

05.

TATA KELOLA PERUSAHAAN

Corporate Governance





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PT Perusahaan Gas Negara Tbk (“PGN”) senantiasa memastikan struktur, mekanisme, dan kebijakan yang kuat dalam penerapan tata kelola perusahaan atau *Good Corporate Governance* (GCG) atau yang saat ini disebut Governansi. Bagi PGN, implementasi praktik GCG menjadi fondasi utama bagi keberhasilan sebuah organisasi, untuk terus berkembang sejalan dengan dinamika lingkungan bisnis, regulasi, dan pencapaian aspek keberlanjutan Perusahaan.

PGN berkomitmen untuk membangun kepercayaan para pemangku kepentingan serta mencapai tujuan strategis perusahaan. Salah satu upaya mewujudkan komitmen ini antara lain menjalankan GCG disertai dengan upaya pengembangan bisnis serta pencapaian target yang telah ditetapkan baik dalam jangka pendek maupun jangka panjang. PGN akan terus melakukan penyempurnaan dan penerapan GCG mengacu pada pedoman dan standar yang berlaku secara nasional maupun internasional, yang pada akhirnya meyakinkan para Pemegang Saham dan Pemangku Kepentingan bahwa PGN telah dikelola dengan baik dan tepat.

PT Perusahaan Gas Negara Tbk (“PGN”) always ensures robust structures, mechanisms, and policies in the implementation of Good Corporate Governance (GCG) or what is currently called Governance. For PGN, the GCG practice implementation is the main foundation for the success of an organization, to continue to grow in line with the dynamics of the business environment, regulations, and the achievement of the Company’s sustainability aspects.

PGN is committed to building stakeholder trust and achieving the Company’s strategic objectives. One of the efforts to realize this commitment is by implementing GCG along with business development efforts and achieving predefined targets both in the short and long term. PGN will continue to refine and implement GCG in accordance with national and international guidelines and standards, ultimately assuring Shareholders and Stakeholders that PGN has been managed properly.

PENERAPAN TATA KELOLA PERUSAHAAN YANG BAIK

Implementation of Good Corporate Governance

PGN berkomitmen untuk mengimplementasikan prinsip-prinsip GCG sebagai landasan dalam menjalankan kegiatan usaha serta menciptakan nilai tambah yang berkelanjutan bagi para Pemegang Saham dan seluruh Pemangku Kepentingan lainnya. PGN yakin penerapan GCG di lingkungan Perusahaan akan memberikan energi yang baik bagi Perseroan untuk menghadapi tantangan besar hingga dapat bertahan sampai saat ini. Untuk itu, PGN berkomitmen untuk menjalankan praktik terbaik prinsip-prinsip GCG secara konsisten dan berkesinambungan, serta menjadikannya sebagai budaya kerja bagi seluruh Perwira Subholding Gas, mulai dari Dewan Komisaris, Direksi dan segenap Pejabat, serta Pekerja PGN.

PGN is committed to implementing GCG principles as a foundation for conducting business activities and creating sustainable added value for Shareholders and all other Stakeholders. PGN believes that GCG implementation within the Company will provide good energy for the Company to overcome major challenges and survive today. For this reason, PGN is committed to implementing the best practices of GCG principles consistently and continuously and making it a work culture for all Gas Sub-holding Employees, starting from the Board of Commissioners, Board of Directors, and all PGN Officers and Workers.



DASAR HUKUM

Implementasi GCG atau governansi korporat di lingkungan PGN didasarkan pada ketentuan dan pedoman yang berlaku, meliputi:

- Peraturan Menteri BUMN No. PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara;
- Keputusan Sekretaris Kementerian BUMN Nomor SK-12/S.MBU/08/2023 tanggal 16 Agustus 2023 tentang Pencabutan Keputusan Sekretaris Kementerian Badan Usaha Milik Negara Nomor: SK-16/S.MBU/2012 Tentang Indikator/Parameter Penilaian dan Evaluasi Atas Penerapan Tata Kelola Perusahaan Yang Baik (*Good Corporate Governance*) pada Badan Usaha Milik Negara;
- Surat edaran dari kementerian BUMN nomor S-52/DKU.MBU/10/2024 tanggal 15 Oktober 2023 perihal Pelaksanaan *Assessment* GCG BUMN tahun 2023;
- Peraturan Otoritas Jasa Keuangan (POJK) No. 21/POJK.04/2015 tanggal 16 November 2015 tentang Penerapan Pedoman Tata Kelola Perusahaan Terbuka;
- Peraturan Otoritas Jasa Keuangan (POJK) No. 29/POJK.04/2016 tentang Laporan Tahunan Emiten atau Perusahaan Publik;
- Surat Edaran Otoritas Jasa Keuangan Republik Indonesia Nomor 16 /SEOJK.04/2021 tentang Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik;
- Surat Edaran Otoritas Jasa Keuangan No. 32/SEOJK.04/2015 tentang Pedoman Tata Kelola Perusahaan Terbuka;
- Anggaran Dasar Perusahaan dan Keputusan Rapat Umum Pemegang Saham (RUPS); dan
- Peraturan dan Kebijakan Perusahaan.

LEGAL BASIS

The implementation of GCG or corporate governance within PGN is based on the applicable provisions and guidelines, including:

- Minister of State-Owned Enterprises Regulation No. PER-2/MBU/03/2023 on Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises;
- Decree of the Secretary to the Ministry of State-Owned Enterprises No. SK-12/S.MBU/08/2023 dated August 16, 2023, on Revocation of the Decree of the Secretary to Ministry of State-Owned Enterprises No. SK-16/S.MBU/2012, on Assessment and Evaluation Indicators/ Parameters for Good Corporate Governance in State-Owned Enterprises;
- Circular letter from the Ministry of SOEs number S-52/DKU.MBU/10/2024 dated October 15, 2023, regarding the Implementation of GCG Assessment of SOEs in 2023;
- Financial Services Authority Regulation (POJK) No. 21/POJK.04/2015 dated November 16, 2015, on Implementation of Governance Implementation for Public Companies;
- Financial Services Authority Regulation (POJK) No. 29/POJK.04/2016 on Annual Report of Issuers or Public Companies;
- Circular of the Financial Services Authority of the Republic of Indonesia No. 16 /SEOJK.04/2021 Forms and Contents of Annual Report of Issuers or Public Companies;
- Circular of the Financial Services Authority No. 32/SEOJK.04/2015 on Governance Guidelines for Public Companies;
- Articles of Association of the Company and Resolutions of the General Meeting of Shareholders (GMS); and
- Company's Regulations and Policies.

KILAS BALIK GCG

Sejak tahun 2003, PGN terus mencatatkan jejak langkah nyata dalam meningkatkan penerapan best practice GCG, sebagai berikut:

2003

- *Initial Public Offering* (IPO) PGN
- Penetapan Keputusan Direksi tentang GCG
- Pengangkatan Komisaris Independen
- Pembentukan Komite Dewan Komisaris (Audit, Nominasi, Remunerasi, dan GCG)
- Penetapan Komisaris Independen sebagai Ketua Komite Audit
- Pembentukan Satuan Kerja Fungsional bidang GCG & Budaya Perusahaan (GCG & BP) dan Analisis Bisnis & Manajemen Risiko (ABMR)
- Penetapan Manual Manajemen Risiko
- *Initial Public Offering* (IPO) by PGN
- Stipulation of Decision of BOD on GCG
- Appointment of Independent Commissioners
- Establishment of BOC Committee (for Audit, Nomination, Remuneration, and GCG)
- Installation of Independent Commissioner as the Head of Audit Committee
- Establishment of a Functional Work Unit for GCG and Corporate Culture (GCG & BP and Business Analysis & Risk Management)
- Stipulation of Risk Management Manual

2004

- Pemetaan GCG
- Penyusunan Panduan GCG
- Penyusunan *Board Manual*
- Pembentukan Komite Asuransi dan Risiko Usaha
- Penetapan *Charter* Komite Audit
- GCG Mapping
- Preparation of GCG Guideline
- Preparation of Board Manual
- Establishment of Insurance and Business Risk Committee
- Determination on Audit Committee Charter

2005

- Penyusunan Kebijakan GCG
- Pelaksanaan Kerangka Kerja Implementasi GCG
- Penandatanganan Komitmen GCG oleh Direktur Utama, Komisaris Utama serta Ketua Serikat Pekerja
- Preparation of Policy on GCG
- Implementation of GCG Frameworks
- Signing of Commitment on GCG by President Director, President Commissioner, and Head of Labor Union

2006

- Pengesahan *soft structure* GCG: Pedoman GCG & *Board Manual*
- Penghargaan Emiten Terbaik 2006 dalam "Capital Market Award" oleh BEJ
- Penetapan Pedoman Perilaku (*Code of Conduct*)
- Sosialisasi GCG
- Endorsement for GCG *soft structure*: GCG Guideline & *Board Manual*
- The Best Issuer Award 2006 in "the Capital Market Award" by Jakarta Stock Exchange
- Stipulation on Code of Conducts
- Dissemination on GCG

GCG MILESTONES

Since 2003, PGN has continued to record concrete steps in improving the implementation of GCG best practices, as follows:

2010 - 2011

- Pembentukan Divisi Organisasi dan Proses Bisnis yang bertugas mengelola GCG dalam Direktorat Umum
- Pendirian PT Nusantara Regas
- GCG Assessment
- Sosialisasi GCG
- Establishment of Business Process and Organization Division assigned to manage GCG within the Directorate of General Affairs
- Establishment of PT Nusantara Regas
- GCG Assessment
- Dissemination on GCG

2009

- Pembaruan *Charter* Komite Audit
- Penetapan Pedoman Audit Internal
- Penetapan Pedoman Manajemen Risiko berbasis COSOERM
- Pendirian PT PGAS Solution
- Pengakuan dari *Governance Metrics International* (GMI) menaikkan peringkat PGN dari 1,5 (Maret 2008) menjadi 4,5 (September 2009)
- Sosialisasi GCG
- Stipulation on "ProCISE" Corporate Culture
- Unification of Nomination and Remuneration Committees
- Transfer of Risk Management Unit under the Directorate of Finance
- GCG Assessment applied for the first time Company Corporate Governance Scorecard developed by the Ministry of State-Owned Enterprises
- Dissemination on GCG

2008

- Penetapan Budaya Perusahaan "ProCISE"
- Penggabungan Komite Nominasi dan Remunerasi
- Pemindahan Bidang Manajemen Risiko dalam Direktorat Keuangan
- GCG Assessment pertama kali menggunakan *Company Corporate Governance Scorecard* yang dikembangkan oleh Kementerian BUMN
- Sosialisasi GCG
- Stipulation on "ProCISE" Corporate Culture
- Unification of Nomination and Remuneration Committees
- Transfer of Risk Management Unit under the Directorate of Finance
- GCG Assessment applied for the first time Company Corporate Governance Scorecard developed by the Ministry of State-Owned Enterprises

2007

- Pembentukan Bidang Manajemen Risiko dalam Direktorat Umum
- Pendirian PT PGAS Telekomunikasi
- Persiapan GCG Assessment
- Sosialisasi GCG
- Establishment of Risk Management Unit under the Directorate for General Affairs
- Establishment of PT PGAS Telekomunikasi
- Preparation of GCG Assessment
- Dissemination on GCG

2012

- Pembaruan Pedoman GCG
- Pelaksanaan Semiloka GCG
- Pembentukan Komite Pemantau Manajemen Risiko dan Pengembangan Usaha (PMRPU)
- Penyusunan *Charter* Komite PMRPU
- Pendirian PT PGN LNG Indonesia
- Pelaksanaan LHKPN pertama kali
- Sosialisasi GCG
- Updates on GCG Guideline
- Implementation of GCG Seminar & Workshop
- Establishment of Monitoring Committee for Risk Management and Business Development
- Preparation of PMRPU Committee Charter
- Establishment of PT PGN LNG Indonesia
- Application of the first State Officials Wealth Report
- Dissemination on GCG

2013

- Penetapan *Whistleblowing System*
- Pembaruan *Board Manual*
- Pembaruan Piagam Komite Audit
- Pelaksanaan LHKPN
- GCG *Self Assessment* Parameter BUMN
- Sosialisasi GCG
- Stipulation of *Whistleblowing System* Guideline
- Updates on Board Manual
- Updates on Audit Committee Charter
- LHKPN Implementation
- GCG Self-Assessment (SOE Parameter)
- Dissemination on GCG

2014

- Penetapan SK benturan Kepentingan dan Pengendalian Gratifikasi
- Pendirian PT Permata Graha Nusantara
- Pelaksanaan LHKPN
- GCG *Assessment* Parameter BUMN
- Sosialisasi GCG
- Stipulation of Decree on Conflict of Interests and Gratification Control
- Establishment of PT Permata Graha Nusantara
- LHKPN Implementation
- GCG *Assessment* (SOE Parameter)
- Dissemination on GCG

2015

- Pembentukan Komite Remunerasi, Nominasi, dan GCG
- Pembentukan Divisi Risk Management & GCG di bawah Direktorat Utama
- Pelaksanaan LHKPN
- GCG *Self Assessment* Parameter BUMN
- Sosialisasi GCG
- Establishment of Remuneration, Nomination and GCG Committee
- Transfer of Risk Management & GCG Division under the Principal Directorate
- LHKPN Implementation
- GCG Self-Assessment (SOE Parameter)
- Dissemination on GCG

2016

- Pembaruan *Board Manual*
- Penetapan Pedoman Tata Kelola Hubungan PGN sebagai Pemegang Saham Anak Perusahaan/Afiliasi
- Penetapan Pedoman Pengangkatan, Pemberhentian, dan Penetapan Penghasilan Anggota Direksi dan Anggota Dewan Komisaris Anak Perusahaan dan Afiliasi
- Pelaksanaan LHKPN
- GCG *Assessment* Parameter BUMN
- Sosialisasi GCG

2019

- Pembaruan *Board Manual*
- Pembaruan Pedoman GCG
- Pembaruan Pedoman Etika
- Pelaksanaan *Branding* GCG
- Pelaksanaan e-LHKPN
- Penyusunan Dokumen *Self Assessment* GCG untuk Anak Perusahaan/Afiliasi
- Pengukuran Tingkat Maturitas GCG
- GCG *Self Assessment* Parameter BUMN
- GCG *Self Assessment* Parameter ACGS
- Sosialisasi GCG
- Updates on Board Manual
- Update on GCG Guidelines
- Update on the Code of Conduct
- Implementation of GCG Branding
- e-LHKPN Implementation
- Preparation of GCG Self-Assessment Document for Subsidiaries/Affiliates
- Measuring GCG Maturity Rate
- GCG Self-Assessment (SOE Parameter)
- GCG Self-Assessment (ACGS Parameter)
- Dissemination on GCG

2018

- Pembentukan PGN sebagai Subholding Gas ke dalam Holding Migas PT Pertamina (Persero)
- Akuisisi PT Pertamina Gas dan anak perusahaannya
- Pembaruan Pedoman GCG
- Pembaruan Pedoman Etika
- Asistensi *Soft Structure* GCG di 6 Anak Perusahaan/Afiliasi
- Pelaksanaan e-LHKPN
- GCG *Assessment* Parameter BUMN
- GCG *Self Assessment* Parameter ACGS
- Sosialisasi GCG
- Establishment of PGN as Gas Sub-Holding Company under PT Pertamina's Oil and Gas Holding
- Acquisition of PT Pertamina Gas and its subsidiaries
- Updates on GCG Guidelines
- Updates on Code of Conduct
- Assistance for GCG *Soft Structure* in 6 Subsidiaries/Affiliates
- e-LHKPN Implementation
- GCG *Assessment* (SOE Parameter)
- GCG Self-Assessment (ACGS Parameter)
- Dissemination on GCG

2017

- Pelaksanaan e-LHKPN
- GCG *Self Assessment* Parameter BUMN
- GCG *Self Assessment* Parameter ASEAN *Corporate Governance Scorecard*-ACGS
- Sosialisasi GCG
- e-LHKPN Implementation
- GCG Self-Assessment (SOE Parameter)
- GCG Self-Assessment (ASEAN *Corporate Governance Scorecard* - ACGS Parameter)
- Dissemination on GCG

- Updates on Board Manual
- Stipulation of Guidelines for PGN's Relations Governance as a Subsidiary/Affiliate Shareholder
- Stipulation of Guidelines for Appointment, Dismissal, and Determination of Income for Members of the BOD and Members of the BOC of Subsidiaries and Affiliates
- LHKPN Implementation
- GCG *Assessment* (SOE Parameter)
- Dissemination on GCG

2020

- Penerapan dan Sertifikasi SMAP ISO 37001
- Penetapan Proses Subholding Gas
- Penetapan Budaya "AKHLAK"
- Penetapan Visi Misi
- Pelaksanaan *Branding* GCG
- Pelaksanaan e-LHKPN
- Penyusunan Dokumen *Self Assessment* GCG untuk Anak Perusahaan/Afiliasi
- GCG *Assessment* Parameter BUMN
- GCG *Self Assessment* Parameter ACGS
- *Assessment* GCG berdasarkan parameter POJK 21/2015
- Sosialisasi GCG
- Penetapan penggunaan Aplikasi GCG *Online System* (GOLS)
- Implementation and Certification of SMAP ISO 37001
- Determination of Gas Subholding Process
- Determination of "AKHLAK" Culture
- Determination of Vision and Mission
- Implementation of GCG Branding
- e-LHKPN Implementation
- Preparation of GCG Self-Assessment Documents for Subsidiaries/ Affiliates
- GCG Assessment (SOE Parameter)
- GCG Self-Assessment (ACGS Parameter)
- GCG Assessment based on Parameter of FSA Regulation Number 21/2015
- Dissemination on GCG
- Determination of GCG Online System (GOLS) Application

2021

- Pelaksanaan Bimbingan Teknis Antikorupsi Kolaborasi KPK dan PGN
- Penyempurnaan Pedoman Proses Bisnis Subholding Gas
- Pembaruan *Board Manual* dan Pedoman GCG, Etika, WBS, Benturan Kepentingan dan Gratifikasi
- Pembaruan *Charter* Komite-Komite
- Pembaruan Anggaran Dasar
- Pelaksanaan *Branding* GCG
- Pelaksanaan e-LHKPN
- GCG *Assessment* Parameter BUMN
- GCG *Self Assessment* Parameter ACGS
- *Assessment* GCG berdasarkan parameter POJK 21/2015
- Sosialisasi GCG & SMAP ISO 37001
- Pelaksanaan GCG *Self Assessment* Anak Perusahaan/Afiliasi
- Penerapan Aplikasi GCG *Online System* (GOLS)
- Penyusunan Modul GCG *Self Assessment* untuk Anak Perusahaan/ Afiliasi
- Implementation of Anti-Corruption Technical Guidance in collaboration with the Corruption Eradication Commission/KPK and PGN
- Improvement of Gas Subholding Business Process Guidelines
- Updates on Board Manual and Guidelines for GCG, Ethics, WBS, Conflicts of Interest and Gratification
- Updates on Charter of the Committees
- Updates on Articles of Association
- Implementation of GCG Branding
- e-LHKPN Implementation
- GCG Assessment based on Parameter of State-Owned Enterprises
- GCG Self-Assessment based on ACGS Parameter
- GCG Assessment based on Parameter of FSA Regulation Number 21/2015
- Dissemination of GCG & SMAP ISO 37001
- Implementation of GCG Self-Assessment by Subsidiaries/ Affiliates
- Implementation of GCG Online System Application
- Preparation of GCG Self-Assessment Module for Subsidiaries/ Affiliates

2022

- Penggabungan fungsi GCG ke dalam *Group Legal Counsel and Compliance* di bawah koordinasi Direktorat Utama
- GCG *Assessment* Parameter BUMN
- GCG *Self Assessment* Parameter ACGS
- *Assessment* GCG berdasarkan parameter POJK 21/2015
- GCG *Assessment* menggunakan Pedoman Umum Governansi Korporat Indonesia (PUGKI) yang dikembangkan oleh Komite Nasional Kebijakan Governansi (KNKG)
- Pelaksanaan *Branding* GCG
- Pelaksanaan e-LHKPN
- Sosialisasi GCG & SMAP ISO 37001
- Penerapan Aplikasi GCG *Online System* (GOLS)
- Penyelenggaraan Peringatan Hari Anti Korupsi Sedunia (HAKORDIA)
- Penerapan Pelaporan Gratifikasi secara berkala melalui Aplikasi GOLS
- Capaian Tingkat Maturitas Manajemen Risiko "MANAGED"
- Pembaruan Pedoman Tata Kelola Perusahaan Yang Baik dan Pedoman Etika Usaha dan Etika Kerja
- *Top 50 Big Capitalization Public Listed Company* dari IICD (*Indonesian Institute for Corporate Directorship*)
- Merging of GCG functions into Legal Counsel and Compliance Group under the coordination of President Director Office
- GCG Assessment based on Parameter of State-Owned Enterprises
- GCG Self-Assessment based on ACGS Parameter
- GCG Assessment based on Parameter of FSA Regulation Number 21/2015
- GCG Assessment used the Indonesian General Corporate Governance Guidelines (PUGKI) developed by the KNKG
- Implementation of GCG Branding
- e-LHKPN Implementation
- Dissemination of GCG & SMAP ISO 37001
- Implementation of GCG Online System (GOLS) Application
- Commemoration of World Anti-Corruption Day (HAKORDIA)
- Implementation of Gratification Reporting periodically through the GOLS Application
- Achievement of Risk Management Maturity Level "MANAGED"
- Updates on Guidelines for Good Corporate Governance and Code of Conduct
- *Top 50 Big Capitalization Public Listed Company* dari IICD (*Indonesian Institute for Corporate Directorship*)

2023

- GCG Self Assessment (review) hasil tahun 2022 dengan Parameter BUMN (SK-16)
- GCG Self Assessment ACGS new version 2023
- Assessment GCG berdasarkan parameter POJK 21/2015
- GCG Assessment berdasarkan Pedoman Umum Governansi Korporat Indonesia (PUGKI) yang dikembangkan oleh KNKG
- Pelaksanaan awareness GCG
- Pelaksanaan e-LHKPN
- Sosialisasi GCG & SMAP ISO 37001
- Penerapan dan pengembangan Aplikasi GCG Online System (GOLS)
- Penyelenggaraan Peringatan Hari Antikorupsi Sedunia (HAKORDIA)
- Penerapan Surat Pernyataan *Conflict of Interest* dan terkait Gratifikasi secara berkala
- Pembaruan Dokumen Acuan Kerja
- Pembuatan Komitmen BOD dan BOC : Pernyataan Komitmen Penerapan tata Kelola Perusahaan yang baik dan etika usaha/kerja serta pengendalian gratifikasi
- Sertifikasi SMAP di Anak Perusahaan
- Perluasan ruang lingkup penerapan anti penyuapan (*Extend scope*)
- ISO Integrasi: HSSE, QM dan SMAP
- Pengelolaan UPG semula dari Internal Audit dipindahkan ke *Legal Counsel and Compliance*
- Mendapat penghargaan tata kelola yang baik: *the Best State Owned Enterprises* dari IICD dan perusahaan dengan Tata Kelola Perusahaan atau *Good Corporate Governance* (GCG) Terbaik I dan Pengembangan Talenta & SDM Unggul Terbaik II dalam Anugerah BUMN 2023 yang diselenggarakan oleh BUMN Track
- GCG Self Assessment (review) of 2022 results with SOE Parameters (SK-16)
- GCG Self Assessment ACGS new version 2023
- GCG Assessment based on POJK 21/2015 parameters
- GCG Assessment based on the General Guidelines for Indonesian Corporate Governance (PUGKI) developed by KNKG
- Implementation of GCG awareness
- Implementation of e- LHKPN
- Socialization of GCG & SMAP ISO 37001
- Implementation and development of GCG Online System Application (GOLS)
- Implementation of World Anti-Corruption Day Commemoration (HAKORDIA)
- Implementation of Conflict of Interest Statement Letter and related Gratification periodically
- Work Reference Document Update
- Making BOD and BOC Commitment: Commitment Statement on the implementation of good corporate governance and business/work ethics as well as gratification control
- SMAP certification in subsidiaries
- Expansion of the scope of anti-bribery implementation (*Extend scope*)
- ISO Integration: HSSE, QM and SMAP
- UPG management has been transferred from Internal Audit to Legal Counsel and Compliance
- Received good governance awards: the Best State Owned Enterprises from IICD and the company with the Best Good Corporate Governance (GCG) I and the Best Talent & HR Development II in the BUMN Award 2023 organized by BUMN Track

2024

- GCG Self Assessment ACGS new version 2023
- Assessment GCG berdasarkan parameter POJK 21/2015
- GCG Assessment berdasarkan Pedoman Umum Governansi Korporat Indonesia (PUGKI) yang dikeluarkan oleh KNKG
- Pelaksanaan awareness GCG
- Pelaksanaan e-LHKPN dengan capaian 100%
- Sosialisasi GCG, Anti Korupsi, Pengendalian Gratifikasi dan Anti Penyuapan
- Training SMAP ISO 37001 dengan prinsip 4NO's
- Implementasi COMPOLS (*Compliance Online Systems*) dan pengembangan Aplikasi GCG Online System (GOLS)
- Penyelenggaraan Peringatan Hari Antikorupsi Sedunia (HAKORDIA) dengan lomba dan penyebaran publikasi
- Deklarasi Surat Pernyataan Sosialisasi GCG, COC, *Conflict of Interest* dan terkait Gratifikasi secara berkala
- Pembaruan Dokumen Acuan Kerja, diantaranya Pedoman Perilaku Etika, Pedoman Pengelolaan Optimasi Sinergi Barang dan atau Jasa di PGN Group, Pedoman Pengelolaan Dokumen Acuan Kerja (DAK) dan sebagainya
- Pembaharuan Komitmen BOD dan BOC: Pernyataan Komitmen Penerapan tata Kelola Perusahaan yang baik dan etika usaha/kerja serta pengendalian gratifikasi
- Re-Sertifikasi SMAP Subholding Gas dengan perluasan ruang lingkup penerapan anti penyuapan (*Extend scope*)
- Monitoring dan Evaluasi per semester dengan Komisi Pemberantasan Korupsi (KPK)
- Meraih Penghargaan *Award for Implementation Prevention of Bribery Program* 2024 dalam puncak peringatan HAKORDIA
- Hasil Evaluasi Implementasi PPG oleh KPK meraih skor 81,6 (Baik)
- Peningkatan kompetensi personil *Compliance* dengan Sertifikasi CCP (*Certified Compliance Profesional*)
- GCG Self-Assessment by ACGS new version 2023
- GCG Assessment based on POJK 21/2015 parameters
- GCG Assessment based on the General Guidelines for Indonesian Corporate Governance (PUGKI) developed by KNKG
- Implementation of GCG awareness
- e-LHKPN implementation with 100% achievement
- Socialization of GCG, Anti-Corruption, Gratification Control, and Anti-bribery
- SMAP ISO 37001 Training with the 4NO's principle
- Implementation of COMPOLS (*Compliance Online Systems*) and development of the GCG Online System (GOLS) Application
- Organizing World Anti-Corruption Day (HAKORDIA) with competitions and dissemination of publications
- Declaration of Statement Letter on the Socialization of GCG, COC, Conflict of Interest, and Gratification regularly
- Renewal of Work Reference Documents, including the Code of Conduct, Guidelines for the Management of Synergy Optimization of Goods and or Services in PGN Group, Guidelines for the Management of Work Reference Documents (DAK), etc.
- BOD and BOC Commitment Renewal: Statement of Commitment to the Implementation of good corporate governance and business/work ethics as well as gratification control
- Gas Sub-holding SMAP Re-Certification with extended scope of anti-bribery implementation (*Extend scope*)
- Monitoring and Evaluation per semester with the Corruption Eradication Commission (KPK)
- Received the Award for Implementation of Prevention of Bribery Program 2024 at the highlight of HAKORDIA commemoration
- PPG Implementation Evaluation Results by KPK achieved a score of 81.6 (Good)
- Increased the competence of the Compliance employees with CCP Certification (certified compliance professional)

TUJUAN PENERAPAN GCG

Selaras dengan Pedoman GCG PGN, penerapan tata kelola bertujuan untuk:

- a. Mengoptimalkan nilai Perusahaan agar memiliki daya saing yang kuat, baik secara nasional maupun internasional, sehingga mampu mempertahankan keberadaannya dan hidup berkelanjutan untuk mencapai maksud dan tujuan Perusahaan;
- b. Mendorong pengelolaan Perusahaan secara profesional, efisiensi, dan efektif, serta memberdayakan fungsi dan meningkatkan kemandirian Organ Perusahaan;
- c. Mendorong Organ Perusahaan dalam membuat keputusan dan menjalankan tindakan dilandasi nilai moral yang tinggi dan kepatuhan terhadap peraturan perundang-undangan, serta kesadaran akan adanya tanggung jawab sosial Perusahaan terhadap Pemangku Kepentingan maupun kelestarian lingkungan di sekitar Perusahaan;
- d. Meningkatkan kontribusi Perusahaan dalam perekonomian nasional serta meningkatkan iklim yang kondusif bagi perkembangan investasi nasional;
- e. Mengembangkan sikap dan perilaku yang sesuai dengan tuntutan perkembangan Perusahaan dan perubahan lingkungan usaha menuju budaya Perusahaan yang lebih baik;
- f. Menciptakan iklim yang kondusif dan mendorong terbentuknya identitas, karakter dan motivasi Perwira Subholding Gas untuk berperilaku dan bertindak sesuai tuntutan Perusahaan serta dilandasi dengan moral dan nilai-nilai etika yang sehat; dan
- g. Meningkatkan reputasi Perusahaan.

PRINSIP TATA KELOLA PERUSAHAAN YANG BAIK

PGN senantiasa menjadikan prinsip-prinsip GCG sebagai budaya yang diterapkan dalam setiap proses kegiatan usaha, termasuk juga dalam proses pengambilan keputusan penting yang menyangkut kinerja dan pencapaian sasaran Perusahaan sesuai visi dan misi PGN. Prinsip GCG telah diterapkan di lingkungan Perusahaan sebagaimana yang tertuang sebagai berikut:

1. **Transparansi**
Merupakan hak Pemegang Saham atas informasi Perusahaan yang benar dan tepat, ikut dalam pengambilan putusan mengenai perubahan mendasar Perusahaan, dan hak atas keuntungan Perusahaan. Dapat diartikan juga keterbukaan informasi dalam proses pengambilan putusan maupun pengungkapan informasi tentang Perusahaan.
2. **Akuntabilitas**
Merupakan kejelasan fungsi, pelaksanaan, dan pertanggungjawaban organ Perusahaan hingga pengelolaan Perusahaan terlaksana secara efektif.
3. **Pertanggungjawaban**
Merupakan kesesuaian dalam pengelolaan Perusahaan terhadap peraturan perundang-undangan dan prinsip korporasi yang sehat.

OBJECTIVES OF GCG IMPLEMENTATION

In line with PGN's GCG Guidelines, the implementation of governance aims to:

- a. Optimizing the Company's value to have a robust competitiveness at the national and international levels, enabling it to maintain its presence and sustainable life to achieve the Company's purposes and objectives;
- b. Encouraging professional, efficient, and effective management of the Company, as well as empowering functions and improving the independence of the Company's Organs;
- c. Encouraging the Company's Organs to make decisions, take actions based on high moral values, comply with laws and regulations, and be aware of the Company's social responsibility to its Stakeholders as well as environmental sustainability around the Company;
- d. Improving the Company's contribution to the national economy and creating a favorable environment for the development of national investment;
- e. Developing attitudes and behaviors in line with the demands of the Company's development and business changes toward better corporate culture;
- f. Creating a conducive climate, encouraging the formation of identity, characteristics and motivating Sub-holding Gas Employees to behave and act in line with the Company's guidelines based on sound moral and ethical values; and
- g. Improving the Company's reputation.

GOOD CORPORATE GOVERNANCE PRINCIPLES

PGN always makes GCG principles a culture that is applied in every process of business activities, including in the process of making important decisions concerning the performance and achievement of the Company's targets in accordance with PGN's vision and mission. GCG principles have been applied within the Company as set out below:

1. **Transparency**
Shareholders are entitled to obtain correct and appropriate information regarding the Company and participate in the decision-making process concerning basic changes to the Company and its profits. It is also interpreted as information transparency in the decision-making process and disclosure of information regarding the Company.
2. **Accountability**
It is clarity of functions, implementation, and accountability of the Company's organs to ensure an effective management of the Company.
3. **Responsibility**
It is conformity of the Company's management to laws and regulations as well as sound corporate principles.

4. Kemandirian
Merupakan keadaan di mana Perusahaan dikelola secara profesional tanpa benturan kepentingan dan pengaruh/tekanan dari pihak mana pun yang tidak sesuai dengan peraturan perundang-undangan dan prinsip-prinsip korporasi yang sehat.
5. Kewajaran
Merupakan keadilan dan kesetaraan dalam memenuhi hak-hak Pemangku Kepentingan yang timbul berdasarkan perjanjian dan peraturan perundang-undangan.

4. Independence
A condition where the Company is professionally managed with no conflicts of interest and influence/pressure from any party that is not in accordance with laws and regulations as well as sound corporate principles.
5. Fairness
Fairness and equality in meeting Stakeholders' rights that arise based on agreements as well as the laws and regulations.

KEBIJAKAN GCG DI PGN

Perusahaan senantiasa melakukan pembaharuan dan telah memiliki serta mengimplementasikan berbagai kebijakan maupun pedoman pendukung lainnya sesuai perundang-undangan yang berlaku, untuk menjaga agar penerapan GCG di PGN berjalan dengan baik, antara lain:

1. *Board Manual*;
2. Pedoman Tata Kelola Perusahaan yang Baik;
3. Pedoman Perilaku Etika (*Code of Conduct*);
4. Pedoman Benturan Kepentingan;
5. Pedoman Pengendalian Gratifikasi;
6. Pedoman *Whistleblowing System*;
7. Pedoman Pengelolaan Risiko;
8. Pedoman Pengelolaan Sistem Manajemen Kelangsungan Bisnis;
9. Pedoman Sistem Manajemen Mutu, Keselamatan dan Kesehatan Kerja, Pengamanan, serta Anti Penyuaan;
10. Pedoman Pengelolaan Dokumen Acuan Kerja (DAK);
11. Pedoman Pengelolaan *Community Involvement Development*;
12. Pedoman Tata Kelola Teknologi dan Komunikasi;
13. Kebijakan Pengelolaan Informasi Perusahaan;
14. Pedoman Pengelolaan Optimasi Sinergi Barang dan atau Jasa di PGN Group;
15. Pedoman Anggaran;
16. Perjanjian Kerja Bersama;
17. Pedoman Perlakuan Akutansi;
18. Pedoman Pengukuran Kepuasan Pelanggan;
19. Pedoman Berlangganan Gas;
20. Pedoman Penyusunan Laporan Keuangan;
21. Pedoman Pelaksanaan Kegiatan LNG Trading Internasional;
22. Pedoman Pengelolaan Peningkatan Penggunaan Produk Dalam Negeri (P4DN);
23. Pedoman Penanganan Keadaan Darurat;
24. Pedoman Pengelolaan Pelaksanaan Hak dan Pemenuhan Kewajiban Perpajakan;
25. Pedoman Pengelolaan Sistem Keselamatan Proses dan Keterpaduan Aset (PSAIMS);
26. Pedoman Pengelolaan Dana;
27. Pedoman Sistem Pengelolaan Kinerja;
28. Pedoman Pengelolaan Maturitas Investasi;
29. Pedoman Pengelolaan Kegiatan Satuan Kerja Internal Audit; dan
30. Piagam Audit Internal.

GCG POLICY AT PGN

The Company constantly updates and already has and implements various policies and other supporting guidelines in accordance with applicable legislation to maintain GCG implementation in PGN, among others:

1. Board Manual;
2. Guidelines for Good Corporate Governance;
3. Guidelines for Code of Conduct;
4. Guidelines for Conflicts of Interest;
5. Guidelines for Gratification Control;
6. Guidelines for Whistleblowing System;
7. Guidelines for Risk Management;
8. Guidelines for Business Sustainability Management System;
9. Guidelines for Quality Management System, Occupational Health and Safety, Security, as well as Anti-Bribery;
10. Guidelines for Work Reference Document (DAK) Management;
11. Guidelines for Community Involvement Development Management;
12. Guidelines for Technology and Communication Governance;
13. Guidelines for Corporate Information Management;
14. Guidelines for the Management of Goods and or Services Synergy Optimization in PGN Group;
15. Guidelines for Budget;
16. Collective Work Agreement;
17. Guidelines for Accounting Treatment;
18. Guidelines for Measuring Customer Satisfaction;
19. Gas Subscription Guidelines;
20. Guidelines for Preparation of Financial Statements;
21. Guidelines for the Implementation of International LNG Trading Activities;
22. Guidelines for the Management of Increased Use of Domestic Products (P4DN);
23. Guidelines for Emergency Handling;
24. Guidelines for the Management of the Exercise of Rights and Fulfilment of Tax Obligations;
25. Guidelines for the Management of the Process Safety and Asset Integrity System (PSAIMS);
26. Guidelines for Funds Management;
27. Guidelines for the Performance Management System;
28. Guidelines for Investment Maturity Management ;
29. Guidelines for the Management of Internal Audit Unit Activities; and
30. Internal Audit Charter.

Kebijakan dan pedoman ini secara garis besar memuat panduan bagi Perusahaan dan seluruh Perwira Subholding Gas dalam menjalankan aktivitas bisnis serta berhubungan dengan pemangku kepentingan dalam aspek pemenuhan tata kelola.

These policies and guidelines generally contain a manual for the Company and all Gas Sub-holding Employees in carrying out business activities and dealing with stakeholders in the aspect of compliance with governance.

MEMPERKUAT IMPLEMENTASI GCG PGN

Dalam rangka memperkuat penerapan GCG, PGN menjalankan berbagai program sosialisasi dan internalisasi baik secara *offline* maupun *online*. PGN secara berkelanjutan melakukan sosialisasi dan internalisasi nilai-nilai Etika Perusahaan, Tata Kelola Perusahaan yang Baik, Anti Penyuapan/Gratifikasi kepada seluruh Perwira Subholding Gas. Selama tahun 2024, kegiatan sosialisasi dan internalisasi yang dilakukan Perusahaan adalah sebagai berikut:

STRENGTHENING GCG IMPLEMENTATION AT PGN

To strengthen GCG implementation, PGN runs various offline and online socialization and internalization programs. PGN continuously socializes and internalizes the values of Corporate Ethics, Good Corporate Governance, Anti-bribery/Gratification to all Gas Sub-holding Employees. During 2024, the socialization and internalization activities carried out by the Company are as follows:

KEGIATAN SOSIALISASI DAN INTERNALISASI GCG TAHUN 2024

GCG Socialization and Internalization Activities in 2024

No.	Waktu Time	Kegiatan	Activity
1.	13 Februari 2024 February 13, 2024	<i>Sharing Knowledge</i> GCG tentang Hasil <i>self assessment</i> parameter ACGS tahun 2023 oleh konsultan PT RSM Indonesia Konsultan	GCG Knowledge Sharing on the results of the self-assessment with ACGS parameters 2023 by consultant PT RSM Indonesi Konsultan
2.	19 Februari 2024 February 19, 2024	<i>Awareness Compliance</i> tentang batas kewenangan Korporasi, BM, Monitoring implementasi GCG, ESG rating, imlementasi SMAP, Rakor <i>Compliance</i> dan GCG dengan Anak Perusahaan/Afiliasi	Awareness Compliance about the limits of Corporate authority, BM, Monitoring GCG implementation, ESG rating, SMAP implementation, Compliance and GCG Coordination Meetings with Subsidiaries/Affiliates
3.	29 Februari-1 Maret 2024 February 29-March 1, 2024	<i>Sharing Session</i> materi <i>compliance</i> , GCG dan SMAP ISO 37001:2016 dengan Tim LCC dan Anak Perusahaan/Afiliasi di acara Rakor Legal Subholding Gas " <i>Workshop</i> Pengelolaan Kontrak Jangka Panjang"	Sharing Session on ISO 37001:2016 compliance, GCG, and SMAP materials with the LCC Team and Subsidiaries/Affiliates at the Gas Sub-holding Legal Coordination Meeting " <i>Workshop</i> on Long-Term Contract Management"
4.	6 Maret 2024 March 6, 2024	BIMTEK Pelaku Usaha Antikorupsi dengan KPK tema: Melalui Penanaman Nilai-Nilai Integritas dalam rangka memberikan <i>refreshment</i> anti korupsi kepada Dewan Komisaris, Direksi dan Pejabat serta Pekerja PT PGN Tbk dan Anak Perusahaan/Afiliasi-nya.	BIMTEK Anti-corruption Entrepreneurs with KPK: "By Building Integrity Values", to provide anti-corruption refreshment to the Board of Commissioners, Board of Directors, Officers and Employees of PT PGN Tbk and its Subsidiaries/Affiliates
5.	4 April 2024 April 4, 2024	Sosialisasi Internal : Anti Penyuapan dengan prinsip 4 No's	Internal Socialization: Anti-bribery with the 4 No's principle
6.	20 Mei 2024 May 20, 2024	Sosialisasi GCG dan SMAP di acara <i>Upskilling</i> dan <i>Coaching</i> Pengadaan Barang dan Jasa Tahun 2024 dengan satker (<i>online</i>)	GCG and SMAP socialization at the Upskilling and Coaching for Procurement of Goods and Services Year 2024 event with work units (<i>online</i>)
7.	7 Juni 2024 June 7, 2024	Induksi materi Tata Kelola Perusahaan kepada BOD dan BOC yang baru diangkat	Induction of Corporate Governance material to newly appointed BOD and BOC
8.	6-8 Juni 2024 June 6-8, 2024	Pelatihan <i>In-House e-learning</i> KPK dengan tema : "Penguatan Pemahaman Gratifikasi"	KPK In-House e-learning training with the theme: "Strengthening Understanding of Gratification"
9.	11 Juni 2024 June 11, 2024	Sosialisasi 4 NO's pekerja Jargas area CGP wilayah perumahan Bintaro	Socialization of the 4 NO's of Jargas workers in the CGP area of the Bintaro housing area
10.	1-30 Juni 2024 June 1-30, 2024	Pengisian Deklarasi/Lapor Gratifikasi periode Semester 1/2024 oleh seluruh Perwira SH Gas melalui aplikasi COMPOLS/GOLS	Filling out the Gratification Declaration/Report for the Semester 1/2024 by all SH Gas Employees through the COMPOLS/GOLS application
11.	Juni-Agustus 2024 June-August 2024	<i>Flyer</i> dan infografis Korupsi/Gratifikasi tersebar di <i>lift</i> TV <i>Frame</i> di lingkungan kantor PGN	Flyers and infographics on Corruption/Gratification spread in TV Frame elevators within the PGN office

No.	Waktu Time	Kegiatan	Activity
12.	3 Juli 2024 July 3, 2024	Sosialisasi 4 NO's area Palembang	Socialization of 4 NO's in Palembang area
13.	4 Juli 2024 July 4, 2024	Sosialisasi 4 NO's area Medan	Socialization of 4 NO's in Medan area
14.	27 Agustus 2024 August 27, 2024	Penyelenggaraan <i>Talk Show</i> Benturan Kepentingan (<i>Conflict of Interest</i>) dengan tema " <i>Navigating Conflict of Interest in State-Owned Enterprises: Best Practices and Challenges</i> " <i>Keynote Speaker</i> : Komisaris Utama PT PGN Tbk	Organizing a Conflict of Interest Talk Show with the theme " <i>Navigating Conflict of Interest in State-Owned Enterprises: Best Practices and Challenges</i> " <i>Keynote Speaker</i> : President Commissioner of PT PGN Tbk
15.	10 September 2024 September 10, 2024	Sosialisasi Transaksi Material/Afiliasi dan <i>Board Manual</i> , Etika dalam acara Rakor <i>Compliance</i> dan GCG dengan Anak Perusahaan/Afiliasi	Socialization of Material/Affiliate Transactions and Board Manual, Ethics in Compliance and GCG Coordination Meeting with Subsidiaries/Affiliates
16.	25 September 2024 September 25, 2024	Sosialisasi SMAP dengan pekerja di Area cilegon dan site Bojonegoro	SMAP socialization with workers in Cilegon area and Bojonegoro site
17.	17-24 September 2024 September 17-24, 2024	<i>Awareness</i> GCG dalam Survei Pemahaman GCG	GCG Awareness in GCG Understanding Survey
18.	19 Desember 2024 December 19, 2024	Sosialisasi SMAP dgn pekerja di Area gudang Klender	SMAP socialization with workers in Klender warehouse area
19.	31 Desember 2024 December 31, 2024	Pelaksanaan Sosialisasi GCG, Pedoman Etika Usaha dan Etika Kerja (<i>Code of Conduct</i>) dan Deklarasi Bebas Benturan Kepentingan (<i>Conflict of Interest</i>) melalui aplikasi <i>Compliance Online System</i> (COMPOLS) dalam rangka pelaksanaan KPI <i>GCG Implementation Compliance</i> Tahun 2024 untuk seluruh Pekerja PGN dengan target yang telah tercapai pada akhir Desember 2024	Implementation of GCG Socialization, Code of Conduct, and Declaration of Free from Conflict of Interest through the Compliance Online System (COMPOLS) application to conduct KPI GCG Implementation Compliance 2024 for all PGN Employees with the targeted completed by the end of December 2024
20.	4-6 Desember 2024 December 4-6, 2024	<i>Sharing Session</i> FGD: "tindak pidana korupsi karena kebijakan" dengan Anak Perusahaan/Afiliasi	Sharing Session with FGD: "corruption crime due to policy" with Subsidiaries/Affiliates
21.	1 tahun 2 kali Twice a year	Pelaksanaan pengisian modul Sosialisasi GCG, Pedoman Etika (<i>Code of Conduct</i>) dan Deklarasi Bebas Benturan Kepentingan (<i>Conflict of Interest</i>) melalui aplikasi <i>Compliance Online System</i> (COMPOLS) dalam rangka pelaksanaan KPI <i>GCG Compliance Implementation</i> Tahun 2024	Filling in the GCG Socialization module, Code of Conduct, and Declaration of Free from Conflict of Interest through the Compliance Online System (COMPOLS) application to carry out KPI GCG Compliance Implementation Year 2024



VISI PERUSAHAAN DALAM MENDUKUNG KINERJA PERUSAHAAN SECARA BERKELANJUTAN

Visi Perusahaan untuk “Menjadi penyedia solusi energi bersih untuk dunia yang lebih hijau dan berkelanjutan” merupakan pernyataan aspiratif yang menggambarkan tujuan jangka panjang dan arah strategis PGN. Dalam mendukung kinerja Perseroan secara berkelanjutan, visi Perusahaan menjadi panduan untuk seluruh elemen organisasi dalam mencapai tujuan yang sejalan dengan prinsip keberlanjutan (*sustainability*). Berikut adalah penjelasan tentang upaya mendukung kinerja Perusahaan yang berkelanjutan dan implementasi tata kelola perusahaan yang baik sesuai Prinsip GCG.

STRUKTUR TATA KELOLA PERUSAHAAN

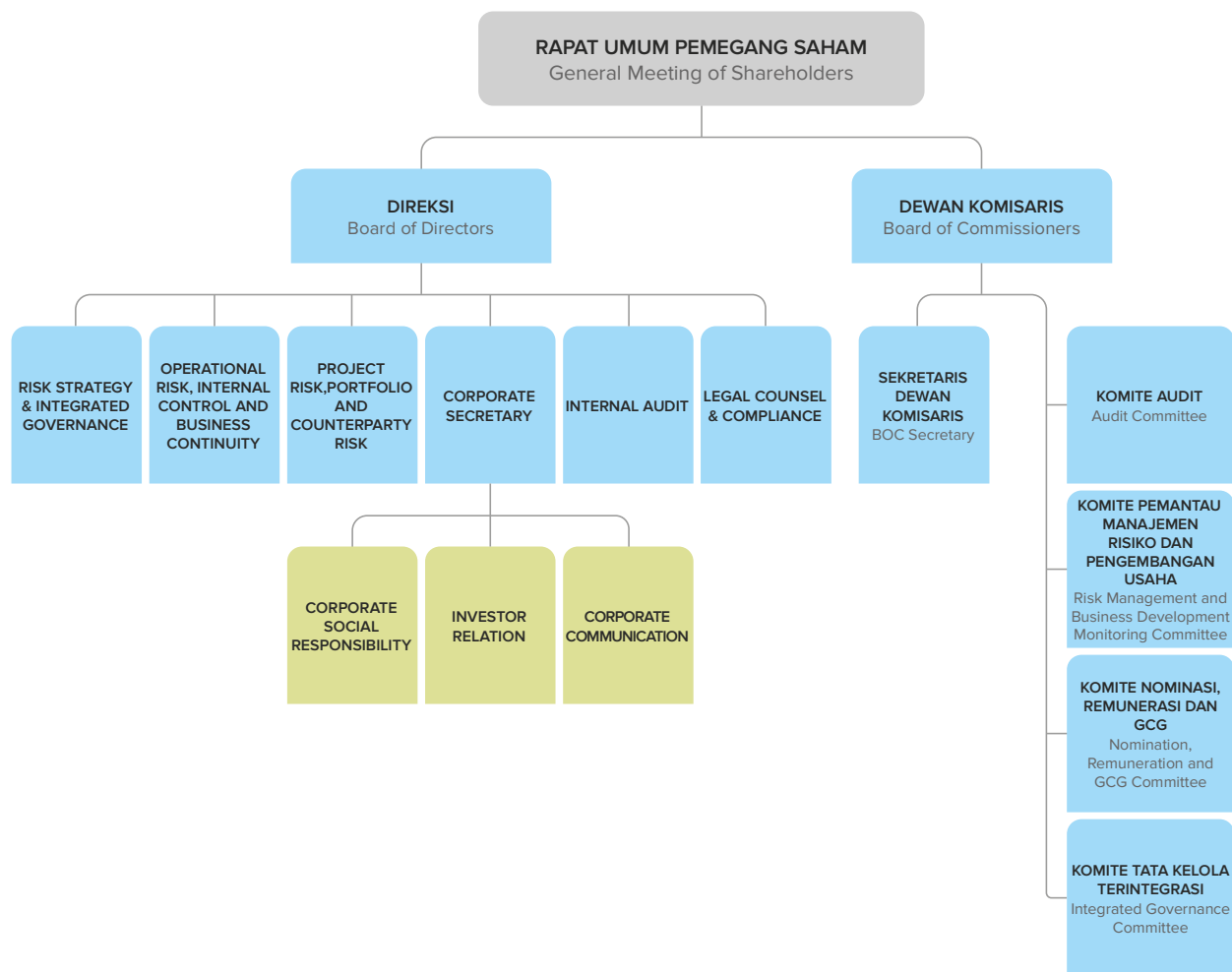
PGN memiliki struktur Tata Kelola Perusahaan yang didasarkan pada Undang-Undang No. 40 tahun 2007 tentang Perseroan Terbatas, yang secara garis besar tergambar pada Organ Utama Perusahaan yaitu Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris, dan Direksi. Masing-masing Organ Tata Kelola Perusahaan memiliki peran penting dalam keberhasilan pelaksanaan GCG dan pelaksanaan tugas, fungsi, dan tanggung jawabnya untuk kepentingan Perusahaan, sebagaimana dimaksud dalam Anggaran Dasar Perusahaan dan peraturan perundang-undangan yang berlaku.

COMPANY VISION IN SUPPORTING SUSTAINABLE COMPANY PERFORMANCE

The Company's vision to “Become a provider of clean energy solutions for a greener and more sustainable world” is an aspirational statement that describes PGN's long-term goals and strategic direction. In supporting the Company's sustainable performance, vision becomes a guide for all elements of the organization in achieving goals that are in line with the sustainability principle. The following is an explanation of the efforts to support the Company's sustainable performance and the implementation of good corporate governance in accordance with GCG Principles.

CORPORATE GOVERNANCE STRUCTURE

PGN has a Corporate Governance structure based on Law No. 40 of 2007 concerning Limited Liability Companies, which is outlined in the Company's Main Organs, namely the General Meeting of Shareholders (GMS), Board of Commissioners, and Board of Directors. Each Corporate Governance Organ has a crucial role in the successful implementation of GCG and the execution of its duties, functions, and responsibilities for the Company's interests, as referred to in the Company's Articles of Association and applicable laws and regulations.



RAPAT UMUM PEMEGANG SAHAM (RUPS)

General Meeting of Shareholders (GMS)



Rapat Umum Pemegang Saham (RUPS) merupakan organ tata kelola tertinggi Perusahaan dan memiliki wewenang yang tidak diberikan kepada Dewan Komisaris atau Direksi dalam batas yang ditentukan oleh Undang-Undang Perseroan Terbatas dan/atau Anggaran Dasar Perusahaan. Kekuasaan dalam RUPS lebih tinggi dibandingkan Direksi dan Dewan Komisaris. Melalui penyelenggaraan RUPS, para Pemegang Saham dapat menerima informasi penting mengenai kinerja Perusahaan dan menggunakan haknya sehubungan dengan pengambilan keputusan strategis Perusahaan.

PEMEGANG SAHAM

Komposisi pemegang saham PGN yaitu Negara Republik Indonesia memiliki satu saham seri A Dwiwarna, PT Pertamina (Persero) merupakan pemegang saham mayoritas yang memiliki 56,96% saham seri B, dan 43,04% saham seri B dimiliki oleh pemegang saham publik. Uraian mengenai informasi dan struktur pemegang saham telah dibahas pada Bab Profil Perusahaan bagian Informasi Pemegang Saham dalam Laporan Tahunan ini.

The General Meeting of Shareholders (GMS) is the Company's highest governance organ and has authority that is not granted to the Board of Commissioners or Board of Directors within the limits set by the Limited Liability Company Law and/or the Company's Articles of Association. The power of the GMS is higher than that of the Board of Directors and Board of Commissioners. Through the GMS, Shareholders can receive important information on the Company's performance and exercise their rights in relation to the Company's strategic decision-making.

SHAREHOLDERS

PGN's shareholder composition, namely the Republic of Indonesia owns one series A Dwiwarna share, PT Pertamina (Persero) is the major shareholder with 56.96% of the series B shares, and 43.04% of the series B shares are owned by public shareholders. A description of the shareholder information and structure has been discussed in the Company Profile chapter of the Shareholder Information section of this Annual Report.

Hak Pemegang Saham

Saham memberikan hak kepada pemiliknya untuk:

- a. Menghadiri dan mengeluarkan suara dalam RUPS;
- b. Memperoleh informasi material mengenai Perseroan, secara tepat waktu, terukur dan teratur;
- c. Menerima pembayaran dividen dan sisa kekayaan hasil likuidasi, sebanding dengan jumlah saham yang dimilikinya; dan
- d. Menjalankan hak lainnya berdasarkan Anggaran Dasar dan peraturan perundang-undangan yang berlaku.

Saham Perseroan adalah saham atas nama dan dikeluarkan atas nama pemiliknya yang terdaftar dalam Daftar Pemegang Saham yang terdiri dari:

- Saham Seri A Dwiwarna yang hanya khusus dapat dimiliki Negara Republik Indonesia; dan
- Saham Seri B yang dapat dimiliki oleh Negara Republik Indonesia dan/atau masyarakat.

Pemegang Saham Seri A Dwiwarna dan Pemegang Saham Seri B mempunyai hak yang sama sepanjang Anggaran Dasar Perseroan tidak menetapkan lain.

Selaras dengan yang tercantum dalam Anggaran Dasar Perseroan, Saham Seri A Dwiwarna adalah saham yang dimiliki khusus oleh Negara Republik Indonesia yang memberikan kepada pemegangnya Hak Istimewa sebagai Pemegang Saham Seri A Dwiwarna, yaitu:

1. Hak untuk menyetujui dalam RUPS mengenai hal-hal sebagai berikut:
 - a. Persetujuan pengangkatan dan pemberhentian anggota Direksi dan anggota Dewan Komisaris;
 - b. Persetujuan perubahan Anggaran Dasar;
 - c. Persetujuan perubahan struktur kepemilikan saham;
 - d. Persetujuan terkait penggabungan, peleburan, pemisahan dan pembubaran; serta pengambilalihan Perseroan oleh perusahaan lain.
2. Hak untuk mengusulkan Calon Anggota Direksi dan Calon Anggota Dewan Komisaris;
3. Hak untuk mengusulkan mata acara RUPS;
4. Hak untuk meminta dan mengakses data dan dokumen Perseroan; dan
5. Hak untuk menetapkan kebijakan strategis agar selalu selaras dan sesuai dengan kebijakan dan peraturan yang berlaku pada Pemegang Saham Seri B dengan kepemilikan sebagian besar saham Perseroan, dengan mekanisme penggunaan hak sesuai dengan ketentuan dalam Anggaran Dasar Perseroan dan peraturan perundang-undangan.

Shareholders' Rights

Shareholders are entitled to:

- a. Attending and casting their votes at the GMS;
- b. Obtaining material information about the Company, in a timely, measurable, and regular manner;
- c. Receiving payment of dividends and the remaining assets resulting from liquidation, in proportion to the number of shares owned; and
- d. Exercising other rights based on the Articles of Association and laws and regulations.

The Company's shares are shares in name and issued in the name of the owner registered in the Shareholder Register, consisting of:

- Series A Dwiwarna shares, which specifically can only be owned by the Republic of Indonesia; and
- Series B shares that can be owned by the Republic of Indonesia and/or the public.

Series A Dwiwarna Shareholders and Series B Shareholders have the same rights to the extent that the Company's Articles of Association do not stipulate otherwise.

Pursuant to the Company's Articles of Association, Series A Dwiwarna Shares are shares owned exclusively by the Republic of Indonesia which grants the holder Prerogative Rights as a Series A Dwiwarna Shareholder, namely:

1. The rights to agree at the GMS regarding the following matters:
 - a. Approval of the appointment and dismissal of members of the Board of Directors and members of the Board of Commissioners;
 - b. Approval of amendments to the Articles of Association;
 - c. Approval of amendments to the shareholding structure;
 - d. Approval regarding the merger, consolidation, separation and dissolution; as well as the takeover of the Company by another company.
2. The right to nominate Candidates for Members of the Board of Directors and Candidates for Members of the Board of Commissioners;
3. The right to propose GMS agenda items;
4. The right to request and access Company data and documents; and
5. The right to determine strategic policies to always aligned and in accordance with the policies and regulations that apply to Series B Shareholders with ownership of most of the Company's shares, with a mechanism for exercising rights in accordance with the provisions in the Company's Articles of Association and laws and regulations.

Pelaksanaan terhadap Hak Istimewa Pemegang Saham Seri A Dwiwarna tersebut dapat dikuasakan kepada Pemegang Saham Seri B dengan kepemilikan sebagian besar saham Perseroan, kecuali pelaksanaan Hak Istimewa pada angka 1.c dan 1.d.

Kemudian, berdasarkan Surat Kuasa Khusus Nomor SKK-10/MBU/05/2018 tanggal 9 Mei 2018 Pemegang Saham Seri A Dwiwarna memberikan kuasa khusus kepada PT Pertamina (Persero) selaku Pemegang Saham Seri B dengan kepemilikan sebagian besar saham Perseroan untuk melakukan tindakan-tindakan yang menjadi kewenangan dan/atau hak Pemegang Saham Seri A Dwiwarna sebagaimana tercantum di atas, termasuk hak untuk menyetujui usulan Dewan Komisaris Perseroan atas tindakan-tindakan Direksi sebagaimana dimaksud dalam Anggaran Dasar Perseroan.

Tanggung Jawab Pemegang Saham

Selain memiliki hak, Pemegang Saham sebagai pemilik modal juga memiliki tanggung jawab yang harus dilaksanakan. Pada dasarnya, sesuai Pasal 3 ayat (1) UUP, Pemegang Saham tidak bertanggung jawab secara pribadi atas perikatan yang dibuat atas nama Perseroan dan tidak bertanggung jawab atas kerugian Perseroan melebihi saham yang dimiliki. Prinsip ini diperjelas dalam bagian Penjelasan Pasal 3 ayat (1) UUP bahwa Pemegang Saham hanya bertanggung jawab sebesar setoran atas seluruh saham yang dimilikinya dan tidak meliputi harta kekayaan pribadinya.

