest with affiliated parties. The criteria for appointing a senior Independent Commissioner are as follows: 1. Capable of delivering opinions/ arguments constructively to the President Commissioner ; 2. Compared to other commissioners, possesses greater knowledge about the corporation, including its performance, markets, and stakeholders; 3. Capable of providing balanced perspectives on issues and concerns from the majority shareholders.	x	Ketentuan mengenai penunjukan Komisaris Independen senior untuk menggantikan peran Komisaris Utama pada isu yang berpotensi benturan kepentingan dengan pihak terafiliasi belum diatur secara spesifik. Provisions on appointing a senior Independent Commissioner to assume the President Commissioner's role on matters involving potential conflicts of interest with affiliated parties have not been specifically established.
		1.3.12.2	Dalam menjalankan peran sebagai anggota Dewan Komisaris, Komisaris independen agar: 1. Bertindak untuk kepentingan terbaik korporasi; 2. Memantau benturan kepentingan antara korporasi dengananggota Direksi dan Dewan Komisaris atau pemegang saham pengendali; 3. Memperhatikan secara independen pandangan pemegang saham minoritas dan pemangku kepentingan lainnya; dan 4. Mendorong dialog antara manajemen, pemegang saham, dan pemangku kepentingan lainnya. In fulfilling the role as a member of the Board of Commissioners, the Independent Commissioner is expected to: 1. Act in the best interest of the corporation; 2. Monitor conflicts of interest between the corporation and members of the Board of Directors, the Board of Commissioners, or controlling shareholders; 3. Independently consider the viewpoints of minority shareholders and other stakeholders; and 4. dEncourage dialogue between management, shareholders, and other stakeholders.	√	Dewan Komisaris mengawasi pengelolaan Perusahaan oleh Direksi, memantau, mereviu, dan menyetujui Laporan Tahunan serta Laporan Keberlanjutan Perusahaan, dan mengawasi proses pengungkapan dan komunikasi korporat. The Board of Commissioners oversees the Company's management by the Board of Directors, monitors, reviews, and approves the Annual Report and Sustainability Report, and oversees the corporate disclosure and communication process.

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		1.3.12.3	Korporasi mengungkapkan alasan berakhirnya tugas komisaris independen yang terjadi sebelum masa jabatan berakhir. The corporation discloses the reason for the end of the independent commissioner's duties that occurred before the end of the term of office.	x	Perusahaan belum memiliki ketentuan baku mengenai pengungkapan alasan berakhirnya masa tugas Komisaris Independen yang terjadi sebelum masa jabatan berakhir. The Company does not yet have standard provisions for disclosing the reasons for an Independent Commissioner's early departure before the end of their term.
	1.3.13	Komisaris Utama berperan sebagai koordinator Dewan Komisaris dan memastikan efektivitasnya. Komisaris Utama mendorong budaya keterbukaan dan dialog konstruktif yang memungkinkan berbagai pandangan diungkapkan, termasuk mengkoordinasi penetapan agenda rapat dewan yang tepat dan memastikan waktu yang cukup tersedia untuk mendiskusikan semua agenda. Selain itu, juga harus ada kesempatan bagi Dewan Komisaris untuk bertemu dengan jajaran Direksi dan manajemen senior. President Commissioner acts as coordinator of the Board of Commissioners and ensures its effectiveness. The President Commissioner encourages a culture of openness and constructive dialogue that allows a variety of views to be expressed, including coordinating the setting of appropriate board meeting agendas and ensuring sufficient time is available to discuss all agenda items. Apart from that, there must also be an opportunity for the Board of Commissioners to meet with the Board of Directors and senior management.		√	Dewan Komisaris mengawasi pengelolaan Perusahaan oleh Direksi, memantau, mereviu, dan menyetujui Laporan Tahunan serta Laporan Keberlanjutan Perusahaan, dan mengawasi proses pengungkapan dan komunikasi korporat. The Board of Commissioners oversees the Company's management by the Board of Directors, monitors, reviews, and approves the Annual Report and Sustainability Report, and oversees the corporate disclosure and communication process.
		1.3.13.1	Rincian tugas Komisaris Utama diungkapkan dalam laporan tahunan dan situs web korporasi. Details of the duties of the President Commissioner are disclosed in the annual report and the corporation's website.	√	Dewan Komisaris mengawasi pengelolaan Perusahaan oleh Direksi, memantau, mereviu, dan menyetujui Laporan Tahunan serta Laporan Keberlanjutan Perusahaan, dan mengawasi proses pengungkapan dan komunikasi korporat. The Board of Commissioners oversees the Company's management by the Board of Directors, monitors, reviews, and approves the Annual Report and Sustainability Report, and oversees the corporate disclosure and communication process.
		1.3.13.2	Komisaris Utama mengkoordinasi pembagian peran pengawasan di antara para anggota Dewan Komisaris, memimpin rapat Dewan Komisaris dan mewakili Dewan Komisaris dalam urusan dengan pihak luar Dewan Komisaris. The President Commissioner coordinates the division of supervisory roles among the members of the Board of Commissioners, chairs Board of Commissioners meetings and represents the Board of Commissioners in dealings with external parties.	√	Dewan Komisaris mengawasi pengelolaan Perusahaan oleh Direksi, memantau, mereviu, dan menyetujui Laporan Tahunan serta Laporan Keberlanjutan Perusahaan, dan mengawasi proses pengungkapan dan komunikasi korporat. The Board of Commissioners oversees the Company's management by the Board of Directors, monitors, reviews, and approves the Annual Report and Sustainability Report, and oversees the corporate disclosure and communication process.

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		1.3.13.3	Mantan Direktur Utama dan anggota Direksi yang terpilih sebagai anggota Dewan Komisaris tidak dapat langsung ditetapkan sebagai Komisaris utama. Perlu ada masa jeda 2 (dua) tahun untuk dapat ditunjuk kembali sebagai Komisaris Utama. Jika Dewan Komisaris memutuskan bahwa mantan Direktur Utama/anggota Direksi perlu menjadi Komisaris utama, maka Dewan Komisaris memberikan alasan dan penjelasan dalam Laporan Tahunan. Former President Directors and members of the Board of Directors who are elected as members of the Board of Commissioners cannot be directly appointed as President Commissioner. There is a 2 (two) year gap to be re-appointed as President Commissioner. If the Board of Commissioners decides that a former President Director/ Member of the Board of Directors should be appointed as President Commissioner, the Board of Commissioners shall provide reasons and explanations in the Annual Report.	√	Dewan Komisaris mengawasi pengelolaan Perusahaan oleh Direksi, memantau, mereviu, dan menyetujui Laporan Tahunan serta Laporan Keberlanjutan Perusahaan, dan mengawasi proses pengungkapan dan komunikasi korporat. The Board of Commissioners oversees the Company's management by the Board of Directors, monitors, reviews, and approves the Annual Report and Sustainability Report, and oversees the corporate disclosure and communication process.
1.4	Pembentukan Komite Committee Formation				
	1.4.1	Korporasi memiliki komite-komite di bawah Dewan Komisaris sekurang-kurangnya terdiri dari: Komite Audit, Komite Nominasi dan Remunerasi dan Komite Pemantau Manajemen Risiko. The Corporation has committees under the Board of Commissioners consisting of at least: Audit Committee, Nomination and Remuneration Committee, and Risk Management Monitoring Committee.		√	Dewan Komisaris didukung oleh organ pendukung yaitu Sekretaris Dewan Komisaris, Komite Audit (33 kali rapat sepanjang 2025, kehadiran rata-rata 100%), Komite Nominasi Remunerasi, dan Komite Pemantau Risiko, masing-masing memiliki piagam tersendiri. The Board of Commissioners is supported by the Secretary of the Board of Commissioners, the Audit Committee (33 meetings in 2025, average attendance of 100%), the Nomination and Remuneration Committee, and the Risk Monitoring Committee, each governed by its own charter.
		1.4.1.1	Untuk Komite yang tidak diwajibkan dalam aturan perundangan, jika tidak memiliki Komite, korporasi mengungkapkan fakta tersebut dan mengungkapkan proses yang digunakan untuk memastikan bahwa fungsi Komite tersebut dilaksanakan Dewan Komisaris sebagaimana mestinya. For committees not required by regulations, if the corporation does not have such a committee, it discloses this fact and discloses the process used to ensure that the functions of the committee are carried out by the Board of Commissioners as appropriate.	√	Dewan Komisaris didukung oleh organ pendukung yaitu Sekretaris Dewan Komisaris, Komite Audit (33 kali rapat sepanjang 2025, kehadiran rata-rata 100%), Komite Nominasi Remunerasi, dan Komite Pemantau Risiko, masing-masing memiliki piagam tersendiri. The Board of Commissioners is supported by the Secretary of the Board of Commissioners, the Audit Committee (33 meetings in 2025, average attendance of 100%), the Nomination and Remuneration Committee, and the Risk Monitoring Committee, each governed by its own charter.
	1.4.2	Dewan Komisaris memastikan bahwa anggota Komite Audit seluruhnya independen dan komite lain yang dibentuk Dewan Komisaris adalah mayoritas dari pihak independen, serta semua anggota komite memiliki kompetensi, berkomitmen, serta memiliki wewenang yang memadai untuk menjalankan perannya secara efektif dan independen. The Board of Commissioners ensures that all members of the Audit Committee are independent and that the majority of other committees formed by the Board of Commissioners are independent, and that all committee members are competent, committed and have sufficient authority to carry out their roles effectively and independently.		√	Dewan Komisaris didukung oleh organ pendukung yaitu Sekretaris Dewan Komisaris, Komite Audit (33 kali rapat sepanjang 2025, kehadiran rata-rata 100%), Komite Nominasi Remunerasi, dan Komite Pemantau Risiko, masing-masing memiliki piagam tersendiri. The Board of Commissioners is supported by the Secretary of the Board of Commissioners, the Audit Committee (33 meetings in 2025, average attendance of 100%), the Nomination and Remuneration Committee, and the Risk Monitoring Committee, each governed by its own charter.

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		1.4.2.1	Komite memiliki piagam yang secara jelas menetapkan perannya dan memberikan kepadanya semuas wewenang yang diperlukan untuk menjalankan perannya. Wewenang ini antara lain mencakup hak untuk memperoleh informasi, bertemu dengan pihak terkait sehubungan dengan pelaksanaan tugasnya (dengan atau tanpa kehadiran manajemen), dan meminta nasihat dari konsultan/ahli eksternal independen jika komite menilai diperlukan. The Committee has a charter that clearly defines its role and grants it all the authority necessary to carry out its role. These powers include, among others, the right to obtain information, meet with relevant parties in connection with the performance of its duties (with or without management present), and seek advice from independent external consultants/experts if the committee deems it necessary.	√	Dewan Komisaris didukung oleh organ pendukung yaitu Sekretaris Dewan Komisaris, Komite Audit (33 kali rapat sepanjang 2025, kehadiran rata-rata 100%), Komite Nominasi Remunerasi, dan Komite Pemantau Risiko, masing-masing memiliki piagam tersendiri. The Board of Commissioners is supported by the Secretary of the Board of Commissioners, the Audit Committee (33 meetings in 2025, average attendance of 100%), the Nomination and Remuneration Committee, and the Risk Monitoring Committee, each governed by its own charter.
	1.4.3		Untuk memastikan pemantauan atas pelaksanaan tugas Komite Audit berjalan obyektif dan independen, Komisaris Utama tidak boleh menjadi ketua Komite Audit, kecuali dalam keadaan luar biasa yang harus dijelaskan dalam laporan tahunan. To ensure that monitoring of the implementation of the Audit Committee's duties is objective and independent, President Commissioner may not be chairman of the Audit Committee, except in extraordinary circumstances which must be explained in the annual report.	√	Dewan Komisaris didukung oleh organ pendukung yaitu Sekretaris Dewan Komisaris, Komite Audit (33 kali rapat sepanjang 2025, kehadiran rata-rata 100%), Komite Nominasi Remunerasi, dan Komite Pemantau Risiko, masing-masing memiliki piagam tersendiri. The Board of Commissioners is supported by the Secretary of the Board of Commissioners, the Audit Committee (33 meetings in 2025, average attendance of 100%), the Nomination and Remuneration Committee, and the Risk Monitoring Committee, each governed by its own charter.
1.5	Penilaian Kinerja - Dewan Komisaris dan Anggotanya Performance Assessment - Board of Commissioners and Members				
	1.5.1		Dewan Komisaris melakukan evaluasi formal tahunan secara obyektif untuk menentukan efektivitas Dewan, komitenya, dan setiap individu komisaris. The Board of Commissioners conducts an annual formal evaluation objectively to determine the effectiveness of the Board, its committees and each individual commissioner.	√	Penilaian kinerja Dewan Komisaris dilakukan setiap tahun melalui mekanisme *self-assessment* berbasis indikator individu dan kolektif, dengan hasil disampaikan sebagai bagian dari laporan kepada RUPS. Board of Commissioners performance is assessed annually through a self-assessment mechanism based on individual and collective indicators, with results reported as part of the GMS reporting.
		1.5.1.1	Dewan Komisaris dapat mempunyai kebijakan penilaian sendiri (*self-assessment*) untuk menilai kinerja sebagai Dewan secara keseluruhan. The Board of Commissioners may have a self-assessment policy to assess its performance as a Board as a whole.	√	Penilaian kinerja Dewan Komisaris dilakukan setiap tahun melalui mekanisme *self-assessment* berbasis indikator individu dan kolektif, dengan hasil disampaikan sebagai bagian dari laporan kepada RUPS. Board of Commissioners performance is assessed annually through a self-assessment mechanism based on individual and collective indicators, with results reported as part of the GMS reporting.

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		1.5.1.2	Kebijakan penilaian sendiri atau kebijakan penilaian lainnya didasarkan pada tolok ukur atau kriteria penilaian yang spesifik, terukur, dapat dicapai, dan relevan serta sesuai dengan yang ditetapkan Dewan Komisaris. The self-assessment policy or other assessment policy is based on benchmarks or assessment criteria that are specific, measurable, achievable, and relevant and in accordance with those set by the Board of Commissioners.	√	Penilaian kinerja Dewan Komisaris dilakukan setiap tahun melalui mekanisme *self-assessment* berbasis indikator individu dan kolektif, dengan hasil disampaikan sebagai bagian dari laporan kepada RUPS. Board of Commissioners performance is assessed annually through a self-assessment mechanism based on individual and collective indicators, with results reported as part of the GMS reporting.
		1.5.1.3	Perpanjangan masa jabatan Komisaris didasarkan pada hasil evaluasi kinerja yang memuaskan atas kontribusinya. The extension of a Commissioner's term of office is based on the results of a satisfactory performance evaluation of his or her contribution.	√	Penilaian kinerja Dewan Komisaris dilakukan setiap tahun melalui mekanisme *self-assessment* berbasis indikator individu dan kolektif, dengan hasil disampaikan sebagai bagian dari laporan kepada RUPS. Board of Commissioners performance is assessed annually through a self-assessment mechanism based on individual and collective indicators, with results reported as part of the GMS reporting.
		1.5.1.4	Dewan Komisaris melibatkan konsultan eksternal independen secara berkala paling tidak sekali dalam masa jabatan, untuk memfasilitasi evaluasi kinerja Dewan Komisaris yang objektif dan jujur. The Board of Commissioners engages an independent external consultant periodically, at least once during the term of office, to facilitate an objective and honest evaluation of the Board of Commissioners' performance.	x	Dewan Komisaris belum melibatkan konsultan eksternal independen secara berkala untuk memfasilitasi evaluasi kinerjanya; penilaian kinerja saat ini dilakukan melalui mekanisme *self-assessment*. Board of Commissioners has not yet engaged independent external consultants on a regular basis to facilitate its performance evaluation; performance assessment is currently conducted through a self-assessment mechanism.
1.6	Benturan Kepentingan Conflict of Interest				

Prinsip Principle	Rekomendasi Recommendation	Panduan Guideline	Uraian Description	*Apply or Explain*	Keterangan Penerapan Implementation
	1.6.1		Anggota Direksi yang mempunyai rangkap jabatan di luar korporasi, harus mendapatkan persetujuan dari Dewan Komisaris. Seorang Komisaris memberi tahu Dewan Komisaris dan ketua komite yang menjalankan fungsi nominasi, sebelum menerima penunjukan baru sebagai direktur atau komisaris dari korporasi terbuka, jabatan direktur lainnya atau posisi lain dengan komitmen waktu yang signifikan. Members of Board of Directors who have concurrent positions outside the Corporation, must obtain approval from the Board of Commissioners. A Commissioner notifies the Board of Commissioners and the chairman of committee that carries out the nomination function, before accepting a new appointment as a director or commissioner of a publicly listed corporation, other directorships or other positions with significant time commitments	x	PMT bukan merupakan perusahaan terbuka dan merupakan Badan Usaha Milik Negara, sehingga ketentuan mengenai persetujuan Dewan Komisaris atas rangkap jabatan Direksi di korporasi terbuka lain tidak sepenuhnya relevan diterapkan. PMT is not a publicly listed company and is a state-owned enterprise, so provisions on Board of Commissioners' approval of Directors' concurrent positions at other listed corporations are not fully applicable.
		1.6.1.1	Dewan Komisaris memastikan kebijakan dan pedoman yang jelas bagi anggota Direksi yang menjabat atau ingin menjabat sebagai direktur atau komisaris di korporasi lain. Kebijakan harus menetapkan penunjukan yang diizinkan dan jumlah korporasi yang diizinkan yang di dalamnya mereka dibolehkan untuk secara bersamaan menjabat sebagai direktur atau komisaris. Members of the Board of Directors who hold concurrent positions outside the corporation must obtain approval from the Board of Commissioners. A Commissioner notifies the Board of Commissioners and the chair of the committee performing the nominating function, before accepting a new appointment as director or commissioner of a publicly traded corporation, other directorship or other position with a significant time commitment.	x	Perusahaan belum memiliki kebijakan dan pedoman tertulis khusus mengenai batasan jumlah dan jenis rangkap jabatan Direksi di korporasi lain. The Company does not yet have specific written policies and guidelines on the permissible number and type of Directors' concurrent positions at other corporations.
	1.6.2		Dewan Komisaris memantau dan mengelola potensi benturan kepentingan manajemen, anggota Direksi, Dewan Komisaris dan pemegang saham, termasuk penyalahgunaan aset korporasi dan penyalahgunaan dalam transaksi pihak berelasi. Komisaris yang memiliki benturan kepentingan tidak turut serta dalam pemantauan dan pengambilan keputusan atas potensi benturan kepentingan yang melibatkan Komisaris atau afiliasi Komisaris yang bersangkutan. The Board of Commissioners monitors and manages potential conflicts of interest of management, members of the Board of Directors, Board of Commissioners and shareholders, including misuse of corporate assets and misuse in related party transactions. Commissioners who have a conflict of interest do not participate in monitoring and making decisions regarding potential conflicts of interest involving the Commissioner or affiliates of the Commissioner concerned.	√	Benturan kepentingan dikelola melalui prinsip kemandirian (independensi) dalam Pedoman GCG dan Kode Etik Bisnis, yang mewajibkan pengungkapan dan pengelolaan benturan kepentingan bagi Direksi dan Dewan Komisaris di seluruh lini organisasi. Conflicts of interest are managed through the independence principle in the GCG Guidelines and Business Code of Conduct, which require disclosure and management of conflicts of interest by the Board of Directors and Board of Commissioners across all levels of the organization.
		1.6.2.1	Dewan Komisaris memiliki prosedur untuk memastikan bahwa anggota Direksi dan anggota Dewan Komisaris yang memiliki benturan kepentingan tidak ikut serta dalam pengambilan keputusan terkait (abstain) benturan kepentingan tersebut. The Board of Commissioners has procedures to ensure that members of the Board of Directors and members of the Board of Commissioners who have a conflict of interest do not participate in decision making related to the conflict of interest (abstain).	√	Benturan kepentingan dikelola melalui prinsip kemandirian (independensi) dalam Pedoman GCG dan Kode Etik Bisnis, yang mewajibkan pengungkapan dan pengelolaan benturan kepentingan bagi Direksi dan Dewan Komisaris di seluruh lini organisasi. Conflicts of interest are managed through the independence principle in the GCG Guidelines and Business Code of Conduct, which require disclosure and management of conflicts of interest by the Board of Directors and Board of Commissioners across all levels of the organization.

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		1.6.2.2	Setiap anggota Dewan Komisaris menginformasikan segera kepada Direksi dan Dewan Komisaris jika ada potensi benturan kepentingan, termasuk sebagai akibat dari kedudukannya sebagai konsultan atau pejabat di perusahaan pelanggan, pemasok, kreditur, atau partner bisnis lainnya. Each member of the Board of Commissioners informs the Board of Directors and the Board of Commissioners immediately if there is a potential conflict of interest, including as a result of his/her position as a consultant or officer in a customer company, suppliers, creditors, or other business partners.	√	Benturan kepentingan dikelola melalui prinsip kemandirian (independensi) dalam Pedoman GCG dan Kode Etik Bisnis, yang mewajibkan pengungkapan dan pengelolaan benturan kepentingan bagi Direksi dan Dewan Komisaris di seluruh lini organisasi. Conflicts of interest are managed through the independence principle in the GCG Guidelines and Business Code of Conduct, which require disclosure and management of conflicts of interest by the Board of Directors and Board of Commissioners across all levels of the organization.
		1.6.2.3	Semua anggota Direksi mengungkapkan dengan segera potensi benturan kepentingannya kepada Dewan Komisaris dan anggota Direksi lainnya serta tidak turut serta dalam pengambilan keputusan dalam hal yang bersangkutan memiliki benturan kepentingan. All members of the Board of Directors immediately disclose their potential conflicts of interest to the Board of Commissioners and other members of the Board of Directors and do not participate in decision-making in the event that they have a conflict of interest.	√	Benturan kepentingan dikelola melalui prinsip kemandirian (independensi) dalam Pedoman GCG dan Kode Etik Bisnis, yang mewajibkan pengungkapan dan pengelolaan benturan kepentingan bagi Direksi dan Dewan Komisaris di seluruh lini organisasi. Conflicts of interest are managed through the independence principle in the GCG Guidelines and Business Code of Conduct, which require disclosure and management of conflicts of interest by the Board of Directors and Board of Commissioners across all levels of the organization.
		1.6.2.4	Dalam laporannya, Dewan Komisaris menginformasikan kepada RUPS adanya benturan kepentingan material yang terjadi disertai perlakuannya. Benturan kepentingan material yang sifatnya tidak sekadar sementara waktu dapat berakibat pada penghentian jabatan sebagai anggota dewan. In its report, the Board of Commissioners informs the GMS of any material conflicts of interest that occur and their treatment. Material conflicts of interest that are not merely temporary in nature may result in termination of office as a board member.	√	Benturan kepentingan dikelola melalui prinsip kemandirian (independensi) dalam Pedoman GCG dan Kode Etik Bisnis, yang mewajibkan pengungkapan dan pengelolaan benturan kepentingan bagi Direksi dan Dewan Komisaris di seluruh lini organisasi. Conflicts of interest are managed through the independence principle in the GCG Guidelines and Business Code of Conduct, which require disclosure and management of conflicts of interest by the Board of Directors and Board of Commissioners across all levels of the organization.
1.7	Peningkatan Kompetensi Anggota Direksi dan Dewan Komisaris Competency Development for Members of the Board of Directors and Board of Commissioners				

Prinsip Principle	Rekomendasi Recommendation	Panduan Guideline	Uraian Description	*Apply or Explain*	Keterangan Penerapan Implementation
	1.7.1		Dewan Komisaris memastikan bahwa anggota Direksi dan Dewan Komisaris memahami peran dan tanggung jawab mereka, karakteristik dan operasi korporasi, peraturan perundang-undangan dan standar yang relevan serta kewajiban lain yang berlaku. Direksi melalui sekretaris korporasi mendukung semua anggota Direksi dan Dewan Komisaris dalam memperbarui dan menyegarkan keterampilan dan pengetahuan mereka yang diperlukan untuk menjalankan peran mereka di Dewan. The Board of Commissioners ensures that members of the Board of Directors and Board of Commissioners understand their roles and responsibilities, corporate characteristics and operations, relevant laws and regulations and standards as well as other applicable obligations. The Board of Directors through the corporate secretary supports all members of the Board of Directors and Board of Commissioners in updating and refreshing their skills and knowledge necessary to carry out their roles on the Board.	√	Direksi, Dewan Komisaris, dan organ pendukung (Komite, Satuan Pengawasan Intern, Sekretaris Perusahaan) secara rutin mengikuti program pelatihan dan pengembangan kompetensi, baik yang diselenggarakan secara internal maupun oleh lembaga eksternal. The Board of Directors, Board of Commissioners, and supporting organs (Committees, Internal Audit Unit, Corporate Secretary) regularly participate in training and competency development programs, organized both internally and by external institutions.
		1.7.1.1	Direksi memastikan bahwa anggota Direksi dan Dewan Komisaris yang baru diangkat menerima program pengenalan yang formal dan memadai serta semua informasi yang relevan dengan peran dan tanggung jawab mereka. The Board of Directors ensures that newly appointed members of the Board of Directors and Board of Commissioners receive a formal and adequate induction program and all information relevant to their roles and responsibilities.	√	Direksi, Dewan Komisaris, dan organ pendukung (Komite, Satuan Pengawasan Intern, Sekretaris Perusahaan) secara rutin mengikuti program pelatihan dan pengembangan kompetensi, baik yang diselenggarakan secara internal maupun oleh lembaga eksternal. The Board of Directors, Board of Commissioners, and supporting organs (Committees, Internal Audit Unit, Corporate Secretary) regularly participate in training and competency development programs, organized both internally and by external institutions.
		1.7.1.2	Anggota Direksi dan Dewan Komisaris secara teratur menerima program pelatihan dan pengembangan pengetahuan yang relevan, memadai dan berkelanjutan. Members of the Board of Directors and Board of Commissioners regularly receive relevant, adequate and sustainable training and knowledge development programs.	√	Direksi, Dewan Komisaris, dan organ pendukung (Komite, Satuan Pengawasan Intern, Sekretaris Perusahaan) secara rutin mengikuti program pelatihan dan pengembangan kompetensi, baik yang diselenggarakan secara internal maupun oleh lembaga eksternal. The Board of Directors, Board of Commissioners, and supporting organs (Committees, Internal Audit Unit, Corporate Secretary) regularly participate in training and competency development programs, organized both internally and by external institutions.
		1.7.1.3	Anggota Direksi dan Dewan Komisaris secara regular menerima informasi yang akurat, tepat waktu dan jelas mengenai perkembangan terakhir peraturan perundang-undangan dan standar yang relevan, kewajiban lain yang berlaku, faktor risiko, dan lingkungan bisnis korporasi The Board of Directors and Board of Commissioners regularly receive accurate, timely and clear information on the latest developments in relevant laws, regulations and standards, other applicable obligations, risk factors, and the corporate business environment.	√	Direksi, Dewan Komisaris, dan organ pendukung (Komite, Satuan Pengawasan Intern, Sekretaris Perusahaan) secara rutin mengikuti program pelatihan dan pengembangan kompetensi, baik yang diselenggarakan secara internal maupun oleh lembaga eksternal. The Board of Directors, Board of Commissioners, and supporting organs (Committees, Internal Audit Unit, Corporate Secretary) regularly participate in training and competency development programs, organized both internally and by external institutions.

