

PT Perusahaan Gas Negara Tbk as a Gas Subholding is always committed to providing quality gas and providing excellent service to customers, protecting occupational safety and health, process safety, asset integrity, security of life and Company assets, actively contributing to environmental protection and community development efforts, carrying out the company's business activities with full integrity in accordance with good corporate governance/GCG and paying attention to reputation/image in accordance with the Company's values/ethics to support business sustainability in achieving the Company's goals, vision and mission, by:

1. Implementing leadership practices that prioritize aspects of Quality, HSSE (Health, Safety, Security, and Environment), Process Safety, Asset Integrity, and Anti-Bribery through clear duties and responsibilities;
2. Protecting and maintaining the health, safety, and security of the Company, Employees, Contractors, Community, Environment, and Customers;
3. Manage risks through minimizing risks as low as possible in accordance with the As Low as Reasonably Practicable (ALARP) principle including Major Accident Hazards by ensuring adequate mitigation required through the use of standard equipment, safe process control, competent human resources, ensuring systems emergency and crisis responses have been prepared, as well as involving the community as a security instrument so that business continuity can be maintained;
4. Comply with applicable laws and other requirements including internal regulations, national and international laws, standards and best practices in all Company business and operational activities to support the achievement of strategic targets;
5. Providing competent human resources capable of imbuing and embodying AKHLAK cultural values, financial resources and other resources in sufficient numbers and capabilities;
6. Prohibiting attempts of bribery, facilitation payments, gratuities, conflicts of interest, and similar practices within the company environment.
7. Ensuring that every personnel carries out their duties and responsibilities in accordance with the principles of Good Corporate Governance (GCG), by referring to company policies, working reference documents, applicable laws and regulations, as well as enforcing sanctions for any violations in accordance with company regulations and prevailing;
8. Ensure the understanding and implementation of Corporate Life Saving Rules (CLSR) by employees and partners, followed by the implementation of Good Housekeeping, management of Process Safety Barriers, and intervening in conditions or actions deemed unsafe;
9. Carrying out environmental protection efforts through the sustainable use of resources, energy conservation to achieve efficiency, management of Greenhouse Gas (GHG) emissions, implementing the 4R principles (Reduce, Reuse, Recycle, and Recovery) for effluents, hazardous and non-hazardous waste, biodiversity protection, as well as avoiding operational activities in areas with high biodiversity.
10. Implementing security protection efforts by creating safe and controlled conditions for personnel, materials, and documents/information to ensure the smooth operation of the Company by applying both overt and covert security measures, encompassing physical and non-physical aspects;
11. Managing incidents through investigation and learning from events to prevent similar occurrences in the future, and transparently communicating with relevant stakeholders;
12. Increasing awareness among employees and partners to carry out work correctly, safely, and with environmental consciousness, and involving employees and partners in communication and consultation activities;
13. Encouraging every employee and business partner to report suspected violations of policies and work systems committed by PGN personnel, by developing identification capabilities, providing easily accessible complaint channels, maintaining confidentiality, and ensuring safety guarantees;
14. Ensuring that the Internal Audit Function and Anti-Bribery Compliance Function (FKAP) have adequate authority and independence to support the effectiveness of controls.
15. Developing a synergistic ecosystem and collaboration based on mutually beneficial principles, including consulting on emerging issues related to Quality, Health, Safety, Security, Environment, and Anti-Bribery with relevant stakeholders, including business partners, communities, and other stakeholders.
16. Prepare management systems, human resources, technology, and other support to ensure the implementation of HSSE aspects in the Company's new business.
17. Implementing, evaluating, and improving the compliance, adequacy, and effectiveness of the Quality Management, Health, Safety, Security, Environment, and Anti-Bribery Systems, with regular monitoring and performance reporting for continuous improvement.

**Tujuan Kami :**

- Guarantee Company Quality to increase customer satisfaction;
- Reduce the number and severity of incidents, accidents, and injuries to Workers and Contractors/Partners;
- Prevent occupational diseases, improve the physical and mental health of workers, and create a healthy, safe, and comfortable work environment to support work productivity;
- Preventing major accidents and reducing their consequences by implementing process safety management and asset integrity;
- Preventing security disruptions and reducing the number of incidents and losses from security threats while upholding human rights principles;
- Using energy more efficiently, reducing greenhouse gas emissions, non-greenhouse gas emissions, and addressing broader climate change issues through risk management, energy conservation programs, combustion reduction initiatives, and promoting renewable energy;
- Prevent environmental pollution with the principles of circular economy, including 4R (Reduce, Reuse, Recycle, and Recovery), through the improvement of liquid waste disposal quality, handling of hazardous and non-hazardous waste, promoting the use of environmentally friendly materials, efficient use of natural resources including water and energy, and prevention of oil spills;
- Promoting biodiversity conservation by integrating biodiversity aspects into company activities to achieve a net positive impact;
- Preventing bribery and similar practices that may harm the Company and the State.

PGN Management, along with all its subsidiaries and affiliates, is responsible for ensuring that this policy is communicated, implemented, and mandatory compliance is adhered to by all Employees, Business Partners, Guests, Contractors, Suppliers, and Consumers without exception.

Jakarta, 29 Agustus 2025

  
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