Dalam hal-hal tertentu tidak tertutup kemungkinan hapusnya tanggung jawab terbatas tersebut apabila terbukti terjadi hal-hal sebagaimana dimaksud Pasal 3 ayat (2) UUP, yaitu:

- Persyaratan Perseroan sebagai badan hukum belum atau tidak terpenuhi;
- Pemegang Saham yang bersangkutan baik langsung maupun tidak langsung dengan itikad buruk memanfaatkan Perseroan untuk kepentingan pribadi;
- Pemegang Saham yang bersangkutan terlibat dalam perbuatan melawan hukum yang dilakukan oleh Perseroan; dan
- Pemegang Saham yang bersangkutan baik langsung maupun tidak langsung secara melawan hukum menggunakan kekayaan Perseroan, yang mengakibatkan kekayaan Perseroan menjadi tidak cukup untuk melunasi utang Perseroan.

Tanggung jawab Pemegang Saham sebesar setoran atas seluruh saham yang dimilikinya kemungkinan hapus apabila terbukti, antara lain terjadi pencampuran harta kekayaan pribadi Pemegang Saham dan harta kekayaan Perseroan sehingga Perseroan didirikan semata-mata sebagai alat yang dipergunakan Pemegang Saham untuk memenuhi tujuan pribadinya. Sebagai bentuk akuntabilitas, Pemegang Saham melaksanakan GCG sesuai dengan wewenang dan tanggung jawabnya.

The exercise of the Series A Dwiwarna Shareholder's Prerogative Rights may be authorized to the Series B Shareholders with a majority ownership of the Company's shares, except for the exercise of the Prerogative Rights in points 1.c and 1.d.

Furthermore, pursuant to Special Power of Attorney No. SKK-10/MBU/05/2018 dated May 9, 2018, the Series A Dwiwarna Shareholders grant special power of attorney to PT Pertamina (Persero) as the Series B shareholders with a majority ownership of the Company's shares to take actions, which is the authority and/or rights of the Series A Dwiwarna Shareholders as stated above, including the right to approve the proposal of the Company's Board of Commissioners on the Board of Directors' actions as referred to in the Company's Articles of Association.

Shareholders' Responsibilities

In addition to having rights, Shareholders as capital owners also have responsibilities that must be carried out. Substantially, according to Article 3 paragraph (1) of the Law on Limited Liability Companies (UUP), Shareholders are not personally responsible for the engagement made on behalf of the Company and are not responsible for the Company's losses over the shares owned. This principle is made clear in the Explanation section of Article 3 paragraph (1) of UUP that Shareholders are solely responsible for the amount paid for all the shares they own and do not cover their assets.

In certain cases, this does not rule out the possibility of the elimination of the said limited liability if it is proven that the matters as referred to in Article 3 paragraph (2) UUP occur, namely:

- The Company's requirements as a legal entity have not been or are not met;
- The relevant Shareholder, either directly or indirectly, in bad faith exploits the Company for personal gain;
- The relevant Shareholder is involved in an unlawful act committed by the Company; and
- The relevant Shareholder, either directly or indirectly, unlawfully uses the Company's assets, which results in the Company's assets being insufficient to pay off the Company's debts.

Shareholders' responsibility in the amount of the deposit for all shares they own may be nullified if it is proven that, among other things, there is a mixing of the Shareholders' assets and the Company's assets so that the Company is established solely as a tool used by the Shareholders to fulfill their goals. As a form of accountability, Shareholders implement GCG in accordance with their authority and responsibility.

PELAKSANAAN RUPS TAHUN 2024

RUPS Tahunan tanggal 30 Mei 2024

1. Waktu dan Tempat
 - a. Hari/tanggal: Kamis, 30 Mei 2024
 - b. Tempat: Auditorium Graha PGAS Lantai 2, Jl. KH Zainul Arifin No. 20, Jakarta 11140
2. Kuorum
RUPS Tahunan dihadiri oleh pemegang saham serta perwakilan/kuasa dari pemegang saham sebanyak 18.092.545.808 termasuk saham Seri A Dwiwarna atau mewakili 74,6345717% dari jumlah seluruh saham yang telah dikeluarkan, yang seluruhnya berjumlah 24.241.508.196 saham. Dengan demikian, kuorum yang disyaratkan dalam Anggaran Dasar Perusahaan telah dipenuhi dan karenanya RUPS Tahunan adalah sah dan berhak untuk mengambil keputusan yang sah dan mengikat mengenai hal-hal yang dibicarakan sesuai dengan agenda RUPS Tahunan.
3. Kehadiran Dewan Komisaris dan Komite-Komite, termasuk Komisaris Utama RUPS dihadiri secara luring oleh seluruh anggota Komisaris, yaitu:

Komisaris Utama dan Komisaris Independen	Amien Sunaryadi	President Commissioner and Independent Commissioner
Komisaris	Warih Sadono	Commissioner
Komisaris	Luky Alfirman	Commissioner
Komisaris Independen	Christian H. Siboro	Independent Commissioner
Komisaris Independen	Dini Shanti Purwono	Independent Commissioner
Komisaris Independen	Abdullah Aufa Fuad	Independent Commissioner

4. Kehadiran Direksi, termasuk Direktur Utama
RUPS dihadiri secara luring oleh seluruh Direksi, yaitu:

Direktur Utama	Arief Setiawan Handoko	President Director
Direktur Keuangan dan Manajemen Risiko	Fadjar Harianto Widodo	Director of Finance and Risk Management
Direktur Strategi dan Pengembangan Bisnis	Rosa Permata Sari	Director of Strategy and Business Development
Direktur Infrastruktur dan Teknologi	Harry Budi Sidharta	Director of Infrastructure and Technology
Direktur Sales dan Operasi	Ratih Esti Prihatini	Director of Sales dan Operations
Direktur SDM dan Penunjang Bisnis	Beni Syarif Hidayat	Director of HR and Business Support

5. Kehadiran Lembaga dan Profesi Penunjang Pasar Modal.

Dalam melakukan proses penghitungan suara dan/atau melakukan validasi, Perseroan dibantu oleh Biro Administrasi Efek PT Datindo Entrycom dan Notaris Ir. Nanette Cahyanie Handari Adi Warsito, S.H.
6. Hasil Keputusan RUPS Tahunan Tahun 2024
Hingga Laporan tahunan ini diterbitkan, keputusan RUPS Tahunan Tahun 2024 seluruhnya telah dilaksanakan. Penjelasan atas setiap mata acara RUPS Tahunan Tahun 2024 tercantum dalam tabel di bawah ini.

IMPLEMENTATION OF THE 2024 GMS

Annual GMS dated May 30, 2024

1. Time and Place
 - a. Day/date: Thursday, May 30, 2024
 - b. Place: Graha PGAS Auditorium 2nd Floor, Jl. KH Zainul Arifin No. 20, Jakarta 11140
2. Quorum
The Annual GMS was attended by shareholders and representatives/proxies of 18.092.545.808 shareholders, including Series A Dwiwarna shares representing 74,6345717% of the total issued shares, totaling 24.241.508.196 shares. Thus, the quorum required in the Company's Articles of Association has been fulfilled, and therefore, the Annual GMS is valid and has the right to make valid and binding decisions regarding matters discussed in accordance with the agenda of the Annual GMS.
3. Attendance of the Board of Commissioners and Committees, including the President Commissioner
the GMS was attended in person by all members of the Commissioner, namely:

4. Attendance of the Board of Directors, including the President Director
The GMS was attended in-person by all members of the Board of Directors, namely:

5. Attendance of Capital Market Supporting Institutions and Professionals.
In carrying out the vote counting process and/or conducting validation, the Company was assisted by the Securities Administration Bureau PT Datindo Entrycom and Notary Ir. Nanette Cahyanie Handari Adi Warsito, S.H.
6. Results of the 2024 Annual GMS Resolutions
Until the publication of this annual report, the resolutions of the 2024 Annual GMS have been fully implemented. An explanation of each agenda item of the 2024 Annual GMS is set out in the table below.

MATA ACARA PERTAMA
FIRST AGENDA

Mata Acara

Persetujuan Laporan Tahunan Perseroan Tahun Buku 2023 dan Laporan Tugas Pengawasan Dewan Komisaris Tahun Buku 2023.

Agenda

Approval of the Company's Annual Report for the 2023 Fiscal Year and the Board of Commissioners' Supervisory Task Report for the 2023 Fiscal Year.

Jumlah Pemegang Saham yang mengajukan pertanyaan dan/atau memberikan pendapat: Tidak ada

Number of Shareholders who asked questions and/or gave opinions: None

Hasil Pemungutan Suara

Setuju	17.617.159.035	97,3724716%
Abstain	464.341.173	2,5664778%
Tidak Setuju	11.045.600	0,0610506%

Voting Results

Agree	17,617,159,035	97.3724716%
Abstain	464,341,173	2.5664778%
Disagree	11,045,600	0.0610506%

Keputusan Mata Acara Pertama

Menyetujui Laporan Tahunan Perseroan termasuk Laporan Tugas Pengawasan Dewan Komisaris untuk Tahun Buku 2023, yang berakhir pada tanggal 31 Desember 2023, serta memberikan pelunasan dan pembebasan tanggung jawab sepenuhnya (*volledig acquit et de charge*) kepada seluruh anggota Direksi atas tindakan pengurusan Perseroan dan Dewan Komisaris atas tindakan pengawasan Perseroan yang telah dijalankan selama tahun buku yang berakhir pada tanggal 31 Desember 2023, sepanjang tindakan tersebut bukan merupakan tindak pidana dan telah tercermin dalam buku-buku laporan Perseroan.

First Agenda Resolutions

Approved the Company's Annual Report, including the Board of Commissioners' Supervisory Report for the 2023 Fiscal Year, which ended on December 31, 2023, and provided full release and discharge (*volledig acquit et de charge*) to all members of the Board of Directors for the management of the Company and the Board of Commissioners for the supervision of the Company that has been carried out during the fiscal year ended on December 31, 2023, as long as the action is not a criminal act and has been reflected in the Company's report books.

Tindak Lanjut

Keputusan langsung Berlaku

Follow-Up

Immediate resolution Applicable

MATA ACARA KEDUA
SECOND AGENDA

Mata Acara

Pengesahan Laporan Keuangan Tahunan Perseroan Tahun Buku 2023 dan Laporan Keuangan Program Pendanaan Usaha Mikro dan Usaha Kecil Perseroan Tahun Buku 2023, sekaligus Pemberian Pelunasan dan Pembebasan Tanggung Jawab Anggota Direksi dan Dewan Komisaris untuk Tahun Buku 2023.

Agenda

Ratification of the Company's Financial Statements for the 2023 Fiscal Year, including the Financial Statements of the Partnership and Community Development Program for the 2023 Fiscal Year, and to grant full release and discharge to all members of the Board of Directors and Board of Commissioners for the 2023 Fiscal Year.

Jumlah Pemegang Saham yang mengajukan pertanyaan dan/atau memberikan pendapat: 2 orang

Number of Shareholders who asked questions and/or gave opinions: 2 people

Hasil Pemungutan Suara

Setuju	17.614.883.735	97,3598957%
Abstain	466.616.473	2,5790537%
Tidak Setuju	11.045.600	0,0610506%

Voting Results

Agree	17,614,883,735	97.3598957%
Abstain	466,616,473	2.5790537%
Disagree	11,045,600	0.0610506%

Keputusan Mata Acara Kedua

Mengesahkan Laporan Keuangan Konsolidasian Perseroan yang telah diaudit oleh Kantor Akuntan Publik Purwantono, Sungkoro & Surja (a member of Ernst & Young) sesuai Laporan Nomor 00188/2.1032/AU.1/02/1726-2/1/III/2024 tanggal 8 Maret 2024 dengan opini "wajar, dalam semua hal yang material", serta mengesahkan Laporan Keuangan Program Pendanaan Usaha Mikro dan Usaha Kecil Perseroan untuk Tahun Buku 2023 yang berakhir pada tanggal 31 Desember 2023 yang menjadi bagian dari Laporan Tanggung Jawab Sosial dan Lingkungan yang telah diaudit oleh Kantor Akuntan Publik Purwantono, Sungkoro & Surja (a member of Ernst & Young) sesuai Laporan Nomor 00083/2.1032/AU.2/10/1726-2/1/II/2024 tanggal 27 Februari 2024 dengan opini "wajar, dalam semua hal yang material", serta memberikan pelunasan dan pembebasan tanggung jawab sepenuhnya (*volledig acquit et de charge*) kepada seluruh anggota Direksi atas tindakan pengurusan Perseroan dan Dewan Komisaris atas tindakan pengawasan Perseroan pada Program Pendanaan Usaha Mikro dan Usaha Kecil yang telah dijalankan dalam Tahun Buku 2023 sepanjang tindakan tersebut bukan merupakan tindak pidana dan telah tercermin dalam buku-buku laporan Perseroan

Second Agenda Resolutions

Ratified the Company's Consolidated Financial Statements audited by Public Accounting Firm Purwantono, Sungkoro & Surja (a member of Ernst & Young) in accordance with Report Number 00188/2.1032/AU.1 /02/1726-2/1/III/2024 dated March 8, 2024, with an opinion of "fair, in all material respects", and ratified the Financial Statements of the Company's Micro and Small Business Funding Program for the 2023 Fiscal Year ended December 31, 2023, which is part of the Social and Environmental Responsibility Report audited by the Public Accounting Firm Purwantono, Sungkoro & Surja (a member of Ernst & Young) in accordance with Report Number 00083/2.1032/AU.2 /10/1726-2/1/II/2024 dated February 27, 2024, with an opinion of "fair, in all material respects", as well as granted full release and discharge (*volledig acquit et de charge*) to all members of the Board of Directors for the management of the Company and the Board of Commissioners for the supervision of the Company in the Micro and Small Business Funding Program that has been carried out in the 2023 Fiscal Year as long as the action is not a criminal act and has been reflected in the Company's report books.

Tindak Lanjut

Keputusan langsung Berlaku

Follow-Up

Immediate resolution Applicable

MATA ACARA KETIGA
THIRD AGENDA

Mata Acara

Penetapan Penggunaan Laba Bersih, termasuk Pembagian Dividen untuk Tahun Buku 2023.

Agenda

Approval of the distribution of the Company's net profit, including the Dividend Distribution for 2023 Fiscal Year.

Jumlah Pemegang Saham yang mengajukan pertanyaan dan/atau memberikan pendapat: 2 Orang

Number of Shareholders who asked questions and/or gave opinions: 2 people

Hasil Pemungutan Suara

Setuju	17.710.085,721	97,8860903%
Abstain	339.265,087	1,8751650%
Tidak Setuju	43.195.000	0,2387447%

Voting Results

Agree	17,710,085,721	97.8860903%
Abstain	339,265,087	1.8751650%
Disagree	43,195,000	0.2387447%

Keputusan Mata Acara Ketiga

- Menetapkan penggunaan Laba Bersih yang dapat diatribusikan kepada Pemilik Entitas Induk Tahun Buku 2023 sebesar USD278,091,179 (dua ratus tujuh puluh delapan juta sembilan puluh satu ribu seratus tujuh puluh sembilan Dolar Amerika Serikat) sebagai berikut:
 - Sebesar USD222,472,943.20 (dua ratus dua puluh dua juta empat ratus tujuh puluh dua ribu sembilan ratus empat puluh tiga koma dua Dolar Amerika Serikat) dibagikan sebagai dividen kepada Pemegang Saham sesuai dengan porsi kepemilikan saham pada Perseroan dan dibayarkan secara tunai dalam mata uang Rupiah dengan menggunakan nilai tukar kurs tengah Bank Indonesia sesuai tanggal pelaksanaan RUPST Tahun Buku 2023 selambat-lambatnya 30 (tiga puluh) hari kalender setelah diumumkannya ringkasan risalah RUPST;
 - Sebesar USD55,618,235.80 (lima puluh lima juta enam ratus delapan belas ribu dua ratus tiga puluh lima koma delapan Dolar Amerika Serikat) digunakan sebagai saldo laba ditahan untuk kegiatan pengembangan bisnis.
- Memberikan wewenang dan kuasa kepada Direksi dengan hak substitusi untuk mengatur lebih lanjut tata cara pembagian dividen tersebut dan mengumumkannya dengan memperhatikan peraturan yang berlaku pada bursa efek di tempat saham Perseroan dicatatkan.

Third Agenda Resolutions

- Determined the use of Net Profit attributable to Owners of the Parent Entity for the 2023 Fiscal Year amounting to US\$278,091,179 (two hundred seventy-eight million ninety-one thousand one hundred seventy-nine United States Dollars) as follows:
 - US\$222,472,943.20 (two hundred twenty-two million four hundred seventy-two thousand nine hundred forty-three point two United States Dollars) distributed as dividends to Shareholders in accordance with the portion of share ownership in the Company and paid in cash in Rupiah currency using the Bank Indonesia middle rate exchange rate according to the date of the 2023 Fiscal Year AGMS no later than 30 (thirty) calendar days after the announcement of the summary of the minutes of the AGMS;
 - US\$55,618,235.80 (fifty-five million six hundred eighteen thousand two hundred thirty-five point eight United States Dollars) is used as retained earnings for business development activities.
- Granted authority and power to the Board of Directors with the right of substitution to further regulate the procedure for dividend distribution and announce it with due observance of the prevailing regulations on the stock exchange where the Company's shares are listed.

Tindak Lanjut

Tata cara pembayaran Dividen Tunai Tahun Buku 2023 tercantum pada Ringkasan Risalah RUPS Tahunan PT Perusahaan Gas Negara Tbk yang dipublikasikan melalui situs Perusahaan, Situs Bursa Efek Indonesia dan Otoritas Jasa Keuangan pada tanggal 31 Mei 2024. Pembayaran Dividen Tunai Tahun Buku 2023 telah dilakukan pada tanggal 28 Juni 2024.

Follow-Up

The procedure for paying cash dividends for the 2023 fiscal year is available in the Summary of Minutes of the Annual General Meeting of Shareholders of PT Perusahaan Gas Negara Tbk, which was published on the Company's website, the Indonesia Stock Exchange website, and the Financial Services Authority on May 31, 2024. Cash dividends for the 2023 fiscal year were paid out on June 28, 2024.

MATA ACARA KEEMPAT
FOURTH AGENDA**Mata Acara**

Penetapan besaran Gaji Direksi dan Honorarium Dewan Komisaris Tahun 2024 serta Tantiem/Insentif Kinerja/Insentif Khusus bagi Anggota Direksi dan Dewan Komisaris Perseroan atas Kinerja Tahun Buku 2023.

Agenda

Determination of the amount of Board of Directors' Salary and Board of Commissioners' Honorarium in 2024, and Tantiem/Performance Incentive/Special Incentive for Members of the Company's Board of Directors and Board of Commissioners for the 2023 Fiscal Year Performance.

Jumlah Pemegang Saham yang mengajukan pertanyaan dan/atau memberikan pendapat: Tidak ada

Number of Shareholders who asked questions and/or gave opinions: None

Hasil Pemungutan Suara

Setuju	17.710.085.721	97,8860903%
Abstain	339.265.087	1,8751650%
Tidak Setuju	43.195.000	0,2387447%

Voting Results

Agree	17,710,085,721	97.8860903%
Abstain	339,265,087	1.8751650%
Disagree	43,195,000	0.2387447%

Keputusan Mata Acara Keempat

- Memberikan wewenang dan kuasa kepada PT Pertamina (Persero) selaku Pemegang Saham Seri B Terbanyak Perseroan dengan terlebih dahulu berkonsultasi kepada Pemegang Saham Seri A Dwiwarna guna menetapkan bagi anggota Dewan Komisaris:
 - Tantiem/Insentif Kinerja/Insentif Khusus atas Kinerja Tahun Buku 2023; dan
 - Honorarium, tunjangan dan fasilitas untuk Tahun Buku 2024.
- Memberikan wewenang dan kuasa kepada Dewan Komisaris Perseroan dengan terlebih dahulu mendapatkan persetujuan tertulis dari PT Pertamina (Persero) selaku Pemegang Saham Seri B Terbanyak Perseroan setelah berkonsultasi kepada Pemegang Saham Seri A Dwiwarna guna menetapkan bagi anggota Direksi:
 - Tantiem/Insentif Kinerja/Insentif Khusus atas Kinerja Tahun Buku 2023; dan
 - Gaji, tunjangan dan fasilitas untuk Tahun Buku 2024.

Fourth Agenda Resolutions

- Granted authority and power to PT Pertamina (Persero) as the Company's Majority Series B Shareholder with prior consultation with the Series A Dwiwarna Shareholders to determine the members of the Board of Commissioners:
 - Tantiem/Performance Incentive/Special Incentive for the 2023 Fiscal Year Performance; and
 - Honorarium, allowances, and facilities for the 2024 Fiscal Year.
- Granted authority and power to the Company's Board of Commissioners with prior written approval from PT Pertamina (Persero) as the Company's Majority Series B Shareholder after consultation with the Series A Dwiwarna Shareholders to determine the members of the Board of Directors:
 - Tantiem/Performance Incentive/Special Incentive for the 2023 Fiscal Year Performance; and
 - Salaries, allowances, and facilities for the 2024 Fiscal Year.

Tindak Lanjut

Berdasarkan Surat Direktur Utama PT Pertamina (Persero) Nomor: R-053/C00000/2024-S8 tanggal 27 September 2024 perihal Penetapan Penghargaan atas Kinerja Tahun Buku 2023 dan Remunerasi 2024 Anggota Direksi dan Dewan Komisaris PT Perusahaan Gas Negara Tbk, Dewan Komisaris menindaklanjuti penetapan penghasilan Direksi dan Dewan Komisaris melalui Surat Nomor: 63P/SKEL.00/D-KOM/2024 tanggal 30 September 2024 perihal Penetapan Penghargaan atas Kinerja Tahunan Tahun Buku 2023, Remunerasi 2024 serta Pelaksanaan Pembayaran Tantiem Yang Ditangguhkan Tahun Buku 2022 Anggota Direksi dan Dewan Komisaris PT Perusahaan Gas Negara Tbk.

Follow-Up

Based on the Letter of the President Director of PT Pertamina (Persero) Number: R-053/C00000/2024-S8 dated September 27, 2024, regarding the Determination of Awards for the 2023 Fiscal Year Performance and 2024 Remuneration of Members of the Board of Directors and Board of Commissioners of PT Perusahaan Gas Negara Tbk, the Board of Commissioners followed up the determination of the Board of Directors and Board of Commissioners' income through Letter Number: 63P/SKEL.00/D-KOM/2024 dated September 30, 2024, regarding the Determination of Awards for the 2023 Fiscal Year Annual Performance, 2024 Remuneration, and Implementation of Deferred Tantiem Payment for the 2022 Fiscal Year of Members of the Board of Directors and Board of Commissioners of PT Perusahaan Gas Negara Tbk.

MATA ACARA KELIMA
FIFTH AGENDA

Mata Acara

Penetapan Kantor Akuntan Publik untuk melaksanakan Audit Laporan Keuangan Konsolidasian Tahun Buku 2024, Audit Kepatuhan PSA 62, Audit Laporan Keuangan Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) Terkait Program Tanggung Jawab Sosial dan Lingkungan, dan Penerapan Prosedur Yang Disepakati atas Laporan Hasil Evaluasi Kinerja KPI Korporat dan KPI Individual Tahun Buku 2024.

Agenda

Determination of a Public Accounting Firm to carry out an Audit of Consolidated Financial Statements for the 2024 Fiscal Year, PSA 62 Compliance Audit, Audit of the Financial Statements of Micro and Small Enterprise Funding (PUMK) Related to the Social and Environmental Responsibility Program, and Determination of Agreed Procedures for Report on Corporate KPI and Individual KPI Performance Evaluation Results for the 2024 Fiscal Year.

Jumlah Pemegang Saham yang mengajukan pertanyaan dan/atau memberikan pendapat: Tidak ada

Number of Shareholders who asked questions and/or gave opinions: None

Hasil Pemungutan Suara

Setuju	16.939.469.369	93,6267872%
Abstain	339.267.587	1,8751788%
Tidak Setuju	813.808.852	4,4980339%

Voting Results

Agree	16,939,469,369	93.6267872%
Abstain	339,267,587	1.8751788%
Disagree	813,808,852	4.4980339%

Keputusan Mata Acara Kelima

- Menunjuk Kantor Akuntan Publik Purwanto, Sungkoro & Surja (a member of Ernst & Young) untuk melaksanakan Audit Laporan Keuangan Konsolidasian Tahun Buku 2024, Audit Kepatuhan PSA 62, Audit Laporan Keuangan Pendanaan Usaha Mikro dan Usaha Kecil terkait Program Tanggung Jawab Sosial dan Lingkungan, dan Penerapan Prosedur Yang Disepakati Atas Laporan Hasil Evaluasi Kinerja KPI Korporat dan KPI Individual Tahun Buku 2024.
- Melimpahkan wewenang kepada Dewan Komisaris Perseroan untuk menetapkan besaran imbalan jasa audit Kantor Akuntan Publik yang telah disetujui pada keputusan angka 1 di atas dan penambahan ruang lingkup pekerjaan yang diperlukan dan persyaratan lainnya yang wajar bagi Kantor Akuntan Publik tersebut.
- Melimpahkan wewenang kepada Dewan Komisaris Perseroan dengan terlebih dahulu mendapatkan persetujuan dari Pemegang Saham Seri B Terbanyak untuk:
 - Menetapkan Kantor Akuntan Publik dan/atau Kantor Akuntan Publik Pengganti apabila Kantor Akuntan Publik yang telah ditunjuk tidak dapat melanjutkan atau melaksanakan tugas karena sebab apa pun berdasarkan ketentuan dan peraturan pasar modal; dan
 - Menetapkan kondisi, persyaratan penunjukan dan honorarium Kantor Akuntan Publik Pengganti.

Fifth Agenda Resolutions

- Appointed Public Accounting Firm Purwanto, Sungkoro & Surja (a member of Ernst & Young) to carry out the Audit of Consolidated Financial Statements for 2024 Fiscal Year, PSA 62 Compliance Audit, Audit of the Financial Statements of Micro and Small Business Funding related to the Social and Environmental Responsibility Program, and Implementation of Agreed Procedures on the Report on the Corporate KPI and Individual KPI Performance Evaluation Results for the 2024 Fiscal Year.
- Delegated authority to the Company's Board of Commissioners to determine the amount of audit fees of the Public Accounting Firm approved in resolution number 1 above and the additional scope of work required and other reasonable requirements for the Public Accounting Firm.
- Delegated authority to the Company's Board of Commissioners with prior approval from the Majority Series B Shareholders to:
 - Appoint a Public Accountant and/or Substitute Public Accountant Firm if the appointed Public Accountant Firm is unable to continue or carry out its duties for any reason based on capital market rules and regulations; and
 - Determine the conditions, terms of appointment, and honorarium of the Substitute Public Accountant Firm.

Tindak Lanjut

Penetapan Kantor Akuntan Publik dari Kantor Akuntan Publik Purwanto, Sungkoro dan Surja (a member firm of Ernst & Young Global Limited) berdasarkan Keputusan Dewan Komisaris PGN Nomor: 07/D-KOM/2024 tanggal 6 Juni 2024 tentang Penunjukan Kantor Akuntan Publik Sebagai Pelaksana Audit Laporan Keuangan Konsolidasian, Audit Kepatuhan PSA 62, Audit Laporan Keuangan Pendanaan Usaha Menengah Kecil (PUMK) terkait Tanggung Jawab Sosial dan Lingkungan dan Penerapan Prosedur yang Disepakati atas Laporan Hasil Evaluasi Kinerja KPI Korporat Tahun Buku 2024.

Follow-Up

Determination of Public Accountant from Public Accounting Firm Purwanto, Sungkoro and Surja (a member firm of Ernst & Young Global Limited) based on the Decree of PGN's Board of Commissioners Number: 07/D-KOM/2024 dated June 6, 2024, concerning the Appointment of Public Accounting Firm as the Executor of the Audit of Consolidated Financial Statements, PSA 62 Compliance Audit, Audit of Financial Statements of Funding for Small and Medium Enterprises (PUMK) related to Social and Environmental Responsibility, and Implementation of Agreed Procedures on the Report on the Corporate KPI Performance Evaluation Results for the 2024 Fiscal Year.

MATA ACARA KEENAM
SIXTH AGENDA

Mata Acara

Persetujuan Penugasan Khusus kepada Perseroan.

Agenda

Approval of Special Assignment to the Company.

Jumlah Pemegang Saham yang mengajukan pertanyaan dan/atau memberikan pendapat: 1 orang

Number of Shareholders who asked questions and/or gave opinions: 1 person

Hasil Pemungutan Suara

Setuju	14.968.474.283	82,7328251%
Abstain	353.962.179	1,9563979%
Tidak Setuju	2.770.109.346	15,3107770%

Voting Results

Agree	14,968,474,283	82.7328251%
Abstain	353,962,179	1.9563979%
Disagree	2,770,109,346	15.3107770%

Keputusan Mata Acara Keenam

- A. Penugasan Jaringan Gas di Ibu Kota Nusantara
- Menyetujui Penugasan kepada Perseroan untuk pelaksanaan Proyek Jaringan Gas di Ibu Kota Nusantara.
 - Terkait dengan angka 1, menyetujui penugasan dari Pemerintah untuk pembangunan Jaringan Gas di Kawasan Inti Pusat Pemerintahan Ibu Kota Nusantara sesuai Keputusan Menteri ESDM No. 36.K/HK.02/MEM.S/2023 tanggal 23 Februari 2023 tentang Penugasan Pelaksanaan Pembangunan Infrastruktur Ketenagalistrikan dan Gas Bumi untuk Kawasan Inti Pusat Pemerintahan Ibu Kota Nusantara.
 - Menyetujui penugasan tahap selanjutnya untuk pembangunan pengelolaan Jaringan Gas Ibu Kota Nusantara sebagaimana tercantum dalam angka 1 di atas, melalui penetapan/penugasan kepada Perseroan dengan memperhatikan Peraturan Pemerintah No. 72 Tahun 2016 tentang Perubahan Atas Peraturan Pemerintah No. 44 Tahun 2005 tentang Tata Cara Penyertaan dan Penatausahaan Modal Negara pada Badan Usaha Milik Negara dan Perseroan Terbatas.
- B. Penugasan Jaringan Gas Bumi Untuk Rumah Tangga dan Pelanggan Kecil
- Mengukuhkan penugasan Pemerintah kepada Perseroan untuk penyediaan dan pendistribusian gas bumi melalui jaringan transmisi dan/atau distribusi gas bumi untuk rumah tangga dan pelanggan kecil yang pelaksanaannya sesuai dengan Keputusan Menteri ESDM No. 85 K/16/MEM/2020 tanggal 8 April 2020 tentang Penugasan kepada PT Perusahaan Gas Negara Tbk untuk Melaksanakan Penyediaan dan Pendistribusian Gas Bumi Melalui Jaringan Transmisi dan/atau Distribusi Gas Bumi untuk Rumah Tangga dan Pelanggan Kecil.
- C. Penugasan Pemanfaatan Bahan Bakar Gas Untuk Transportasi Jalan
- Mengukuhkan penugasan Pemerintah kepada Perseroan untuk pemanfaatan Bahan Bakar Gas untuk transportasi jalan tahun 2020-2024 bagi PT Pertamina (Persero) dan PT Perusahaan Gas Negara Tbk yang pelaksanaannya sesuai dengan Keputusan Menteri ESDM No. 47.K/HK.04/MEM.M/2021 tanggal 16 Maret 2021 tentang Peta Jalan (Roadmap) Pemanfaatan Bahan Bakar Gas untuk Transportasi Jalan dan Penugasan Penyediaan dan Pendistribusian Bahan Bakar Gas untuk Transportasi Jalan Tahun 2020 – 2024 kepada PT Pertamina (Persero) dan PT Perusahaan Gas Negara Tbk.
- D. Penugasan Penyediaan Harga Gas Bumi Tertentu (HGBT) untuk Pembangkit Tenaga Listrik dan Industri
- Mengukuhkan penugasan Pemerintah kepada Perseroan untuk penyediaan harga gas bumi tertentu (HGBT) untuk Pembangkit Tenaga Listrik dan Industri yang pelaksanaannya sesuai dengan:
- Keputusan Menteri ESDM No. 118.K/MG.04/MEM.M/2021 tanggal 30 Juni 2021 tentang Harga Gas Bumi Tertentu di Pembangkit Tenaga Listrik (*Plant Gate*);
 - Keputusan Menteri ESDM No. 135.K/HK.02/MEM.M/2021 tanggal 2 Agustus 2021 tentang Perubahan atas Keputusan Menteri Energi dan Sumber Daya Mineral No. 118.K/MG.04/MEM.M/2021 tentang Harga Gas Bumi Tertentu di Pembangkit Tenaga Listrik (*Plant Gate*);
 - Keputusan Menteri ESDM No. 91.K/MG.01/MEM.M/2023 tanggal 19 Mei 2023 tentang Pengguna Gas Bumi Tertentu dan Harga Gas Bumi Tertentu di Bidang Industri.

Persetujuan tersebut dengan tetap memperhatikan ketentuan Pasal 66 Undang-Undang No. 19 Tahun 2003 tentang Badan Usaha Milik Negara sebagaimana telah diubah dengan Undang-Undang No. 6 Tahun 2023 tentang Penetapan Peraturan Pemerintah Pengganti Undang-Undang No. 2 Tahun 2022 tentang Cipta Kerja menjadi Undang-Undang, Pasal 65 Peraturan Pemerintah No. 45 Tahun 2005, Pasal 3 ayat (3) Peraturan Menteri BUMN No. PER-1/MBU/03/2023 yang menyebutkan bahwa apabila penugasan tersebut secara finansial tidak fisibel, Pemerintah harus memberikan kompensasi atas semua biaya yang telah dikeluarkan oleh BUMN tersebut, termasuk margin yang diharapkan sepanjang dalam tingkat kewajaran sesuai dengan penugasan yang diberikan.

Tindak Lanjut

Keputusan langsung berlaku.

Sixth Agenda Resolutions

- A. Assignment of Gas Network in the Nusantara Capital City
- Approved the Assignment to the Company for the implementation of the Gas Network Project in the Nusantara Capital City.
 - In relation to number 1, approved the assignment from the Government for the construction of Gas Network in the Core Area of the Government Center of the Nusantara Capital City in accordance with the Decree of the Minister of EMR No. 36.K/HK.02/MEM.S/2023 dated February 23, 2023, concerning the Assignment of the Implementation of Electricity and Natural Gas Infrastructure Development for the Core Area of the Government Center of the Nusantara Capital City.
 - Approved the assignment of the next stage for the construction of the Nusantara Capital City Gas Network management as stated in number 1 above, through the stipulation/assignment to the Company with due observance of Government Regulation No. 72 of 2016 concerning Amendments to Government Regulation No. 44 of 2005 concerning Procedures for Participation and Administration of State Capital in State-Owned Enterprises and Limited Liability Companies.
- B. Assignment of Natural Gas Network for Households and Small Customers

Confirmed the Government's assignment to the Company to supply and distribute natural gas through natural gas transmission and/or distribution networks for households and small customers in accordance with the Decree of the Minister of EMR No. 85 K/16/MEM/2020 dated April 8, 2020, concerning the Assignment to PT Perusahaan Gas Negara Tbk to Carry out Natural Gas Supply and Distribution through Natural Gas Transmission and/or Distribution Networks for Households and Small Customers.

- C. Assignment of Gas Fuel Utilization for Road Transportation

Confirmed the Government's assignment to the Company for Gas Fuel utilization for road transportation in 2020-2024 for PT Pertamina (Persero) and PT Perusahaan Gas Negara Tbk, the implementation of which is in accordance with the Decree of the Minister of EMR No. 47.K/HK.04/MEM.M/2021 dated March 16, 2021, concerning Roadmap for Gas Fuel Utilization for Road Transportation and Assignment of Gas Fuel Supply and Distribution for Road Transportation in 2020 - 2024 to PT Pertamina (Persero) and PT Perusahaan Gas Negara Tbk.

- D. Assignment for the Provision of Specific Natural Gas Prices (HGBT) for Power Plant and Industry

Confirmed the Government's assignment to the Company to provide specific natural gas prices (HGBT) for Power Plant and Industry. The implementation is in accordance with:

- Decree of the Minister of EMR No. 118.K/MG.04/MEM.M/2021 dated June 30, 2021, concerning Specific Natural Gas Prices at Power Plants (*Plant Gate*);
- Decree of the Minister of EMR No. 135.K/HK.02/MEM.M/2021 dated August 2, 2021, concerning Amendments to the Decree of the Minister of Energy and Mineral Resources No. 118.K/MG.04/MEM.M/2021 concerning Specific Natural Gas Prices at Power Plants (*Plant Gate*);
- Decree of the Minister of EMR No. 91.K/MG.01/MEM.M/2023 dated May 19, 2023, on Specific Natural Gas Users and Specific Natural Gas Prices in the Industrial Sector.

The approval takes into account the provisions of Article 66 of Law No. 19 of 2003 concerning State-Owned Enterprises as amended by Law No. 6 of 2023 concerning the Stipulation of Government Regulation in Lieu of Law No. 2 of 2022 concerning Job Creation into Law, Article 65 of Government Regulation No. 45 of 2005, Article 3 paragraph (3) of Regulation of the Minister of SOEs No. PER-1/MBU/03/2023, which states that if the assignment is financially unfeasible, the Government must compensate for all costs incurred by the SOE, including the expected margin, as long as it is within a reasonable level in accordance with the assignment.

Follow-Up

Immediate resolution Applicable.

MATA ACARA KETUJUH
SEVENTH AGENDA

Mata Acara

Perubahan Susunan Pengurus Perseroan.

Agenda

Changes to the Composition of the Company's Management.

Jumlah Pemegang Saham yang mengajukan pertanyaan dan/atau memberikan pendapat: Tidak ada

Number of Shareholders who asked questions and/or gave opinions: None

Hasil Pemungutan Suara

Setuju	14.968.474.283	82,7328251%
Abstain	353.962.179	1,9563979%
Tidak Setuju	2.770.109.346	15,3107770%

Voting Results

Agree	14,968,474,283	82.7328251%
Abstain	353,962,179	1.9563979%
Disagree	2,770,109,346	15.3107770%

Keputusan Mata Acara Ketujuh

- Mengusulkan pengukuhan pemberhentian: Saudara Luky Alfirman sebagai Komisaris terhitung sejak tanggal 26 April 2024.
- Mengusulkan pemberhentian dengan hormat anggota-anggota Direksi dan Dewan Komisaris sebagai berikut:

Seventh Agenda Resolutions

- Proposed the confirmation of the dismissal of: Mr. Luky Alfirman as Commissioner effective since April 26, 2024.
- Proposed the honorable dismissal of the following members of the Board of Directors and Board of Commissioners:

Direktur SDM dan Penunjang Bisnis

Beni Syarif Hidayat

Director of HR and Business Support

Komisaris Independen

Christian H. Siboro

Independent Commissioner

Dengan ucapan terima kasih dengan segala tenaga dan pikiran yang diberikan oleh yang bersangkutan selama menjabat sebagai Komisaris Independen dan Direktur SDM dan Penunjang Bisnis.

With gratitude for all the energy and thoughts given by the person concerned during their tenure as Independent Commissioner and Director of HR and Business Support.

- Mengusulkan perubahan nomenklatur jabatan Direksi sebagai berikut:

- Proposed changes to the nomenclature of the Board of Directors positions as follows:

No.

Semula
Initially

Menjadi
Become

- Direktur Keuangan dan Manajemen Risiko
Director of Finance and Risk Management

Direktur Keuangan
Director of Finance

Direktur Manajemen Risiko
Director of Risk Management

- Direktur Sales dan Operasi
Director of Sales dan Operations

Direktur Komersial
Director of Commerce

dengan masa jabatan meneruskan sisa masa jabatannya berdasarkan Keputusan RUPS Pengangkatan yang bersangkutan.

With the term of office continuing for the remainder of their terms, based on the General Meeting of Shareholders Resolution on Appointment of the person concerned.

- Mengalihkan penugasan anggota-anggota Direksi sebagai berikut:

- Transferred the assignments of the members of the Board of Directors as follows:

- Saudara Fadjar Harianto Widodo semula sebagai Direktur Keuangan dan Manajemen Risiko menjadi Direktur Keuangan
- Saudari Ratih Esti Prihatini semula sebagai Direktur Sales dan Operasi menjadi Direktur Komersial

- Mr. Fadjar Harianto Widodo, previously as Director of Finance and Risk Management, became Director of Finance.
- Mrs. Ratih Esti Prihatini, previously as Director of Sales and Operations, became Director of Commercial.

Dengan masa jabatan meneruskan sisa masa jabatannya berdasarkan Keputusan Rapat Umum Pemegang Saham Pengangkatan yang bersangkutan.

With the term of office continuing for the remainder of their terms, based on the General Meeting of Shareholders Resolution on Appointment of the person concerned.

- Mengusulkan pengangkatan anggota-anggota Direksi dan Dewan Komisaris sebagai berikut:

- Proposed the appointment of the following members of the Board of Directors and Board of Commissioners:

Direktur Manajemen Risiko

Arief Kurnia Risdianto

Director of Risk Management

Direktur SDM dan Penunjang Bisnis

Rachmat Hutama

Director of HR and Business Support

Komisaris untuk periode kedua

Luky Alfirman

Commissioner for the second term

Komisaris Independen untuk periode kedua

Christian H. Siboro

Independent Commissioner for the second term

Komisaris Independen

Tony Setia Boedi Hoesodo

Independent Commissioner

- Pengukuhan pemberhentian, pemberhentian, perubahan nomenklatur jabatan, pengalihan tugas dan pengangkatan anggota-anggota Direksi dan Dewan Komisaris sebagaimana dimaksud pada angka 2, angka 3, angka 4 dan angka 5 agar ditetapkan dalam Rapat Umum Pemegang Saham dengan memperhatikan ketentuan Anggaran Dasar Perusahaan dan peraturan perundang-undangan yang berlaku.

- Confirmation of dismissal, termination, change of position nomenclature, transfer of duties, and appointment of members of the Board of Directors and Board of Commissioners as referred to in number 2, number 3, number 4, and number 5 to be determined at the General Meeting of Shareholders with due observance of the provisions of the Company's Articles of Association and prevailing laws and regulations.

- Hasil penetapan Rapat Umum Pemegang Saham atas perubahan anggota-anggota Direksi Perseroan tersebut agar disampaikan kepada Kementerian BUMN melalui pembaharuan data Portal HC BUMN sebagaimana telah diatur dalam Pasal 54 ayat (4) Peraturan Menteri BUMN Nomor PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara.

- The results of the determination of the General Meeting of Shareholders on the changes in members of the Company's Board of Directors should be submitted to the Ministry of SOEs through updating the HC SOE Portal data as stipulated in Article 54 paragraph (4) of the Regulation of the Minister of SOEs Number PER-3/MBU/03/2023 concerning Organs and Human Capital of State-Owned Enterprises.

Tindak Lanjut

Pemberhentian dan pengangkatan Anggota Direksi telah dilaporkan kepada OJK melalui Surat No. 040900.S/KU.06.01/COS/2024 tanggal 31 Mei 2024 perihal informasi perubahan pengurus Perseroan.

Perubahan Pengurus Perseroan ini ditindaklanjuti oleh Direksi dengan dibuatnya Akta Pernyataan Keputusan Rapat Umum Pemegang Saham Tahunan PT Perusahaan Gas Negara Tbk No. 18 tanggal 10 Juni 2024 yang dibuat di hadapan Notaris Nanette Cahyanie Handari Adi Warsito, S.H., Notaris di Jakarta. Atas Perubahan Pengurus Perseroan ini juga telah disampaikan dan diterima oleh Menteri Hukum dan Hak Asasi Manusia Republik Indonesia berdasarkan Surat Menteri Hukum dan Hak Asasi Manusia No. AHU-AH.01.09-0212762 tanggal 11 Juni 2024.

Follow-Up

The dismissal and appointment of Members of the Board of Directors have been reported to OJK through Letter No. 040900.S/KU.06.01/COS/2024 dated May 31, 2024, regarding information on changes in the Company's management.

The changes in the Company's management were followed up by the Board of Directors with the Deed of Resolution of the Annual General Meeting of Shareholders of PT Perusahaan Gas Negara Tbk No. 18 dated June 10, 2024, made before Notary Nanette Cahyanie Handari Adi Warsito, S.H., Notary in Jakarta. The Amendment to the Company's Management has also been submitted and accepted by the Minister of Law and Human Rights of the Republic of Indonesia based on the Letter of the Minister of Law and Human Rights No. AHU-AH.01.09-0212762 dated June 11, 2024.

PELAKSANAAN RUPS TAHUN 2023

Pada tahun 2023, PGN telah melaksanakan dua kali RUPS, yaitu RUPS Tahunan pada tanggal 30 Mei 2023 dan RUPS Luar Biasa pada tanggal 14 November 2023. Pelaksanaan RUPS Tahunan dan RUPS Luar Biasa dilakukan sesuai Undang-Undang No. 40 tahun 2007 tentang Perseroan Terbatas dan POJK No. 15/POJK.04/2020 tentang Rencana dan Penyelenggaraan Rapat Umum Pemegang Saham Perusahaan Terbuka.

RUPS Tahunan tanggal 30 Mei 2023

1. Waktu dan Tempat
 - a. Hari/tanggal: Kamis, 30 Mei 2023
 - b. Tempat: Auditorium Graha PGAS Lantai 2, Jl. KH Zainul Arifin No. 20, Jakarta 11140
2. Kuorum
RUPS Tahunan dihadiri oleh pemegang saham serta perwakilan/kuasa dari pemegang saham sebanyak 18.316.232.689 termasuk saham Seri A Dwiwarna atau mewakili 75,5573149% dari jumlah seluruh saham yang telah dikeluarkan, yang seluruhnya berjumlah 24.241.508.196 saham. Dengan demikian, kuorum yang disyaratkan dalam Anggaran Dasar Perusahaan telah dipenuhi dan karenanya RUPS Tahunan adalah sah dan berhak untuk mengambil keputusan yang sah dan mengikat mengenai hal-hal yang dibicarakan sesuai dengan agenda RUPS Tahunan.sanksi
3. Kehadiran Dewan Komisaris dan Komite-Komite, termasuk Komisaris Utama RUPS dihadiri secara luring oleh seluruh anggota Komisaris, yaitu:

Komisaris Utama	Arcandra Tahar	President Commissioner
Komisaris	Warih Sadono	Commissioner
Komisaris	Luky Alfirman	Commissioner
Komisaris Independen	Christian H. Siboro	Independent Commissioner
Komisaris Independen	Paiman Raharjo	Independent Commissioner
Komisaris Independen	Dini Shanti Purwono	Independent Commissioner

GMS IMPLEMENTATION IN 2023

In 2023, PGN convened two GMSs: the Annual GMS on May 30, 2023, and one Extraordinary GMS on November 14, 2023. Both the Annual GMS and Extraordinary GMS were convened in accordance with Law No. 40 of 2007 concerning Limited Liability Companies and POJK No. 15/POJK.04/2020 concerning Planning and Organizing General Meetings of Shareholders of Public Companies.

Annual GMS dated May 30, 2023

1. Time and Place
 - a. Day/date: Tuesday, May 30, 2023
 - b. Place: Graha PGAS Auditorium, 2nd Floor, Jl. KH Zainul Arifin No. 20, Jakarta 11140
2. Quorum
The Annual GMS was attended by shareholders and their representatives/proxies of 18,316,232,689 shares, including Series A Dwiwarna shares or representing 75.5573149% of the total issued shares, a total of 24,241,508,196 shares. Therefore, the quorum required in the Company's Articles of Association has been fulfilled. Accordingly, the Annual GMS is valid and entitled to make valid and binding decisions regarding the matters discussed in accordance with the Annual GMS agenda.
3. Attendance of the Board of Commissioners and Committees, including the President Commissioner.
The GMS was attended in-person by all members of Commissioners, namely:

4. Kehadiran Direksi, termasuk Direktur Utama

RUPS dihadiri secara luring oleh seluruh Direksi, yaitu:

Direktur Utama	M. Haryo Yunianto	President Director
Direktur Keuangan dan Manajemen Risiko	Fadjar Harianto Widodo	Director of Finance and Risk Management
Direktur Strategi dan Pengembangan Bisnis	Heru Setiawan	Director of Strategy and Business Development
Direktur Infrastruktur dan Teknologi	Achmad Muchtasyar	Director of Infrastructure and Technology
Direktur Sales dan Operasi	Faris Aziz	Director of Sales dan Operations
Direktur SDM dan Penunjang Bisnis	Beni Syarif Hidayat	Director of HR and Business Support

4. Attendance of the Board of Directors, including the President Director

The GMS was attended in-person by all members of the Board of Directors, namely:

5. Kehadiran Lembaga dan Profesi Penunjang Pasar Modal dalam melakukan proses penghitungan suara dan/atau melakukan validasi yaitu Biro Administrasi Efek PT Datindo Entrycom dan Notaris Ir. Nanette Cahyanie Handari Adi Warsito, S.H.

6. Hasil Keputusan RUPS Tahunan tanggal 30 Mei 2023 Hingga Laporan tahunan ini diterbitkan, keputusan RUPS Tahunan Tahun 2023, seluruhnya telah dilaksanakan. Penjelasan atas setiap mata acara RUPS Tahunan Tahun 2023 tercantum dalam tabel di bawah ini.

5. The attendance of Capital Market Supporting Institutions and Professionals in carrying out the vote counting process and/or conducting validation, namely the Securities Administration Bureau PT Datindo Entrycom and Notary Ir. Nanette Cahyanie Handari Adi Warsito, S.H.

6. Results of the Annual GMS Resolution dated May 30, 2023 Until the publication of this annual report, the resolutions of the 2023 Annual GMS have been fully implemented. An explanation of each agenda item of the 2023 Annual GMS is set out in the table below.

MATA ACARA PERTAMA FIRST AGENDA																											
Mata Acara Persetujuan Laporan Tahunan Perseroan Tahun Buku 2022 dan Laporan Tahunan Tanggung Jawab Sosial dan Lingkungan Perseroan Tahun Buku 2022 serta Laporan Tugas Pengawasan Dewan Komisaris Tahun Buku 2022.		Agenda Approval of the Company's Annual Report for the 2022 Fiscal Year and the Corporate Social and Environmental Responsibility Program Report for the 2022 Fiscal Year and the Board of Commissioners' Supervisory Task Report for the 2022 Fiscal Year.																									
Jumlah Pemegang Saham yang mengajukan pertanyaan dan/atau memberikan pendapat: Tidak ada		Number of Shareholders who asked questions and/or gave opinions: None																									
<table><tr><th colspan="3">Hasil Pemungutan Suara</th></tr><tr><td>Setuju</td><td>17.944.455.777</td><td>97,9702326%</td></tr><tr><td>Abstain</td><td>362.265.212</td><td>1,9778369%</td></tr><tr><td>Tidak Setuju</td><td>9.511.700</td><td>0,0519304%</td></tr></table>		Hasil Pemungutan Suara			Setuju	17.944.455.777	97,9702326%	Abstain	362.265.212	1,9778369%	Tidak Setuju	9.511.700	0,0519304%	<table><tr><th colspan="3">Voting Results</th></tr><tr><td>Agree</td><td>17,944,455,777</td><td>97.9702326%</td></tr><tr><td>Abstain</td><td>362,265,212</td><td>1.9778369%</td></tr><tr><td>Disagree</td><td>9,511,700</td><td>0.0519304%</td></tr></table>		Voting Results			Agree	17,944,455,777	97.9702326%	Abstain	362,265,212	1.9778369%	Disagree	9,511,700	0.0519304%
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Keputusan Mata Acara Pertama Menyetujui Laporan Tahunan Perseroan termasuk Laporan Tugas Pengawasan Dewan Komisaris untuk Tahun Buku 2022 dan Laporan Pelaksanaan Tanggung Jawab Sosial dan Lingkungan untuk Tahun Buku 2022, yang berakhir pada tanggal 31 Desember 2022, serta memberikan pelunasan dan pembebasan tanggung jawab sepenuhnya (<i>volledig acquit et de charge</i>) kepada seluruh anggota Direksi atas tindakan pengurusan Perseroan dan Dewan Komisaris atas tindakan pengawasan Perseroan yang telah dijalankan selama tahun buku yang berakhir pada tanggal 31 Desember 2022, sepanjang tindakan tersebut bukan merupakan tindak pidana dan telah tercermin dalam buku-buku laporan Perseroan.		First Agenda Resolutions Approved the Company's Annual Report, including the Board of Commissioners Supervisory Report for the 2022 Fiscal Year and Implementation of the Social and Environmental Responsibility Report for the 2022 Fiscal Year, which ended on December 31, 2022, as well as granted full release and discharge (<i>volledig acquit et de charge</i>) to all members of the Board of Directors for the management actions of the Company and the Board of Commissioners for the supervisory actions of the Company that have been implemented during the fiscal year ending on December 31, 2022, as long as the actions do not constitute criminal acts and have been reflected in the Company's report book.																									
Tindak Lanjut Keputusan langsung Berlaku		Follow-Up Immediate resolution Applicable																									

MATA ACARA KEDUA
SECOND AGENDA

Mata Acara

Pengesahan Laporan Keuangan Tahunan Perseroan Tahun Buku 2022 dan Laporan Keuangan Program Pendanaan Usaha Mikro dan Usaha Kecil Perseroan Tahun Buku 2022, sekaligus Pemberian Pelunasan dan Pembebasan Tanggung Jawab Anggota Direksi dan Dewan Komisaris untuk Tahun Buku 2022.

Agenda

Ratification of the Company's Financial Statements for the 2022 Fiscal Year, including the Financial Statements of the Partnership and Community Development Program for the 2022 Fiscal Year, and to grant full release and discharge to all members of the Board of Directors and the Board of Commissioners for the 2022 Fiscal Year.

Jumlah Pemegang Saham yang mengajukan pertanyaan dan/atau memberikan pendapat: Tidak ada

Number of Shareholders who asked questions and/or gave opinions: None

Hasil Pemungutan Suara

Setuju	17.941.830.477	97,9558995%
Abstain	364.540.512	1,9902592%
Tidak Setuju	9.861.700	0,0538413%

Voting Results

Agree	17,941,830,477	97.9558995%
Abstain	364,540,512	1.9902592%
Disagree	9,861,700	0.0538413%

Keputusan Mata Acara Kedua

Mengesahkan Laporan Keuangan Konsolidasian Perseroan yang telah diaudit oleh Kantor Akuntan Publik Purwantono, Sungkoro & Surja (*a member of Ernst & Young*) sesuai Laporan Nomor 0746/2.1032/AU.1/02/1726-1/IV/2023 tanggal 13 April 2023 dengan opini "wajar, dalam semua hal yang material", serta mengesahkan Laporan Keuangan Program Pendanaan Usaha Mikro dan Usaha Kecil Perseroan untuk Tahun Buku 2022 yang berakhir pada tanggal 31 Desember 2022 yang menjadi bagian dari Laporan Tanggung Jawab Sosial dan Lingkungan yang telah diaudit oleh Kantor Akuntan Publik Purwantono, Sungkoro & Surja (*a member of Ernst & Young*) sesuai Laporan Nomor 00576/2.1032/AU.2/11/1726-1/III/2023 tanggal 31 Maret 2023 dengan opini "wajar, dalam semua hal yang material", (*volledig acquit et de charge*) kepada seluruh anggota Direksi atas tindakan pengurusan Perseroan dan Dewan Komisaris atas tindakan pengawasan Perseroan pada Program Pendanaan Uaha Mikro dan Usaha Kecil yang telah dijalankan dalam Tahun Buku 2022 sepanjang Tindakan tersebut bukan merupakan tindak pidana dan telah tercermin dalam buku-buku Laporan Perseroan.

Second Agenda Resolutions

Ratified the Company's Consolidated Financial Statements, which has been audited by the Public Accounting Firm Purwantono, Sungkoro & Surja (*a member of Ernest & Young*) in accordance with Report No. 00746/2.1032/AU.1/02/1726-1/IV /2023 dated April 13, 2023, with a "fair, in all material respects" opinion, as well as ratifying the Financial Statements of the Company's Micro and Small Business Funding Program for the 2022 Fiscal Year ending December 31, 2022, which is part of the Social and Environmental Responsibility Report, which has been audited by Purwantono, Sungkoro & Surja Public Accounting Firm (*a member of Ernest & Young*) in accordance with Report No. 00576/2.1032/AU.2/11/1726-1/III/2023 dated March 31, 2023, with an opinion of "fair, in all material respects", (*volledig acquit et de charge*) to all members of the Board of Directors for their management actions of the Company and the Board of Commissioners for their supervisory actions of the Company in the Micro and Small Business Funding Program, which has been carried out in the 2022 Fiscal Year, as long as these actions do not constitute criminal acts and have been reflected in the reporting books of the Company.

Tindak Lanjut

Keputusan langsung Berlaku

Follow-Up

Immediate resolution Applicable

MATA ACARA KETIGA
THIRD AGENDA

Mata Acara

Penetapan Penggunaan Laba Bersih, termasuk Pembagian Dividen untuk Tahun Buku 2022.

Agenda

Approval of the distribution of the Company's net profit, including the Dividend Distribution for 2022 Fiscal Year.

Jumlah Pemegang Saham yang mengajukan pertanyaan dan/atau memberikan pendapat: 1 Orang

Number of Shareholders who asked questions and/or gave opinions: 1 person

Hasil Pemungutan Suara

Setuju	18.093.246.202	98,7825745%
Abstain	222.984.787	1,2174162%
Tidak Setuju	1.700	0,0000093%

Voting Results

Agree	18,093,246,202	98.7825745%
Abstain	222,984,787	1.2174162%
Disagree	1,700	0.0000093%

Keputusan Mata Acara Ketiga

- Menetapkan penggunaan Laba Bersih yang dapat diatribusikan kepada Pemilik Entitas Induk Tahun Buku 2022 sebesar USD326.239.697 (tiga ratus dua puluh enam juta dua ratus tiga puluh sembilan ribu enam ratus sembilan puluh tujuh Dolar Amerika Serikat) sebagai berikut:
 - Sebesar USD228.367.788 (dua ratus dua puluh delapan juta tiga ratus enam puluh tujuh ribu tujuh ratus delapan puluh delapan Dolar Amerika Serikat) dibagikan sebagai dividen kepada Pemegang Saham sesuai dengan porsi kepemilikan saham pada Perseroan dan dibayarkan secara tunai dalam mata uang Rupiah dengan menggunakan nilai tukar kurs tengah Bank Indonesia sesuai tanggal RUPS Tahunan Tahun Buku 2022 selambat-lambatnya 30 (tiga puluh) hari setelah ditetapkan dalam RUPS Tahunan Perseroan ini.
 - Sebesar USD97.871.909 (sembilan puluh tujuh juta delapan ratus tujuh puluh satu ribu sembilan ratus sembilan Dolar Amerika Serikat) sebagai Cadangan, termasuk untuk mendukung kegiatan operasional dan pengembangan Perseroan.
- Memberikan wewenang dan kuasa kepada Direksi dengan hak substitusi untuk mengatur lebih lanjut tata cara pembagian Dividen tersebut dan mengumumkannya dengan memperhatikan peraturan yang berlaku pada bursa efek di tempat saham Perseroan dicatatkan.

Third Agenda Resolutions

- Determined the use of Net Profit attributable to the Owner of the Parent Entity for the 2022 Fiscal Year of US\$326,239,697 (three hundred twenty-six million, two hundred thirty-nine thousand, six hundred and ninety-seven United States Dollars) as follows:
 - Dividends of US\$228,367,788 (two hundred twenty-eight million, three hundred sixty-seven thousand, seven hundred eighty-eight United States Dollars) were distributed to Shareholders in accordance with their portion of share ownership in the Company and paid in cash in Rupiah currency using the Bank Indonesia middle exchange rate as of the date of the 2022 Annual GMS, no later than 30 (thirty) days after being determined at the Company's Annual GMS.
 - Amounting to USD\$97,871,909 (ninety-seven million, eight hundred seventy-one thousand, nine hundred and nine United States Dollars) as Reserves, including to support the Company's operational and development activities.
- Granted authority and power to the Board of Directors, with the right of substitution, to further regulate the procedures for distributing and announcing dividends in accordance with the applicable regulations of the stock exchange where the Company's shares are listed.

Tindak Lanjut

Tata cara pembayaran Dividen Tunai Tahun Buku 2022 tercantum pada Ringkasan Risalah RUPS Tahunan PT Perusahaan Gas Negara Tbk yang dipublikasikan melalui situs Perusahaan, situs Bursa Efek Indonesia dan Otoritas Jasa Keuangan pada tanggal 30 Mei 2023. Pembayaran Dividen Tunai Tahun Buku 2022 telah dilakukan pada tanggal 28 Juni 2023.