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2	**Komposisi dan Remunerasi Direksi dan Dewan Komisaris** Composition and Remuneration of the Board of Directors and Board of Commissioners				
	2.1	Komposisi Direksi Composition of the Board of Directors			
		2.1.1	Dalam menentukan kandidat calon direktur, Dewan Komisaris melalui Komite Nominasi dan Remunersi tidak hanya mengandalkan rekomendasi dari Dewan Komisaris, manajemen atau pemegang saham mayoritas. Dewan Komisaris melalui Komite Nominasi dan Remunerasi dapat menggunakan sumber independen untuk menentukan kandidat yang memenuhi syarat. In determining prospective director candidates, the Board of Commissioners through the Nomination and Remuneration Committee does not only rely on recommendations from the Board of Commissioners, management or majority shareholders. The Board of Commissioners through the Nomination and Remuneration Committee can use independent sources to determine candidates who meet the requirements.	√	Susunan dan komposisi Direksi dan Dewan Komisaris ditetapkan melalui Keputusan RUPS/Keputusan Sirkuler Pemegang Saham dengan mempertimbangkan kompleksitas usaha dan kebutuhan pengelolaan Perusahaan; belum terdapat kebijakan tertulis khusus mengenai keberagaman komposisi, namun kesesuaian kompetensi dengan sektor kepelabuhanan tetap menjadi perhatian. The composition of the Board of Directors and Board of Commissioners is determined through GMS Resolutions/Circular Resolutions of Shareholders, taking into account business complexity and management needs; there is no specific written diversity policy yet, but alignment of competencies with the port sector remains a key consideration.
		2.1.2	Dewan Komisaris memastikan bahwa kriteria dalam menyeleksi anggota Direksi mencakup paling tidak pengetahuan, kemampuan, dan keahlian yang dibutuhkan untuk memenuhi secara tepat peran Direksi serta memperhatikan terpenuhinya keberagaman Direksi. The Board of Commissioners ensures that the criteria for selecting members of the Board of Directors include at least the knowledge, abilities and skills required to appropriately fulfill the role of the Board of Directors and pay attention to the fulfillment of the diversity of the Board of Directors.	√	Susunan dan komposisi Direksi dan Dewan Komisaris ditetapkan melalui Keputusan RUPS/Keputusan Sirkuler Pemegang Saham dengan mempertimbangkan kompleksitas usaha dan kebutuhan pengelolaan Perusahaan; belum terdapat kebijakan tertulis khusus mengenai keberagaman komposisi, namun kesesuaian kompetensi dengan sektor kepelabuhanan tetap menjadi perhatian. The composition of the Board of Directors and Board of Commissioners is determined through GMS Resolutions/Circular Resolutions of Shareholders, taking into account business complexity and management needs; there is no specific written diversity policy yet, but alignment of competencies with the port sector remains a key consideration.

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		2.1.2.1	Informasi tentang calon Direksi harus diungkapkan dalam proses pemilihan/pemilihan kembali dan wajib tersedia sejak tanggal dilakukannya pemanggilan RUPS sampai dengan penyelenggaraan RUPS serta dapat diunduh melalui situs web Perusahaan Terbuka dan/atau e-RUPS, meliputi: 1. Identitas calon dan alasan pengangkatan; 2. Kompetensi inti, kualifikasi, dan latar belakang profesional; 3. Jabatan saat ini di korporasi lain, serta peran penting di organisasi nirlaba/amal; 4. Faktor-faktor yang mempengaruhi independensi, termasuk hubungan dengan pemegang saham pengendali; 5. Lama masa jabatan; 6. Kehadiran dalam rapat Direksi (kecuali untuk Direktur baru); dan 7. Setiap kepemilikan saham dalam korporasi. Information about director candidates must be disclosed during the nomination/re-nomination process and must be available from the date of the notice of the GMS until the holding of the GMS and can be downloaded through the Company's website and/or e-RUPS, including: 1. Candidate's identity and reasons for appointment; 2. Core competencies, qualifications, and professional background; 3. Current positions in other corporations, as well as significant roles in non-profit/ charitable organizations; 4. Factors affecting independence, including relationships with controlling shareholders; 5. Term of office duration; 6. Attendance at Board of Directors meetings (except for new Directors); and 7. any share ownership in the corporation.	x	Pengungkapan informasi calon Direksi melalui situs web Perusahaan Terbuka dan/atau e-RUPS tidak relevan diterapkan karena PMT bukan perusahaan terbuka; informasi calon Direksi disampaikan melalui mekanisme RUPS. Disclosure of Board of Directors candidate information via a listed company's website and/or e-GMS is not applicable, as PMT is not a publicly listed company; candidate information is instead conveyed through the GMS mechanism.
		2.1.2.2	Komposisi Direksi dibentuk sedemikian rupa sehingga anggota-anggotanya secara kelompok mencerminkan keberagaman dalam hal kemampuan, keahlian, pengetahuan, pengalaman, usia, latar belakang budaya, dan gender yang dibutuhkan untuk memenuhi secara tepat peran Direksi. The composition of the Board of Directors is such that its members as a group reflect the diversity in terms of skills, expertise, knowledge, experience, age, cultural background and gender required to appropriately fulfill the role of the Board of Directors.	√	Susunan dan komposisi Direksi dan Dewan Komisaris ditetapkan melalui Keputusan RUPS/Keputusan Sirkuler Pemegang Saham dengan mempertimbangkan kompleksitas usaha dan kebutuhan pengelolaan Perusahaan; belum terdapat kebijakan tertulis khusus mengenai keberagaman komposisi, namun kesesuaian kompetensi dengan sektor kepelabuhanan tetap menjadi perhatian. The composition of the Board of Directors and Board of Commissioners is determined through GMS Resolutions/Circular Resolutions of Shareholders, taking into account business complexity and management needs; there is no specific written diversity policy yet, but alignment of competencies with the port sector remains a key consideration.

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		2.1.2.3	Penentuan jumlah anggota Direksi mempertimbangkan kondisi korporasi serta efektivitas dalam pengambilan keputusan. The determination of the number of members of the Board of Directors considers the corporate condition and effectiveness in decision-making.	√	Susunan dan komposisi Direksi dan Dewan Komisaris ditetapkan melalui Keputusan RUPS/Keputusan Sirkuler Pemegang Saham dengan mempertimbangkan kompleksitas usaha dan kebutuhan pengelolaan Perusahaan; belum terdapat kebijakan tertulis khusus mengenai keberagaman komposisi, namun kesesuaian kompetensi dengan sektor kepelabuhanan tetap menjadi perhatian. The composition of the Board of Directors and Board of Commissioners is determined through GMS Resolutions/Circular Resolutions of Shareholders, taking into account business complexity and management needs; there is no specific written diversity policy yet, but alignment of competencies with the port sector remains a key consideration.
		2.1.2.4	Setidaknya ada satu direktur yang memiliki pengalaman sebelumnya di sektor utama tempat korporasi beroperasi. There should be at least one director who has prior experience in the main sector in which the corporation operates.	√	Susunan dan komposisi Direksi dan Dewan Komisaris ditetapkan melalui Keputusan RUPS/Keputusan Sirkuler Pemegang Saham dengan mempertimbangkan kompleksitas usaha dan kebutuhan pengelolaan Perusahaan; belum terdapat kebijakan tertulis khusus mengenai keberagaman komposisi, namun kesesuaian kompetensi dengan sektor kepelabuhanan tetap menjadi perhatian. The composition of the Board of Directors and Board of Commissioners is determined through GMS Resolutions/Circular Resolutions of Shareholders, taking into account business complexity and management needs; there is no specific written diversity policy yet, but alignment of competencies with the port sector remains a key consideration.
		2.1.2.5	Anggota Direksi yang membawahi bidang akuntansi atau keuangan memiliki keahlian dan/atau pengetahuan di bidang akuntansi, tercermin antara lain dari sertifikasi profesi yang diterbitkan asosiasi profesi akuntansi yang diakui pemerintah dan terdaftar sebagai anggota di asosiasi profesi tersebut. Members of the Board of Directors in charge of accounting or finance have expertise and/or knowledge in the field of accounting, reflected, among others, from professional certification issued by a government-recognized accounting professional association and are registered as members of the professional association.	√	Susunan dan komposisi Direksi dan Dewan Komisaris ditetapkan melalui Keputusan RUPS/Keputusan Sirkuler Pemegang Saham dengan mempertimbangkan kompleksitas usaha dan kebutuhan pengelolaan Perusahaan; belum terdapat kebijakan tertulis khusus mengenai keberagaman komposisi, namun kesesuaian kompetensi dengan sektor kepelabuhanan tetap menjadi perhatian. The composition of the Board of Directors and Board of Commissioners is determined through GMS Resolutions/Circular Resolutions of Shareholders, taking into account business complexity and management needs; there is no specific written diversity policy yet, but alignment of competencies with the port sector remains a key consideration.

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	2.1.3		Kebijakan korporasi tentang keberagaman pada, Direksi dan Dewan Komisaris diungkapkan dalam Laporan Tahunan. Corporate policies regarding diversity among the Board of Directors and Board of Commissioners are disclosed in the Annual Report.	√	Susunan dan komposisi Direksi dan Dewan Komisaris ditetapkan melalui Keputusan RUPS/Keputusan Sirkuler Pemegang Saham dengan mempertimbangkan kompleksitas usaha dan kebutuhan pengelolaan Perusahaan; belum terdapat kebijakan tertulis khusus mengenai keberagaman komposisi, namun kesesuaian kompetensi dengan sektor kepelabuhanan tetap menjadi perhatian. The composition of the Board of Directors and Board of Commissioners is determined through GMS Resolutions/Circular Resolutions of Shareholders, taking into account business complexity and management needs; there is no specific written diversity policy yet, but alignment of competencies with the port sector remains a key consideration.
		2.1.3.1	Korporasi melaporkan dalam Laporan Tahunan keberagaman Direksi dan Dewan Komisaris saat ini, target komposisi yang terukur dan kemajuan yang dicapai dalam mencapai target tersebut. Informasi harus mencakup referensi tentang bagaimana keberagaman dicapai melalui perencanaan suksesi yang tepat di Direksi dan Dewan Komisaris. The Corporation reports in the Annual Report the current diversity of the Board of Directors and Board of Commissioners, measurable composition targets and the progress made in achieving those targets. The information should include reference to how diversity is achieved through appropriate succession planning in the Board of Directors and Board of Commissioners.	√	Susunan dan komposisi Direksi dan Dewan Komisaris ditetapkan melalui Keputusan RUPS/Keputusan Sirkuler Pemegang Saham dengan mempertimbangkan kompleksitas usaha dan kebutuhan pengelolaan Perusahaan; belum terdapat kebijakan tertulis khusus mengenai keberagaman komposisi, namun kesesuaian kompetensi dengan sektor kepelabuhanan tetap menjadi perhatian. The composition of the Board of Directors and Board of Commissioners is determined through GMS Resolutions/Circular Resolutions of Shareholders, taking into account business complexity and management needs; there is no specific written diversity policy yet, but alignment of competencies with the port sector remains a key consideration.
	2.1.4.		Dewan Komisaris memastikan bahwa kebijakan dan prosedur untuk seleksi dan nominasi Komisaris adalah jelas dan transparan sehingga dapat menghasilkan komposisi Dewan yang diinginkan. Dewan Komisaris menggunakan sumber independen untuk menentukan kandidat yang memenuhi syarat. The Board of Commissioners ensures that the policies and procedures for the selection and nomination of Commissioners are clear and transparent so as to produce the desired Board composition. The Board of Commissioners uses independent sources to determine qualified candidates.	x	Kebijakan dan prosedur seleksi dan nominasi Dewan Komisaris mengikuti mekanisme RUPS dan Peraturan Menteri BUMN, namun belum dituangkan sebagai kebijakan tertulis independen yang secara eksplisit mengatur transparansi proses nominasi Dewan Komisaris. Policies and procedures for the selection and nomination of Board of Commissioners follow the GMS mechanism and Minister of SOE Regulations, but have not yet been set out as a standalone written policy explicitly governing the transparency of the Commissioner nomination process.

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		2.1.4.1	Informasi tentang calon Komisaris harus diungkapkan dalam proses pemilihan/pemilihan kembali dan wajib tersedia sejak tanggal dilakukannya pemanggilan RUPS sampai dengan penyelenggaraan RUPS serta dapat diunduh melalui situs web Perusahaan Terbuka dan/atau e-RUPS, meliputi: 1. Identitas calon dan alasan pengangkatan; 2. Kompetensi inti, kualifikasi, dan latar belakang profesional; 3. Jabatan saat ini di korporasi lain, serta peran penting di organisasi nirlaba/amal; 4. Faktor-faktor yang mempengaruhi independensi, termasuk hubungan dengan pemegang saham pengendali; 5. Lama masa jabatan; 6. Kehadiran dalam rapat Dewan Komisaris dan komite (kecuali untuk Komisaris baru); dan 7. Setiap kepemilikan saham dalam korporasi Information about commissioner candidates must be disclosed during the nomination/ re-nomination process and must be available from the date of the notice of the GMS until the holding of the GMS and can be downloaded through the Company's website and/or e-RUPS, including: 1. Candidate's identity and reasons for appointment; 2. Core competencies, qualifications, and professional background; 3. Current positions in other corporations, as well as significant roles in non-profit/ charitable organizations; 4. Factors affecting independence, including relationships with controlling shareholders; 5. Term of office duration; 6. Attendance at Board of Commissioners meetings (except for new Commissioners); and 7. any share ownership in the corporation.	x	Sama seperti pencalonan Direksi, pengungkapan informasi calon Komisaris melalui situs web Perusahaan Terbuka dan/atau e-RUPS tidak relevan diterapkan karena PMT bukan perusahaan terbuka. As with Director nominations, disclosure of Commissioner candidate information via a listed company's website and/or e-GMS is not applicable, as PMT is not a publicly listed company.
		2.1.4.2	Jika Dewan Komisaris menggunakan konsultan eksternal independen dalam proses nominasi, maka informasi relevan mengenai konsultan eksternal independen diungkapkan di laporan tahunan, termasuk informasi mengenai independensi dan benturan kepentingan. If the Board of Commissioners uses an independent external consultant in the nomination process, relevant information regarding the independent external consultant is disclosed in the annual report, including information regarding independence and conflict of interest.	x	Dewan Komisaris tidak menggunakan konsultan eksternal independen dalam proses nominasi Komisaris pada tahun 2025. Board of Commissioners did not use independent external consultants in the Commissioner nomination process in 2025.
	2.1.5.	Dewan Komisaris/Komite yang menjalankan fungsi nominasi menetapkan prosedur dan kriteria nominasi yang konsisten dengan matriks keahlian Dewan Komisaris yang telah disetujui Dewan Komisaris dan memastikan bahwa profil kandidat memenuhi persyaratan yang ditetapkan dalam matriks keahlian dan kriteria nominasi. The Board of Commissioners/Committee which carries out the nomination function determines nomination procedures and criteria that are consistent with the Board of Commissioners' skills matrix which has been approved by the Board of Commissioners and ensures that the candidate profile meets the requirements set out in the skills matrix and nomination criteria.		√	Susunan dan komposisi Direksi dan Dewan Komisaris ditetapkan melalui Keputusan RUPS/Keputusan Sirkuler Pemegang Saham dengan mempertimbangkan kompleksitas usaha dan kebutuhan pengelolaan Perusahaan; belum terdapat kebijakan tertulis khusus mengenai keberagaman komposisi, namun kesesuaian kompetensi dengan sektor kepelabuhanan tetap menjadi perhatian. The composition of the Board of Directors and Board of Commissioners is determined through GMS Resolutions/Circular Resolutions of Shareholders, taking into account business complexity and management needs; there is no specific written diversity policy yet, but alignment of competencies with the port sector remains a key consideration.

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	2.1.6.		Komposisi Dewan Komisaris harus dibentuk sedemikian rupa sehingga anggota-anggotanya secara kelompok mencerminkan keberagaman dalam hal kemampuan, keahlian, pengetahuan, pengalaman, usia, latar belakang budaya, dan gender yang dibutuhkan untuk memenuhi secara tepat peran Dewan Komisaris. The composition of the Board of Commissioners must be formed in such a way that its members as a group reflect the diversity in terms of abilities, skills, knowledge, experience, age, cultural background and gender required to appropriately fulfill the role of the Board of Commissioners.	√	Susunan dan komposisi Direksi dan Dewan Komisaris ditetapkan melalui Keputusan RUPS/Keputusan Sirkuler Pemegang Saham dengan mempertimbangkan kompleksitas usaha dan kebutuhan pengelolaan Perusahaan; belum terdapat kebijakan tertulis khusus mengenai keberagaman komposisi, namun kesesuaian kompetensi dengan sektor kepelabuhanan tetap menjadi perhatian. The composition of the Board of Directors and Board of Commissioners is determined through GMS Resolutions/Circular Resolutions of Shareholders, taking into account business complexity and management needs; there is no specific written diversity policy yet, but alignment of competencies with the port sector remains a key consideration.
		2.1.6.1.	Setidaknya ada satu Komisaris memiliki pengalaman sebelumnya pengalaman di sektor utama tempat korporasi beroperasi At least one Commissioner has prior experience in the main sector in which the corporation operates	√	Susunan dan komposisi Direksi dan Dewan Komisaris ditetapkan melalui Keputusan RUPS/Keputusan Sirkuler Pemegang Saham dengan mempertimbangkan kompleksitas usaha dan kebutuhan pengelolaan Perusahaan; belum terdapat kebijakan tertulis khusus mengenai keberagaman komposisi, namun kesesuaian kompetensi dengan sektor kepelabuhanan tetap menjadi perhatian. The composition of the Board of Directors and Board of Commissioners is determined through GMS Resolutions/Circular Resolutions of Shareholders, taking into account business complexity and management needs; there is no specific written diversity policy yet, but alignment of competencies with the port sector remains a key consideration.
		2.1.6.2.	Penentuan jumlah anggota Dewan Komisaris mempertimbangkan kondisi korporasi. The determination of the number of members of the Board of Commissioners considers the condition of the corporation.	√	Susunan dan komposisi Direksi dan Dewan Komisaris ditetapkan melalui Keputusan RUPS/Keputusan Sirkuler Pemegang Saham dengan mempertimbangkan kompleksitas usaha dan kebutuhan pengelolaan Perusahaan; belum terdapat kebijakan tertulis khusus mengenai keberagaman komposisi, namun kesesuaian kompetensi dengan sektor kepelabuhanan tetap menjadi perhatian. The composition of the Board of Directors and Board of Commissioners is determined through GMS Resolutions/Circular Resolutions of Shareholders, taking into account business complexity and management needs; there is no specific written diversity policy yet, but alignment of competencies with the port sector remains a key consideration.

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	2.1.7.		Untuk memampukan Dewan Komisaris dalam memberikan advis dan supervisi secara independen kepada Direksi dan untuk peran-peran yang terdapat potensi benturan kepentingan, Dewan Komisaris terdiri dari Komisaris Independen yang cukup jumlahnya, dengan masa jabatan yang dibatasi dan terdapat pengungkapan Jangka waktu keanggotaan Dewan Komisaris serta independensi mereka dari sudut pandang korporasi. To enable the Board of Commissioners to provide independent advice and supervision to the Board of Directors and for roles where there is a potential conflict of interest, the Board of Commissioners consists of a sufficient number of Independent Commissioners, with limited terms of office and disclosure of the term of membership of the Board of Commissioners and their independence. from a corporate perspective.	√	Susunan dan komposisi Direksi dan Dewan Komisaris ditetapkan melalui Keputusan RUPS/Keputusan Sirkuler Pemegang Saham dengan mempertimbangkan kompleksitas usaha dan kebutuhan pengelolaan Perusahaan; belum terdapat kebijakan tertulis khusus mengenai keberagaman komposisi, namun kesesuaian kompetensi dengan sektor kepelabuhanan tetap menjadi perhatian. The composition of the Board of Directors and Board of Commissioners is determined through GMS Resolutions/Circular Resolutions of Shareholders, taking into account business complexity and management needs; there is no specific written diversity policy yet, but alignment of competencies with the port sector remains a key consideration.
		2.1.7.1	Mantan Direktur Utama/anggota Direksi dapat masuk ke dalam Dewan Komisaris sebagai Komisaris Independen hanya dalam kondisi luar biasa dan harus ada masa jeda antara jabatan tersebut setidaknya 2 (dua) tahun. Former President Directors/Members of the Board of Directors may join the Board of Commissioners as Independent Commissioners only in exceptional circumstances and there must be a gap of at least 2 (two) years between such positions.	√	Susunan dan komposisi Direksi dan Dewan Komisaris ditetapkan melalui Keputusan RUPS/Keputusan Sirkuler Pemegang Saham dengan mempertimbangkan kompleksitas usaha dan kebutuhan pengelolaan Perusahaan; belum terdapat kebijakan tertulis khusus mengenai keberagaman komposisi, namun kesesuaian kompetensi dengan sektor kepelabuhanan tetap menjadi perhatian. The composition of the Board of Directors and Board of Commissioners is determined through GMS Resolutions/Circular Resolutions of Shareholders, taking into account business complexity and management needs; there is no specific written diversity policy yet, but alignment of competencies with the port sector remains a key consideration.
		2.1.7.2	Mantan Komisaris Independen dapat diangkat kembali sebagai Komisaris Independen hanya dalam kondisi luar biasa dan harus ada masa jeda antara jabatan tersebut setidaknya 2 (dua) tahun. Former Independent Commissioners may be reappointed as Independent Commissioners only in exceptional circumstances and there must be a gap of at least 2 (two) years between such positions.	x	Perusahaan belum memiliki kebijakan tertulis mengenai jeda waktu minimal bagi mantan Komisaris Independen sebelum dapat diangkat kembali. The Company does not yet have a written policy on the minimum gap period before a former Independent Commissioner may be reappointed.
		2.1.7.3	Masa jabatan Komisaris Independen tidak boleh melebihi batas waktu 9 (sembilan) tahun. Bagi korporasi dengan masa jabatan 5 (lima) tahun maka tidak boleh melebihi batas waktu 10 (sepuluh) tahun. Setelah sembilan/sepuluh tahun, seorang Komisaris Independen dapat terus menjabat hanya sebagai Komisaris. The term of office of the Independent Commissioner may not exceed the time limit of 9 (nine) years. For corporations with a 5 (five) year term of office, the term of office may not exceed 10 (ten) years. After nine/ten years, an Independent Commissioner may continue to serve only as Commissioner.	x	Perusahaan belum memiliki ketentuan tertulis mengenai batas maksimal masa jabatan Komisaris Independen (9-10 tahun). The Company does not yet have a written provision on the maximum tenure limit for Independent Commissioners (9–10 years).

Prinsip Principle	Rekomendasi Recommendation	Panduan Guideline	Uraian Description	*Apply or Explain*	Keterangan Penerapan Implementation
	2.1.8.	Untuk memfasilitasi fungsi Direksi dan Dewan Komisaris yang efektif dan guna meningkatkan kepercayaan investor dan pemangku kepentingan, Komite Nominasi dan Remunerasi memastikan bahwa terdapat proses yang formal, ketat dan transparan untuk penunjukan dan pengangkatan anggota Direksi dan Dewan Komisaris To facilitate the effective functioning of the Board of Directors and Board of Commissioners and to increase investor and stakeholder confidence, the Nomination and Remuneration Committee ensures that there is a formal, strict and transparent process for the appointment and appointment of members of the Board of Directors and Board of Commissioners		x	Proses penunjukan dan pengangkatan anggota Direksi dan Dewan Komisaris mengacu pada Peraturan Menteri BUMN dan mekanisme RUPS, namun formalisasinya sebagai proses yang secara eksplisit ditetapkan oleh Komite Nominasi dan Remunerasi belum sepenuhnya didokumentasikan. The process for appointing members of the Board of Directors and Board of Commissioners refers to the Minister of SOE Regulations and the GMS mechanism, but its formalization as a process explicitly established by the Nomination and Remuneration Committee has not been fully documented.
		2.1.8.1	Tanggung jawab dan peran Komite Nominasi dan Remunerasi termasuk namun tidak terbatas pada: 1. Menyusun pedoman untuk memastikan bahwa semua Komisaris mengalokasikan waktu yang cukup kepada korporasi agar dapat menjalankan tanggung jawab mereka secara efektif. Pedoman tersebut mencakup diantaranya: a. Dalam penunjukan komisaris utama, Komite Nominasi dan Remunerasi menyiapkan uraian spesifikasi pekerjaan, termasuk persyaratan komitmen waktu yang juga mempertimbangkan kebutuhan komitmen waktu pada saat krisis. Adanya komitmen signifikan lainnya di luar korporasi harus diungkapkan kepada Dewan Komisaris sebelum penunjukan dan diungkapkan dalam laporan tahunan. Perubahan komitmen harus segera dilaporkan kepada Dewan Komisaris dan dampaknya dijelaskan dalam laporan tahunan berikutnya; b. Dalam penunjukan anggota komisaris, Komite Nominasi dan Remunerasi menetapkan syarat dan ketentuan penunjukan anggota komisaris. Syarat dan ketentuan ini tersedia untuk dilakukan pemeriksaan. Komitmen waktu yang diharapkan dicantumkan dalam Surat penunjukan anggota Komisaris dan anggota Komisaris harus memiliki waktu yang cukup untuk memenuhi komitmen waktu yang diharapkan. Adanya komitmen signifikan lainnya di luar korporasi harus diungkapkan kepada Dewan Komisaris sebelum penunjukan, beserta indikasi komitmen waktu yang diperlukan dan Dewan Komisaris harus diberitahu jika terdapat perubahan atas komitmen tersebut; 2. Secara proaktif memimpin dan bertanggung jawab atas pengembangan, implementasi, dan reviu berkelanjutan atas perencanaan suksesi Direksi dan Dewan Komisaris; 3. Menjunjung tinggi prinsip independensi dalam menangani benturan kepentingan (dan potensi benturan kepentingan) di antara anggota komite dalam pelaksanaan tugas Komite; 4. Mempertimbangkan dan bertanggung jawab dalam menunjuk konsultan independen nominasi, termasuk pemilihan dan persyaratan dalam penugasannya, serta mengungkapkan identitas dan biaya jasa konsultansi.	√	Susunan dan komposisi Direksi dan Dewan Komisaris ditetapkan melalui Keputusan RUPS/Keputusan Sirkuler Pemegang Saham dengan mempertimbangkan kompleksitas usaha dan kebutuhan pengelolaan Perusahaan; belum terdapat kebijakan tertulis khusus mengenai keberagaman komposisi, namun kesesuaian kompetensi dengan sektor kepelabuhanan tetap menjadi perhatian. The composition of the Board of Directors and Board of Commissioners is determined through GMS Resolutions/Circular Resolutions of Shareholders, taking into account business complexity and management needs; there is no specific written diversity policy yet, but alignment of competencies with the port sector remains a key consideration.

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			The responsibilities and roles of the Nomination and Remuneration Committee include but are not limited to: 1. Developing guidelines to ensure that all Commissioners allocate sufficient time to the corporation to effectively fulfill their responsibilities. These guidelines include: a. In appointing the President Commissioner, the Nomination and Remuneration Committee prepares a specific job description, including time commitment requirements, which also consider time commitment needs during crises. Any significant commitments outside the corporation must be disclosed to the Board of Commissioners before appointment and disclosed in the annual report. Any changes in commitments must be promptly reported to the Board of Commissioners, and their impact explained in the subsequent annual report. b. In appointing member of the Board of Commissioners, the Nomination and Remuneration Committee establishes the terms and conditions of their appointment. These terms and conditions are available for examination. Expected time commitments should be included in the appointment letter of the Commissioners, and Commissioners must have sufficient time to meet these expected time commitments. Any significant commitments outside the corporation must be disclosed to the Board of Commissioners before appointment, along with indications of the required time commitments, and the Board of Commissioners must be informed of any changes to these commitments. 2. Proactively leading and being responsible for the development, implementation, and ongoing review of succession planning for the Board of Directors and the Board of Commissioners. 3. Upholding the principle of independence in dealing with conflicts of interest (and potential conflicts of interest) among committee members in carrying out committee tasks. 4. Considering and being responsible for appointing independent nomination consultants, including selection and terms of appointment, and disclosing the identity and consultancy fees.		