Follow-Up

The procedure for paying cash dividends for the 2022 fiscal year is available in the Summary of Minutes of the Annual General Meeting of Shareholders of PT Perusahaan Gas Negara Tbk, which was published on the Company's website, the Indonesia Stock Exchange website, and the Financial Services Authority on May 30, 2023. Cash dividends for the 2022 fiscal year were paid out on June 28, 2023.

MATA ACARA KEEMPAT FOURTH AGENDA

Mata Acara

Penetapan Tantiem/Insentif Kinerja untuk Direksi dan Dewan Komisaris Perseroan Tahun Buku 2022, serta Gaji/Honorarium, berikut Fasilitas dan Tunjangan Tahun Buku 2023.

Agenda

Determination of Tantiem/Performance Incentives for the Board of Directors and Board of Commissioners of the Company for the 2022 Fiscal Year, as well as Salary/Honorarium, along with Facilities and Allowances for the 2023 Fiscal Year.

Jumlah Pemegang Saham yang mengajukan pertanyaan dan/atau memberikan pendapat: Tidak ada

Number of Shareholders who asked questions and/or gave opinions: None

Hasil Pemungutan Suara

Setuju	18.020.046.711	98,3829318%
Abstain	242.207.687	1,3223663%
Tidak Setuju	53.978.291	0,2947019%

Voting Results

Agree	18,020,046,711	98.3829318%
Abstain	242,207,687	1.3223663%
Disagree	53,978,291	0.2947019%

Keputusan Mata Acara Keempat

Memberikan wewenang dan kuasa kepada Pemegang Saham Seri B terbanyak untuk menetapkan besarnya tantiem/insentif kinerja/insentif khusus atas kinerja tahun 2022, serta menetapkan gaji/honorarium, tunjangan, dan fasilitas bagi anggota Direksi dan anggota Dewan Komisaris untuk tahun buku 2023, setelah terlebih dahulu berkonsultasi kepada Kementerian BUMN selaku institusi Pemegang Saham Seri A Dwiwarna.

Fourth Agenda Resolutions

Granted the authority and power to the largest Series B Shareholders to determine the amount of tantiem/performance incentives/special incentives for performance in 2022, as well as salaries/honorariums, allowances, and facilities for members of the Board of Directors and Board of Commissioners for the 2023 fiscal year, after consulting with the Ministry of SOE as the Series A Dwiwarna shareholder institution.

Tindak Lanjut

Berdasarkan Keputusan RUPS Tahunan dan Surat Menteri BUMN selaku Pemegang Saham Seri A Dwiwarna No. SR-47/Wk1.MBU.A/07/2023 tanggal 5 Juli 2023 perihal Penghasilan Direksi dan Dewan Komisaris PT Perusahaan Gas Negara Tbk Tahun 2023, Dewan Komisaris menindaklanjuti penetapan penghasilan Direksi dan Dewan Komisaris melalui Surat No. 67P/SKEL.00/D-KOM/2023 tanggal 27 Juli 2023 perihal Penetapan Penghasilan Direksi dan Dewan Komisaris PT Perusahaan Gas Negara Tbk Tahun 2023 dan Tantiem 2022.

Follow-Up

Based on the Annual GMS Resolution and the Letter of the Minister of SOEs as the Series A Dwiwarna Shareholder No. SR-47/Wk1.MBU.A/07/2023 dated July 5, 2023, on 2023 Income of the members of the Board of Directors and Board of Commissioners of PT Perusahaan Gas Negara Tbk, the Board of Commissioners is following up on the determination of the income of the members of the Board of Directors and Board of Commissioners through Letter No. 67P/SKEL.00/D-KOM/2023 dated July 27, 2023, on the Determination of Income for members of the Board of Directors and Board of Commissioners of PT Perusahaan Gas Negara Tbk for 2023 and Tantiem for 2022.

MATA ACARA KELIMA
FIFTH AGENDA

Mata Acara

Penetapan Kantor Akuntan Publik untuk melaksanakan Audit Laporan Keuangan Konsolidasian Tahun Buku 2023, Audit Kepatuhan PSA 62, Audit Laporan Keuangan Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) Terkait Program Tanggung Jawab Sosial dan Lingkungan, dan Penerapan Prosedur yang Disepakati atas Laporan Hasil Evaluasi Kinerja KPI Korporat dan KPI Individual Tahun Buku 2023.

Agenda

Appointment of a Public Accounting Firm to carry out an Audit of Consolidated Financial Statements for the 2023 Fiscal Year, PSA 62 Compliance Audit, Audit of Small Medium Enterprise Funding Financial Statements Related to the Social and Environmental Responsibility Program, and Application of Agreed Procedures for Report on Corporate and Individual KPI Performance Evaluation Results for the 2023 Fiscal Year.

Jumlah Pemegang Saham yang mengajukan pertanyaan dan/atau memberikan pendapat: Tidak ada

Number of Shareholders who asked questions and/or gave opinions: None

Hasil Pemungutan Suara

Setuju	17189.492.845	93,8484083%
Abstain	223.039.487	1,2177149%
Tidak Setuju	903.700.357	4,9338768%

Voting Results

Agree	17,189,492,845	93.8484083%
Abstain	223,039,487	1.2177149%
Disagree	903,700,357	4.9338768%

Keputusan Mata Acara Kelima

- Menunjuk Kantor Akuntan Publik Purwantono, Sungkoro & Surja (a member of Ernst & Young) untuk melaksanakan Audit Laporan Keuangan Konsolidasian Tahun Buku 2023, Audit Kepatuhan PSA 62, Audit Laporan Keuangan Pendanaan Usaha Mikro dan Usaha Kecil terkait Program Tanggung Jawab Sosial dan Lingkungan, dan Penerapan Prosedur yang Disepakati Atas Laporan Hasil Evaluasi Kinerja KPI Korporat dan KPI Individual Tahun Buku 2023.
- Melimpahkan wewenang kepada Dewan Komisaris Perseroan untuk menetapkan besaran imbalan jasa audit Kantor Akuntan Publik yang telah disetujui pada keputusan angka 1 di atas dan penambahan ruang lingkup pekerjaan yang diperlukan dan persyaratan lainnya yang wajar bagi Kantor Akuntan Publik tersebut.
- Melimpahkan wewenang kepada Dewan Komisaris Perseroan dengan terlebih dahulu mendapatkan persetujuan dari Pemegang Saham Seri B Terbanyak untuk:
 - Menetapkan Akuntan Publik dan/atau Kantor Akuntan Publik Pengganti apabila Kantor Akuntan Publik yang telah ditunjuk tidak dapat melanjutkan atau melaksanakan tugas karena sebab apa pun berdasarkan ketentuan dan peraturan pasar modal; dan
 - Menetapkan kondisi, persyaratan penunjukan dan honorarium Kantor Akuntan Publik pengganti.

Fifth Agenda Resolutions

- Appointed the Purwantono, Sungkoro, & Surja Public Accounting Firm (a member of Ernst & Young) to carry out the Audit of the Consolidated Financial Report for the 2023 Fiscal Year, the PSA 62 Compliance Audit, the Audit of the Financial Report on Micro and Small Business Funding related to the Social and Environmental Responsibility Programme, and the Implementation of Agreed Procedures for the Report on the Performance Evaluation Results of Corporate KPIs and Individual KPIs for the 2023 Fiscal Year.
- Delegated authority to the Company's Board of Commissioners to determine the amount of payment for the Public Accounting Firm's audit services as approved in resolution number 1 above, as well as extend the scope of work and other reasonable requirements for the Public Accounting Firm.
- Delegated authority to the Company's Board of Commissioners after obtaining approval from the majority of Series B shareholders to:
 - Determined a replacement Public Accountant and/or Public Accounting Firm if the appointed Public Accounting Firm is unable to continue or carry out its duties for any reason under capital market rules and regulations; and
 - Determined the conditions, requirements for appointment, and honorarium for the replacement Public Accounting Firm.

Tindak Lanjut

Penunjukan Kantor Akuntan Publik ("KAP") Purwantono, Sungkoro & Surja, dengan akuntan publik (signing partner) Irwan Haswir, untuk melakukan audit terhadap laporan keuangan perseroan yang berakhir pada tanggal 31 Desember 2023 dan telah dilaporkan kepada OJK melalui Surat No. 074000.S/PW.05.01/COS/2023 tanggal 5 September 2023.

Follow-Up

Appointment of the Public Accounting Firm ("KAP") Purwantono, Sungkoro & Surja, with public accountant (signing partner) Irwan Haswir, to conduct an audit of the company's financial statements ending on December 31, 2023, has been reported to the OJK through Letter No. 074000.S/PW.05.01/COS/2023 dated September 5, 2023.

MATA ACARA KEENAM
SIXTH AGENDA

Mata Acara

Ratifikasi Peraturan Menteri BUMN:

1. No. PER-01/MBU/03/2023 Tentang Penugasan Khusus dan Program Tanggung Jawab Sosial dan Lingkungan Badan Usaha Milik Negara.
2. No. PER-02/MBU/03/2023 Tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara.
3. No. PER-03/MBU/03/2023 Tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara.

Agenda

Ratification of the Regulation of the Minister of SOEs:

1. No. PER-01/MBU/03/2023 on Special Assignments and Social and Environmental Responsibility Program of State-Owned Enterprises.
2. No. PER-02/MBU/03/2023 on Guidelines for Governance and Significant Corporate Actions of State-Owned Enterprises.
3. No. PER-03/MBU/03/2023 on Organs and Human Resources of State-Owned Enterprises.

Jumlah Pemegang Saham yang mengajukan pertanyaan dan/atau memberikan pendapat: Tidak ada

Number of Shareholders who asked questions and/or gave opinions: None

Hasil Pemungutan Suara

Setuju	18.091.936.002	98,7754213%
Abstain	224.235.987	1,2242473%
Tidak Setuju	60.700	0,0003314%

Voting Results

Agree	18,091,936,002	98.7754213%
Abstain	224,235,987	1.2242473%
Disagree	60,700	0.0003314%

Keputusan Mata Acara Keenam

Mengukuhkan pemberlakuan Peraturan Menteri Badan Usaha Milik Negara, sebagai berikut:

1. Peraturan Menteri BUMN Nomor PER-01/MBU/03/2023 Tentang Penugasan Khusus dan Program Tanggung Jawab Sosial dan Lingkungan Badan Usaha Milik Negara;
2. Peraturan Menteri BUMN Nomor PER-02/MBU/03/2023 Tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara;
3. Peraturan Menteri BUMN Nomor PER-03/MBU/03/2023 Tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara; berikut perubahan-perubahannya di kemudian hari;

Sixth Agenda Resolutions

Confirming the implementation of the Regulation of the Minister of State-Owned Enterprises, as follows:

1. Minister of SOE Regulation No. PER-01/MBU/03/2023 on Special Assignments and Social and Environmental Responsibility Programs of State-Owned Enterprises;
2. Minister of SOE Regulation No. PER02/MBU/03/2023 on Guidelines for the Governance and Significant Corporate Activities of State-Owned Enterprises;
3. Minister of SOE Regulation No. PER-03/MBU/03/2023 on Organs and Human Resources of State-Owned Enterprises; and any future amendments;

Tindak Lanjut

Melakukan penyesuaian seluruh kebijakan dan prosedur internal PGN sesuai dengan Peraturan Menteri BUMN yang telah dikukuhkan pada RUPS Tahunan Tahun 2023 ini.

Follow-Up

Adjusting all PGN's internal policies and procedures in accordance with the Regulation of the Minister of SOEs that has been confirmed at the 2023 Annual GMS.

MATA ACARA KETUJUH
SEVENTH AGENDA

Mata Acara

Perubahan Susunan Pengurus Perseroan.

Agenda

Changes to the Composition of the Company's Management.

Jumlah Pemegang Saham yang mengajukan pertanyaan dan/atau memberikan pendapat: Tidak ada

Number of Shareholders who asked questions and/or gave opinions: None

Hasil Pemungutan Suara

Setuju	13.884.122.456	75,8022826%
Abstain	539.198.087	2,9438264%
Tidak Setuju	3.892.912.146	21,2538911%

Voting Results

Agree	13,884,122,456	75.8022826%
Abstain	539,198,087	2.9438264%
Disagree	3,892,912,146	21.2538911%

Keputusan Mata Acara Ketujuh

1. Memberhentikan dengan hormat nama-nama tersebut di bawah ini sebagai anggota Direksi Perseroan:

Seventh Agenda Resolutions

1. Respectfully dismissed the names below as members of the Company's Board of Directors:

Direktur Utama	M. Haryo Yunianto	President Director
Direktur Strategi dan Pengembangan Bisnis	Heru Setiawan	Director of Strategy and Business Development

2. Mengangkat nama-nama tersebut di bawah ini sebagai anggota Direksi Perseroan:

2. Appointed the names below as members of the Company's Board of Directors:

Direktur Utama	Arief S. Handoko	President Director
Direktur Strategi dan Pengembangan Bisnis	Harry Budi Sidharta	Director of Strategy and Business Development

3. Pemberhentian dan pengangkatan anggota-anggota Direksi Perseroan sebagaimana dimaksud pada angka 1 dan 2 agar ditetapkan dalam RUPS Perseroan dengan memperhatikan ketentuan Anggaran Dasar Perseroan dan peraturan perundang-undangan yang berlaku.

3. The dismissal and appointment of members of the Company's Board of Directors, as referred to in numbers 1 and 2, must be determined at the Company's GMS in accordance with the provisions of the Company's Articles of Association as well as applicable laws and regulations.

4. Hasil penetapan RUPS atas pemberhentian dan pengangkatan anggota-anggota Direksi Perseroan tersebut agar disampaikan kepada Kementerian BUMN melalui pembaharuan data Portal HC BUMN sebagaimana telah diatur dalam Pasal 54 ayat (4) Peraturan Menteri BUMN Nomor PER-3/MBU/03/2023 Tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara.

4. The GMS resolutions on the dismissal and appointment of members of the Company's Board of Directors must be submitted to the Ministry of SOE by updating the SOE HC Portal data, as required by Article 54 paragraph (4) of the Minister of SOE Regulation No. PER-3/MBU/03/2023 on Organs and Human Resources of State-Owned Enterprises.

Tindak Lanjut

Pemberhentian dan pengangkatan Anggota Direksi telah dilaporkan kepada OJK melalui Surat No. 055600.S/OT.02.00/COS/2023 tanggal 31 Mei 2023 perihal informasi perubahan pengurus Perseroan.

Follow-Up

The dismissal and appointment of members of the Board of Directors have been reported to OJK through Letter No. 055600.S/OT.02.00/COS/2023 dated May 31, 2023, regarding information on changes in the Company's management.

Perubahan Pengurus Perseroan ini ditindaklanjuti oleh Direksi dengan dibuatnya Akta Pernyataan Keputusan Rapat Umum Pemegang Saham Tahunan PT Perusahaan Gas Negara Tbk No. 14 tanggal 9 Juni 2023 yang dibuat di hadapan Notaris Nanette Cahyanie Handari Adi Warsito, S.H., Notaris di Jakarta. Atas Perubahan Pengurus Perseroan ini juga telah disampaikan dan diterima oleh Menteri Hukum dan Hak Asasi Manusia Republik Indonesia berdasarkan Surat Menteri Hukum dan Hak Asasi Manusia No. AHU-AH.01.09-0126463 tanggal 12 Juni 2023.

Following the change in management, the Board of Directors issued a Deed of Statement of Resolution of the Annual General Meeting of Shareholders of PT Perusahaan Gas Negara Tbk No. 14 dated June 9, 2023, before Notary Nanette Cahyanie Handari Adi Warsito, S.H., Notary in Jakarta. This change in the Company's Management has also been submitted and accepted by the Republic of Indonesia's Minister of Law and Human Rights, based on Letter No. AHU-AH.01.09-0126463 dated June 12, 2023.

RUPS Luar Biasa tanggal 14 November 2023

- Waktu dan Tempat
 - Hari/tanggal: Selasa, 14 November 2023
 - Tempat: Auditorium Graha PGAS Lantai 2, Jl. KH Zainul Arifin No. 20, Jakarta 11140
- Kuorum
RUPS Luar Biasa dihadiri oleh pemegang saham serta perwakilan/kuasa dari pemegang saham sebanyak 18,307,561,479 termasuk saham Seri A Dwiwarna atau mewakili 75,5215448% dari jumlah seluruh saham yang telah dikeluarkan, yang seluruhnya berjumlah 24,241,508,196 saham. Dengan demikian, kuorum yang disyaratkan dalam Anggaran Dasar Perusahaan telah dipenuhi dan karenanya RUPS Luar Biasa adalah sah dan berhak untuk mengambil keputusan yang sah dan mengikat mengenai hal-hal yang dibicarakan sesuai dengan agenda RUPS Luar Biasa.
- Kehadiran Dewan Komisaris dan Komite-Komite, termasuk Plt. Komisaris Utama. RUPS dihadiri secara luring oleh anggota Komisaris, yaitu:

Plt Komisaris Utama dan Komisaris Independen	Paiman Raharjo	Acting President Commissioner and Independent Commissioner
Komisaris	Luky Alfirman	Commissioner
Komisaris	Warih Sadono	Commissioner
Komisaris Independen	Christian H. Siboro	Independent Commissioner
Komisaris Independen	Dini Shanti Purwono	Independent Commissioner

- Kehadiran Direksi, termasuk Direktur Utama.
RUPS dihadiri secara luring oleh seluruh Direksi, yaitu:

Direktur Utama	Arief S. Handoko	President Director
Direktur Keuangan dan Manajemen Risiko	Fadjar Harianto Widodo	Director of Finance and Risk Management
Direktur Strategi dan Pengembangan Bisnis	Harry Budi Sidharta	Director of Strategy and Business Development
Direktur Infrastruktur dan Teknologi	Achmad Muchtasyar	Director of Infrastructure and Technology
Direktur Sales dan Operasi	Faris Aziz	Director of Sales dan Operations
Direktur SDM dan Penunjang Bisnis	Beni Syarif Hidayat	Director of HR and Business Support

- Kehadiran Lembaga dan Profesi Penunjang Pasar Modal dalam melakukan proses penghitungan suara dan/atau melakukan validasi yaitu Biro Administrasi Efek PT Datindo Entrycom dan Notaris Ir. Nanette Cahyanie Handari Adi Warsito, S.H.
- Hasil Keputusan RUPS Luar Biasa tanggal 14 November 2023
Hingga Laporan tahunan ini diterbitkan, keputusan RUPS Luar Biasa Tahun 2023, seluruhnya telah dilaksanakan. Penjelasan atas mata acara RUPS Luar Biasa Tahun 2023 tercantum dalam tabel di bawah ini.

Extraordinary GMS dated November 14, 2023

- Time and Place
 - Day/date: Tuesday, November 14, 2023
 - Place: Graha PGAS Auditorium 2nd Floor, Jl. KH Zainul Arifin No. 20, Jakarta 11140
- Quorum
The Extraordinary GMS was attended by shareholders and representatives/proxies of shareholders of 18,307,561,479 shares, including Series A Dwiwarna shares, or 75.5215448% of the total issued shares of 24,241,508,196 shares. Therefore, the quorum required by the Company's Articles of Association has been met, and the Extraordinary GMS is valid, with the authority to make legal and binding decisions on matters discussed in accordance with the agenda of the Extraordinary GMS.
- Attendance of the Board of Commissioners and Committees, including the Acting President Commissioner. The GMS was attended in-person by the following members of Commissioner:

- Attendance of the Board of Directors, including the President Director.
The GMS was attended in-person by all Directors, as follows:

- The presence of Capital Market Supporting Institutions and Professionals in the vote counting and/or validation process, namely the Securities Administration Bureau PT Datindo Entrycom and Notary Ir. Nanette Cahyanie Handari Adi Warsito, S.H.
- Results of the Extraordinary GMS Resolution dated November 14, 2023
Up to the publication of this annual report, the resolutions of the 2023 Extraordinary GMS have been fully implemented. Explanation of the agenda of the 2023 Extraordinary GMS is listed in the table below.

MATA ACARA
AGENDA

Mata Acara

Perubahan Susunan Pengurus Perseroan.

Agenda

Changes to the Composition of the Company's Management.

Jumlah Pemegang Saham yang mengajukan pertanyaan dan/atau memberikan pendapat: Tidak ada

Number of Shareholders who asked questions and/or gave opinions: None

Hasil Pemungutan Suara

Setuju	14.223.596.583	77,6924693%
Abstain	651.079.236	3,5563406%
Tidak Setuju	3.432.885.660	18,7511901%

Voting Results

Agree	14,223,596,583	77.6924693%
Abstain	651,079,236	3.5563406%
Disagree	3,432,885,660	18.7511901%

Keputusan Mata Acara

1. Memberhentikan dengan hormat saudara Arcandra Tahar dari jabatannya sebagai Komisaris Utama Perseroan terhitung efektif sejak penutupan Rapat Umum Pemegang Saham ini, disertai dengan ucapan terima kasih dan penghargaan yang setinggi-tingginya atas jasa dan pengabdianya kepada Perseroan selama menjalankan tugasnya sebagai Komisaris Utama Perseroan.
2. Memberhentikan dengan hormat saudara Paiman Raharjo dari jabatannya sebagai Komisaris Independen Perseroan, terhitung efektif sejak penutupan Rapat Umum Pemegang Saham ini, disertai dengan ucapan terima kasih dan penghargaan yang setinggi-tingginya atas jasa dan pengabdianya kepada Perseroan selama menjalankan tugasnya sebagai Komisaris Independen Perseroan.
3. Mengangkat saudara Amien Sunaryadi sebagai Komisaris Utama Perseroan merangkap sebagai Komisaris Independen Perseroan, terhitung efektif sejak penutupan Rapat Umum Pemegang Saham ini, untuk jangka waktu 1 (satu) periode masa jabatan sebagaimana dimaksud dalam Anggaran Dasar Perseroan.
4. Mengangkat saudara Abdullah Aufa Fuad sebagai Komisaris Independen Perseroan, terhitung efektif sejak penutupan Rapat Umum Pemegang Saham ini, untuk jangka waktu 1 (satu) periode masa jabatan sebagaimana dimaksud dalam Anggaran Dasar Perseroan.
5. Dengan demikian susunan Dewan Komisaris Perseroan menjadi sebagai berikut:

Agenda Resolutions

1. Respectfully dismissed Arcandra Tahar from his position as President Commissioner of the Company, effective as of the close of the General Meeting of Shareholders, and expressed high gratitude for his contributions to the Company during his tenure as President Commissioner.
2. Respectfully dismissed Paiman Raharjo from his position as Independent Commissioner of the Company, effective as of the close of the General Meeting of Shareholders, and expressed high gratitude for his contribution to the Company during his tenure as Independent Commissioner.
3. Appointed Amien Sunaryadi as the Company's President Commissioner and concurrently Independent Commissioner, effective as of the close of the General Meeting of Shareholders, for 1 (one) term of office as specified in the Company's Articles of Association.
4. Appointed Abdullah Aufa Fuad as the Company's Independent Commissioner, effective as of the close of the General Meeting of Shareholders, for 1 (one) term of office as specified in the Company's Articles of Association.
5. As a result, the composition of the Company's Board of Commissioners is as follows:

Komisaris Utama dan Komisaris Independen	Amien Sunaryadi	President Commissioner and Independent Commissioner
Komisaris	Luky Alfirman	Commissioner
Komisaris	Warih Sadono	Commissioner
Komisaris Independen	Christian H. Siboro	Independent Commissioner
Komisaris Independen	Abdullah Aufa Fuad	Independent Commissioner
Komisaris Independen	Dini Shanti Purwono	Independent Commissioner

6. Memberhentikan dengan hormat saudara Achmad Muchtasyar dari jabatannya sebagai Direktur Infrastruktur dan Teknologi Perseroan terhitung efektif sejak penutupan Rapat Umum Pemegang Saham ini, disertai dengan ucapan terima kasih dan penghargaan yang setinggi-tingginya atas jasa dan pengabdianya kepada Perseroan selama menjalankan tugasnya sebagai Direktur Infrastruktur dan Teknologi Perseroan.
7. Memberhentikan dengan hormat saudara Fariz Aziz dari jabatannya sebagai Direktur Sales dan Operasi Perseroan, terhitung efektif sejak penutupan Rapat Umum Pemegang Saham ini, disertai dengan ucapan terima kasih dan penghargaan yang setinggi-tingginya atas jasa dan pengabdianya kepada Perseroan selama menjalankan tugasnya sebagai Direktur Sales dan Operasi Perseroan.
8. Mengangkat saudara Ratih Esti Prihatini sebagai Direktur Sales dan Operasi Perseroan, terhitung efektif sejak penutupan Rapat Umum Pemegang Saham ini untuk jangka waktu 1 (satu) periode masa jabatan sebagaimana dimaksud dalam Anggaran Dasar Perseroan.
9. Mengangkat saudara Rosa Permata Sari sebagai Direktur Strategi dan Pengembangan Bisnis Perseroan, terhitung efektif sejak penutupan Rapat Umum Pemegang Saham ini, untuk jangka waktu 1 (satu) periode masa jabatan sebagaimana dimaksud dalam Anggaran Dasar Perseroan.
10. Mengalihkan tugas saudara Harry Budi Sidharta sebagai Direktur Infrastruktur dan Teknologi Perseroan, terhitung efektif sejak penutupan Rapat Umum Pemegang Saham ini, dengan masa jabatan meneruskan sisa masa jabatannya, sebagaimana dimaksud dalam Anggaran Dasar Perseroan.
11. Dengan demikian susunan Direksi Perseroan menjadi sebagai berikut:

Direktur Utama	Arief S. Handoko	President Director
Direktur SDM dan Penunjang Bisnis	Beni Syarif Hidayat	Director of HR and Business Support
Direktur Infrastruktur dan Teknologi	Harry Budi Sidharta	Director of Infrastructure and Technology
Direktur Keuangan dan Manajemen Risiko	Fadjar Harianto Widodo	Director of Finance and Risk Management
Direktur Strategi dan Pengembangan Bisnis	Rosa Permata Sari	Director of Strategy and Business Development
Direktur Sales dan Operasi	Ratih Esti Prihatini	Director of Sales dan Operations

12. Bagi anggota Dewan Komisaris dan Direksi yang diangkat tersebut di atas yang masih menjabat pada jabatan lain yang dilarang oleh peraturan perundang-undangan, ketentuan instansi/otoritas terkait maupun ketentuan internal (termasuk Anggaran Dasar Perseroan), maka yang bersangkutan harus mengundurkan diri atau diberhentikan dari jabatannya tersebut.
13. Memberikan kuasa dengan hak substitusi kepada Direksi Perseroan untuk melakukan segala tindakan yang diperlukan berkaitan dengan keputusan Agenda ini sesuai dengan peraturan perundang-undangan yang berlaku termasuk untuk menyatakan dalam Akta Notaris tersendiri dan memberitahukan susunan Direksi dan Dewan Komisaris Perseroan kepada Kementerian Hukum dan HAM.

Tindak Lanjut

Pemberhentian dan pengangkatan Anggota Direksi dan Dewan Komisaris telah dilaporkan kepada OJK melalui Surat No. 093800.S/OT.02.00/COS/2023 tanggal 15 November 2023 perihal informasi perubahan pengurus Perseroan.

PGN telah mencatatkan pemberhentian dan pengangkatan Anggota Direksi dan Dewan Komisaris melalui Akta Notaris Nomor 32 Tahun 2023 tanggal 22 November 2023 yang penerimaan pemberitahuan perubahan data perseroan telah diterima oleh Kementerian Hukum dan Hak Asasi Manusia Republik Indonesia melalui Surat Nomor AHU-AH.01.09-0189008 tanggal 24 November 2023.

Follow-Up

The dismissal and appointment of members of the Board of Directors and Board of Commissioners were reported to the OJK in Letter No. 093800.S/OT.02.00/COS/2023, dated November 15, 2023, regarding changes in the Company's management.

PGN recorded the dismissal and appointment of members of the Board of Directors and Board of Commissioners through Notarial Deed No. 32 of 2023 dated November 22, 2023, and the Ministry of Law and Human Rights of the Republic of Indonesia received notification of changes to company data through Letter No. AHU-AH.01.09-0189008 dated November 24, 2023.

DEWAN KOMISARIS

Board of Commissioners



Dewan Komisaris adalah organ tata kelola yang bertanggung jawab untuk melakukan pengawasan terhadap pengelolaan Perusahaan oleh Direksi, serta memastikan bahwa Perusahaan telah menjalankan prinsip tata kelola secara berkelanjutan.

TANGGUNG JAWAB DEWAN KOMISARIS

Setiap anggota Dewan Komisaris memiliki tugas untuk mengawasi pelaksanaan kebijakan dan jalannya pengurusan yang dilakukan Direksi untuk kepentingan Perseroan, sesuai maksud dan tujuan Perseroan. Dewan Komisaris juga memiliki tanggung jawab melakukan pemantauan terhadap efektivitas pelaksanaan tata kelola, serta memberikan saran perbaikan sistem dan implementasi prinsip GCG.

The Board of Commissioners is the governance organ responsible for supervising the Company's management by the Board of Directors and ensuring that the Company has implemented governance principles in a sustainable manner.

RESPONSIBILITIES OF THE BOARD OF COMMISSIONERS

Each member of the Board of Commissioners must supervise the implementation of policies and the course of management carried out by the Board of Directors for the benefit of the Company, according to the Company's goals and objectives. The Board of Commissioners also has the responsibility of monitoring the effectiveness of governance implementation, as well as providing suggestions for improving the GCG principles system and implementation.

Dalam menjalankan tugasnya Dewan Komisaris memiliki kewajiban untuk:

- a. Memberikan nasihat kepada Direksi dalam melaksanakan pengelolaan Perseroan;
- b. Memberikan pendapat dan persetujuan Rencana Kerja dan Anggaran Tahunan Perseroan serta rencana kerja lainnya yang disiapkan oleh Direksi;
- c. Mengikuti perkembangan kegiatan Perseroan, memberikan pendapat dan saran kepada RUPS mengenai setiap masalah yang dianggap penting bagi pengelolaan Perseroan;
- d. Melaporkan kepada Pemegang Saham Seri A Dwiwarna bila terjadi gejala turunnya kinerja Perseroan;
- e. Mengusulkan kepada RUPS penunjukan Akuntan Publik yang akan melakukan pemeriksaan atas buku Perseroan;
- f. Meneliti dan menelaah laporan berkala dan laporan tahunan yang disiapkan Direksi serta menandatangani laporan tahunan;
- g. Memberikan penjelasan, pendapat dan saran kepada RUPS mengenai laporan tahunan;
- h. Membuat risalah rapat Dewan Komisaris dan menyimpan salinannya;
- i. Melaporkan kepada Perseroan mengenai kepemilikan sahamnya dan/atau keluarganya pada Perseroan dan perseroan lain;
- j. Memberikan laporan tentang tugas pengawasan yang telah dilakukan selama tahun buku yang baru lampau kepada RUPS;
- k. Memberikan penjelasan tentang segala hal yang ditanyakan atau diminta Pemegang Saham Seri A Dwiwarna dengan memperhatikan peraturan perundang-undangan khususnya yang berlaku di bidang pasar modal;
- l. Membentuk Komite Audit untuk mendukung efektifitas pelaksanaan tugas dan tanggung jawabnya; dan
- m. Melaksanakan kewajiban lainnya dalam rangka tugas pengawasan dan pemberian nasihat, sepanjang tidak bertentangan dengan Anggaran Dasar, keputusan RUPS dan peraturan perundang-undangan yang berlaku.

PEDOMAN DAN TATA TERTIB KERJA DEWAN KOMISARIS

Dalam menjalankan tugas pengawasan terhadap kebijakan dan jalannya pengelolaan yang dilakukan Direksi, Dewan Komisaris merujuk pada acuan tugas Dewan Komisaris, yaitu:

- Undang-Undang No. 40 tahun 2007 tentang Perseroan Terbatas;
- Peraturan BUMN No PER-1/MBU/2023 tentang Penugasan Khusus dan Program Tanggung Jawab Sosial dan Lingkungan Badan Usaha Milik Negara;
- Peraturan BUMN No. PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara;
- Peraturan BUMN No PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara;
- Peraturan Otoritas Jasa Keuangan No. 33/POJK.04/2014 tentang Direksi dan Dewan Komisaris Emiten atau Perusahaan Publik;

In carrying out its duties, the Board of Commissioners has the obligation to:

- a. Providing advice to the Board of Directors in carrying out the management of the Company;
- b. Providing opinion and approval of the Company's Annual Budget and Operational Plan and other work plans prepared by the Board of Directors;
- c. Following the development of the Company's activities, providing opinions and suggestions at the GMS regarding any issues deemed important for the management of the Company;
- d. Reporting to the Series A (Dwiwarna) Shareholders if there are trends of a decline in the Company's performance;
- e. Proposing to the GMS the appointment of a Public Accountant who will audit the Company's books;
- f. Researching and reviewing periodic reports and annual reports prepared by the Board of Directors and signing the annual reports;
- g. Providing explanations, opinions, and suggestions at the GMS regarding the annual report;
- h. Making minutes of meetings of the Board of Commissioners and keeping the original copy;
- i. Reporting to the Company regarding their and/or their family's share ownership in the Company and other companies;
- j. Providing a report on supervisory duties that have been carried out during the recent fiscal year to the GMS;
- k. Providing an explanation of all matters that are asked or requested by Series A Dwiwarna Shareholders with due observance of laws and regulations, especially those applicable in the capital market sector;
- l. Set up an audit committee to effectively assist it with its duties and responsibilities; and
- m. Carrying out other obligations in the context of supervisory and advisory duties if they do not conflict with the Articles of Association, GMS resolutions, and applicable laws and regulations.

GUIDELINES AND WORK PROCEDURES OF THE BOARD OF COMMISSIONERS

In carrying out its supervisory duties on the policies and management carried out by the Board of Directors, the Board of Commissioners refers to the reference of duties of the Board of Commissioners, namely:

- Law No. 40 of 2007 on Limited Liability Companies;
- Regulation of SOE No. PER-1/MBU/2023 on Special Assignments and Social and Environmental Responsibility Program of State-Owned Enterprises;
- Regulation of SOE No. PER-2/MBU/03/2023 on Guidelines for Governance and Significant Corporate Actions of State-Owned Enterprises;
- Regulation of SOE No. PER-3/MBU/03/2023 on Organs and Human Resources of State-Owned Enterprises;
- Financial Services Authority Regulation No. 33/POJK.04/2014 on the Board of Directors and Board of Commissioners of Issuers or Public Companies;

- Peraturan Otoritas Jasa Keuangan No. 34/POJK.04/2014 tentang Komite Nominasi dan Remunerasi Emiten atau Perusahaan Publik;
- Peraturan Otoritas Jasa Keuangan No. 31/POJK.04/2015 tentang Keterbukaan atas Informasi atau Fakta Material oleh Emiten atau Perusahaan Publik;
- Peraturan Otoritas Jasa Keuangan No. 55/POJK.04/2015 tentang Pembentukan dan Pedoman Pelaksanaan Kerja Komite Audit;
- Peraturan Otoritas Jasa Keuangan No. 15/POJK.04/2020 tentang Rencana dan Penyelenggaraan Rapat Umum Pemegang Saham Perusahaan Terbuka;
- Anggaran Dasar Perseroan; dan
- *Board Manual* Perseroan.

BOARD MANUAL DEWAN KOMISARIS

Dewan Komisaris memiliki *Board Manual* yang menjadi pedoman dalam pelaksanaan tugas dan tanggung jawab Dewan Komisaris. Secara berkala, *Board Manual* dievaluasi dan diperbarui dengan mengacu pada peraturan dan ketentuan yang berlaku di Indonesia. *Board Manual* menjadi pedoman dan tata tertib kerja yang mengikat bagi setiap anggota Dewan Komisaris agar Dewan Komisaris dapat melaksanakan tugas secara efisien, efektif, transparan, independen dan akuntabel.

Pedoman dan Tata Tertib Kerja Dewan Komisaris dalam *Board Manual* Perseroan diatur secara khusus dalam Bab III yang mencakup:

- Tugas-tugas Dewan Komisaris;
- Batasan Tanggung Jawab Dewan Komisaris;
- Penyusunan Rencana Kerja dan Anggaran Tahunan;
- Lowong Jabatan Dewan Komisaris;
- Rangkap Jabatan;
- Independensi dan Etika Jabatan Dewan Komisaris;
- Wewenang Dewan Komisaris;
- Rapat Dewan Komisaris;
- Rapat Gabungan;
- Komite-Komite Dewan Komisaris;
- Sekretaris Dewan Komisaris;
- Evaluasi Kinerja Dewan Komisaris dan Anggota Dewan Komisaris;
- Kebijakan Suksesi Direksi;
- Remunerasi Direksi dan Dewan Komisaris; dan
- Waktu Kerja Dewan Komisaris.

RANGKAP JABATAN DAN BENTURAN KEPENTINGAN

Selaras dengan ketentuan Pasal 14 ayat (29) Anggaran Dasar Perseroan, anggota Dewan Komisaris dilarang memangku jabatan rangkap sebagai:

- Financial Services Authority Regulation No. 34/POJK.04/2014 on the Nomination and Remuneration Committee of Issuers or Public Companies;
- Financial Services Authority Regulation No. 31/POJK.04/2015 on Disclosure of Material Information or Facts by Issuers or Public Companies;
- Financial Services Authority Regulation No. 55/POJK.04/2015 the Establishment and Work Implementation Guidelines of the Audit Committee;
- Financial Services Authority Regulation No. 15/POJK.04/20120 on Plans and Implementation of the General Meeting of Shareholders of Public Companies;
- The Company's Articles of Association; and
- The Company's Board Manual.

BOARD MANUAL OF THE BOARD OF COMMISSIONERS

The Board of Commissioners has a Board Manual that serves as a guideline in the implementation of duties and responsibilities of the Board of Commissioners. Periodically, the Board Manual is evaluated and updated with reference to the prevailing rules and regulations in Indonesia. The Board Manual serves as a binding guideline and work order for each member of the Board of Commissioners so that the Board of Commissioners can carry out its duties efficiently, effectively, transparently, independently, and accountably.

The Guidelines and Work Rules of the Board of Commissioners in the Company's Board Manual are specifically regulated in Chapter III, which includes:

- Duties of the Board of Commissioners;
- Limitation of Responsibilities of the Board of Commissioners;
- Preparation of the Annual Budget and Operational Plan;
- Vacant Positions of the Board of Commissioners;
- Concurrent Positions;
- Independence and Work Ethics of the Board of Commissioners;
- Authorities of the Board of Commissioners;
- Board of Commissioners Meeting;
- Joint Meetings;
- Committees of the Board of Commissioners;
- Secretary to the Board of Commissioners;
- Performance Evaluation of the Board of Commissioners and Members of the Board of Commissioners;
- Succession Policy of the Board of Directors;
- Remuneration of the Board of Directors and the Board of Commissioners; and
- Work Hour of the Board of Commissioners.

CONCURRENT POSITIONS AND CONFLICTS OF INTEREST

In line with the provisions in Article 14 paragraph (29) of the Company's Articles of Association, members of the Board of Commissioners are prohibited from holding the following concurrent positions:

1. Anggota Direksi pada Badan Usaha Milik Negara, Badan Usaha Milik Daerah, badan usaha milik swasta, kecuali anggota Direksi pada Badan Usaha Milik Negara sebagai Pemegang Saham Seri B Terbanyak Perseroan;
2. Pengurus partai politik dan/atau calon/anggota DPR, DPD, DPRD Tingkat I dan DPRD Tingkat II dan/atau calon kepala daerah/wakil kepala daerah;
3. Jabatan lainnya sesuai dengan ketentuan peraturan perundang-undangan; dan/atau
4. Jabatan lain yang dapat menimbulkan benturan kepentingan.

KEBIJAKAN DILARANG MENDAPATKAN PINJAMAN DARI PERSEROAN KEPADA DIREKSI DAN DEWAN KOMISARIS

Sebagaimana yang diatur dalam *Board Manual* PGN telah memiliki kebijakan bahwa untuk seluruh anggota Direksi dan Dewan Komisaris dilarang mendapatkan pinjaman dari Perseroan.

PELAKSANAAN TUGAS DEWAN KOMISARIS

Pada tahun 2024, Dewan Komisaris telah melaksanakan tugas dan kegiatan sebagai berikut:

- A. Penyampaian Persetujuan atas topik:
 1. Perubahan Pengurus Anak Perusahaan;
 2. Piagam Audit Internal;
 3. *Annual Audit Plan Internal Audit Division 2024*;
 4. Penunjukan Perusahaan Jasa Peningkat Kredit Untuk Tingkat Kesehatan Perusahaan Periode 2023;
 5. Rencana Investasi:
 - a. Pengeboran WK Pangkah Sumur UPB 12;
 - b. Perpanjangan Kontrak Kerja Sama WK Ketapang dengan Komitmen Kerja Pasti Pengeboran Eksplorasi Hikmah dan Perkasa;
 - c. Pengeboran WK West Pangkah Sumur WP06;
 - d. *Upgrading* Stasiun Panaran sebagai Penguatan Kehandalan Jaringan Batam;
 - e. Pembangunan Pipa BBM Cikampek - Plumpang ("Cikamplung");
 - f. Pengeboran Eksplorasi Sumur Ronggolawe-3;
 - g. Perpanjangan Kontrak Kerja Sama WK Muara Bakau dengan Komitmen Kerja Pasti Pengeboran 1 (Satu) Sumur Eksplorasi, 3D Seismik dan Studi G&G serta Bonus Tandatanganan;
 - h. Pengeboran WK Muara Bakau Sumur JNE-07 Sidetrack;
 - i. Pengeboran WK Pangkah Sumur SID-05;
 - j. Penambahan Anggaran Investasi terkait Proyek Pipa Minyak Rokan;
 - k. Pengeboran WK Ketapang Sumur Bukit Tua BTJTB-T8 (NZ2);
 - l. Pengeboran WK Pangkah Sumur UPA-17;

1. Member of the Board of Directors of a State-Owned Enterprise, Regional-Owned Enterprise, or private-owned enterprise, except member of the Board of Directors of a State-Owned Enterprise that is the Corporation's B Series Majority Shareholder;
2. Political party officials and/or candidate/member of the House of Representatives, the Regional Representatives Council, Regional Legislative Council Level I and Level II, and/or regional head/deputy regional head;
3. Other positions in accordance with the provisions of laws and regulations; and/or
4. Other positions that may cause a conflict of interest.

POLICY ON PROHIBITION OF OBTAINING LOANS FROM THE COMPANY TO THE BOARD OF DIRECTORS AND BOARD OF COMMISSIONERS

As stipulated in the Board Manual, PGN has a policy prohibiting all members of the Board of Directors and Board of Commissioners, their families, and other parties affiliated with them from prohibition loans from the Company.

IMPLEMENTATION OF DUTIES OF THE BOARD OF COMMISSIONERS

In 2024, the Board of Commissioners performed the following duties and activities:

- A. Submission of Approval of the following topics:
 1. Changes in the Management of Subsidiaries;
 2. Internal Audit Charter;
 3. *Annual Audit Plan Internal Audit Division 2024*;
 4. Appointment of Credit Rating Service Company for the Company's Soundness for 2023;
 5. Investment Plan:
 - a. Drilling UPB 12 Well in Pangkah Working Area;
 - b. Extension of Ketapang Working Area Cooperation Contract with Definitive Work Commitment of Hikmah and Perkasa Exploration Drilling;
 - c. Drilling WP06 Well in West Pangkah Working Area;
 - d. Upgrading Panaran Station to Strengthen the Reliability of Batam Network;
 - e. Construction of Cikampek - Plumpang Fuel Pipeline ("Cikamplung");
 - f. Exploration Drilling of Ronggolawe-3 Well;
 - g. Extension of Cooperation Contract of Muara Bakau Working Area with Definite Work Commitment to Drill 1 (One) Exploration Well, 3D Seismic and G&G Study and Signing Bonus;
 - h. Drilling JNE-07 Side-track Well in Muara Bakau Working Area;
 - i. Drilling SID-05 Well in Pangkah Working Area;
 - j. Additional Investment Budget related to the Rokan Oil Pipeline Project;
 - k. Drilling BTJTB-T8 (NZ2) Bukit Tua Well in Ketapang Working Area;
 - l. Drilling UPA-17 Well in Pangkah Working Area;

- m. Pembangunan Gedung Kantor PGN MIRRA;
 - n. Pembangunan Pipa Distribusi Tegal-Cilacap untuk Penyaluran kepada RU IV Cilacap;
 - o. Pembangunan Infrastruktur Pipa West Natuna Transportation System ke Pulau Pemping;
 - p. Pembangunan Jaringan Gas SOR III;
 - q. Pembangunan Fasilitas Penyimpanan LNG untuk Terminal LNG Jawa Timur (*Flat Bottom*).
6. Tindakan Direksi yang belum Ditetapkan dalam RKAP 2024 terkait Rencana Kerja dan Anggaran:
- a. Perpanjangan Kontrak Kerja Sama WK Muara Bakau dengan *Signature Bonus* dan Komitmen Kerja Pasti Pengeboran 1 (Satu) Sumur Eksplorasi (Konta), G&G *Study* dan Akuisisi & *Processing* 3D Seismik;
 - b. Pengeboran WK Muara Bakau Sumur JNE-07 *Sidetrack*;
 - c. Pengeboran WK Pangkah Sumur UPB-18;
 - d. Revitalisasi Stasiun Gas PGN di Muara Karang;
 - e. Pembangunan Jaringan Gas SOR III;
 - f. *Restaging Compressor* C505J dan C306 SKG Cilamaya di Operation West Java Area;
 - g. N2 Injection LNG Tank 1,3,5 PT Perta Arun Gas;
 - h. Pembangunan Infrastruktur dan Sarana Pendukung;
 - i. Pengeboran WK Pangkah Sumur UPB-18.
7. Presentasi Kinerja PT PGN Tbk per 31 Desember 2023, TW I 2024, TW II 2024, dan TW III 2024;
8. Laporan Triwulanan Tahun 2024 PT PGN Tbk sesuai Per-2/MBU/03/2023;
9. RJPP 2024 – 2029 Suplemen 2024;
10. KPI Direksi Individual PT PGN Tbk Tahun 2024;
11. Pemberhentian dan Pengangkatan Chief Audit Executive;
12. Pemberhentian dan Pengangkatan Corporate Secretary Perusahaan;
13. Penyesuaian Struktur Organisasi Dasar (BOD-1);
14. KPI Direksi Individual Direktorat Komersial, Direktorat Keuangan dan Direktorat Manajemen Risiko Tahun 2024 Pasca RUPST 30 Mei 2024;
15. Pedoman Perilaku Etika (*Code of Conduct*) PT Perusahaan Gas Negara Tbk;
16. KPI Direksi Individual Direktorat Strategi dan Pengembangan Bisnis, Direktorat Komersial dan Direktor Infrastruktur dan Teknologi Tahun 2024 Revisi Pasca Perubahan Struktur Organisasi;
17. Revisi RKAP 2024;
18. Tambahan *Top Risk* 2024; dan
19. RKAP Tahun 2025.
- B. Penyampaian Penelaahan dan Nasihat/Saran/Tanggapan atas topik :
- 1. Perubahan Pengurus Cucu Perusahaan/Perusahaan Afiliasi Pertamina Group;
 - 2. Evaluasi Kinerja Perusahaan dan Harga Saham;

- m. Construction of PGN MIRRA Office Building;
 - n. Construction of Tegal-Cilacap Distribution Pipeline for Distribution to RU IV Cilacap;
 - o. Construction of West Natuna Transportation System Pipeline Infrastructure to Pemping Island;
 - p. Construction of SOR III Gas Network;
 - q. Construction of LNG Storage Facility for East Java LNG Terminal (*Flat Bottom*).
6. Board of Directors actions that have not been Determined in the 2024 ABOP related to the Work Plan and Budget:
- a. Extension of Muara Bakau Working Area Cooperation Contract with *Signature Bonus* and Definite Work Commitment Drilling 1 (One) Exploration Well (Konta), G&G *Study* and 3D Seismic Acquisition & Processing;
 - b. Drilling JNE-07 Sidetrack Well in Muara Bakau Working Area;
 - c. Drilling UPB-18 Well in Pangkah Working Area;
 - d. Revitalization of PGN Gas Station in Muara Karang;
 - e. Construction of SOR III Gas Network;
 - f. *Restaging Compressor* C505J and C306 SKG Cilamaya in Operation West Java Area;
 - g. N2 Injection for LNG Tank 1,3,5 PT Perta Arun Gas;
 - h. Development of Infrastructure and Supporting Facilities;
 - i. Drilling UPB-18 Well in Pangkah Working Area.
7. Presentation of PT PGN Tbk Performance as of December 31, 2023, Q1 2024, Q2 2024, and Q3 2024;
8. Quarterly Report 2024 of PT PGN Tbk in accordance with Per-2/MBU/03/2023;
9. RJPP 2024 - 2029 Supplement 2024;
10. KPIs of the Individual Directors of PT PGN Tbk in 2024;
11. Dismissal and Appointment of Chief Audit Executive;
12. Dismissal and Appointment of the Company's Corporate Secretary;
13. Adjustment of Basic Organizational Structure (BOD-1);
14. KPIs of Individual Directors of Commercial Directorate, Finance Directorate, and Risk Management Directorate for 2024 Post AGMS dated May 30, 2024;
15. Code of Conduct of PT Perusahaan Gas Negara Tbk;
16. KPIs of Individual Directors of Strategy and Business Development Directorate, Commercial Directorate, and Infrastructure and Technology Directorate for 2024 Revised Post Changes in Organizational Structure;
17. Revised 2024 ABOP;
18. Additional Top Risk 2024; and
19. ABOP Year 2025.
- B. Submission of Review and Advice/Suggestion/Response on the following topics:
- 1. Change in Management of Indirect Subsidiary/Affiliated Company of Pertamina Group;
 - 2. Evaluation of Company Performance and Share Price;

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| <ol style="list-style-type: none"> 3. Pengelolaan Anak Perusahaan; 4. Manajemen Risiko dan Pengendalian Internal; 5. Laporan Hasil Audit; 6. Kebijakan Perusahaan; 7. Usulan/Inisiatif dan Realisasi Investasi; 8. Kontrak Kerjasama; 9. Pengembangan Sumber Daya Manusia; 10. Struktur Organisasi; dan 11. GCG Assessment. <p>C. Penyampaian Usulan dan Rekomendasi Kepada Pemegang Saham Seri B Terbanyak atas topik:</p> <ol style="list-style-type: none"> 1. Tindak Lanjut atas Aspirasi Perubahan Pengurus Cucu Perusahaan/Perusahaan Afiliasi Pertamina Group; 2. Rekomendasi Perubahan Pengurus Anak Perusahaan PT PGN Tbk; 3. Hasil Penilaian Kinerja Dewan Komisaris dan Komite Dewan Komisaris serta Usulan Penilaian Kinerja Direksi PT PGN Tbk Tahun 2023; 4. Realisasi KPI Dewan Komisaris Tahun PT PGN Tbk 2023, TW I 2024, TW II 2024, dan TW III 2024; 5. KPI Dewan Komisaris PT PGN Tbk Tahun 2024; | <ol style="list-style-type: none"> 3. Subsidiary Management; 4. Risk Management and Internal Control; 5. Audit Report; 6. Company Policy; 7. Investment Proposal/Initiative and Realization; 8. Cooperation Contract; 9. Human Resources Development; 10. Organizational Structure; and 11. GCG Assessment. <p>C. Submission of Proposals and Recommendations to Majority Series B Shareholders on the following topics:</p> <ol style="list-style-type: none"> 1. Follow-up on Aspirations for Changes in the Management of Indirect Subsidiar-ies/Affiliated Companies of Pertamina Group; 2. Recommendation on the Change in Man-agement of Subsidiaries of PT PGN Tbk; 3. Results of the Performance Assessment of the Board of Commissioners and the Board of Commissioners' Committee and the Proposed Performance Assessment of the Board of Directors of PT PGN Tbk in 2023; 4. Realization of KPIs of the Board of Com-missioners of PT PGN Tbk Year 2023, Q1 2024, Q2 2024, and Q3 2024; 5. KPI of the Board of Commissioners of PT PGN Tbk in 2024; |
|---|--|



6. Laporan Pengawasan Dewan Komisaris Tahun Buku 2023;
7. Usulan Tantiem Tahun Buku 2023 dan Honorarium BOD BOC Tahun Buku 2024;
8. Usulan Penggunaan Laba (Dividen) PGN Tahun Buku 2023;
9. Usulan Penunjukan Kantor Akuntan Publik (KAP) PT PGN Tbk (PGN) Tahun Buku 2024;
10. Tanggapan atas Agenda Rapat Umum Pemegang Saham Tahunan PT Perusahaan Gas Negara Tbk ("Perseroan") Tahun 2024 terkait Penugasan Khusus kepada Perseroan; dan
11. Permohonan Izin dan Laporan Perjalanan Dinas Luar Negeri Dewan Komisaris.

6. Supervisory Report of the Board of Commissioners for the 2023 Fiscal Year;
7. Proposed Tantiem for the 2023 Fiscal Year and Honorarium for BOD BOC for the 2024 Fiscal Year;
8. Proposed Use of PGN's Profit (Dividend) for the 2023 Fiscal Year;
9. Proposed Appointment of Public Accounting Firm (KAP) of PT PGN Tbk (PGN) for the 2024 Fiscal Year;
10. Response to the Agenda of the Annual General Meeting of Shareholders of PT Perusahaan Gas Negara Tbk ("Company") for the 2024 Fiscal Year related to Special Assignment to the Company; and
11. Request for Permission and Report on the Board of Commissioners' Overseas Official Travel.

RAPAT DEWAN KOMISARIS DAN RAPAT GABUNGAN DEWAN KOMISARIS DAN DIREKSI

Berdasarkan Permen BUMN No PER-2/MBU/03/2023 Pasal 16 tentang Pedoman Tata Kelola Dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara dan Pasal 31 ayat (1) dan (3) Peraturan Otoritas Jasa Keuangan No. 33/POJK.04/2014 tentang Direksi dan Dewan Komisaris Emiten atau Perusahaan Publik, serta ketentuan Pasal 16 Anggaran Dasar Perseroan, Dewan Komisaris wajib mengadakan rapat paling kurang 1 (satu) kali dalam 2 (dua) bulan dan rapat bersama Direksi secara berkala paling kurang 1 (satu) kali dalam 4 (empat) bulan. Sepanjang tahun 2024, Dewan Komisaris telah menyelenggarakan Rapat sebanyak sebanyak 56 (lima puluh) kali termasuk Rapat Dewan Komisaris dan Rapat Gabungan Dewan Komisaris dengan Direksi, serta 1 (satu) kali RUPS Tahunan, dengan rincian sebagai berikut:

MEETING OF THE BOARD OF COMMISSIONERS AND JOINT MEETING OF THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS

Based on Minister of SOEs Regulation No. PER-2/MBU/03/2023 Article 16 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises and Article 31 paragraphs (1) and (3) of Financial Services Authority Regulation No. 33/POJK.04/2014 concerning the Board of Directors and Board of Commissioners of Issuers or Public Companies, as well as the provisions of Article 16 of the Company's Articles of Association, the Board of Commissioners must hold meetings at least once every 2 (two) months and periodic joint meetings with the Board of Directors at least once every 4 (four) months. Throughout 2024, the Board of Commissioners held 56 (fifty) meetings, including Board of Commissioners Meetings and Joint Meetings of the Board of Commissioners with the Board of Directors, as well as 1 (one) Annual GMS, with details as follows:

PERIODE 1 JANUARI – 31 DESEMBER 2024

Period of January 1 - December 31, 2024

Tanggal Date	Agenda Rapat Meeting Agenda	Amien Sunaryadi	Luky Alfirman	Warih Sadono	Christian H. Siboro	Dini Shanti Purwono	Abdullah Aufa Fuad	Tony Setia Boedi Hoesodo
10 Januari 2024	1. Usulan Investasi UPB 12 2. Usulan Perubahan Pengurus Anak Perusahaan PGN 3. Rencana Diskusi Manajemen Risiko PGN Group	✓	✓	✓	✓	✓	✓	-
January 10, 2024	1. Proposed UPB 12 Investment 2. Proposed Changes in Management of PGN Subsidiaries 3. Plan for PGN Group Risk Management Discussion							
18 Januari 2024	1. Usulan Revisi Piagam Komite Audit 2. Usulan Revisi Piagam Komite NRGCG 3. Lain-lain	✓	✓	✓	✓	✓	✓	-
January 18, 2024	1. Proposed Revision of Audit Committee Charter 2. Proposed Revision of NRGCG Committee Charter 3. Others							

Tanggal Date	Agenda Rapat Meeting Agenda	Amien Sunaryadi	Luky Alfirman	Warih Sadono	Christian H. Siboro	Dini Shanti Purwono	Abdullah Aufa Fuad	Tony Setia Boedi Hoesodo
1 Februari 2024	- Usulan Perubahan Pengurus Anak Perusahaan SH Gas Laporan Management PT PGN Tbk Tahun 2023 <i>Unaudited</i> - Revisi Piagam Komite PMRPU - Tanggapan Dewan Komisaris terhadap Surat Direksi perihal Pre-FID Keikutsertaan Tender LNG Papua Utara - Tanggapan Dewan Komisaris terhadap Surat Direksi perihal FID Perpanjangan WK Ketapang - Update Progress Audit Laporan Keuangan 2023 - Realisasi Rencana Kerja Dewan Komisaris 2023 - Lain-lain	✓	✓	✓	✓	✓	✓	-
February 1, 2024	- Proposed Changes in the Management of SH Gas Subsidiary of the Unaudited 2023 Management Report of PT PGN Tbk - Revision of RMMBD Committee Charter - Board of Commissioners' Response to the Board of Directors' Letter regarding Pre-FID of North Papua LNG Tender Participation - Board of Commissioners' response to the Board of Directors' Letter regarding FID of Ketapang Working Area Extension - Update on Audit Progress of the 2023 Financial Statements - Realization of Board of Commissioners Work Plan 2023 - Others							
5 Februari 2024	- Usulan FID Perpanjangan WK Ketapang dengan Komitmen Kerja Pasti Pengeboran Eksplorasi Hikmah dan Perkasa - Lain-lain	✓	✓	✓	✓	✓	✓	-
February 5, 2024	- Proposed FID of Ketapang Working Area Extension with Definite Work Commitment of Hikmah and Perkasa Exploration Drilling - Others							

Tanggal Date	Agenda Rapat Meeting Agenda	Amien Sunaryadi	Luky Alfirman	Warih Sadono	Christian H. Siboro	Dini Shanti Purwono	Abdullah Aufa Fuad	Tony Setia Boedi Hoesodo
15 Februari 2024	1. Penilaian Kinerja Tahun 2023 bagi Dewan Komisaris, Direksi, Komite 2. Progres Audit Laporan Keuangan 2023 3. Revisi <i>Board Manual</i> 4. Bab Dewan Komisaris dan Komite Laporan Tahunan 2023 5. Rencana Pembentukan Komite Tata Kelola Terintegrasi 6. Lain-lain	✓	✓	✓	✓	✓	✓	-
February 15, 2024	1. Performance Appraisal Year 2023 for Board of Commissioners, Board of Directors, Committees 2. Progress of Audit of the 2023 Financial Statements 3. Revised Board Manual 4. Board of Commissioners and Committee Chapters of the 2023 Annual Report 5. Plan for the Establishment of Integrated Governance Committee 6. Others							
29 Februari 2024	1. Penilaian Kinerja Tahun 2023 bagi Dewan Komisaris, Direksi, Komite 2. Diskusi tentang Proses Pengusulan Perubahan Pengurus AP PGN yang diinisiasi oleh Holding. 3. Penjelasan tentang Hasil Evaluasi Fungsi Internal Audit 2023 4. Rencana Pembentukan Komite Tata kelola Terintegrasi 5. Lain-lain	✓	✓	✓	✓	✓	✓	-
February 29, 2024	1. Performance Appraisal Year 2023 for Board of Commissioners, Board of Directors, Committee 2. Discussion on the Process of Proposing Changes in PGN Subsidiary Management initiated by a Holding. 3. Explanation of the Evaluation Results of the Internal Audit Function in 2023 4. Plan for the Establishment of Integrated Governance Committee 5. Others							
1 Maret 2024	1. Pembahasan Hasil ABS Direksi 2. Masukan Komite atas KPI Kolegial Direksi 2023 dan KPI Direktorat 2023 3. Lain-lain	✓	✓	✓	✓	✓	✓	-
March 1, 2024	1. Discussion of ABS Results of the Board of Directors 2. Committee Input on Board of Directors Collegial KPI 2023 and Directorate KPI 2023 3. Others							

Tanggal Date	Agenda Rapat Meeting Agenda	Amien Sunaryadi	Luky Alfirman	Warih Sadono	Christian H. Siboro	Dini Shanti Purwono	Abdullah Aufa Fuad	Tony Setia Boedi Hoesodo
7 Maret 2024	- Hasil Penilaian Kinerja Tahun 2023 Komite, Dewan Komisaris, Direksi, dan Diskusi Kalibrasi Penilaian Kinerja Direksi bersama Direktur Utama - Penelahaan ketentuan internal terkait proses usulan Pengurus AP oleh Pemegang Saham - Tanggapan terkait Laporan Tahunan 2023 <i>Unaudited</i>. - Tanggapan atas <i>Flow Chart</i> FID <i>Threshold</i> Dewan Komisaris	✓	✓	✓	✓	✓	✓	-
March 7, 2024	- Results of Performance Appraisal Year 2023 of Committees, Board of Commissioners, Board of Directors, and Discussion on Calibration of Directors' Performance Appraisal with President Director - Review of internal provisions related to the Subsidiary Management proposal process by Shareholders. - Response to the 2023 Unaudited Annual Report. - Response to the Flow Chart of FID Threshold of the Board of Commissioners							
14 Maret 2024	<i>Draft</i> Surat Dewan Komisaris Persetujuan FID West Pangkah 06 Saka - Melihat kembali Persetujuan Dewan Komisaris terkait Perpanjangan WK Ketapang Saka - Strategi dan Mekanisme Kerja Komite Audit <i>Update</i> terkait Dispute Saka dengan PT Mahakarya Geo Survey (MGS) <i>Update</i> terkait Penyiapan FID <i>Threshold</i> Dewan Komisaris	✓	✓	✓	✓	✓	✓	-
March 14, 2024	- Draft Letter from the Board of Commissioners for Approval of FID West Pangkah 06 Saka - Review of the Board of Commissioners' Approval of Ketapang Saka Working Area Extension - Audit Committee Strategy and Working Mechanism - Update on Saka's Dispute with PT Mahakarya Geo Survey (MGS) - Update on FID Threshold Preparation for the Board of Commissioners							

Tanggal Date	Agenda Rapat Meeting Agenda	Amien Sunaryadi	Luky Alfirman	Warih Sadono	Christian H. Siboro	Dini Shanti Purwono	Abdullah Aufa Fuad	Tony Setia Boedi Hoesodo
28 Maret 2024	- SK Dewan Komisaris PT PGN Tbk tentang Pembentukan, Pengangkatan Anggota-anggota dan Penetapan Piagam Komite Tata Kelola Terintegrasi PT PGN Tbk - Tanggapan Permohonan Persetujuan FID Inisiatif Investasi Upgrading Stasiun Panaran Batam - Evaluasi Kajian Persiapan Jon Domain PGN Group - Lain-lain	✓	✓	✓	✓	✓	✓	-
March 28, 2024	- Decree of the Board of Commissioners of PT PGN Tbk on the Establishment, Appointment of Members, and Determination of the Integrated Governance Committee Charter of PT PGN Tbk - Response to Application for FID Approval of Investment Initiative for Upgrading Panaran Station in Batam - Evaluation of Jon Domain PGN Group Preparation Study - Others							
4 April 2024	- Penjelasan Kajian persiapan implementasi <i>single domain</i> pertamina.com di SH Gas - Penjelasan penyesuaian struktur organisasi BOD-1 - Penjelasan Program TJSL - Realisasi 2023 dan Rencana 2024 - Realisasi Rencana Kerja dan KPI Dewan Komisaris TW I tahun 2024 - Kalender Kegiatan Dewan Komisaris April 2024	✓	✓	✓	✓	✓	✓	-
April 4, 2024	- Explanation of Study on the preparation of pertamina.com single domain implementation in SH Gas - Explanation of BOD-1 organizational structure adjustment - Explanation of the TJSL Program - 2023 Realization and 2024 Plan - Realization of Work Plan and KPI of Board of Commissioners in Q1 of 2024 - Board of Commissioners Activity Calendar for April 2024							

Tanggal Date	Agenda Rapat Meeting Agenda	Amien Sunaryadi	Luky Alfirman	Warih Sadono	Christian H. Siboro	Dini Shanti Purwono	Abdullah Aufa Fuad	Tony Setia Boedi Hoesodo
2 Mei 2024	- Usulan Perubahan Pengurus Anak Perusahaan dan Draft Surat Dewan Komisaris kepada Direktur Utama PGN - Usulan Kantor Akuntan Publik Tahun Buku 2024 dan Draft Surat Dewan Komisaris kepada Direktur Utama Pertamina - Usulan Tantiem 2023 dan Remunerasi 2024 Direksi dan Dewan Komisaris dan Draft Surat Dewan Komisaris kepada Direktur Utama Pertamina - Draft Surat Dewan Komisaris ke Direktur Utama PGN perihal tanggapan atas Permohonan Persetujuan Penggabungan SOR IV kedalam SOR III dan perihal Tanggapan atas Laporan Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) TJSL PGN - Draft Surat Dewan Komisaris kepada Dirut Pertamina perihal Laporan Realisasi KPI Dewan Komisaris TW I 2024 dan perihal Laporan Pengawasan Dewan Komisaris Tahun Buku 2023 - Rencana Jangka Panjang PGN Tahun 2024 - 2029 Suplemen 2034	✓	-	✓	✓	✓	✓	-
May 2, 2024	- Proposed Changes to the Management of Subsidiaries and Draft Letter from the Board of Commissioners to the President Director of PGN - Proposal of Public Accounting Firm for the 2024 Fiscal Year and Draft Letter from the Board of Commissioners to the President Director of Pertamina - Proposed 2023 Tantiem and 2024 Remuneration for Board of Directors and Board of Commissioners and Draft Letter from Board of Commissioners to President Director of Pertamina - Draft Letter from the Board of Commissioners to PGN's President Director regarding response to Request for Approval of Merger of SOR IV into SOR III and regarding Response to PGN's CSR Micro and Small Business Funding Report (PUMK) - Draft Letter from the Board of Commissioners to the President Director of Pertamina regarding the KPI Realization Report of the Board of Commissioners for Q1 of 2024 and regarding the Board of Commissioners Supervisory Report for the 2023 Fiscal Year. - PGN Long-Term Plan 2024 - 2029 Supplement 2034							

Tanggal Date	Agenda Rapat Meeting Agenda	Amien Sunaryadi	Luky Alfirman	Warih Sadono	Christian H. Siboro	Dini Shanti Purwono	Abdullah Aufa Fuad	Tony Setia Boedi Hoesodo
8 Mei 2024	1. Penetapan Pimpinan RUPST 2. Rencana Jangka Panjang PGN Tahun 2024-2028 Suplemen 2034 3. Lain-lain	✓	-	✓	✓	✓	✓	-
May 8, 2024	1. Determination of AGMS Leadership 2. PGN Long-Term Plan 2024 - 2028 Supplement 2034 3. Others							
15 Mei 2024	1. Rencana Jangka Panjang PGN Tahun 2024 - 2029 Suplemen 2034 2. Usulan <i>Draft</i> KPI Direksi Individual PT PGN Tbk Tahun 2024 3. Lain-lain	✓	-	✓	✓	✓	✓	-
May 15, 2024	1. PGN Long-Term Plan 2024 - 2029 Supplement 2034 2. Proposed KPI Draft for Individual Directors of PT PGN Tbk in 2024 3. Others							
27 Mei 2024	1. Tanggapan Dewan Komisaris atas Usulan Agenda RUPST PGN terkait Penugasan Khusus kepada Perseroan 2. Lain-lain	✓	-	✓	✓	✓	✓	-
May 27, 2024	1. Board of Commissioners' Response to PGN's AGMS Agenda Proposal related to Special Assignment to the Company 2. Others							
6 Juni 2024	1. Perkenalan Komisaris Independen Bapak Tony SB Hoesodo 2. Surat Tanggapan Dewan Komisaris ke Direksi : a. Usulan Pemberhentian CAE b. Evaluasi KAP atas Pelaksanaan Audit Konsolidasi 2023 3. Pembagian Tugas Dewan Komisaris 4. Lain-lain	✓	✓	✓	✓	✓	✓	✓
June 6, 2024	1. Introduction of Independent Commissioner, Mr. Tony SB Hoesodo 2. Response Letter from the Board of Commissioners to the Board of Directors: a. Proposed CAE Dismissal b. Evaluation of KAP on the Implementation of the 2023 Consolidated Audit 3. Division of the Board of Commissioners' Duties 4. Others							

Tanggal Date	Agenda Rapat Meeting Agenda	Amien Sunaryadi	Luky Alfirman	Warih Sadono	Christian H. Siboro	Dini Shanti Purwono	Abdullah Aufa Fuad	Tony Setia Boedi Hoesodo
20 Juni 2024	1. Tanggapan Usulan Pemberhentian <i>Corporate Secretary</i> PGN 2. Tanggapan Usulan <i>Corporate Secretary</i> PGN 3. Pendapat KPMRPU atas Penyampaian Tanggapan dan Dokumen Pendukung atas Persetujuan Inisiatif Investasi Kegiatan <i>Drilling</i> Ronggolawe 4. Usulan Pengangkatan Tenaga Ahli Dewan Komisaris 5. Lain-lain	✓	✓	✓	✓	✓	✓	✓
June 20, 2024	1. Response to the Proposed Dismissal of PGN's Corporate Secretary 2. Response to the Proposed Corporate Secretary of PGN 3. The RMMBD Committee's Opinion on the Submission of Responses and Supporting Documents for the Approval of Investment Initiatives for Ronggolawe Drilling Activities 4. Proposed Appointment of Board of Commissioners Expert 5. Others							
8 Juli 2024	1. Hasil Wawancara Dewan Komisaris dengan Kandidat <i>Corporate Secretary</i> 2. Lain-lain	✓	✓	✓	✓	✓	✓	✓
July 8, 2024	1. Results of the Board of Commissioners Interview with Corporate Secretary Candidate 2. Others							
15 Juli 2024	1. Hasil Wawancara Dewan Komisaris dengan Kandidat <i>Corporate Secretary</i> 2. Lain-lain	✓	✓	✓	✓	✓	✓	✓
July 15, 2024	1. Results of the Board of Commissioners Interview with Corporate Secretary Candidate 2. Others							
23 Juli 2024	1. Penelaahan Laporan Manajemen Juni 2024 2. Penelaahan <i>Executive Summary</i> Usulan Revisi <i>Board Manual</i> 3. Tanggapan atas Permohonan Persetujuan Usulan Penyesuaian Struktur Organisasi Dasar (BOD-1) 4. Lain-lain	✓	✓	✓	✓	✓	✓	✓
July 23, 2024	1. Review of June 2024 Management Report 2. Review of Executive Summary of the Proposed Revision of the Board Manual 3. Response to Request for Approval of Proposed Adjustment of Basic Organizational Structure (BOD-1) 4. Others							

Tanggal Date	Agenda Rapat Meeting Agenda	Amien Sunaryadi	Luky Alfirman	Warih Sadono	Christian H. Siboro	Dini Shanti Purwono	Abdullah Aufa Fuad	Tony Setia Boedi Hoesodo
30 Juli 2024	1. Tanggapan atas Penaatan Kembali Usulan <i>Corporate Secretary</i> Perusahaan 2. Tanggapan atas Permohonan Arahan dan Persetujuan Draft KPI Direksi Individual Direktorat Komersial, Direktorat Keuangan dan Direktur Manajemen Risiko Tahun 2024 Pasca RUPST PGN 30 Mei 2024 3. Lain-lain	✓	✓	✓	✓	✓	✓	✓
July 30, 2024	1. Response to the Reorganization of the Company's Corporate Secretary Proposal 2. Response to Request for Direction and Approval of Draft KPI for Individual Directors of Commercial Directorate, Finance Directorate, and Risk Management Director for 2024 Post PGN AGMS dated May 30, 2024 3. Others							
11 & 12 Agustus 2024	Tanggapan atas Permohonan FID Investasi Perpanjangan WK Muara Bakau	✓	✓	✓	✓	✓	✓	✓
August 11 & 12, 2024	Response to Investment FID Request for Muara Bakau WK Extension							
12 Agustus 2024	Tanggapan atas Permohonan Persetujuan Tindakan Yang Belum Ditetapkan dalam RKAP 2024 terkait Rencana Kerja dan Anggaran WK Muara Bakau	✓	✓	✓	✓	✓	✓	✓
August 12, 2024	Response to Request for Approval of Undetermined Actions in the 2024 ABOP related to the Muara Bakau WK Work Plan and Budget							
20 Agustus 2024	1. Tanggapan KPMRPU atas Perubahan Nilai Total Investasi Proyek Pipa Minyak Rokan 2. Usulan Persetujuan <i>Code of Conduct</i> , Benturan Kepentingan & Pengendalian Gratifikasi 3. <i>Update</i> Usulan RKA Muara Bakau 4. Lain-lain	✓	✓	✓	✓	✓	✓	✓
August 20, 2024	1. The RMMBD Committee's response to the change in the total investment value of the Rokan Oil Pipeline Project; 2. Proposed Approval of Code of Conduct, Conflict of Interest & Gratification Control; 3. Update on Muara Bakau Work Plan and Budget Proposal; 4. Others							

Tanggal Date	Agenda Rapat Meeting Agenda	Amien Sunaryadi	Luky Alfirman	Warih Sadono	Christian H. Siboro	Dini Shanti Purwono	Abdullah Aufa Fuad	Tony Setia Boedi Hoesodo
30 Agustus 2024	Pembahasan Perubahan Nilai Total Investasi Proyek Pipa Minyak Rokan	✓	✓	✓	✓	✓	✓	✓
August 30, 2024	Discussion of Changes in the Total Investment Value of the Rokan Oil Pipeline Project							
5 September 2024	1. Usulan Perubahan Pengurus Anak Perusahaan di Lingkungan Subholding Gas 2. Lain-lain	✓	✓	✓	✓	✓	✓	✓
September 5, 2024	1. Proposed Changes in the Management of Subsidiaries within the Gas Sub-holding 2. Others							
12 September 2024	1. Sekilas <i>Cybersecurity</i> di PGN 2. Tanggapan Presentasi Kinerja Juni 2024 3. Tanggapan Usulan Revisi RKAP 2024 4. Lain-lain	✓	✓	✓	✓	✓	✓	✓
September 12, 2024	1. About <i>Cybersecurity</i> in PGN 2. Response to the June 2024 Performance Presentation 3. Response to the 2024 ABOP Revision Proposal 4. Others							
19 September 2024	1. Tanggapan Usulan Revisi RKAP 2024 2. Tanggapan Usulan RKAP 2025 <i>Draft</i> 3 3. Lain-lain	✓	✓	✓	✓	✓	✓	✓
September 19, 2024	1. Response to the 2024 ABOP Revision Proposal 2. Response to the 2025 ABOP <i>Draft</i> 3 Proposal 3. Others							
30 September 2024	1. Pembahasan Penetapan Penghargaan Atas Kinerja Tahunan Tahun 2023 dan Remunerasi Tahun 2024 Anggota Direksi dan Dewan Komisaris PT PGN 2. Lain-lain	✓	✓	✓	✓	✓	✓	✓
September 30, 2024	1. Discussion on the Determination of Annual Performance Awards in 2023 and Remuneration in 2024 for Members of the Board of Directors and Board of Commissioners of PT PGN 2. Others							

Tanggal Date	Agenda Rapat Meeting Agenda	Amien Sunaryadi	Luky Alfirman	Warih Sadono	Christian H. Siboro	Dini Shanti Purwono	Abdullah Aufa Fuad	Tony Setia Boedi Hoesodo
9 Oktober 2024	1. Tanggapan Tindak Lanjut Penyesuaian Struktur Organisasi BOD -1 2. Tanggapan Usulan Perubahan Pengurus Anak Perusahaan PGN 3. Tanggapan Usulan Revisi RKAP 2024 dan <i>Update</i> Proyek Rokan 4. Paparan <i>Review Annual Audit Plan</i> 2024 5. <i>Update</i> Usulan Revisi Pedoman COI dan Pedoman Pengendalian Gratifikasi 6. Realisasi KPI Dewan Komisaris TW 3 2024 7. Lain-lain	✓	✓	✓	✓	✓	✓	✓
October 9, 2024	1. Response to Follow-up on Adjustment of BOD Organizational Structure -1 2. Response to the Proposed Changes in the Management of PGN Subsidiaries 3. Response to the Proposed 2024 ABOP Revision and Rokan Project Update 4. Exposure of Annual Audit Plan 2024 Review 5. Update on the Proposed Revision of Guidelines for COI and Gratification Control 6. Realization of KPIs of the Board of Commissioners for Quarter 3 of 2024 7. Others							
24 Oktober 2024	1. Tanggapan Tindak Lanjut Penyesuaian Struktur Organisasi BOD -1 2. Tanggapan Usulan Perubahan Pengurus Anak Perusahaan PGN 3. Tanggapan Usulan Revisi RKAP 2024 dan <i>Update</i> Proyek Rokan 4. Paparan <i>Review Annual Audit Plan</i> 2024 5. <i>Update</i> Usulan Revisi Pedoman COI dan Pedoman Pengendalian Gratifikasi 6. Realisasi KPI Dewan Komisaris TW 3 2024 7. Lain-lain	✓	✓	✓	✓	✓	✓	✓
October 24, 2024	1. Response to Follow-up on Adjustment of BOD Organizational Structure -1 2. Response to the Proposed Changes in the Management of PGN Subsidiaries 3. Response to the Proposed 2024 ABOP Revision and Rokan Project Update 4. Exposure of Annual Audit Plan 2024 Review 5. Update on the Proposed Revision of Guidelines for COI and Gratification Control 6. Realization of KPIs of the Board of Commissioners for Quarter 3 of 2024 7. Others							

Tanggal Date	Agenda Rapat Meeting Agenda	Amien Sunaryadi	Luky Alfirman	Warih Sadono	Christian H. Siboro	Dini Shanti Purwono	Abdullah Aufa Fuad	Tony Setia Boedi Hoesodo
31 Oktober 2024	- Tanggapan Permohonan Persetujuan FID dan Tindakan Yang Belum Ditetapkan RKAP 2024 Pengeboran Sumur UPB – 18 WK Pangkah PT Saka Energi Indonesia; - Tanggapan Laporan dan Permohonan Persetujuan Tindak Lanjut atas Inisiatif <i>Unlock Value</i> PT Saka Energi Indonesia. - Lain-lain	✓	✓	✓	✓	✓	✓	✓
October 31, 2024	- Response to the Request for FID Approval and Undetermined Action of ABOP 2024 Drilling UPB - 18 WK Pangkah Well of PT Saka Energi Indonesia - Response to the Report and Request for Approval of Follow-up on Unlock Value Initiative of PT Saka Energi Indonesia - Others							
7 November 2024	- Tanggapan Permohonan Persetujuan Investasi dan Tindakan yang Belum Ditetapkan dalam RKAP 2024 atas Usulan Investasi Infrastruktur Gas Pipa <i>Customer Attachment</i> Rumah Tangga Gas Kita PGN Sayang Ibu (Jargas SOR III) - Tanggapan Permohonan Persetujuan Tindakan yang Belum Ditetapkan dalam RKAP 2024 Rencana Kerja dan Anggaran Revitalisasi Stasiun Gas PGN di Muara Karang - Tanggapan Permohonan Persetujuan Revisi RAT <i>Top Risk</i> 2024 terkait Gunvor - Lain-lain	✓	✓	✓	✓	✓	✓	✓
November 7, 2024	- Response to the Request for Investment Approval and Undetermined Actions in the 2024 ABOP for the Proposed Investment in Gas Pipeline Infrastructure for Gaskita PGN Sayang Ibu Household Customer Attachment (Jargas SOR III) - Response to the Request for Approval of Undetermined Actions in the 2024 ABOP for Revitalization of PGN Gas Station in Muara Karang - Response to the Request for Approval of the Revision of RAT Top Risk 2024 related to Gunvor - Others							

Tanggal Date	Agenda Rapat Meeting Agenda	Amien Sunaryadi	Luky Alfirman	Warih Sadono	Christian H. Siboro	Dini Shanti Purwono	Abdullah Aufa Fuad	Tony Setia Boedi Hoesodo
18 November 2024	- Tanggapan atas Permohonan Persetujuan Tindakan Yang Belum Ditetapkan dalam RKAP 2024 Rencana Kerja dan Anggaran Restaging Compressor C505J dan C306 PT Pertamina Gas SKG Cilamaya di <i>Operation West Java Area</i> - Update terkait <i>Booster Pump</i> Pipa Minyak Rokan - Lain-lain	✓	✓	✓	✓	✓	✓	✓
November 8, 2024	- Response to the Request for Approval of Undetermined Actions in the 2024 ABOP for Restaging Compressor C505J and C306 of PT Pertamina Gas SKG Cilamaya in West Java Operation Area - Update on Rokan Oil Pipeline Booster Pump - Others							
25 November 2024	- Review Laporan Manajemen Periode Oktober 2024 - Persetujuan KPI Dewan Komisaris, Rencana Kerja Dewan Komisaris dan Rencana Kerja Komite Dewan Komisaris Tahun 2025 - Tanggapan Permohonan Persetujuan Tindakan Yang Belum Ditetapkan dalam RKAP 2024 terkait Rencana Kerja dan Anggaran N2 Injection LNG Tank 1,3,5 PT Perta Arun Gas - Review Usulan Revisi RKAP 2024 - Review Usulan RKAP 2025 - Lain-lain	✓	✓	✓	✓	✓	✓	✓
November 25, 2024	- Review of Management Report for October 2024 - Approval of the KPIs of the Board of Commissioners, the Work Plan of the Board of Commissioners and the Work Plan of the Board of Commissioners Committee for 2025 - Response to Request for Approval of Undetermined Actions in the 2024 RKAP related to the Work Plan and Budget of N2 Injection LNG Tank 1,3,5 PT Perta Arun Gas - Review of the Proposed Revision of the 2024 RKAP - Review of the Proposed 2025 RKAP - Others							

Tanggal Date	Agenda Rapat Meeting Agenda	Amien Sunaryadi	Luky Alfirman	Warih Sadono	Christian H. Siboro	Dini Shanti Purwono	Abdullah Aufa Fuad	Tony Setia Boedi Hoesodo
28 November 2024	1. Review Laporan Manajemen Periode Oktober 2024 2. Review Usulan Revisi RKAP 2024 3. Review Usulan RKAP 2025 Persetujuan KPI Dewan Komisaris, Rencana Kerja Dewan Komisaris dan Rencana Kerja Komite Dewan Komisaris Tahun 2025 4. Lain-lain	✓	✓	✓	✓	✓	✓	✓
November 28, 2024	1. Review of Management Report for October 2024 2. Review of Proposed Revision of ABOP 2024 3. Review of Proposed ABOP 2025 Approval of KPIs of the Board of Commissioners, Board of Commissioners Work Plan and Board of Commissioners' Committee Work Plan 2025 4. Others							
3 Desember 2024	1. Kebijakan Manajemen Risiko 2. Review Usulan Perubahan Pengurus Anak Perusahaan PGN 3. Lain-lain	✓	✓	✓	✓	✓	✓	✓
December 3, 2024	1. Risk Management Policy 2. Review of the Proposed Changes in the Management of PGN Subsidiaries 3. Others							
6 Desember 2024	1. Tanggapan atas Permohonan Usulan Tindakan Yang Belum Ditetapkan dalam RKAP 2024 atas Usulan Investasi Pemasangan Infrastruktur Pipa Gas <i>Customer Attachment</i> Rumah Tangga Gaskita PGN Sayang Ibu ("PSI") SOR III Tahun 2024 2. Review Usulan Revisi RKAP 2024 3. Lain-lain	✓	✓	✓	✓	✓	✓	✓
December 6, 2024	1. Response to the Request for Proposed Undetermined Actions in the 2024 ABOP for the Proposed Investment in the Installation of Gas Pipeline Infrastructure for Gaskita PGN Sayang Ibu Household Customer Attachment ("PSI") SOR III Year 2024 2. Review of the Proposed 2024 ABOP Revision 3. Others							

Tanggal Date	Agenda Rapat Meeting Agenda	Amien Sunaryadi	Luky Alfirman	Warih Sadono	Christian H. Siboro	Dini Shanti Purwono	Abdullah Aufa Fuad	Tony Setia Boedi Hoesodo
12 Desember 2024	- Paparan <i>Review</i> Laporan Hasil Pengawasan Internal Audit TW II dan Tanggapan Laporan Kegiatan Fungsi Internal Audit TW III 2024 - Paparan <i>Review</i> Laporan Pengelolaan Pengaduan SH Gas TW III 2024 dari PT Pertamina (Persero) - Update RKAP 2025 - Lain-lain	✓	✓	✓	✓	✓	✓	✓
December 12, 2024	- Exposure to the Review of Internal Audit Monitoring Report for Q2 and Response to the Internal Audit Function Activity Report for Q3 of 2024 - Exposure to the Review of SH Gas Complaint Management Report for Q3 of 2024 from PT Pertamina (Persero) 2025 ABOP Update - Others							

Tanggal Date	Agenda Rapat Meeting Agenda	Amien Sunaryadi	Luky Alfirman	Warih Sadono	Christian H. Siboro	Dini Shanti Purwono	Abdullah Aufa Fuad	Tony Setia Boedi Hoesodo
27 & 29 Desember 2024	1. Tanggapan terkait Permohonan Persetujuan Investasi (FID) atas Usulan Pembangunan Gedung Kantor PGN MIRRA 2. Tanggapan terkait Permohonan Persetujuan Investasi (FID) Pembangunan Infrastruktur Pipa West Natuna <i>Transportation System</i> ke Pulau Pemping 3. Tanggapan terkait Permohonan Persetujuan Investasi (FID) Pembangunan Pipa Distribusi Tegal-Cilacap untuk Penyaluran kepada RU IV Cilacap 4. Tanggapan terkait Permohonan Persetujuan Investasi (FID) Proyek Pembangunan Fasilitas Penyimpanan LNG untuk Terminal LNG Jawa Timur (Flat Bottom) 5. Tanggapan terkait Penyampaian Dokumen Pelengkap untuk Usulan Investasi Pemasangan Infrastruktur Pipa Gas <i>Customer Attachment</i> Rumah Tangga Gas Kita PGN Sayang Ibu ("PSI") SOR III 6. Tanggapan terkait Usulan RAT <i>Top Risk</i> 2025 7. <i>Update</i> Usulan RKAP 2025 8. Lain-lain.	✓	✓	✓	✓	✓	✓	✓
Desember 27 & 29, 2024	1. Response to the Investment Approval Request (FID) for the Proposed Construction of PGN MIRRA Office Building 2. Response to the Request for Investment Approval (FID) for the Construction of West Natuna Transportation System Pipeline Infrastructure to Pemping Island 3. Response to the Request for Investment Approval (FID) for the Construction of the Tegal-Cilacap Distribution Pipeline for Distribution to RU IV Cilacap 4. Response to the Request for Investment Approval (FID) for the Construction of LNG Storage Facilities for East Java LNG Terminal (Flat Bottom) 5. Response to the Submission of Supplementary Documents for the Investment Proposal to Install Gas Pipeline Infrastructure for Gas Kita PGN Sayang Ibu Household Customer Attachment ("PSI") SOR III 6. Response related to the Proposed RAT Top Risk 2025 7. Update on the Proposed 2025 ABOP 8. Others							
Persentase Kehadiran Masing-masing Anggota Attendance Percentage of Each Member		100%	100%	100%	100%	100%	100%	100%

Rapat Gabungan Dewan Komisaris dan Direksi

Joint Meeting of the Board of Commissioners and Board of Directors

RAPAT GABUNGAN DEWAN KOMISARIS DAN DIREKSI

Joint Meeting of the Board of Commissioners and Board of Directors

No.	Tanggal Date	Komisaris yang Hadir Commissioners Present	Direktur yang Hadir Directors Present	Agenda Agenda
1.	25 Januari 2024 January 25, 2024	- Amien Sunaryadi - Luky Alfirman - Warih Sadono - Christian H. Siboro - Dini Shanti Purwono - Abdullah Aufa Fuad	- Arief S. Handoko - Fadjar H. Widodo - Beni S. Hidayat - Harry Budi Sidharta - Rosa Permata Sari - Ratih Esti Prihatini	- Capaian Tahun 2023 - Learnings dari Tahun 2023 Untuk Lebih Baik di Tahun 2024 - Lain-lain - Achievement in 2023 - Learnings from 2023 To Be Better in 2024 - Others
2.	23 Februari 2024 February 23, 2024	- Amien Sunaryadi - Luky Alfirman - Warih Sadono - Christian H. Siboro - Dini Shanti Purwono - Abdullah Aufa Fuad	- Arief S. Handoko - Fadjar H. Widodo - Beni S. Hidayat - Harry Budi Sidharta - Rosa Permata Sari - Ratih Esti Prihatini	- Laporan Manajemen Januari 2023 khusus bagian - Pengelolaan SDM - Pengelolaan ICT - Update Kontrak LNG Gunvor - Update Progress Audit Laporan Keuangan 2023 - January 2023 Management Report specific section - HR Management; - ICT Management; - Update on the LNG Gunvor Contract - Update on Progress of Audit of the 2023 Financial Statements
3.	22 Maret 2024 March 22, 2024	- Amien Sunaryadi - Luky Alfirman - Warih Sadono - Christian H. Siboro - Dini Shanti Purwono - Abdullah Aufa Fuad	- Arief S. Handoko - Fadjar H. Widodo - Beni S. Hidayat - Harry Budi Sidharta - Rosa Permata Sari - Ratih Esti Prihatini	- Melihat kembali ABI terkait perpanjangan WK Ketapang - Capaian operasional dan keuangan Februari 2024 dan Top Risk 2024 - Update jadwal RUPST 2024 - Penjelasan proses bisnis baru - Revisit the ABI regarding the Ketapang Working Area extension. - February 2024 operational and financial achievements and Top Risk 2024 - Update on 2024 AGMS schedule - Explanation of new business process
4.	26 April 2024 April 26, 2024	- Amien Sunaryadi - Warih Sadono - Christian H. Siboro - Dini Shanti Purwono - Abdullah Aufa Fuad	- Arief S. Handoko - Fadjar H. Widodo - Beni S. Hidayat - Harry Budi Sidharta - Rosa Permata Sari - Ratih Esti Prihatini	- Paparan Analisa Risiko Dampak Krisis Timur Tengah (Serangan Iran ke Israel) Terhadap Subholding Gas - Laporan Manajemen TW I Tahun 2024 - RJPP Perusahaan 2024-2029 Suplemen 2034 - Presentation of Risk Analysis of the Impact of the Middle East Crisis (Iran's Strikes on Israel) on the Gas Subholding - Management Report for the 1st Quarter of 2024 - Company RJPP 2024-2029 Supplement 2034
5.	21 Mei 2024 May 21, 2024	- Amien Sunaryadi - Warih Sadono - Christian H. Siboro - Dini Shanti Purwono - Abdullah Aufa Fuad	- Arief S. Handoko - Fadjar H. Widodo - Beni S. Hidayat - Harry Budi Sidharta - Rosa Permata Sari - Ratih Esti Prihatini	- RJPP 2024-2029 Suplemen 2034 - Update Persiapan RUPST Tahun Buku 2023 - Lain-lain - RJPP 2024-2029 Supplement 2034 - Update on Preparation of the 2023 Fiscal Year AGMS - Others
6.	28 Mei 2024 May 28, 2024	- Amien Sunaryadi - Warih Sadono - Christian H. Siboro - Dini Shanti Purwono - Abdullah Aufa Fuad	- Arief S. Handoko - Fadjar H. Widodo - Beni S. Hidayat - Harry Budi Sidharta - Rosa Permata Sari - Ratih Esti Prihatini	- Usulan Keputusan RUPST 2024 - Laporan Manajemen April 2024 - Lain-lain - Proposal of the 2024 AGMS Resolutions; - April 2024 Management Report; - Others
7.	1 Juli 2024 July 1, 2024	- Amien Sunaryadi - Luky Alfirman - Warih Sadono - Christian H. Siboro - Dini Shanti Purwono - Abdullah Aufa Fuad - Tony S.B Hoesodo	- Arief S. Handoko - Fadjar H. Widodo - Harry Budi Sidharta - Rosa Permata Sari - Ratih Esti Prihatini - Rachmat Hutama - Arief Kurnia Risdianto	- Penjelasan Usulan Corporate Secretary PGN - Progres dan Capaian Tugas Divisi Engineering and Technology, Divisi Project Management Office dan Divisi City Gas Project sampai dengan akhir Juni 2024 - Laporan Manajemen Periode Mei Tahun 2024 - Update kasus-kasus masa lalu - Lain-lain - Explanation of PGN Corporate Secretary Proposal - Progress and Achievements of Tasks of the Engineering and Technology Division, Project Management Office Division, and City Gas Project Division until the end of June 2024 - Management Report for the period of May 2024 - Update on past cases - Others

No.	Tanggal Date	Komisaris yang Hadir Commissioners Present	Direktur yang Hadir Directors Present	Agenda Agenda
8.	25 Juli 2024 July 25, 2024	- Amien Sunaryadi - Luky Alfirman - Warih Sadono - Christian H. Siboro - Dini Shanti Purwono - Abdullah Aufa Fuad - Tony S.B Hoesodo	- Arief S. Handoko - Fadjar H. Widodo - Harry Budi Sidharta - Rosa Permata Sari - Ratih Esti Prihatini - Rachmat Utama - Arief Kurnia Risdianto	- Laporan Manajemen TW 2 Tahun 202 - Antisipasi Regulasi Baru terkait HGBT - Diskusi : Cara PGN menjadi Raksasa Gas – RUPG – Bisnis LNG - Lain-lain - Management Report for Q2 of 2024 - Anticipation of New HGBT-related Regulations - Discussion: How PGN became a Powerhouse of Gas - RUPG - LNG Business - Others
9.	8 Agustus 2024 August 8, 2024	- Amien Sunaryadi - Luky Alfirman - Warih Sadono - Christian H. Siboro - Dini Shanti Purwono - Abdullah Aufa Fuad - Tony S.B Hoesodo	- Arief S. Handoko - Fadjar H. Widodo - Harry Budi Sidharta - Rosa Permata Sari - Ratih Esti Prihatini - Rachmat Utama - Arief Kurnia Risdianto	Klasterisasi Bisnis PGN Group Clustering PGN Group's Business
10.	22 Agustus 2024 August 22, 2024	- Amien Sunaryadi - Luky Alfirman - Warih Sadono - Christian H. Siboro - Dini Shanti Purwono - Abdullah Aufa Fuad - Tony S.B Hoesodo	- Arief S. Handoko - Fadjar H. Widodo - Harry Budi Sidharta - Rosa Permata Sari - Ratih Esti Prihatini - Rachmat Utama - Arief Kurnia Risdianto	- Update Reviu Laporan Keuangan PGN Periode 30 Juni 2024 - Laporan Manajemen Periode Juli 2024 - Hal-hal penting lain yang perlu dilaporkan kepada Dewan Komisaris - Update on the Review of PGN's Financial Statements for June 30, 2024 - July 2024 Management Report - Other important matters that need to be reported to the Board of Commissioners
11.	29 Agustus 2024 August 29, 2024	- Amien Sunaryadi - Luky Alfirman - Warih Sadono - Christian H. Siboro - Dini Shanti Purwono - Abdullah Aufa Fuad - Tony S.B Hoesodo	- Arief S. Handoko - Fadjar H. Widodo - Harry Budi Sidharta - Rosa Permata Sari - Ratih Esti Prihatini - Rachmat Utama - Arief Kurnia Risdianto	- Peningkatan Kinerja Operasional Jargas: - Perbaikan Struktur Organisasi, Proses Bisnis dan Kompetensi Personel - Perbaikan Program Pemasaran dan Penjualan - Progres Pembangunan Jargas per akhir Juli 2024 - Hal-hal penting lain yang perlu dilaporkan kepada Dewan Komisaris - Improvement of Jargas Operational Performance: - Improvement of Organizational Structure, Business Process and Employee Competence; - Improvement of Marketing and Sales Program; c. Jargas Development Progress as of the end of July 2024. - Other important matters that need to be reported to the Board of Commissioners
12.	24 September 2024 September 24, 2024	- Amien Sunaryadi - Luky Alfirman - Warih Sadono - Christian H. Siboro - Dini Shanti Purwono - Abdullah Aufa Fuad - Tony S.B Hoesodo	- Arief S. Handoko - Fadjar H. Widodo - Harry Budi Sidharta - Rosa Permata Sari - Ratih Esti Prihatini - Rachmat Utama - Arief Kurnia Risdianto	- Laporan Manajemen Bulan Agustus 2024 - Usulan Revisi RKAP 2024 - Lain-lain - August 2024 Management Report - Proposal for the 2024 ABOP Revision - Others
13.	17 Oktober 2024 October 17, 2024	- Amien Sunaryadi - Luky Alfirman - Warih Sadono - Christian H. Siboro - Dini Shanti Purwono - Abdullah Aufa Fuad - Tony S.B Hoesodo	- Arief S. Handoko - Fadjar H. Widodo - Harry Budi Sidharta - Rosa Permata Sari - Ratih Esti Prihatini - Rachmat Utama - Arief Kurnia Risdianto	- Usulan - 4 RKAP 2025 - Update Kontrak Kerjasama Gunvor - Lain-lain - Proposal - Four ABOP for 2025 - Update on the Gunvor Cooperation Contract - Others
14.	29 Oktober 2024 October 29, 2024	- Amien Sunaryadi - Luky Alfirman - Warih Sadono - Christian H. Siboro - Dini Shanti Purwono - Abdullah Aufa Fuad - Tony S.B Hoesodo	- Arief S. Handoko - Fadjar H. Widodo - Harry Budi Sidharta - Rosa Permata Sari - Ratih Esti Prihatini - Rachmat Utama - Arief Kurnia Risdianto	- Laporan Manajemen Periode September 2024 - Rencana Pengembangan Bisnis LNG PGN Group al. <i>Scope of businesses, Units in Charge, People</i>, Pasokan - Hal-hal lain yang perlu dilaporkan kepada Dewan Komisaris - September 2024 Management Report - PGN Group LNG Business Development Plan a. <i>Scope of businesses, Units in Charge, People, Supply</i> - Other matters that need to be reported to the Board of Commissioners
15.	29 November 2024 November 29, 2024	- Amien Sunaryadi - Luky Alfirman - Warih Sadono - Christian H. Siboro - Dini Shanti Purwono - Abdullah Aufa Fuad - Tony S.B Hoesodo	- Arief S. Handoko - Fadjar H. Widodo - Harry Budi Sidharta - Rosa Permata Sari - Ratih Esti Prihatini - Rachmat Utama - Arief Kurnia Risdianto	- Laporan Manajemen Periode Oktober 2024 - Update Unlock Value PT Saka Energi Indonesia - Hal-hal lain yang perlu dilaporkan kepada Dewan Komisaris - October 2024 Management Report - Update on Unlock Value of PT Saka Energi Indonesia - Other matters that need to be reported to the Board of Commissioners

No.	Tanggal Date	Komisaris yang Hadir Commissioners Present	Direktur yang Hadir Directors Present	Agenda Agenda
16.	18 Desember 2024 December 18, 2024	- Amien Sunaryadi - Luky Alfirman - Warih Sadono - Christian H. Siboro - Dini Shanti Purwono - Abdullah Aufo Fuad - Tony S.B Hoesodo	- Arief S. Handoko - Fadjar H. Widodo - Harry Budi Sidharta - Rosa Permata Sari - Ratih Esti Prihatini - Rachmat Hutama - Arief Kurnia Risdianto	- Laporan Manajemen Periode November 2024 - Usulan RKAP 2025 - Kalender Kegiatan Dewan Komisaris Tahun 2025 - Hal-hal lain yang perlu dilaporkan kepada Dewan Komisaris - November 2024 Management Report - Proposed ABOP 2025 - Board of Commissioners Activity Calendar for 2025 - Other matters that need to be reported to the Board of Commissioners
Persentase Kehadiran Attendance Percentage		100%	100%	

PENILAIAN KINERJA DEWAN KOMISARIS PERSEROAN

Berdasarkan Surat Edaran Menteri BUMN No. SE-9/MBU/09/2021 perihal Evaluasi Kinerja Anggota Dewan Komisaris/Dewan Pengawas Badan Usaha Milik Negara bahwa Laporan Pencapaian *Key Performance Indicator* (KPI) dilaporkan triwulanan kepada Menteri BUMN sebagai Pemegang Saham Seri A Dwiwarna. Pada akhir tahun 2022, PT Pertamina (Persero) sebagai Pemegang Saham Seri B Terbanyak yang Menerima Kuasa Khusus dari Pemegang Saham Seri A Dwiwarna, menetapkan Pedoman Penilaian Kinerja Direksi, Dewan Komisaris dan Komite Penunjang Dewan Komisaris di Subholding dan Anak Perusahaan Pertamina No. A05-002/K20000/2022-S9 berdasarkan Surat Nomor 193/K20000/2022-S8 tanggal 22 Desember 2022.

Sejalan dengan pedoman yang ditetapkan oleh PT Pertamina (Persero) tersebut, KPI Dewan Komisaris terdiri dari aspek perencanaan, aspek pengawasan dan nasihat, aspek pelaporan dan aspek dinamis, dalam menjalankan fungsi pengawasan kebijakan pengurusan jalannya Perseroan dan memberi nasihat kepada Direksi untuk kepentingan dan tujuan Perseroan. Adapun proses penilaian kinerja Dewan Komisaris untuk tahun 2024 dilaksanakan oleh Komite Nominasi, Remunerasi dan GCG.

Pada akhir 2024, PT Pertamina melalui Surat Nomor 113/K00000/2024-S8 tentang Kebijakan Pelaksanaan Penilaian Kinerja Tahunan Individu Direksi, Anggota Dewan Komisaris dan Anggota Komite Penunjang Dewan Komisaris di Subholding dan AP Pertamina Tahun 2024 yang menyatakan bahwa pedoman di atas masih berlaku.

Prosedur Pelaksanaan Penilaian Kinerja Dewan Komisaris

- Dewan Komisaris menyusun dan menyampaikan KPI Dewan Komisaris kepada PT Pertamina (Persero) selaku Pemegang Saham Seri B Terbanyak yang Menerima Kuasa Khusus dari Pemegang Saham Seri A Dwiwarna;
- Dewan Komisaris melaksanakan penilaian kinerja berdasarkan *self-assessment* realisasi KPI Dewan Komisaris dan hasil *Akhlaq Behaviour Survey* (ABS) 360°;

PERFORMANCE ASSESSMENT OF THE COMPANY'S BOARD OF COMMISSIONERS

Based on the Circular Letter of the Minister of SOEs No. SE-9/MBU/09/2021 regarding Performance Evaluation of Members of the Board of Commissioners/Supervisory Board of State-Owned Enterprises that the Key Performance Indicator (KPI) Achievement Report is reported quarterly to the Minister of SOEs as the Series A Dwiwarna Shareholder. At the end of 2022, PT Pertamina (Persero), as the largest Series B Shareholder who received special authorization from the Series A Dwiwarna Shareholders, established the Guidelines for Performance Evaluation of the Board of Directors, Board of Commissioners, and Supporting Committee of the Board of Commissioners in Pertamina Sub-holding and Subsidiaries No. A05-002/K20000/2022-S9 based on Letter No. 193/K20000/2022-S8 dated December 22, 2022.

In line with the guidelines set by PT Pertamina (Persero), the KPIs of the Board of Commissioners consist of the planning aspect, the supervisory and advisory aspect, the reporting aspect and the dynamic aspect, in carrying out supervisory functions of the Company's management policies and advising the Board of Directors for the Company's interests and objectives. The assessment of the Board of Commissioners' performance for 2024 is carried out by the Nomination, Remuneration, and GCG Committee.

At the end of 2024, PT Pertamina, through Letter Number 113/K00000/2024-S8 concerning Policy on Implementation of Annual Performance Assessment of Individual Directors, Members of the Board of Commissioners, and Members of the Supporting Committee of the Board of Commissioners in Sub-holding and Subsidiary of Pertamina in 2024, stated that the above guidelines are still valid.

Procedures for the Implementation of Performance Assessment of the Board of Commissioners

- The Board of Commissioners prepares and submits the KPIs of the Board of Commissioners to PT Pertamina (Persero) as the Majority Series B Shareholder Receiving Special Power of Attorney from Series A Dwiwarna Shareholders;
- The Board of Commissioners conducts performance assessment based on self-assessment of the realization of the KPIs of the Board of Commissioners and the results of the 360° Akhlaq Behaviour Survey (ABS);

3. Dewan Komisaris melaporkan hasil penilaian kinerja Dewan Komisaris kepada PT Pertamina (Persero) selaku Pemegang Saham Seri B Terbanyak yang Menerima Kuasa Khusus dari Pemegang Saham Seri A Dwiwarna.

Kriteria Penilaian Kinerja Dewan Komisaris

1. Realisasi KPI Dewan Komisaris;
2. Implementasi nilai-nilai budaya AKHLAK oleh Dewan Komisaris sebagai *core values* yang diterapkan oleh Kementerian BUMN berdasarkan hasil *Akhlaq Behavior Survey* (ABS) 360° yang dilakukan oleh sesama Anggota Dewan Komisaris.

Pihak yang Melakukan Penilaian atas Kinerja Dewan Komisaris

Penilaian atas kinerja Dewan Komisaris dilakukan secara *self-assessment* melalui Komite Nominasi, Remunerasi dan GCG, kemudian dilaporkan kepada PT Pertamina (Persero) selaku Pemegang Saham Seri B Terbanyak yang Menerima Kuasa Khusus dari Pemegang Saham Seri A Dwiwarna.

PENILAIAN KINERJA DIREKSI PERSEROAN

Penetapan KPI Direksi diantaranya mengacu kepada Peraturan Menteri BUMN No. PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara dan Peraturan Menteri No PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara mengatur perihal Kontrak Manajemen Tahunan dan Indikator Kinerja Utama (*Key Performance Indicator*). KPI Direksi terdiri dari KPI Direksi Kolegial dan KPI Direksi Individual.

KPI Direksi Kolegial disetujui dan ditandatangani oleh Direksi, Dewan Komisaris serta Kementerian BUMN cq. Direktur Utama PT Pertamina (Persero), terdiri atas:

- KPI Bersama (bobot 40%), merupakan KPI yang disepakati menjadi tanggung jawab seluruh Sub Holding di bawah PT Pertamina (Persero) sebagai Holding.
- KPI Sub Holding (bobot 60%), merupakan KPI Perseroan sebagai Sub Holding Gas.

Adapun KPI Direksi Individual disusun menggunakan kerangka sebagaimana ditetapkan melalui Peraturan Menteri BUMN No. PER-2/MBU/03/2023 dan disetujui oleh Dewan Komisaris.

Pada akhir tahun 2022, PT Pertamina (Persero) sebagai Pemegang Saham Seri B Terbanyak yang Menerima Kuasa Khusus dari Pemegang Saham Seri A Dwiwarna, menetapkan Pedoman Penilaian Kinerja Direksi, Dewan Komisaris dan

3. The Board of Commissioners reports the results of the performance assessment of the Board of Commissioners to PT Pertamina (Persero) as the Majority Series B Shareholder who Receives Special Proxy from the Series A Dwiwarna Shareholders.

Criteria for the Board of Commissioners' Performance Assessment

1. Realization of the Board of Commissioners' KPI;
2. Implementation of AKHLAK cultural values by the Board of Commissioners as core values applied by the Ministry of SOEs based on the results of the 360° AKHLAK Behavior Survey (ABS) conducted by fellow members of the Board of Commissioners.

Party Conducting the Board of Commissioners' Performance Assessment

The assessment of the BOC' performance is carried out by the Board of Commissioners through self-assessment through the Nomination, Remuneration, and GCG Committee and is reported to PT Pertamina (Persero) as Majority of Series B Shareholder that receives Special Proxy from Series A Dwiwarna Shareholder.

PERFORMANCE ASSESSMENT OF THE COMPANY'S BOARD OF DIRECTORS

The determination of the KPIs of the Board of Directors, among others, refers to the Regulation of the Minister of SOEs No. PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises and Ministerial Regulation No. PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises regulating the Annual Management Contract and Key Performance Indicators. The KPIs of the Board of Directors consist of Collegial and Individual KPIs.

Collegial Board of Directors' KPIs are approved and signed by the Board of Directors, Board of Commissioners, and the Ministry of SOEs cq. President Director of PT Pertamina (Persero), consisting of:

- Joint KPI (40% weight), a KPI agreed to be the responsibility of all Sub Holdings under PT Pertamina (Persero) as Holding.
- Sub Holding KPI (60% weight), which is the Company's KPI as Gas Sub Holding.

The Individual Board of Directors' KPI is prepared using the framework as stipulated in the Minister of SOEs Regulation No. PER-2/MBU/03/2023 and approved by the Board of Commissioners.

At the end of 2022, PT Pertamina (Persero) as the Majority Series B Shareholder that receives Special Proxy from Series A Dwiwarna Shareholders, established Guidelines for Performance Assessment of the Board of Directors, Board of

Komite Penunjang Dewan Komisaris di Subholding dan Anak Perusahaan Pertamina No. A05-002/K20000/2022-S9 berdasarkan Surat Nomor 193/K20000/2022-S8 tanggal 22 Desember 2022.

Pada akhir 2024, PT Pertamina melalui Surat Nomor 113/K00000/2024-S8 tentang Kebijakan Pelaksanaan Penilaian Kinerja Tahunan Individu Direksi, Anggota Dewan Komisaris dan Anggota Komite Penunjang Dewan Komisaris di Subholding dan AP Pertamina Tahun 2024 yang menyatakan bahwa pedoman di atas masih berlaku.

Proses penilaian Direksi tahun 2024 dilakukan oleh Dewan Komisaris bersama Komite Nominasi, Remunerasi dan GCG.

Aspek Penilaian Kinerja Direksi dan Perseroan

1. Direksi menyusun dan menyampaikan realisasi KPI Direksi Kolegial dan KPI Direksi Individual kepada Dewan Komisaris;
2. Dewan Komisaris mengevaluasi kinerja Direksi berdasarkan realisasi KPI Direksi Kolegial dan KPI Direksi Individual hasil *Akhlaq Behaviour Survey (ABS) 360°*;
3. Dewan Komisaris menyampaikan usulan penilaian kinerja Direksi kepada PT Pertamina (Persero) sebagai Pemegang Saham Seri B Terbanyak yang Menerima Kuasa Khusus dari Pemegang Saham Seri A Dwiwarna.

Kriteria Penilaian Kinerja Direksi Perseroan

1. Realisasi KPI Kolegial Direksi dan KPI Individual Direksi;
2. Implementasi nilai-nilai budaya AKHLAK oleh Direksi sebagai *core values* yang diterapkan oleh Kementerian BUMN berdasarkan hasil *Akhlaq Behavior Survey (ABS)*.

Pihak yang Melakukan Penilaian Kinerja Direksi

Penilaian diselenggarakan oleh Komite Nominasi, Remunerasi dan GCG untuk diserahkan kepada Dewan Komisaris dan selanjutnya mengusulkan hasil penilaian kepada Direktur Utama PT Pertamina (Persero) selaku Pemegang Saham Seri B Terbanyak yang Menerima Kuasa Khusus dari Pemegang Saham Seri A Dwiwarna.

PENILAIAN TERHADAP KINERJA KOMITE DEWAN KOMISARIS

Dalam pelaksanaan tugas dan tanggung jawabnya dalam melakukan pengawasan dan pemberian nasihat kepada Direksi, Dewan Komisaris dibantu oleh Komite yaitu Komite Audit,

Commissioners, and Supporting Committees of the Board of Commissioners in Pertamina's Sub-holdings and Subsidiaries based on Letter No. 193/K20000/2022-S8 dated December 22, 2022.

At the end of 2024, PT Pertamina, through Letter Number 113/K00000/2024-S8 on the Policy for the Implementation of Annual Performance Assessment of Individual Directors, Members of the Board of Commissioners, and Members of the Supporting Committee of the Board of Commissioners in Sub-holding and Subsidiary of Pertamina in 2024, stated that the above guidelines are still valid.

The assessment process of the Board of Directors in 2024 was carried out by the Board of Commissioners, together with the Nomination, Remuneration, and GCG Committee.

Aspects of the Performance Assessment of the Board of Directors and the Company

1. The Board of Directors prepares and submits the realization of the Board of Directors' KPI Individually and Collegially to the Board of Commissioners;
2. The Board of Commissioners evaluates the performance of the Board of Directors based on the realization of the Board of Directors' Collegial KPI and the Board of Directors' Individual KPI as a result of the 360° Moral Behavior Survey (ABS);
3. The Board of Commissioners submits the proposal for the performance assessment of the Board of Directors to PT Pertamina (Persero) as Majority of Series B Shareholder that Receives Special Proxy from Series A Dwiwarna Shareholder.

Criteria for the Board of Directors' Performance Assessment

1. Realization of the Board of Directors' Collegial KPI and Board of Directors' Individual KPI;
2. Implementation of AKHLAK cultural values by the Board of Directors as core values applied by the Ministry of SOEs based on the results of the AKHLAK Behavior Survey (ABS).

Party Conducting the Board of Directors' Performance Assessment

The assessment is carried out by the Nomination, Remuneration, and GCG Committee to be submitted to the Board of Commissioners and then proposes the assessment results to the President Director of PT Pertamina (Persero) as the Majority Series B Shareholder that Receives Special Proxy from Series A Dwiwarna Shareholders.

ASSESSMENT ON THE PERFORMANCE OF COMMITTEES OF THE BOARD OF COMMISSIONERS

In carrying out its duties and responsibilities in supervising and providing advice to the Board of Directors, the Board of Commissioners is assisted by Committees, namely the

Komite Nominasi, Remunerasi dan GCG, Komite Pemantau Manajemen Risiko dan Pengembangan Usaha serta Komite Tata Kelola Terintegrasi.

Pada akhir tahun 2022, PT Pertamina (Persero) sebagai Pemegang Saham Seri B Terbanyak yang Menerima Kuasa Khusus dari Pemegang Saham Seri A Dwiwarna, menetapkan Pedoman Penilaian Kinerja Direksi, Dewan Komisaris dan Komite Penunjang Dewan Komisaris di Subholding dan Anak Perusahaan Pertamina No. A05-002/K20000/2022-S9 berdasarkan Surat Nomor 193/K20000/2022-S8 tanggal 22 Desember 2022.

Pada akhir 2024, PT Pertamina melalui Surat Nomor 113/K00000/2024-S8 tentang Kebijakan Pelaksanaan Penilaian Kinerja Tahunan Individu Direksi, Anggota Dewan Komisaris dan Anggota Komite Penunjang Dewan Komisaris di Subholding dan AP Pertamina Tahun 2024 yang menyatakan bahwa pedoman di atas masih berlaku.

Prosedur Penilaian Kinerja Komite Dewan Komisaris

1. Komite Dewan Komisaris menyusun dan menyampaikan Rencana Kerja Tahunan kepada Dewan Komisaris yang merupakan penjabaran dari fungsi Dewan Komisaris;
2. Dewan Komisaris melaksanakan penilaian kinerja Komite Dewan Komisaris berdasarkan *self assessment* realisasi Rencana Kerja Tahunan termasuk Tugas Khusus dan hasil *Akhlak Behaviour Survey (ABS) 360°*;
3. Dewan Komisaris melaporkan hasil penilaian kinerja Komite Dewan Komisaris kepada PT Pertamina (Persero) selaku Pemegang Saham Seri B Terbanyak yang Menerima Kuasa Khusus dari Pemegang Saham Seri A Dwiwarna.

Kriteria Penilaian Kinerja Komite Dewan Komisaris

1. Realisasi Rencana Kerja dan Tugas Khusus Komite Dewan Komisaris.
2. Implementasi nilai-nilai budaya AKHLAK oleh Komite Dewan Komisaris sebagai *core values* yang diterapkan oleh Kementerian BUMN berdasarkan hasil *Akhlak Behaviour Survey (ABS)*.

Hasil Penilaian Kinerja Komite Dewan Komisaris

Hasil penilaian atas kinerja Komite Dewan Komisaris menyatakan bahwa komite-komite tersebut telah menjalankan tugas dan tanggung jawabnya dengan baik dalam membantu pengawasan Dewan Komisaris.

Audit Committee, the Nomination, Remuneration, and GCG Committee, the Risk Management Monitoring and Business Development Committee, as well as the Integrated Governance Committee.

At the end of 2022, PT Pertamina (Persero) as the Majority of Series B Shareholder that receives Special Proxy from Series A Dwiwarna Shareholder, established Guidelines for Performance Assessment of the Board of Directors, Board of Commissioners, and Supporting Committees of the Board of Commissioners in Pertamina's Sub-holdings and Subsidiaries based on Letter No. 193/K20000/2022-S8 dated December 22, 2022.

At the end of 2024, PT Pertamina, through Letter Number 113/K00000/2024-S8 on Policy for the Implementation of Annual Performance Assessment of Individual Directors, Members of the Board of Commissioners, and Members of the Board of Commissioners Supporting Committee in Sub-holding and Subsidiary of Pertamina in 2024, stated that the above guidelines are still valid.

Procedures for Performance Assessment of Committees of the Board of Commissioners

1. Committees of the Board of Commissioners prepares and submits an Annual Work Plan to the Board of Commissioners which is an elaboration of the functions of the Board of Commissioners;
2. The Board of Commissioners evaluates the performance of Committees of the Board of Commissioners based on the self-assessment of the realization of the Annual Work Plan, including Special Assignments and the results of the 360° AKHLAK Behavior Survey (ABS);
3. The Board of Commissioners reports the results of the performance assessment of Committees of the Board of Commissioners to PT Pertamina (Persero) as the Majority of Series B Shareholder that receives Special Proxy from Series A Dwiwarna Shareholder.

Criteria for Performance Assessment of Committees of the Board of Commissioners

1. Realization of the Work Plan and Special Assignment of Committees of the Board of Commissioners.
2. Implementation of AKHLAK cultural values by Committees of the Board of Commissioners as core values applied by the Ministry of SOEs based on the results of the AKHLAK Behavior Survey (ABS).

Results of the Performance Assessment of Committees of the Board of Commissioners

The results of the performance assessment of Committees of the Board of Commissioners indicate that the committees have properly carried out their duties and responsibilities in assisting the supervision of the Board of Commissioners.

KOMISARIS INDEPENDEN

Independent Commissioners

KRITERIA PENENTUAN KOMISARIS INDEPENDEN

Komisaris Independen merupakan anggota Dewan Komisaris yang tidak memiliki hubungan keuangan, kepengurusan, kepemilikan saham dan/atau hubungan keluarga dengan anggota Dewan Komisaris lainnya, anggota Direksi dan/atau Pemegang Saham Pengendali atau hubungan dengan BUMN yang bersangkutan yang dapat mempengaruhi kemampuannya untuk bertindak independen. Hal ini sejalan dengan yang disebutkan dalam Peraturan Menteri BUMN No. PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara pada bagian ketiga, pasal 15 ayat (4).

Komisaris Independen adalah anggota Dewan Komisaris yang berasal dari luar Perseroan dan memenuhi persyaratan sebagai Komisaris Independen sesuai Peraturan Otoritas Jasa Keuangan No. 33/POJK.04/2014 tentang Direksi dan Dewan Komisaris Emiten atau Perusahaan Publik, yaitu:

- Bukan orang yang bekerja atau mempunyai wewenang dan tanggung jawab untuk merencanakan, memimpin, mengendalikan, atau mengawasi kegiatan Perseroan dalam 6 bulan terakhir;
- Tidak mempunyai saham pada Perseroan;
- Tidak mempunyai hubungan afiliasi dengan Perseroan, anggota Dewan Komisaris, anggota Direksi, atau pemegang saham utama Perseroan; dan
- Tidak mempunyai hubungan usaha yang berkaitan dengan kegiatan usaha Perseroan.

KOMPOSISI DAN KEANGGOTAAN KOMISARIS INDEPENDEN

Pada periode 1 Januari - 30 Mei 2024 tahun 2024, anggota Dewan Komisaris Perseroan berjumlah 6 (enam) orang dengan 4 (empat) anggota Komisaris Independen. Pada periode 31 Mei - 31 Desember 2024, anggota Dewan Komisaris berjumlah 7 (tujuh) orang dengan 5 (lima) anggota Komisaris Independen.

Jumlah Komisaris Independen ini telah memenuhi ketentuan Peraturan Otoritas Jasa Keuangan No. 33/POJK.04/2014 tentang Direksi dan Dewan Komisaris Emiten atau Perusahaan Publik, yang menyebutkan setiap perusahaan publik harus memiliki Komisaris Independen sekurang-kurangnya 30% dari jumlah seluruh anggota Dewan Komisaris.