Prinsip Principle	Rekomendasi Recommendation	Panduan Guideline	Uraian Description	*Apply or Explain*	Keterangan Penerapan Implementation
2.2	Remunerasi Direksi dan Dewan Komisaris Remuneration of Board of Directors and Board of Commissioners				
	2.2.1		Kebijakan remunerasi anggota Direksi terdiri atas struktur remunerasi yang berorientasi pada pengembangan korporasi yang berkelanjutan dan mendorong pencapaian tujuan jangka panjang. Remunerasi Direksi harus diusulkan, dapat dengan melalui Komite Nominasi dan Remunerasi, oleh Dewan Komisaris untuk diputuskan oleh RUPS. Jumlah remunerasi yang diusulkan kepada RUPS tersebut ditetapkan dengan mempertimbangkan peran setiap anggota Direksi dan situasi ekonomi serta kinerja korporasi. The remuneration policy for members of the Board of Directors consists of a remuneration structure that is oriented towards sustainable corporate development and encourages the achievement of long-term goals. Directors' remuneration must be proposed, possibly through the Nomination and Remuneration Committee, by the Board of Commissioners to be decided by the GMS. The amount of remuneration proposed to the GMS is determined by considering the role of each member of the Board of Directors and the economic situation and corporate performance.	√	Struktur remunerasi Direksi dan Dewan Komisaris (gaji/honorarium, tunjangan, fasilitas, dan asuransi purna jabatan) ditetapkan melalui Keputusan RUPS dengan mengacu pada Peraturan Menteri BUMN, dan diungkapkan dalam Laporan Tahunan. The remuneration structure for the Board of Directors and Board of Commissioners (salary/honorarium, allowances, facilities, and post-employment insurance) is established through GMS Resolutions referring to the Minister of SOE Regulations, and is disclosed in the Annual Report.
		2.2.1.1.	Kebijakan remunerasi bersifat wajar dan adil, baik dalam struktur maupun besaran, dan ditentukan dalam konteks nilai-nilai korporasi, struktur penghargaan internal, dan mendorong kompetisi dengan tetap peka terhadap harapan pemangku kepentingan dan norma masyarakat. Remuneration policies are reasonable and fair, both in structure and amount, and are determined in the context of corporate values, internal reward structures, and encourage competition while remaining sensitive to stakeholder expectations and societal norms.	√	Struktur remunerasi Direksi dan Dewan Komisaris (gaji/honorarium, tunjangan, fasilitas, dan asuransi purna jabatan) ditetapkan melalui Keputusan RUPS dengan mengacu pada Peraturan Menteri BUMN, dan diungkapkan dalam Laporan Tahunan. The remuneration structure for the Board of Directors and Board of Commissioners (salary/honorarium, allowances, facilities, and post-employment insurance) is established through GMS Resolutions referring to the Minister of SOE Regulations, and is disclosed in the Annual Report.
		2.2.1.2.	Korporasi memiliki kebijakan remunerasi anggota Direksi yang berbasis kinerja dan selaras dengan pencapaian kepentingan jangka panjang korporasi, seperti ukuran kinerja sebagai berikut: opsi kepemilikan saham, bonus yang ditangguhkan, provisi pengembalian sebagian atau seluruh bonus/insentif yang telah dibayar (*clawback*). The Corporation has a remuneration policy for members of the Board of Directors that is performance-based and aligned with the achievement of the long-term interests of the corporation, such as the following performance measures: stock options, deferred bonuses, provision for the return of part or all of the bonus/ incentive that has been paid (clawback).	√	Struktur remunerasi Direksi dan Dewan Komisaris (gaji/honorarium, tunjangan, fasilitas, dan asuransi purna jabatan) ditetapkan melalui Keputusan RUPS dengan mengacu pada Peraturan Menteri BUMN, dan diungkapkan dalam Laporan Tahunan. The remuneration structure for the Board of Directors and Board of Commissioners (salary/honorarium, allowances, facilities, and post-employment insurance) is established through GMS Resolutions referring to the Minister of SOE Regulations, and is disclosed in the Annual Report.

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		2.2.1.3.	Direksi tidak menerima fasilitas lain di luar fasilitas yang sudah diberikan berdasarkan Rapat Umum Pemegang Saham korporasi. The Board of Directors does not receive any other facilities beyond those already granted under the corporation's General Meeting of Shareholders.	√	Struktur remunerasi Direksi dan Dewan Komisaris (gaji/honorarium, tunjangan, fasilitas, dan asuransi purna jabatan) ditetapkan melalui Keputusan RUPS dengan mengacu pada Peraturan Menteri BUMN, dan diungkapkan dalam Laporan Tahunan. The remuneration structure for the Board of Directors and Board of Commissioners (salary/honorarium, allowances, facilities, and post-employment insurance) is established through GMS Resolutions referring to the Minister of SOE Regulations, and is disclosed in the Annual Report.
	2.2.2		Kebijakan remunerasi anggota Dewan Komisaris terdiri atas struktur remunerasi yang berorientasi pada pengembangan korporasi yang berkelanjutan dan mendorong pencapaian tujuan jangka panjang. Jumlah remunerasi yang diusulkan Dewan Komisaris kepada RUPS tersebut ditetapkan dengan mempertimbangkan peran setiap anggota Dewan Komisaris dan situasi ekonomi serta kinerja korporasi. Disamping itu juga harus dipertimbangkan posisinya sebagai Komisaris Utama dan ketua serta keanggotaannya dalam komite-komite. The remuneration policy for members of the Board of Commissioners consists of a remuneration structure that is oriented towards sustainable corporate development and encourages the achievement of long-term goals. The amount of remuneration proposed by the Board of Commissioners to the GMS is determined by considering the role of each member of the Board of Commissioners and the economic situation and corporate performance. Apart from that, consideration must also be given to his position as President Commissioner and chairman as well as his membership in committees.	√	Struktur remunerasi Direksi dan Dewan Komisaris (gaji/honorarium, tunjangan, fasilitas, dan asuransi purna jabatan) ditetapkan melalui Keputusan RUPS dengan mengacu pada Peraturan Menteri BUMN, dan diungkapkan dalam Laporan Tahunan. The remuneration structure for the Board of Directors and Board of Commissioners (salary/honorarium, allowances, facilities, and post-employment insurance) is established through GMS Resolutions referring to the Minister of SOE Regulations, and is disclosed in the Annual Report.
		2.2.2.1	Remunerasi Dewan Komisaris harus berupa remunerasi tetap. Jika anggota Dewan Komisaris diberi remunerasi terkait kinerja maka dasar pemberian harus terkait dengan pengembangan jangka panjang korporasi dan berbeda dengan anggota Direksi. The remuneration of the Board of Commissioners must be a fixed remuneration. If members of the Board of Commissioners are given performance-related remuneration, the basis for granting must be related to the long-term development of the corporation and different from members of the Board of Directors.	√	Struktur remunerasi Direksi dan Dewan Komisaris (gaji/honorarium, tunjangan, fasilitas, dan asuransi purna jabatan) ditetapkan melalui Keputusan RUPS dengan mengacu pada Peraturan Menteri BUMN, dan diungkapkan dalam Laporan Tahunan. The remuneration structure for the Board of Directors and Board of Commissioners (salary/honorarium, allowances, facilities, and post-employment insurance) is established through GMS Resolutions referring to the Minister of SOE Regulations, and is disclosed in the Annual Report.
		2.2.2.2	Komisaris Independen tidak boleh menerima opsi saham, saham yang dikaitkan dengan kinerja, atau bonus. Independent Commissioners may not receive stock options, performance-linked shares or bonuses.	√	Struktur remunerasi Direksi dan Dewan Komisaris (gaji/honorarium, tunjangan, fasilitas, dan asuransi purna jabatan) ditetapkan melalui Keputusan RUPS dengan mengacu pada Peraturan Menteri BUMN, dan diungkapkan dalam Laporan Tahunan. The remuneration structure for the Board of Directors and Board of Commissioners (salary/honorarium, allowances, facilities, and post-employment insurance) is established through GMS Resolutions referring to the Minister of SOE Regulations, and is disclosed in the Annual Report.

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	2.2.3		Untuk memastikan bahwa paket remunerasi ditentukan berdasarkan prestasi, kualifikasi dan kompetensi direktur dan komisaris dengan memperhatikan kinerja operasi korporasi, kinerja individu dan kondisi pasar, Komite Nominasi dan Remunerasi memastikan bahwa terdapat prosedur yang adil dan transparan untuk menetapkan kebijakan remunerasi anggota Direksi dan Dewan Komisaris. To ensure that remuneration packages are determined based on the achievements, qualifications and competencies of directors and commissioners by taking into account corporate operational performance, individual performance and market conditions, the Nomination and Remuneration Committee ensures that there are fair and transparent procedures for determining remuneration policies for members of the Board of Directors and Board of Commissioners.	√	Struktur remunerasi Direksi dan Dewan Komisaris (gaji/honorarium, tunjangan, fasilitas, dan asuransi purna jabatan) ditetapkan melalui Keputusan RUPS dengan mengacu pada Peraturan Menteri BUMN, dan diungkapkan dalam Laporan Tahunan. The remuneration structure for the Board of Directors and Board of Commissioners (salary/honorarium, allowances, facilities, and post-employment insurance) is established through GMS Resolutions referring to the Minister of SOE Regulations, and is disclosed in the Annual Report.
		2.2.3.1	Dalam menjalankan perannya Komite Nominasi dan Remunerasi: 1. Menentukan proporsi yang tepat dan seimbang antara komponen remunerasi yang tetap dan yang terkait kinerja, komponen remunerasi yang dibayar langsung atau yang ditangguhkan. Indikator kinerja, termasuk indikator non-keuangan, dipastikan relevan dan dirancang untuk mendukung pencapaian kinerja jangka panjang korporat. Insentif remunerasi dipastikan sesuai dengan kebijakan risiko korporasi. Selain itu, terdapat penetapan batas atas remunerasi dan batas atas tersebut diungkapkan di laporan tahunan; 2. Mempertimbangkan apakah direktur dan komisaris memenuhi syarat untuk memperoleh bonus tahunan dan/atau tunjangan dengan skema insentif jangka panjang; 3. Secara hati-hati mempertimbangkan kewajiban kompensasi (termasuk iuran pensiun dan semua komponen lainnya) yang menjadi hak Direktur/Komisaris jika diberhentikan lebih awal. Tujuannya adalah untuk menghindari pemberian penghargaan atas kinerja yang tidak baik; 4. Mempertimbangkan konsekuensi kewajiban pensiun dan manfaat jangka panjang lainnya bagi Direktur dan Komisaris bagi korporasi, termasuk dampak kenaikan imbalan kerja tersebut dan perubahan lainnya, terutama untuk Direktur dan Komisaris yang hampir pensiun; 5. Menjunjung tinggi prinsip independensi dalam menangani benturan kepentingan (dan potensi benturan kepentingan) di antara anggota komite dalam pelaksanaan tugas Komite; 6. Mempertimbangkan dan bertanggung jawab dalam menunjuk konsultan independen remunerasi, termasuk pemilihan dan persyaratan dalam penugasannya, serta mengungkapkan identitas dan biaya jasa konsultansi.	√	Struktur remunerasi Direksi dan Dewan Komisaris (gaji/honorarium, tunjangan, fasilitas, dan asuransi purna jabatan) ditetapkan melalui Keputusan RUPS dengan mengacu pada Peraturan Menteri BUMN, dan diungkapkan dalam Laporan Tahunan. The remuneration structure for the Board of Directors and Board of Commissioners (salary/honorarium, allowances, facilities, and post-employment insurance) is established through GMS Resolutions referring to the Minister of SOE Regulations, and is disclosed in the Annual Report.

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			In carrying out its role, the Nomination and Remuneration Committee: 1. Determines the appropriate and balanced proportion between fixed and performance-related remuneration components, whether paid directly or deferred. Performance indicators, including non-financial indicators, are ensured to be relevant and designed to support the achievement of long-term corporate performance. Remuneration incentives are ensured to be in line with corporate risk policies. Additionally, there is a setting of upper limits for remuneration, and these upper limits are disclosed in the annual report. 2. Considers whether directors and commissioners qualify for annual bonuses and/or allowances with long-term incentive schemes. 3. Carefully considers compensation obligations (including pension contributions and all other components) that are due to Directors/Commissioners if terminated early. The aim is to avoid rewarding poor performance. 4. Considers the consequences of pension obligations and other long-term benefits for Directors and Commissioners for the corporation, including the impact of increases in such compensation and other changes, especially for Directors and Commissioners nearing retirement. 5. Upholds the principle of independence in dealing with conflicts of interest (and potential conflicts of interest) among committee members in carrying out committee tasks. 6. Considers and is responsible for appointing independent remuneration consultants, including selection and terms of appointment, and disclosing the identity and consultancy fees.		
3.	**Hubungan Kerja antara Direksi dengan Dewan Komisaris** Working Relationship between the Board of Directors and the Board of Commissioners				
	3.1	Sifat Hubungan Kerja Nature of Working Relationship			
		3.1.1	Terdapat diskusi yang terbuka antara Direksi dengan Dewan Komisaris serta di antara para anggota Direksi dan para anggota Direksi dan para anggota Dewan Komisaris. Namun, tetap penting menjaga kerahasiaan informasi agar tidak terjadi kebocoran informasi rahasia. There are open discussions between the Board of Directors and the Board of Commissioners as well as between members of the Board of Directors and members of the Board of Commissioners. However, it is still important to maintain the confidentiality of information to prevent leaks of confidential information.	√	Hubungan kerja antara Direksi dan Dewan Komisaris difasilitasi oleh Sekretaris Perusahaan sebagai penghubung utama, dengan mekanisme kerja diatur dalam *Board Manual* dan Pedoman GCG Perusahaan. The working relationship between the Board of Directors and Board of Commissioners is facilitated by the Corporate Secretary as the primary liaison, with working mechanisms set out in the Board Manual and the Company's GCG Guidelines.

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	3.1.2		Sesuai dengan tugas dan perannya masing-masing, Direksi bekerja sama dengan Dewan Komisaris dalam merumuskan misi, visi dan strategi korporasi dan secara reguler membahas pengimplementasiannya. In accordance with their respective duties and roles, the Board of Directors collaborates with the Board of Commissioners in formulating the corporate mission, vision and strategy and regularly discusses their implementation.	√	Hubungan kerja antara Direksi dan Dewan Komisaris difasilitasi oleh Sekretaris Perusahaan sebagai penghubung utama, dengan mekanisme kerja diatur dalam *Board Manual* dan Pedoman GCG Perusahaan. The working relationship between the Board of Directors and Board of Commissioners is facilitated by the Corporate Secretary as the primary liaison, with working mechanisms set out in the Board Manual and the Company's GCG Guidelines.
	3.1.3		Sekretaris Korporasi memiliki peran penting dalam mendukung efektivitas hubungan kerja antara Direksi dengan Dewan Komisaris, mendorong implementasi praktik governansi korporat yang baik, termasuk komunikasi yang efektif dengan pemegang saham dan pemangku kepentingan lainnya. The Corporate Secretary has an important role in supporting the effectiveness of the working relationship between the Board of Directors and the Board of Commissioners, encouraging the implementation of good corporate governance practices, including effective communication with shareholders and other stakeholders.	√	Hubungan kerja antara Direksi dan Dewan Komisaris difasilitasi oleh Sekretaris Perusahaan sebagai penghubung utama, dengan mekanisme kerja diatur dalam *Board Manual* dan Pedoman GCG Perusahaan. The working relationship between the Board of Directors and Board of Commissioners is facilitated by the Corporate Secretary as the primary liaison, with working mechanisms set out in the Board Manual and the Company's GCG Guidelines.
		3.1.3.1	Peran dan tanggung jawab Sekretaris Korporasi mencakup, namun tidak terbatas pada: 1. Memastikan arus informasi yang baik antara Dewan Komisaris dengan komitenya dan antara Dewan Komisaris dengan Direksi; 2. memantau perkembangan governansi korporat, termasuk memastikan piagam Dewan Komisaris, Direksi, dan komite dilaksanakan sepenuhnya, membantu serta memberikan advis kepada Direksi dan Dewan Komisaris dalam menerapkan praktik governansi korporat untuk memenuhi harapan pemangku kepentingan; 3. Mengelola semua keperluan rapat Dewan Komisaris, Direksi, Direksi dengan Dewan Komisaris, komite yang dibentuk Dewan Komisaris, menghadiri dan mencatat risalah semua rapat dan memfasilitasi komunikasi antara Direksi dengan Dewan Komisaris, termasuk memastikan bahwa pembahasan dan keputusan rapat Direksi dan Dewan Komisaris dicatat secara akurat dalam risalah; 4. Mengatur dan memfasilitasi orientasi Direktur/Komisaris/anggota komite baru dan pengembangan profesional Direktur/ Komisaris/anggota komite; 5. Mengelola aktivitas hubungan investor untuk menjaga dan meningkatkan komunikasi antara korporasi dengan pemegang saham/ investor, baik lokal maupun asing.	√	Hubungan kerja antara Direksi dan Dewan Komisaris difasilitasi oleh Sekretaris Perusahaan sebagai penghubung utama, dengan mekanisme kerja diatur dalam *Board Manual* dan Pedoman GCG Perusahaan. The working relationship between the Board of Directors and Board of Commissioners is facilitated by the Corporate Secretary as the primary liaison, with working mechanisms set out in the Board Manual and the Company's GCG Guidelines.

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			The roles and responsibilities of the Corporate Secretary include, but are not limited to: 1. Ensuring good information flow between the Board of Commissioners and its committees and between the Board of Commissioners and the Board of Directors; 2. monitoring the development of corporate governance, including ensuring that the charters of the Board of Commissioners, Board of Directors, and committees are fully implemented, assisting and advising the Board of Directors and Board of Commissioners in implementing corporate governance practices to meet stakeholder expectations; 3. Managing all meeting needs of the Board of Commissioners, Board of Directors, Board of Directors with the Board of Commissioners, committees established by the Board of Commissioners, attending and recording minutes of all meetings and facilitating communication between the Board of Directors and the Board of Commissioners, including ensuring that discussions and decisions of the Board of Directors and Board of Commissioners meetings are accurately recorded in the minutes; 4. Organize and facilitate orientation of new Directors/Commissioners/committee members and professional development of Directors/Commissioners/committee members; 5. Manage investor relations activities to maintain and improve communication between the corporation and shareholders/investors, both local and foreign.		
		3.1.3.2	Setiap Direktur dan Komisaris dapat berkomunikasi langsung dengan Sekretaris Korporat dan sebaliknya. Each Director and Commissioner can communicate directly with the Corporate Secretary and vice versa.	√	Hubungan kerja antara Direksi dan Dewan Komisaris difasilitasi oleh Sekretaris Perusahaan sebagai penghubung utama, dengan mekanisme kerja diatur dalam *Board Manual* dan Pedoman GCG Perusahaan. The working relationship between the Board of Directors and Board of Commissioners is facilitated by the Corporate Secretary as the primary liaison, with working mechanisms set out in the Board Manual and the Company's GCG Guidelines.
		3.1.3.3	Dewan Komisaris memberikan pertimbangan kepada Direksi dalam pengangkatan dan pemberhentian Sekretaris Korporasi. The Board of Commissioners gives consideration to the Board of Directors in the appointment and dismissal of the Corporate Secretary.	√	Hubungan kerja antara Direksi dan Dewan Komisaris difasilitasi oleh Sekretaris Perusahaan sebagai penghubung utama, dengan mekanisme kerja diatur dalam *Board Manual* dan Pedoman GCG Perusahaan. The working relationship between the Board of Directors and Board of Commissioners is facilitated by the Corporate Secretary as the primary liaison, with working mechanisms set out in the Board Manual and the Company's GCG Guidelines.

Prinsip Principle	Rekomendasi Recommendation	Panduan Guideline	Uraian Description	*Apply or Explain*	Keterangan Penerapan Implementation
3.2	Akses informasi Dewan Komsaris Access to Information on the Board of Commissioners				
	3.2.1		Direksi bertanggung jawab untuk memastikan Dewan Komisaris mendapatkan akses informasi yang akurat, relevan dan tepat waktu. Dewan Komisaris sendiri memastikan bahwa ia memperoleh informasi yang memadai.Direksi menyediakan informasi kepada Dewan Komisaris secara teratur, tanpa penundaan dan secara komprehensif tentang semua masalah yang relevan dengan korporasi. Dewan Komisaris sewaktu-waktu dapat meminta Direksi untuk memberikan informasi tambahan. The Board of Directors is responsible for ensuring that the Board of Commissioners has access to accurate, relevant and timely information. The Board of Commissioners itself ensures that it obtains adequate information. The Board of Directors provides information to the Board of Commissioners regularly, without delay and comprehensively on all issues relevant to the corporation. The Board of Commissioners may at any time ask the Board of Directors to provide additional information.	√	Setiap anggota Direksi dan Dewan Komisaris dapat berkomunikasi langsung dengan Sekretaris Perusahaan untuk memperoleh akses informasi dan data Perusahaan yang diperlukan. Each member of the Board of Directors and Board of Commissioners may communicate directly with the Corporate Secretary to obtain access to the Company's information and data as needed.
		3.2.1.1	Dewan Komisaris memiliki proses yang memungkinkan anggota Dewan Komisaris, termasuk Komisaris Independen, dapat memiliki akses ke Direksi dan manajemen senior terkait. The Board of Commissioners has a process that enables members of the Board of Commissioners, including Independent Commissioners, to have access to the Board of Directors and relevant senior management.	√	Setiap anggota Direksi dan Dewan Komisaris dapat berkomunikasi langsung dengan Sekretaris Perusahaan untuk memperoleh akses informasi dan data Perusahaan yang diperlukan. Each member of the Board of Directors and Board of Commissioners may communicate directly with the Corporate Secretary to obtain access to the Company's information and data as needed.
		3.2.1.2	Direktur Utama atau Sekretaris Korporat segera menginformasikan kepada Dewan Komisaris tentang peristiwa besar yang material dan penting mengenai kondisi dan kinerja serta pengelolaan korporasi. Jika diperlukan, rapat Dewan Komisaris diadakan untuk membahas peristiwa tersebut. The President Director or Corporate Secretary immediately informs the Board of Commissioners of major events that are material and important regarding the condition and performance and management of the corporation. If necessary, a Board of Commissioners meeting is held to discuss the event.	√	Setiap anggota Direksi dan Dewan Komisaris dapat berkomunikasi langsung dengan Sekretaris Perusahaan untuk memperoleh akses informasi dan data Perusahaan yang diperlukan. Each member of the Board of Directors and Board of Commissioners may communicate directly with the Corporate Secretary to obtain access to the Company's information and data as needed.
		3.2.1.3	Di antara rapat Dewan, Dewan Komisaris berhubungan secara teratur dengan Direksi agar terus dapat terinformasikan perkembangan korporasi yang perlu mendapat perhatian Dewan Komisaris sehingga Dewan Komisaris dapat menjalankan tugasnya dengan lebih efektif. Between Board meetings, the Board of Commissioners liaises regularly with the Board of Directors to keep them informed of corporate developments that require the attention of the Board of Commissioners so that the Board of Commissioners can perform its duties more effectively.	√	Setiap anggota Direksi dan Dewan Komisaris dapat berkomunikasi langsung dengan Sekretaris Perusahaan untuk memperoleh akses informasi dan data Perusahaan yang diperlukan. Each member of the Board of Directors and Board of Commissioners may communicate directly with the Corporate Secretary to obtain access to the Company's information and data as needed.

Prinsip Principle	Rekomendasi Recommendation	Panduan Guideline	Uraian Description	*Apply or Explain*	Keterangan Penerapan Implementation
3.3	Tanggung jawab Direksi dan Dewan Komisaris atas Dampak Struktur Kepemilikan terhadap Korporasi Responsibility of the Board of Directors and Board of Commissioners for the Impact of Ownership Structure on the Corporation				
	3.3.1		Dampak struktur kepemilikan terhadap korporasi. Direksi dan Dewan Komisaris mempertimbangkan tanggung jawabnya dalam konteks struktur kepemilikan saham dan hubungan antar-pemegang saham korporasi yang mungkin berdampak terhadap pengelolaan dan operasi korporasi. The impact of ownership structure on corporations. The Board of Directors and Board of Commissioners consider their responsibilities in the context of the share ownership structure and relationships between corporate shareholders that may have an impact on the management and operations of the corporation.	√	Direksi dan Dewan Komisaris mempertimbangkan tanggung jawabnya dalam konteks struktur kepemilikan saham Perusahaan, yaitu PT Pelabuhan Indonesia (Persero) dan PT Integrasi Logistik Cipta Solusi, dalam pengelolaan dan operasi Perusahaan. The Board of Directors and Board of Commissioners consider their responsibilities in the context of the Company's shareholding structure, namely PT Pelabuhan Indonesia (Persero) and PT Integrasi Logistik Cipta Solusi, in managing the Company's operations.
		3.3.1.1	Direksi dan Dewan Komisaris memahami struktur kepemilikan pemegang saham dan hubungan antar-pemegang saham korporasi, serta mempertimbangkan dampaknya terhadap pengendalian atas korporasi, termasuk perjanjian tertulis dan tidak tertulis keluarga sebagai pemegang saham pengendali, perjanjian antar pemegang saham, atau kebijakan grup bisnis dimana korporasi merupakan bagiannya. The Board of Directors and Board of Commissioners understand the shareholder ownership structure and inter-shareholder relationships of the corporation, and consider their impact on control of the corporation, including written and unwritten family agreements as controlling shareholders, agreements between shareholders, or policies of the business group of which the corporation is a part.	√	Direksi dan Dewan Komisaris mempertimbangkan tanggung jawabnya dalam konteks struktur kepemilikan saham Perusahaan, yaitu PT Pelabuhan Indonesia (Persero) dan PT Integrasi Logistik Cipta Solusi, dalam pengelolaan dan operasi Perusahaan. The Board of Directors and Board of Commissioners consider their responsibilities in the context of the Company's shareholding structure, namely PT Pelabuhan Indonesia (Persero) and PT Integrasi Logistik Cipta Solusi, in managing the Company's operations.
		3.3.1.2	Direksi dan Dewan Komisaris memastikan bahwa struktur kepemilikan pemegang saham dan hubungan antar-pemegang saham korporasi tidak mempengaruhi pelaksanaan peran dan tanggung jawab Direksi dan Dewan Komisaris, (termasuk di antaranya dalam kaitannya dengan rencana suksesi Direksi) demi kepentingan terbaik korporasi. The Board of Directors and the Board of Commissioners ensure that the shareholder ownership structure and inter-shareholder relationships of the corporation do not affect the implementation of the roles and responsibilities of the Board of Directors and the Board of Commissioners, (including in relation to the succession plan of the Board of Directors) in the best interest of the corporation.	√	Direksi dan Dewan Komisaris mempertimbangkan tanggung jawabnya dalam konteks struktur kepemilikan saham Perusahaan, yaitu PT Pelabuhan Indonesia (Persero) dan PT Integrasi Logistik Cipta Solusi, dalam pengelolaan dan operasi Perusahaan. The Board of Directors and Board of Commissioners consider their responsibilities in the context of the Company's shareholding structure, namely PT Pelabuhan Indonesia (Persero) and PT Integrasi Logistik Cipta Solusi, in managing the Company's operations.