CRITERIA FOR THE APPOINTMENT OF INDEPENDENT COMMISSIONERS

Independent Commissioners are members of the Board of Commissioners who do not have financial, management, share ownership, and/or family relationships with other members of the Board of Commissioners, members of the Board of Directors and/or Controlling Shareholders, or relationships with the relevant SOEs that may affect their ability to act independently. It is in line with that mentioned in the Regulation of the Minister of SOEs No. PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises in the third section, article 15 paragraph (4).

An Independent Commissioner is a member of the Board of Commissioners who comes from outside the Company and meets the requirements of an Independent Commissioner according to Financial Services Authority Regulation No. 33/POJK.04/2014 concerning the Board of Directors and Board of Commissioners of Issuers or Public Companies, namely:

- Not a person who works or has the authority and responsibility to plan, lead, control, or supervise the Company's activities in the last six months;
- Has no shares in the Company;
- Has no affiliation with the Company, members of the Board of Commissioners, members of the Board of Directors, or major shareholders of the Company; and
- Has no business relationship related to the Company's business activities.

COMPOSITION AND MEMBERSHIP OF INDEPENDENT COMMISSIONERS

In the period of January 1 - May 30, 2024, the Company's Board of Commissioners consisted of 6 (six) members with 4 (four) Independent Commissioners. On May 31 - December 31, 2024, there were 7 (seven) members of the Board of Commissioners with 5 (five) Independent Commissioners.

This number of Independent Commissioners complied with the provisions of Financial Services Authority Regulation No. 33/POJK.04/2014 on the Board of Directors and Board of Commissioners of Issuers or Public Companies, which states that every public company must have an Independent Commissioner of at least 30% of the total number of members of the Board of Commissioners.

Jumlah Komisaris Independen PGN juga telah memenuhi ketentuan Peraturan Menteri BUMN PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara, yang menyebutkan bahwa dalam komposisi Dewan Komisaris, paling sedikit 20% (dua puluh persen) merupakan anggota Dewan Komisaris Independen yang ditetapkan dalam keputusan pengangkatannya.

The number of PGN's Independent Commissioners also complied with the provisions of the Regulation of the Minister of SOEs PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises, which states that in the composition of the Board of Commissioners, at least 20% (twenty percent) are members of the Independent Board of Commissioners as stipulated in the decision on their appointment.

PERNYATAAN INDEPENDENSI KOMISARIS INDEPENDEN

Seluruh Komisaris Independen telah memenuhi kriteria sesuai dengan peraturan perundang-undangan yang berlaku.

INDEPENDENCE STATEMENT OF INDEPENDENT COMMISSIONERS

All Independent Commissioners have met the criterias in accordance with the applicable laws and regulations.

PERNYATAAN INDEPENDENSI KOMISARIS INDEPENDEN

Independence Statement of Independent Commissioners

No.	Uraian Description	Amien Sunaryadi	Dini Shanti Purwono	Christian H. Siboro	Abdullah Aufa Fuad	Tony Setia Boedi Hoesodo
Pernyataan Independensi Independence Statement						
1.	Tidak bekerja atau memiliki wewenang untuk merencanakan, memimpin, mengendalikan, atau mengawasi kegiatan Perseroan dalam 6 bulan terakhir. Not working nor has the authority to plan, lead, control, or supervise the Corporation's activities for the last 6 months.	✓	✓	✓	✓	✓
2.	Tidak secara langsung ataupun tidak langsung memiliki saham di Perseroan. Has no direct or indirect shares in the Company.	✓	✓	✓	✓	✓
3.	Tidak memiliki hubungan afiliasi dengan Perseroan atau pemegang saham utama/pengendali atau salah satu anggota Dewan Komisaris atau Direksi. Has no affiliations with the Company or the principal/controlling shareholder or one of the members of Board of Commissioners or Board of Directors.	✓	✓	✓	✓	✓
4.	Tidak memiliki hubungan kerja/profesional langsung atau tidak langsung dengan Perseroan. Has no direct or indirect work/ professional relationships with the Company.	✓	✓	✓	✓	✓
Pernyataan Kepatuhan Compliance Statement						
1.	Memenuhi persyaratan menjadi anggota Dewan Komisaris sesuai Piagam Dewan Komisaris dan ketentuan dalam Peraturan OJK No. 33/POJK.04/2014 tentang Direksi dan Dewan Komisaris Emiten atau Perusahaan Publik. Meet the requirements to become a member of the Board of Commissioners in accordance with Charter of the Board of Commissioners and provisions in OJK Regulation No. 33/POJK.04/2014 on Board of Directors and Board of Commissioners of Issuers or Public Companies.	✓	✓	✓	✓	✓

DIREKSI

Board of Directors



Direksi merupakan organ tata kelola yang memiliki kewenangan dan tanggung jawab atas pengurusan Perseroan untuk kepentingan Perseroan, sesuai dengan maksud dan tujuan Perseroan, serta mewakili Perseroan di dalam maupun di luar pengadilan sesuai ketentuan Anggaran Dasar. Direksi diangkat dan diberhentikan oleh RUPS.

Direksi melakukan dengan itikad baik dan penuh tanggung jawab dalam setiap pelaksanaan tugas pokoknya. Setiap anggota Direksi bertanggung jawab penuh secara pribadi dan tanggung renteng atas kerugian Perseroan, apabila bersalah atau lalai menjalankan tugasnya sesuai ketentuan perundangan-undangan.

Direksi bertugas dan bertanggung jawab secara kolegal. Masing-masing Direktur dapat bertindak dan mengambil putusan sesuai pembagian tugas dan wewenang masing-masing Direktur. Namun, pelaksanaan tugas oleh masing-masing Direktur tetap merupakan tanggung jawab bersama. Kedudukan anggota Direksi termasuk Direktur Utama adalah setara. Tugas Direktur Utama sebagai *primus inter pares* adalah mengkoordinasikan kegiatan Direksi.

The Board of Directors is a governance organ that has the authority and responsibility for the management of the Company for the Company's interests, in accordance with the purposes and objectives of the Company, as well as representing the Company inside and outside the court in accordance with the provisions of the Articles of Association. The Board of Directors is appointed and dismissed by the GMS.

The Board of Directors shall act in good faith and with full responsibility in every implementation of its main duties. Each member of the Board of Directors is fully responsible personally and collectively for the Company's losses if he/she is guilty or neglects to carry out his/her duties in accordance with the provisions of the laws and regulations.

The Board of Directors is tasked and responsible collegially. Each Director may act and make decisions in accordance with the division of duties and authority of each Director. However, the implementation of duties by each Director remains a shared responsibility. The position of members of the Board of Directors, including the President Director, is equal. The President Director's duty as *primus inter pares* is to coordinate the Board of Directors' activities.

RUANG LINGKUP PEKERJAAN DAN TANGGUNG JAWAB MASING-MASING ANGGOTA DIREKSI

Pembagian tugas dan wewenang Direksi dapat diatur oleh RUPS, namun dalam hal RUPS tidak menetapkan, maka pembagian tugas dan wewenang anggota Direksi ditetapkan berdasarkan keputusan Direksi. Direksi melakukan penetapan sendiri atas pembagian tugas dan tanggung jawab masing-masing anggota Direksi secara lebih rinci melalui Keputusan Direksi No. 085700.K/OT.00/PDO/2024 tanggal 24 Desember 2024.

Informasi mengenai tugas dan tanggung jawab masing-masing anggota Direksi diuraikan sebagai berikut:

SCOPE OF WORKS AND RESPONSIBILITIES OF EACH MEMBER OF THE BOARD OF DIRECTORS

The division of duties and authorities of the Board of Directors can be regulated by the GMS, but if the GMS does not stipulate it, then the division of duties and authorities of members of the Board of Directors is determined based on the Board of Directors' decision. The Board of Directors determined the division of duties and responsibilities of each member of the Board of Directors in more detail through Board of Directors Decree No. 085700.K/OT.00/PDO/2024 dated December 24, 2024.

Information regarding the duties and responsibilities of each member of the Board of Directors is described as follows:

LINGKUP PEKERJAAN DAN TANGGUNG JAWAB MASING-MASING ANGGOTA DIREKSI

Scope of Works and Responsibilities of Each Member of the Board of Directors

No.	Direktorat Directorate	Fungsi	Function
1.	Direktur Utama President Director	1. Pengelolaan relasi dan komunikasi dengan investor, pengelolaan strategi komunikasi korporat, pengelolaan relasi <i>stakeholder</i>, layanan dukungan BOD BOC, serta kegiatan CSR sesuai peraturan perundang-undangan yang berlaku; 2. Pemenuhan kepatuhan terhadap peraturan perundang-undangan, penyusunan kontrak, penanganan kasus litigasi dan non litigasi di lingkungan Perusahaan, serta memastikan pelaksanaan tata kelola Perusahaan yang baik (GCG); 3. Pengelolaan kegiatan audit Perusahaan berikut tindak lanjutnya, serta memberikan konsultasi fungsi pengawasan dan pendampingan audit eksternal; 4. Pengelolaan penyusunan dan implementasi kebijakan, pedoman, dan program HSSE, berikut monitoringnya; 5. Pengelolaan kegiatan advokasi regulasi serta isu kritis Perusahaan kepada <i>stakeholder</i> strategis.	1. Management of relations and communication with investors, management of corporate communication strategies, management of stakeholder relations, BOD BOC support services, and CSR activities in accordance with applicable laws and regulations; 2. Fulfillment of compliance with laws and regulations, contract preparation, handling of litigation and non-litigation cases within the Company, and ensuring the implementation of good corporate governance (GCG); 3. Management of the Company's audit activities and their follow-up, as well as providing consultation on the supervisory function and external audit assistance; 4. Management of the preparation and implementation of HSSE policies, guidelines, and programs, along with their monitoring; 5. Management of regulatory advocacy activities and critical issues of the Company to strategic stakeholders.
2.	Direktur Strategi dan Pengembangan Bisnis Director of Strategy and Business Development	1. Pengelolaan pengembangan bisnis baru dan portofolio hilir pemanfaatan gas bumi; pengelolaan dan pengembangan inkubasi bisnis; optimalisasi perencanaan infrastruktur <i>midstream</i> SH Gas, termasuk infrastruktur antar Wilayah Jaringan Distribusi serta Wilayah Niaga Tertentu (WJD/WNT); pengelolaan Rencana Umum Penyediaan Gas (RUPG) Subholding Gas, serta optimalisasi rantai pasokan untuk perencanaan sistem infrastruktur terintegrasi Subholding Gas; 2. Pengelolaan perencanaan dan <i>roadmap</i> strategis Perusahaan, pengelolaan Transformasi dan proses bisnis Perusahaan; pengelolaan program strategis Perusahaan; pengelolaan program <i>sustainability</i> Perusahaan (ESG); 3. Pengelolaan KPI Korporat & Direktorat; monitoring dan evaluasi kinerja investasi untuk Subholding Gas Group (secara fisik dan keuangan); Penyusunan kebijakan maturitas investasi, serta koordinator investasi & <i>office</i> proses persetujuan investasi; 4. Pengelolaan kegiatan portofolio Perusahaan, <i>strategic partnership</i>, mengoordinasikan proses kemitraan (termasuk M&A) Subholding Gas, menyusun pengikatan kemitraan untuk bisnis yang diinisiasi oleh Business Development.	1. Management of new business development and downstream portfolio of natural gas utilization; management and development of business incubation; optimization of SH Gas midstream infrastructure planning, including infrastructure between Distribution Network Areas and Specified Commercial Areas (WJD/WNT); management of the Gas Supply General Plan (RUPG) of Gas Sub-holding, as well as supply chain optimization for integrated infrastructure system planning of Gas Sub-holding; 2. Management of the Company's strategic planning and roadmap, management of the Company's Transformation and business processes; management of the Company's strategic programs; management of the Company's sustainability programs (ESG); 3. Management of Corporate & Directorate KPIs; monitoring and evaluation of investment performance for Gas Sub-holding Group (physically and financially); Preparation of investment maturity policy, as well as investment coordinator & investment approval process office; 4. Management of the Company's portfolio activities, strategic partnerships, coordinating the partnership process (including M&A) of Gas Sub-holding, drafting partnership agreements for businesses initiated by the Business Development.

No.	Direktorat Directorate	Fungsi	Function
3.	Direktur Infrastruktur dan Teknologi Director of Infrastructure and Technology	1. Pengelolaan kebijakan dan pelaksanaan kegiatan <i>Engineering</i> dan <i>Technology</i>, serta standar dan prosedur pelaksanaan proyek infrastruktur; 2. Pengelolaan eksekusi proyek pengembangan infrastruktur gas bumi (jaringan pipa dan non pipa), melakukan monitoring <i>progress</i> fisik atas kegiatan investasi Subholding Gas, serta melakukan <i>gap analysis</i> kinerja investasi dan <i>recovery plan</i>-nya; 3. Pengelolaan percepatan pembangunan infrastruktur jaringan gas rumah tangga (Jargas RT), <i>dashboarding</i> konstruksi proyek jargas RT; serta strategi optimasi aset Jargas RT; 4. Pengelolaan sasaran kinerja, standar, kebijakan kegiatan manajemen aset jaringan gas bumi (pipa dan non pipa), dan kegiatan <i>operation and maintenance</i> serta integritas infrastruktur gas bumi (pipa dan non pipa) sesuai <i>process safety and asset integrity management system</i>.	1. Management of policies and implementation of Engineering and Technology activities, as well as standards and procedures for infrastructure project implementation; 2. Management of the execution of pipeline and non-pipeline natural gas infrastructure development projects, monitoring the physical progress of Gas Sub-holding investment activities, as well as conducting gap analysis of investment performance and its recovery plan; 3. Management of the acceleration of household gas network infrastructure development (Jargas RT), dashboarding the construction of Jargas RT projects; and Jargas RT asset optimization strategies; 4. Management of performance targets, standards, policies for natural gas network asset management activities (pipeline and non-pipeline), operation and maintenance as well as natural gas infrastructure integrity (pipeline and non-pipeline) according to the process safety and asset integrity management system.
4.	Direktur Komersial Director of Commerce	1. Pengelolaan pasokan gas bumi (pipa dan non pipa), serta kegiatan Trading LNG PGN, termasuk kegiatan transportasi LNG; 2. Penguatan integrasi dalam kegiatan optimasi penyaluran gas ke pelanggan, serta pengelolaan keseimbangan pasok dan permintaan pelanggan; 3. Pengelolaan strategi, kebijakan, dan program kegiatan niaga (<i>marketing, sales, dan customer management</i>); melakukan <i>market research</i> dan <i>canvassing</i> di wilayah baru; agregasi pengelolaan bisnis niaga gas bumi di Subholding Gas Group; melakukan penyusunan roadmap pengembangan jaringan gas bumi rumah tangga (Jargas) dan mengoordinasikan pengembangan Jargas; mengonsolidasikan realisasi pencapaian (kinerja) niaga gas bumi; serta kegiatan niaga untuk pelanggan korporat; 4. Pengelolaan kegiatan niaga di regional; melakukan pengembangan bisnis gas bumi di wilayah eksisting; melakukan pengelolaan anggaran biaya, relasi dengan <i>stakeholder</i>, layanan umum, dan berperan sebagai <i>Point of Contact</i> di Regional dan Area, serta memberikan <i>support</i> dalam kegiatan penanggulangan keadaan darurat.	1. Management of natural gas supply (pipeline and non-pipeline), as well as PGN LNG Trading activities, including LNG transportation activities; 2. Strengthening integration in gas distribution optimization activities to customers, and the management of supply balance and customer demand; 3. Management of strategies, policies, and programs of trading activities (<i>marketing, sales, and customer management</i>); conducting market research and canvassing in new areas; aggregating the management of natural gas trading business in Gas Sub-holding Group; preparing roadmap for the development of household natural gas network (Jargas) and coordinating the development of Jargas; consolidating the realization of achievement (performance) of natural gas trading; and trading activities for corporate customers; 4. Management of regional trading activities; developing natural gas business in existing areas; managing budget, stakeholder relations, public services, and acting as Point of Contact in Regional and Area, as well as providing support in emergency response activities.
5.	Direktur Keuangan Director of Finance	1. Pengelolaan kebijakan, strategi, dan standar untuk penyusunan RKAP, pengendalian RKAP serta <i>management analytics</i> Subholding Gas Group, Pengelolaan <i>cost, revenue analytics and reporting, investment tracking</i> dan <i>revenue management</i> Subholding Gas Group; 2. Pengelolaan kebijakan, sistem dan prosedur <i>corporate finance</i>, pendanaan, <i>trade finance</i> serta asuransi aset di Subholding Gas Group, Pengelolaan <i>cash flow</i> PGN, serta Pengelolaan kegiatan <i>revenue assurance</i> atas kegiatan usaha gas PGN dan pengelolaan piutang usaha PGN; 3. Pengelolaan kebijakan, strategi, perencanaan, pengendalian akuntansi dan kepatuhan perpajakan, perancangan dan monitoring implementasi <i>Internal Control over Financial Reporting</i> (ICoFR) di PGN, serta Pengelolaan pelaksanaan dan penyelenggaraan pelaporan keuangan sesuai dengan standar akuntansi yang berlaku di Indonesia;	1. Management of policies, strategies, and standards for ABOP preparation, ABOP control and management analytics of Gas Sub-holding Group, Management of cost revenue analytics and reporting, investment tracking and revenue management of Gas Sub-holding Group; 2. Management of policies, systems, and procedures for corporate finance, funding, trade finance, and asset insurance in Gas Sub-holding Group, Management of PGN's cash flow, and Management of revenue assurance activities for PGN's gas business and management of PGN's trade receivables; 3. Management of policies, strategies, planning, accounting controls, and tax compliance, designing and monitoring the implementation of Internal Control over Financial Reporting (ICoFR) in PGN, as well as Management of the implementation and organization of financial reporting in accordance with applicable accounting standards in Indonesia.

No.	Direktorat Directorate	Fungsi	Function
6.	Direktur SDM dan Penunjang Bisnis Director of HR and Business Support	1. Pengelolaan strategi, kebijakan, dan pelaksanaan bidang <i>Human Capital</i> dalam mengembangkan Sumber Daya Manusia (SDM) sesuai dengan budaya perusahaan melalui pengelolaan yang efektif dan efisien untuk mencapai tujuan organisasi; 2. Pengelolaan pengembangan dan implementasi layanan <i>Information and Communication Technology</i> (ICT) Perusahaan terkait dengan teknologi informasi; infrastruktur ICT dan penyelarasan strategi bisnis dalam lingkup ICT dengan Holding Migas; 3. Pengelolaan kebijakan dan strategi pengadaan barang/jasa Perusahaan proyek infrastruktur gas bumi dan non keproyekan, serta pengelolaan penggunaan komponen dalam negeri; 4. Pengelolaan aset non jaringan, pengelolaan penggunaan lahan, pengelolaan fasilitas penunjang kegiatan operasional, dan layanan umum Subholding Gas.	1. Management of Human Capital strategies, policies, and implementation in developing Human Resources (SOM) in accordance with corporate culture through effective and efficient management to achieve organizational goals; 2. Management of the development and implementation of the Company's Information and Communication Technology (ICT) services related to information technology; ICT infrastructure and alignment of business strategies within the scope of ICT with Oil and Gas Holding; 3. Management of policies and strategies for the procurement of goods/services for natural gas infrastructure projects and non-projects, as well as management of the use of domestic components; 4. Management of non-network assets, land use management, management of operational support facilities, and general services of Gas Sub-holding.
7.	Direktur Manajemen Risiko Director of Risk Management	1. Pengelolaan strategi manajemen risiko dan melaksanakan penerapan tata kelola manajemen risiko secara terintegrasi; 2. Pengelolaan risiko terhadap kegiatan operasional Perusahaan, pengelolaan pengendalian internal dalam mendukung manajemen risiko, dan sistem manajemen keberlangsungan bisnis (<i>Business Continuity Management System/BCMS</i>); 3. Pengelolaan risiko terhadap kegiatan investasi Perusahaan serta pengelolaan risiko atas pengembangan bisnis dan kerja sama dengan pihak lain.	1. Management of risk management strategies and implementation of integrated risk management governance; 2. Risk management of the Company's operational activities, management of internal control in supporting risk management, and the business continuity management system (BCMS); 3. Risk management of the Company's investment activities, business development risk management, and cooperation with other parties.

Direksi juga memiliki tanggung jawab untuk melakukan pengawasan atas risiko-risiko terkait dengan risiko lingkungan, sosial, dan tata kelola (ESG), terhadap risiko bisnis korporasi yang juga menjadi bagian dari KPI Direksi. Dalam melakukan pengawasan atas risiko-risiko ESG tersebut, Direksi membentuk Komite Keberlanjutan yang diketuai oleh Direktur Utama dan beranggotakan Direksi lainnya.

BOARD MANUAL DIREKSI

Pedoman Kerja Dewan Komisaris dan Direksi (*Board Manual*) merupakan seperangkat petunjuk tata laksana hubungan Dewan Komisaris dan Direksi. Pertama kali disusun pada tahun 2006, *Board Manual* PGN terus diperbarui mengikuti perkembangan Perusahaan dengan perubahan terakhir pada 2021. Pedoman dan Tata Tertib Kerja Direksi dalam *Board Manual* PGN diatur secara khusus dalam Bab II yang mencakup:

1. Tugas Pokok Direksi;
2. Batasan Tanggung Jawab Direksi;
3. Tugas-tugas Direksi;
4. Hak dan Wewenang Direksi;
5. Pendelegasian Wewenang;
6. Independensi dan Etika Jabatan Direksi;
7. Penetapan Kebijakan Pengurusan Perseroan;
8. Pembagian Tugas dan Wewenang Anggota Direksi;
9. Lowong Jabatan Direksi;
10. Rangkap Jabatan;

Direksi juga memiliki tanggung jawab untuk melakukan pengawasan atas risiko-risiko terkait dengan risiko lingkungan, sosial, dan tata kelola (ESG), terhadap risiko bisnis korporasi yang juga menjadi bagian dari KPI Direksi. Dalam melakukan pengawasan atas risiko-risiko ESG tersebut, Direksi membentuk Komite Keberlanjutan yang diketuai oleh Direktur Utama dan beranggotakan Direksi lainnya.

BOARD MANUAL OF THE BOARD OF DIRECTORS

The Board of Commissioners and Board of Directors Manual (*Board Manual*) is a set of guidelines for the governance of the relationship between the Board of Commissioners and the Board of Directors. Initially prepared in 2006, PGN's Board Manual continues to be updated following the Company's development with the latest amendment in 2021. The Board of Directors Manual in PGN's Board Manual is specifically regulated in Chapter II, which includes:

1. Main Duties of the Board of Directors;
2. Limitations of Responsibilities of the Board of Directors;
3. Duties of the Board of Directors;
4. Rights and Authorities of the Board of Directors;
5. Delegation of Authority;
6. Independency and Code of Ethics of the Board of Directors;
7. Determination of Policies on Company Management;
8. Delegation of Duties and Authority of Members of the Board of Directors;
9. Vacant Positions of the Board of Directors;
10. Concurrent Positions;

11. Rapat Direksi;
12. Corporate Secretary;
13. Auditor Internal;
14. Manajemen Risiko;
15. *Whistleblowing System* dan gratifikasi;
16. Kinerja Perseroan; dan
17. Masa Jabatan Direksi.

RANGKAP JABATAN DAN BENTURAN KEPENTINGAN DIREKSI

Seluruh anggota Direksi dilarang memegang jabatan rangkap, hal ini selaras dengan Pasal 11 ayat (28) Anggaran Dasar PGN yang dimuat dalam Akta No. 28 tanggal 11 Mei 2021, sebagaimana tersebut di bawah ini, yaitu:

- a. Anggota Direksi pada BUMN, BUMD, badan usaha milik swasta;
- b. Anggota Dewan Komisaris dan/atau Dewan Pengawas pada BUMN;
- c. Jabatan struktural dan fungsional lainnya pada instansi/ lembaga pemerintah pusat dan/atau daerah;
- d. Pengurus partai politik, anggota DPR, DPD, DPRD Tingkat I, dan DPRD Tingkat II dan/atau kepala daerah/wakil kepala daerah;
- e. Menjadi calon/anggota DPR, DPD, DPRD Tingkat I, dan DPRD Tingkat II atau calon kepala daerah/wakil kepala daerah;
- f. Jabatan lain yang dapat menimbulkan benturan kepentingan; dan/atau
- g. Jabatan lainnya sesuai dengan ketentuan peraturan perundang-undangan yang berlaku.

Sepanjang tahun 2024, tidak terdapat anggota Direksi yang memegang jabatan rangkap sebagaimana disebutkan dalam Anggaran Dasar PGN.

KEBIJAKAN DILARANG MENDAPATKAN PINJAMAN DARI PERSEROAN KEPADA DIREKSI DAN DEWAN KOMISARIS

Sebagaimana yang diatur dalam *Board Manual* PGN telah memiliki kebijakan bahwa untuk seluruh anggota Direksi dan Dewan Komisaris dilarang mendapatkan pinjaman dari Perseroan.

RAPAT DAN KEPUTUSAN DIREKSI

Berdasarkan POJK No. 33/POJK.04/2014 tentang Direksi dan Dewan Komisaris Emiten atau Perusahaan Publik serta Anggaran Dasar Perseroan mewajibkan diadakannya rapat Direksi secara berkala paling kurang 1 (satu) kali setiap bulan dan rapat Direksi bersama Dewan Komisaris secara berkala paling kurang 1 (satu) kali dalam 4 bulan.

11. Meeting of the Board of Directors;
12. Corporate Secretary;
13. Internal Auditor;
14. Risk Management;
15. Whistleblowing System and gratification;
16. Corporate Performance; and
17. Term of Office of the Board of Directors.

CONCURRENT POSITIONS AND CONFLICTS OF INTEREST OF THE BOARD OF DIRECTORS

Based on Article 11 paragraph (28) of the Article of Association of PGN stipulated in Deed No. 28 dated May 11, 2021, all members of the Board of Directors are prohibited from having the following concurrent positions:

- a. Member of the Board of Directors of State-Owned Enterprise (SOEs), Regional-Owned Enterprises (ROE), and privately-owned enterprises;
- b. Member of the Board of Commissioners and/or Supervisory Boards in SOEs;
- c. Other structural and functional positions at a central and/or regional government institution/ agency;
- d. Member of political party, the House of Representatives, the Regional Representatives Council, Regional Legislative Council Level I and Level II, and/or regional head/deputy regional head;
- e. Candidate/member of the DPR, DPD, DPRD Level I and Level II, or regional head/deputy regional head;
- f. Other positions that may cause a conflict of interest; and/or
- g. Other positions based on the provisions of the applicable laws and regulations.

Throughout 2024, there were no members of the Board of Directors who held concurrent positions as stated in PGN's Articles of Association.

POLICY ON PROHIBITION OF RECEIVING LOANS FROM THE COMPANY FOR THE BOARD OF DIRECTORS AND THE BOARD OF COMMISSIONERS

As stipulated in the Board Manual, PGN has a policy for all members of the Board of Directors and Board of Commissioners to prohibition loans from the Company.

MEETINGS AND DECISIONS OF THE BOARD OF DIRECTORS

Based on POJK No. 33/POJK.04/2014 concerning the Board of Directors and Board of Commissioners of Issuers or Public Companies and the Company's Articles of Association, it is required to hold regular Board of Directors meetings at least once every month and regular Board of Directors meetings with the Board of Commissioners at least once in four months.

Sepanjang tahun 2024, Direksi telah menyelenggarakan Rapat sebanyak 234 (dua ratus tiga puluh empat) kali Rapat Direksi, dengan rincian sebagai berikut:

Throughout 2024, the Board of Directors held 234 (two hundred thirty four) Meetings, with the following details:

AGENDA RAPAT DIREKSI

The Board Of Directors Meetings Agenda

Tanggal Date	Agenda	Arief Setiawan Handoko	Harry Budi Sidharta	Rachmat Hutama	Fadjar Hariantono Widodo	Rosa Permata Sari	Ratih Esti Prihatini	Arief Kurnia Risdianto
02/01/24	Update Internal Audit Update on Internal Audit	✓	✓	-	✓	✓	✓	-
02/01/24	Usulan Penyesuaian Proses Bisnis dan Struktur Organisasi Proposed Adjustment of Business Process and Organizational Structure	✓	✓	-	✓	✓	✓	-
02/01/24	Update Hasil Negosiasi Lelang Kluster Papua Utara Update on the Results of the North Papua Cluster Auction Negotiations	✓	✓	-	✓	✓	✓	-
08/01/24	Upaya Optimalisasi Aset LNG Teluk Lamong Efforts to Optimize Teluk Lamong LNG Assets	✓	✓	-	✓	✓	✓	-
08/01/24	Update Gunvor Update on Gunvor	✓	✓	-	✓	✓	✓	-
08/01/24	Unlock Value PT Saka Energi Indonesia Unlock Value of PT Saka Energi Indonesia	✓	✓	-	✓	✓	✓	-
08/01/24	Update Usulan Revisi Board Manual Update on the Proposed Revision of the Board Manual	✓	✓	-	✓	✓	✓	-
15/01/2024	Update HSSE Update on HSSE	✓	✓	-	✓	✓	✓	-
15/01/2024	Project Tango	✓	✓	-	✓	✓	✓	-
15/01/2024	Analisa Internal Penerapan Perhitungan Tingkat Kesehatan Perusahaan Internal Analysis of the Implementation of the Company Soundness Level Calculation	✓	✓	-	✓	✓	✓	-



Tanggal Date	Agenda	Arief Setiawan Handoko	Harry Budi Sidharta	Rachmat Hutama	Fadjar Hariantono Widodo	Rosa Permata Sari	Ratih Esti Prihatini	Arief Kurnia Risdiyanto
15/01/2024	Persetujuan Penandatanganan KB PHE WMO Approval of PHE WMO KB Signing	✓	✓	-	✓	✓	✓	-
22/1/2024	Dry Run BOD BOC: Laporan Kinerja RKAP Desember 2023 Dry Run BOD BOC: December 2023 ABOP Performance Report	✓	✓	-	✓	✓	✓	-
22/1/2024	Update Pembahasan Proses Persetujuan Pre-FID Inisiatif Investasi Pengembangan dan Pengoperasian Infrastruktur LNG untuk Gas Power Plant di Papua Utara PT PLN Energi Primer Indonesia Update on the Pre-FID Approval Process of Investment Initiative for the Development and Operation of LNG Infrastructure for Gas Power Plant in North Papua of PT PLN Energi Primer Indonesia	✓	✓	-	✓	✓	✓	-
22/1/2024	Persetujuan RUPS Sirkuler PT Pertamina Gas tentang Pembentukan Konsorsium pada Proyek Pengembangan Infrastruktur Gasifikasi PLN di Papua Utara Approval of Circular GMS of PT Pertamina Gas on the Establishment of Consortium on Development Project PLN Gasification Infrastructure Development Project in North Papua	✓	✓	-	✓	✓	✓	-
22/1/2024	Penawaran Portofolio LNG Pertamina Pertamina LNG Portfolio Offering	✓	✓	-	✓	✓	✓	-
23/01/2024	Update Permohonan Persetujuan Pemegang Saham PT Pertamina Gas atas Pembentukan Konsorsium pada Proyek Pengembangan Infrastruktur Gasifikasi PLN di Papua Utara Update on the Request for Shareholder Approval of PT Pertamina Gas on the Establishment of a Consortium on the PLN Gasification Infrastructure Development Project in North Papua	✓	✓	-	✓	✓	✓	-
23/01/2024	Usulan Penyesuaian Struktur Organisasi Proposed Adjustment of Organizational Structure	✓	✓	-	✓	✓	✓	-
23/01/2024	Project Tango Petronas	✓	✓	-	✓	✓	✓	-
23/01/2024	Konsep Bisnis dan Infrastruktur Terintegrasi dalam Bentuk Rencana Umum Penyediaan Gas (RUPG) Integrated Business and Infrastructure Concept in the Form of the Gas Supply General Plan (RUPG)	✓	✓	-	✓	✓	✓	-
29/01/2024	Update Review Unlock Value SAKA Update on the Review of Unlock Value SAKA	✓	✓	-	✓	✓	✓	-

Tanggal Date	Agenda	Arief Setiawan Handoko	Harry Budi Sidharta	Rachmat Hutama	Fadjar Hariantono Widodo	Rosa Permata Sari	Ratih Esti Prihatini	Arief Kurnia Risdiyanto
29/01/2024	Persetujuan FID Perpanjangan Kontrak Kerja Sama WK Ketapang dengan Pengeboran Sumur Eksplorasi Hikmah dan Perkasa FID Approval of Ketapang Working Area Cooperation Contract Extension with Drilling of the Hikmah and Perkasa Exploration Wells	✓	✓	-	✓	✓	✓	-
29/01/2024	Penyampaian Strategi Hukum & Decision Tree Diagram PGN – Gunvor Submission of Legal Strategy & Decision Tree Diagram for PGN - Gunvor	✓	✓	-	✓	✓	✓	-
29/01/2024	Permohonan Persetujuan Penandatanganan Settlement Agreement untuk Pencabutan Perkara Arbitrase FSRU Lampung Request for Approval to Sign Settlement Agreement for Revocation of FSRU Lampung Arbitration Case	✓	✓	-	✓	✓	✓	-
05/02/24	Update Kontrak Bersyarat PT KCC Glass Indonesia Update on Conditional Contract of PT KCC Glass Indonesia	✓	✓	-	✓	✓	✓	-
05/02/24	Pengalihan Bisnis SPBG dan Jargas SPBG and Gas Network Business Transfer	✓	✓	-	✓	✓	✓	-
05/02/24	Update LNG Spot untuk Pasokan Kontrak Gunvor Update on Spot LNG for Gunvor Contract Supply	✓	✓	-	✓	✓	✓	-
07/02/24	Update OC LNG Update on OC LNG	✓	✓	-	✓	✓	✓	-
07/02/24	Update HCM Update on HCM	✓	✓	-	✓	✓	✓	-
12/02/24	Update Usulan Revisi Pedoman Maturitas Investasi Update on Proposed Revision of Investment Maturity Guidelines	✓	✓	-	✓	✓	✓	-
12/02/24	Permohonan FID Inisiatif Pengeboran WPA-06 WK Pangkah FID Request for the Drilling Initiative of WPA-06 WK Pangkah	✓	✓	-	✓	✓	✓	-
12/02/24	Pengajuan FID Inisiatif Investasi NBD - Upgrading Stasiun Panaran sebagai Perkuatan Keandalan Jaringan Batam Submission of FID for NBD Investment Initiative - Upgrading Panaran Station to Strengthen Batam Network Reliability	✓	✓	-	✓	✓	✓	-
15/02/2024	Persetujuan Pembelian Kargo Spot 2024 untuk Pemenuhan Kontrak Gunvor Approval of the Spot 2024 Cargo Purchase for Gunvor Contract Fulfillment	✓	✓	-	✓	✓	✓	-
19/02/2024	Update Gunvor Update on Gunvor	✓	✓	-	✓	✓	✓	-

Tanggal Date	Agenda	Arief Setiawan Handoko	Harry Budi Sidharta	Rachmat Hutama	Fadjar Harianto Widodo	Rosa Permata Sari	Ratih Esti Prihatini	Arief Kurnia Risdianto
19/02/2024	<i>Draft</i> Hasil Kajian Klusterisasi Portofolio Bisnis SH Gas Draft of Results of the SH Gas Business Portfolio Clustering Study	✓	✓	-	✓	✓	✓	-
19/02/2024	<i>Dry Run</i> BOD BOC: HCM, ICT, CSR, HSSE	✓	✓	-	✓	✓	✓	-
20/02/2024	Rencana Pemasangan Infrastruktur Gas PT PLN Batam - Titik Serah Batu Ampar & Sekupang Plan for Gas Infrastructure Installation of PT PLN Batam - Batu Ampar & Sekupang Handover Point	✓	✓	-	✓	✓	✓	-
20/02/2024	<i>Draft</i> Audit Laporan Keuangan 2023 Draft Audit of the 2023 Financial Statements	✓	✓	-	✓	✓	✓	-
20/02/2024	<i>Dry Run</i> BOD-BOC: <i>Update</i> Laporan Kinerja RKAP, <i>Top Risk</i> Januari 2024 dan <i>Summary</i> Kinerja PGAS Dry Run BOD-BOC: ABOP Performance Report Update, January 2024 Top Risk and PGAS Performance Summary	✓	✓	-	✓	✓	✓	-
22/02/2024	<i>Update</i> Gunvor Update on Gunvor	✓	✓	-	✓	✓	✓	-
26/02/2024	<i>Update</i> Tindaklanjut Permasalahan PPN Gas Bumi Update on the Follow-up of Natural Gas VAT Issues	✓	✓	-	✓	✓	✓	-
26/02/2024	Permohonan Persetujuan Novasi Pokok-pokok HoA dan Persetujuan Fasilitas Treating Gas Banyu Urip Request for Approval of the HoA Principal Novation and Approval of Banyu Urip Gas Treating Facility	✓	✓	-	✓	✓	✓	-
26/02/2024	<i>Update</i> Hasil FGD SH Gas dan SH Upstream Update on FGD Results of SH Gas and SH Upstream	✓	✓	-	✓	✓	✓	-
26/02/2024	<i>Update</i> Gunvor Update on Gunvor	✓	✓	-	✓	✓	✓	-
29/02/2024	<i>Update</i> Pembahasan Proses Persetujuan FID Pembangunan Pipa BBM Cikampek – Plumpang Update on FID Approval Process Discussion of Cikampek - Plumpang Fuel Pipeline Construction	✓	✓	-	✓	✓	✓	-
14/03/2024	Permohonan Persetujuan FID Inisiatif Investasi Kegiatan <i>Drilling Explore</i> Ronggolawe-3 Request for FID Approval of the Investment Initiative for Explore Ronggolawe-3 Drilling Activities	✓	✓	-	✓	✓	✓	-

Tanggal Date	Agenda	Arief Setiawan Handoko	Harry Budi Sidharta	Rachmat Hutama	Fadjar Hariantono Widodo	Rosa Permata Sari	Ratih Esti Prihatini	Arief Kurnia Risdiyanto
14/03/2024	Update Maturitas Inisiatif Strategis Investasi Update on Maturity of the Investment Strategic Initiative	✓	✓	-	✓	✓	✓	-
20/03/2024	Dry Run Rapat BOD-BOC: Update Disbursement Perpanjangan WK Ketapang Laporan Kinerja RKAP Februari 2024 Penyesuaian Proses Bisnis SH Gas Dry Run BOD-BOC Meeting: Update on Disbursement of Ketapang Working Area Extension February 2024 ABOP Performance Report Adjustment to SH Gas Business Process	✓	✓	-	✓	✓	✓	-
25/03/2024	Usulan Pre-FID Inisiatif Investasi Proyek Pembangunan Pipa WNTS-Pemping Proposed Pre-FID Investment Initiative of the WNTS-Pemping Pipeline Construction Project	✓	✓	-	✓	✓	✓	-
25/03/2024	Usulan FID Proyek 1st LNG Bunkering di Bontang Proposed FID of the 1st LNG Bunkering Project in Bontang	✓	✓	-	✓	✓	✓	-
25/03/2024	Komersialisasi Gas Hasil Regasifikasi LNG untuk Industri JBB Lampung Commercialization of LNG Regasified Gas for the JBB Lampung Industry	✓	✓	-	✓	✓	✓	-
03/04/24	Update HSSE: Investigasi Ledakan RM Famili HSSE Update: Investigation of RM Famili Explosion	✓	✓	-	✓	✓	✓	-
03/04/24	Hasil Rating Tingkat Kesehatan Perusahaan Results of the Company Soundness Level Rating	✓	✓	-	✓	✓	✓	-
05/04/24	Update Kontrak Gunvor Update on Gunvor Contract	✓	✓	-	✓	✓	✓	-
18/04/2024	Persetujuan Rencana Proyek Biomethane Approval of the Biomethane Project Plan	✓	✓	-	✓	✓	✓	-
18/04/2024	Update HCM Update on HCM	✓	✓	-	✓	✓	✓	-
24/04/2024	Permohonan Persetujuan Ketentuan Performance Guarantee Letter of Credit GSA PGN – EMCL Request for Approval of the Terms of Performance Guarantee Letter of Credit GSA PGN - EMCL	✓	✓	-	✓	✓	✓	-
24/04/2024	Rapat Umum Pemegang Saham Tahunan Tahun Buku 2023 Anak Perusahaan dan Afiliasi Annual General Meeting of Shareholders for the 2023 Fiscal Year of Subsidiaries and Affiliates	✓	✓	-	✓	✓	✓	-

Tanggal Date	Agenda	Arief Setiawan Handoko	Harry Budi Sidharta	Rachmat Hutama	Fadjar Hariantono Widodo	Rosa Permata Sari	Ratih Esti Prihatini	Arief Kurnia Risdiyanto
24/04/2024	<i>Dry Run</i> Rapat BOD-BOC: Dampak Konflik Geopolitik Timur Tengah Laporan Keuangan Maret 2024 Laporan Pencapaian Kinerja Maret 2024 <i>Dry Run</i> BOD-BOC Meeting: Impact of Middle East Geopolitical Conflict March 2024 Financial Report March 2024 Performance Achievement Report	✓	✓	-	✓	✓	✓	-
05/02/24	Pengalihan Bisnis SPBG dan Jargas SPBG and Jargas Business Transfer	✓	✓	-	✓	✓	✓	-
05/02/24	<i>Update</i> LNG Spot untuk Pasokan Kontrak Gunvor Update on Spot LNG for Gunvor Contract Supply	✓	✓	-	✓	✓	✓	-
07/02/24	<i>Update</i> OC LNG Update on OC LNG	✓	✓	-	✓	✓	✓	-
07/02/24	<i>Update</i> HCM Update on HCM	✓	✓	-	✓	✓	✓	-
12/02/24	<i>Update</i> Usulan Revisi Pedoman Maturitas Investasi Update on Proposed Revision of Investment Maturity Guidelines	✓	✓	-	✓	✓	✓	-
12/02/24	Permohonan FID Inisiatif Pengeboran WPA-06 WK Pangkah FID Application for Drilling Initiative WPA-06 WK Pangkah	✓	✓	-	✓	✓	✓	-
12/02/24	Pengajuan FID Inisiatif Investasi NBD - <i>Upgrading</i> Stasiun Panaran sebagai Perkuatan Keandalan Jaringan Batam Submission of FID for NBD Investment Initiative - Upgrading Panaran Station to Strengthen Batam Network Reliability	✓	✓	-	✓	✓	✓	-
15/02/2024	Persetujuan Pembelian Kargo Spot 2024 untuk Pemenuhan Kontrak Gunvor Approval of the Spot 2024 Cargo Purchase for Gunvor Contract Fulfillment	✓	✓	-	✓	✓	✓	-
19/02/2024	<i>Update</i> Gunvor Update on Gunvor	✓	✓	-	✓	✓	✓	-
19/02/2024	<i>Draft</i> Hasil Kajian Klusterisasi Portofolio Bisnis SH Gas Draft Results of the SH Gas Business Portfolios Clustering Study	✓	✓	-	✓	✓	✓	-
19/02/2024	<i>Dry Run</i> BOD BOC: HCM, ICT, CSR, HSSE	✓	✓	-	✓	✓	✓	-

Tanggal Date	Agenda	Arief Setiawan Handoko	Harry Budi Sidharta	Rachmat Hutama	Fadjar Hariantono Widodo	Rosa Permata Sari	Ratih Esti Prihatini	Arief Kurnia Risdiyanto
20/02/2024	Rencana Pemasangan Infrastruktur Gas PT PLN Batam - Titik Serah Batu Ampar & Sekupang Gas Infrastructure Installation Plan of PT PLN Batam - Batu Ampar & Sekupang Delivery Point	✓	✓	-	✓	✓	✓	-
20/02/2024	Draft Audit Laporan Keuangan 2023 Draft Audit of the 2023 Financial Statements	✓	✓	-	✓	✓	✓	-
20/02/2024	Dry Run BOD-BOC: Update Laporan Kinerja RKAP, Top Risk Januari 2024 dan Summary Kinerja PGAS Dry Run BOD-BOC: Update on ABOP Performance Report, January 2024 Top Risk and PGAS Performance Summary	✓	✓	-	✓	✓	✓	-
22/02/2024	Update Gunvor Update on Gunvor	✓	✓	-	✓	✓	✓	-
26/02/2024	Update Tindaklanjuti Permasalahan PPN Gas Bumi Update on the Follow-up of Natural Gas VAT Issues	✓	✓	-	✓	✓	✓	-
26/02/2024	Permohonan Persetujuan Novasi Pokok-pokok HoA dan Persetujuan Fasilitas Treating Gas Banyu Urip Request for Approval of the HoA Novation and Approval of Banyu Urip Gas Treating Facility	✓	✓	-	✓	✓	✓	-
26/02/2024	Update Hasil FGD SH Gas dan SH Upstream Update on SH Gas and SH Upstream FGD Results	✓	✓	-	✓	✓	✓	-
26/02/2024	Update Gunvor Update on Gunvor	✓	✓	-	✓	✓	✓	-
29/02/2024	Update Pembahasan Proses Persetujuan FID Pembangunan Pipa BBM Cikampek – Plumpang Update on the Discussion of the FID Approval Process for the Construction of the Cikampek - Plumpang Fuel Pipeline	✓	✓	-	✓	✓	✓	-
14/03/2024	Permohonan Persetujuan FID Inisiatif Investasi Kegiatan Drilling Explore Ronggolawe-3 Request for FID Approval of the Investment Initiative for Drilling Explore Ronggolawe-3 Activities	✓	✓	-	✓	✓	✓	-
14/03/2024	Update Maturitas Inisiatif Strategis Investasi Update on Investment Strategic Initiative Maturity	✓	✓	-	✓	✓	✓	-
20/03/2024	Dry Run Rapat BOD-BOC: Update Disbursement Perpanjangan WK Ketapang Laporan Kinerja RKAP Februari 2024 Penyesuaian Proses Bisnis SH Gas Dry Run BOD-BOC Meeting: Update on Ketapang Working Area Extension Disbursement February 2024 ABOP Performance Report Adjustment to SH Gas Business Process	✓	✓	-	✓	✓	✓	-

Tanggal Date	Agenda	Arief Setiawan Handoko	Harry Budi Sidharta	Rachmat Hutama	Fadjar Harianto Widodo	Rosa Permata Sari	Ratih Esti Prihatini	Arief Kurnia Risdianto
25/03/2024	Usulan Pre-FID Inisiatif Investasi Proyek Pembangunan Pipa WNTS-Pemping Proposed Pre-FID of Investment Initiative of WNTS-Pemping Pipeline Construction Project	✓	✓	-	✓	✓	✓	-
25/03/2024	Usulan FID Proyek 1st LNG Bunkering di Bontang FID Proposal for the 1st LNG Bunkering Project in Bontang	✓	✓	-	✓	✓	✓	-
25/03/2024	Komersialisasi Gas Hasil Regasifikasi LNG untuk Industri JBB Lampung Commercialization of LNG Regasified Gas for the JBB Lampung Industry	✓	✓	-	✓	✓	✓	-
03/04/24	Update HSSE: Investigasi Ledakan RM Famili HSSE Update: Investigation of RM Famili Explosion	✓	✓	-	✓	✓	✓	-
03/04/24	Hasil Rating Tingkat Kesehatan Perusahaan Results of the Company Soundness Level Rating	✓	✓	-	✓	✓	✓	-
05/04/24	Update Kontrak Gunvor Update on Gunvor Contract	✓	✓	-	✓	✓	✓	-
18/04/2024	Persetujuan Rencana Proyek Biomethane Approval for the Biomethane Project Plan	✓	✓	-	✓	✓	✓	-
18/04/2024	Update HCM Update on HCM	✓	✓	-	✓	✓	✓	-
24/04/2024	Permohonan Persetujuan Ketentuan <i>Performance</i> <i>Guarantee Letter of Credit</i> GSA PGN – EMCL Request for Approval of the Terms of Performance Guarantee Letter of Credit GSA PGN – EMCL	✓	✓	-	✓	✓	✓	-
24/04/2024	Rapat Umum Pemegang Saham Tahunan Tahun Buku 2023 Anak Perusahaan dan Afiliasi Annual General Meeting of Shareholders for the 2023 Fiscal Year of Subsidiaries and Affiliates	✓	✓	-	✓	✓	✓	-
24/04/2024	Dry Run Rapat BOD-BOC: Dampak Konflik Geopolitik Timur Tengah Laporan Keuangan Maret 2024 Laporan Pencapaian Kinerja Maret 2024 Dry Run BOD-BOC Meeting: Impact of Middle East Geopolitical Conflict March 2024 Financial Report March 2024 Performance Achievement Report	✓	✓	-	✓	✓	✓	-
29/04/2024	Rencana Pembelian Kargo LNG dari BP Tangguh Juni dan Agustus 2024 dan Penjualan kepada Pelanggan Plan to Purchase LNG Cargoes from BP Tangguh in June and August 2024 and Sales to Customers	✓	✓	-	✓	✓	✓	-

Tanggal Date	Agenda	Arief Setiawan Handoko	Harry Budi Sidharta	Rachmat Hutama	Fadjar Harianto Widodo	Rosa Permata Sari	Ratih Esti Prihatini	Arief Kurnia Risdianto
29/04/2024	Update Opsi Penyaluran Gas PGN ke PT Cikarang Listrindo Plant MM2100 melalui Pemanfaatan Pipa KP72 - WJA Pertagas Update on PGN Gas Distribution Option to PT Cikarang Listrindo Plant MM2100 through Utilization of KP72 - WJA Pertagas Pipeline	✓	✓	-	✓	✓	✓	-
29/04/2024	Update HCM Update on HCM	✓	✓	-	✓	✓	✓	-
06/05/24	Usulan Treatment atas Kurang Bayar KPI RU VI Balongan untuk Pemakaian Gas Februari 2024 Proposed Treatment of Underpayment of KPI RU VI Balongan for Gas Usage in February 2024	✓	✓	-	✓	✓	✓	-
06/05/24	Update Gunvor Update on Gunvor	✓	✓	-	✓	✓	✓	-
06/05/24	Skenario Dividen Tahun Buku 2023 PT PGN Tbk Dividend Scenario for the 2023 Fiscal Year of PT PGN Tbk	✓	✓	-	✓	✓	✓	-
16/05/2024	Laporan Manajemen PT PGN Tbk periode April 2024 Management Report of PT PGN Tbk for April 2024	✓	✓	-	✓	✓	✓	-
16/05/2024	Persetujuan <i>Guideline</i> RKAP 2025 Approval of the 2025 ABOP Guideline	✓	✓	-	✓	✓	✓	-
16/05/2024	Penyaluran Gas Regasifikasi LNG TUA untuk Pembangkit PLN wilayah Jawa Barat dan Sumatera Distribution of TUA LNG Regasified Gas for PLN Power Plant in West Java and Sumatera region	✓	✓	-	✓	✓	✓	-
16/05/2024	Rencana Pasokan Gas dari Sumatera Selatan dan Sumatera Tengah (<i>Update</i> WK Jabung dan Persetujuan WK Batanghari) Gas Supply Plan from South Sumatra and Central Sumatra (Update on Jabung Working Area and Approval of Batanghari Working Area)	✓	✓	-	✓	✓	✓	-
20/05/2024	Dry Run Rapat BOD BOC: <i>Update</i> RJPP <i>Update</i> Persiapan RUPST Tindaklanjut Pembayaran <i>Success Fee</i> atas 6 Nomor Perkara PK PPN Gas Bumi Dry Run BOD BOC Meeting: RJPP Update Update on AGMS Preparation Follow-up on <i>Success Fee</i> Payments for Six Natural Gas VAT Review Case Numbers	✓	✓	-	✓	✓	✓	-
20/05/2024	Update Gunvor Update on Gunvor	✓	✓	-	✓	✓	✓	-
28/05/2024	Usulan FID Jargas SOR I Tahun 2024 Proposed FID for Jargas SOR I in 2024	✓	✓	-	✓	✓	✓	-

Tanggal Date	Agenda	Arief Setiawan Handoko	Harry Budi Sidharta	Rachmat Hutama	Fadjar Hariantono Widodo	Rosa Permata Sari	Ratih Esti Prihatini	Arief Kurnia Risdianto
28/05/2024	Update HoA Penyaluran Gas ke KPI RU IV Cilacap oleh SH Gas Update on HoA for Gas Distribution to KPI RU IV Cilacap by Gas SH	✓	✓	-	✓	✓	✓	-
28/05/2024	Tindaklanjut Klaterisasi Bisnis SH Gas Follow-up of Gas SH Business Clustering	✓	✓	-	✓	✓	✓	-
03/06/24	Rencana Pemberian Bantuan Hukum dan Penggunaan Polis Asuransi D&O dalam rangka Pelaksanaan Pendampingan Proses Hukum Plan for the Provision of Legal Aid and the Use of D&O Insurance Policy in the Context of Assistance Implementation Legal Process	✓	✓	✓	✓	✓	✓	✓
11/06/24	Laporan Kinerja Mei 2024 Pertagas May 2024 Pertagas Performance Report	✓	✓	✓	✓	✓	✓	✓
11/06/24	Update Kinerja HSSE Ytd Mei 2024 Update on HSSE Performance Ytd May 2024	✓	✓	✓	✓	✓	✓	✓
11/06/24	Restrukturisasi PT Nusantara Regas Restructuring of PT Nusantara Regas	✓	✓	✓	✓	✓	✓	✓
11/06/24	Dry Run Rapat Komisi VI Dry Run Meeting of Commission VI	✓	✓	✓	✓	✓	✓	✓
11/06/24	Penandatanganan HoA dengan Dart Energy The signing of HoA with Dart Energy	✓	✓	✓	✓	✓	✓	✓
11/06/24	Update Rencana Penandatanganan Dokumen pada Acara Forum SKK Migas Update on Document Signing Plan at the SKK Migas Forum Event	✓	✓	✓	✓	✓	✓	✓
11/06/24	Update Gunvor Update on Gunvor	✓	✓	✓	✓	✓	✓	✓
20/06/2024	PGNCOM Ytd Performance	✓	✓	✓	✓	✓	✓	✓
20/06/2024	GAGAS Ytd Performance	✓	✓	✓	✓	✓	✓	✓
20/06/2024	Laporan Kinerja Mei RKAP 2024 May 2024 ABOP Performance Report	✓	✓	✓	✓	✓	✓	✓
20/06/2024	Update Organisasi Ultimate PGN Update on PHN Ultimate Organization	✓	✓	✓	✓	✓	✓	✓
20/06/2024	Update Arbitrase PT Kalimantan Jawa Gas Update on PT Kalimantan Jawa Gas Arbitration	✓	✓	✓	✓	✓	✓	✓
24/06/2024	Update Arbitrase PT Kalimantan Jawa Gas Update on PT Kalimantan Jawa Gas Arbitration	✓	✓	✓	✓	✓	✓	✓
24/06/2024	Update Gunvor Update on Gunvor	✓	✓	✓	✓	✓	✓	✓

Tanggal Date	Agenda	Arief Setiawan Handoko	Harry Budi Sidharta	Rachmat Hutama	Fadjar Harianto Widodo	Rosa Permata Sari	Ratih Esti Prihatini	Arief Kurnia Risdiyanto
24/06/2024	Permohonan Persetujuan Perpanjangan Kerjasama Jangka Waktu Perjanjian Kerjasama Pengelolaan dan Penyaluran Gas JTB antara Pertamina dan PGN Request for Approval of the Extension of the Cooperation Period of the JTB Gas Management and Distribution Cooperation Agreement between Pertamina and PGN	✓	✓	✓	✓	✓	✓	✓
27/06/2024	Update Hasil Diskusi Klasterisasi Bisnis SH Gas dengan Komisaris Utama Update on Gas SH Business Clustering Discussion Results with President Commissioner	✓	✓	✓	✓	✓	✓	✓
27/06/2024	Update Usulan Perubahan Organisasi BOD-1 Update on BOD-1 Organization Change Proposal	✓	✓	✓	✓	✓	✓	✓
27/06/2024	Usulan ABI RKAP 2025 SH Gas Proposal of the 2025 ABI ABOP of Gas SH	✓	✓	✓	✓	✓	✓	✓
27/06/2024	Update Pengalihan Bisnis Jargas Pra Grace Period 2021-2023 Update on Jargas Business Transfer Pre Grace for 2021-2023	✓	✓	✓	✓	✓	✓	✓
27/06/2024	Rencana Penyelesaian Kerusakan Pipa SAKA Pangkah Plan to Resolve Damage to the SAKA Pangkah Pipeline	✓	✓	✓	✓	✓	✓	✓
27/06/2024	Dry Run BOD BOC: Kinerja dan Capaian Divisi ET, PMO dan CGP Dry Run BOD BOC: Performance and Achievement of the ET, PMO, and CGP Divisions	✓	✓	✓	✓	✓	✓	✓
03/07/24	Kajian Tindaklanjuti Pembangunan Terminal LNG di Jawa Timur Follow-up Study of LNG Terminal Development in East Java	✓	✓	✓	✓	✓	✓	✓
03/08/24	SAKA Ytd Performance	✓	✓	✓	✓	✓	✓	✓
03/09/24	Persetujuan Pemegang Saham PT Pertamina Gas atas Kerjasama Penyediaan Jasa PIPANISASI BBM Cikampek - Plumpang antara PT Pertamina Patra Niaga dan PT Pertamina Gas PT Pertamina Gas' Shareholders' Approval on the Cooperation for the Provision of Cikampek - Plumpang Fuel Pipeline Services between PT Pertamina Patra Niaga and PT Pertamina Gas	✓	✓	✓	✓	✓	✓	✓
03/10/24	Update HCM Update on HCM	✓	✓	✓	✓	✓	✓	✓
08/07/24	Update Program Jargas Update on Jargas Program	✓	✓	✓	✓	✓	✓	✓
08/08/24	Usulan RKAP 2025 PGN Group Draft 1 PGN Group's 2025 ABOP Proposal Draft 1	✓	✓	✓	✓	✓	✓	✓
08/09/24	Permohonan Persetujuan Harga Gas PEP Jabar dan PHE ONWJ Request for Approval of Gas Price for PEP Jabar and PHE ONWJ	✓	✓	✓	✓	✓	✓	✓

Tanggal Date	Agenda	Arief Setiawan Handoko	Harry Budi Sidharta	Rachmat Hutama	Fadjar Harianto Widodo	Rosa Permata Sari	Ratih Esti Prihatini	Arief Kurnia Risdianto
08/10/24	PLI Ytd Performance	✓	✓	✓	✓	✓	✓	✓
08/11/24	Update Arbitrase KJG - Analisis Putusan ICC Award KJG-PCML Update on KJG Arbitration - Analysis of ICC Award KJG-PCML Ruling	✓	✓	✓	✓	✓	✓	✓
15/07/2024	Update Kinerja HSSE Ytd Juni 2024 HSSE Performance Update Ytd June 2024	✓	✓	✓	✓	✓	✓	✓
15/07/2024	Update Gunvor Update on Gunvor	✓	✓	✓	✓	✓	✓	✓
15/07/2024	Pembelian Kargo LNG Domestik dari Donggi Senoro LNG (DS LNG) periode September 2024 dan Penetapan Harga Jual LNG Purchase of Domestic LNG Cargo from Donggi Senoro LNG (DS LNG) for the period of September 2024 and Determination of LNG Selling Price	✓	✓	✓	✓	✓	✓	✓
15/07/2024	NR Ytd Performance	✓	✓	✓	✓	✓	✓	✓
15/07/2024	Laporan Kinerja RKAP Juni 2024 June 2024 ABOP Performance Report	✓	✓	✓	✓	✓	✓	✓
08/01/24	Revisi RKAP 2025 D2 Revised 2025 ABOP D2	✓	✓	✓	✓	✓	✓	✓
08/01/24	Ext Muara Bakau (SAKA)	✓	✓	✓	✓	✓	✓	✓
08/05/24	Unlock Value SAKA	✓	✓	✓	✓	✓	✓	✓
08/06/24	KSO JPEN	✓	✓	✓	✓	✓	✓	✓
08/07/24	Rencana Pembangunan Kantor Area Office Area Construction Plan	✓	✓	✓	✓	✓	✓	✓
08/08/24	LNG Korea	✓	✓	✓	✓	✓	✓	✓
08/09/24	DS LNG	✓	✓	✓	✓	✓	✓	✓
08/12/24	Kerjasama PGASSOL-ELNUSA PGASSOL-ELNUSA Cooperation	✓	✓	✓	✓	✓	✓	✓
08/13/24	Papua Utara North Papua	✓	✓	✓	✓	✓	✓	✓
08/14/24	HSSE	✓	✓	✓	✓	✓	✓	✓
08/15/24	Ext Muara Bakau (SAKA)	✓	✓	✓	✓	✓	✓	✓
08/19/24	Laporan Keuangan Konsolidasi Consolidated Financial Statements	✓	✓	✓	✓	✓	✓	✓
08/20/24	Laporan Pencapaian RKAP Juli 2024 July 2024 ABOP Achievement Report	✓	✓	✓	✓	✓	✓	✓
08/21/24	Update Jargas Update on Jargas	✓	✓	✓	✓	✓	✓	✓
08/22/24	FID SOR I dan III FID SOR I and III	✓	✓	✓	✓	✓	✓	✓
08/20/24	Update Keikutsertaan PLI Lelang Papua Utara Update on PLI Participation in North Papua Auction	✓	✓	✓	✓	✓	✓	✓
08/21/24	Dry Run Rapat Pertamina: Jargas Overlay Dry Run Meeting Pertamina: Jargas Overlay	✓	✓	✓	✓	✓	✓	✓

Tanggal Date	Agenda	Arief Setiawan Handoko	Harry Budi Sidharta	Rachmat Hutama	Fadjar Harianto Widodo	Rosa Permata Sari	Ratih Esti Prihatini	Arief Kurnia Risdianto
08/26/24	Permohonan Persetujuan Penggunaan Lahan Labuhan Maringgai untuk <i>Ground Station Space X</i> Application for Approval of Labuhan Maringgai Land Use for the Space X Ground Station	✓	✓	✓	✓	✓	✓	✓
08/27/24	<i>Update Risk</i> Update on Risk	✓	✓	✓	✓	✓	✓	✓
08/28/24	<i>Update Audit SAKA</i> Update on SAKA Audit	✓	✓	✓	✓	✓	✓	✓
09/02/24	Persetujuan <i>Public Expose</i> Public Expose Approval	✓	✓	✓	✓	✓	✓	✓
09/03/24	Persetujuan Usulan KPI Kolegial Subholding Gas Tahun 2025 <i>Draft-1 Pasca One on One Discussion</i> dengan Group Performance Evaluation Direktorat SPPU Pertamina Approval of the Proposed 2025 Gas Sub-holding Collegial KPI Draft-1 Post One on One Discussion with the Group Performance Evaluation Directorate SPPU Pertamina	✓	✓	✓	✓	✓	✓	✓
09/04/24	<i>Update Realisasi Inisiatif Investasi</i> UPB-12 Workover Well Deepening Testing CD Ngimbang Carbonate & Ngimbang Clastic (Proyek Workover UPB-12) Update on the Realization of Investment Initiatives UPB-12 Workover Well Deepening Testing of CD Ngimbang Carbonate & Ngimbang Clastic (UPB-12 Workover Project)	✓	✓	✓	✓	✓	✓	✓
09/04/24	Permohonan Persetujuan Direksi PGN atas Investasi (FID) Restaging Compressor C505J dan C306 PT Pertamina Gas SKG Cilamaya di Operation West Java Area Request for PGN Board of Directors Approval of Investment (FID) in Restaging Compressor C505J and C306 PT Pertamina Gas SKG Cilamaya in West Java Operation Area	✓	✓	✓	✓	✓	✓	✓
09/05/24	Permohonan Persetujuan Direksi Perpanjangan Alokasi Pasokan PGE WK B (<i>Update</i> dari 27 November 2023) Request for Board of Directors' Approval for the Extension of PGE WK B Supply Allocation (Update from November 27, 2023)	✓	✓	✓	✓	✓	✓	✓
09/09/24	<i>Update HSSE</i> Update on HSSE	✓	✓	✓	✓	✓	✓	✓
09/10/24	<i>Dry Run Challenge Session RKAP 2025</i> Dry Run Challenge Session of the 2025 ABOP	✓	✓	✓	✓	✓	✓	✓
09/11/24	<i>Update IR</i> Update on IR	✓	✓	✓	✓	✓	✓	✓

Tanggal Date	Agenda	Arief Setiawan Handoko	Harry Budi Sidharta	Rachmat Hutama	Fadjar Hariantono Widodo	Rosa Permata Sari	Ratih Esti Prihatini	Arief Kurnia Risdianto
09/10/24	Pembelian Kargo LNG Domestik Bulan Oktober 2024 & Penjualan kepada Pelanggan Retail dan Korporat Purchase of Domestic LNG Cargo in October 2024 & Sales to Retail Customers and Corporate Customers	✓	✓	✓	✓	✓	✓	✓
09/18/24	Update Gunvor Update on Gunvor	✓	✓	✓	✓	✓	✓	✓
09/19/24	Pemohonan Persetujuan Harga Gas dari Dart Energy Lapangan Tanjung Enim Request for Gas Price Approval from Dart Energy Tanjung Enim Field	✓	✓	✓	✓	✓	✓	✓
09/20/24	Agenda Laporan Kinerja Agustus dan Update Prognosa Basis Real Agustus 2024 August Performance Report Agenda and Update on August 2024 Real Base Prognosis	✓	✓	✓	✓	✓	✓	✓
09/21/24	Usulan Pembangunan Gedung Kantor PGN Jl. M.I Ridwan Rais Proposed Construction of PGN Office Building at Jl. M.I Ridwan Rais	✓	✓	✓	✓	✓	✓	✓
09/19/24	Pemohonan Persetujuan Direksi PGN atas Investasi (FID) Pengeboran Sumur SID-05 pada Wilayah Kerja Pangkah Request for PGN Board of Directors' Approval of Investment (FID) in the SID-05 Well Drilling in the Pangkah Working Area	✓	✓	✓	✓	✓	✓	✓
09/20/24	Pemohonan Persetujuan Direksi PGN atas Investasi (FID) Pengeboran Sumur JNE-07 Sidetrack pada Wilayah Kerja Muara Bakau Request for Approval from PGN's Board of Directors for Investment (FID) in JNE-07 Well Drilling Sidetrack in Muara Bakau Working Area	✓	✓	✓	✓	✓	✓	✓
09/21/24	Proyek Penyediaan Gas Untuk Mendukung Kegiatan Eksplorasi dan Produksi Industri Tembaga Di Proyek Hu'u PT Sumbawa Timur Mining Gas Supply Project to Support Copper Industry Exploration and Production Activities at Hu'u Project of PT Sumbawa Timur Mining	✓	✓	✓	✓	✓	✓	✓
09/23/24	Dry Run Ragab: Kinerja Agustus 2024, Revisi RKAP 2024 & Update Gunvor Dry Run Joint Meeting: August 2024 Performance, 2024 ABOP Revision & Gunvor Update	✓	✓	✓	✓	✓	✓	✓
09/24/24	Hasil Audit Rokan Rokan Audit Results	✓	✓	✓	✓	✓	✓	✓
10/01/24	Usulan Tantiem Gaji Direktur dan Komisaris Anak Perusahaan dan/ atau Afiliasi Proposed Tantiem Salary for Directors and Commissioners of Subsidiaries and/or Affiliates	✓	✓	✓	✓	✓	✓	✓

Tanggal Date	Agenda	Arief Setiawan Handoko	Harry Budi Sidharta	Rachmat Hutama	Fadjar Harianto Widodo	Rosa Permata Sari	Ratih Esti Prihatini	Arief Kurnia Risdianto
10/02/24	Persetujuan Anggaran Bulk Pemasangan Infrastruktur Gas <i>Customer Attachment</i> Komersial dan Pelanggan Kecil SOR II Tahun 2025 Approval of Bulk Budget for Gas Infrastructure Installation of Commercial and Small Customer Attachment SOR II Year 2025	✓	✓	✓	✓	✓	✓	✓
10/03/24	Persetujuan Anggaran Bulk Pemasangan Infrastruktur Gas <i>Customer Attachment</i> Komersial dan Pelanggan Kecil SOR III Tahun 2025 Approval of Bulk Budget for Gas Infrastructure Installation for Commercial and Small Customer Attachment SOR III Year 2025	✓	✓	✓	✓	✓	✓	✓
10/07/24	Status Kontrak PGN-Gunvor dan Tanggapan atas Permintaan Arbitrase dari Gunvor serta Opsi Terkait Konsultan Hukum Pendamping Status of the PGN-Gunvor Contract and Response to Gunvor's Request for Arbitration and Options Related to Accompanying Legal Consultants	✓	✓	✓	✓	✓	✓	✓
10/07/24	Update Gunvor ke KBUMN dan Update RAT Top Risk Gunvor Gunvor Update to the Ministry of SOEs and Gunvor Top Risk RAT Update	✓	✓	✓	✓	✓	✓	✓
10/07/24	FID Pemasangan Infrastruktur Pipa Gas <i>Customer Attachment</i> Rumah Tangga GasKita PGN Sayang Ibu ("PSI") SOR III Tahun 2024 FID for Gas Pipeline Infrastructure Installation for GasKita PGN Sayang Ibu Household Customer Attachment ("PSI") SOR III Year 2024	✓	✓	✓	✓	✓	✓	✓
10/07/24	Pengeboran Sumur UPB-18 Wilayah Kerja ("WK") Pangkah ("UPB-18 WK Pangkah") Drilling UPB-18 Well in Pangkah Working Area ("WK") ("UPB-18 WK Pangkah")	✓	✓	✓	✓	✓	✓	✓
10/14/24	Update HCM Update on HCM	✓	✓	✓	✓	✓	✓	✓
10/14/24	Update Gunvor Update on Gunvor	✓	✓	✓	✓	✓	✓	✓
10/14/24	Dry Run Materi Putaran 2 Konsinyering RKAP 2025 Dry Run Material Round 2 Consignment of the 2025 ABOP	✓	✓	✓	✓	✓	✓	✓
10/14/24	Pengeboran Sumur Bukit Tua BTJTB T8 (NZ2) WK Ketapang Drilling of Bukit Tua Well BTJTB T8 (NZ2) in Ketapang Working Area (WK)	✓	✓	✓	✓	✓	✓	✓
10/14/24	Permohonan Persetujuan Tindak Lanjut Negosiasi Tarif Regasifikasi PLN EPI di PAG Request for Approval of Follow-up for PLN EPI Regasification Tariff Negotiation at PAG	✓	✓	✓	✓	✓	✓	✓

Tanggal Date	Agenda	Arief Setiawan Handoko	Harry Budi Sidharta	Rachmat Hutama	Fadjar Harianto Widodo	Rosa Permata Sari	Ratih Esti Prihatini	Arief Kurnia Risdianto
10/15/2024	Perpanjangan Pasokan SEML SEML Supply Extension	✓	✓	✓	✓	✓	✓	✓
10/15/2024	Update Skema Bisnis Penyaluran Gas ke KPI RU IV Cilacap Update on Gas Distribution Business Scheme to KPI RU IV Cilacap	✓	✓	✓	✓	✓	✓	✓
10/15/2024	Update Issue (Kinerja HSSE, Update Overview Hasil Audit Supreme PGN Th 2024) Issue Update (HSSE Performance, Update Overview of PGN Supreme Audit Results for 2024)	✓	✓	✓	✓	✓	✓	✓
10/15/2024	Pengeboran Sumur Bukit Tua BTJTB T6 (NZ1) WK Ketapang Drilling of Old Hill Well BTJTB T6 (NZ1) in Ketapang Working Area (WK)	✓	✓	✓	✓	✓	✓	✓
10/15/2024	Update Proses Lelang PLN EPI: Development and Operation of LNG Infrastructure Services for Gas Power Plant in Papua Utara Update on PLN EPI Auction Process: Development and Operation of LNG Infrastructure Services for Gas Power Plant in North Papua	✓	✓	✓	✓	✓	✓	✓
10/15/2024	Laporan Pencapaian RKAP September 2024 September 2024 ABOP Achievement Report	✓	✓	✓	✓	✓	✓	✓
22/10/2024	Persetujuan Usulan Draft 3 KPI Kolegial Subholding Gas Tahun 2025 yang akan disampaikan pada CS dengan Direktorat SPPU Pertamina 24 Oktober 2024 Approval of the Proposed Draft 3 Collegial KPIs for Gas Subholding Year 2025 to be submitted to CS with Directorate of SPPU of Pertamina dated October 24, 2024.	✓	✓	✓	✓	✓	✓	✓
28/10/2024	Rencana Pengembangan Bisnis LNG PGN Group PGN Group LNG Business Development Plan	✓	✓	✓	✓	✓	✓	✓
28/10/2024	Update Presentasi Mayer Brown atas RFA Gunvor Update on Mayer Brown's Presentation of Gunvor's RFA	✓	✓	✓	✓	✓	✓	✓
28/10/2024	Update Proses Lelang PLN EPI: Development and Operation of LNG Infrastructure Services for Gas Power Plant in Papua Utara – Kesepakatan Tarif dan Persiapan Joint Development Agreement Update on PLN EPI Bidding Process: Development and Operation of LNG Infrastructure Services for Gas Power Plant in North Papua - Tariff Agreement and Joint Development Agreement Preparation	✓	✓	✓	✓	✓	✓	✓

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28/10/2024	Permohonan Persetujuan Direksi Penandatanganan atas Dokumen Perjanjian Induk Jargas & SPBG; Surat Kuasa SPBG antara PT Pertamina (Persero) & PGN; serta Surat Kuasa SPBG substitusi PGN ke PT Gagah Energi Indonesia atas Alih Bisnis & Pengelolaan SPBG dari Pertamina ke SH Gas Request for the Board of Directors' Approval to Sign the Jargas & SPBG Master Agreement Document; SPBG Power of Attorney between PT Pertamina (Persero) & PGN; and SPBG Power of Attorney for PGN's substitution to PT Gagah Energi Indonesia for the Transfer of Business & Management of SPBG from Pertamina to Gas SH	✓	✓	✓	✓	✓	✓	✓
28/10/2024	Update Inisiatif Bisnis Pembangunan Pipa WNTS-Pemping Update on Business Initiative for WNTS-Pemping Pipeline Development	✓	✓	✓	✓	✓	✓	✓
28/10/2024	Persetujuan FID Pengeboran Sumur UPA-17 Wilayah Kerja ("WK") Pangkah ("UPA-17 WK Pangkah") FID Approval of Drilling UPA-17 Well in Pangkah Working Area ("WK") ("UPA-17 WK Pangkah")	✓	✓	✓	✓	✓	✓	✓
04/11/2024	Penjelasan Atas <i>Conflict of Interest</i> ("COI") Oleh Konsultan Hukum A&O Shearman Dalam Penanganan Perkara Arbitrase di London Court of International Arbitration (LCIA) Explanation of Conflict of Interest ("COI") by A&O Shearman's Legal Consultants in the Handling of Arbitration Cases at London Court of International Arbitration (LCIA)	✓	✓	✓	✓	✓	✓	✓
04/11/2024	Permohonan Persetujuan Direksi Perpanjangan Alokasi Pasokan PHE NSO, PHE OK dan Pertamina EP untuk PGN Medan Request for the Board of Directors' Approval to Extend the Supply Allocation of PHE NSO, PHE OK, and Pertamina EP to PGN Medan	✓	✓	✓	✓	✓	✓	✓
04/11/2024	Penandatanganan KB Penyimpanan dan Regasifikasi PAG dan Rencana Penjualan LNG di Medan Signing of KB for PAG Storage and Regasification and LNG Sales Plan in Medan	✓	✓	✓	✓	✓	✓	✓
04/11/2024	Usulan Penghapusan Aset Bangunan Simpang Kantor Medan untuk Mother Station CNG Proposed Asset Write-off of Medan Office Junction Building for CNG Mother Station	✓	✓	✓	✓	✓	✓	✓

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11/7/2024	Penandatanganan Perjanjian Pemanfaatan Terminal LNG Jawa Barat dan Penyaluran Gas Hasil Regasifikasi LNG ke Jaringan Distribusi Pipa Gas Jawa Barat antara PGN dan NR Signing of Agreement on the Utilization of West Java LNG Terminal and Distribution of LNG Regasified Gas to West Java Gas Pipeline Distribution Network between PGN and NR	✓	✓	✓	✓	✓	✓	✓
11/7/2024	Update Implementasi HGBT Update on HGBT Implementation	✓	✓	✓	✓	✓	✓	✓
11/7/2024	Update Issue Kinerja HSSE Update on HSSE Performance Issue	✓	✓	✓	✓	✓	✓	✓
11/11/2024	Kajian Masterplan Pengembangan Jaringan Gas Rumah Tangga (Jargas) Study on Masterplan for the Development of Household Gas Network (Jargas)	✓	✓	✓	✓	✓	✓	✓
11/11/2024	Persetujuan Tindak Lanjut Novasi Kontrak Pengelolaan Gas Jambaran Tiung Biru ("JTB") Approval of Follow-up Novation of Jambaran Tiung Biru ("JTB") Gas Management Contract	✓	✓	✓	✓	✓	✓	✓
11/11/2024	Permohonan Persetujuan Anggaran Bulk kepada Direksi PGN atas Pengadaan Kendaraan 2025 PT Permata Graha Nusantara Request for Bulk Budget Approval to PGN's Board of Directors for PT Permata Graha Nusantara's 2025 Vehicle Procurement	✓	✓	✓	✓	✓	✓	✓
11/11/2024	Persetujuan Proposal Teknis Penyediaan Gas dan Infrastruktur serta Indikasi Tarif untuk Penyediaan Listrik Bagi <i>Second Smelter</i> Inalum di Kuala Tanjung – Dukungan kepada PNRE Approval of Technical Proposal for Gas and Infrastructure Supply and Tariff Indication for Electricity Supply for Inalum's Second Smelter in Kuala Tanjung - Support to PNRE	✓	✓	✓	✓	✓	✓	✓
11/18/2024	Permohonan Persetujuan Konsultan Hukum Dalam Negeri Guna Penyusunan Kajian dan Pemetaan Risiko Hukum Dalam Perspektif Hukum Indonesia Yang Terdapat Dalam Putusan Arbitrase The London Court of International Arbitration ("LCIA") Application for Approval of Domestic Legal Consultants for the Preparation of Legal Risk Assessment and Mapping in the Perspective of Indonesian Law Contained in the Arbitration Award of The London Court of International Arbitration ("LCIA")	✓	✓	✓	✓	✓	✓	✓

Tanggal Date	Agenda	Arief Setiawan Handoko	Harry Budi Sidharta	Rachmat Hutama	Fadjar Harianto Widodo	Rosa Permata Sari	Ratih Esti Prihatini	Arief Kurnia Risdianto
11/18/2024	Laporan Manajemen Oktober & <i>Update</i> Prognosa Basis Real Oktober 2024 October Management Report & October 2024 Real Base Prognosis Update	✓	✓	✓	✓	✓	✓	✓
11/18/2024	Kajian Bersama PGN-PTBA atas Inisiatif Gasifikasi Batubara menjadi <i>Synthetic Natural Gas</i> (SNG) PGN-PTBA Joint Study on Coal Gasification Initiative into Synthetic Natural Gas (SNG)	✓	✓	✓	✓	✓	✓	✓
11/18/2024	Persetujuan Proposal Teknis Penyediaan Gas dan Infrastruktur serta Indikasi Tarif untuk Penyediaan Listrik Bagi <i>Second Smelter</i> Inalum di Kuala Tanjung – Dukungan kepada PNRE Approval of Technical Proposal for Gas and Infrastructure Supply and Tariff Indication for Electricity Supply for Inalum's Second Smelter in Kuala Tanjung - Support to PNRE	✓	✓	✓	✓	✓	✓	✓
11/18/2024	Persetujuan Tindakan yang Belum Ditetapkan dalam RKAP 2024 atas Usulan Pengeboran Sumur UPB-18 WK Pangkah ("UPB-18") Approval of Undetermined Action in the 2024 ABOP on the Proposed Drilling of UPB-18 well in Pangkah Working Area ("UPB-18")	✓	✓	✓	✓	✓	✓	✓
11/18/2024	Persetujuan atas <i>Update</i> Keekonomian dan Risiko Usulan FID Pengeboran Sumur Bukit Tua BTJTB-T6 (NZ1) WK Ketapang ("BTJTB-T6 WK Ketapang") Approval of the Update on the Economics and Risks of the Proposed FID for the Drilling of the Old Hill Well BTJTB-T6 (NZ1) in Ketapang Working Area ("BTJTB-T6 WK Ketapang")	✓	✓	✓	✓	✓	✓	✓
11/25/2024	Penawaran LNG Portofolio Pertamina Sumber Corpus Christi untuk Kebutuhan Domestik PGN Periode 2026-2030 Corpus Christi-Source Pertamina Portfolio LNG Offering for PGN Domestic Needs for 2026-2030	✓	✓	✓	✓	✓	✓	✓
11/25/2024	Permohonan Persetujuan Investasi (FID) Pembangunan Infrastruktur Pipa West Natuna Transportation System ke Pulau Pemping ("Pipa WNTS-Pemping") Request for Investment Approval (FID) for Infrastructure Development of West Natuna Transportation System Pipeline to Pemping Island ("WNTS-Pemping Pipeline")	✓	✓	✓	✓	✓	✓	✓

Tanggal Date	Agenda	Arief Setiawan Handoko	Harry Budi Sidharta	Rachmat Hutama	Fadjar Hariantono Widodo	Rosa Permata Sari	Ratih Esti Prihatini	Arief Kurnia Risdiyanto
11/25/2024	Penyampaian <i>Business Plan</i> SAKA Tahun 2024 – 2034 Terkait Tindak Lanjut Inisiatif Strategis <i>Unlock Value</i> SAKA Submission of SAKA Business Plan Year 2024 - 2034 Related to the Follow-up of SAKA's Unlock Value Strategic Initiative	✓	✓	✓	✓	✓	✓	✓
11/25/2024	Permohonan Persetujuan Investasi Pembangunan Gedung Kantor PGN MIRRA Request for Investment Approval for the Construction of PGN MIRRA Office Building	✓	✓	✓	✓	✓	✓	✓
11/25/2024	<i>Update & Tindak Lanjut Kebijakan Manajemen Risiko</i> PGN Update & Follow-up on PGN Risk Management Policy	✓	✓	✓	✓	✓	✓	✓
12/02/2024	Tindak Lanjut Permohonan Persetujuan Anggaran Bulk Pemasangan Infrastruktur Gas <i>Customer Attachment</i> Komersial SOR II Tahun 2025 Follow-up on the Application for Bulk Budget Approval for the Installation of SOR II Commercial Gas Customer Attachment Infrastructure in 2025	✓	✓	✓	✓	✓	✓	✓
12/02/2024	Komersialisasi Gas Hasil Regasifikasi LNG Tahun 2025 Commercialization of LNG Regasified Gas in 2025	✓	✓	✓	✓	✓	✓	✓
12/02/2024	Permohonan Persetujuan Harga Gas Bongas periode 1 Januari - 31 Desember 2025 Request for Approval of Bongas Gas Price for January 1 - December 31, 2025	✓	✓	✓	✓	✓	✓	✓
12/02/2024	Pembahasan Revisi <i>Board Manual</i> PGN Discussion of the Revised PGN Board Manual	✓	✓	✓	✓	✓	✓	✓
12/02/2024	Persetujuan Tambahan <i>Top Risk</i> 2024 dan <i>Update</i> atas pembahasan RAT Gunvor dengan Komite PMRPU pada 25 November 2024 Approval of Additional Top Risk 2024 and Update on Gunvor RAT discussion with the RMMBD Committee on November 25, 2024	✓	✓	✓	✓	✓	✓	✓
12/02/2024	Lain-lain (KPI, Surat VP LNG ttg Gunvor) Others (KPI, VP LNG Letter about Gunvor)	✓	✓	✓	✓	✓	✓	✓
12/09/2024	Pemaparan GCG <i>Assessment</i> Parameter POJK dan PUG-KI Exposure of GCG Assessment in POJK and PUG-KI Parameters	✓	✓	✓	✓	✓	✓	✓
12/09/2024	Permohonan Persetujuan atas Tambahan Volume Pasokan Gas West Natuna Exploration Ltd ("WNEL") Request for Approval of Additional Gas Supply Volume of West Natuna Exploration Ltd ("WNEL")	✓	✓	✓	✓	✓	✓	✓

Tanggal Date	Agenda	Arief Setiawan Handoko	Harry Budi Sidharta	Rachmat Hutama	Fadjar Hariantono Widodo	Rosa Permata Sari	Ratih Esti Prihatini	Arief Kurnia Risdianto
12/09/2024	Permohonan Persetujuan Direksi atas <i>Update</i> Perpanjangan pasokan PEP Medan Request for the Board of Directors' Approval of Update on PEP Medan Supply Extension	✓	✓	✓	✓	✓	✓	✓
12/09/2024	Persetujuan Hasil Valuasi Novasi Kontrak Pengelolaan Gas Jambaran Tiung Biru Approval of Valuation Result of Novation of the Jambaran Tiung Biru Gas Management Contract Request for Investment Approval (FID) of Tegal - Cilacap Distribution Pipeline Construction Project for Distribution to RU IV Cilacap ("Tegal-Cilacap Pipeline")	✓	✓	✓	✓	✓	✓	✓
12/13/2024	Pemohonan Persetujuan Investasi (FID) Proyek Pembangunan Pipa Distribusi Tegal - Cilacap untuk Penyaluran kepada RU IV Cilacap ("Pipa Tegal-Cilacap") Application for Investment Approval (FID) of Tegal - Cilacap Distribution Pipeline Construction Project for Distribution to RU IV Cilacap ("Tegal-Cilacap Pipeline")	✓	✓	✓	✓	✓	✓	✓
12/13/2024	Permohonan Persetujuan Investasi (FID) Proyek Pembangunan <i>Onshore Storage</i> Terminal LNG Jawa Timur Request for Investment Approval (FID) for the East Java LNG Onshore Storage Terminal Development Project	✓	✓	✓	✓	✓	✓	✓
12/02/2024	Lain-lain (KPI, Surat VP LNG ttg Gunvor) Others (KPI, VP LNG Letter about Gunvor)	✓	✓	✓	✓	✓	✓	✓
12/09/2024	Pemaparan GCG <i>Assessment</i> Parameter POJK dan PUG-KI Exposure of GCG Assessment in POJK and PUG-KI Parameters	✓	✓	✓	✓	✓	✓	✓
12/09/2024	Permohonan Persetujuan atas Tambahan Volume Pasokan Gas West Natuna Exploration Ltd ("WNEL") Request for Approval of Additional Gas Supply Volume for West Natuna Exploration Ltd ("WNEL")	✓	✓	✓	✓	✓	✓	✓
12/09/2024	Permohonan Persetujuan Direksi atas <i>Update</i> Perpanjangan pasokan PEP Medan Request for the Board of Directors' Approval of PEP Medan Supply Extension Update	✓	✓	✓	✓	✓	✓	✓
12/09/2024	Persetujuan Hasil Valuasi Novasi Kontrak Pengelolaan Gas Jambaran Tiung Biru Approval of Valuation Result of Novation of Jambaran Tiung Biru Gas Management Contract	✓	✓	✓	✓	✓	✓	✓

Tanggal Date	Agenda	Arief Setiawan Handoko	Harry Budi Sidharta	Rachmat Hutama	Fadjar Harianto Widodo	Rosa Permata Sari	Ratih Esti Prihatini	Arief Kurnia Risdianto
12/13/2024	Pemohonan Persetujuan Investasi (FID) Proyek Pembangunan Pipa Distribusi Tegal - Cilacap untuk Penyaluran kepada RU IV Cilacap ("Pipa Tegal-Cilacap") Application for Investment Approval (FID) of Tegal - Cilacap Distribution Pipeline Construction Project for Distribution to RU IV Cilacap ("Tegal-Cilacap Pipeline")	✓	✓	✓	✓	✓	✓	✓
12/13/2024	Permohonan Persetujuan Investasi (FID) Proyek Pembangunan <i>Onshore Storage</i> Terminal LNG Jawa Timur Request for Investment Approval (FID) for the East Java LNG Onshore Storage Terminal Development Project	✓	✓	✓	✓	✓	✓	✓
12/16/2024	Update Kinerja HSSE Update on HSSE Performance	✓	✓	✓	✓	✓	✓	✓
12/16/2024	Laporan Kinerja November dan Update Prognosa Basis Real November 2024 November Performance Report and November 2024 Real Basis Prognosis Update	✓	✓	✓	✓	✓	✓	✓
12/16/2024	Usulan RKAP 2025 <i>Draft</i> 6 Proposed ABOP 2025 Draft 6	✓	✓	✓	✓	✓	✓	✓
12/16/2024	Amandemen KSO Rokan dan Revisi ABI RKAP 2024 Pertamina Amendment to Rokan KSO and Revision of ABI ABOP 2024 of Pertamina	✓	✓	✓	✓	✓	✓	✓
12/16/2024	Permohonan Persetujuan atas Tambahan Volume Pasokan Gas West Natuna Exploration Ltd. ("WNEL") Request for Approval of Additional Gas Supply Volume of West Natuna Exploration Ltd. ("WNEL")	✓	✓	✓	✓	✓	✓	✓
12/23/2024	Pembahasan Aspek HCM HCM Aspect Discussion	✓	✓	✓	✓	✓	✓	✓
12/23/2024	Update Ketersediaan Kargo LNG dan Rencana Pembelian LNG s.d Maret 2025 Update on LNG Cargo Availability and LNG Purchase Plan up to March 2025	✓	✓	✓	✓	✓	✓	✓
12/23/2024	Persetujuan Kesepakatan Bersama Para Pembeli antara PGN dan PLN EPI tentang Pembelian Gas dan/atau LNG Approval of the Joint Buyer Agreement between PGN and PLN EPI regarding the Purchase of Gas and/or LNG	✓	✓	✓	✓	✓	✓	✓
12/23/2024	Permohonan persetujuan Direksi PGN atas usulan <i>Roadmap</i> ESG Subholding Gas 2025 – 2034 Request for approval from PGN's Board of Directors on the proposed 2025 – 2034 ESG Roadmap for Gas Sub-holding	✓	✓	✓	✓	✓	✓	✓

Tanggal Date	Agenda	Arief Setiawan Handoko	Harry Budi Sidharta	Rachmat Hutama	Fadjar Harianto Widodo	Rosa Permata Sari	Ratih Esti Prihatini	Arief Kurnia Risdianto
12/23/2024	Update dan Permohonan Arahan terhadap tindak lanjut SAKA atas pelaksanaan rencana proposal perubahan Bentuk Kontrak KKS WK Pangkah pada masa Perpanjangan 2026-2046 dari skema Gross Split kembali ke skema <i>Cost Recovery</i> (Project Kenari) Update and Request for Direction on SAKA's follow-up on the implementation of the proposal plan to change the Form of Contract KKS of Pangkah Working Area in the 2026-2046 Extension period from the Gross Split scheme back to the Cost Recovery scheme (Project Kenari)	✓	✓	✓	✓	✓	✓	✓
12/31/2024	Perpanjangan Jangka Waktu Perjanjian Kerjasama Pengelolaan dan Penyaluran Gas Jambaran Tiung Biru /JTB antara Pertamina dan PGN ("Dokumen Bridging") Extension of the Term of the Cooperation Agreement for the Management and Distribution of Jambaran Tiung Biru/JTB Gas between Pertamina and PGN ("Bridging Document")	✓	✓	✓	✓	✓	✓	✓
12/31/2024	Persetujuan Anggaran Bulk Pemasangan Infrastruktur Pipa Gas Customer Attachment Jargas GasKita Tahun 2025 Bulk Budget Approval for the Installation of Jargas GasKita Customer Attachment Gas Pipeline Infrastructure for 2025	✓	✓	✓	✓	✓	✓	✓
12/31/2024	Persetujuan Revisi Final Investment Decision (Re-FID) <i>Customer Attachment</i> Jargas GasKita Wilayah SOR I Area Batam Approval of Revision of Final Investment Decision (Re-FID) of GasKita Jargas Customer Attachment SOR I Batam Area	✓	✓	✓	✓	✓	✓	✓
12/13/2024	Permohonan Persetujuan Investasi (FID) Proyek Pembangunan <i>Onshore Storage</i> Terminal LNG Jawa Timur Request for Investment Approval (FID) for the East Java Onshore Storage Terminal LNG Development Project	✓	✓	✓	✓	✓	✓	✓
12/16/2024	Update Kinerja HSSE Update on HSSE Performance	✓	✓	✓	✓	✓	✓	✓
12/16/2024	Laporan Kinerja November dan Update Prognosa Basis Real November 2024 November Performance Report and November 2024 Real Basis Prognosis Update	✓	✓	✓	✓	✓	✓	✓
12/16/2024	Usulan RKAP 2025 <i>Draft</i> 6 Proposed ABOP 2025 Draft 6	✓	✓	✓	✓	✓	✓	✓
12/16/2024	Amandemen KSO Rokan dan Revisi ABI RKAP 2024 Pertagas Amendment to Rokan KSO and Revision of ABI ABOP 2024 of Pertagas	✓	✓	✓	✓	✓	✓	✓

Tanggal Date	Agenda	Arief Setiawan Handoko	Harry Budi Sidharta	Rachmat Hutama	Fadjar Harianto Widodo	Rosa Permata Sari	Ratih Esti Prihatini	Arief Kurnia Risdiyanto
12/16/2024	Permohonan Persetujuan atas Tambahan Volume Pasokan Gas West Natuna Exploration Ltd. ("WNEL") Request for Approval of Additional Gas Supply Volume of West Natuna Exploration Ltd. ("WNEL")	✓	✓	✓	✓	✓	✓	✓
12/23/2024	Pembahasan Aspek HCM HCM Aspect Discussion	✓	✓	✓	✓	✓	✓	✓
12/23/2024	Update Ketersediaan Kargo LNG dan Rencana Pembelian LNG s.d Maret 2025 Update on LNG Cargo Availability and LNG Purchase Plan up to March 2025	✓	✓	✓	✓	✓	✓	✓
12/23/2024	Persetujuan Kesepakatan Bersama Para Pembeli antara PGN dan PLN EPI tentang Pembelian Gas dan/atau LNG Approval of the Joint Buyer Agreement between PGN and PLN EPI regarding the Purchase of Gas and/or LNG	✓	✓	✓	✓	✓	✓	✓
12/23/2024	Permohonan persetujuan Direksi PGN atas usulan Roadmap ESG Subholding Gas 2025 – 2034 Request for approval from PGN's Board of Directors on the proposed Gas Sub-holding ESG Roadmap 2025 - 2034	✓	✓	✓	✓	✓	✓	✓
12/23/2024	Update dan Permohonan Arahan terhadap tindak lanjut SAKA atas pelaksanaan rencana proposal perubahan Bentuk Kontrak KKS WK Pangkah pada masa Perpanjangan 2026-2046 dari skema Gross Split kembali ke skema Cost Recovery (Project Kenari) Update and Request for Directives on SAKA's follow-up on the implementation of the proposal plan to change the Form of KKS Contract of Pangkah Working Area in the 2026-2046 Extension period from the Gross Split scheme back to the Cost Recovery scheme (Project Kenari).	✓	✓	✓	✓	✓	✓	✓
12/31/2024	Perpanjangan Jangka Waktu Perjanjian Kerjasama Pengelolaan dan Penyaluran Gas Jambaran Tiung Biru /JTB antara Pertamina dan PGN ("Dokumen Bridging") Extension of the Term of the Cooperation Agreement for the Management and Distribution of Jambaran Tiung Biru/JTB Gas between Pertamina and PGN ("Bridging Document")	✓	✓	✓	✓	✓	✓	✓
12/31/2024	Persetujuan Anggaran Bulk Pemasangan Infrastruktur Pipa Gas Customer Attachment Jargas GasKita Tahun 2025 Bulk Budget Approval for the Installation of Gas Pipeline Infrastructure for Jargas GasKita Customer Attachment Year 2025	✓	✓	✓	✓	✓	✓	✓

Tanggal Date	Agenda	Arief Setiawan Handoko	Harry Budi Sidharta	Rachmat Hutama	Fadjar Harianto Widodo	Rosa Permata Sari	Ratih Esti Prihatini	Arief Kurnia Risdianto
12/31/2024	Persetujuan Revisi <i>Final Investment Decision</i> (Re-FID) Customer Attachment Jargas Gaskita Wilayah SOR I Area Batam Approval of the Revised Final Investment Decision (Re-FID) of Gaskita Jargas Attachment Customer for SOR I Batam Area	✓	✓	✓	✓	✓	✓	✓
Persentase Kehadiran Masing-masing Anggota Attendance Percentage of Each Member		100%	100%	100%	100%	100%	100%	100%

Informasi mengenai keputusan-keputusan Direksi yang dilakukan secara sirkuler pada tahun 2024, di antaranya adalah sebagai berikut:

Information regarding the Board of Directors' decisions made circularly in 2024, among others, are as follows:

KEPUTUSAN DIREKSI

The Board of Directors' Decision

Tanggal Date	Agenda	Agenda
28 November 2024 November 28, 2024	010/CS-BPD/2024 Persetujuan Tindakan yang belum ditetapkan dalam RKAP 2024 atas Usulan Investasi Pemasangan Infrastruktur Pipa Gas CA RT Gaskita PSI SOR III 2024	010/CS-BPD/2024 Approval of Undetermined Actions in the 2024 ABOP for the Proposed Investment in the Installation of Gas Pipeline Infrastructure CA RT Gaskita PSI SOR III 2024

PENILAIAN ATAS KINERJA KOMITE-KOMITE YANG BERADA DI BAWAH DIREKSI

Direksi PGN memiliki Komite Manajemen Risiko (KMR) yang ditetapkan berdasarkan Keputusan Direksi PGN No. 026100.K/PR.06.01/PDO/2021 tentang Pembentukan *Chief Risk Officer* (CRO) dan Komite Manajemen Risiko tanggal 16 Juli 2021. Direksi secara berkala melakukan penilaian terkait kinerja Komite di bawah Direksi melalui *self-assessment* yang didasarkan pada program kerja dan tingkat kehadiran anggota dalam rapat komite.

Pelaksanaan rapat Komite Manajemen Risiko dilakukan sekurang-kurangnya 3 (tiga) bulan sekali dengan agenda yang meliputi namun tidak terbatas pada penetapan strategi dalam penerapan pengelolaan risiko, *update* status level risiko perusahaan, pembangunan budaya sadar risiko dan evaluasi atas aktivitas yang memerlukan persetujuan Direksi.

Sepanjang tahun 2024, Komite Manajemen Risiko telah melaksanakan tugas dan tanggung jawabnya dengan baik, berdasarkan program kerja dan kehadiran rapat dengan baik. Direksi juga melihat Komite Manajemen Risiko mampu mencapai kinerja yang baik serta memiliki anggota dengan kompetensi yang dibutuhkan Perseroan.

ASSESSMENT ON PERFORMANCE OF COMMITTEES UNDER THE BOARD OF DIRECTORS

PGN's Board of Directors established a Risk Management Committee (RMC), determined based on the Decree of PGN's Board of Directors No. 026100.K/PR.06.01/PDO/2021 on the Establishment of Chief Risk Officer (CRO) and Risk Management Committee dated July 16, 2021. The Board of Directors periodically evaluates the performance of Committees under the Board of Directors through self-assessment, which is based on the work plan and attendance rate of members in committee meetings.

The Risk Management Committee meetings are held at least once every 3 (three) months with an agenda that includes but is not limited to the determination of strategies for risk management implementation, updating the status of the Company's risk level, promoting a risk-awareness culture, and evaluating activities that require approval from the Board of Directors.

Throughout 2024, the Risk Management Committee properly performed its duties and responsibilities based on the work program and satisfactory meeting attendance. The Board of Directors also considers that the Risk Management Committee can achieve good performance and has members with the competencies needed by the Company.

KEBIJAKAN NOMINASI DAN REMUNERASI DEWAN KOMISARIS DAN DIREKSI

Nomination and Remuneration Policy of the Board of Commissioners and the Board of Directors

KEBIJAKAN DAN PROSES NOMINASI ANGGOTA ANGGOTA DEWAN KOMISARIS DAN/ATAU DIREKSI

Prosedur Nominasi Dewan Komisaris

Proses pengangkatan calon anggota Dewan Komisaris dilaksanakan dengan berpedoman kepada peraturan perundang-undangan yang mengatur tata cara pengangkatan anggota Dewan Komisaris BUMN khususnya:

1. Peraturan Menteri Negara Badan Usaha Milik Negara No. PER-2/MBU/03/2023 tanggal 03 Maret 2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara.
2. Peraturan Menteri Negara Badan Usaha Milik Negara No. PER-3/MBU/03/2023 tanggal 20 Maret 2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara.
3. Anggaran Dasar PGN yang mengatur pengangkatan anggota Dewan Komisaris.

Anggota Dewan Komisaris diangkat oleh RUPS yang dihadiri dan disetujui oleh Pemegang Saham Seri A Dwiwarna dan keputusan rapat tersebut harus disetujui oleh Pemegang Saham Seri A Dwiwarna dengan memperhatikan ketentuan dalam Anggaran Dasar. Keputusan RUPS mengenai pengangkatan anggota Dewan Komisaris juga ditetapkan saat mulai berlakunya pengangkatan dan pemberhentian tersebut. Dalam hal RUPS tidak menetapkan maka pengangkatannya sebagai anggota Dewan Komisaris mulai berlaku sejak penutupan RUPS.

Anggota Dewan Komisaris diangkat untuk jangka waktu terhitung sejak tanggal yang ditetapkan oleh RUPS yang mengangkatnya dan berakhir pada penutupan RUPS Tahunan yang ke-5 (kelima) setelah tanggal pengangkatannya, dengan syarat tidak boleh melebihi jangka waktu 5 (lima) tahun, dengan memperhatikan peraturan perundang-undangan yang berlaku di bidang pasar modal, namun dengan tidak mengurangi hak dari RUPS untuk sewaktu-waktu dapat memberhentikan Anggota Dewan Komisaris sebelum masa jabatannya berakhir.

Setelah masa jabatannya berakhir, Anggota Dewan Komisaris dapat diangkat kembali oleh RUPS untuk 1 (satu) kali masa jabatan.

POLICY AND NOMINATION PROCESS FOR MEMBERS OF THE BOARD OF COMMISSIONERS AND/OR THE BOARD OF DIRECTORS

Board of Commissioners Nomination Procedure

The process of appointing prospective members of the Board of Commissioners is carried out in accordance with the statutory regulations that regulate the procedures for appointing members of the Board of Commissioners of SOE, in particular:

1. Regulation of the Minister of State for State-Owned Enterprises No. PER-2/MBU/03/2023 dated March 3, 2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises.
2. Regulation of the Minister of State for State-Owned Enterprises No. PER-3/MBU/03/2023 dated March 20, 2023 concerning Organs and Human Resources of State-Owned Enterprises.
3. PGN's Articles of Association, which regulate the appointment of members of the Board of Commissioners.

Members of the Board of Commissioners are appointed by the GMS, which is attended and approved by the Series A Dwiwarna Shareholders, and the meeting decisions must be approved by the Series A Dwiwarna Shareholders, taking into account the provisions in the Articles of Association. The GMS resolution regarding the appointment of members of the Board of Commissioners is also determined when the appointment and dismissal come into effect. In the event that the GMS does not determine the appointment as a member of the Board of Commissioners, it will take effect from the closing of the GMS.

Members of the Board of Commissioners are appointed for a period commencing from the date determined by the GMS appointing them and ending at the closing of the 5th (fifth) Annual GMS after the date of their appointment, provided that they may not exceed a period of 5 (five) years, with due observance of the prevailing laws and regulations in the capital market sector, without prejudice to the right of the GMS to dismiss a Member of the Board of Commissioners at any time before his/her term of office expires.

After term of office expires, a Member of the Board of Commissioners may be reappointed by the GMS for 1 (one) term of office.

Prosedur Nominasi Direksi

Proses pengangkatan calon anggota Direksi dilaksanakan dengan berpedoman kepada peraturan perundang-undangan yang mengatur tata cara pengangkatan anggota Dewan Komisaris BUMN khususnya:

1. Peraturan Menteri Negara Badan Usaha Milik Negara No. PER-2/MBU/03/2023 tanggal 03 Maret 2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara.
2. Peraturan Menteri Negara Badan Usaha Milik Negara No. PER-3/MBU/03/2023 tanggal 20 Maret 2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara.
3. Anggaran Dasar PGN yang mengatur pengangkatan anggota Direksi.

Anggota Direksi diangkat oleh RUPS yang dihadiri dan disetujui oleh Pemegang Saham Seri A Dwiwarna dan keputusan rapat tersebut harus disetujui oleh Pemegang Saham Seri A Dwiwarna dengan memperhatikan ketentuan dalam Anggaran Dasar. Keputusan RUPS mengenai pengangkatan anggota Direksi juga ditetapkan saat mulai berlakunya pengangkatan dan pemberhentian tersebut. Dalam hal RUPS tidak menetapkan maka pengangkatannya sebagai anggota Direksi mulai berlaku sejak penutupan RUPS.

Anggota Direksi diangkat untuk jangka waktu terhitung sejak tanggal yang ditetapkan oleh RUPS yang mengangkatnya dan berakhir pada penutupan rapat umum pemegang saham tahunan yang ke-5 (kelima) setelah tanggal pengangkatannya, dengan syarat tidak boleh melebihi jangka waktu 5 (lima) tahun, dengan memperhatikan peraturan perundang-undangan yang berlaku di bidang pasar modal, namun dengan tidak mengurangi hak dari RUPS untuk sewaktu-waktu dapat memberhentikan Anggota Direksi sebelum masa jabatannya berakhir.

Setelah masa jabatannya berakhir, Anggota Direksi dapat diangkat kembali oleh RUPS untuk satu kali masa jabatan.

Kebijakan Suksesi/Nominasi Direksi dan Dewan Komisaris

Selaras dengan yang tercantum dalam Anggaran Dasar, anggota Direksi dan Dewan Komisaris Perseroan diangkat dan diberhentikan oleh Rapat Umum Pemegang Saham (RUPS), di mana RUPS tersebut harus dihadiri dan keputusannya disetujui oleh pemegang saham Seri A Dwiwarna.

Pengangkatan anggota Direksi Perseroan oleh RUPS diambil dari calon yang diajukan oleh pemegang saham Seri A Dwiwarna.

Board of Directors Nomination Procedure

The process of appointing prospective members of the Board of Directors is carried out in accordance with the statutory regulations that regulate the procedures for appointing members of the Board of Commissioners of SOE, in particular:

1. Regulation of the Minister of State for State-Owned Enterprises No. PER-2/MBU/03/2023 dated March 3, 2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises.
2. Regulation of the Minister of State for State-Owned Enterprises No. PER-3/MBU/03/2023 dated March 20, 2023 concerning Organs and Human Resources of State-Owned Enterprises.
3. PGN's Articles of Association, which regulate the appointment of members of the Board of Directors.

Members of the Board of Directors are appointed by the GMS, which is attended and approved by the Series A Dwiwarna Shareholders, and the meeting decisions must be approved by the Series A Dwiwarna Shareholders, taking into account the provisions in the Articles of Association. The GMS resolution regarding the appointment of members of the Board of Directors is also determined when the appointment and dismissal come into effect. In the event that the GMS does not determine the appointment as a member of the Board of Directors, it will take effect from the closing of the GMS.

Members of the Board of Directors shall be appointed for a term commencing from the date determined by the GMS appointing them and ending at the closing of the 5th (fifth) annual general meeting of shareholders after the date of their appointment, provided that they may not exceed a period of 5 (five) years, with due observance of the prevailing laws and regulations in the field of capital markets, without prejudice to the right of the GMS to dismiss a Member of the Board of Directors at any time before his/her term of office expires.

After term of office expires, a Member of the Board of Directors may be reappointed by the GMS for one term of office.

Board of Directors and Board of Commissioners Succession Policy

In line with what is stated in the Articles of Association, members of the Company's Board of Directors and Board of Commissioners are appointed and dismissed by the General Meeting of Shareholders (GMS), where the GMS must be attended, and the decisions must be approved by the Series A Dwiwarna shareholders.

The appointment of members of the Company's Board of Directors by the GMS is taken from candidates submitted by Series A Dwiwarna shareholders.

PGN menerapkan kebijakan suksesi/nominasi Direksi mengacu kepada Peraturan Menteri BUMN No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara. Salah satu tugas dari Komite Remunerasi dan Nominasi yang tercantum pada Pasal 140, adalah melakukan evaluasi atas usulan KPI individu anggota Direksi BUMN serta menyiapkan usulan sistem evaluasi kinerja individu bagi anggota Direksi dan/atau anggota Dewan Komisaris/Dewan Pengawas BUMN, yang akan menjadi bagian dari Kebijakan *Good Corporate Governance* serta menjadi pedoman bagi Dewan Komisaris dan RUPS dalam menetapkan remunerasi dan nominasi anggota Dewan Komisaris dan/atau Direksi.

RUPS dapat memberhentikan anggota Direksi dan Dewan Komisaris yang tidak lagi memenuhi persyaratan, yaitu antara lain jika yang bersangkutan melakukan tindakan yang merugikan Perseroan atau sebab lainnya yang dinilai tepat oleh RUPS. Keputusan pemberhentian termaksud diambil setelah yang bersangkutan diberi kesempatan membela diri, kecuali yang bersangkutan tidak berkeberatan atas pemberhentian tersebut.

Anggota Direksi dan Dewan Komisaris berhak mengundurkan diri dari jabatannya dengan memberitahukan secara tertulis kepada Perseroan, Dewan Komisaris dan anggota Direksi lainnya, yang ditindaklanjuti penyelenggaraan RUPS dalam jangka waktu 60 (enam puluh) hari setelah diterimanya surat pengunduran diri. Anggota Direksi yang mengundurkan diri tetap dimintakan pertanggungjawabannya sejak pengangkatan sampai dengan disetujuinya pengunduran diri tersebut.

Pada tahun 2024, kebijakan nominasi dijalankan kepada anggota Direksi/Dewan Komisaris baru yakni dengan Dewan Komisaris memberikan penilaian kinerja Dewan Komisaris dan Direksi Sub Holding Gas sesuai aturan untuk disampaikan kepada Holding Pertamina.

PROSEDUR DAN PELAKSANAAN REMUNERASI DEWAN KOMISARIS DAN DIREKSI

Prosedur dan Dasar Penetapan Remunerasi Dewan Komisaris

Penetapan remunerasi bagi Direksi dan Dewan Komisaris mengacu kepada Peraturan Menteri BUMN No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara.

PGN implements a Board of Directors succession policy referring to the Minister of State-Owned Enterprises Regulation No. PER-3/MBU/03/2023 on Organs and Human Resources of State-Owned Enterprises. One of the duties of the Remuneration and Nomination Committee stated in Article 140, is to evaluate the individual KPI proposal of members of the Board of Directors, as well as preparing a proposal for an individual performance evaluation system for members of the Board of Directors and/or members of the Board of Commissioners/ Supervisory Board of SOEs, which will become part of the Good Corporate Governance Policy and become a guideline for the Board of Commissioners and GMS in determining the remuneration and nomination of members of the Board of Commissioners and/or Board of Directors.

The GMS can dismiss members of the Board of Directors and Board of Commissioners who no longer meet the requirements as members of the Board of Directors, namely if the person concerned commits an act that is detrimental to the Company or other grounds deemed appropriate by the GMS. The said dismissal decision is taken after the person concerned has been given the opportunity to defend himself/herself, unless the person concerned has no objection to the dismissal.

Members of the Board of Directors and Board of Commissioners have the right to resign from their positions by notifying the Company, the Board of Commissioners, and other members of the Board of Directors in writing, which is followed up by holding a GMS within 60 (sixty) days upon receipt of the letter of resignation. Members of the Board of Directors who resign are still held accountable since their appointment until the resignation is approved.

In 2024, the nomination policy was implemented for new members of the Board of Directors/Board of Commissioners, namely by the Board of Commissioners conducting a performance assessment of the Board of Commissioners and Board of Directors of the Gas Subholding in accordance with the regulations to be submitted to Holding Pertamina.

PROCEDURE AND IMPLEMENTATION OF REMUNERATION OF THE BOARD OF COMMISSIONERS AND THE BOARD OF DIRECTORS

Procedures and Basis for the Determination of Remuneration of the Board of Commissioners

The determination of remuneration for the Board of Directors and the Board of Commissioners refers to the Minister of State-Owned Enterprises Regulation No. PER 3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises.

Prosedur Penetapan Remunerasi Dewan Komisaris

Penetapan remunerasi Direksi memiliki prosedur penetapan sebagai berikut:

- Komite Nominasi, Remunerasi dan GCG melakukan kajian remunerasi bagi Dewan Komisaris.
- Komite Nominasi, Remunerasi dan GCG menyusun rekomendasi remunerasi bagi Dewan Komisaris.
- Komite Nominasi, Remunerasi dan GCG menyampaikan kepada Dewan Komisaris usulan remunerasi bagi Dewan Komisaris.
- Dewan Komisaris melakukan pembahasan atas usulan Komite Nominasi, Remunerasi dan GCG.
- Dewan Komisaris mengusulkan remunerasi bagi Dewan Komisaris kepada Menteri BUMN selaku Pemegang Saham Seri A Dwiwarna.
- Menteri BUMN selaku Pemegang Saham Seri A Dwiwarna mengevaluasi dan memberikan persetujuan tertulis atas remunerasi bagi Dewan Komisaris.

RUPS Tahunan Tahun Buku 2023 yang dilaksanakan pada 30 Mei 2024, PT Pertamina (Persero) selaku Pemegang Saham Seri B Terbanyak Perseroan diberi wewenang dan kuasa dengan terlebih dahulu berkonsultasi kepada Pemegang Saham Seri A Dwiwarna guna menetapkan bagi Anggota Dewan Komisaris besaran Tantiem/Insentif Kinerja/Insentif Khusus atas kinerja Tahun Buku 2023, serta gaji, tunjangan, dan fasilitas untuk Tahun buku 2024.

Prosedur dan Dasar Penetapan Remunerasi Direksi

Prosedur Penetapan Remunerasi Direksi

Penetapan remunerasi Direksi memiliki prosedur penetapan sebagai berikut:

- Komite Nominasi, Remunerasi dan GCG melakukan kajian remunerasi bagi Direksi.
- Komite Nominasi, Remunerasi dan GCG menyusun rekomendasi remunerasi bagi anggota Direksi.
- Komite Nominasi, Remunerasi dan GCG menyampaikan kepada Dewan Komisaris usulan remunerasi bagi anggota Direksi.
- Dewan Komisaris melakukan pembahasan atas usulan Komite Nominasi, Remunerasi dan GCG.
- Dewan Komisaris mengusulkan remunerasi bagi Direksi kepada Menteri BUMN selaku Pemegang Saham Seri A Dwiwarna.
- Menteri BUMN selaku Pemegang Saham Seri A Dwiwarna mengevaluasi dan memberikan persetujuan tertulis atas remunerasi bagi Direksi.

Procedure for the Determination of Remuneration of the Board of Commissioners

The determination of remuneration for the Board of Commissioners has the following determination procedure:

- The Nomination, Remuneration, and GCG Committee conducts a review of remuneration for the Board of Commissioners.
- The Nomination, Remuneration and GCG Committee prepares remuneration recommendations for the Board of Commissioners.
- The Nomination, Remuneration, and GCG Committee submits to the Board of Commissioners remuneration proposal for the Board of Commissioners.
- The Board of Commissioners discusses the proposals of the Nomination, Remuneration, and GCG Committee.
- The Board of Commissioners proposes remuneration for the Board of Commissioners to the Minister of SOE as the Series A Dwiwarna Shareholder.
- The Minister of SOE, as the Series A Dwiwarna Shareholder, evaluates and grants written approval for the remuneration of the Board of Commissioners.

The Annual GMS for Financial Year 2023, which was held on May 30, 2024, PT Pertamina (Persero), as the largest Series B Shareholder, was authorized to determine, after consulting with the Series A Dwiwarna Shareholder, the amount of Performance Bonus/Incentives/ Special Incentives for the Board of Commissioners based on the performance of the 2023 Financial Year, as well as salaries, benefits, and facilities for the 2024 Financial Year.

Procedures and Basis for the Determination of Remuneration of the Board of Directors

Procedure for the Determination of Remuneration of the Board of Directors

The determination of remuneration for the Board of Directors has the following determination procedures:

- The Nomination, Remuneration, and GCG Committee conducts a review of remuneration for the Board of Directors.
- The Nomination, Remuneration, and GCG Committee prepares recommendations for remuneration of members of the Board of Directors.
- The Nomination, Remuneration, and GCG Committee submits to the Board of Commissioners remuneration proposals for members of the Board of Directors.
- The Board of Commissioners discusses the proposals of the Nomination, Remuneration, and GCG Committee.
- The Board of Commissioners proposes remuneration for the Board of Directors to the Minister of SOE as the Series A Dwiwarna Shareholder.
- The Minister of SOE, as the Series A Dwiwarna Shareholder, evaluates and grants written approval for the remuneration of the Board of Directors.

RUPS Tahunan Tahun Buku 2023 yang dilaksanakan pada 30 Mei 2024 memberikan wewenang dan kuasa kepada Dewan Komisaris dengan terlebih dahulu mendapatkan persetujuan tertulis dari PT Pertamina (Persero) selaku Pemegang Saham Seri B Terbanyak Perseroan setelah berkonsultasi kepada Pemegang Saham Seri A Dwiwarna guna menetapkan bagi Anggota Direksi besaran Tantiem/Insentif Kinerja/Insentif Khusus atas kinerja Tahun Buku 2023, serta gaji, tunjangan, dan fasilitas untuk Tahun buku 2024.

Dasar Penetapan Remunerasi Direksi

Penetapan remunerasi bagi Direksi merujuk kepada Peraturan Menteri BUMN No. PER-03/MBU/03/2023 tanggal 20 Maret 2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara pada BAB VII tentang Penghasilan Anggota Direksi dan Dewan Komisaris/Dewan Pengawas BUMN.

Struktur Remunerasi Direksi dan Dewan Komisaris

Struktur Remunerasi Dewan Komisaris

Pemberian remunerasi kepada setiap anggota Dewan Komisaris untuk tahun buku 2024 telah dilaksanakan berdasarkan Keputusan RUPS Tahunan Tahun Buku 2023 tanggal 30 Mei 2024 dan persetujuan tertulis Pemegang Saham Nomor R-053/C00000/2024-S8 tanggal 27 September 2024 perihal Penetapan Penghargaan atas Kinerja Tahunan Tahun Buku 2023 dan Remunerasi 2024 Anggota Direksi dan Dewan Komisaris PT Perusahaan Gas Negara Tbk, serta Surat Dewan Komisaris Nomor 63P/SKEL.00/D-KOM2024 tanggal 30 September 2024 perihal Penetapan Penghargaan atas Kinerja Tahunan Tahun Buku 2023, Remunerasi 2024 serta Pelaksanaan Pembayaran Tantiem yang Ditangguhkan Tahun Buku 2022 Anggota Direksi dan Dewan Komisaris PT Perusahaan Gas Negara Tbk.

The AGMS for Financial Year 2023 held on May 30, 2024 granted authority and power to the Board of Commissioners, after obtaining written approval from PT Pertamina (Persero) as the largest Series B Shareholder, and after consulting the Series A Dwiwarna Shareholder, to set the Performance Bonus/ Incentives/Special Incentives for the Board of Directors based on the performance of the 2023 Financial Year, as well as salaries, benefits, and facilities for the 2024 Financial Year.

Basis for the Determination of Remuneration of the Board of Directors

The determination of remuneration for the Board of Directors refers to Minister of SOE Regulation No. PER-03/MBU/03/2023 dated March 20, 2023, concerning Organs and Human Resources of State-Owned Enterprises in CHAPTER VII concerning Income of Members of the Board of Directors and Board of Commissioners/Supervisory Board of SOE.

Remuneration Structure of the Board of Directors and Board of Commissioners

Remuneration Structure of the Board of Commissioners

The provision of remuneration to each member of the Board of Commissioners for the 2024 financial year has been carried out based on the Resolution of the Annual GMS for the 2023 Financial Year dated May 30, 2024 and written approval from Shareholders Number R-053/C00000/2024-S8 dated September 27, 2024 regarding the Determination of Awards for the Annual Performance of the 2023 Financial Year and the 2024 Remuneration for Members of the Board of Directors and Board of Commissioners of PT Perusahaan Gas Negara Tbk, as well as the Board of Commissioners Letter Number 63P/SKEL.00/D-KOM2024 dated September 30, 2024, regarding Determination of Awards for the Annual Performance of the 2023 Financial Year and the 2024 Remuneration and Implementation of Deferred Tantiem Payments for the 2022 Financial Year for Members of the Board of Directors and Board of Commissioners of PT Perusahaan Gas Negara Tbk.