Prinsip Principle	Rekomendasi Recommendation	Panduan Guideline	Uraian Description	*Apply or Explain*	Keterangan Penerapan Implementation
		3.3.1.3	Dewan Komisaris memantau dan Direksi memastikan bahwa informasi diungkapkan dengan benar ketika terdapat kondisi yang berdampak pada pengendalian atas korporasi. The Board of Commissioners monitors and the Board of Directors ensures that information is properly disclosed when there are conditions that impact control over the corporation.	√	Direksi dan Dewan Komisaris mempertimbangkan tanggung jawabnya dalam konteks struktur kepemilikan saham Perusahaan, yaitu PT Pelabuhan Indonesia (Persero) dan PT Integrasi Logistik Cipta Solusi, dalam pengelolaan dan operasi Perusahaan. The Board of Directors and Board of Commissioners consider their responsibilities in the context of the Company's shareholding structure, namely PT Pelabuhan Indonesia (Persero) and PT Integrasi Logistik Cipta Solusi, in managing the Company's operations.
4.	**Perilaku Etis dan bertanggung jawab** Ethical and Responsible Behavior				
	4.1 Pedoman Etika dan Perilaku Code of Ethics and Conduct				
	4.1.1		Pernyataan ini dituangkan dalam Pedoman Perilaku dan Etika Usaha yang harus secara jelas mengungkapkan harapan korporasi bahwa setiap anggota Direksi dan Dewan Komisaris serta karyawan akan: 1. Bertindak untuk kepentingan terbaik korporasi; 2. Bertindak dengan jujur dan dengan integritas berstandar tinggi; 3. Bersikap independen dan bertindak berdasarkan informasi yang lengkap, dengan itikad baik, dengan uji tuntas dan kehati-hatian. 4. Mematuhi peraturan perundang-undangan yang berlaku bagi korporasi dan operasinya; 5. Menghindari tindakan yang melanggar peraturan perundang-undangan atau tindakan yang tidak etis berdasarkan pedoman etika korporasi; 6. Tidak terlibat atau berpartisipasi dalam kegiatan apapun yang akan menimbulkan benturan kepentingan dengan kepentingan terbaik korporasi atau yang akan berdampak negatif terhadap reputasi korporasi; 7. Tidak mengambil manfaat atas properti atau informasi yang dimiliki korporasi, kepemilikan aset lainnya atau pelanggannya untuk kepentingan pribadi atau yang menyebabkan kerugian bagi korporasi dan pelanggannya. 8. Tidak memanfaatkan jabatannya atau peluang yang dihasilkan oleh jabatannya untuk kepentingan pribadi. 9. Menghindari perbuatan meminta atau menerima dari pihak ketiga pembayaran, gratifikasi atau keuntungan lain untuk dirinya sendiri atau untuk orang lain yang menimbulkan benturan kepentingan/memberikan keuntungan kepada pihak ketiga secara melanggar peraturan perundang-undangan. 10. Menghormati perbedaan pendapat dan hak-hak setiap anggota Direksi, Dewan Komisaris, dan karyawan. 11. Memastikan pengungkapan yang lengkap, adil, akurat, tepat waktu, dan dapat dipahami dalam laporan dan dokumen yang disampaikan korporasi kepada regulator dan dalam komunikasi publik lainnya. This statement is outlined in the Code of Business Conduct and Ethics which must clearly express the corporation's expectations that each member of the Board of Directors and Board of Commissioners as well as employees will: 1. Act in the best interests of the corporation; 2. Act honestly and with high standards of integrity; 3. Be independent and act based on complete information, in good faith, with due diligence and care; 4. Comply with the laws and regulations that apply to the corporation and its operations; 5. Avoid actions that violate laws and regulations or unethical actions based on corporate ethical guidelines;	√	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. The Business Code of Conduct is established under Board of Directors Regulation No. HK.01/4/3/4/HLTK/DIRU/PLMT-24 dated March 4, 2024, and applies to all Company personnel, from employees, Directors, and Commissioners, to other supporting organs.

Prinsip Principle	Rekomendasi Recommendation	Panduan Guideline	Uraian Description	*Apply or Explain*	Keterangan Penerapan Implementation
			6. Not be involved or participate in any activity that will create a conflict of interest with the best interests of the corporation or that will have a negative impact on the corporation's reputation; 7. Do not take advantage of property or information owned by the corporation, ownership of other assets or its customers for personal gain or which causes losses to the corporation and its customers; 8. Not take advantage of his position or the opportunities resulting from his position for personal gain; 9. Avoid the act of requesting or receiving from a third party payments, gratuities or other benefits for oneself or for another person which creates a conflict of interest/ provides benefits to a third party in violation of statutory regulations; 10. Respect differences of opinion and the rights of every member of the Board of Directors, Board of Commissioners and employees. 11. Ensure complete, fair, accurate, timely and understandable disclosure in reports and documents submitted by the corporation to regulators and in other public communications.		
	4.1.2		Direksi menetapkan kebijakan dan praktik anti pencucian uang dan pendanaan terorisme, anti suap, antikorupsi, antikecurangan (*antifraud*), keterlibatan dalam politik dengan mengacu pada standar nasional atau internasional mengenai anti pencucian uang, anti suap, antikorupsi, antikecurangan atau standar terkait lainnya. The Board of Directors establishes policies and anti-money laundering and terrorism financing terrorism, anti-bribery, anti-corruption, anti-fraud, political involvement with (antifraud), involvement in politics by referring to national or international standards on anti-money laundering, anti-bribery, anti-corruption, anti-fraud or other relevant standards. other relevant standards.	√	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. The Business Code of Conduct is established under Board of Directors Regulation No. HK.01/4/3/4/HLTK/ DIRU/PLMT-24 dated March 4, 2024, and applies to all Company personnel, from employees, Directors, and Commissioners, to other supporting organs.
		4.1.2.1	Direksi mengembangkan dan menetapkan sistem yang dapat digunakan sebagai upaya dalam mencegah terjadinya pencucian uang dan pendanaan terorisme, anti korupsi, penawaran atau penerimaan suap serta pembayaran atau bujukan-bujukan lainnya untuk melakukan perbuatan yang melanggar peraturan perundang-undangan atau tidak etis. The Board of Directors develops and establishes a system that can be used as an effort to prevent money laundering and terrorism financing, anti-corruption, offering or accepting bribes and other payments or inducements to perform acts that violate laws and regulations or are unethical.	√	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. The Business Code of Conduct is established under Board of Directors Regulation No. HK.01/4/3/4/HLTK/ DIRU/PLMT-24 dated March 4, 2024, and applies to all Company personnel, from employees, Directors, and Commissioners, to other supporting organs.
		4.1.2.2	Direksi mengkomunikasikan kebijakan anti pencucian uang, anti suap, dan antikorupsi dengan memberi pelatihan kepada staf serta berupaya memperluas upaya anti pencucian uang, anti suap dan antikorupsi kepada pemangku kepentingan. The Board of Directors communicates anti-money laundering, anti-bribery and anti-corruption policies by providing training to staff as well as working to extend anti-money laundering, anti-bribery and anti-corruption efforts to stakeholders.	√	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. The Business Code of Conduct is established under Board of Directors Regulation No. HK.01/4/3/4/HLTK/ DIRU/PLMT-24 dated March 4, 2024, and applies to all Company personnel, from employees, Directors, and Commissioners, to other supporting organs.

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		4.1.2.3	Setiap pelanggaran material terhadap kebijakan anti pencucian uang, anti suap, antikorupsi harus diinformasikan kepada Direksi dan Dewan Komisaris atau Komite Dewan Komisaris. Any material violation of the anti-money laundering, anti-bribery, anti-corruption policies must be informed to the Board of Directors and the Board of Commissioners or the Board of Commissioners Committee.	√	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. The Business Code of Conduct is established under Board of Directors Regulation No. HK.01/4/3/4/HLTK/DIRU/PLMT-24 dated March 4, 2024, and applies to all Company personnel, from employees, Directors, and Commissioners, to other supporting organs.
		4.1.2.4	Direksi menetapkan dan meninjau secara teratur kebijakan yang transparan tentang keterlibatan politik, yang mencakup lobi dan donasi untuk tujuan politik atau kandidat jika diizinkan oleh peraturan perundang-undangan, dan memastikan bahwa manfaat dan risiko dari pendekatan yang diambil dipahami, dipantau, dan ditinjau secara teratur oleh Dewan Komisaris. The Board of Directors establishes and regularly reviews a transparent policy on political engagement, which includes lobbying and donations to political causes or candidates where permitted by law, and ensures that the benefits and risks of the approach taken are understood, monitored and regularly reviewed by the Board of Commissioners.	√	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. The Business Code of Conduct is established under Board of Directors Regulation No. HK.01/4/3/4/HLTK/DIRU/PLMT-24 dated March 4, 2024, and applies to all Company personnel, from employees, Directors, and Commissioners, to other supporting organs.
4.2	Nilai-nilai dan Budaya Organisasi Organizational Values and Culture				
	4.2.1		Korporasi mengartikulasikan, menumbuhkan dan mengungkapkan budaya dan nilainilai korporasi Corporations articulate, grow and express corporate culture and values	√	Budaya perusahaan dibangun di atas prinsip TARIFT (Transparansi, Akuntabilitas, Responsibilitas, Independensi, *Fairness*, dan *Trust*) yang terintegrasi dengan nilai ETAK (Etika, Transparansi, Akuntabilitas, Keberlanjutan) dan AKHLAK. Corporate culture is built on the TARIFT principles (Transparency, Accountability, Responsibility, Independence, Fairness, and Trust), integrated with the ETAK values (Ethics, Transparency, Accountability, Sustainability) and AKHLAK.
		4.2.1.1	Korporasi menumbuhkan budaya korporasi yang memastikan bahwa seluruh anggota Direksi dan anggota Dewan Komisaris serta seluruh karyawannya memahami dan berkomitmen menjalankan tanggung jawab mereka untuk berperilaku yang sesuai pedoman etika dan perilaku The Corporation fosters a corporate culture that ensures that all members of the Board of Directors and Board of Commissioners as well as all employees understand and are committed to carrying out their responsibilities to behave in accordance with the code of ethics and conduct.	√	Budaya perusahaan dibangun di atas prinsip TARIFT (Transparansi, Akuntabilitas, Responsibilitas, Independensi, *Fairness*, dan *Trust*) yang terintegrasi dengan nilai ETAK (Etika, Transparansi, Akuntabilitas, Keberlanjutan) dan AKHLAK. Corporate culture is built on the TARIFT principles (Transparency, Accountability, Responsibility, Independence, Fairness, and Trust), integrated with the ETAK values (Ethics, Transparency, Accountability, Sustainability) and AKHLAK.

Prinsip Principle	Rekomendasi Recommendation	Panduan Guideline	Uraian Description	*Apply or Explain*	Keterangan Penerapan Implementation
		4.2.1.2	Terdapat pelatihan dan sosialisasi yang memadai di level Direksi dan Dewan Komisaris serta seluruh karyawan korporasi yang disebutkan di atas untuk semua aspek yang berkaitan dengan budaya, nilai-nilai dan etika korporasi. There is adequate training and socialization at the level of the Board of Directors and Board of Commissioners as well as all employees of the above-mentioned corporations for all aspects related to corporate culture, values and ethics.	√	Budaya perusahaan dibangun di atas prinsip TARIFT (Transparansi, Akuntabilitas, Responsibilitas, Independensi, *Fairness*, dan *Trust*) yang terintegrasi dengan nilai ETAK (Etika, Transparansi, Akuntabilitas, Keberlanjutan) dan AKHLAK. Corporate culture is built on the TARIFT principles (Transparency, Accountability, Responsibility, Independence, Fairness, and Trust), integrated with the ETAK values (Ethics, Transparency, Accountability, Sustainability) and AKHLAK.
		4.2.1.3	Terdapat penilaian dan program pemantauan agar seluruh Direksi, Dewan Komisaris, serta seluruh karyawan korporasi memahami kode etik yang relevan dan menerapkannya secara efektif untuk menghindari keterlibatan korporasi dalam perilaku yang tidak tepat. There is an assessment and monitoring program in place so that all Directors, Board of Commissioners, and all employees of the corporation understand the relevant code of conduct and apply it effectively to avoid the corporation's involvement in inappropriate behavior.	√	Budaya perusahaan dibangun di atas prinsip TARIFT (Transparansi, Akuntabilitas, Responsibilitas, Independensi, *Fairness*, dan *Trust*) yang terintegrasi dengan nilai ETAK (Etika, Transparansi, Akuntabilitas, Keberlanjutan) dan AKHLAK. Corporate culture is built on the TARIFT principles (Transparency, Accountability, Responsibility, Independence, Fairness, and Trust), integrated with the ETAK values (Ethics, Transparency, Accountability, Sustainability) and AKHLAK.
4.3	Komunikasi dan Penegakan Pedoman Etika, Nilai-nilai dan Budaya Communication and Enforcement of Ethical Guidelines, Values and Culture				
	4.3.1		Pedoman perilaku dan kode etik korporasi dikomunikasikan secara efektif kepada Direksi, Dewan Komisaris, serta seluruh karyawan, diintegrasikan ke dalam strategi dan operasi korporasi termasuk sistem manajemen risiko dan struktur remunerasi, serta ditegakkan. The corporate code of conduct and ethics are communicated effectively to the Board of Directors, Board of Commissioners and all employees, integrated into corporate strategy and operations including the risk management system and remuneration structure, and enforced.	√	Sosialisasi Kode Etik dilakukan secara aktif dan berkala kepada seluruh Insan Perusahaan; pelanggaran dilaporkan melalui *Whistleblowing System* (WBS) yang dikelola independen, dengan sanksi ditegakkan sesuai ketentuan yang berlaku. Code of Conduct socialization is carried out actively and periodically for all Company personnel; violations are reported through the independently managed Whistleblowing System (WBS), with sanctions enforced in accordance with applicable provisions.
		4.3.1.1	Korporasi memiliki pedoman pelaporan pelanggaran yang dapat digunakan untuk mendorong dilaporkannya perilaku yang melanggar peraturan perundang-undangan atau tidak etis, yang di dalamnya mencakup juga suatu pedoman tentang bagaimana korporasi melindungi pelapor yang beritikad baik. Corporations have whistleblowing guidelines that can be used to encourage the reporting of behavior that violates laws and regulations or is unethical, which also includes a guideline on how the corporation protects good faith whistleblowers.	√	Sosialisasi Kode Etik dilakukan secara aktif dan berkala kepada seluruh Insan Perusahaan; pelanggaran dilaporkan melalui *Whistleblowing System* (WBS) yang dikelola independen, dengan sanksi ditegakkan sesuai ketentuan yang berlaku. Code of Conduct socialization is carried out actively and periodically for all Company personnel; violations are reported through the independently managed Whistleblowing System (WBS), with sanctions enforced in accordance with applicable provisions.

Prinsip Principle	Rekomendasi Recommendation	Panduan Guideline	Uraian Description	*Apply or Explain*	Keterangan Penerapan Implementation
		4.3.1.2	Korporasi memastikan bahwa Dewan Komisaris dan komite segera diberitahu jika terdapat pelanggaran material pedoman etika dan perilaku. The Corporation ensures that the Board of Commissioners and committees are promptly notified of any material breach of the code of ethics and conduct.	√	Sosialisasi Kode Etik dilakukan secara aktif dan berkala kepada seluruh Insan Perusahaan; pelanggaran dilaporkan melalui *Whistleblowing System* (WBS) yang dikelola independen, dengan sanksi ditegakkan sesuai ketentuan yang berlaku. Code of Conduct socialization is carried out actively and periodically for all Company personnel; violations are reported through the independently managed Whistleblowing System (WBS), with sanctions enforced in accordance with applicable provisions.
		4.3.1.3	Korporasi memastikan bahwa Dewan Komisaris dan Komite segera diberitahu jika terdapat insiden material yang dilaporkan berdasarkan kebijakan pelaporan pelanggaran. The Corporation ensures that the Board of Commissioners and Committees are promptly notified of any material incidents reported under the whistleblowing policy.	√	Sosialisasi Kode Etik dilakukan secara aktif dan berkala kepada seluruh Insan Perusahaan; pelanggaran dilaporkan melalui *Whistleblowing System* (WBS) yang dikelola independen, dengan sanksi ditegakkan sesuai ketentuan yang berlaku. Code of Conduct socialization is carried out actively and periodically for all Company personnel; violations are reported through the independently managed Whistleblowing System (WBS), with sanctions enforced in accordance with applicable provisions.
		4.3.1.4	Direksi memastikan bahwa pelanggaran pedoman mengakibatkan tindakan disipliner, termasuk pemecatan. Jika terdapat pelanggaran, Direksi wajib mengambil tindakan preventif agar pelanggaran tersebut tidak terulang kembali. The Board of Directors ensures that violations of the guidelines result in disciplinary action, including dismissal. If there is a violation, the Board of Directors must take preventive action so that the violation does not recur.	√	Sosialisasi Kode Etik dilakukan secara aktif dan berkala kepada seluruh Insan Perusahaan; pelanggaran dilaporkan melalui *Whistleblowing System* (WBS) yang dikelola independen, dengan sanksi ditegakkan sesuai ketentuan yang berlaku. Code of Conduct socialization is carried out actively and periodically for all Company personnel; violations are reported through the independently managed Whistleblowing System (WBS), with sanctions enforced in accordance with applicable provisions.
5.	**Manajemen Risiko, Pengendalian Internal dan Kepatuhan** Risk Management, Internal Control, and Compliance				
	5.1 Pengendalian Internal dan Kepatuhan Internal Control and Compliance				
	5.1.1		Direksi melakukan reviu secara berkala atas ketepatan desain dan efektivitas operasional sistem governansi, pengelolaan risiko, pengendalian internal dan kepatuhan korporasi dan melaporkan pelaksanaan dan hasil reviu kepada para pemegang saham melalui laporan tahunan Korporasi. The Board of Directors carries out regular reviews of the accuracy of the design and operational effectiveness of the governance system, risk management, internal control and corporate compliance and reports the implementation and results of the review to shareholders through the Corporation's annual report.	√	Sistem Pengendalian Internal berpedoman pada Peraturan Direksi No. HK-01/27/12/2/MPPI/DIRU/PLMT-21, mencakup lima komponen (lingkungan pengendalian, penilaian risiko, aktivitas pengendalian, informasi dan komunikasi, serta pemantauan), dan pada tahun 2025 tidak ditemukan permasalahan material. The Internal Control System is guided by Board of Directors Regulation No. HK-01/27/12/2/MPPI/DIRU/PLMT-21, covering five components (control environment, risk assessment, control activities, information and communication, and monitoring), and no material issues were identified in 2025.

Prinsip Principle	Rekomendasi Recommendation	Panduan Guideline	Uraian Description	*Apply or Explain*	Keterangan Penerapan Implementation
		5.1.1.1	Reviu berkala yang dilakukan oleh Direksi secara khusus mempertimbangkan: 1. Adanya perubahan sejak reviu berkala terakhir tentang sifat dan ruang lingkup risiko signifikan dan kemampuan korporasi dalam merespons perubahan bisnis dan lingkungan eksternalnya; 2. Ruang lingkup dan mutu pemantauan yang sedang berjalan atas risiko dan sistem pengendalian internal, peran fungsi audit internal dan penyedia jasa asurans lainnya; 3. Cakupan dan frekuensi komunikasi hasil pemantauan di atas kepada Dewan Komisaris (atau kepada Komite Audit) yang memampukan Dewan Komisaris untuk menilai secara menyeluruh tentang kondisi pengendalian internal dan efektivitasnya dalam pengelolaan risiko; 4. Terjadinya kegagalan atau defisiensi dalam pengendalian internal yang ditemukan dalam periode yang direviu dan luasnya dampak kontinjensi yang telah, dapat, atau mungkin terjadi di masa depan, yang berdampak material atas kondisi atau kinerja keuangan korporasi; dan 5. Efektivitas pengendalian internal yang berkaitan dengan pelaporan keuangan dan kepatuhan terhadap peraturan perundang undangan yang berlaku. Periodic reviews conducted by the Board of Directors specifically consider: 1. Changes since the last periodic review regarding the nature and scope of significant risks and the corporation's ability to respond to changes in its business and external environment; 2. The scope and quality of ongoing monitoring of risks and internal control systems, the role of internal audit functions, and other assurance providers; 3. The coverage and frequency of communication of monitoring results to the Board of Commissioners (or to the Audit Committee) enabling them to comprehensively assess the condition of internal controls and their effectiveness in risk management; 4. Occurrence of failures or deficiencies in internal controls found during the reviewed period and the extent of contingency impacts that have occurred, can occur, or may occur in the future, materially affecting the corporation's financial condition or performance; and 5. The effectiveness of internal controls related to financial reporting and compliance with applicable laws and regulations.	√	Sistem Pengendalian Internal berpedoman pada Peraturan Direksi No. HK-01/27/12/2/MPPI/DIRU/PLMT-21, mencakup lima komponen (lingkungan pengendalian, penilaian risiko, aktivitas pengendalian, informasi dan komunikasi, serta pemantauan), dan pada tahun 2025 tidak ditemukan permasalahan material. The Internal Control System is guided by Board of Directors Regulation No. HK-01/27/12/2/MPPI/DIRU/PLMT-21, covering five components (control environment, risk assessment, control activities, information and communication, and monitoring), and no material issues were identified in 2025.

Prinsip Principle	Rekomendasi Recommendation	Panduan Guideline	Uraian Description	*Apply or Explain*	Keterangan Penerapan Implementation
		5.1.1.2.	Direksi memastikan bahwa korporasi memiliki sebuah fungsi yang berperan untuk senantiasa mengikuti perubahan dalam berbagai peraturan perundang-undangan yang berlaku, yang terkait dengan usahanya dan peraturan perundang-undangan pada umumnya, serta memiliki sistem untuk memastikan kepatuhan korporasi terhadap peraturan perundang-undangan yang berlaku dan peraturan internal korporasi. The Board of Directors ensures that the corporation has a function responsible for continuously monitoring changes in various applicable laws and regulations related to its operations and regulations in general, and has a system to ensure the corporation's compliance with applicable laws and regulations and internal corporate regulations.	√	Sistem Pengendalian Internal berpedoman pada Peraturan Direksi No. HK-01/27/12/2/MPPI/DIRU/PLMT-21, mencakup lima komponen (lingkungan pengendalian, penilaian risiko, aktivitas pengendalian, informasi dan komunikasi, serta pemantauan), dan pada tahun 2025 tidak ditemukan permasalahan material. The Internal Control System is guided by Board of Directors Regulation No. HK-01/27/12/2/MPPI/DIRU/PLMT-21, covering five components (control environment, risk assessment, control activities, information and communication, and monitoring), and no material issues were identified in 2025.
5.2	Manajemen Risiko Risk Management				
	5.2.1.	Strategi dan risiko merupakan satu kesatuan, diungkapkan secara transparan, masuk ke dalam pelaksanaan tugas dan tanggungjawab Direksi dan Dewan Komisaris, serta dalam diskusi di rapat Dewan Komisaris dan Direksi. Strategy and risk are one unit, disclosed transparently, included in the implementation of the duties and responsibilities of the Board of Directors and Board of Commissioners, as well as in discussions at meetings of the Board of Commissioners and Board of Directors.		√	Manajemen risiko dikelola melalui *roadmap* penguatan *Enterprise Risk Management* (ERM) 2022-2026, dengan skor Kualitas Penerapan Manajemen Risiko (KPMR) 2025 sebesar 84,80 (kategori *Fair*) dan penerapan *Three Lines Model.* Risk management is guided by the 2022–2026 Enterprise Risk Management (ERM) strengthening roadmap, with a 2025 Risk Management Implementation Quality (KPMR) score of 84.80 (Fair category) and the implementation of a Three Lines Model.
		5.2.1.1	Direksi memimpin penerapan manajemen risiko untuk dimanfaatkan oleh seluruh jajaran manajemen dalam menciptakan dan melindungi nilai bagi korporasi, dengan memberi contoh dan menjadi teladan dalam hal pengendalian dan pengelolaan risiko dalam aktivitas bisnis dan operasional guna menanamkan, memperkuat, dan mengembangkan budaya sadar risiko yang berlandaskan pada kepatuhan dan pengendalian internal yang efektif The Board of Directors leads the implementation of risk management to be utilized by all levels of management in creating and protecting value for the corporation, by setting an example and being a role model in terms of controlling and managing risks in business and operational activities to instill, strengthen, and develop a risk-aware culture based on compliance and effective internal controls.	√	Manajemen risiko dikelola melalui *roadmap* penguatan *Enterprise Risk Management* (ERM) 2022-2026, dengan skor Kualitas Penerapan Manajemen Risiko (KPMR) 2025 sebesar 84,80 (kategori *Fair*) dan penerapan *Three Lines Model.* Risk management is guided by the 2022–2026 Enterprise Risk Management (ERM) strengthening roadmap, with a 2025 Risk Management Implementation Quality (KPMR) score of 84.80 (Fair category) and the implementation of a Three Lines of Defense model.
		5.2.1.2	Direksi mengungkapkan: 1. risiko-risiko utama yang dihadapi korporasi serta pengelolaannya; dan 2. apakah terdapat eksposur material atas risiko lingkungan atau sosial dan, jika ya, bagaimana mengelola atau intensi dalam mengelola risiko tersebut. The Board of Directors discloses: 1. the key risks faced by the corporation and their management; and 2. whether there are material exposures to environmental or social risks, and if so, how these risks are managed or the intentions regarding managing the risks.	√	Manajemen risiko dikelola melalui *roadmap* penguatan *Enterprise Risk Management* (ERM) 2022-2026, dengan skor Kualitas Penerapan Manajemen Risiko (KPMR) 2025 sebesar 84,80 (kategori *Fair*) dan penerapan *Three Lines Model.* Risk management is guided by the 2022–2026 Enterprise Risk Management (ERM) strengthening roadmap, with a 2025 Risk Management Implementation Quality (KPMR) score of 84.80 (Fair category) and the implementation of a Three Lines Model.

Prinsip Principle	Rekomendasi Recommendation	Panduan Guideline	Uraian Description	*Apply or Explain*	Keterangan Penerapan Implementation
		5.2.1.3	Direksi memastikan kesesuaian sistem pengendalian internal dan kerangka kerja manajemen risiko dengan karakteristik kebutuhan dan proses bisnis korporasi sehingga proses pengendalian internal dan pengelolaan risiko terhadap seluruh jenis risiko yang dihadapi korporasi, termasuk di dalamnya komunikasi dan pelaporan tentang risiko, manajemen risiko, pemeriksanaannya, serta efektivitasnya, dapat terlaksanakan secara efektif selaras dengan ekspektasi para pemangku kepentingan. The Board of Directors ensures the alignment of the internal control system and risk management framework with the characteristics of the corporation's needs and business processes so that the processes of internal control and risk management for all types of risks faced by the corporation, including communication and reporting on risks, risk management, its examination, and effectiveness, can be effectively implemented in line with stakeholders' expectations.	√	Manajemen risiko dikelola melalui *roadmap* penguatan *Enterprise Risk Management* (ERM) 2022-2026, dengan skor Kualitas Penerapan Manajemen Risiko (KPMR) 2025 sebesar 84,80 (kategori *Fair*) dan penerapan *Three Lines Model.* Risk management is guided by the 2022–2026 Enterprise Risk Management (ERM) strengthening roadmap, with a 2025 Risk Management Implementation Quality (KPMR) score of 84.80 (Fair category) and the implementation of a Three Lines Model.
		5.2.1.4	Direksi memastikan proses governansi risiko di Teknologi Informasi termasuk gangguan, keamanan *cyber*, pemulihan bencana, untuk memastikan bahwa semua risiko utama diidentifikasi, dikelola, dan dilaporkan kepada Dewan Komisaris. The Board of Directors ensures that the risk governance process in Information Technology, including disruptions, cyber security, and disaster recovery, is in place to ensure that all key risks are identified, managed, and reported to the Board of Commissioners.	√	Manajemen risiko dikelola melalui *roadmap* penguatan *Enterprise Risk Management* (ERM) 2022-2026, dengan skor Kualitas Penerapan Manajemen Risiko (KPMR) 2025 sebesar 84,80 (kategori *Fair*) dan penerapan *Three Lines Model.* Risk management is guided by the 2022–2026 Enterprise Risk Management (ERM) strengthening roadmap, with a 2025 Risk Management Implementation Quality (KPMR) score of 84.80 (Fair category) and the implementation of a Three Lines Model.
	5.2.2.	Komite Pemantau Manajemen Risiko membantu pelaksanaan tugas Dewan Komisaris dengan menciptakan mekanisme yang transparan, fokus, dan independen dalam pengawasan manajemen risiko korporasi. The Risk Management Monitoring Committee assists the implementation of the duties of the Board of Commissioners by creating a transparent, focused and independent mechanism for supervising corporate risk management.		√	Manajemen risiko dikelola melalui *roadmap* penguatan *Enterprise Risk Management* (ERM) 2022-2026, dengan skor Kualitas Penerapan Manajemen Risiko (KPMR) 2025 sebesar 84,80 (kategori *Fair*) dan penerapan *Three Lines Model.* Risk management is guided by the 2022–2026 Enterprise Risk Management (ERM) strengthening roadmap, with a 2025 Risk Management Implementation Quality (KPMR) score of 84.80 (Fair category) and the implementation of a Three Lines Model.