Informasi mengenai struktur remunerasi Dewan Komisaris Tahun 2024 adalah sebagai berikut:

Information regarding the remuneration structure of the Board of Commissioners in 2024 is as follows:

STRUKTUR REMUNERASI DEWAN KOMISARIS TAHUN 2024

Remuneration Structure of the Board of Commissioners in 2024

Komponen Component	Ketetapan Decisions	
	Komisaris Utama President Commissioner	Komisaris Commissioners
Honorarium Honorarium	45% dari gaji Direktur Utama 45% of President Director's salary	90% dari honorarium Komisaris Utama 90% of President Commissioner's honorarium
Tunjangan Allowances		
Tunjangan Hari Raya Keagamaan Religious Holiday Allowance	1 x Honorarium 1 x Honorarium	
Asuransi Purna Jabatan Post-Employment Insurance	Premi yang ditanggung oleh Perusahaan paling banyak 25% dari honorarium dalam satu tahun Maximum premium borne by the Company is 25% of one year honorarium	
Tunjangan Transportasi Transportation Allowance	20% dari honorarium masing-masing anggota Dewan Komisaris per bulan 20% of honorarium of each member of the Board of Commissioners per month	
Fasilitas Facilities		
Fasilitas Kesehatan Health Facility	Dalam bentuk <i>inkind</i> atau penggantian biaya pengobatan (<i>at cost</i>) In the form of <i>inkind</i> or compensation for medical costs (<i>at cost</i>)	
Fasilitas Bantuan Hukum Legal Aid Facility	Sebesar pemakaian At cost	
Tantiem Tantiem	45% dari tantiem Direktur Utama 45% of President Director's tantiem	90% dari tantiem Komisaris Utama 90% of President Commissioner's tantiem

Struktur Remunerasi Anggota Direksi

Pemberian remunerasi kepada setiap anggota Direksi telah dilaksanakan berdasarkan Prosedur dan Dasar Penetapan Remunerasi Direksi di atas. Informasi mengenai struktur remunerasi Direksi tahun 2024 adalah sebagai berikut:

Remuneration Structure of member of the Board of Directors

The provision of remuneration to each member of the Board of Directors has been carried out based on the Procedure and Basis for the Determination of Remuneration of the Board of Directors above. Information regarding the remuneration structure of the Board of Directors in 2024 is as follows:

STRUKTUR REMUNERASI ANGGOTA DIREKSI TAHUN 2024

Remuneration Structure of member of the Board of Directors in 2024

Jenis Remunerasi/Fasilitas Type of Remuneration/Facility	Direktur Utama President Director	Direktur Lainnya Other Directors
Gaji Salary	100%	85% dari gaji Direktur Utama 85% of President Director's salary
Tunjangan Allowances		
Tunjangan Hari Raya Keagamaan Religious Holiday Allowance	1x gaji 1x salary	
Asuransi Purna Jabatan Retirement Allowance	Premi yang ditanggung oleh Perusahaan paling banyak 25% dari gaji dalam satu tahun Maximum premium borne by the Company is 25% of one year honorarium	
Tunjangan Perumahan Housing Allowance	Sesuai Peraturan Menteri BUMN No. PER-3/MBU/03/2023 Tahun 2023 tentang Organ dan Sumber Daya Manusia BUMN In accordance with the Regulation of the Minister of SOEs No. PER-3/MBU/03/2023 Year 2023 on Organs and Human Resources of SOEs	
Fasilitas Facilities		
Kendaraan Vehicle	1 (satu) unit beserta biaya pemeliharaan dan biaya operasional, dengan memperhatikan kondisi keuangan Perusahaan 1 (one) unit along with maintenance costs and operational costs, taking into account the Company's financial condition	
Kesehatan Health Facility	Dalam bentuk asuransi kesehatan atau penggantian biaya pengobatan (at cost) In the form of health insurance or reimbursement of medical costs (at cost)	
Bantuan Hukum Legal Assistance	Sebesar pemakaian (at cost) At cost	
Tantiem Tantiem	100%	85% dari Tantiem Direktur Utama 85% of President Director's Tantiem

Besaran Remunerasi Masing-masing Anggota Direksi dan Anggota Dewan Komisaris

Berikut merupakan informasi mengenai jumlah remunerasi yang diterima oleh Direksi dan Dewan Komisaris selama tahun buku 2024.

Amount of Remuneration for Each Member of the Board of Directors and Member of the Board of Commissioners

The following is information regarding the amount of remuneration received by the Board of Directors and Board of Commissioners during the 2024 financial year.

BESARAN REMUNERASI MASING-MASING ANGGOTA DIREKSI DAN ANGGOTA DEWAN KOMISARIS

Amount of Remuneration for Each Member of the Board of Directors and Member of the Board of Commissioners

Jumlah Remunerasi dan Fasilitas Lain Amount of Remuneration and Other Facilities	Jumlah Diterima Amount Received			
	Dewan Komisaris Board of Commissioners		Direksi Board of Directors	
	Jumlah Orang Number of People	Jumlah dalam juta Rp Amount in million Rp	Jumlah Orang Number of People	Jumlah dalam juta Rp Amount in million Rp
Remunerasi Remuneration				
Gaji Salary	7	10.430	8	22.087
Tunjangan Perumahan Housing Allowance	-	-	8	2.174
Tantien Tantien	6	40.918	6	49.331
Tunjangan Transportasi Transportation Allowance	7	2.086	-	-
Fasilitas Lain dalam Bentuk Natura Facility in the Form of Benefit in Kind				
Perumahan (tidak dapat dimiliki) Housing (unable to be owned)	-	-	-	-
Transportasi (tidak dapat dimiliki) Transportation (unable to be owned)	-	-	7	4.724
Asuransi Penuh (dapat dimiliki) Full Insurance (can be owned)	7	2.608	8	5.516
Kesehatan (tidak dapat dimiliki) Health (unable to be owned)	7	400	7	1.672
Jumlah Remunerasi Per Orang dalam 1 Tahun Amount of Remuneration Per Person in 1 Year				
Di atas Rp2 miliar Above Rp 2 billion	6	52.339	8	73.593
Di atas Rp1 miliar s.d. Rp2 miliar Above Rp1 billion up to Rp2 billion	1	1.096	-	-
Di atas Rp500 juta s.d. Rp1 miliar Above Rp500 million up to Rp1 billion	-	-	-	-
Rp500 juta kebawah Below Rp500 million	-	-	-	-

Indikator untuk Penetapan Remunerasi Dewan Komisaris dan Direksi

Dalam perumusan indikator remunerasi Dewan Komisaris dan Direksi, Komite Nominasi, Remunerasi dan GCG melakukan kajian terkait kesesuaian jenis dan tingkat remunerasi berdasarkan pencapaian kinerja, analisis perbandingan dengan jenis dan tingkat remunerasi perusahaan sejenis, serta aturan terkait remunerasi yang berlaku bagi BUMN.

Dalam menentukan remunerasi, pencapaian *Key Performance Indicator* (KPI) yang berhubungan dengan aspek *Environmental, Social, and Governance* (ESG) turut diperhitungkan. KPI terkait ESG menjadi bagian dari penilaian keseluruhan pencapaian KPI Subholding Gas dengan bobot total sebesar 29%, serta pemberian *reward & consequences* terhadap pencapaian keseluruhan KPI atas terjadinya insiden dan implementasi GCG.

Indicators for the Determination of Remuneration of the Board of Commissioners and the Board of Directors

In formulating remuneration indicators for the Board of Commissioners and the Board of Directors, the Nomination, Remuneration, and GCG Committee carries out studies regarding the appropriateness of the type and level of remuneration based on performance achievements, comparative analysis with the types and levels of remuneration of similar companies, as well as regulations related to remuneration that apply to SOE.

In determining remuneration, the achievement of *Key Performance Indicators* (KPI) related to *Environmental, Social, and Governance* (ESG) aspects is also taken into account. ESG-related KPIs form part of the overall KPI assessment for Subholding Gas, with a total weighting of 29%. Additionally, rewards and consequences are applied based on the overall KPI achievement, including the occurrence of incidents and the implementation of Good Corporate Governance (GCG).

Pengembalian Tantiem dan Insentif Kinerja (*Clawback*) dan Tantiem Yang Ditangguhkan (*Malus*)

Clawback merupakan penarikan kembali Tantiem dan Insentif Kinerja tunai yang sudah dibayarkan. BUMN dapat menunda pembayaran sebagian atau seluruh Tantiem dan Insentif Kinerja yang ditangguhkan (*malus*) atau menarik kembali Tantiem dan Insentif Kinerja tunai yang sudah dibayarkan (*clawback*) kepada Direksi dan Dewan Komisaris/Dewan Pengawas BUMN dalam kondisi tertentu yang ditetapkan oleh Menteri.

Persetujuan penarikan kembali Tantiem dan Insentif Kinerja tunai yang sudah dibayarkan (*clawback*) dituangkan dalam suatu perjanjian antara Menteri atau pihak yang diberikan kuasa oleh Menteri dengan anggota Direksi atau Dewan Komisaris/Dewan Pengawas BUMN.

Kebijakan *clawback* diatur berdasarkan ketentuan sebagaimana tersebut di bawah ini:

1. Peraturan Menteri Badan Usaha Milik Negara (selanjutnya disebut "BUMN") Nomor: PER3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara ("Permen 3/2023");
2. Surat Direktur Utama PT Pertamina (Persero) Nomor R-053/C00000/2024-S8 tanggal 27 September 2024 perihal Penetapan Penghargaan atas Kinerja Tahunan Tahun Buku 2023 dan Remunerasi 2024 Anggota Direksi dan Dewan Komisaris PT Perusahaan Gas Negara Tbk Tahun 2023 ("Surat Dirut Pertamina");
3. Mekanisme pemberian TyD TB 2023 menggunakan skema yang sama dengan TyD TB 2022 sesuai dengan Surat Komisaris Utama PGN No. 63P/SKEL.00/D-KOM/2024 tanggal 30 September 2024 tentang Penetapan Penghargaan atas Kinerja Tahunan Tahun Buku 2023, Remunerasi 2024 serta Pelaksanaan Pembayaran Tantiem Yang Ditangguhkan Tahun Buku 2022 Anggota Direksi dan Dewan Komisaris PT Perusahaan Gas Negara Tbk. ("Surat Komut PGN"); dan
4. Keputusan Direksi Nomor 074200.K/KP.03/PDO/2024 Tanggal 13 November 2024 tentang Pengaturan Teknis Pelaksanaan Tantiem Yang Ditangguhkan Untuk Dewan Komisaris dan Direksi Tahun Buku 2023 untuk selanjutnya disebut "Keputusan Direksi Penangguhan Tantiem".

Withdrawal of Tantiem and Performance Incentives (*Clawback*) and Deferred Tantiem Payments (*Malus*)

A *clawback* is a withdrawal of Tantiem and cash Performance Incentives that have been paid. SOE can postpone the payment of part or all of the deferred Tantiem and Performance Incentives (*malus*) or recoupment cash Tantiem and Performance Incentives that have been paid (*clawback*) to the Board of Directors and Board of Commissioners/Supervisory Board of SOE under certain conditions determined by the Minister.

Approval for the withdrawal of Tantiem and Cash Performance Incentives that have been paid (*clawback*) is stated in an agreement between the Minister or a party authorized by the Minister and members of the Board of Directors or Board of Commissioners/Supervisory Board of SOE.

The *clawback* policy is regulated based on the provisions as stated below:

1. Regulation of the Minister of State-Owned Enterprises (hereinafter referred to as "SOE") Number: PER3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises ("Permen 3/2023");
2. Letter from the President Director of PT Pertamina (Persero) Number R-053/C00000/2024-S8 dated September 27, 2024, regarding Determination of Awards for Annual Performance for the 2023 Financial Year and 2024 Remuneration for Members of the Board of Directors and Board of Commissioners of PT Perusahaan Gas Negara Tbk in 2023 ("Letter of the President Director of Pertamina");
3. The mechanism for providing TyD TB 2023 uses the same scheme as TyD TB 2022 in accordance with PGN President Commissioner Letter No. 63P/SKEL.00/D-KOM/2024 dated September 30, 2024, concerning the Determination of Awards for the Annual Performance of the 2023 Financial Year and the 2024 Remuneration and Implementation of Deferred Tantiem Payments for the 2022 Financial Year for Members of the Board of Directors and Board of Commissioners of PT Perusahaan Gas Negara Tbk. ("Letter of the President Commissioner of PGN"); and
4. The Board of Directors' Decree Number 074200.K/KP.03/PDO/2024 dated November 13, 2024, concerning Technical Arrangements for the Implementation of Deferred Tantiem for the Board of Commissioners and the Board of Directors for the 2023 Financial Year, hereinafter referred to as "Board of Directors' Decree on Deferred Tantiem".

PROGRAM PELATIHAN DALAM RANGKA MENINGKATKAN KOMPETENSI DEWAN KOMISARIS DAN DIREKSI

Training Programs to Improve the Competencies of the Board of Commissioners and Board of Directors

KEBIJAKAN PELATIHAN DAN/ATAU PENINGKATAN KOMPETENSI DEWAN KOMISARIS DAN DIREKSI

Untuk mendukung pelaksanaan tugas dan fungsi Dewan Komisaris dan Direksi terkait dengan tugas pengawasan dan pengelolaan Perseroan, Dewan Komisaris dan Direksi dapat mengajukan usulan program pengembangan kompetensi untuk mengikuti *Forum Group Discussion*, seminar, sertifikasi dan *workshop* sesuai dengan kebutuhan, untuk mendukung pelaksanaan tugas dan fungsi Dewan Komisaris dan Direksi terkait dengan tugas pengawasan dan pengelolaan Perseroan. Ketentuan terkait program peningkatan kapabilitas serta kompetensi bagi Dewan Komisaris dan Direksi adalah sebagai berikut:

- Program peningkatan kompetensi dilaksanakan dalam rangka meningkatkan efektivitas kerja Dewan Komisaris dan Direksi;
- Rencana untuk melaksanakan program peningkatan kompetensi harus dimasukkan dalam Rencana Kerja dan Anggaran Perusahaan;
- Setiap Komisaris dan Direktur yang mengikuti program peningkatan kompetensi seperti seminar dan/atau pelatihan diminta untuk mempresentasikan kepada anggota Direksi atau Komisaris lainnya dalam rangka berbagi informasi dan pengetahuan (*sharing knowledge*); dan
- Anggota Dewan Komisaris atau Direksi yang bersangkutan harus membuat laporan tentang pelaksanaan Program Peningkatan Kompetensi dan disampaikan ke Dewan Komisaris atau Direksi.

PELATIHAN DAN/ATAU PENINGKATAN KOMPETENSI DEWAN KOMISARIS DAN DIREKSI TAHUN 2024

Sepanjang tahun 2024, Dewan Komisaris dan Direksi telah mengikuti program pelatihan, seminar, dan *workshop* antara lain:

PELATIHAN DEWAN KOMISARIS

Training of the Board of Commissioners

Nama Name	Jabatan Position	Tanggal Pelaksanaan Implementation Date	Lokasi Location	Keterangan Description
Amien Sunaryadi	Komisaris Utama dan Komisaris Independen President Commissioner and Independent Commissioner	2 Mei 2024 May 2, 2024	Jakarta	Sarasehan Proses Bisnis dan Investasi oleh Bapak Rizal (Komite Investasi Pertamina) Business and Investment Process Symposium by Mr. Rizal (Pertamina Investment Committee)

TRAINING POLICY AND/OR COMPETENCY IMPROVEMENT OF THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS

To support the implementation of the duties and functions of the Board of Commissioners and the Board of Directors related to the duties of supervision and management of the Company, the Board of Commissioners and the Board of Directors can submit proposals for competency improvement programs to participate in Group Discussion Forums, seminars, certification, and workshops as needed to support the implementation of the duties and functions of the Board of Commissioners and the Board of Directors related to the duties of supervision and management of the Company. Provisions related to the capability and competency improvement program for the Board of Commissioners and the Board of Directors are as follows:

- The competency improvement program is implemented in order to increase the effectiveness of the work of the Board of Commissioners and the Board of Directors;
- Plans to implement competency improvement programs must be included in the Company's Work Plan and Budget;
- Every Commissioner and Director who takes part in competency improvement programs such as seminars and/or training is asked to present to other members of the Board of Directors or the Board of Commissioners in order to share information and knowledge (*knowledge sharing*); and
- The member of the Board of Commissioners or the Board of Directors concerned must make a report regarding the implementation of the Competency Improvement Program and submit it to the Board of Commissioners or the Board of Directors.

TRAINING AND/OR COMPETENCY IMPROVEMENT OF THE BOARD OF COMMISSIONERS AND THE BOARD OF DIRECTORS IN 2024

Throughout 2024, the Board of Commissioners and the Board of Directors have participated in training programs, seminars, and workshops, including:

Nama Name	Jabatan Position	Tanggal Pelaksanaan Implementation Date	Lokasi Location	Keterangan Description
		6 - 7 Agustus 2024 August 6-7, 2024	Jakarta	Arbitrase Lanjutan oleh IARBI Advanced Arbitration by IARBI
		28 Agustus 2024 August 28, 2024	Jakarta	Sertifikasi Arbiter oleh IARBI Arbitrator Certification by IARBI
		27 Agustus 2024 August 27, 2024	Jakarta	Forum Manajemen Risiko BUMN dengan tema <i>Conflict of Interest</i> SOE Risk Management Forum with the theme Conflict of Interest
		16 - 17 Oktober 2024 October 16-17, 2024	Bogor	LNG Fundamental & Trading oleh S&P LNG Fundamentals & Trading by S&P
Dini Shanti Purwono	Komisaris Independen Independent Commissioner	23 - 25 Januari 2024 January 23-25, 2024	Jakarta	Sertifikasi CACP oleh IKAI CACP certification by IKAI
		2 April 2024 April 2, 2024	Jakarta	Cyber Security Fundamental for Top Management oleh Pertamina Cyber Security Fundamentals for Top Management by Pertamina
		16 - 17 Oktober 2024 October 16-17, 2024	Bogor	LNG Fundamental & Trading oleh S&P LNG Fundamentals & Trading by S&P
Warih Sadono	Komisaris Commissioner	25 April 2024 April 25, 2024	Bandung	Seri Workshop Bersama KPIMR Holding Workshop Series with KPIMR Holding
		2 Mei 2024 May 2, 2024	Jakarta	Sarasehan Proses Bisnis dan Investasi oleh Bapak Rizal (Komite Investasi Pertamina) Business and Investment Process Symposium by Mr. Rizal (Pertamina Investment Committee)
		4 Juni 2024 June 4, 2024	Jakarta	Anti-Fraud Risk Management Implementation oleh IRMAPA Anti-Fraud Risk Management Implementation by IRMAPA
		10 - 11 September 2024 September 10-11, 2024	Jakarta	Pelatihan Dasar Arbitrase oleh Institut Arbiter Indonesia Basic Arbitration Training by the Indonesian Arbitrator Institute
		10 Oktober 2024 October 10, 2024	Jakarta	Sertifikasi Risk Management (CRP) oleh IRBA Risk Management Certification (CRP) by IRBA
		16 - 17 Oktober 2024 October 16-17, 2024	Bogor	LNG Fundamental & Trading oleh S&P LNG Fundamentals & Trading by S&P
		4 Desember 2024 December 4, 2024	Jakarta	Portfolio Forum 2024 dengan tema " <i>Orchestrating Winning Portfolio</i> " oleh Pertamina Portfolio Forum 2024 with the theme "Orchestrating Winning Portfolio" by Pertamina
Luky Alfirman	Komisaris Commissioner	10 Oktober 2024 October 10, 2024	Jakarta	Sertifikasi Risk Management (CRP) oleh IRBA Risk Management Certification (CRP) by IRBA
		16 - 17 Oktober 2024 October 16-17, 2024	Bogor	LNG Fundamental & Trading oleh S&P LNG Fundamentals & Trading by S&P
		4 Desember 2024 December 4, 2024	Jakarta	Master Class Series - Risk Beyond International Conference on ERM oleh IRMAPA Master Class Series - Risk Beyond International Conference on ERM by IRMAPA
Christian H. Siboro	Komisaris Independen Independent Commissioner	17 - 18 September 2024 September 17-18, 2024	London	Gartner Reimagine HR Conference oleh Gartner Inc Gartner Reimagine HR Conference by Gartner Inc
		16 - 17 Oktober 2024 October 16-17, 2024	Bogor	LNG Fundamental & Trading oleh S&P LNG Fundamentals & Trading by S&P
Abdullah Aufa Fuad	Komisaris Independen Independent Commissioner	5 - 7 Maret 2024 March 5-7, 2024	Jakarta	Sertifikasi CACP oleh IKAI CACP certification by IKAI
		1 Agustus 2024 August 1, 2024	Jakarta	Peran Strategis Komite Audit dalam Mewujudkan Ranah Siber yang Aman oleh IKAI The Strategic Role of Audit Committee in Realizing a Secure Cyberspace by IKAI
		10 Oktober 2024 October 10, 2024	Jakarta	Sertifikasi Risk Management (CRP) oleh IRBA Risk Management Certification (CRP) by IRBA
		16 - 17 Oktober 2024 October 16-17, 2024	Bogor	LNG Fundamental & Trading oleh S&P LNG Fundamentals & Trading by S&P

Nama Name	Jabatan Position	Tanggal Pelaksanaan Implementation Date	Lokasi Location	Keterangan Description
Tony Setia Boedi Hoesodo	Komisaris Independen Independent Commissioner	21 - 27 Oktober 2024 October 21-27, 2024	Jakarta	Lemhanas Group IV oleh Pertamina Lemhanas Group IV by Pertamina
		4 Desember 2024 December 4, 2024	Jakarta	Portfolio Forum 2024 dengan tema "Orchestrating Winning Portfolio" oleh Pertamina Portfolio Forum 2024 with the theme "Orchestrating Winning Portfolio" by Pertamina
		15 - 19 Juli 2024 July 15-19, 2024	Jakarta	Project Management - PMP Exam Training oleh PT Avenews Project Management - PMP Exam Training by PT Avenews
		10 - 11 September 2024 September 10-11, 2024	Jakarta	Pelatihan Dasar Arbitrase oleh Institut Arbitrer Indonesia Basic Arbitration Training by the Indonesian Arbitrator Institute
		10 Oktober 2024 October 10, 2024	Jakarta	Sertifikasi Risk Management (CRP) oleh IRBA Risk Management Certification (CRP) by IRBA
		16 - 17 Oktober 2024 October 16-17, 2024	Bogor	LNG Fundamental & Trading oleh S&P LNG Fundamentals & Trading by S&P
		4 Desember 2024 December 4, 2024	Jakarta	Portfolio Forum 2024 dengan tema "Orchestrating Winning Portfolio" oleh Pertamina Portfolio Forum 2024 with the theme "Orchestrating Winning Portfolio" by Pertamina

PELATIHAN DIREKSI

Training of the Board of Directors

Nama Name	Jabatan Position	Tanggal Pelaksanaan Implementation Date	Lokasi Location	Keterangan Description
Arief Setiawan Handoko	Direktur Utama President Director	2-3 Februari 2024 Februari 2 - 3, 2024	Jakarta	Onboarding Directorship Program Angkatan VII - 2024 Onboarding Directorship Program Batch VII - 2024
		16 - 17 Oktober 2024 October 16 - 17, 2024	Bogor	Executive Training: LNG Fundamentals & Trading oleh S&P Global Commodity Insights Consulting Executive Training: LNG Fundamentals & Trading by S&P Global Commodity Insights Consulting
Fajar Harianto Widodo	Direktur Keuangan Finance Director	19 Januari 2024 January 19, 2024	Bali	Workshop Strategic Approach to Risk Management towards SOE's Business Sustainability Workshop Strategic Approach to Risk Management towards SOE's Business Sustainability
		11 - 12 Juli 2024 July 11 - 12, 2024	Batam	Workshop Gas Insurance Forum - Sosialisasi Polis Asuransi Aset Operasional PGN SSWJ dan Non-SSWJ Periode 2023-2025 Gas Insurance Forum Workshop - Socialization of PGN SSWJ and Non-SSWJ Operational Asset Insurance Policy Period 2023-2025
		26 September 2024 September 26, 2024	Jakarta	Professional Recognition Program ("PRP") Sertifikasi CPMA (Certified Professional Management Accountant) Professional Recognition Program ("PRP") Certification CPMA (Certified Professional Management Accountant)
		1 November 2024 November 1, 2024	Jakarta	PERTAMINA - Sustainability Transcendence Forum PERTAMINA - Sustainability Transcendence Forum
Ratih Esti Prihatini	Direktur Komersial Commercial Director	16 - 17 Oktober 2024 October 16 - 17, 2024	Bogor	Executive Training: LNG Fundamentals & Trading oleh S&P Global Commodity Insights Consulting Executive Training: LNG Fundamentals & Trading by S&P Global Commodity Insights Consulting
Rosa Permata Sari	Direktur Strategi dan Pengembangan Bisnis Strategy and Business Development Director	16 - 17 Oktober 2024 October 16 - 17, 2024	Bogor	Executive Training: LNG Fundamentals & Trading oleh S&P Global Commodity Insights Consulting Executive Training: LNG Fundamentals & Trading by S&P Global Commodity Insights Consulting
		7 Oktober - 29 November 2024 October 7 - November 29, 2024	Jakarta	Program Business Essential Batch III Program Business Essential Batch III

Nama Name	Jabatan Position	Tanggal Pelaksanaan Implementation Date	Lokasi Location	Keterangan Description
Harry Budi Sidharta	Direktur Infrastruktur dan Teknologi Infrastructure and Technology Director	25 Februari 2024 February 25, 2024	Yogyakarta	Program Profesi Insinyur Fakultas Teknik UGM Angkatan VIII Professional Engineer Program Faculty of Engineering UGM Batch VIII
		14 - 27 Agustus 2024 August 14 - 27, 2024	Jakarta	<i>Executive Course on Strategic Management and Leadership Programme</i> Executive Course on Strategic Management and Leadership Programme
		16 - 17 Oktober 2024 October 16 - 17, 2024	Bogor	<i>Executive Training: LNG Fundamentals & Trading</i> oleh S&P Global Commodity Insights Consulting Executive Training: LNG Fundamentals & Trading by S&P Global Commodity Insights Consulting
		21 - 23 November 2024 November 21 - 23, 2024	Singapore	Program <i>Chief Technology Officer (CTO) School</i> Tahun 2024 Program Chief Technology Officer (CTO) School 2024
Rachmat Utama	Direktur SDM dan Penunjang Bisnis Human Resource and Business Support Director	29 Juli - 4 Agustus 2024 July 29 - August 4, 2024	Jakarta	Program Pelatihan <i>Leadership</i> Pemantapan Nilai - Nilai Kebangsaan Leadership Training Program for Strengthening National Values
		13 September 2024 September 13, 2024	Jakarta	<i>Workshop Wakil Menteri BUMN "SOE's Strategic Program and Risk Management for Indonesia's Future"</i> SOE Deputy Minister Workshop "SOE's Strategic Program and Risk Management for Indonesia's Future"
		September 19 - 20, 2024 September 19 - 20, 2024	Bali	<i>Employee and Industrial Relations Conference 2024</i> oleh Forum Human Capital Indonesia (FHCI) BUMN Employee and Industrial Relations Conference 2024 by Forum Human Capital Indonesia (FHCI) BUMN
		3 Oktober 2024 October 3, 2024	Balikpapan Selatan, Kalimantan Timur South Balikpapan, East Kalimantan	<i>BUMN Learning Festival 2024 "Building Sustainable Learning Culture: Empowering Growth Through Agile Learning"</i> BUMN Learning Festival 2024 "Building Sustainable Learning Culture : Empowering Growth Through Agile Learning"
		11 - 12 Desember 2024 December 11 - 12, 2024	Jakarta	<i>The 19th Indonesia "HR Expo" (2024) (Strategy to Manage Human Resources with New Energy, Innovation and Technology Basis)</i> The 19 th Indonesia "HR Expo" (2024) (Strategy to Manage Human Resources with New Energy, Innovation and Technology Basis)
Arief Kurnia Risdianto	Direktur Manajemen Risiko Risk Management Director	13 - 14 Agustus 2024 August 13 - 14, 2024	Indonesia Risk & Business Advisory	<i>Public Training "Sertifikasi Manajemen Risiko Utama CRP Level executive"</i> Public Training "CRP Executive Level Main Risk Management Certification"
		4 - 7 September 2024 September 4 - 7, 2024	Justitia Training Center	<i>Pelatihan dan Sertifikasi Perancang Kontrak (Certified Contract Drafter) Angkatan VLVII</i> Training and Certification of Contract Drafters (Certified Contract Drafter) Class VLVII
		9 - 12 September 2024 September 4 - 7, 2024	Switzerland	<i>Leadership Program BUMN - BSE Top Gun Program Batch II Tahun 2024</i> Leadership Program BUMN - BSE Top Gun Program Batch II 2024
		21 - 24 Oktober 2024 October 16 - 17, 2024	Shenzhen, China	<i>Global Immersion - Perspektif dan Leadership</i> Global Immersion - Perspectives and Leadership
		16 - 17 Oktober 2024 October 16 - 17, 2024	Bogor	<i>Executive Training: LNG Fundamentals & Trading</i> oleh S&P Global Commodity Insights Consulting Executive Training: LNG Fundamentals & Trading by S&P Global Commodity Insights Consulting

KEBIJAKAN PROGRAM PENGENALAN/ORIENTASI BAGI DEWAN KOMISARIS DAN DIREKSI BARU

Policy on Introduction Program for New Members of the Board of Commissioners and Board of Directors

PGN memiliki dan menjalankan kebijakan pelaksanaan program pengenalan Perusahaan yang ditujukan bagi Anggota Dewan Komisaris dan Anggota Direksi yang baru pertama kali diangkat agar dapat segera mengenal proses bisnis Perusahaan, termasuk seluruh permasalahan yang telah, sedang dan akan dihadapi sehingga dapat bekerja dengan optimal untuk kepentingan Perusahaan. Diharapkan Anggota Dewan Komisaris dan Anggota Direksi yang baru diangkat dapat memahami segala aspek yang terkait dengan peran dan tanggung jawabnya sehingga dapat menjalankan tugas masing-masing secara efektif. Tanggung jawab mengadakan program pengenalan untuk Anggota Dewan Komisaris dan Anggota Direksi berada pada Corporate Secretary.

PROGRAM PENGENALAN BAGI DEWAN KOMISARIS DAN DIREKSI BARU TAHUN 2024

Pada tahun 2024, program pengenalan diberikan kepada anggota Dewan Komisaris dan Direksi baru, yakni Tony Setia Boedi Hoesodo, Rachmat Utama dan Arief Kurnia Risdianto.

Dalam pelaksanaan program tersebut, PGN melalui Corporate Secretary mempresentasikan berbagai hal terkait GCG dan kinerja Perusahaan yang mencakup: Bisnis & Posisi Bisnis Subholding Gas, Struktur & Proses Bisnis Subholding Gas, *Key Performance Indicator* Tahun 2024, *Overview* RJPP Subholding Gas, Program Strategis Subholding Gas, Profil Anak Perusahaan dan Afiliasi, serta *Update* Aturan Internal PT PGN Tbk (Anggaran Dasar dan *Board Manual*).

PGN has and implements a policy of a Company induction program implementation aimed at members of the Board of Commissioners and members of the Board of Directors who have been appointed for the first time, allowing them to immediately become familiar with the Company's business processes, including all problems that have been, are being, and will be faced, ensuring that they can work optimally for the interests of the Company. It is hoped that newly appointed members of the Board of Commissioners and members of the Board of Directors can understand all aspects related to their roles and responsibilities, allowing them to carry out their respective duties effectively. The responsibility for holding an induction program for members of the Board of Commissioners and members of the Board of Directors lies with the Corporate Secretary.

INDUCTION PROGRAM FOR THE NEW BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS IN 2024

In 2024, an induction program was provided to new members of the Board of Commissioners and the Board of Directors, namely Tony Setia Boedi Hoesodo, Rachmat Utama, and Arief Kurnia Risdianto.

In implementing this program, PGN, through the Corporate Secretary, presented various matters related to the GCG and Company's performance, which include: Gas Subholding Business & Position, Gas Subholding Business Structure & Process, Key Performance Indicators for 2024, Gas Subholding RJPP Overview, Gas Subholding Strategic Program, Profile of Subsidiaries and Affiliates, as well as Updates to PT PGN Tbk's Internal Rules (Articles of Association and Board Manual).

KEBERAGAMAN KOMPOSISI DEWAN KOMISARIS DAN DIREKSI

Diversity of the Composition of the Board of Commissioners and Board of Directors

Komposisi anggota Direksi dan Dewan Komisaris yang ditunjuk RUPS memiliki keberagaman dari segi usia, jenis kelamin, latar belakang pendidikan, serta pengalaman yang dibutuhkan guna menunjang pelaksanaan tugas dan tanggung jawabnya. PGN memiliki dan menerapkan kebijakan dan target yang diperhitungkan dalam menerapkan kebijakan keberagaman Direksi dan Dewan Komisaris. Hal ini dilakukan dengan senantiasa patuh dan menjalankan persyaratan pengangkatan anggota Direksi dan Dewan Komisaris dengan memperhatikan peraturan-peraturan di bawah ini:

1. Peraturan Menteri BUMN No. PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara.
2. Peraturan Menteri BUMN No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara.
3. Peraturan Otoritas Jasa Keuangan No. 33/POJK.04/2014 tentang Direksi dan Dewan Komisaris Emiten atau Perusahaan Publik, yang menekankan pada keahlian, integritas, kepemimpinan, pengalaman, perilaku yang baik, cakap melakukan perbuatan hukum, dan dedikasi yang tinggi untuk memajukan dan mengembangkan Perusahaan.

The composition of members of the Board of Directors and the Board of Commissioners appointed by the GMS is diverse in terms of age, gender, educational background, and experience needed to support the implementation of their duties and responsibilities. PGN has and implements policies and targets that are considered in implementing the diversity policy for the Board of Directors and the Board of Commissioners. This is done by always complying with and carrying out the requirements for appointing members of the Board of Directors and the Board of Commissioners by paying attention to the regulations below:

1. Minister of State-Owned Enterprises Regulation No. PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises.
2. Minister of State-Owned Enterprises Regulation No. PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises.
3. Financial Services Authority Regulation no. 33/POJK.04/2014 concerning the Board of Directors and the Board of Commissioners of Issuers or Public Companies, which emphasizes expertise, integrity, leadership, experience, good behavior, the ability to carry out legal actions, and high dedication to advancing and developing the Company.

KEBERAGAMAN KOMPOSISI DEWAN KOMISARIS DAN DIREKSI

Diversity of the Composition of the Board of Commissioners and Board of Directors

Nama Name	Gender Gender	Usia Age	Latar Belakang Pendidikan Educational Background			Pengalaman Experience					
			S1	S2	S3	Oil, & Gas Oil & Gas	Ekonomi Economy	Infrastruktur Infrastructure	Hukum Law	SDM HR	Sosial Politik Politics and Social
Dewan Komisaris I Board of Commissioners											
Amien Sunaryadi	Pria Male	64	✓	✓	-	✓	✓	-	-	-	-
Luky Alfirman	Pria Male	54	✓	✓	✓	-	✓	-	-	-	-
Warih Sadono	Pria Male	61	✓	✓	✓	-	-	-	✓	-	-
Christian H. Siboro	Pria Male	56	✓	✓	✓	-	✓	-	-	✓	-
Dini Shanti Purwono	Wanita Female	50	✓	✓	-	-	-	-	✓	-	-
Abdullah Aufa Fuad	Pria Male	33	✓	✓	-	-	-	✓	-	-	-
Tony Setia Boedi Hoesodo ³⁾	Pria Male	70	✓	✓	✓	-	-	-	✓	✓	✓

Nama Name	Gender Gender	Usia Age	Latar Belakang Pendidikan Educational Background			Pengalaman Experience					
			S1	S2	S3	Oil, & Gas Oil & Gas	Ekonomi Economy	Infrastruktur Infrastructure	Hukum Law	SDM HR	Sosial Politik Politics and Social
Direksi Board of Directors											
Arief S. Handoko	Pria Male	57	✓	✓	-	✓	✓	-	-	-	-
Harry Budi Sidharta	Pria Male	47	✓	✓	-	✓	✓	✓	-	-	-
Fadjar Harianto Widodo	Pria Male	57	✓	-	-	✓	✓	-	-	-	-
Rosa Permata Sari	Wanita Female	44	✓	✓	✓	✓	✓	✓	-	-	-
Ratih Esti Prihantini	Wanita Female	58	✓	✓	-	✓	✓	-	-	-	-
Rachmat Utama ¹	Pria Male	51	✓	✓	-	✓	-	-	✓	✓	-
Arief Kurnia Risdianto ¹	Pria Male	46	✓	✓	-	✓	✓	-	✓	-	-

¹ Diangkat tanggal 30 Mei 2024
Appointed on May 30, 2024

PENGALAMAN DAN KOMPETENSI ANGGOTA DEWAN KOMISARIS DAN DIREKSI

Seluruh anggota Dewan Komisaris dan Direksi PGN saat ini memiliki keahlian yang relevan dengan industri, serta pemahaman mendalam tentang dinamika, tantangan, dan peluang yang spesifik terutama pada sektor transmisi dan distribusi gas bumi. Keahlian ini mencakup pengalaman strategis dalam mengelola Perusahaan, kemampuan membaca tren pasar, serta wawasan terhadap regulasi dan teknologi yang relevan. Seluruh informasi mengenai pengalaman dan kompetensi anggota manajemen dapat dilihat melalui profil masing-masing anggota pada Bab Profil Perusahaan Sub Bab Profil Dewan Komisaris dan Direksi.

KETERWAKILAN PEREMPUAN DALAM ANGGOTA DEWAN KOMISARIS DAN DIREKSI

Per 31 Desember 2024, Dewan Komisaris PGN terdiri atas 7 anggota, di mana satu di antaranya adalah perempuan dan 5 anggota (71%) merupakan Komisaris Independen. Sementara itu, Direksi PGN terdiri dari 5 pria dan 2 perempuan. Hal ini sudah sesuai dengan standar ASEAN Corporate Governance Scorecard (ACGS) yang menyatakan terdapat keterwakilan minimal 1 (satu) orang perempuan sebagai Direksi atau Komisaris yang independen.

EXPERIENCE AND COMPETENCY OF MEMBERS OF THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS

All members of the PGN Board of Commissioners and Board of Directors currently have industry-relevant expertise, as well as a deep understanding of the specific dynamics, challenges, and opportunities, especially in the natural gas transmission and distribution sector. This expertise includes strategic experience in managing the Company, the ability to read market trends, and insight into relevant regulations and technology. All information regarding the experience and competency of management members can be seen through the profile of each member in the Company Profile Chapter, Sub-chapter Profile of the Board of Commissioners, and the Board of Directors.

REPRESENTATION OF WOMEN IN MEMBERS OF THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS

As of 31 December 2024, the Board of Commissioners of PGN comprised seven members, one of whom was a woman, while five members (71%) served as Independent Commissioners. Meanwhile, the Board of Directors consisted of five men and two women. This composition aligns with the standards of the ASEAN Corporate Governance Scorecard (ACGS), which stipulates that there must be at least one female representative serving as either an Independent Director or Commissioner.

HUBUNGAN AFILIASI ANTARA ANGGOTA DIREKSI, DEWAN KOMISARIS, DAN PEMEGANG SAHAM UTAMA DAN/ATAU PENGENDALI

Affiliated Relationship Among Members of the Board of Directors, Board of Commissioners, and Majority and/or Controlling Shareholders

Nama Name	Jabatan Position	Hubungan Keluarga Family Relationship			Hubungan Keuangan Financial Relationship			Kepemilikan Saham di PGN Share Ownership in PGN
		Direksi BOD	Komisaris BOC	Pemegang Saham Utama Majority Shareholders	Direksi BOD	Komisaris BOC	Pemegang Saham Utama Majority Shareholders	
Dewan Komisaris Board of Commissioners								
Amien Sunaryadi	Komisaris Utama dan Komisaris Independen President Commissioner and Independent Commissioner	-	-	-	-	-	-	-
Luky Alfirman	Komisaris Commissioner	-	-	-	-	-	✓	-
Warih Sadono	Komisaris Commissioner	-	-	-	-	-	✓	-
Christian H. Siboro	Komisaris Independen Independent Commissioner	-	-	-	-	-	-	-
Dini Shanti Purwono	Komisaris Independen Independent Commissioner	-	-	-	-	-	-	-
Abdullah Aufa Fuad	Komisaris Independen Independent Commissioner	-	-	-	-	-	-	-
Tony Setia Boedi Hoesodo ¹⁾	Komisaris Independen Independent Commissioner	-	-	-	-	-	-	-
Direksi Board of Directors								
Arief S. Handoko	Direktur Utama President Director	-	-	-	-	-	-	-
Harry Budi Sidharta	Direktur Infrastruktur dan Teknologi Director of Infrastructure and Technology	-	-	-	-	-	-	-
Fadjar Harianto Widodo	Direktur Keuangan Director of Finance	-	-	-	-	-	-	-
Rosa Permata Sari	Direktur Strategi dan Pengembangan Bisnis Director of Strategy and Business Development	-	-	-	-	-	-	-
Ratih Esti Prihantini	Direktur Komersial Director of Commerce	-	-	-	-	-	-	-
Rachmat Hutama ¹⁾	Direktur SDM dan Penunjang Bisnis Director of HR and Business Support	-	-	-	-	-	-	-
Arief Kurnia Risdianto ¹⁾	Direktur Manajemen Risiko Director of Risk Management	-	-	-	-	-	-	-

¹⁾ Diangkat tanggal 30 Mei 2024
Appointed on May 30, 2024

KOMITE-KOMITE DI BAWAH DEWAN KOMISARIS

Committees Under the Board of Commissioners

Dewan Komisaris dalam menjalankan tugas dan tanggung jawab untuk mengawasi jalannya pengurusan Perseroan oleh Direksi, dibantu oleh 4 (empat) Komite. Hal ini selaras dengan Pasal 121 Undang-Undang No. 40 tahun 2007 tentang Perseroan Terbatas, Peraturan Menteri BUMN No. PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara, Peraturan Menteri BUMN No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara, Pasal 2 Peraturan Otoritas Jasa Keuangan No. 34/POJK.04/2014 tentang Komite Nominasi dan Remunerasi Emiten atau Perusahaan Publik, dan Pasal 2 Peraturan OJK No. 55/POJK.04/2015 tentang Pembentukan dan Pedoman Pelaksanaan Kerja Komite Audit.

Komite-Komite yang berada di bawah Dewan Komisaris meliputi:

- Komite Audit.
- Komite Pemantau Manajemen Risiko dan Pengembangan Usaha.
- Komite Nominasi, Remunerasi dan GCG.
- Komite Tata Kelola Terintegrasi.

KOMITE AUDIT

Komposisi Komite Audit

PERIODE 1 JANUARI - 29 FEBRUARI 2024

Period of January 1 - February 29, 2024

Ketua/Komisaris Independen	Dini Shanti Purwono	Chairperson/Independent Commissioner
Anggota/Komisaris Independen	Abdullah Aufa Fuad	Member/Independent Commissioner
Anggota	Rini Yulius	Member
Anggota	Luki Karunia	Member
Anggota	Fajar Ariwinadi	Member

PERIODE 1 MARET - 14 MARET 2024

Period of March 1 - March 14, 2024

Ketua/Komisaris Independen	Dini Shanti Purwono	Chairperson/Independent Commissioner
Anggota/Komisaris Independen	Abdullah Aufa Fuad	Member/Independent Commissioner
Anggota	Rini Yulius	Member
Anggota	Fajar Ariwinadi	Member

In carrying out its duties and responsibilities to supervise the management of the Company by the Board of Directors, the Board of Commissioners is assisted by 4 (four) Committees. This is in line with Article 121 of Law No. 40 of 2007 concerning Limited Liability Companies, Minister of SOE Regulation No. PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises, Minister of SOE Regulation No. PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises, Article 2 of Financial Services Authority Regulation No. 34/POJK.04/2014 concerning the Nomination and Remuneration Committee of Issuers or Public Companies, and Article 2 of OJK Regulation no. 55/POJK.04/2015 concerning the Establishment and Guidelines for Implementing the Work of the Audit Committee.

Committees under the Board of Commissioners include:

- Audit Committee.
- Risk Management and Business Development Monitoring Committee.
- Nomination, Remuneration, and GCG Committee.
- Integrated Governance Committee

AUDIT COMMITTEE

Composition of the Audit Committee

PERIODE 15 MARET - 31 DESEMBER 2024

Period of March 15 - December 31, 2024

Ketua/Komisaris Independen	Dini Shanti Purwono	Chairperson/Independent Commissioner
Anggota/Komisaris Independen	Abdullah Aufa Fuad	Member/Independent Commissioner
Anggota	Rini Yulius	Member
Anggota	Fajar Ariwinadi	Member
Anggota	Yan Rahadian	Member

Profil Anggota Komite Audit**Profile of the Audit Committee Members**

Dini Shanti Purwono - Ketua Komite Audit Chairperson of the Audit Committee (1 Januari 2024 hingga saat ini) (January 1, 2024 to present)	
Warga Negara Indonesia, lahir di Jakarta, pada 29 April 1974. Usia 50 tahun per 31 Desember 2024. Domisili Jakarta	Indonesian Citizen, born in Jakarta, on April 29, 1974. She is 50 years old as of December 31, 2024. Domiciled in Jakarta
Pendidikan: Sarjana Hukum dari Universitas Indonesia dan Master (LL.M) bidang Hukum Keuangan Internasional dari Harvard Law School	Education: Bachelor of Law from Universitas Indonesia and Master (LL.M) in International Finance Law from Harvard Law School
Diangkat pertama kali sebagai Komisaris Independen berdasarkan Keputusan RUPS Tahunan Tahun Buku 2021 tanggal 3 Mei 2021, serta bergabung dengan Komite Audit sejak 10 Mei 2021	Appointed for the first time as Independent Commissioner based on the Resolution of the 2021 Financial Year Annual GMS dated May 3, 2021, and joined the Audit Committee on May 10, 2021
Riwayat pekerjaan: sebagai Anggota Majelis Disiplin Profesi (Tenaga Medis & Tenaga Kesehatan) (2024-sekarang), Staf Khusus Presiden RI tahun 2019 - 2024, Sekretaris Satuan Tugas Percepatan Investasi (Tim Kerja Presiden) tahun 2019 - 2024, Partner Pendiri firma hukum Purwono & Widyayanti tahun 2018 sampai sekarang, Anggota Komite Investasi Dewan Komisaris PT Pertamina (Persero) pada tahun 2019-2021, Staf Khusus Menteri Keuangan 2013-2014, Partner di firma hukum Christian Teo & Partners tahun 2011-2018, Staf Khusus Kepala Badan Koordinasi Penanaman Modal (BKPM) tahun 2012-2013, Partner di firma hukum Roosdiono & Partners tahun 2008-2010, Kepala Divisi Hukum PT Danareksa (Persero) tahun 2005-2008 dan sebagai Senior Associate di firma hukum Hadiputranto, Hadinoto & Partners (kantor koresponden firma hukum internasional Baker & McKenzie) tahun 1997-2005	Work Experience: as Member of the Professional Disciplinary Council (Medical & Health Personnel) (2024-present), Special Staff to the President of the Republic of Indonesia in 2019-2024, Secretary of the Investment Acceleration Task Force (Presidential Working Team) in 2019-2024, Founding Partner of the Purwono & Widyayanti law firm in 2018-present, Member of the Investment Committee of the Board of Commissioners of PT Pertamina (Persero) in 2019-2021, Special Staff to the Minister of Finance 2013-2014, Partner at the law firm Christian Teo & Partners in 2011-2018, Special Staff to the Head of the Investment Coordinating Board (BKPM) in 2012-2013, Partner at the law firm Roosdiono & Partners in 2008-2010, Head of the Legal Division of PT Danareksa (Persero) in 2005-2008 and as Senior Associate at the law firm Hadiputranto, Hadinoto & Partners (correspondent office of the international law firm Baker & McKenzie) in 1997-2005
Dasar hukum penugasan sebagai anggota Komite Audit adalah Keputusan Dewan Komisaris PT Perusahaan Gas Negara Tbk No. Kep-05/DKOM/ 2021 tanggal 10 Mei 2021 tentang Pembagian Tugas Dewan Komisaris PT Perusahaan Gas Negara Tbk. Dasar hukum penugasan sebagai Ketua Komite Audit adalah Keputusan Dewan Komisaris PT Perusahaan Gas Negara Tbk No. Kep-23/D-KOM/2023 tanggal 30 November 2023 tentang Pembagian Tugas Dewan Komisaris PT Perusahaan Gas Negara Tbk dan terakhir diperbarui dengan Keputusan Dewan Komisaris PT PGN Tbk No. Kep-06/D-KOM/2024 tanggal 6 Juni 2024	Legal basis of appointment as member of the Audit Committee is based on the Decree of the Board of Commissioners of PT Perusahaan Gas Negara Tbk No. Kep-05/DKOM/ 2021 dated May 10, 2021, on the Division of Duties of the Board of Commissioners of PT Perusahaan Gas Negara Tbk. The legal basis for the assignment as Chairman of the Audit Committee is the Decree of the Board of Commissioners of PT Perusahaan Gas Negara Tbk No. Kep-23/D-KOM/2023 dated November 30, 2023, on the Division of Duties of the Board of Commissioners of PT Perusahaan Gas Negara Tbk., and most recently updated with the Decree of the Board of Commissioners of PT Perusahaan Gas Negara Tbk No. Kep-06/D-KOM/ 2024 dated June 6, 2024
Sertifikasi yang dimiliki: Anggota Profesi Penunjang Pasar Modal, Anggota Himpunan Konsultan Hukum Pasar Modal, Anggota PERADI (Perhimpunan Advokat Indonesia), <i>Certification in Audit Committee Practices</i> (CACP)	Current certifications: Member of Capital Market Supporting Profession, Member of Association of Capital Market Legal Consultants, Member of PERADI (Indonesian Advocates Association), <i>Certification in Audit Committee Practices</i> (CACP)

Abdullah Aufa Fuad - Anggota Komite Audit Member of the Audit Committee (1 Januari 2024 hingga saat ini) (January 1, 2024 to present)	
Warga Negara Indonesia, lahir di Kediri, pada 5 April 1991. Usia 33 tahun per 31 Desember 2024. Domisili Jakarta	Indonesian Citizen, born in Kediri, on April 5, 1991. He is 33 years old as of December 31, 2024. Domiciled in Jakarta
Pendidikan: Sarjana Fisika dari Universitas Airlangga; Master Degree in Nanoscale Engineering, Institute National de Science Appliquee, France	Education: Bachelor of Physics from Airlangga University; Master Degree in Nanoscale Engineering, Institute National de Science Appliquee, France
Diangkat pertama kali sebagai Komisaris Independen berdasarkan Keputusan RUPS Luar Biasa Tahun 2023 tanggal 14 November 2023, serta menjadi Anggota Komite Audit sejak 30 November 2023	Appointed for the first time as Independent Commissioner based on the Resolution of the 2023 Extraordinary GMS dated November 14, 2023, and has been a Member of the Audit Committee since November 30, 2023
Riwayat pekerjaan: Staf Khusus Presiden - Sekretariat Kabinet Republik Indonesia tahun 2019-2023; President Director - PT Kawal Sidang Indonesia tahun 2022 - 2023; Founder & Director - Speaktograph Digital tahun 2019-2021	Work experiences: Special Staff to the President - Cabinet Secretariat of the Republic of Indonesia in 2019-2023; President Director - PT Kawal Sidang Indonesia in 2022-2023; Founder & Director - Speaktograph Digital in 2019-2021
Dasar hukum penugasan sebagai anggota Komite Audit Keputusan Dewan Komisaris PT Perusahaan Gas Negara Tbk No. Kep-23/D-KOM/2023 tanggal 30 November 2023 tentang Pembagian Tugas Dewan Komisaris PT Perusahaan Gas Negara Tbk, diperbarui dengan Keputusan Dewan Komisaris PT Perusahaan Gas Negara Tbk No. Kep-06/D-KOM/2024 tanggal 6 Juni 2024 tentang Pembagian Tugas Dewan Komisaris PT Perusahaan Gas Negara Tbk.	Legal basis of appointment as member of the Audit Committee is based on the Decree of the Board of Commissioners of PT Perusahaan Gas Negara Tbk No. Kep-23/D-KOM/2023 dated November 30, 2023, on the Division of Duties of the Board of Commissioners of PT Perusahaan Gas Negara Tbk, last modified with the Decree of the Board of Commissioners of PT Perusahaan Gas Negara Tbk No. Kep-06/D-KOM/2024 dated June 6, 2024 concerning the Division of Duties of the Board of Commissioners of PT Perusahaan Gas Negara Tbk.
Sertifikasi yang dimiliki: <i>Certification in Audit Committee Practices</i> (CACP) dan <i>Certified Risk Professional</i> (CRP)	Current Certification: <i>Certification in Audit Committee Practices</i> (CACP) and <i>Certified Risk Professional</i> (CRP)

Rini Yulius - Anggota Komite Audit Member of the Audit Committee (1 Januari 2024 hingga saat ini) (January 1, 2024 to present)	
Warga Negara Indonesia, lahir di Jakarta pada 5 Mei 1978. Usia 46 tahun per 31 Desember 2024. Domisili Jabodetabek	Indonesian citizen, born in Jakarta on May 5, 1978. She is 46 years old as of December 31, 2024. Domiciled in Jakarta
Pendidikan: Sarjana Akuntansi Fakultas Ekonomi Universitas Indonesia dan Magister Akuntansi Universitas Indonesia dengan konsentrasi Sistem Informasi	Education: Bachelor's degree in accounting from the Faculty of Economics, Universitas Indonesia and Master's degree in Accounting from the Universitas Indonesia, majoring in Information System
Riwayat pekerjaan: pernah menjabat sebagai Komite Audit PT Pertamina Geothermal Energy dan Komite Investasi PT Pertamina Geothermal Energy. Saat ini sebagai Dosen Tetap pada program Reguler, International Class dan Magister Akuntansi, Fakultas Ekonomi dan Bisnis Universitas Indonesia dan Senior Consultant pada Lembaga Manajemen Fakultas Ekonomi Universitas Indonesia	Work Experience: has served as the Audit Committee of PT Pertamina Geothermal Energy and the Investment Committee of PT Pertamina Geothermal Energy. Currently, she is a Permanent Lecturer in the Regular Program, International Class and Master of Accounting, Faculty of Economics and Business, Universitas Indonesia and Senior Consultant at the Management Institute, Faculty of Economics, Universitas Indonesia
Dasar hukum penugasan sebagai anggota Komite Audit adalah Keputusan Dewan Komisaris PT Perusahaan Gas Negara Tbk No. Kep-09/D-KOM/2020 berlaku efektif tanggal 15 September 2020 tentang Pengangkatan Anggota Komite Audit PT Perusahaan Gas Negara Tbk dan Keputusan Dewan Komisaris No. Kep-20/D-KOM/2023 tentang Perpanjangan Masa Tugas Saudari Rini Yulius Sebagai Anggota Komite Audit	Legal basis for the appointment as a member of the Audit Committee is based on the Decree of the Board of Commissioners of PT Perusahaan Gas Negara Tbk No. Kep-09/D-KOM/2020 effective September 15, 2020, on the Appointment of Members of the Audit Committee of PT Perusahaan Gas Negara Tbk and Decree of the Board of Commissioners No. Kep-20/D-KOM/2023 on Extension of the Term of Service of Ms. Rini Yulius as Member of the Audit Committee
Sertifikasi yang dimiliki: <i>Certification in Audit Committee Practices (CACP)</i> , <i>Enterprise Risk Management Certified Professional (ERMCP)</i> , <i>Chartered Accountant (CA)</i> , <i>Certified Wealth Manager (CWM)</i> , dan <i>Certified Risk Professional (CRP)</i>	Current Certification: Certification in Audit Committee Practices (CACP), Enterprise Risk Management Certified Professional (ERMCP), Chartered Accountant (CA), Certified Wealth Manager (CWM), and Certified Risk Professional (CRP)
Fajar Ariwinadi - Anggota Komite Audit Member of the Audit Committee (1 Januari 2024 hingga saat ini) (January 1, 2024 to present)	
Warga Negara Indonesia, lahir di Jakarta, 16 Juli 1976. Usia 48 tahun per 31 Desember 2024. Domisili Jakarta	Indonesian Citizen, born in Jakarta, July 16, 1976. He is 48 years old as of December 31, 2024. Domiciled in Jakarta
Pendidikan: Sarjana Teknik Sipil Universitas Indonesia dan Magister Manajemen Universitas Indonesia	Education: Bachelor of Civil Engineering, University of Indonesia and Master of Management, University of Indonesia
Riwayat pekerjaan: Saat ini bekerja sebagai General Corporate Finance di Bomba Group. Pernah bekerja sebagai GM Finance PT Urban Jakarta Properindo Tbk, Asisten VP PT Semen Indonesia dan AVP Finance PT Pemalang Batang Toll Road	Work experience: Currently, he served as General Corporate Finance at Bomba Group. Previously worked as General Manager of Finance at PT Urban Jakarta Properindo Tbk, Assistant VP at PT Semen Indonesia, and AVP of Finance at PT Pemalang Batang Toll Road
Dasar hukum penugasan sebagai anggota Komite Audit adalah Keputusan Dewan Komisaris PT Perusahaan Gas Negara Tbk No. Kep-06/D-KOM/2022 efektif berlaku tanggal 1 Oktober 2022 tentang Pengangkatan Saudara Fajar Ariwinadi sebagai Anggota Komite Audit PT Perusahaan Gas Negara Tbk	Legal basis for the appointment as a member of the Audit Committee is based on the Decree of the Board of Commissioners of PT Perusahaan Gas Negara Tbk No. Kep-06/D-KOM/2022 effective October 1, 2022, on the Appointment of Mr. Fajar Ariwinandi as member of the Audit Committee of PT Perusahaan Gas Negara Tbk
Sertifikasi yang dimiliki: <i>Certification in Audit Committee Practices (CACP)</i> dan <i>Certified Risk Professional (CRP)</i>	Current Certification: Certification in Audit Committee Practices (CACP) and Certified Risk Professional (CRP)
Yan Rahadian - Anggota Komite Audit Member of the Audit Committee (15 Maret 2024 hingga saat ini) (March 15, 2024 to present)	
Warga Negara Indonesia, lahir di Bandung pada 29 Juni 1977. Usia 47 tahun per 31 Desember 2024. Domisili Jakarta	Indonesian citizen, born in Bandung on June 29, 1977. He is 47 years old as of December 31, 2024. Domiciled in Jakarta
Pendidikan: Sarjana Akuntansi Fakultas Ekonomi dan Bisnis Universitas Indonesia dan Magister Sains Akuntansi Program Pascasarjana Fakultas Ekonomi dan Bisnis Universitas Indonesia	Education: Bachelor of Accounting, Faculty of Economics and Business, University of Indonesia and Master of Science in Accounting, Postgraduate Program, Faculty of Economics and Business, University of Indonesia
Riwayat pekerjaan: Saat ini bekerja sebagai Staf Pengajar FEB UI, Komite Standar Akuntansi Pemerintahan (KSAP), Instruktur Pelatihan Accounting for Corporate Lawyer – Djakarta Legal Practice (DLP), Komite Penyusun Kebijakan Akuntansi Keuangan Bank Indonesia (KAKBI). Pernah menjadi Anggota Komite Audit PT. Asuransi Bintang (2013 – 2024)	Work Experience: Currently, he served as FEB UI Teaching Staff, Government Accounting Standards Committee (KSAP), Accounting for Corporate Lawyer Training Instructor – Djakarta Legal Practice (DLP), Financial Accounting Policy Drafting Committee of Bank Indonesia (KAKBI). Previously, he served as member of the Audit Committee of PT. Bintang Insurance (2013 – 2024)
Dasar hukum penugasan sebagai anggota Komite Audit adalah Keputusan Dewan Komisaris PT Perusahaan Gas Negara Tbk Nomor Kep-02/D-KOM/2024 tanggal 14 Maret 2024 efektif berlaku tanggal 15 Maret 2024 tentang Pengangkatan Saudara Yan Rahadian sebagai Anggota Komite Non Komisaris Komite Audit PT Perusahaan Gas Negara Tbk	Legal basis for the appointment as a member of the Audit Committee is based on the Decree of the Board of Commissioners of PT Perusahaan Gas Negara Tbk Number Kep-02/D-KOM/2024 dated March 14, 2024, effective March 15, 2024, on the Appointment of Mr. Yan Rahadian as a Non-Commissioner Committee Member of the Audit Committee of PT Perusahaan Gas Negara Tbk
Sertifikasi yang dimiliki: <i>Chartered Accountant (CA)</i> , <i>Certified Sustainability Reporting Specialist (CSRS)</i> , <i>Certification in Audit Committee Practice (CACP)</i> , <i>Certificate in Sustainability for Finance (Cert SF)</i> , dan <i>Certified Risk Profesional (CRP)</i>	Current Certification: Chartered Accountant (CA), Certified Sustainability Reporting Specialist (CSRS), Certification in Audit Committee Practice (CACP), Certificate in Sustainability for Finance (Cert SF), and Certified Risk Profesional (CRP)

R. Luki Karunia - Anggota Komite Audit Member of the Audit Committee (1 Januari - 29 Februari 2024) (January 1 - February 29 2024)	
Warga Negara Indonesia, lahir di Demak pada 1 Juni 1971. Usia 53 tahun per 31 Desember 2024. Domisili Jakarta	Indonesian citizen, born in Demak on June 1, 1971. He is 53 years old as of December 31, 2024. Domiciled in Jakarta
Pendidikan: Sarjana Ekonomi Akuntansi, Universitas Indonesia, Master of Art in Finance, University of Hiroshima, Jepang, dan Doktor Development Planning, IPB	Education: Bachelor of Economics in Accounting, Universitas Indonesia, Master of Art in Finance, University of Hiroshima, Japan, and Doctorate in Development Planning, IPB
Riwayat pekerjaan: pernah menjabat sebagai Anggota Komite Audit PT PGN Tbk tahun 2018-2020 dan sebagai Dosen Politeknik Keuangan Negara-STAN dan Dosen Program Pendidikan Vokasi Universitas Indonesia. Saat ini sebagai Dosen Magister Administrasi Public at Poltek STIA - LAN	Work Experience: Previously, he served as a member of the PT PGN Tbk Audit Committee in 2018-2020 and as a Lecturer at the State Finance Polytechnic-STAN and a Lecturer at the Universitas Indonesia Vocational Education Program. Currently, he is a Master of Public Administration Lecturer at Poltek STIA - LAN.
Dasar hukum penugasan sebagai anggota Komite Audit adalah Keputusan Dewan Komisaris PT Perusahaan Gas Negara Tbk Nomor Kep-02/D-KOM/2022 efektif berlaku tanggal 1 Maret 2022 tentang Pengangkatan Anggota Komite Audit PT Perusahaan Gas Negara Tbk	Legal basis for the appointment as a member of the Audit Committee is based on the Decree of the Board of Commissioners of PT Perusahaan Gas Negara Tbk Number Kep-02/D-KOM/2022, effective March 1, 2022, on the Appointment of Members of the Audit Committee of PT Perusahaan Gas Negara Tbk.
Sertifikasi yang dimiliki: <i>Certification in Audit Committee Practices (CACP)</i> dan <i>Chartered Accountant (CA)</i> , <i>Associate Wealth Planner (AWP)</i> , dan Register Negara Akuntan (RNA): RNA 12101	Current Certification: <i>Certification in Audit Committee Practices (CACP)</i> , <i>Chartered Accountant (CA)</i> , <i>Associate Wealth Planner (AWP)</i> , and State Register of Accountants (RNA): RNA 12101

Pengalaman Komite Audit

Komite Audit memiliki anggota independen yakni Dini Shanti Purwono, Abdullah Aufa Fuad, Rini Yulius, Fajar Ariwinadi, dan Yan Rahadian. Seluruh anggota independen Komite Audit tersebut memiliki keahlian di bidang keuangan atau industri.