Prinsip Principle	Rekomendasi Recommendation	Panduan Guideline	Uraian Description	*Apply or Explain*	Keterangan Penerapan Implementation
		5.2.2.1	Peran Komite Pemantau Manajemen Risiko termasuk diantaranya: 1. memantau kinerja korporat terhadap kerangka manajemen risiko, termasuk memantau apakah korporasi beroperasi dalam selera risiko yang disetujui oleh Dewan Komisaris; 2. memantau pengendalian terhadap risiko-risiko utama, termasuk risiko utama pelaporan keuangan dan risiko kecurangan (*fraud risk*); 3. mereviu setiap kejadian material yang melibatkan *fraud* atau kelemahan signifikan dalam pengendalian risiko korporasi, serta pelajaran yang didapat untuk mencegah terulang di masa *dating*; 4. menerima laporan dari auditor internal tentang hasil reviu atas kecukupan proses manajemen risiko korporasi; 5. menerima laporan dari manajemen tentang sumber risiko baru dan yang muncul serta pengendalian risiko dan langkah-langkah mitigasi yang telah dilakukan Direksi untuk menangani risiko tersebut; 6. menyusun rekomendasi kepada Dewan Komisaris terkait dengan perubahan yang harus dilakukan pada kerangka manajemen risiko entitas atau selera risiko yang disetujui oleh Dewan Komisaris; dan 7. mengawasi program asuransi korporasi, dengan memperhatikan bisnis korporat dan risiko yang dapat diasuransikan. The role of the Risk Management Monitoring Committee includes: 1. Monitoring corporate performance against the risk management framework, including ensuring that the corporation operates within the risk appetite approved by the Board of Commissioners; 2. Monitoring controls over key risks, including major financial reporting risks and fraud risks; 3. Reviewing any material events involving fraud or significant weaknesses in corporate risk controls, and extracting lessons learned to prevent recurrence in the future; 4. Receiving reports from the internal auditor on the adequacy of the corporate risk management processes; 5. Receiving reports from management on new and emerging risk sources and the risk controls and mitigation measures implemented by the Board of Directors to address those risks; 6. Formulating recommendations to the Board of Commissioners regarding changes to the entity's risk management framework or the risk appetite approved by the Board of Commissioners; and 7. Overseeing the corporate insurance program, taking into account corporate business and insurable risks.	√	Manajemen risiko dikelola melalui *roadmap* penguatan *Enterprise Risk Management* (ERM) 2022-2026, dengan skor Kualitas Penerapan Manajemen Risiko (KPMR) 2025 sebesar 84,80 (kategori *Fair*) dan penerapan *Three Lines Model*. Risk management is guided by the 2022–2026 Enterprise Risk Management (ERM) strengthening roadmap, with a 2025 Risk Management Implementation Quality (KPMR) score of 84.80 (Fair category) and the implementation of a Three Lines Model.

Prinsip Principle	Rekomendasi Recommendation	Panduan Guideline	Uraian Description	*Apply or Explain*	Keterangan Penerapan Implementation
		5.2.2.2	Jumlah anggota Komite Pemantau Manajemen Risiko adalah memadai dan mayoritas independen; di antara anggotanya memiliki pengetahuan teknis yang diperlukan dan pemahaman yang memadai tentang industri tempat entitas beroperasi, untuk dapat melaksanakan mandat komite secara efektif. The number of members of the Risk Management Monitoring Committee is adequate and the majority are independent. Among its members, there are individuals with the necessary technical expertise and adequate understanding of the industry in which the entity operates, enabling them to fulfill the committee's mandate effectively.	√	Manajemen risiko dikelola melalui *roadmap* penguatan *Enterprise Risk Management* (ERM) 2022-2026, dengan skor Kualitas Penerapan Manajemen Risiko (KPMR) 2025 sebesar 84,80 (kategori *Fair*) dan penerapan *Three Lines Model.* Risk management is guided by the 2022–2026 Enterprise Risk Management (ERM) strengthening roadmap, with a 2025 Risk Management Implementation Quality (KPMR) score of 84.80 (Fair category) and the implementation of a Three Lines Model.
5.3.	Integrasi Governansi, Manajemen Risiko dan Kepatuhan Integration of Governance, Risk Management and Compliance				
	5.3.1	Direksi membangun sistem governansi, manajemen risiko, dan kepatuhan (GRC) yang terintegrasi, dengan menangani berbagai ketidakpastian secara terpadu dan dengan integritas yang tinggi, untuk meyakinkan bahwa korporasi dapat mencapai tujuannya. The Board of Directors has built an integrated governance, risk management and compliance (GRC) system, by handling various uncertainties in an integrated manner and with high integrity, to ensure that the corporation can achieve its goals.		x	Perusahaan belum memiliki sistem Governance, Risk, and Compliance (GRC) yang terintegrasi secara formal dalam satu kerangka kerja tunggal, meskipun fungsi governansi, manajemen risiko, dan kepatuhan masing-masing telah berjalan. The Company does not yet have a formally integrated Governance, Risk, and Compliance (GRC) system within a single framework, although the governance, risk management, and compliance functions each operate individually.
		5.3.1.1	Direksi memastikan adanya koordinasi dan peningkatan kapabilitas di antara sistem utama GRC yang meliputi sistem governansi, manajemen strategi, manajemen kinerja, manajemen risiko, manajemen kepatuhan, dan sistem audit internal agar korporasi tetap berada pada jalur yang benar dalam mencapai tujuannya. The Board of Directos ensures coordination and enhancement of capabilities among the main GRC systems, which include governance systems, strategic management, performance management, risk management, compliance management, and internal audit systems, to keep the corporation on track towards achieving its goals.	x	Koordinasi formal antar sistem GRC (governansi, manajemen strategi, manajemen kinerja, manajemen risiko, kepatuhan, dan audit internal) belum dituangkan sebagai satu kerangka kerja terintegrasi. Formal coordination among the GRC systems (governance, strategy management, performance management, risk management, compliance, and internal audit) has not yet been set out as a single integrated framework.
	5.3.2	Direksi memastikan bahwa bagian yang membawahi fungsi kepatuhan tidak merangkap melaksanakan fungsi yang berpotensi menimbulkan benturan kepentingan. The Board of Directors ensures that the department in charge of the compliance function does not concurrently carry out functions that have the potential to cause a conflict of interest.		x	Pemisahan fungsi kepatuhan agar tidak merangkap fungsi yang berpotensi menimbulkan benturan kepentingan belum diatur secara eksplisit dalam satu kebijakan tersendiri. Separation of the compliance function from duties that could give rise to conflicts of interest has not yet been explicitly set out in a standalone policy.
5.4.	Audit Internal Internal Audit				

Prinsip Principle	Rekomendasi Recommendation	Panduan Guideline	Uraian Description	*Apply or Explain*	Keterangan Penerapan Implementation
	5.4.1		Dewan Komisaris melalui Komite Audit memantau dan memastikan bahwa fungsi audit internal membantu korporasi untuk mencapai tujuannya dengan membawa pendekatan yang objektif dan disiplin untuk mengevaluasi dan meningkatkan efektivitas manajemen risiko, pengendalian internal, dan governansi korporat. The Board of Commissioners, through the Audit Committee, monitors and ensures that the internal audit function helps the corporation to achieve its goals by bringing an objective and disciplined approach to evaluating and improving the effectiveness of risk management, internal control and corporate governance.	√	Satuan Pengawasan Intern (SPI) menjalankan fungsinya berpedoman pada Piagam Audit Internal (Perdir No. HK.01/8/5/2/MPPI/DIRU/PLMT-25), melapor kepada Direktur Utama dan/atau Dewan Komisaris, serta berkoordinasi rutin dengan Komite Audit. The Internal Audit Unit (SPI) carries out its function guided by the Internal Audit Charter (BoD Regulation No. HK.01/8/5/2/MPPI/DIRU/PLMT-25), reporting to the President Director and/or Board of Commissioners, and coordinating regularly with the Audit Committee.
		5.4.1.1	Audit internal dilakukan secara objektif dan independen dari manajemen korporasi dan dari fungsi yang diauditnya. Dengan demikian, Audit Internal secara fungsional bertanggungjawab dan melapor kepada Dewan Komisaris melalui Komite Audit, memiliki akses langsung kepada Komite Audit dan Dewan Komisaris dan dapat berkomunikasi dan bertemu langsung dengan Komite Audit dan Dewan Komisaris dengan atau tanpa kehadiran Direksi. Internal audits are conducted objectively and independently from corporate management and the functions they audit. Therefore, Internal Audit functionally reports to the Board of Commissioners through the Audit Committee, has direct access to the Audit Committee and the Board of Commissioners, and can communicate and meet directly with the Audit Committee and the Board of Commissioners with or without the presence of the Board of Directors.	√	Satuan Pengawasan Intern (SPI) menjalankan fungsinya berpedoman pada Piagam Audit Internal (Perdir No. HK.01/8/5/2/MPPI/DIRU/PLMT-25), melapor kepada Direktur Utama dan/atau Dewan Komisaris, serta berkoordinasi rutin dengan Komite Audit. The Internal Audit Unit (SPI) carries out its function guided by the Internal Audit Charter (BoD Regulation No. HK.01/8/5/2/MPPI/DIRU/PLMT-25), reporting to the President Director and/or Board of Commissioners, and coordinating regularly with the Audit Committee.
		5.4.1.2	Dewan Komisaris melalui komite audit memastikan fungsi audit internal memiliki wewenang, sumber daya dan akses atas informasi yang memadai untuk melaksanakan perannya secara efektif. The Board of Commissioners through the audit committee ensures that the internal audit function has the authority, resources, and access to adequate information to perform its role effectively.	√	Satuan Pengawasan Intern (SPI) menjalankan fungsinya berpedoman pada Piagam Audit Internal (Perdir No. HK.01/8/5/2/MPPI/DIRU/PLMT-25), melapor kepada Direktur Utama dan/atau Dewan Komisaris, serta berkoordinasi rutin dengan Komite Audit. The Internal Audit Unit (SPI) carries out its function guided by the Internal Audit Charter (BoD Regulation No. HK.01/8/5/2/MPPI/DIRU/PLMT-25), reporting to the President Director and/or Board of Commissioners, and coordinating regularly with the Audit Committee.

Prinsip Principle	Rekomendasi Recommendation	Panduan Guideline	Uraian Description	*Apply or Explain*	Keterangan Penerapan Implementation
		5.4.1.3	Komite Audit merekomendasikan kepada Dewan Komisaris pengangkatan dan pemberhentian Kepala Audit Internal, lingkup pekerjaan, dan anggaran untuk fungsi Audit Internal. The Audit Committee recommends to the Board of Commissioners the appointment and dismissal of Head of Internal Audit, the scope of work, and the budget for the Internal Audit function.	√	Satuan Pengawasan Intern (SPI) menjalankan fungsinya berpedoman pada Piagam Audit Internal (Perdir No. HK.01/8/5/2/MPPI/DIRU/PLMT-25), melapor kepada Direktur Utama dan/atau Dewan Komisaris, serta berkoordinasi rutin dengan Komite Audit. The Internal Audit Unit (SPI) carries out its function guided by the Internal Audit Charter (BoD Regulation No. HK.01/8/5/2/MPPI/DIRU/PLMT-25), reporting to the President Director and/or Board of Commissioners, and coordinating regularly with the Audit Committee.
		5.4.1.4	Komite Audit mengkaji efektivitas pelaksanaan audit intern dan mengevaluasi kinerja Audit Internal setiap tahun dan menyampaikan hasilnya kepada Dewan Komisaris. Setiap tiga tahun sekali, dengan mempertimbangkan rekomendasi Komite Audit, Dewan Komisaris menunjuk konsultan eksternal independen untuk mengkaji ulang kinerja Audit Internal. The Audit Committee reviews the effectiveness of the internal audit implementation and evaluates the performance of Internal Audit annually, presenting the results to the Board of Commissioners. Every three years, considering the recommendations of the Audit Committee, the Board of Commissioners appoints an independent external consultant to review the performance of Internal Audit.	√	Satuan Pengawasan Intern (SPI) menjalankan fungsinya berpedoman pada Piagam Audit Internal (Perdir No. HK.01/8/5/2/MPPI/DIRU/PLMT-25), melapor kepada Direktur Utama dan/atau Dewan Komisaris, serta berkoordinasi rutin dengan Komite Audit. The Internal Audit Unit (SPI) carries out its function guided by the Internal Audit Charter (BoD Regulation No. HK.01/8/5/2/MPPI/DIRU/PLMT-25), reporting to the President Director and/or Board of Commissioners, and coordinating regularly with the Audit Committee.
		5.4.1.5	Audit internal membuat rencana audit, yang melibatkan Direktur Utama, Dewan Komisaris dengan pertimbangan Komite Audit. Rencana audit internal disampaikan kepada Direksi dan Dewan Komisaris untuk mendapatkan persetujuan. The internal audit creates an audit plan, involving the President Director, the Board of Commissioners with the consideration of the Audit Committee. The internal audit plan is presented to the Board of Directors and the Board of Commissioners for approval.	√	Satuan Pengawasan Intern (SPI) menjalankan fungsinya berpedoman pada Piagam Audit Internal (Perdir No. HK.01/8/5/2/MPPI/DIRU/PLMT-25), melapor kepada Direktur Utama dan/atau Dewan Komisaris, serta berkoordinasi rutin dengan Komite Audit. The Internal Audit Unit (SPI) carries out its function guided by the Internal Audit Charter (BoD Regulation No. HK.01/8/5/2/MPPI/DIRU/PLMT-25), reporting to the President Director and/or Board of Commissioners, and coordinating regularly with the Audit Committee.
		5.4.1.6	Komite Audit memastikan pelaksanaan audit internal dilakukan berdasarkan standar profesional audit internal yang berlaku dan dengan menjunjung tinggi kode etik profesi serta kode etik organisasi. The Audit Committee ensures that the implementation of internal audits is conducted in accordance with applicable professional internal audit standards and upholds the profession's code of ethics as well as the organization's code of ethics.	√	Satuan Pengawasan Intern (SPI) menjalankan fungsinya berpedoman pada Piagam Audit Internal (Perdir No. HK.01/8/5/2/MPPI/DIRU/PLMT-25), melapor kepada Direktur Utama dan/atau Dewan Komisaris, serta berkoordinasi rutin dengan Komite Audit. The Internal Audit Unit (SPI) carries out its function guided by the Internal Audit Charter (BoD Regulation No. HK.01/8/5/2/MPPI/DIRU/PLMT-25), reporting to the President Director and/or Board of Commissioners, and coordinating regularly with the Audit Committee.
6.	**Pengungkapan dan Transparansi** Disclosure and Transparency				
	6.1 Kebijakan Pengungkapan Disclosure Policy				

Prinsip Principle	Rekomendasi Recommendation	Panduan Guideline	Uraian Description	*Apply or Explain*	Keterangan Penerapan Implementation
	6.1.1		Korporasi memiliki kebijakan dan prosedur pengungkapan dan transparansi yang memastikan pengungkapan informasi material dan menjaga informasi sensitif serta rahasia korporasi The corporation has disclosure and transparency policies and procedures that ensure disclosure of material information and safeguard sensitive information and corporate secrets.	√	Informasi material dan relevan mengenai Perusahaan diungkapkan secara aktif melalui Laporan Tahunan, Laporan Keuangan, dan situs web resmi Perusahaan sesuai klasifikasi informasi yang berlaku. Material and relevant information about the Company is actively disclosed through the Annual Report, Financial Statements, and the Company's official website, in accordance with the applicable information classification.
	6.1.2		Hak pemegang saham untuk memperoleh secara teratur dan tepat waktu informasi material yang relevan tentang korporasai harus dipenuhi. Shareholders' rights to obtain regularly and in a timely manner regarding relevant material information about the corporation must be fulfilled	√	Informasi material dan relevan mengenai Perusahaan diungkapkan secara aktif melalui Laporan Tahunan, Laporan Keuangan, dan situs web resmi Perusahaan sesuai klasifikasi informasi yang berlaku. Material and relevant information about the Company is actively disclosed through the Annual Report, Financial Statements, and the Company's official website, in accordance with the applicable information classification.
		6.1.2.1	Korporasi memiliki dan mengungkapkan kebijakan tertulis dalam melaksanakan kewajiban pengungkapan secara terus-menerus/ keterbukaan informasi berdasarkan peraturan berlaku. The corporation has and discloses a written policy for carrying out continuous disclosure obligations based on applicable regulations.	√	Informasi material dan relevan mengenai Perusahaan diungkapkan secara aktif melalui Laporan Tahunan, Laporan Keuangan, dan situs web resmi Perusahaan sesuai klasifikasi informasi yang berlaku. Material and relevant information about the Company is actively disclosed through the Annual Report, Financial Statements, and the Company's official website, in accordance with the applicable information classification.
6.2	Laporan Keuangan dan Keberlanjutan Financial and Sustainability Reports				
	6.2.1		Korporasi mengungkapkan sistem dan prosedur untuk memastikan bahwa laporan keuangan interim yang tidak diaudit atau direviu oleh auditor eksternal secara material adalah akurat, lengkap, dan memberikan investor informasi yang tepat untuk membuat keputusan investasi yang tepat. The Corporation discloses systems and procedures to ensure that interim financial reports that have not been audited or reviewed by an external auditor are materially accurate, complete, and provide investors with appropriate information to make informed investment decisions.	√	Laporan Keuangan diaudit oleh KAP Purwantono, Susanti & Surja (*member of* Ernst & Young Global) dengan opini wajar tanpa pengecualian; Laporan Keberlanjutan disusun mengacu pada GRI *Standards* dan Standar Pengungkapan Keberlanjutan OJK. The Financial Statements are audited by KAP Purwantono, Susanti & Surja (a member of Ernst & Young Global) with an unqualified opinion; the Sustainability Report is prepared with reference to the GRI Standards and the OJK Sustainability Disclosure Standards.

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		6.2.1.1	Pengungkapan sistem dan prosedur paling tidak mencakup: 1. pengendalian internal atas pelaporan keuangan, termasuk laporan keuangan interim; 2. peran fungsi manajemen risiko/kepatuhan/ pengawasan manajemen dan fungsi audit internal dalam memastikan integritas laporan keuangan interim; 3. peran Komite Audit dalam mereviu laporan keuangan interim yang akan dipublikasikan. Disclosure of the system and procedures should at least include: 1. Internal controls over financial reporting, including interim financial statements; 2. The roles of risk management/compliance/ management oversight functions and internal audit function in ensuring the integrity of interim financial statements; 3. The role of the Audit Committee in reviewing interim financial statements to be published.	√	Laporan Keuangan diaudit oleh KAP Purwantono, Susanti & Surja (*member of* Ernst & Young Global) dengan opini wajar tanpa pengecualian; Laporan Keberlanjutan disusun mengacu pada GRI *Standards* dan Standar Pengungkapan Keberlanjutan OJK. The Financial Statements are audited by KAP Purwantono, Susanti & Surja (a member of Ernst & Young Global) with an unqualified opinion; the Sustainability Report is prepared with reference to the GRI Standards and the OJK Sustainability Disclosure Standards.
	6.2.2		Komite Audit memastikan kualitas audit laporan keuangan yang dilaksanakan oleh auditor eksternal. Kegiatan ini termasuk merekomendasikan penunjukan, penunjukan kembali dan, jika perlu, pemberhentian dan remunerasi auditor eksternal. The Audit Committee ensures the quality of financial report audits carried out by external auditors. These activities include recommending the appointment, reappointment and, if necessary, dismissal and remuneration of external auditors.	√	Laporan Keuangan diaudit oleh KAP Purwantono, Susanti & Surja (*member of* Ernst & Young Global) dengan opini wajar tanpa pengecualian; Laporan Keberlanjutan disusun mengacu pada GRI *Standards* dan Standar Pengungkapan Keberlanjutan OJK. The Financial Statements are audited by KAP Purwantono, Susanti & Surja (a member of Ernst & Young Global) with an unqualified opinion; the Sustainability Report is prepared with reference to the GRI Standards and the OJK Sustainability Disclosure Standards.
		6.2.2.1	Proses seleksi auditor eksternal yang melalui tender dilakukan secara transparan sehingga pemegang saham dapat mengamati dan memantau proses jika mereka menginginkannya. The process of selecting an external auditor through tender is conducted transparently, allowing shareholders to observe and monitor the process if they wish to do so.	x	Proses seleksi auditor eksternal dilakukan oleh RUPS berdasarkan rekomendasi Dewan Komisaris/ Komite Audit, namun belum secara spesifik didokumentasikan sebagai proses tender yang transparan dan dapat dipantau langsung oleh seluruh pemegang saham. The external auditor selection process is carried out by the GMS based on recommendations from the Board of Commissioners/Audit Committee, but has not been specifically documented as a transparent tender process directly observable by all shareholders.
		6.2.2.2	Komite Audit memastikan bahwa dalam kontrak dengan auditor tidak terdapat klausula yang dapat mengganggu independensi atau kompetensi auditor dalam melaksanakan audit laporan keuangan. The Audit Committee ensures that there are no clauses in the contract with the auditor that could compromise the independence or competence of the auditor in conducting the audit of financial statements.	√	Laporan Keuangan diaudit oleh KAP Purwantono, Susanti & Surja (*member of* Ernst & Young Global) dengan opini wajar tanpa pengecualian; Laporan Keberlanjutan disusun mengacu pada GRI *Standards* dan Standar Pengungkapan Keberlanjutan OJK. The Financial Statements are audited by KAP Purwantono, Susanti & Surja (a member of Ernst & Young Global) with an unqualified opinion; the Sustainability Report is prepared with reference to the GRI Standards and the OJK Sustainability Disclosure Standards.

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		6.2.2.3	Komite Audit melakukan dialog yang memadai dengan auditor eksternal tanpa kehadiran manajemen dan memantau interaksi antara manajemen dan auditor eksternal, termasuk mereviu *management letter* yang diberikan oleh auditor eksternal dan mengawasi tanggapan manajemen; The Audit Committee conducts adequate dialogue with the external auditor without the presence of management and monitors the interaction between management and the external auditor, including reviewing the management letter provided by the external auditor and overseeing management's responses.	√	Laporan Keuangan diaudit oleh KAP Purwantono, Susanti & Surja (*member of* Ernst & Young Global) dengan opini wajar tanpa pengecualian; Laporan Keberlanjutan disusun mengacu pada GRI *Standards* dan Standar Pengungkapan Keberlanjutan OJK. The Financial Statements are audited by KAP Purwantono, Susanti & Surja (a member of Ernst & Young Global) with an unqualified opinion; the Sustainability Report is prepared with reference to the GRI Standards and the OJK Sustainability Disclosure Standards.
		6.2.2.4	Dewan Komisaris, atau Komite Audit, memastikan agar auditor eksternal segera menginformasikan semua temuan dan masalah signifikan yang ditemukan auditor eksternal selama pelaksanaan audit. The Board of Commissioners, or the Audit Committee, ensures that the external auditor promptly informs them of all significant findings and issues identified by the external auditor during the audit process.	√	Laporan Keuangan diaudit oleh KAP Purwantono, Susanti & Surja (*member of* Ernst & Young Global) dengan opini wajar tanpa pengecualian; Laporan Keberlanjutan disusun mengacu pada GRI *Standards* dan Standar Pengungkapan Keberlanjutan OJK. The Financial Statements are audited by KAP Purwantono, Susanti & Surja (a member of Ernst & Young Global) with an unqualified opinion; the Sustainability Report is prepared with reference to the GRI Standards and the OJK Sustainability Disclosure Standards.
		6.2.2.5	Komite Audit mereviu setiap jasa nonaudit yang diberikan oleh auditor eksternal dan afiliasinya serta biaya terkait, untuk memastikan bahwa layanan tersebut tidak mengganggu independensi auditor. The Audit Committee reviews every non-audit service provided by the external auditor and its affiliates, as well as related fees, to ensure that these services do not compromise the auditor's independence.	√	Laporan Keuangan diaudit oleh KAP Purwantono, Susanti & Surja (*member of* Ernst & Young Global) dengan opini wajar tanpa pengecualian; Laporan Keberlanjutan disusun mengacu pada GRI *Standards* dan Standar Pengungkapan Keberlanjutan OJK. The Financial Statements are audited by KAP Purwantono, Susanti & Surja (a member of Ernst & Young Global) with an unqualified opinion; the Sustainability Report is prepared with reference to the GRI Standards and the OJK Sustainability Disclosure Standards.
	6.2.3	Laporan keberlanjutan harus disiapkan dan diungkapkan dengan akurat dan disusun sesuai kerangka pelaporan keberlanjutan nasional atau internasional. Sustainability report must be prepared and disclosed accurately and prepared in accordance with national or international sustainability reporting frameworks.		√	Laporan Keuangan diaudit oleh KAP Purwantono, Susanti & Surja (*member of* Ernst & Young Global) dengan opini wajar tanpa pengecualian; Laporan Keberlanjutan disusun mengacu pada GRI *Standards* dan Standar Pengungkapan Keberlanjutan OJK. The Financial Statements are audited by KAP Purwantono, Susanti & Surja (a member of Ernst & Young Global) with an unqualified opinion; the Sustainability Report is prepared with reference to the GRI Standards and the OJK Sustainability Disclosure Standards.

Prinsip Principle	Rekomendasi Recommendation	Panduan Guideline	Uraian Description	*Apply or Explain*	Keterangan Penerapan Implementation
		6.2.3.1	Laporan keberlanjutan diberikan asurans oleh pihak eksternal yang independen dan kompeten. The sustainability report is assured by an independent and competent external party.	√	Laporan Keuangan diaudit oleh KAP Purwantono, Susanti & Surja (*member of* Ernst & Young Global) dengan opini wajar tanpa pengecualian; Laporan Keberlanjutan disusun mengacu pada GRI *Standards* dan Standar Pengungkapan Keberlanjutan OJK. The Financial Statements are audited by KAP Purwantono, Susanti & Surja (a member of Ernst & Young Global) with an unqualified opinion; the Sustainability Report is prepared with reference to the GRI Standards and the OJK Sustainability Disclosure Standards.
	6.2.4		Perusahaan telah menerbitkan Laporan Keberlanjutan yang merupakan satu kesatuan yang tidak terpisahkan dengan Laporan Tahunan. Laporan Keberlanjutan Perusahaan telah memaparkan tentang kinerja keberlanjutan Perusahaan yang mencakup aspek ekonomi, sosial, lingkungan dan tata kelola, yang disajikan dalam perbandingan selama 3 tahun, sehingga diharapkan membantu pemegang saham dan pemangku kepentingan memahami tujuan strategis korporasi dan kemajuannya dalam menciptakan nilai yang berkelanjutan. The corporation has published a Sustainability Report that is an integral part of the Annual Report. The Company's Sustainability Report has presented the company's sustainability performance covering economic, social, environmental, and governance aspects, presented in comparison over 3 years, aiming to assist shareholders and stakeholders in understanding the corporation's strategic objectives and progress in creating sustainable value.	√	Laporan Keuangan diaudit oleh KAP Purwantono, Susanti & Surja (*member of* Ernst & Young Global) dengan opini wajar tanpa pengecualian; Laporan Keberlanjutan disusun mengacu pada GRI *Standards* dan Standar Pengungkapan Keberlanjutan OJK. The Financial Statements are audited by KAP Purwantono, Susanti & Surja (a member of Ernst & Young Global) with an unqualified opinion; the Sustainability Report is prepared with reference to the GRI Standards and the OJK Sustainability Disclosure Standards.
6.3	Diseminasi Informasi Information Dissemination				
	6.3.1		Saluran penyebaran informasi harus menyediakan akses yang setara, tepat waktu, dan relatif murah untuk informasi yang relevan bagi pengguna. Information dissemination channels should provide equal, timely and relatively inexpensive access to relevant information for users.	√	Diseminasi informasi dilakukan melalui situs web resmi Perusahaan, media sosial resmi (Instagram, Facebook, X, Threads, LinkedIn, YouTube, TikTok), serta kerja sama dengan media massa. Information dissemination is carried out through the Company's official website, official social media accounts (Instagram, Facebook, X, Threads, LinkedIn, YouTube, TikTok), and cooperation with mass media.
		6.3.1.1	Korporasi secara berkala mengadakan pertemuan dengan analis keuangan. The corporation periodically holds meetings with financial analysts.	x	Perusahaan belum secara berkala mengadakan pertemuan khusus dengan analis keuangan, karena PMT bukan perusahaan terbuka yang sahamnya diperdagangkan di pasar modal. The Company does not yet hold periodic dedicated meetings with financial analysts, as PMT is not a publicly listed company traded on the capital market.
		6.3.1.2	Korporasi memanfaatkan penggunaan teknologi informasi secara efektif dan lebih luas selain situs web sebagai media keterbukaan informasi. The corporation utilizes information technology effectively and extensively beyond its website as a means of information disclosure.	x	Pemanfaatan teknologi informasi untuk diseminasi informasi saat ini masih berfokus pada situs web resmi dan media sosial; pemanfaatan kanal lain secara lebih luas masih dalam pengembangan. The use of information technology for information dissemination currently focuses on the official website and social media; broader use of additional channels is still under development.

Prinsip Principle	Rekomendasi Recommendation	Panduan Guideline	Uraian Description	*Apply or Explain*	Keterangan Penerapan Implementation
		6.3.1.3	Korporasi memastikan bahwa informasi yang disebarkan dijaga dan terproteksi keamanannya. The corporation ensures that disseminated information is safeguarded and securely protected.	√	Diseminasi informasi dilakukan melalui situs web resmi Perusahaan, media sosial resmi (Instagram, Facebook, X, Threads, LinkedIn, YouTube, TikTok), serta kerja sama dengan media massa. Information dissemination is carried out through the Company's official website, official social media accounts (Instagram, Facebook, X, Threads, LinkedIn, YouTube, TikTok), and cooperation with mass media.
	6.3.2		Korporasi memastikan bahwa pernyataan tahunan terhadap penerapan Pedoman Umum Governansi Korporat Indonesia, termasuk penjelasan atas penerapan atas masing-masing Rekomendasi dan Panduan tersedia di situs web selama jangka waktu minimal lima tahun. The Corporation ensures that an annual statement regarding the implementation of the General Guidelines for Indonesian Corporate Governance, including an explanation of the implementation of each Recommendation and Guide is available on the website for a minimum period of five years.	x	Pernyataan tahunan penerapan PUGKI beserta penjelasannya belum dipublikasikan tersendiri di situs web Perusahaan selama jangka waktu minimal lima tahun. The annual statement on PUGKI implementation and its explanation has not yet been separately published on the Company's website for a minimum period of five years.
	6.3.3		Untuk korporasi yang terdaftar di pasar modal di yurisdiksi selain yurisdiksi asal, peraturan perundang-undangan atas governansi korporat yang berlaku harus didiungkapkan dengan jelas. Dalam hal *cross listing*, kriteria dan prosedur *cross listing*, kriteria dan prosedur untuk mengakui persyaratan *listing* untuk *listing* utama harus transparan dan didokumentasikan. For corporations registered on the capital market in jurisdictions other than the home jurisdiction, the applicable corporate governance laws and regulations must be clearly disclosed. In the case of cross listing, cross listing criteria and procedures, criteria and procedures for recognizing listing requirements for the main listing must be transparent and documented.	x	PMT bukan merupakan perusahaan yang terdaftar di pasar modal pada yurisdiksi manapun sehingga ketentuan pengungkapan *cross-listing* tidak relevan. PMT is not listed on a capital market in any jurisdiction, so cross-listing disclosure provisions are not applicable.
7.	**Perlindungan terhadap Hak-Hak Pemegang Saham** Protection of Shareholder Rights				
	7.1 Hak Pemegang Saham Shareholder Rights				
	7.1.1		Korporasi memiliki suatu kebijakan komunikasi yang memfasilitasi dan mendorong partisipasi pemegang saham atau investor. The corporation has a communications policy that facilitates and encourages shareholder or investor participation	x	Hak-hak pemegang saham dilaksanakan sesuai Anggaran Dasar dan UU Perseroan Terbatas; komunikasi formal dengan kedua pemegang saham (PT Pelabuhan Indonesia (Persero) dan PT Integrasi Logistik Cipta Solusi) dilakukan melalui forum RUPS dan korespondensi langsung, karena PMT bukan perusahaan terbuka sehingga mekanisme dialog investor pasar modal tidak relevan diterapkan. Shareholder rights are exercised in accordance with the Articles of Association and the Limited Liability Company Law; formal communication with both shareholders (PT Pelabuhan Indonesia (Persero) and PT Integrasi Logistik Cipta Solusi) takes place through the GMS forum and direct correspondence, as PMT is not a publicly listed company, making capital-market investor dialog mechanisms inapplicable.

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		7.1.1.1	Pemegang saham, termasuk pemegang saham institusional, diperbolehkan untuk melakukan konsultasi satu dengan lainnya tentang isu mengenai hak-hak dasar pemegang saham sebagaimana yang ditetapkan dalam Prinsip ini, namun hal ini tidak boleh disalahgunakan. Shareholders, including institutional shareholders, are allowed to consult with each other regarding issues related to basic shareholder rights as outlined in these Principles, but this privilege should not be abused.	x	Hak-hak pemegang saham dilaksanakan sesuai Anggaran Dasar dan UU Perseroan Terbatas; komunikasi formal dengan kedua pemegang saham (PT Pelabuhan Indonesia (Persero) dan PT Integrasi Logistik Cipta Solusi) dilakukan melalui forum RUPS dan korespondensi langsung, karena PMT bukan perusahaan terbuka sehingga mekanisme dialog investor pasar modal tidak relevan diterapkan. Shareholder rights are exercised in accordance with the Articles of Association and the Limited Liability Company Law; formal communication with both shareholders (PT Pelabuhan Indonesia (Persero) and PT Integrasi Logistik Cipta Solusi) takes place through the GMS forum and direct correspondence, as PMT is not a publicly listed company, making capital-market investor dialog mechanisms inapplicable.
		7.1.1.2	Korporasi mendorong adanya dialog konstruktif antara pemegang saham (terutama investor institusional) dengan manajemen. Korporasi menanggapi permintaan dari pemegang saham untuk terlibat dalam dialog untuk mendukung pertumbuhan yang berkelanjutan dan meningkatkan nilai korporasi dalam jangka menengah hingga panjang. The corporation encourages constructive dialogue between shareholders (especially institutional investors) and management. The corporation responds to shareholder requests to engage in dialogue to support sustainable growth and enhance corporate value in the medium to long term.	x	Hak-hak pemegang saham dilaksanakan sesuai Anggaran Dasar dan UU Perseroan Terbatas; komunikasi formal dengan kedua pemegang saham (PT Pelabuhan Indonesia (Persero) dan PT Integrasi Logistik Cipta Solusi) dilakukan melalui forum RUPS dan korespondensi langsung, karena PMT bukan perusahaan terbuka sehingga mekanisme dialog investor pasar modal tidak relevan diterapkan. Shareholder rights are exercised in accordance with the Articles of Association and the Limited Liability Company Law; formal communication with both shareholders (PT Pelabuhan Indonesia (Persero) and PT Integrasi Logistik Cipta Solusi) takes place through the GMS forum and direct correspondence, as PMT is not a publicly listed company, making capital-market investor dialog mechanisms inapplicable.
		7.1.1.3	Korporasi menyediakan wadah atau *platform* dialog konstruktif antara seluruh pemegang saham dengan manajemen. The corporation provides a platform for constructive dialogue between all shareholders and management.	x	Hak-hak pemegang saham dilaksanakan sesuai Anggaran Dasar dan UU Perseroan Terbatas; komunikasi formal dengan kedua pemegang saham (PT Pelabuhan Indonesia (Persero) dan PT Integrasi Logistik Cipta Solusi) dilakukan melalui forum RUPS dan korespondensi langsung, karena PMT bukan perusahaan terbuka sehingga mekanisme dialog investor pasar modal tidak relevan diterapkan. Shareholder rights are exercised in accordance with the Articles of Association and the Limited Liability Company Law; formal communication with both shareholders (PT Pelabuhan Indonesia (Persero) and PT Integrasi Logistik Cipta Solusi) takes place through the GMS forum and direct correspondence, as PMT is not a publicly listed company, making capital-market investor dialog mechanisms inapplicable.

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		7.1.1.4	Korporasi segera mengungkapkan kepada publik semua fakta baru yang material yang tersedia bagi analis keuangan dan pihak lainnya yang serupa. The corporation promptly discloses to the public any new material facts available to financial analysts and similar parties.	x	Hak-hak pemegang saham dilaksanakan sesuai Anggaran Dasar dan UU Perseroan Terbatas; komunikasi formal dengan kedua pemegang saham (PT Pelabuhan Indonesia (Persero) dan PT Integrasi Logistik Cipta Solusi) dilakukan melalui forum RUPS dan korespondensi langsung, karena PMT bukan perusahaan terbuka sehingga mekanisme dialog investor pasar modal tidak relevan diterapkan. Shareholder rights are exercised in accordance with the Articles of Association and the Limited Liability Company Law; formal communication with both shareholders (PT Pelabuhan Indonesia (Persero) and PT Integrasi Logistik Cipta Solusi) takes place through the GMS forum and direct correspondence, as PMT is not a publicly listed company, making capital-market investor dialog mechanisms inapplicable.
		7.1.1.5	Korporasi mengungkapkan kebijakan komunikasi korporasi dengan pemegang saham atau investor dalam situs web dan laporan. The corporation discloses its corporate communication policy with shareholders or investors on its website and reports.	x	Hak-hak pemegang saham dilaksanakan sesuai Anggaran Dasar dan UU Perseroan Terbatas; komunikasi formal dengan kedua pemegang saham (PT Pelabuhan Indonesia (Persero) dan PT Integrasi Logistik Cipta Solusi) dilakukan melalui forum RUPS dan korespondensi langsung, karena PMT bukan perusahaan terbuka sehingga mekanisme dialog investor pasar modal tidak relevan diterapkan. Shareholder rights are exercised in accordance with the Articles of Association and the Limited Liability Company Law; formal communication with both shareholders (PT Pelabuhan Indonesia (Persero) and PT Integrasi Logistik Cipta Solusi) takes place through the GMS forum and direct correspondence, as PMT is not a publicly listed company, making capital-market investor dialog mechanisms inapplicable.
	7.1.2		Korporasi yang merupakan entitas induk memastikan bahwa kebijakan governansi korporatnya berlaku bagi entitas anak dan entitas sepengendali yang di dalamnya investasi korporasi adalah signifikan. The corporation which is the parent entity, ensures that its corporate governance policies apply to subsidiaries and entities under common control in which the corporation's investment is significant.	x	Hak-hak pemegang saham dilaksanakan sesuai Anggaran Dasar dan UU Perseroan Terbatas; komunikasi formal dengan kedua pemegang saham (PT Pelabuhan Indonesia (Persero) dan PT Integrasi Logistik Cipta Solusi) dilakukan melalui forum RUPS dan korespondensi langsung, karena PMT bukan perusahaan terbuka sehingga mekanisme dialog investor pasar modal tidak relevan diterapkan. Shareholder rights are exercised in accordance with the Articles of Association and the Limited Liability Company Law; formal communication with both shareholders (PT Pelabuhan Indonesia (Persero) and PT Integrasi Logistik Cipta Solusi) takes place through the GMS forum and direct correspondence, as PMT is not a publicly listed company, making capital-market investor dialog mechanisms inapplicable.

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		7.1.2.1	Kerangka kerja dan kebijakan governansi korporat di entitas anak termasuk kebijakan tertulis antara lain mengenai: 1. Wewenang untuk menunjuk komisaris dan direktur. Umumnya, untuk entitas anak dengan ukuran relatif besar, Dewan Komisaris perlu dilibatkan dalam penunjukkan pengurus di entitas anak. Untuk entitas anak yang lebih kecil, Direksi yang berwenang melaksanakannya; 2. Efektivitas sistem pengendalian internal dan ketaatan terhadap aturan perundang-undangan yang berlaku; dan 3. Pengungkapan yang tepat waktu dan akurat atas informasi material entitas anak, termasuk informasi keuangan, transaksi dengan pihak berelasi dan informasi material lainnya. 4. Jika korporasi memiliki/membentuk entitas berbadan hukum selain perseroan terbatas, korporasi memastikan bahwa kebijakan governansi korporatnya berlaku bagi entitas tersebut disesuaikan dengan konteks jenis badan hukumnya. The framework and policies for corporate governance in subsidiary entities include written policies regarding: 1. Authority to appoint commissioners and directors. Generally, for relatively large subsidiary entities, the Board of Commissioners needs to be involved in appointing executives in subsidiary entities. For smaller subsidiary entities, the Board of Directors is authorized to carry out this task; 2. Effectiveness of the internal control system and compliance with applicable laws and regulations; and 3. Timely and accurate disclosure of material information from subsidiary entities, including financial information, transactions with related parties, and other material information. 4. If the corporation has or establishes legal entities other than limited liability companies, the corporation ensures that its corporate governance policies applicable to those entities are adjusted to the context of their legal entity type.	x	Hak-hak pemegang saham dilaksanakan sesuai Anggaran Dasar dan UU Perseroan Terbatas; komunikasi formal dengan kedua pemegang saham (PT Pelabuhan Indonesia (Persero) dan PT Integrasi Logistik Cipta Solusi) dilakukan melalui forum RUPS dan korespondensi langsung, karena PMT bukan perusahaan terbuka sehingga mekanisme dialog investor pasar modal tidak relevan diterapkan. Shareholder rights are exercised in accordance with the Articles of Association and the Limited Liability Company Law; formal communication with both shareholders (PT Pelabuhan Indonesia (Persero) and PT Integrasi Logistik Cipta Solusi) takes place through the GMS forum and direct correspondence, as PMT is not a publicly listed company, making capital-market investor dialog mechanisms inapplicable.
		7.1.2.2	Untuk investasi di entitas anak yang signifikan namun di bawah mayoritas (seperti kepemilikan antara 20 persen sampai 50 persen saham), Direksi memastikan bahwa terdapat perjanjian pemegang saham atau perjanjian lain yang memungkinkan korporasi memantau kinerja korporasi dan berpartisipasi dalam kepengurusan, termasuk untuk persetujuan transaksi dan keputusan yang signifikan. Hal ini diperlukan antara lain untuk memastikan bahwa korporasi memiliki informasi yang memadai, akurat, dan tepat waktu di entitas anak. For investments in significant but minority-owned subsidiary entities (such as ownership between 20 percent to 50 percent of shares), the Board of Directors ensures that there is a shareholders' agreement or other agreement that allows the corporation to monitor the performance of the corporation and participate in management, including for approval of transactions and significant decisions. This is necessary, among other things, to ensure that the corporation has adequate, accurate, and timely information in the subsidiary entity.	x	Hak-hak pemegang saham dilaksanakan sesuai Anggaran Dasar dan UU Perseroan Terbatas; komunikasi formal dengan kedua pemegang saham (PT Pelabuhan Indonesia (Persero) dan PT Integrasi Logistik Cipta Solusi) dilakukan melalui forum RUPS dan korespondensi langsung, karena PMT bukan perusahaan terbuka sehingga mekanisme dialog investor pasar modal tidak relevan diterapkan. Shareholder rights are exercised in accordance with the Articles of Association and the Limited Liability Company Law; formal communication with both shareholders (PT Pelabuhan Indonesia (Persero) and PT Integrasi Logistik Cipta Solusi) takes place through the GMS forum and direct correspondence, as PMT is not a publicly listed company, making capital-market investor dialog mechanisms inapplicable.

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	7.1.3		Korporasi memiliki aturan dan prosedur yang mengatur akuisisi, pengambil alihan, dan transaksi luar biasa seperti merger dan penjualan aset korporasi yang substansial untuk memastikan transaksi terjadi secara transparan dan dalam kondisi yang wajar dan melindungi hak-hak semua pemegang saham sesuai dengan kelasnya. Corporations have rules and procedures governing acquisitions, takeovers and extraordinary transactions such as mergers and sales of substantial corporate assets to ensure transactions occur transparently and under fair conditions and protect the rights of all shareholders according to their class.	x	Hak-hak pemegang saham dilaksanakan sesuai Anggaran Dasar dan UU Perseroan Terbatas; komunikasi formal dengan kedua pemegang saham (PT Pelabuhan Indonesia (Persero) dan PT Integrasi Logistik Cipta Solusi) dilakukan melalui forum RUPS dan korespondensi langsung, karena PMT bukan perusahaan terbuka sehingga mekanisme dialog investor pasar modal tidak relevan diterapkan. Shareholder rights are exercised in accordance with the Articles of Association and the Limited Liability Company Law; formal communication with both shareholders (PT Pelabuhan Indonesia (Persero) and PT Integrasi Logistik Cipta Solusi) takes place through the GMS forum and direct correspondence, as PMT is not a publicly listed company, making capital-market investor dialog mechanisms inapplicable.
		7.1.3.1	Korporasi secara jelas mengungkapkan aturan dan prosedur tersebut sehingga investor memahami hak-hak mereka dan hak untuk memperoleh kompensasi. The corporation clearly discloses these rules and procedures so that investors understand their rights and entitlements to compensation.	x	Hak-hak pemegang saham dilaksanakan sesuai Anggaran Dasar dan UU Perseroan Terbatas; komunikasi formal dengan kedua pemegang saham (PT Pelabuhan Indonesia (Persero) dan PT Integrasi Logistik Cipta Solusi) dilakukan melalui forum RUPS dan korespondensi langsung, karena PMT bukan perusahaan terbuka sehingga mekanisme dialog investor pasar modal tidak relevan diterapkan. Shareholder rights are exercised in accordance with the Articles of Association and the Limited Liability Company Law; formal communication with both shareholders (PT Pelabuhan Indonesia (Persero) and PT Integrasi Logistik Cipta Solusi) takes place through the GMS forum and direct correspondence, as PMT is not a publicly listed company, making capital-market investor dialog mechanisms inapplicable.
		7.1.3.2	Taktik yang mencegah pengambil alihan (*anti-take-over devices*) tidak boleh digunakan untuk melindungi manajemen dan Dewan Komisaris dari akuntabilitas. Tactics that prevent takeovers (anti-takeover devices) should not be used to protect management and the Board of Commissioners from accountability.	x	Hak-hak pemegang saham dilaksanakan sesuai Anggaran Dasar dan UU Perseroan Terbatas; komunikasi formal dengan kedua pemegang saham (PT Pelabuhan Indonesia (Persero) dan PT Integrasi Logistik Cipta Solusi) dilakukan melalui forum RUPS dan korespondensi langsung, karena PMT bukan perusahaan terbuka sehingga mekanisme dialog investor pasar modal tidak relevan diterapkan. Shareholder rights are exercised in accordance with the Articles of Association and the Limited Liability Company Law; formal communication with both shareholders (PT Pelabuhan Indonesia (Persero) and PT Integrasi Logistik Cipta Solusi) takes place through the GMS forum and direct correspondence, as PMT is not a publicly listed company, making capital-market investor dialog mechanisms inapplicable.
7.2	Perlakuan Adil Terhadap Pemegang Saham Fair Treatment to Shareholders				

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	7.2.1		Korporasi memiliki aturan dan prosedur yang memastikan: 1. Semua pemegang saham dari seri yang sama dalam satu kelas saham harus diperlakukan setara; 2. Pengungkapan aturan dan prosedur tersebut serta pengungkapan struktur modal dan pengaturan yang memungkinkan pemegang saham tertentu memeroleh pengaruh atau kendali yang tidak proporsional dengan kepemilikan sahamnya. Corporations have rules and procedures that Ensure: 1. All shareholders of the same series in one class of shares must be treated equally, 2. Disclosure of such rules and procedures as well as disclosure of capital structures and arrangements that allow certain shareholders to obtain influence or control that is disproportionate to their share ownership.	x	Perlakuan setara terhadap kedua pemegang saham dijamin melalui mekanisme RUPS dan Anggaran Dasar; ketentuan yang bersifat spesifik untuk perusahaan terbuka (publikasi kebijakan dividen terukur, pengungkapan pemilik manfaat akhir ≥5%, larangan *insider trading* atas saham yang diperdagangkan publik) tidak relevan diterapkan karena saham PMT tidak diperdagangkan di pasar modal. Equal treatment of both shareholders is ensured through the GMS mechanism and the Articles of Association; provisions specific to publicly listed companies (published measurable dividend policy, disclosure of ultimate beneficial owners ≥5%, insider-trading prohibitions on publicly traded shares) are not applicable, as PMT's shares are not traded on the capital market.
		7.2.1.1	Untuk memastikan transparansi hak pemegang saham untuk memperoleh bagian dari laba, korporasi mengungkapkan kebijakan dividen yang terukur, misalnya target rasio pembayaran dividen/dividen per saham. To ensure transparency regarding shareholders' rights to receive a portion of the profits, the corporation discloses a measurable dividend policy, such as target dividend payout ratios/ dividends per share.	x	Perlakuan setara terhadap kedua pemegang saham dijamin melalui mekanisme RUPS dan Anggaran Dasar; ketentuan yang bersifat spesifik untuk perusahaan terbuka (publikasi kebijakan dividen terukur, pengungkapan pemilik manfaat akhir ≥5%, larangan *insider trading* atas saham yang diperdagangkan publik) tidak relevan diterapkan karena saham PMT tidak diperdagangkan di pasar modal. Equal treatment of both shareholders is ensured through the GMS mechanism and the Articles of Association; provisions specific to publicly listed companies (published measurable dividend policy, disclosure of ultimate beneficial owners ≥5%, insider-trading prohibitions on publicly traded shares) are not applicable, as PMT's shares are not traded on the capital market.
		7.2.1.2	Para investor memperoleh informasi tentang hak yang melekat pada semua seri maupun kelas saham sebelum mereka membelinya. Setiap perubahan dalam nilai ekonomi saham atau hak suara mendapat persetujuan dari kelas saham yang terdampak secara negatif. Investors receive information about the rights inherent in all series or classes of shares before they purchase them. Any changes in the economic value of shares or voting rights require approval from the affected class of shares in a manner that avoids negative impact.	x	Perlakuan setara terhadap kedua pemegang saham dijamin melalui mekanisme RUPS dan Anggaran Dasar; ketentuan yang bersifat spesifik untuk perusahaan terbuka (publikasi kebijakan dividen terukur, pengungkapan pemilik manfaat akhir ≥5%, larangan *insider trading* atas saham yang diperdagangkan publik) tidak relevan diterapkan karena saham PMT tidak diperdagangkan di pasar modal. Equal treatment of both shareholders is ensured through the GMS mechanism and the Articles of Association; provisions specific to publicly listed companies (published measurable dividend policy, disclosure of ultimate beneficial owners ≥5%, insider-trading prohibitions on publicly traded shares) are not applicable, as PMT's shares are not traded on the capital market.

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		7.2.1.3	Agar pemegang saham dapat mengetahui pemilik manfaat akhir (*beneficial owner*) korporasi dengan kepemilikan signifikan, korporasi mengungkapkan pemilik manfaat akhir dalam kepemilikan saham melalui pemegang saham utama dan pengendali serta pemilik manfaat akhir dalam kepemilikan saham paling sedikit 5% (lima persen). To enable shareholders to know the ultimate beneficial owner of significant corporate ownership, the corporation discloses ultimate beneficial owners in share ownership through major shareholders and controllers, as well as ultimate beneficial owners in share ownership of at least 5% (five percent).	x	Perlakuan setara terhadap kedua pemegang saham dijamin melalui mekanisme RUPS dan Anggaran Dasar; ketentuan yang bersifat spesifik untuk perusahaan terbuka (publikasi kebijakan dividen terukur, pengungkapan pemilik manfaat akhir ≥5%, larangan *insider trading* atas saham yang diperdagangkan publik) tidak relevan diterapkan karena saham PMT tidak diperdagangkan di pasar modal. Equal treatment of both shareholders is ensured through the GMS mechanism and the Articles of Association; provisions specific to publicly listed companies (published measurable dividend policy, disclosure of ultimate beneficial owners ≥5%, insider-trading prohibitions on publicly traded shares) are not applicable, as PMT's shares are not traded on the capital market.
		7.2.1.4	Korporasi mengungkapkan: 1. perjanjian antar pemegang saham; 2. *voting cap*; 3. *multiple voting rights*; 4. perikatan lain yang memungkinkan pemegang saham tertentu memiliki hak suara di atas kepemilikannya di korporasi. The corporation discloses: 1. Shareholders' agreements; 2. Voting caps; 3. Multiple voting rights; 4. other arrangements that allow certain shareholders to have voting rights exceeding their ownership in the corporation.	x	Perlakuan setara terhadap kedua pemegang saham dijamin melalui mekanisme RUPS dan Anggaran Dasar; ketentuan yang bersifat spesifik untuk perusahaan terbuka (publikasi kebijakan dividen terukur, pengungkapan pemilik manfaat akhir ≥5%, larangan *insider trading* atas saham yang diperdagangkan publik) tidak relevan diterapkan karena saham PMT tidak diperdagangkan di pasar modal. Equal treatment of both shareholders is ensured through the GMS mechanism and the Articles of Association; provisions specific to publicly listed companies (published measurable dividend policy, disclosure of ultimate beneficial owners ≥5%, insider-trading prohibitions on publicly traded shares) are not applicable, as PMT's shares are not traded on the capital market.
		7.2.1.5	Korporasi menyediakan mekanisme/prosedur yang memungkinkan pemegang saham memiliki kesempatan untuk mendapatkan ganti rugi yang efektif atas pelanggaran hak-hak mereka sesuai dengan aturan perundangan berlaku dengan biaya yang wajar dan tanpa penundaan yang berlebihan. The corporation provides mechanisms/ procedures that allow shareholders to have the opportunity to seek effective redress for violations of their rights in accordance with applicable laws and regulations, at reasonable cost and without undue delay.	x	Perlakuan setara terhadap kedua pemegang saham dijamin melalui mekanisme RUPS dan Anggaran Dasar; ketentuan yang bersifat spesifik untuk perusahaan terbuka (publikasi kebijakan dividen terukur, pengungkapan pemilik manfaat akhir ≥5%, larangan *insider trading* atas saham yang diperdagangkan publik) tidak relevan diterapkan karena saham PMT tidak diperdagangkan di pasar modal. Equal treatment of both shareholders is ensured through the GMS mechanism and the Articles of Association; provisions specific to publicly listed companies (published measurable dividend policy, disclosure of ultimate beneficial owners ≥5%, insider-trading prohibitions on publicly traded shares) are not applicable, as PMT's shares are not traded on the capital market.

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	7.2.2		Korporasi memiliki aturan dan prosedur yang memastikan transaksi pihak berelasi disetujui dan dilaksanakan sedemikian rupa yang dapat meyakinkan bahwa benturan kepentingan telah dikelola dengan tepat, dan melindungi kepentingan korporasi dan pemegang saham. Corporations have rules and procedures that ensure related party transactions are approved and implemented in a manner that ensures that conflicts of interest are managed appropriately, and protects the interests of the corporation and shareholders.	√	Perlakuan setara terhadap kedua pemegang saham dijamin melalui mekanisme RUPS dan Anggaran Dasar; ketentuan yang bersifat spesifik untuk perusahaan terbuka (publikasi kebijakan dividen terukur, pengungkapan pemilik manfaat akhir ≥5%, larangan *insider trading* atas saham yang diperdagangkan publik) tidak relevan diterapkan karena saham PMT tidak diperdagangkan di pasar modal. Equal treatment of both shareholders is ensured through the GMS mechanism and the Articles of Association; provisions specific to publicly listed companies (published measurable dividend policy, disclosure of ultimate beneficial owners ≥5%, insider-trading prohibitions on publicly traded shares) are not applicable, as PMT's shares are not traded on the capital market.
		7.2.2.1	Korporasi memiliki kebijakan dan prosedur operasional baku bahwa transaksi dengan pihak berelasi dilakukan sedemikian rupa untuk memastikan bahwa transaksi adalah adil dan wajar (*arm's length transaction*). The corporation has policies and standardized operating procedures ensuring that transactions with related parties are conducted in such a way to ensure they are fair and at arm's length.	√	Perlakuan setara terhadap kedua pemegang saham dijamin melalui mekanisme RUPS dan Anggaran Dasar; ketentuan yang bersifat spesifik untuk perusahaan terbuka (publikasi kebijakan dividen terukur, pengungkapan pemilik manfaat akhir ≥5%, larangan *insider trading* atas saham yang diperdagangkan publik) tidak relevan diterapkan karena saham PMT tidak diperdagangkan di pasar modal. Equal treatment of both shareholders is ensured through the GMS mechanism and the Articles of Association; provisions specific to publicly listed companies (published measurable dividend policy, disclosure of ultimate beneficial owners ≥5%, insider-trading prohibitions on publicly traded shares) are not applicable, as PMT's shares are not traded on the capital market.
		7.2.2.2	Transaksi pihak berelasi yang material, termasuk perjanjian jasa konsultasi dan jasa atau pekerjaan lainnya antara direktur/komisaris dan afiliasinya dengan korporasi harus mendapatkan persetujuan sesuai dengan aturan perundangan berlaku. Selain yang sudah diatur persetujuannya dalam aturan perundangan, transaksi pihak berelasi yang material memperoleh persetujuan Dewan Komisaris. Komisaris yang memiliki benturan kepentingan tidak turut serta dalam pemberian persetujuan. Material related-party transactions, including consultancy agreements and other services or work agreements between directors/ commissioners and their affiliates with the corporation, must obtain approval in accordance with applicable laws. In addition to those already regulated by law, material related-party transactions require approval from the Board of Commissioners. Commissioners with conflicts of interest do not participate in granting approval.	√	Perlakuan setara terhadap kedua pemegang saham dijamin melalui mekanisme RUPS dan Anggaran Dasar; ketentuan yang bersifat spesifik untuk perusahaan terbuka (publikasi kebijakan dividen terukur, pengungkapan pemilik manfaat akhir ≥5%, larangan *insider trading* atas saham yang diperdagangkan publik) tidak relevan diterapkan karena saham PMT tidak diperdagangkan di pasar modal. Equal treatment of both shareholders is ensured through the GMS mechanism and the Articles of Association; provisions specific to publicly listed companies (published measurable dividend policy, disclosure of ultimate beneficial owners ≥5%, insider-trading prohibitions on publicly traded shares) are not applicable, as PMT's shares are not traded on the capital market.

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		7.2.2.3	Korporasi memiliki kebijakan bahwa transaksi yang sudah pasti merugikan pemegang saham publik/minoritas dilarang. Contoh transaksi tersebut: 1. Bantuan/subsidi keuangan kepada Direksi atau Komisaris pada tingkat bunga di bawah kewajaran; kalaupun ada pemberian pinjaman harus dilakukan pada tingkat bunga dan syarat wajar dan mendapat persetujuan dari Dewan Komisaris; 2. Bantuan/subsidi keuangan kepada entitas selain entitas yang dimiliki sepenuhnya oleh korporasi. The corporation has a policy that transactions that are clearly detrimental to public/minority shareholders are prohibited. Examples of such transactions include: 1. Financial assistance/subsidies to Directors or Commissioners at below-market interest rates; if loans are provided, they must be at fair interest rates and terms and receive approval from the Board of Commissioners; 2. Financial assistance/subsidies to entities other than those fully owned by the corporation.	x	Perlakuan setara terhadap kedua pemegang saham dijamin melalui mekanisme RUPS dan Anggaran Dasar; ketentuan yang bersifat spesifik untuk perusahaan terbuka (publikasi kebijakan dividen terukur, pengungkapan pemilik manfaat akhir ≥5%, larangan *insider trading* atas saham yang diperdagangkan publik) tidak relevan diterapkan karena saham PMT tidak diperdagangkan di pasar modal. Equal treatment of both shareholders is ensured through the GMS mechanism and the Articles of Association; provisions specific to publicly listed companies (published measurable dividend policy, disclosure of ultimate beneficial owners ≥5%, insider-trading prohibitions on publicly traded shares) are not applicable, as PMT's shares are not traded on the capital market.
		7.2.2.4	Dewan Komisaris mengungkapkan kebijakan proses untuk menyetujui, meninjau dan memantau transaksi pihak berelasi dan setiap konflik kepentingan yang melekat. The Board of Commissioners discloses the policy process for approving, reviewing, and monitoring related-party transactions and any inherent conflicts of interest.	x	Perlakuan setara terhadap kedua pemegang saham dijamin melalui mekanisme RUPS dan Anggaran Dasar; ketentuan yang bersifat spesifik untuk perusahaan terbuka (publikasi kebijakan dividen terukur, pengungkapan pemilik manfaat akhir ≥5%, larangan *insider trading* atas saham yang diperdagangkan publik) tidak relevan diterapkan karena saham PMT tidak diperdagangkan di pasar modal. Equal treatment of both shareholders is ensured through the GMS mechanism and the Articles of Association; provisions specific to publicly listed companies (published measurable dividend policy, disclosure of ultimate beneficial owners ≥5%, insider-trading prohibitions on publicly traded shares) are not applicable, as PMT's shares are not traded on the capital market.
		7.2.2.5	Kesimpulan kajian Komite Audit atas transaksi pihak berelasi/benturan kepentingan yang signifikan diungkapkan dalam Laporan Tahunan korporasi. The Audit Committee's findings on significant related-party transactions/conflicts of interest are disclosed in the corporation's Annual Report.	√	Perlakuan setara terhadap kedua pemegang saham dijamin melalui mekanisme RUPS dan Anggaran Dasar; ketentuan yang bersifat spesifik untuk perusahaan terbuka (publikasi kebijakan dividen terukur, pengungkapan pemilik manfaat akhir ≥5%, larangan *insider trading* atas saham yang diperdagangkan publik) tidak relevan diterapkan karena saham PMT tidak diperdagangkan di pasar modal. Equal treatment of both shareholders is ensured through the GMS mechanism and the Articles of Association; provisions specific to publicly listed companies (published measurable dividend policy, disclosure of ultimate beneficial owners ≥5%, insider-trading prohibitions on publicly traded shares) are not applicable, as PMT's shares are not traded on the capital market.

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	7.2.3		Korporasi memiliki dan mengungkapkan kebijakan untuk mencegah terjadinya *insider trading*. Korporasi memiliki aturan yang jelas mengenai perdagangan apa pun dalam saham korporasi yang dilakukan oleh direktur, komisaris dan orang dalam untuk memastikan bahwa siapapun tidak boleh mendapatkan keuntungan secara langsung atau tidak langsung dari informasi yang tidak/belum tersedia di pasar. Corporations have and disclose policies to prevent insider trading. Corporations have clear rules regarding any trading in corporate shares carried out by directors, commissioners and insiders to ensure that anyone cannot profit directly or indirectly from information that is not/ not yet available on the market.	x	Perlakuan setara terhadap kedua pemegang saham dijamin melalui mekanisme RUPS dan Anggaran Dasar; ketentuan yang bersifat spesifik untuk perusahaan terbuka (publikasi kebijakan dividen terukur, pengungkapan pemilik manfaat akhir ≥5%, larangan *insider trading* atas saham yang diperdagangkan publik) tidak relevan diterapkan karena saham PMT tidak diperdagangkan di pasar modal. Equal treatment of both shareholders is ensured through the GMS mechanism and the Articles of Association; provisions specific to publicly listed companies (published measurable dividend policy, disclosure of ultimate beneficial owners ≥5%, insider-trading prohibitions on publicly traded shares) are not applicable, as PMT's shares are not traded on the capital market.
7.3	Rapat Umum Pemegang Saham General Meeting of Shareholders				
	7.3.1		Korporasi melakukan panggilan RUPS dengan agenda dan materi RUPS selengkap dan sedini mungkin (paling lambat 28 hari sebelum RUPS) untuk memberikan waktu dan materi yang cukup bagi pemegang saham untuk mempelajari dengan baik agenda rapat. Undangan rapat dan seluruh informasi RUPS diungkapkan melalui sarana elektronik seperti melalui situs web korporasi The corporation invitation for a GMS with the GMS agenda and materials as complete and as early as possible (no later than 28 days before the GMS) to provide sufficient time and materials for shareholders to properly study the meeting agenda. Meeting invitations and all GMS information are disclosed via electronic means such as through the corporate website	x	RUPS Tahunan dan RUPS lainnya diselenggarakan sesuai UU Perseroan Terbatas (2 kali RUPS sepanjang 2025); pemegang saham juga dapat mengambil Keputusan Sirkuler di luar forum RUPS; ketentuan pengungkapan publik atas hasil dan risalah RUPS tidak relevan diterapkan karena PMT bukan perusahaan terbuka. Annual and other GMS are held in accordance with the Limited Liability Company Law (2 GMS held throughout 2025); shareholders may also adopt Circular Resolutions outside the GMS forum; public-disclosure requirements for GMS results and minutes are not applicable, as PMT is not a publicly listed company.
		7.3.1.1	Dalam materi atas agenda RUPS, korporasi menyampaikan informasi relevan dan lengkap yang diperlukan dalam pengambilan keputusan, termasuk penjelasan dan justifikasi (*rationale*) atas keputusan yang diusulkan untuk disetujui dalam RUPS. In the materials for the agenda of the GMS, the corporation provides relevant and complete information necessary for decision-making, including explanations and justifications for the proposed decisions to be approved at the GMS.	√	RUPS Tahunan dan RUPS lainnya diselenggarakan sesuai UU Perseroan Terbatas (2 kali RUPS sepanjang 2025); pemegang saham juga dapat mengambil Keputusan Sirkuler di luar forum RUPS; ketentuan pengungkapan publik atas hasil dan risalah RUPS tidak relevan diterapkan karena PMT bukan perusahaan terbuka. Annual and other GMS are held in accordance with the Limited Liability Company Law (2 GMS held throughout 2025); shareholders may also adopt Circular Resolutions outside the GMS forum; public-disclosure requirements for GMS results and minutes are not applicable, as PMT is not a publicly listed company.

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	7.3.2		Korporasi memiliki dan mengungkapkan aturan dan prosedur yang memfasilitasi pemegang saham dalam berpartisipasi dan memberikan suara secara efektif di RUPS. The corporation has and discloses rules and procedures that facilitate shareholders in participating and voting effectively at the GMS.	√	RUPS Tahunan dan RUPS lainnya diselenggarakan sesuai UU Perseroan Terbatas (2 kali RUPS sepanjang 2025); pemegang saham juga dapat mengambil Keputusan Sirkuler di luar forum RUPS; ketentuan pengungkapan publik atas hasil dan risalah RUPS tidak relevan diterapkan karena PMT bukan perusahaan terbuka. Annual and other GMS are held in accordance with the Limited Liability Company Law (2 GMS held throughout 2025); shareholders may also adopt Circular Resolutions outside the GMS forum; public-disclosure requirements for GMS results and minutes are not applicable, as PMT is not a publicly listed company.
		7.3.2.1	Korporasi menyediakan infrastruktur yang memungkinkan kehadiran seluruh pemegang saham domestik maupun asing, termasuk investor institusi dalam RUPS. The Corporation provides infrastructure that enables the presence of all domestic and foreign shareholders, including institutional investors, at the GMS.	√	RUPS Tahunan dan RUPS lainnya diselenggarakan sesuai UU Perseroan Terbatas (2 kali RUPS sepanjang 2025); pemegang saham juga dapat mengambil Keputusan Sirkuler di luar forum RUPS; ketentuan pengungkapan publik atas hasil dan risalah RUPS tidak relevan diterapkan karena PMT bukan perusahaan terbuka. Annual and other GMS are held in accordance with the Limited Liability Company Law (2 GMS held throughout 2025); shareholders may also adopt Circular Resolutions outside the GMS forum; public-disclosure requirements for GMS results and minutes are not applicable, as PMT is not a publicly listed company.
		7.3.2.2	Seluruh anggota Direksi dan anggota Dewan Komisaris hadir dalam RUPS Tahunan. All members of the Board of Directors and members of the Board of Commissioners attended the Annual GMS.	√	RUPS Tahunan dan RUPS lainnya diselenggarakan sesuai UU Perseroan Terbatas (2 kali RUPS sepanjang 2025); pemegang saham juga dapat mengambil Keputusan Sirkuler di luar forum RUPS; ketentuan pengungkapan publik atas hasil dan risalah RUPS tidak relevan diterapkan karena PMT bukan perusahaan terbuka. Annual and other GMS are held in accordance with the Limited Liability Company Law (2 GMS held throughout 2025); shareholders may also adopt Circular Resolutions outside the GMS forum; public-disclosure requirements for GMS results and minutes are not applicable, as PMT is not a publicly listed company.
		7.3.2.3	Ketua Komite Audit, Komite Nominasi dan Remunerasi, Komite Pemantau Manajemen Risiko, serta komite lainnya siap memberikan tanggapan yang berarti atas pertanyaan yang ditujukan kepada mereka dalam RUPS. The Chairpersons of the Audit Committee, Nomination and Remuneration Committee, Management Risk Monitoring Committee, as well as other committees are ready to provide meaningful responses to questions directed to them in the GMS.	√	RUPS Tahunan dan RUPS lainnya diselenggarakan sesuai UU Perseroan Terbatas (2 kali RUPS sepanjang 2025); pemegang saham juga dapat mengambil Keputusan Sirkuler di luar forum RUPS; ketentuan pengungkapan publik atas hasil dan risalah RUPS tidak relevan diterapkan karena PMT bukan perusahaan terbuka. Annual and other GMS are held in accordance with the Limited Liability Company Law (2 GMS held throughout 2025); shareholders may also adopt Circular Resolutions outside the GMS forum; public-disclosure requirements for GMS results and minutes are not applicable, as PMT is not a publicly listed company.

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		7.3.2.4	Pemegang saham memiliki kesempatan, dalam batas kewajaran, untuk: 1. Mengajukan pertanyaan dalam RUPS, termasuk pertanyaan yang berkaitan dengan hasil audit eksternal tahunan; 2. Memasukkan suatu acara ke dalam agenda RUPS; dan 3. mengajukan usulan resolusi. Shareholders have the opportunity, within reasonable limits, to: 1. Raise questions in the GMS, including questions related to the results of the annual external audit; 2. Propose an item to be included in the GMS agenda; and 3. Submit resolution proposals.	√	RUPS Tahunan dan RUPS lainnya diselenggarakan sesuai UU Perseroan Terbatas (2 kali RUPS sepanjang 2025); pemegang saham juga dapat mengambil Keputusan Sirkuler di luar forum RUPS; ketentuan pengungkapan publik atas hasil dan risalah RUPS tidak relevan diterapkan karena PMT bukan perusahaan terbuka. Annual and other GMS are held in accordance with the Limited Liability Company Law (2 GMS held throughout 2025); shareholders may also adopt Circular Resolutions outside the GMS forum; public-disclosure requirements for GMS results and minutes are not applicable, as PMT is not a publicly listed company.
		7.3.2.5	Korporasi memiliki cara atau prosedur teknis pemungutan suara (*voting*) yang mengedepankan independensi, dan kepentingan pemegang saham, yaitu: 1. Lokasi RUPS yang mudah diakses sebagian besar pemegang saham; 2. Pemungutan secara tertutup (*poll-voting*) dan bukan dengan mengacungkan tangan (*show of hands*); 3. Memastikan tidak ada syarat dan prosedur RUPS yang menghambat pemegang saham untuk turut serta mengambil keputusan. The corporation has methods or technical procedures for voting that prioritize independence and shareholder interests, namely: 1. Easily accessible locations for GMS for the majority of shareholders; 2. Conducting closed voting (poll-voting) rather than by a show of hands; 3. Ensuring that there are no conditions or procedures in GMS that hinder shareholders from participating in decision-making.	√	RUPS Tahunan dan RUPS lainnya diselenggarakan sesuai UU Perseroan Terbatas (2 kali RUPS sepanjang 2025); pemegang saham juga dapat mengambil Keputusan Sirkuler di luar forum RUPS; ketentuan pengungkapan publik atas hasil dan risalah RUPS tidak relevan diterapkan karena PMT bukan perusahaan terbuka. Annual and other GMS are held in accordance with the Limited Liability Company Law (2 GMS held throughout 2025); shareholders may also adopt Circular Resolutions outside the GMS forum; public-disclosure requirements for GMS results and minutes are not applicable, as PMT is not a publicly listed company.
		7.3.2.6	Korporasi mengupayakan prosedur pemungutan suara secara elektronik serta mengambil langkah untuk membangun infrastruktur yang memungkinkan pemungutan suara secara elektronik atau menggunakan infrastruktur yang telah tersedia di ekosistem dalam pemungutan suara. The corporation strives for electronic voting procedures and takes steps to build infrastructure that enables electronic voting or utilizes existing infrastructure within the ecosystem for voting.	√	RUPS Tahunan dan RUPS lainnya diselenggarakan sesuai UU Perseroan Terbatas (2 kali RUPS sepanjang 2025); pemegang saham juga dapat mengambil Keputusan Sirkuler di luar forum RUPS; ketentuan pengungkapan publik atas hasil dan risalah RUPS tidak relevan diterapkan karena PMT bukan perusahaan terbuka. Annual and other GMS are held in accordance with the Limited Liability Company Law (2 GMS held throughout 2025); shareholders may also adopt Circular Resolutions outside the GMS forum; public-disclosure requirements for GMS results and minutes are not applicable, as PMT is not a publicly listed company.

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		7.3.2.7	Setiap pemungutan suara dalam RUPS hanya untuk satu keputusan, tidak ada penggabungan beberapa keputusan ke dalam resolusi yang sama (*bundling*). Each vote in the GMS is only for one resolution, there is no bundling of multiple resolutions into the same resolution.	√	RUPS Tahunan dan RUPS lainnya diselenggarakan sesuai UU Perseroan Terbatas (2 kali RUPS sepanjang 2025); pemegang saham juga dapat mengambil Keputusan Sirkuler di luar forum RUPS; ketentuan pengungkapan publik atas hasil dan risalah RUPS tidak relevan diterapkan karena PMT bukan perusahaan terbuka. Annual and other GMS are held in accordance with the Limited Liability Company Law (2 GMS held throughout 2025); shareholders may also adopt Circular Resolutions outside the GMS forum; public-disclosure requirements for GMS results and minutes are not applicable, as PMT is not a publicly listed company.
		7.3.2.8	Korporasi menunjuk pihak independen (pengawas/inspektur) untuk menghitung dan/atau mengesahkan suara dalam RUPS dan mengungkapkannya dalam risalah RUPS. The corporation appoints an independent party (supervisor/inspector) to count and/or certify the votes in the GMS and disclose them in the minutes of the GMS.	x	RUPS Tahunan dan RUPS lainnya diselenggarakan sesuai UU Perseroan Terbatas (2 kali RUPS sepanjang 2025); pemegang saham juga dapat mengambil Keputusan Sirkuler di luar forum RUPS; ketentuan pengungkapan publik atas hasil dan risalah RUPS tidak relevan diterapkan karena PMT bukan perusahaan terbuka. Annual and other GMS are held in accordance with the Limited Liability Company Law (2 GMS held throughout 2025); shareholders may also adopt Circular Resolutions outside the GMS forum; public-disclosure requirements for GMS results and minutes are not applicable, as PMT is not a publicly listed company.
		7.3.2.9	Jika resolusi yang disetujui oleh pemegang saham pengendali bertentangan dengan sebagian besar suara pemegang saham nonpengendali, maka pasca RUPS, korporasi mengungkapkan tindakan apa yang diambil untuk memahami dan menanggapi hal yang menjadi perhatian pemegang saham nonpengendali yang menyebabkannya memberikan suara yang berbeda dari pemegang saham pengendali. If resolutions approved by controlling shareholders contradict the majority of votes from non-controlling shareholders, post-GMS, the corporation discloses actions taken to understand and respond to concerns of non-controlling shareholders, which led to their voting differently from controlling shareholders.	x	RUPS Tahunan dan RUPS lainnya diselenggarakan sesuai UU Perseroan Terbatas (2 kali RUPS sepanjang 2025); pemegang saham juga dapat mengambil Keputusan Sirkuler di luar forum RUPS; ketentuan pengungkapan publik atas hasil dan risalah RUPS tidak relevan diterapkan karena PMT bukan perusahaan terbuka. Annual and other GMS are held in accordance with the Limited Liability Company Law (2 GMS held throughout 2025); shareholders may also adopt Circular Resolutions outside the GMS forum; public-disclosure requirements for GMS results and minutes are not applicable, as PMT is not a publicly listed company.
	7.3.3	Pemegang saham berpartisipasi efektif dalam menetapkan penunjukan anggota Direksi dan Dewan Komisaris. Shareholders participate effectively in determining the appointment of members of the Board of Directors and Board of Commissioners.		√	RUPS Tahunan dan RUPS lainnya diselenggarakan sesuai UU Perseroan Terbatas (2 kali RUPS sepanjang 2025); pemegang saham juga dapat mengambil Keputusan Sirkuler di luar forum RUPS; ketentuan pengungkapan publik atas hasil dan risalah RUPS tidak relevan diterapkan karena PMT bukan perusahaan terbuka. Annual and other GMS are held in accordance with the Limited Liability Company Law (2 GMS held throughout 2025); shareholders may also adopt Circular Resolutions outside the GMS forum; public-disclosure requirements for GMS results and minutes are not applicable, as PMT is not a publicly listed company.

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		7.3.3.1	Dewan Komisaris melalui Komite Nominasi dan Remunerasi melakukan pemeriksaan yang mendalam atas kandidat Direktur dan Komisaris serta menyampaikan semua informasi relevan yang material mengenai kandidat kepada pemegang saham dalam proses pemilihan anggota dewan. Informasi yang diungkapkan termasuk informasi mengenai jabatan Direktur atau Komisaris di korporasi lain, dan apakah mereka dinilai independen dari sudut pandang korporasi. The Board of Commissioners, through the Nomination and Remuneration Committee, conducts a thorough examination of Director and Commissioner candidates and provides all relevant material information about the candidates to shareholders during the board member selection process. The disclosed information includes details about the candidates' positions as Directors or Commissioners in other corporations and whether they are considered independent from the corporate standpoint.	√	RUPS Tahunan dan RUPS lainnya diselenggarakan sesuai UU Perseroan Terbatas (2 kali RUPS sepanjang 2025); pemegang saham juga dapat mengambil Keputusan Sirkuler di luar forum RUPS; ketentuan pengungkapan publik atas hasil dan risalah RUPS tidak relevan diterapkan karena PMT bukan perusahaan terbuka. Annual and other GMS are held in accordance with the Limited Liability Company Law (2 GMS held throughout 2025); shareholders may also adopt Circular Resolutions outside the GMS forum; public-disclosure requirements for GMS results and minutes are not applicable, as PMT is not a publicly listed company.
		7.3.3.2	Direktur dan Komisaris dicalonkan untuk pemilihan setidaknya sekali setiap tiga tahun atau lima tahun bagi korporasi yang peraturannya mengharuskan lima tahun. Akan lebih baik jika pencalonan dilakukan setiap setahun sekali. Directors and Commissioners are nominated for election at least once every three years or five years for corporations whose regulations require five years. It would be better if nominations were made annually.	x	RUPS Tahunan dan RUPS lainnya diselenggarakan sesuai UU Perseroan Terbatas (2 kali RUPS sepanjang 2025); pemegang saham juga dapat mengambil Keputusan Sirkuler di luar forum RUPS; ketentuan pengungkapan publik atas hasil dan risalah RUPS tidak relevan diterapkan karena PMT bukan perusahaan terbuka. Annual and other GMS are held in accordance with the Limited Liability Company Law (2 GMS held throughout 2025); shareholders may also adopt Circular Resolutions outside the GMS forum; public-disclosure requirements for GMS results and minutes are not applicable, as PMT is not a publicly listed company.
		7.3.3.3	Pemegang saham melakukan pemungutan suara terpisah untuk tiap-tiap kandidat Direktur dan Komisaris. Shareholders conduct separate voting for each Director and Commissioner candidate.	x	RUPS Tahunan dan RUPS lainnya diselenggarakan sesuai UU Perseroan Terbatas (2 kali RUPS sepanjang 2025); pemegang saham juga dapat mengambil Keputusan Sirkuler di luar forum RUPS; ketentuan pengungkapan publik atas hasil dan risalah RUPS tidak relevan diterapkan karena PMT bukan perusahaan terbuka. Annual and other GMS are held in accordance with the Limited Liability Company Law (2 GMS held throughout 2025); shareholders may also adopt Circular Resolutions outside the GMS forum; public-disclosure requirements for GMS results and minutes are not applicable, as PMT is not a publicly listed company.

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	7.3.4		Korporasi memastikan transparansi dan akuntabilitas auditor eksternal di RUPS. The corporation ensures transparency and accountability of external auditors at the GMS.	√	RUPS Tahunan dan RUPS lainnya diselenggarakan sesuai UU Perseroan Terbatas (2 kali RUPS sepanjang 2025); pemegang saham juga dapat mengambil Keputusan Sirkuler di luar forum RUPS; ketentuan pengungkapan publik atas hasil dan risalah RUPS tidak relevan diterapkan karena PMT bukan perusahaan terbuka. Annual and other GMS are held in accordance with the Limited Liability Company Law (2 GMS held throughout 2025); shareholders may also adopt Circular Resolutions outside the GMS forum; public-disclosure requirements for GMS results and minutes are not applicable, as PMT is not a publicly listed company.
		7.3.4.1	Dalam panggilan RUPS, korporasi mengidentifikasi dan menginformasikan calon auditor eksternal yang akan ditunjuk atau ditunjuk kembali dalam RUPS. In the GMS notice, the corporation identifies and informs shareholders of the candidate external auditor who will be appointed or reappointed during the GMS.	√	RUPS Tahunan dan RUPS lainnya diselenggarakan sesuai UU Perseroan Terbatas (2 kali RUPS sepanjang 2025); pemegang saham juga dapat mengambil Keputusan Sirkuler di luar forum RUPS; ketentuan pengungkapan publik atas hasil dan risalah RUPS tidak relevan diterapkan karena PMT bukan perusahaan terbuka. Annual and other GMS are held in accordance with the Limited Liability Company Law (2 GMS held throughout 2025); shareholders may also adopt Circular Resolutions outside the GMS forum; public-disclosure requirements for GMS results and minutes are not applicable, as PMT is not a publicly listed company.
		7.3.4.2	Korporasi memastikan bahwa auditor eksternal menghadiri RUPS dan berkewajiban menjawab pertanyaan dari pemegang saham terkait dengan audit atas laporan keuangan. The corporation ensures that the external auditor attends the GMS and is obligated to respond to shareholders' questions regarding the audit of financial statements.	x	RUPS Tahunan dan RUPS lainnya diselenggarakan sesuai UU Perseroan Terbatas (2 kali RUPS sepanjang 2025); pemegang saham juga dapat mengambil Keputusan Sirkuler di luar forum RUPS; ketentuan pengungkapan publik atas hasil dan risalah RUPS tidak relevan diterapkan karena PMT bukan perusahaan terbuka. Annual and other GMS are held in accordance with the Limited Liability Company Law (2 GMS held throughout 2025); shareholders may also adopt Circular Resolutions outside the GMS forum; public-disclosure requirements for GMS results and minutes are not applicable, as PMT is not a publicly listed company.
	7.3.5		Penyampaian hasil pemungutan suara dan ringkasan risalah RUPS secara lengkap diumumkan ke publik pada hari kerja berikutnya. Submission of voting results and a complete summary of the minutes of the GMS will be announced to the public on the following working day.	x	RUPS Tahunan dan RUPS lainnya diselenggarakan sesuai UU Perseroan Terbatas (2 kali RUPS sepanjang 2025); pemegang saham juga dapat mengambil Keputusan Sirkuler di luar forum RUPS; ketentuan pengungkapan publik atas hasil dan risalah RUPS tidak relevan diterapkan karena PMT bukan perusahaan terbuka. Annual and other GMS are held in accordance with the Limited Liability Company Law (2 GMS held throughout 2025); shareholders may also adopt Circular Resolutions outside the GMS forum; public-disclosure requirements for GMS results and minutes are not applicable, as PMT is not a publicly listed company.

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		7.3.5.1	Risalah RUPS diinformasikan kepada pemegang saham selambat-lambatnya 30 hari kerja setelah RUPS. The minutes of the GMS are communicated to shareholders no later than 30 business days after the GMS.	x	RUPS Tahunan dan RUPS lainnya diselenggarakan sesuai UU Perseroan Terbatas (2 kali RUPS sepanjang 2025); pemegang saham juga dapat mengambil Keputusan Sirkuler di luar forum RUPS; ketentuan pengungkapan publik atas hasil dan risalah RUPS tidak relevan diterapkan karena PMT bukan perusahaan terbuka. Annual and other GMS are held in accordance with the Limited Liability Company Law (2 GMS held throughout 2025); shareholders may also adopt Circular Resolutions outside the GMS forum; public-disclosure requirements for GMS results and minutes are not applicable, as PMT is not a publicly listed company.
		7.3.5.2	Risalah RUPS memuat pertanyaan yang diajukan oleh pemegang saham dan jawaban yang diberikan oleh pimpinan rapat atau pihak yang menjawab. The minutes of the GMS include questions posed by shareholders and the responses provided by the meeting chairperson or the answering party.	x	RUPS Tahunan dan RUPS lainnya diselenggarakan sesuai UU Perseroan Terbatas (2 kali RUPS sepanjang 2025); pemegang saham juga dapat mengambil Keputusan Sirkuler di luar forum RUPS; ketentuan pengungkapan publik atas hasil dan risalah RUPS tidak relevan diterapkan karena PMT bukan perusahaan terbuka. Annual and other GMS are held in accordance with the Limited Liability Company Law (2 GMS held throughout 2025); shareholders may also adopt Circular Resolutions outside the GMS forum; public-disclosure requirements for GMS results and minutes are not applicable, as PMT is not a publicly listed company.
		7.3.5.3	Penyelenggaraan RUPS, beserta semua materi rapat, laporan dan dokumen terkait yang meliputi antara lain laporan tahunan dan hasil pemungutan suara, termasuk agenda rapat yang bersangkutan dimuat di laman atau media digital komunikasi resmi korporasi dan tersedia selama paling tidak 10 (sepuluh) tahun. The conduct of the GMS, along with all meeting materials, reports, and related documents including the annual report and voting results, including the agenda of the meeting concerned, are published on the corporation's official website or digital communication media and are available for at least 10 (ten) years.	x	RUPS Tahunan dan RUPS lainnya diselenggarakan sesuai UU Perseroan Terbatas (2 kali RUPS sepanjang 2025); pemegang saham juga dapat mengambil Keputusan Sirkuler di luar forum RUPS; ketentuan pengungkapan publik atas hasil dan risalah RUPS tidak relevan diterapkan karena PMT bukan perusahaan terbuka. Annual and other GMS are held in accordance with the Limited Liability Company Law (2 GMS held throughout 2025); shareholders may also adopt Circular Resolutions outside the GMS forum; public-disclosure requirements for GMS results and minutes are not applicable, as PMT is not a publicly listed company.

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8.	**Pemangku Kepentingan Lainnya** Other Stakeholders				
	8.1	Keterlibatan Pemangku Kepentingan Kunci (*stakeholder engagement*) Key Stakeholder Engagement (Stakeholder Engagement)			
		8.1.1	Korporasi melalui Sekretaris Korporasi melaksanakan komunikasi yang regular, transparan dan efektif dengan pemangku kepentingan kunci serta melibatkan mereka untuk memahami harapan dan keluhan mereka serta dampak korporasi terhadap mereka. The Corporation, through the Corporate Secretary, carries out regular, transparent and effective communication with key stakeholders and involves them to understand their hopes and complaints as well as the impact of the corporation on them.	√	Keterlibatan pemangku kepentingan kunci difasilitasi Sekretaris Perusahaan melalui berbagai kanal (sosialisasi, *gathering*, media sosial, korespondensi); pengungkapan formal atas proses identifikasi dan pemetaan pemangku kepentingan kunci belum didokumentasikan tersendiri dalam Laporan Tahunan. Key stakeholder engagement is facilitated by the Corporate Secretary through various channels (socialization, gatherings, social media, correspondence); formal disclosure of the process for identifying and mapping key stakeholders has not yet been separately documented in the Annual Report.
		8.1.1.1	Korporasi mengungkapkan proses dalam mengidentifikasi dan memilih pemangku kepentingan kunci yang akan dilibatkan. The corporation discloses the process of identifying and selecting key stakeholders to be involved.	x	Keterlibatan pemangku kepentingan kunci difasilitasi Sekretaris Perusahaan melalui berbagai kanal (sosialisasi, *gathering*, media sosial, korespondensi); pengungkapan formal atas proses identifikasi dan pemetaan pemangku kepentingan kunci belum didokumentasikan tersendiri dalam Laporan Tahunan. Key stakeholder engagement is facilitated by the Corporate Secretary through various channels (socialization, gatherings, social media, correspondence); formal disclosure of the process for identifying and mapping key stakeholders has not yet been separately documented in the Annual Report.
		8.1.1.2	Korporasi mengungkapkan pendekatan dan kegiatan dalam menangani keterlibatan pemangku kepentingan kunci termasuk frekuensinya berdasarkan jenis dan kelompok pemangku kepentingan kunci. The corporation discloses its approach and activities in managing the involvement of key stakeholders, including the frequency based on the type and group of key stakeholders.	x	Keterlibatan pemangku kepentingan kunci difasilitasi Sekretaris Perusahaan melalui berbagai kanal (sosialisasi, *gathering*, media sosial, korespondensi); pengungkapan formal atas proses identifikasi dan pemetaan pemangku kepentingan kunci belum didokumentasikan tersendiri dalam Laporan Tahunan. Key stakeholder engagement is facilitated by the Corporate Secretary through various channels (socialization, gatherings, social media, correspondence); formal disclosure of the process for identifying and mapping key stakeholders has not yet been separately documented in the Annual Report.

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		8.1.1.3	Korporasi menyediakan saluran yang dapat digunakan para pemangku kepentingan kunci (misalnya pelanggan, pemasok, masyarakat umum, dll) untuk menyampaikan pendapat dan masukan, menyuarakan keluhan dan/ atau pengaduan mereka atas kemungkinan pelanggaran hak-hak mereka. The corporation provides channels that key stakeholders (such as customers, suppliers, the general public, etc.) can use to express opinions and provide feedback, voice complaints, and/or lodge grievances regarding potential violations of their rights.	√	Keterlibatan pemangku kepentingan kunci difasilitasi Sekretaris Perusahaan melalui berbagai kanal (sosialisasi, *gathering*, media sosial, korespondensi); pengungkapan formal atas proses identifikasi dan pemetaan pemangku kepentingan kunci belum didokumentasikan tersendiri dalam Laporan Tahunan. Key stakeholder engagement is facilitated by the Corporate Secretary through various channels (socialization, gatherings, social media, correspondence); formal disclosure of the process for identifying and mapping key stakeholders has not yet been separately documented in the Annual Report.
		8.1.1.4	Korporasi mengungkapkan pandangan, masukan dan keluhan signifikan yang disampaikan para pemangku kepentingan kunci yang diperoleh dari keterlibatan pemangku kepentingan kunci, termasuk: 1. Respon korporasi; dan 2. Kelompok pemangku kepentingan kunci yang menyampaikan pandangan dan masukan. 1. The corporation discloses significant views, inputs, and complaints conveyed by key stakeholders obtained from stakeholder engagement, including: a. Corporate responses; and b. Key stakeholder groups expressing views and inputs.	x	Keterlibatan pemangku kepentingan kunci difasilitasi Sekretaris Perusahaan melalui berbagai kanal (sosialisasi, *gathering*, media sosial, korespondensi); pengungkapan formal atas proses identifikasi dan pemetaan pemangku kepentingan kunci belum didokumentasikan tersendiri dalam Laporan Tahunan. Key stakeholder engagement is facilitated by the Corporate Secretary through various channels (socialization, gatherings, social media, correspondence); formal disclosure of the process for identifying and mapping key stakeholders has not yet been separately documented in the Annual Report.
8.2	Integrasi Keberlanjutan dalam Model Bisnis Integration of Sustainability in Business Models				
	8.2.1		Dewan Komisaris bersama-sama dengan Direksi bertanggung jawab, akuntabel dan transparan atas governansi keberlanjutan, termasuk menetapkan strategi, prioritas, dan target keberlanjutan korporasi. Direksi dan Dewan Komisaris memasukkan pertimbangan keberlanjutan ketika menjalankan perannya, termasuk antara lain dalam pengembangan dan implementasi strategi korporasi, rencana bisnis, rencana aksi utama dan manajemen risiko. The Board of Commissioners together with the Board of Directors are responsible, accountable and transparent for sustainability governance, including determining corporate sustainability strategies, priorities and targets. The Board of Directors and Board of Commissioners include sustainability considerations when carrying out their roles, including, among others, in the development and implementation of corporate strategy, business plans, main action plans and risk management.	√	Prinsip ESG diintegrasikan ke dalam RKAP dan indikator KPI Perusahaan di setiap tahapan proses bisnis (perencanaan strategis, operasional, hingga pelaporan); penunjukan pejabat khusus yang berperan strategis dalam mengelola keberlanjutan secara dedicated belum dilakukan. ESG principles are integrated into the Company's RKAP and KPI indicators at every stage of the business process (strategic planning, operations, through to reporting); a dedicated officer with a specific strategic role in managing sustainability has not yet been appointed.
		8.2.1.1	Direksi memastikan bahwa strategi, prioritas dan target keberlanjutan korporasi serta kinerja terhadap target ini dikomunikasikan kepada para pemangku kepentingan. The Board of Directors ensures that the corporation's sustainability strategy, priorities, and targets, as well as performance against these targets, are communicated to stakeholders.	√	Prinsip ESG diintegrasikan ke dalam RKAP dan indikator KPI Perusahaan di setiap tahapan proses bisnis (perencanaan strategis, operasional, hingga pelaporan); penunjukan pejabat khusus yang berperan strategis dalam mengelola keberlanjutan secara dedicated belum dilakukan. ESG principles are integrated into the Company's RKAP and KPI indicators at every stage of the business process (strategic planning, operations, through to reporting); a dedicated officer with a specific strategic role in managing sustainability has not yet been appointed.

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		8.2.1.2	Direksi dan Dewan Komisaris senantiasa mengikuti dan memahami masalah keberlanjutan yang relevan bagi korporasi dan bisnisnya. The Board of Directors and Board of Commissioners continually monitor and understand sustainability issues relevant to the corporation and its business.	√	Prinsip ESG diintegrasikan ke dalam RKAP dan indikator KPI Perusahaan di setiap tahapan proses bisnis (perencanaan strategis, operasional, hingga pelaporan); penunjukan pejabat khusus yang berperan strategis dalam mengelola keberlanjutan secara dedicated belum dilakukan. ESG principles are integrated into the Company's RKAP and KPI indicators at every stage of the business process (strategic planning, operations, through to reporting); a dedicated officer with a specific strategic role in managing sustainability has not yet been appointed.
		8.2.1.3	Evaluasi kinerja Direksi dan Dewan Komisaris mencakup kinerja mereka dalam mengawasi dan menangani risiko serta peluang yang signifikan tentang keberlanjutan korporasi. The performance evaluation of the Board of Directors and the Board of Commissioners includes their performance in overseeing and addressing significant risks and opportunities related to corporate sustainability.	√	Prinsip ESG diintegrasikan ke dalam RKAP dan indikator KPI Perusahaan di setiap tahapan proses bisnis (perencanaan strategis, operasional, hingga pelaporan); penunjukan pejabat khusus yang berperan strategis dalam mengelola keberlanjutan secara dedicated belum dilakukan. ESG principles are integrated into the Company's RKAP and KPI indicators at every stage of the business process (strategic planning, operations, through to reporting); a dedicated officer with a specific strategic role in managing sustainability has not yet been appointed.
		8.2.1.4	Direksi menunjuk seseorang dalam manajemen yang berperan khusus dalam mengelola secara strategik keberlanjutan, termasuk mengintegrasikan pertimbangan keberlanjutan dalam kegiatan korporasi. The Board of Directors appoints an individual within management with a specific role in strategically managing sustainability, including integrating sustainability considerations into corporate activities.	x	Direksi belum menunjuk seseorang secara spesifik yang berperan khusus dalam mengelola secara strategik isu keberlanjutan Perusahaan. Board of Directors has not yet appointed a specific person with a dedicated strategic role in managing the Company's sustainability agenda.
8.3	Perlindungan terhadap Pemangku Kepentingan Protection of Stakeholders				
	8.3.1		Direksi memastikan dan mengungkapkan bahwa operasi korporasi mencerminkan penerapan standar etika, tanggung jawab sosial dan lingkungan yang tinggi di seluruh korporasi dan memastikan bahwa kebijakan dan prosedur yang tepat diterapkan untuk menghormati serta mematuhi hak-hak pemangku kepentingan. The Board of Directors ensures and discloses that corporate operations reflect the application of high standards of ethics, social and environmental responsibility throughout the corporation and ensure that appropriate policies and procedures are implemented to respect and comply with stakeholder rights.	√	Direksi memastikan penerapan standar etika, tanggung jawab sosial dan lingkungan diungkapkan melalui program TJSL, K3, dan kebijakan terkait; kebijakan formal tersendiri mengenai perlindungan hak kreditur belum ditetapkan, meskipun likuiditas dan solvabilitas Perusahaan terus dipantau di bawah pengawasan Dewan Komisaris. Board of Directors ensures that ethical, social, and environmental responsibility standards are disclosed through CSR programs, OHS policies, and related measures; a separate formal policy on creditor-rights protection has not yet been established, although the Company's liquidity and solvency are continuously monitored under Board of Commissioners oversight.

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		8.3.1.1	Korporasi menjalankan dan mengungkapkan kebijakan tentang tanggung jawab korporasi kepada pelanggan termasuk antara lain mempertimbangkan keamanan informasi pelanggan, etika dan perilaku penjualan, layanan purna jual sesuai dengan umur produk/ masa layanan, serta menindaklanjuti tingkat kepuasan pelanggan untuk meningkatkan kualitas produk dan layanan. Iklan dan hubungan masyarakat harus mempromosikan konsumsi yang bertanggung jawab dan dilakukan secara bertanggung jawab, termasuk menghindari penyesatan pelanggan, atau menyebabkan kesalahpahaman tentang produk dan layanan yang ditawarkan oleh korporasi. The corporation implements and discloses policies regarding corporate responsibility to customers, including, among others, considering customer information security, ethics and sales behavior, after-sales service according to product/service lifespan, as well as following up on customer satisfaction levels to improve product and service quality. Advertising and public relations must promote responsible consumption and be conducted responsibly, including avoiding misleading customers or causing misunderstandings about the products and services offered by the corporation.	√	Direksi memastikan penerapan standar etika, tanggung jawab sosial dan lingkungan diungkapkan melalui program TJSL, K3, dan kebijakan terkait; kebijakan formal tersendiri mengenai perlindungan hak kreditur belum ditetapkan, meskipun likuiditas dan solvabilitas Perusahaan terus dipantau di bawah pengawasan Dewan Komisaris. Board of Directors ensures that ethical, social, and environmental responsibility standards are disclosed through CSR programs, OHS policies, and related measures; a separate formal policy on creditor-rights protection has not yet been established, although the Company's liquidity and solvency are continuously monitored under Board of Commissioners oversight.
		8.3.1.2	Korporasi menjalankan dan mengungkapkan kebijakan yang meliputi kriteria dalam pemilihan pemasok, mekanisme pengadaan yang transparan, upaya peningkatan kemampuan pemasok, dan pemenuhan hak-hak yang berkaitan dengan pemasok. Korporasi juga memiliki kebijakan yang mendorong dan memantau pemasok untuk menghormati hak asasi manusia, menjalankan tanggung jawab sosial dan lingkungan, memperlakukan karyawan, staf, dan pekerja mereka secara adil, serta memastikan bahwa pemasok telah menerapkan kebijakan dan prosedur bisnis yang berkelanjutan dan berbasis nilai berkelanjutan. The corporation implements and discloses policies covering criteria in supplier selection, transparent procurement mechanisms, efforts to enhance supplier capabilities, and fulfillment of supplier-related rights. The corporation also has policies that encourage and monitor suppliers to respect human rights, carry out social and environmental responsibilities, treat their employees, staff, and workers fairly, and ensure that suppliers have implemented sustainable business policies and procedures based on sustainable values.	√	Direksi memastikan penerapan standar etika, tanggung jawab sosial dan lingkungan diungkapkan melalui program TJSL, K3, dan kebijakan terkait; kebijakan formal tersendiri mengenai perlindungan hak kreditur belum ditetapkan, meskipun likuiditas dan solvabilitas Perusahaan terus dipantau di bawah pengawasan Dewan Komisaris. Board of Directors ensures that ethical, social, and environmental responsibility standards are disclosed through CSR programs, OHS policies, and related measures; a separate formal policy on creditor-rights protection has not yet been established, although the Company's liquidity and solvency are continuously monitored under Board of Commissioners oversight.

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		8.3.1.3	Korporasi menjalankan dan mengungkapkan tanggung jawab sosial dengan menerapkan pengetahuan dan pengalaman bisnis korporasi untuk mengembangkan dan menghasilkan kegiatan tanggung jawab sosial yang secara kongkrit memberikan nilai tambah bagi masyarakat termasuk mendorong kemandirian masyarakat. The corporation implements and discloses its social responsibility by applying corporate business knowledge and experience to develop and generate concrete social responsibility activities that add value to society, including fostering community empowerment.	√	Direksi memastikan penerapan standar etika, tanggung jawab sosial dan lingkungan diungkapkan melalui program TJSL, K3, dan kebijakan terkait; kebijakan formal tersendiri mengenai perlindungan hak kreditur belum ditetapkan, meskipun likuiditas dan solvabilitas Perusahaan terus dipantau di bawah pengawasan Dewan Komisaris. Board of Directors ensures that ethical, social, and environmental responsibility standards are disclosed through CSR programs, OHS policies, and related measures; a separate formal policy on creditor-rights protection has not yet been established, although the Company's liquidity and solvency are continuously monitored under Board of Commissioners oversight.
		8.3.1.4	Korporasi menjalankan dan mengungkapkan tanggung jawab lingkungan dengan mencegah, mengurangi, dan mengelola hal-hal berdampak negatif terhadap lingkungan dari semua aspek operasi korporasi, termasuk dalam penggunaan: 1. Bahan baku; 2. Energi; 3. Penggunaan air; 4. Pemanfaatan sumber daya terbarukan; 5. Pemanfaatan serta rehabilitasi keanekaragaman hayati, pengelolaan limbah dan penurunan dampak gas rumah kaca serta emisi karbon. The corporation implements and discloses environmental responsibility by preventing, reducing, and managing negative impacts on the environment from all aspects of corporate operations, including in the use of: 1. Raw materials; 2. Energy; 3. Water usage; 4. Utilization of renewable resources; 5. Utilization and rehabilitation of biodiversity, waste management, and reduction of greenhouse gas emissions and carbon emissions.	√	Direksi memastikan penerapan standar etika, tanggung jawab sosial dan lingkungan diungkapkan melalui program TJSL, K3, dan kebijakan terkait; kebijakan formal tersendiri mengenai perlindungan hak kreditur belum ditetapkan, meskipun likuiditas dan solvabilitas Perusahaan terus dipantau di bawah pengawasan Dewan Komisaris. Board of Directors ensures that ethical, social, and environmental responsibility standards are disclosed through CSR programs, OHS policies, and related measures; a separate formal policy on creditor-rights protection has not yet been established, although the Company's liquidity and solvency are continuously monitored under Board of Commissioners oversight.
		8.3.1.5	Korporasi melaksanakan dan mengungkapkan kebijakan persaingan yang sehat dengan mengedepankan perilaku bisnis yang etis dan tidak melakukan praktik anti persaingan untuk mendapatkan atau melindungi posisi pasar. The corporation implements and discloses a policy on fair competition by prioritizing ethical business behavior and refraining from engaging in anti-competitive practices to gain or protect market positions.	√	Direksi memastikan penerapan standar etika, tanggung jawab sosial dan lingkungan diungkapkan melalui program TJSL, K3, dan kebijakan terkait; kebijakan formal tersendiri mengenai perlindungan hak kreditur belum ditetapkan, meskipun likuiditas dan solvabilitas Perusahaan terus dipantau di bawah pengawasan Dewan Komisaris. Board of Directors ensures that ethical, social, and environmental responsibility standards are disclosed through CSR programs, OHS policies, and related measures; a separate formal policy on creditor-rights protection has not yet been established, although the Company's liquidity and solvency are continuously monitored under Board of Commissioners oversight.

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		8.3.1.6	Direksi memiliki kebijakan guna melindungi hak para kreditur. 1. Dewan Komisaris mengawasi dan Direksi memonitor likuiditas dan solvabilitas keuangan korporasi. 2. Direksi memastikan bahwa risiko terhadap posisi keuangan atau kesulitan keuangan segera teridentifikasi, dikelola, dimitigasi serta dilaporkan. Dewan Komisaris memantau penanganan Direksi atas risiko atau kesulitan keuangan dan menerima laporan rutin. The Board of Directors has a policy to protect the rights of creditors. 1. The Board of Commissioners oversees, and the Board of Directors monitors the liquidity and financial solvency of the corporation. 2. The Board of Directors ensures that risks to the financial position or financial difficulties are promptly identified, managed, mitigated, and reported. The Board of Commissioners monitors the Board of Directors' handling of financial risks or difficulties and receives regular reports.	x	Direksi belum memiliki kebijakan formal tersendiri untuk melindungi hak-hak kreditur, namun likuiditas dan solvabilitas keuangan Perusahaan senantiasa dipantau Direksi di bawah pengawasan Dewan Komisaris. Board of Directors does not yet have a separate formal policy to protect creditors' rights, but the Company's liquidity and financial solvency are continuously monitored by the Board of Directors under the Board of Commissioners' oversight.
	8.3.2	Direksi mendorong karyawan bekerja untuk kepentingan jangka panjang korporasi dan mengedepankan keberlanjutan. The Board of Directors encourages employees to work for the long-term interests of the corporation and prioritizes sustainability.		√	Direksi memastikan penerapan standar etika, tanggung jawab sosial dan lingkungan diungkapkan melalui program TJSL, K3, dan kebijakan terkait; kebijakan formal tersendiri mengenai perlindungan hak kreditur belum ditetapkan, meskipun likuiditas dan solvabilitas Perusahaan terus dipantau di bawah pengawasan Dewan Komisaris. Board of Directors ensures that ethical, social, and environmental responsibility standards are disclosed through CSR programs, OHS policies, and related measures; a separate formal policy on creditor-rights protection has not yet been established, although the Company's liquidity and solvency are continuously monitored under Board of Commissioners oversight.
		8.3.2.1	Korporasi memiliki kebijakan pemberian insentif jangka panjang kepada karyawan, yang mendorong penciptaan nilai yang berkelanjutan. The corporation has a policy of providing long-term incentives to employees, which encourages the creation of sustainable value.	√	Direksi memastikan penerapan standar etika, tanggung jawab sosial dan lingkungan diungkapkan melalui program TJSL, K3, dan kebijakan terkait; kebijakan formal tersendiri mengenai perlindungan hak kreditur belum ditetapkan, meskipun likuiditas dan solvabilitas Perusahaan terus dipantau di bawah pengawasan Dewan Komisaris. Board of Directors ensures that ethical, social, and environmental responsibility standards are disclosed through CSR programs, OHS policies, and related measures; a separate formal policy on creditor-rights protection has not yet been established, although the Company's liquidity and solvency are continuously monitored under Board of Commissioners oversight.

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		8.3.2.2	Remunerasi berbasis kinerja untuk karyawan harus memperhatikan unsur risiko, termasuk mengukur imbal hasil yang disesuaikan dengan risiko (*risk-adjusted return*), untuk memastikan bahwa tidak ada insentif yang diberikan untuk pengambilan risiko yang tidak diinginkan. Performance-based remuneration for employees should take into account risk elements, including measuring risk-adjusted returns, to ensure that no incentives are given for unwanted risk-taking.	√	Direksi memastikan penerapan standar etika, tanggung jawab sosial dan lingkungan diungkapkan melalui program TJSL, K3, dan kebijakan terkait; kebijakan formal tersendiri mengenai perlindungan hak kreditur belum ditetapkan, meskipun likuiditas dan solvabilitas Perusahaan terus dipantau di bawah pengawasan Dewan Komisaris. Board of Directors ensures that ethical, social, and environmental responsibility standards are disclosed through CSR programs, OHS policies, and related measures; a separate formal policy on creditor-rights protection has not yet been established, although the Company's liquidity and solvency are continuously monitored under Board of Commissioners oversight.
		8.3.2.3	Direksi mengelola dengan baik benturan kepentingan yang mungkin timbul antara karyawan sebagai penerima manfaat dana pensiun dengan korporasi sebagai pengelola dana pensiun. The Board of Directors manages potential conflicts of interest that may arise between employees as beneficiaries of the pension fund and the corporation as the manager of the pension fund.	√	Direksi memastikan penerapan standar etika, tanggung jawab sosial dan lingkungan diungkapkan melalui program TJSL, K3, dan kebijakan terkait; kebijakan formal tersendiri mengenai perlindungan hak kreditur belum ditetapkan, meskipun likuiditas dan solvabilitas Perusahaan terus dipantau di bawah pengawasan Dewan Komisaris. Board of Directors ensures that ethical, social, and environmental responsibility standards are disclosed through CSR programs, OHS policies, and related measures; a separate formal policy on creditor-rights protection has not yet been established, although the Company's liquidity and solvency are continuously monitored under Board of Commissioners oversight.
		8.3.2.4	Direksi memastikan korporasi memiliki program pengembangan dan manajemen sumber daya manusia yang efektif untuk memastikan bahwa korporasi memiliki karyawan dalam jumlah yang memadai dan yang berpengetahuan, terampil, dan berpengalaman. The Board of Directors ensures that the corporation has an effective human resources development and management program to ensure that the corporation has an adequate number of knowledgeable, skilled, and experienced employees.	√	Direksi memastikan penerapan standar etika, tanggung jawab sosial dan lingkungan diungkapkan melalui program TJSL, K3, dan kebijakan terkait; kebijakan formal tersendiri mengenai perlindungan hak kreditur belum ditetapkan, meskipun likuiditas dan solvabilitas Perusahaan terus dipantau di bawah pengawasan Dewan Komisaris. Board of Directors ensures that ethical, social, and environmental responsibility standards are disclosed through CSR programs, OHS policies, and related measures; a separate formal policy on creditor-rights protection has not yet been established, although the Company's liquidity and solvency are continuously monitored under Board of Commissioners oversight.

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		8.3.2.5	Pada saat mengisi posisi manajerial dalam korporasi, Direksi mempertimbangkan unsur keberagaman, nondiskriminatif dan memberikan kesempatan yang sama kepada semua calon tanpa membedakan suku, agama, ras, golongan, dan gender. Kebijakan keberagaman tersebut disertai dengan tujuan yang terukur. When filling managerial positions within the corporation, the Board of Directors considers diversity, non-discrimination, and provides equal opportunities to all candidates regardless of ethnicity, religion, race, social status, and gender. This diversity policy is accompanied by measurable objectives.	√	Direksi memastikan penerapan standar etika, tanggung jawab sosial dan lingkungan diungkapkan melalui program TJSL, K3, dan kebijakan terkait; kebijakan formal tersendiri mengenai perlindungan hak kreditur belum ditetapkan, meskipun likuiditas dan solvabilitas Perusahaan terus dipantau di bawah pengawasan Dewan Komisaris. Board of Directors ensures that ethical, social, and environmental responsibility standards are disclosed through CSR programs, OHS policies, and related measures; a separate formal policy on creditor-rights protection has not yet been established, although the Company's liquidity and solvency are continuously monitored under Board of Commissioners oversight.