Independensi Komite Audit

Komite Audit PGN dipimpin oleh Komisaris Independen. Komite Audit terdiri dari satu orang anggota yang merupakan anggota Dewan Komisaris dan tiga orang anggota yang profesional dari luar Perseroan.

Seluruh anggota Komite Audit adalah pihak independen yang tidak memiliki hubungan keuangan, kepengurusan, kepemilikan saham dan/atau hubungan keluarga dengan anggota Dewan Komisaris, anggota Direksi, dan/atau Pemegang Saham Pengendali atau hubungan usaha dengan di Perseroan baik entitas anak maupun perusahaan afiliasi, yang dapat memengaruhi kemampuannya untuk bertindak independen.

Susunan keanggotaan Komite Audit tersebut telah memenuhi ketentuan Peraturan Otoritas Jasa Keuangan No. 55/POJK.04/2015 tentang Pembentukan dan Pedoman Pelaksanaan Kerja Komite Audit. Dalam melaksanakan tugasnya, Komite Audit senantiasa menjalankan prinsip-prinsip profesionalisme dan independen, tanpa ada intervensi dari pihak manapun. Pernyataan independensi masing-masing anggota Komite Audit sebagai berikut:

Audit Committee Experience

The Audit Committee has independent members, namely Dini Shanti Purwono, Abdullah Aufa Fuad, Rini Yulius, Fajar Ariwinadi, and Yan Rahadian. All independent members of the Audit Committee have expertise in finance or industry.

Independence of the Audit Committee

The PGN Audit Committee is led by an Independent Commissioner. The Audit Committee consists of one member who is a member of the Board of Commissioners and three professional members from outside the Company.

All members of the Audit Committee are independent parties who have no financial, management, share ownership, and/or familial relationships with members of the Board of Commissioners, members of the Board of Directors, and/or Controlling Shareholders or business relationships with the Company, either subsidiaries or affiliated companies, which could affect their ability to act independently.

The composition of the Audit Committee membership has complied with the provisions of Financial Services Authority Regulation no. 55/POJK.04/2015 concerning the Establishment and Guidelines for Implementing the Work of the Audit Committee. In carrying out its duties, the Audit Committee always implements the principles of professionalism and independence, without any intervention from any party. The statement of independence of each member of the Audit Committee is as follows:

INDEPENDENSI KOMITE AUDIT

Independence of the Audit Committee

No.	Pernyataan Independensi Independency Statement	Dini Shanti Purwono	Abdullah Aufa Fuad	Rini Yulius	Fajar Ariwinadi	Yan Rahadian
1.	Bukan merupakan orang yang bekerja atau mempunyai wewenang dan tanggung jawab untuk merencanakan, memimpin, mengendalikan, atau mengawasi kegiatan Perseroan dalam waktu 6 (enam) bulan terakhir, kecuali Komisaris Independen. Not a person who works or has the authority and responsibility to plan, lead, control, or supervise the activities of the Company within the last 6 (six) months, except for Independent Commissioner.	✓	✓	✓	✓	✓

No.	Pernyataan Independensi Independency Statement	Dini Shanti Purwono	Abdullah Aufa Fuad	Rini Yulius	Fajar Ariwinadi	Yan Rahadian
2.	Tidak secara langsung ataupun tidak langsung memiliki saham di Perseroan. Has no direct or indirect shares in the Company.	✓	✓	✓	✓	✓
3.	Tidak memiliki hubungan afiliasi dengan Perseroan atau pemegang saham utama/pengendali atau salah satu anggota Dewan Komisaris atau Direksi. Has no affiliated relationships with the Company or majority/ controlling shareholders or one of the members of the Board of Commissioners or Board of Directors.	✓	✓	✓	✓	✓
4.	Tidak memiliki hubungan kerja/profesional langsung atau tidak langsung dengan Perseroan. Has no direct or indirect business/professional relationships with the Company.	✓	✓	✓	✓	✓

Dasar Hukum

Dasar hukum pembentukan Komite Audit mengacu kepada:

- Peraturan Otoritas Jasa Keuangan (OJK) Nomor 21/POJK.04/2015 tanggal 16 November 2015 tentang Penerapan Pedoman Tata Kelola Perusahaan Terbuka;
- Peraturan OJK Nomor 55/POJK.04/2015 tentang Pembentukan dan Pedoman Pelaksanaan Kerja Komite Audit;
- Peraturan Menteri Badan Usaha Milik Negara Nomor PER-2/MBU/03/2023 tentang Pedoman Tata Kelola Dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara;
- Peraturan Menteri Negara Badan Usaha Milik Negara Nomor PER-3/MBU/03/2023 tentang Organ Dan Sumber Daya Manusia Badan Usaha Milik Negara;
- Surat Edaran OJK Nomor 32/SEOJK.04/2015 tanggal 17 November 2015 tentang Pedoman Tata Kelola Perusahaan Terbuka;
- Anggaran Dasar PGN; dan
- *Board Manual* PGN.

Piagam Komite Audit

Dalam menjalankan tugas dan tanggung jawab, Komite Audit berpedoman pada Piagam Komite Audit yang ditetapkan untuk pertama kalinya pada tanggal 30 Maret 2004 dan telah diperbarui pada 18 Januari 2024.

Cakupan yang diatur dalam Piagam Komite Audit antara lain:

- Tugas dan Tanggung Jawab
- Wewenang
- Prosedur Kerja
- Persyaratan Anggota
- Masa Tugas
- Rapat
- Pelaporan
- Evaluasi Kinerja

Legal Basis

The legal basis for the formation of the Audit Committee refers to:

- Financial Services Authority (OJK) Regulation Number 21/POJK.04/2015 dated November 16, 2015, concerning the Implementation of Public Company Governance Guidelines;
- OJK Regulation Number 55/POJK.04/2015 concerning the Establishment and Guidelines for Implementing the Work of the Audit Committee;
- Regulation of the Minister of State-Owned Enterprises Number PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises;
- Regulation of the Minister of State-Owned Enterprises Number PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises;
- OJK Circular Letter Number 32/SEOJK.04/2015 dated November 17, 2015 concerning Guidelines for Public Company Governance;
- PGN's Articles of Association; and
- PGN Board Manual.

Audit Committee Charter

In carrying out its duties and responsibilities, the Audit Committee is guided by the Audit Committee Charter, which was established for the first time on March 30, 2004, and updated on January 18, 2024.

The scope regulated in the Audit Committee Charter includes, among others:

- Duties and responsibilities
- Authority
- Work procedures
- Member Requirements
- Term of Service
- Meeting
- Reporting
- Performance Evaluation

Periode dan Masa Jabatan

- Masa tugas Ketua dan Anggota Komite Audit yang berasal dari anggota Dewan Komisaris adalah maksimal sama dengan masa jabatan Dewan Komisaris yang bersangkutan.
- Masa tugas Anggota Komite Audit yang bukan berasal dari anggota Dewan Komisaris paling lama 3 (tiga) tahun dan dapat diperpanjang satu kali selama 2 (dua) tahun masa jabatan.
- Pengakhiran masa tugas Ketua dan Anggota Komite Audit dapat dilakukan sewaktu-waktu berdasarkan hasil keputusan rapat Dewan Komisaris.

Persyaratan Keanggotaan Komite Audit

1. Memiliki integritas yang tinggi, kemampuan, pengetahuan dan pengalaman yang memadai sesuai dengan latar belakang pendidikannya serta mampu bekerja sama dan berkomunikasi secara efektif.
2. Memahami laporan keuangan, bisnis perusahaan khususnya yang terkait dengan kegiatan usaha Perusahaan, proses audit, manajemen risiko, dan peraturan perundang-undangan di bidang Pasar Modal serta peraturan perundang-undangan terkait lainnya.
3. Memiliki minimal satu anggota yang berlatar belakang pendidikan dan keahlian di bidang akuntansi dan keuangan.
4. Mematuhi Kode Etik Perusahaan dan menandatangani Pakta Integritas.
5. Bukan merupakan orang dalam Kantor Akuntan Publik, Kantor Konsultan Hukum, atau pihak lain yang memberi jasa asuransi, jasa non-asuransi dan atau jasa konsultasi lain kepada Perusahaan dalam waktu 6 (enam) bulan terakhir sebelum diangkat oleh Dewan Komisaris.
6. Bukan merupakan orang yang mempunyai wewenang dan tanggung jawab untuk merencanakan, memimpin, atau mengendalikan kegiatan Perusahaan dalam waktu 6 (enam) bulan terakhir sebelum diangkat oleh Dewan Komisaris, kecuali Komisaris Independen.
7. Tidak mempunyai saham baik langsung maupun tidak langsung pada Perusahaan. Dalam hal anggota Komite Audit memperoleh saham akibat suatu peristiwa hukum, maka dalam jangka waktu paling lama 6 (enam) bulan setelah diperolehnya saham tersebut wajib mengalihkannya kepada pihak lain.
8. Tidak mempunyai:
 - a. Hubungan afiliasi dengan perusahaan, anggota Dewan Komisaris, anggota Direksi atau Pemegang Saham Utama Perusahaan; dan
 - b. Hubungan usaha baik langsung maupun tidak langsung yang berkaitan dengan kegiatan perusahaan.
9. Tidak memiliki kepentingan/keterkaitan pribadi yang dapat menimbulkan dampak negatif dan benturan kepentingan terhadap Perusahaan.
10. Dapat menyediakan waktu yang cukup untuk menyelesaikan tugasnya.

Period and Term of Office

- The maximum term of office of the Chairman and Members of the Audit Committee who are members of the Board of Commissioners is the same as the term of office of the relevant Board of Commissioners.
- The term of office of Non-Commissioner Audit Committee Members shall be 3 (three) years at maximum and can be extended once for a period of 2 (two) years.
- Termination of the term of office of the Chairman and Members of the Audit Committee can be carried out at any time based on the results of the resolution of the Board of Commissioners meeting.

Audit Committee Membership Requirements

1. Have high integrity, adequate skills, knowledge, and experience in accordance with their educational background and are able to work together and communicate effectively.
2. Understand financial statements and company business, especially those related to the Company's business activities, audit processes, risk management, and laws and regulations in the Capital Market sector, as well as other related laws and regulations.
3. Have at least one member with an educational background and expertise in accounting and finance.
4. Comply with the Company's Code of Ethics and sign the Integrity Pact.
5. Not a person inside a Public Accounting Firm, Legal Consultant Firm, or other party that provides assurance services, non-assurance services, and/or other consulting services to the Company within the last 6 (six) months prior to being appointed by the Board of Commissioners.
6. Not a person who has the authority and responsibility to plan, lead, or control the Company's activities within the last 6 (six) months prior to being appointed by the Board of Commissioners, except for Independent Commissioners.
7. Does not own shares, either directly or indirectly, in the Company. In the event that a member of the Audit Committee acquires shares as a result of a legal incident, then within a period of no later than 6 (six) months after acquiring the shares, they are obliged to transfer them to another party.
8. Does not have:
 - a. Affiliated relationships with the company, members of the Board of Commissioners, members of the Board of Directors, or Major Shareholders of the Company; and
 - b. Business relationships, both direct and indirect, related to the Company's activities.
9. Does not have personal interests/relationships that could have a negative impact or conflict of interest on the Company.
10. Able to provide sufficient time to complete the task.

Tugas dan Tanggung Jawab Komite Audit

Sebagaimana yang tercantum dalam Piagam Komite Audit, tugas dan tanggung jawab Komite Audit PGN selaras dengan yang ditetapkan dalam Surat Keputusan Komisaris Utama PT Perusahaan Gas Negara Tbk No. 002/11/KOM-1/2004 tanggal 30 Maret 2004 yang dimutakhirkan pada 18 Januari 2024 yaitu memberikan pendapat kepada Dewan Komisaris terhadap laporan atau hal-hal yang disampaikan Direksi kepada Dewan Komisaris, mengidentifikasi hal-hal yang memerlukan perhatian Dewan Komisaris, dan melaksanakan tugas-tugas lain terkait tugas Dewan Komisaris, antara lain:

1. Melakukan penelaahan atas informasi keuangan yang akan dikeluarkan perusahaan seperti laporan keuangan, proyeksi, serta Rencana Jangka Panjang, Rencana Kerja dan Anggaran Perusahaan, laporan manajemen dan laporan lainnya terkait dengan informasi keuangan Perusahaan.
2. Melakukan penelaahan atas ketaatan perusahaan terhadap peraturan perundang-undangan di bidang Pasar Modal dan peraturan perundang-undangan lainnya yang berhubungan dengan kegiatan Perusahaan.
3. Memberikan pendapat independen dalam hal terjadi perbedaan pendapat antara manajemen dan Akuntan Publik atas jasa yang diberikannya.
4. Memberikan rekomendasi kepada Dewan Komisaris mengenai penunjukan Akuntan Publik yang didasarkan antara lain pada independensi, ruang lingkup penugasan, dan imbalan jasa.
5. Melakukan penelaahan atas hasil pelaksanaan pemeriksaan oleh Auditor Eksternal.
 - a. Mengkaji hasil pemeriksaan oleh Auditor Eksternal;
 - b. Melakukan evaluasi terhadap pelaksanaan pemberian jasa audit atas informasi keuangan historis tahunan oleh Kantor Akuntan Publik (KAP); dan
 - c. Memastikan dan mengkaji efektivitas pelaksanaan tindak lanjut hasil pemeriksaan.
6. Memberikan rekomendasi kepada Dewan Komisaris terkait penyusunan rencana audit, ruang lingkup, dan kebutuhan sumber daya dari Unit Kerja Audit Internal.
7. Melakukan penelaahan atas pelaksanaan pemeriksaan oleh auditor internal dan mengawasi pelaksanaan tindak lanjut oleh Direksi atas temuan auditor internal.
8. Memberikan rekomendasi penyempurnaan sistem pengendalian manajemen serta pelaksanaannya.
9. Melakukan evaluasi perusahaan pemeringkat yang akan ditunjuk oleh Dewan Komisaris untuk melakukan penilaian Tingkat Kesehatan Perusahaan.
10. Melakukan evaluasi terhadap usulan Piagam Audit Internal yang diusulkan Direksi.
11. Berkoordinasi dengan Komite Pemantau Manajemen Risiko dan Pengembangan Usaha apabila terdapat indikasi/potensi risiko yang dihadapi oleh Perusahaan dan dalam rangka penelaahan pelaksanaan peran Audit Internal sebagai lini ketiga dalam manajemen risiko.

Duties and Responsibilities of the Audit Committee

As stated in the Audit Committee Charter, the duties and responsibilities of the PGN Audit Committee are in line with those stipulated in the Decree of the President Commissioner of PT Perusahaan Gas Negara Tbk No. 002/11/KOM-1/2004 dated March 30, 2004, which was updated on January 18, 2024, to provide opinions to the Board of Commissioners on reports or matters submitted by the Board of Directors to the Board of Commissioners, identify matters that require the attention of the Board of Commissioners, and carry out other tasks related to the duties of the Board of Commissioners, including:

1. Review financial information that will be issued by the Company such as financial statements, projections, long-term plans, work plans, company budgets, management reports, and other reports related to the Company's financial information.
2. Review the Company's compliance with laws and regulations in the Capital Market sector and other laws and regulations related to the Company's activities.
3. Provide an independent opinion in the event of a difference of opinion between management and the Public Accountant regarding the services provided.
4. Provide recommendations to the Board of Commissioners regarding the appointment of a Public Accountant based, among other things, on independence, scope of assignment, and compensation for services.
5. Review the results of the audit by the external auditor.
 - a. Reviewing the results of examinations by external auditors;
 - b. Evaluating the implementation of audit services for annual historical financial information by the Public Accounting Firm (KAP); and
 - c. Ensure and review the effectiveness of the implementation of follow-up on examination results.
6. Provide recommendations to the Board of Commissioners regarding the preparation of the audit plan, scope, and resource requirements of the Internal Audit Work Unit.
7. Review the implementation of audits by internal auditors and supervise the implementation of follow-up actions by the Board of Directors regarding the internal auditor's findings.
8. Provide recommendations for improving the management control system and its implementation.
9. Evaluate the rating company that will be appointed by the Board of Commissioners to assess the Company's Health Level.
10. Evaluate the proposal for the Internal Audit Charter proposed by the Board of Directors.
11. Coordinate with the Risk Management and Business Development Monitoring Committee if there are indications/potential risks faced by the Company and in the context of reviewing the implementation of the role of Internal Audit as the third line in risk management.

12. Berkoordinasi dengan Komite Nominasi, Remunerasi, dan GCG terkait dengan Tata Kelola Perusahaan, pelaksanaan Tanggung Jawab Sosial Lingkungan (TJSL) dan kualitas kinerja Audit Internal.
13. Menelaah pengaduan yang berkaitan dengan proses akuntansi dan pelaporan keuangan Perusahaan.
14. Memastikan telah terdapat prosedur *review* yang memuaskan terhadap informasi keuangan yang dikeluarkan Perusahaan.
15. Menelaah dan memberikan saran kepada Dewan Komisaris terkait dengan adanya potensi benturan kepentingan Perusahaan.
16. Menjaga kerahasiaan dokumen, data dan informasi Perusahaan.
17. Menyusun Program Kerja Tahunan.
18. Melaksanakan tugas lainnya yang diberikan oleh Dewan Komisaris berdasarkan ketentuan peraturan perundang-undangan yang berlaku.

Komite Audit Perseroan juga memiliki kewajiban untuk melakukan peninjauan terhadap transaksi afiliasi yang material dan menyatakan bahwa transaksi tersebut untuk kepentingan perusahaan dan pemegang saham. Dalam hal Auditor Eksternal, Komite Audit juga memiliki tugas dan tanggung jawab terkait melakukan pengawasan aktif terhadap aktivitas Auditor Eksternal, memantau dan mengevaluasi pelaksanaan pemberian jasa audit atas informasi keuangan historis tahunan oleh Auditor Eksternal, serta memberikan rekomendasi atas pemberhentian Auditor Eksternal.

Wewenang Komite Audit

Komite Audit memiliki kewenangan tertentu dalam mendukung fungsi dan tugas yang ditetapkan Dewan Komisaris, yaitu:

1. Mengakses secara penuh, bebas dan tidak terbatas terhadap dokumen, data, dan informasi Perusahaan tentang karyawan, dana, aset serta sumber daya Perseroan lainnya yang diperlukan dan berkaitan dengan tugasnya.
2. Berkomunikasi dan berkoordinasi langsung dengan karyawan, termasuk Direksi dan pihak yang menjalankan fungsi keuangan dan akuntansi, Audit Internal, kepatuhan dan fungsi lain yang berkaitan dengan tugas dan tanggung jawab Komite Audit serta dengan Kantor Akuntan Publik dari Perseroan.
3. Meminta bantuan pihak independen di luar Komite Audit yang diperlukan untuk membantu pelaksanaan tugasnya (jika diperlukan).
4. Melakukan kewenangan lain yang diberikan oleh Dewan Komisaris.

12. Coordinate with the Nomination, Remuneration, and GCG Committee regarding Corporate Governance, implementation of Environmental Social Responsibility (TJSL), and the quality of Internal Audit performance.
13. Review complaints related to the Company's accounting and financial reporting processes.
14. Ensure that there are satisfactory review procedures for financial information issued by the Company.
15. Review and provide advice to the Board of Commissioners regarding potential conflicts of interest of the Company.
16. Maintain the confidentiality of the Company's documents, data, and information.
17. Prepare Annual Work Program.
18. Carry out other tasks assigned by the Board of Commissioners based on the provisions of applicable laws and regulations.

The Company's Audit Committee also has the obligation to review material affiliate transactions and certify that these transactions are in the interests of the company and shareholders. In the case of the External Auditor, the Audit Committee also has duties and responsibilities related to carrying out active supervision of the activities of the external auditor, monitoring and evaluating the implementation of audit services for annual historical financial information by the External Auditor, as well as providing recommendations for the dismissal of the External Auditor.

Authority of the Audit Committee

The Audit Committee has certain authority to support the functions and duties determined by the Board of Commissioners, namely:

1. Full, free, and unlimited access to the Company's documents, data, and information regarding employees, funds, assets, and other company resources that are necessary and related to their duties.
2. Communicate and coordinate directly with employees, including the Board of Directors and parties who carry out financial and accounting functions, internal audit, compliance, and other functions related to the duties and responsibilities of the Audit Committee, as well as with the Company's Public Accounting Firm.
3. Request assistance from independent parties outside the Audit Committee as needed to assist in carrying out their duties (if necessary).
4. Carry out other authorities granted by the Board of Commissioners.

Program Pelatihan Anggota Komite Audit Non
KomisarisTraining Programs for Non-Commissioner Audit
Committee Members

PELATIHAN KOMITE AUDIT

Audit Committee Training

Nama Name	Tanggal Pelaksanaan Implementation Date	Tempat Place	Keterangan Description
Rini Yulius	10 Oktober 2024 October 10, 2024	Jakarta	Sertifikasi <i>Certified Risk Professional</i> (CRP) oleh IRBA Certified Risk Professional (CRP) certification by IRBA
	26 Oktober 2024- 8 Februari 2025 October 26, 2024- February 8, 2025	Jakarta	Sertifikasi <i>Certified Public Accountant Professional</i> (CPA) oleh UI Certified Public Accountant Professional (CPA) certification by UI
	21-22 dan 25-26 November 2024 November 21-22 and 25-26, 2024	Jakarta	PSAK Terkini sesuai dengan Konvergensi IFRS oleh PGN The most recent PSAK in accordance with IFRS Convergence by PGN
Fajar Ariwinadi	5-7 Maret 2024 dan 12 Maret 2024 March 5-7 and 12, 2024	Jakarta	Sertifikasi <i>Certification in Audit Committee Practice</i> (CACP) oleh IKAI Certification in Audit Committee Practice (CACP) by IKAI
	2 Mei 2024 May 2, 2024	Jakarta	Sarasehan Proses Bisnis dan Investasi oleh Pak Rizal (Komite Investasi Pertamina) Business and Investment Process Symposium by Mr. Rizal (Pertamina Investment Committee)
	24-25 Juni 2024 June 24-25, 2024	Jakarta	<i>Sustainability Reporting: Standards and Implementation</i> oleh IAI Sustainability Reporting: Standards and Implementation by IAI
	1 Agustus 2024 August 1, 2024	Jakarta	Seminar Peran Strategis Komite Audit Dalam Mewujudkan Ranah Siber Yang Aman – IKAI Seminar on the Strategic Role of the Audit Committee in Realizing a Safe Cyber Domain - IKAI
	10 Oktober October 10, 2024	Jakarta	Sertifikasi <i>Certified Risk Profesional</i> (CRP) Certified Risk Professional (CRP) Certification
	21-22 November 2024 dan 25-26 Oktober 2024 November 21-22, 2024 and October 25-26, 2024	Jakarta	PSAK Terkini sesuai dengan Konvergensi IFRS The most recent PSAK in accordance with IFRS Convergence
Yan Rahadian	1 Agustus 2024 August 1, 2024	Jakarta	Seminar Peran Strategis Komite Audit Dalam Mewujudkan Ranah Siber Yang Aman - IKAI Seminar on the Strategic Role of the Audit Committee in Realizing a Safe Cyber Domain - IKAI
	28-29 Agustus 2024 August 28-29, 2024	Bali	<i>Asia Confederation of Institutes of Internal Auditors (ACIIA) Regional Conference Purposeful Impact - IIA</i> Asia Confederation of Institutes of Internal Auditors (ACIIA) Regional Conference Purposeful Impact - IIA
	25 September 2024 September 25, 2024	Jakarta	Seminar Nasional GCG - Tantangan di Era Pemerintahan Mendatang dengan tema Meningkatkan Kinerja Korporasi dengan Hati tidak Sesuka Hati oleh Rally Tama Indonesia GCG National Seminar - Challenges in the Future Era of Government with the theme Improving Corporate Performance with Hearts and Not As Willing by Rally Tama Indonesia
	10 Oktober 2024 October 10, 2024	Jakarta	<i>Certified Risk Profesional</i> (CRP) Certified Risk Profesional (CRP)
	14 November 2024 November 14, 2024	Jakarta	<i>Board Governance Forum (BGF) - "Climate reporting in the financial statements"</i> Board Governance Forum (BGF) - "Climate reporting in the financial statements"
	21-22 November 2024 dan 25-26 Oktober 2024 November 21-22, 2024 and October 25-26, 2024	Jakarta	PSAK Terkini sesuai dengan Konvergensi IFRS The most recent PSAK in accordance with IFRS Convergence

Pelaksanaan Kegiatan Komite Audit

Sepanjang tahun 2024, Komite Audit telah melaksanakan berbagai kegiatan sebagai berikut:

1. Melakukan Penelaahan Rencana Perseroan atas:
 - a. Revisi Rencana Kerja dan Anggaran Perusahaan 2024;
 - b. Rencana Kerja dan Anggaran Perusahaan 2025; dan
 - c. Rencana Jangka Panjang Perusahaan ("RJPP") 2024-2029, suplemen 2034 PT Perusahaan Gas Negara Tbk.
2. Melakukan pembahasan dan memberikan rekomendasi atas:
 - a. Pengadaan Jasa Audit Independen/Eksternal (KAP) untuk Audit Laporan Keuangan Konsolidasian, Audit Kepatuhan PSA 62, Audit Keuangan Pendanaan UMK terkait Program Tanggung Jawab Sosial dan Lingkungan dan Penetapan Prosedur Yang Disepakati atas Laporan Hasil Evaluasi Kinerja KPI Korporat dan KPI Individual Tahun 2024;
 - b. Pengadaan Jasa Perusahaan Pemingkat untuk Penilaian Tingkat Kesehatan Perusahaan Tahun Buku 2023;
 - c. Persetujuan Piagam Audit Internal Tahun 2024;
 - d. *Audit Annual Plan* Tahun 2024 Internal Audit; dan
 - e. Penunjukan Chief Audit Executive PT PGN Tbk.
3. Melakukan pembahasan dengan Kantor Akuntan Publik EY terkait:
 - a. Audit Laporan Keuangan Konsolidasian PT Perusahaan Gas Negara Tbk Tahun 2023;
 - b. Audit Laporan Keuangan (LK) Program Pendanaan Usaha Mikro dan Kecil (PUMK) terkait Tanggung Jawab Sosial dan Lingkungan (TJSL) PT Perusahaan Gas Negara Tbk Tahun Buku 2023;
 - c. Audit Kepatuhan PSA 62 Tahun 2023;
 - d. Penerapan Prosedur Yang Disepakati Atas Laporan Hasil Evaluasi Kinerja KPI Korporat & KPI Direktorat PT Perusahaan Gas Negara Tbk dan Entitas Anak untuk Periode Tahun Buku 2023;
 - e. *Review* Laporan Keuangan Konsolidasian PT Perusahaan Gas Negara Tbk Semester I Tahun 2024; dan
 - f. *Key Audit Matter*/Hal Utama Audit Laporan Keuangan 31 Desember 2023.
4. Melakukan penelaahan atas Laporan Internal Audit, antara lain:
 - a. Laporan Triwulanan Internal Audit Triwulan IV Tahun 2023 serta Triwulan I, II dan III Tahun 2024;
 - b. 20 (dua puluh) Laporan Hasil Pengawasan yang mencakup Audit, Konsultasi dan *Insight*.

Implementation of Audit Committee Activities

Throughout 2024, the Audit Committee has carried out various activities as follows:

1. Review the Company's Plan for:
 - a. Revision of the 2024 Company Work Plan and Budget;
 - b. Company Work Plan and Budget 2025; and
 - c. Company Long Term Plan ("RJPP") 2024-2029, supplement 2034 PT Perusahaan Gas Negara Tbk.
2. Discusses and provide recommendations on:
 - a. Procurement of Independent/External Audit Services (KAP) for Audit of Consolidated Financial Statements, Audit of PSA 62 Compliance, Financial Audit of MSE Funding related to Social and Environmental Responsibility Programs, and Determination of Agreed Procedures for Reports on the Performance Evaluation Results of Corporate KPIs and Individual KPIs in 2024;
 - b. Procurement of Company Rating Services to Assess Company Health Level for Financial Year 2023;
 - c. Approval of the Audit Internal Charter in 2024;
 - d. Internal Audit 2024 Annual Audit Plan; and
 - e. Appointment of Chief Audit Executive PT PGN Tbk.
3. Discuss with EY Public Accounting Firm related to:
 - a. Audit of the Consolidated Financial Statement of PT Perusahaan Gas Negara Tbk for 2023;
 - b. Audit of the Financial Statement (LK) of the Micro and Small Business Funding Program (PUMK) related to the Social and Environmental Responsibility (TJSL) of PT Perusahaan Gas Negara Tbk for the 2023 Financial Year;
 - c. 2023 PSA 62 Compliance Audit;
 - d. Implementation of Agreed Procedures for Report on the Performance Evaluation of Corporate KPI & KPI of Directorate of PT Perusahaan Gas Negara Tbk and Subsidiaries for the 2023 Financial Year Period;
 - e. Review of the Consolidated Financial Statement of PT Perusahaan Gas Negara Tbk Semester I 2024; and
 - f. Key Audit Matters of Financial Statement December 31, 2023.
4. Reviewing the Internal Audit Report, including:
 - a. Internal Audit Quarterly Report for Quarter IV 2023 and Quarters I, II, and III 2024;
 - b. 20 (twenty) Monitoring Result Reports, which include Audit, Consultation, and *Insight*.

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| <ol style="list-style-type: none"> 5. Melakukan penelaahan/evaluasi dan memberikan saran/masukan/nasihat atas: <ol style="list-style-type: none"> a. Laporan Keuangan PT PGN Tbk Tidak Diaudit Triwulan I dan Triwulan III Tahun 2024; b. Laporan Kinerja Triwulanan PT PGN Tbk; c. Laporan Manajemen Bulanan PT PGN Tbk; d. Revisi Board Manual; e. Pedoman Pengendalian Gratifikasi dan Pedoman COI; f. Kebijakan <i>Procurement</i>, Kebijakan Mutu dan Kepuasan Pelayanan; g. Evaluasi Kinerja KAP atas Laporan Keuangan Tahun 2023; h. Evaluasi Efektivitas Pengendalian Internal; dan i. Evaluasi Kinerja Internal Audit Division. 6. Melakukan Rapat Koordinasi Komite Audit Holding-Subholding. 7. Melakukan kunjungan kerja ke Wilayah Kerja Operasional ke SOR 2, dan Area Bekasi, Surabaya dan kunjungan ke Anak Perusahaan ke SAKA dan Pabrik PGASSOL. 8. Menghadiri 18 (delapan belas) BOC Meeting sesuai permintaan Dewan Komisaris. | <ol style="list-style-type: none"> 5. Reviews/evaluates and provides suggestions/input/advice on: <ol style="list-style-type: none"> a. PT PGN Tbk unaudited Financial Statements for Quarter I and Quarter III 2024; b. PT PGN Tbk Quarterly Performance Report; c. PT PGN Tbk Monthly Management Report; d. Revised Board Manual; e. Gratification Control Guidelines and COI Guidelines; f. Procurement Policy, Quality Policy, and Service Satisfaction; g. Evaluation of KAP Performance on the 2023 Financial Statement; h. Evaluation of Internal Control Effectiveness; and i. Internal Audit Division Performance Evaluation. 6. Holding Coordination Meetings of the Holding-Subholding Audit Committee. 7. Conducted work visits to Operational Work Areas SOR 2, Bekasi Area, and Surabaya and visits to Subsidiary Companies SAKA and PGASSOL Factory. 8. Attended 18 (eighteen) BOC Meetings as requested by the Board of Commissioners. |
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Pelaksanaan Kegiatan Komite Audit Lainnya dalam Penyusunan dan Penerbitan Laporan Keuangan Tahunan

Komite Audit Perseroan memiliki peran penting dalam memastikan kualitas penyusunan dan penerbitan Laporan Keuangan Tahunan. Beberapa tindakan lain yang dilakukan oleh Komite Audit dalam proses ini meliputi:

1. Keterlibatan langsung dalam perkembangan proses audit laporan keuangan yaitu melalui keikutsertaan Komite Audit sejak *kick off meeting* dan pada setiap *progress meeting* pembahasan audit laporan keuangan 31 Desember 2023, termasuk pembahasan tentang *Key Audit Matters* (KAM);
2. Reviu mandiri dan memberikan masukan/koreksi atas *draft* laporan keuangan, baik *unaudited* maupun *audited*, baik interim maupun akhir tahun, sebelum laporan keuangan diterbitkan; dan
3. Membuka dan melakukan komunikasi langsung dengan Kantor Akuntan Publik (KAP), jika diperlukan.

Berbagai tindakan yang dilakukan Komite Audit dalam penyusunan dan penerbitan Laporan Keuangan Tahunan Perseroan mencerminkan tanggung jawab Komite Audit dalam memastikan transparansi dan akuntabilitas laporan keuangan tahunan Perseroan sesuai dengan prinsip GCG.

Implementation of Other Audit Committee Activities in the Preparation and Publication of Annual Financial Statements

The Company's Audit Committee has an important role in ensuring the quality of the preparation and publication of the Annual Financial Statement. Some other actions taken by the Audit Committee in this process include:

1. Direct involvement in the development of the financial statement audit process, namely through the participation of the Audit Committee since the kick-off meeting and at each progress meeting to discuss the financial report audit on December 31, 2023, including discussion of *Key Audit Matters* (KAM);
2. Independently review and provide input/corrections on draft financial statements, both unaudited and audited, both interim and year-end, before the financial reports are issued; and
3. Open and communicate directly with the Public Accounting Firm (KAP), if necessary.

The various actions taken by the Audit Committee in preparing and publishing the Company's Annual Financial Statement reflect the Audit Committee's responsibility in ensuring the transparency and accountability of the Company's annual financial statement in accordance with GCG principles.

Kendala/Tantangan Pelaksanaan Kinerja dan Antisipasi yang Dilakukan

Dalam pelaksanaan kinerja sepanjang tahun buku 2024, Komite Audit tidak mengalami kendala dan atau tantangan yang signifikan yang dapat mempengaruhi pelaksanaan tugas, tanggung jawab, dan wewenang Komite Audit. Komite Audit juga menegaskan bahwa pelaksanaan kinerja sepanjang tahun 2024 dapat dilaksanakan secara independen tanpa adanya intervensi dari pihak manapun.

Obstacles/Challenges in the Implementation of Performance and Anticipations Made

In implementing its performance throughout the 2024 financial year, the Audit Committee did not experience significant obstacles and/or challenges that could affect the implementation of the duties, responsibilities, and authority of the Audit Committee. The Audit Committee also emphasized that performance implementation throughout 2024 can be carried out independently without any intervention from any party.

Frekuensi Pertemuan Komite Audit

Berdasarkan Piagam Komite Audit dinyatakan bahwa Komite Audit wajib melaksanakan rapat sekurang-kurangnya sekali dalam 1 (satu) bulan. Selama tahun 2024, Komite Audit telah menyelenggarakan sebanyak 44 (empat puluh empat) kali pertemuan dalam rangka menindaklanjuti disposisi Dewan Komisaris dan menjalankan tugas-tugas Komite dengan tingkat kehadiran sebagai berikut:

Frequency of Audit Committee Meetings

Based on the Audit Committee Charter, it is stated that the Audit Committee is required to hold meetings at least once every 1 (one) month. During 2024, the Audit Committee held 44 (forty-four) meetings in order to follow up on the disposition of the Board of Commissioners and carry out the Committee's duties with the following attendance rate:

RAPAT KOMITE AUDIT

Audit Committee Meeting

Nama Name	Jabatan di Komite Position in the Committee	Jumlah Rapat Sesuai Masa Tugas Number of Meeting	Kehadiran Attendance	Persentase (%) Percentage (%)
Dini S. Purwono	Ketua Chairperson	44	44	100
Abdullah Aufa Fuad	Anggota Member	44	44	100
Rini Yulius	Anggota Member	44	44	100
Fajar Ariwinadi	Anggota Member	44	44	100
Yan Rahadian	Anggota Member	38	38 ¹⁾	100
Luki Karunia	Anggota Member	6	6 ¹⁾	100

¹⁾ Sesuai masa tugas
According to the term of office

AGENDA RAPAT KOMITE AUDIT

Audit Committee Meeting Agenda

No.	Tanggal Rapat Date of Meeting	Peserta Rapat Meeting Participants	Agenda Rapat Meeting Agenda
1.	15 Januari 2024 January 15, 2024	Komite Audit dan Internal Audit Division Audit Committee and Internal Audit Division	Usulan <i>Annual Audit Plan</i> (AAP) Fungsi Internal Audit PT PGN Tbk Proposal for the Annual Audit Plan (AAP) of the Internal Audit Function of PT PGN Tbk
2.	29 Januari 2024 January 29, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	Laporan Kegiatan Komite Audit Triwulan IV Tahun 2023 Audit Committee Activity Report for Quarter IV of 2023
3.	12 Februari 2024 February 12, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	Laporan Kinerja Internal Audit Tahun 2023 dan Laporan Hasil Audit Tahun 2023 2023 Internal Audit Performance Report and 2023 Audit Results Report 2023
4.	13 Februari 2024 February 13, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	Pembahasan Pertanyaan KAP EY perihal mengenai independensi, <i>fraud</i> , dan kepatuhan terhadap hukum dan peraturan Discussion of EY Public Accounting Firm's Questions regarding independence, fraud, and compliance with laws and regulations
5.	19 Februari 2024 February 19, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	Pembahasan <i>Progress</i> Laporan Keuangan PT PGN Tbk per 31 Desember 2023 Discussion on Financial Report Progress of PT PGN Tbk as of December 31, 2023

No.	Tanggal Rapat Date of Meeting	Peserta Rapat Meeting Participants	Agenda Rapat Meeting Agenda
6.	20 Februari 2024 February 20, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	Laporan Hasil Pengadaan Jasa Pemeringkat Kredit Untuk Tingkat Kesehatan Perusahaan Periode 2023 Report on the Results of Procurement of Credit Rating Services for Corporate Soundness Levels for the 2023 Period
7.	20 Februari 2024 February 20, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	Update Kebijakan CSR CSR Policy Update
8.	20 Februari 2024 February 20, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	Laporan Manajemen PT PGN Tbk Periode Januari 2024 PT PGN Tbk Management Report for the Period of January 2024
9.	20 Maret 2024 March 20, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	Revisi <i>Boad Manual</i> tentang Penetapan Direksi dan Komisaris Anak Perusahaan dan Proses Bisnis dan Investasi (Ref. Undangan KNRGCG No.03/UND.01.KNRGCG/2024 tanggal 19 Maret 2024) Revision of the Board Manual on the Determination of Directors and Commissioners of Subsidiaries and Business and Investment Processes (Ref. KNRGCG Invitation No.03/UND.01.KNRGCG/2024 dated March 19, 2024)
10.	26 Maret 2024 March 26, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	Presentasi Kinerja PT PGN Tbk per 31 Desember 2023 Presentation on PT PGN Tbk's Performance as of December 31, 2023
11.	3 April 2024 April 3, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	Hasil Audit Laporan Keuangan (LK) Program Pendanaan Usaha Mikro dan Kecil (PUMK) terkait Tanggung Jawab Sosial dan Lingkungan (TJSL) PT Perusahaan Gas Negara Tbk Tahun Buku 2023 Audit Results of the Financial Report (LK) of the Micro and Small Business Funding Program related to the Social and Environmental Responsibility (TJSL) of PT Perusahaan Gas Negara Tbk for the 2023 Fiscal Year
12.	4 April 2024 April 4, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	Harga Jual dan Biaya Pengelolaan Infrastruktur Gas Bumi Selling Price and Management Cost of Natural Gas Infrastructure
13.	26 April 2024 April 26, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	<i>Pending Matter</i> dan Rencana Jangka Panjang Perusahaan Tahun 2024 - 2029 Pending Matters and the Company's Long-Term Plan for 2024 - 2029
14.	6 Mei 2024 May 6, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	Laporan Manajemen PT PGN Tbk Periode Maret 2024 PT PGN Tbk Management Report for the Period of March 2024
15.	8 Mei 2024 May 8, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	Laporan Hasil Audit Kepatuhan PSA 62 PT PGN Tbk Tahun 2023 PSA 62 Compliance Audit Report of PT PGN Tbk for 2023
16.	22 Mei 2024 May 22, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	Laporan OJK terkait Evaluasi Kinerja KAP Tahun 2023 OJK Report on Public Accounting Firm Performance Evaluation in 2023
17.	31 Mei 2024 May 31, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	Laporan Hasil Evaluasi Kinerja KPI Kolegial dan KPI Individu PT PGN Tbk tahun 2023 Report on the Results of the Evaluation of the Collegial KPI and Individual KPI of PT PGN Tbk in 2023
18.	11 Juni 2024 June 11, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	Pelaksanaan <i>Risk Maturity Assessment</i> (RMA) Pertamina Group Wide Tahun 2024 (ref Surat CAE Pertamina No.072/J00000/2024-S0) Implementation of Risk Maturity Assessment (RMA) Pertamina Group Wide in 2024 (ref Pertamina CAE Letter No.072/J00000/2024-S0)
19.	21 Juni 2024 June 21, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	<i>Pre-Concurrence</i> untuk Jasa Non-Asuran Pre-Concurrence for Non-Insurance Services
20.	16 - 17 Juli 2024 July 16-17, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	Laporan Hasil Audit Audit Result Report
21.	19 Juli 2024 July 19, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	Laporan Manajemen Periode Juni 2024 Management Report for the Period of June 2024
22.	26-29 Juli 2024 July 26-29, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	<i>Board Manual</i> Board Manual
23.	30 Juli 2024 July 30, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	Laporan Triwulan II Tahun 2024 PT Perusahaan Negara Tbk Quarter II of 2024 Report of PT Perusahaan Negara Tbk

No.	Tanggal Rapat Date of Meeting	Peserta Rapat Meeting Participants	Agenda Rapat Meeting Agenda
24.	5 Agustus 2024 August 5, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	Pertanyaan KAP Purwantono, Sungkoro & Surja mengenai independensi, <i>fraud</i> , dan kepatuhan terhadap hukum dan peraturan Questions from Public Accounting Firm Purwantono, Sungkoro & Surja regarding independence, fraud, and compliance with laws and regulations
25.	9 Agustus 2024 August 9, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	Usulan Revisi Rencana Kerja dan Anggaran Perusahaan (RKAP) Tahun 2024 PT Perusahaan Gas Negara Tbk Proposal for the Revision of the 2024 Company Work Plan and Budget (RKAP) of PT Perusahaan Gas Negara Tbk
26.	16 Agustus 2024 August 16, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	<i>Progress Meeting</i> Laporan Keuangan 30 Juni 2024 Progress of Financial Report Meeting on June 30, 2024
27.	20 Agustus 2024 August 20, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	Usulan Revisi Rencana Kerja dan Anggaran Perusahaan (RKAP) Tahun 2024 PT Perusahaan Gas Negara Tbk Proposal for the Revision of the 2024 Company Work Plan and Budget (RKAP) of PT Perusahaan Gas Negara Tbk
28.	3 September 2024, September 3, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	Presentasi Kinerja PT PGN Tbk per 30 Juni 2024 Presentation on PT PGN Tbk Performance as of June 30, 2024
29.	6 September 2024, September 6, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	Laporan Manajemen Periode Agustus 2024 Management Report for the Period of August 2024
30.	13 September 2024 September 13, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	Laporan Tahunan dan Laporan Keberlanjutan 2023 PT PGN Tbk 2023 Annual Report and Sustainability Report of PT PGN Tbk
31.	30 September 2024 September 30, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	Permohonan Persetujuan Hasil Reviu Annual Audit Plan Tahun 2024 Request for Approval of the 2024 Annual Audit Plan Review Results
32.	7 Oktober 2024 October 7, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	Permohonan Persetujuan atas Penunjukan Chief Audit Executive PT PGN Tbk Request for Approval for the Appointment of Chief Audit Executive of PT PGN Tbk
33.	14 Oktober 2024 October 14, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	<i>Update Kebijakan Procurement</i> 2024 Update of the 2024 Procurement Policy
34.	15 Oktober 2024 October 15, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	Penyusunan Audit Annual Plan 2025 Fungsi Internal Audit Preparation of the 2025 Audit Annual Plan for the Internal Audit Function
35.	22 Oktober 2024 October 22, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	Revisi RKAP 2024 dan RKAP 2025 2024 RKAP and 2025 RKAP revision
36.	23 Oktober 2024 October 23, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	Laporan Manajemen Periode September 2024 Management Report for the Period of September 2024
37.	6 November 2024 November 6, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	Laporan Pelaksanaan Fungsi Internal Audit Triwulan III Tahun 2024 Report on the Implementation of Internal Audit Functions for Quarter III of 2024
38.	19 November 2024 November 19, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	Laporan Pengelolaan Pengaduan Subholding Gas TW III 2024 Complaint Management Report of Gas Subholding for Quarter III of 2024
39.	22 November 2024 November 22, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	Laporan Manajemen Periode Oktober 2024 Management Report for the Period of October 2024
40.	2 Desember 2024 December 2, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	Usulan Pengadaan Perusahaan Pemeringkat untuk Penilaian Tingkat Kesehatan Perusahaan Tahun Buku 2024 Proposal for Procurement of Rating Company for the Assessment of Company Soundness Level for the 2024 Fiscal Year
41.	5 Desember 2024 December 5, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	Usulan Pengadaan Kantor Akuntan Publik (KAP) Tahun Buku 2025-2027 Proposal for Procurement of Public Accounting Firm (PAF) for the 2025-2027 Fiscal Year
42.	18 Desember 2024 December 18, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	<i>Update Kebijakan Mutu dan Kepuasan Pelanggan</i> Tahun 2024 Update of the 2024 Quality and Customer Satisfaction Policy
43.	24 Desember 2024 December 24, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	Usulan <i>Annual Audit Plan</i> (AAP) Fungsi Internal Audit PT PGN Tbk Tahun 2025 dan Laporan Manajemen Periode November 2024 Proposal for Annual Audit Plan (AAP) of the Internal Audit Function of PT PGN Tbk for 2025 and Management Report for the Period of November 2024

No.	Tanggal Rapat Date of Meeting	Peserta Rapat Meeting Participants	Agenda Rapat Meeting Agenda
44.	27 Desember 2024 December 27, 2024	Ketua dan Anggota Komite Audit Chairman and Members of the Audit Committee	Evaluasi Efektivitas Pengendalian Internal, Evaluasi Kinerja Internal Audit Division, Laporan Hasil Pengawasan Internal Audit Division s.d. TW III 2024 dan Laporan Hasil Evaluasi Realisasi Inisiatif Survei Akuisisi dan Pemrosesan Seismik 3D WK Pangkah di PT Saka Energi Indonesia Evaluation on the Effectiveness of Internal Control, Evaluation of the Performance of the Internal Audit Division, Internal Audit Division Supervision Report until Quarter III of 2024, and Evaluation Report on the Realization of the 3D Seismic Acquisition and Processing Survey Initiative for WK Pangkah at PT Saka Energi Indonesia

AGENDA RAPAT KOMITE AUDIT DENGAN AKUNTAN PUBLIK/PIHAK TERKAIT LAINNYA

Agenda of Audit Committee Meeting with Public Accountant/Other Related Parties

No.	Tanggal Rapat Date of Meeting	Peserta Rapat Meeting Participants	Agenda Rapat Meeting Agenda
3.	12 Januari 2024 January 12, 2024	Komite Audit, Direktur Keuangan AP, KAP EY Audit Committee, Director of Finance of Subsidiaries, Public Accounting Firm EY	<i>Kick off meeting</i> laporan keuangan 31 Desember 2023 Kick off meeting for the financial report as of December 31, 2023
4.	19 Januari 2024 January 19, 2024	Komite Audit, Direktur Keuangan AP, KAP EY Audit Committee, Director of Finance of Subsidiaries, Public Accounting Firm EY	<i>Progress meeting I</i> Laporan Keuangan 31 Desember 2023 Progress meeting I for the Financial Report as of December 31, 2023
3.	26 Januari 2024 January 26, 2024	Komite Audit, Direktur Keuangan AP, KAP EY Audit Committee, Director of Finance of Subsidiaries, Public Accounting Firm EY	<i>Progress meeting I</i> Laporan Keuangan 31 Desember 2023 Progress meeting I for the Financial Report as of December 31, 2023
4.	2 Februari 2024 February 2, 2024	Komite Audit, Direktur Keuangan AP, KAP EY Audit Committee, Director of Finance of Subsidiaries, Public Accounting Firm EY	<i>Progress meeting I</i> Laporan Keuangan 31 Desember 2023 Progress meeting I for the Financial Report as of December 31, 2023
5.	26 Februari 2024 February 26, 2024	Komite Audit, Direktur Keuangan AP, KAP EY Audit Committee, Director of Finance of Subsidiaries, Public Accounting Firm EY	<i>Progress meeting IV</i> Laporan Keuangan 31 Desember 2023 Progress meeting IV for the Financial Report as of December 31, 2023
6.	29 Februari 2024 February 29, 2024	Komite Audit, Direktur Keuangan dan tim, KAP EY Audit Committee, Director of Finance and team, Public Accounting Firm EY	<i>Key Audit Matter</i> Laporan Keuangan per 31 Desember 2023 Key Audit Matter for the Financial Report as of December 31, 2023
7.	21 Juni 2024 June 21, 2024	Komite Audit dan KAP EY Audit Committee and Public Accounting Firm EY	<i>Pre-Concurrence</i> untuk Jasa Non-Asurans Pre-Concurrence for Non-Insurance Services
8.	2 Agustus 2024 August 2, 2024	Komite Audit, Dit. Keuangan, Satker, Direktur Keuangan AP, KAP EY Audit Committee, Directorate of Finance, Work Unit, Director of Finance of Subsidiaries, Public Accounting Firm EY	Reviu Laporan Keuangan 30 Juni 2024 Review of the Financial Report as of June 30, 2024
9.	9 Agustus 2024 August 9, 2024	Komite Audit, Dit. Keuangan, Satker, Direktur Keuangan AP, KAP EY Audit Committee, Directorate of Finance, Work Unit, Director of Finance of Subsidiaries, Public Accounting Firm EY	Reviu Laporan Keuangan 30 Juni 2024 Review of the Financial Report as of June 30, 2024
10.	16 Agustus 2024 August 16, 2024	Komite Audit, Dit. Keuangan, Satker, Direktur Keuangan AP, KAP EY Audit Committee, Directorate of Finance, Work Unit, Director of Finance of Subsidiaries, Public Accounting Firm EY	Reviu Laporan Keuangan 30 Juni 2024 Review of the Financial Report as of June 30, 2024

No.	Tanggal Rapat Date of Meeting	Peserta Rapat Meeting Participants	Agenda Rapat Meeting Agenda
11.	18 Oktober 2024 October 18, 2024	Komite Audit, Dit. Keuangan, Satker, Direktur Keuangan AP, KAP EY Audit Committee, Directorate of Finance, Work Unit, Director of Finance of Subsidiaries, Public Accounting Firm EY	Reviu Laporan Keuangan 31 Desember 2024 (Interim) Review of the Financial Report as of December 31, 2024 (Interim)
12.	28 Oktober 2024 October 28, 2024	Komite Audit, Dit. Keuangan, Satker, Direktur Keuangan AP, KAP EY Audit Committee, Directorate of Finance, Work Unit, Director of Finance of Subsidiaries, Public Accounting Firm EY	Reviu Laporan Keuangan 31 Desember 2024 (Interim) Review of the Financial Report as of December 31, 2024 (Interim)
13.	8 November 2024 November 8, 2024	Komite Audit, Dit. Keuangan, Satker, Direktur Keuangan AP, KAP EY Audit Committee, Directorate of Finance, Work Unit, Director of Finance of Subsidiaries, Public Accounting Firm EY	Reviu Laporan Keuangan 31 Desember 2024 (Interim) Review of the Financial Report as of December 31, 2024 (Interim)
14.	22 November 2024 November 22, 2024	Komite Audit, Dit. Keuangan, Satker, Direktur Keuangan AP, KAP EY Audit Committee, Directorate of Finance, Work Unit, Director of Finance of Subsidiaries, Public Accounting Firm EY	Reviu Laporan Keuangan 31 Desember 2024 (Interim) Review of the Financial Report as of December 31, 2024 (Interim)
15.	6 Desember 2024 December 6, 2024	Komite Audit, Dit. Keuangan, Satker, Direktur Keuangan AP, KAP EY Audit Committee, Directorate of Finance, Work Unit, Director of Finance of Subsidiaries, Public Accounting Firm EY	Reviu Laporan Keuangan 31 Desember 2024 (Interim) Review of the Financial Report as of December 31, 2024 (Interim)

KOMITE NOMINASI, REMUNERASI, DAN GCG

NOMINATION, REMUNERATION, AND GCG COMMITTEE

Komposisi Anggota Komite Nominasi, Remunerasi dan GCG

Membership Composition of the Nomination, Remuneration, and GCG Committee

PERIODE 1 JANUARI - 5 JUNI 2024

Period of January 1 - June 5, 2024

Ketua/Komisaris Independen	Christian H. Siboro	Chairman/Independent Commissioner
Anggota	Vera Sujatna	Member
Anggota	Pradono Wicaksono	Member
Anggota	Simon L. Himawan	Member

PERIODE 6 JUNI - 31 DESEMBER 2024

Period of June 6 - December 31, 2024

Ketua/Komisaris Independen	Christian H. Siboro	Chairman/Independent Commissioner
Anggota/ Komisaris	Luky Alfirman	Member/ Commissioner
Anggota	Vera Sujatna	Member
Anggota	Pradono Wicaksono	Member
Anggota	Simon L. Himawan	Member

Profil Anggota Komite Nominasi, Remunerasi dan GCG

Profile of Members of the Nomination, Remuneration, and GCG Committee

Christian H. Siboro - Ketua Komite Nominasi, Remunerasi dan GCG Chairman of the Nomination, Remuneration, and GCG Committee (1 Januari 2024 hingga saat ini) (January 1, 2024 to present)	
Warga Negara Indonesia, lahir di Pontianak, 3 Desember 1968. Usia 56 tahun per 31 Desember 2024. Domisili Jakarta.	Indonesian Citizen, born in Pontianak, on December 3, 1968. He is 56 years old as of December 31, 2024. Domiciled in Jakarta
Pendidikan: Sarjana bidang Geofisika & Meteorologi Institut Teknologi Bandung tahun 1993, Magister Manajemen bidang Manajemen Internasional dari Sekolah Tinggi Manajemen PPM tahun 1995 dan Doctor of Business Administration - HR and Strategic Management dari Paris School of Business (2022)	Education: Bachelor of Geophysics and Meteorology from Institut Teknologi Bandung in 1993, Master of Management in International Management from PPM School of Management in 1995, and Doctor of Business Administration (DBA), HR and Strategic Management, from Paris School of Business (2022)
Diangkat pertama kali sebagai Komisaris Independen berdasarkan Keputusan RUPS Luar Biasa tanggal 30 Agustus 2019	Appointed for the first time as an Independent Commissioner based on the Resolution of Extraordinary GMS on August 30, 2019
Riwayat pekerjaan: Saat ini sebagai Staf Khusus Menteri Koordinator Politik & Keamanan. Pernah menjabat sebagai Staf Khusus Kepala Badan Intelijen Negara (2016 – 2024), Penasihat Ahli POLRI Bidang Organisasi dan SDM (2004 – 2016) dan Founder & Director PT Netika Indonesia (2007-2019)	Work experience: Currently serves as Special Staff to the Coordinating Minister for Political & Security Affairs. He served as Special Staff to the Head of the National Intelligence Agency (2016 - 2024), Expert Advisor to the Indonesian National Police Force for Organization and HR (2004 - 2016), and Founder & Director of PT Netika Indonesia (2007 - 2019)
Dasar hukum penugasan sebagai Ketua Komite Nominasi, Remunerasi dan GCG adalah Keputusan Dewan Komisaris PT Perusahaan Gas Negara (Persero) Tbk No. Kep-11/DKOM/ 2019 tanggal 16 September 2019 tentang Pembagian Tugas Dewan Komisaris yang sudah diperbarui melalui Keputusan Dewan Komisaris PT Perusahaan Gas Negara Tbk No. Kep-02/D-KOM/2020 tanggal 19 Februari 2020 tentang Pembagian Tugas Dewan Komisaris dan diperbarui kembali dengan Keputusan Dewan Komisaris No. Kep-06/D-KOM/2020 tanggal 20 Juli 2020 tentang Pembagian Tugas Dewan Komisaris dan diperbarui dengan Keputusan Dewan Komisaris No. Kep-05/D-KOM/2021 tanggal 10 Mei 2021 dan diperbarui melalui Keputusan Dewan Komisaris Kep-23/D-KOM/2023 tanggal 30 November 2023, serta terakhir diperbarui melalui Keputusan Dewan Komisaris Kep-06/D-KOM/2024 tanggal 6 Juni 2024	Legal basis for assignment as Chairman of the Nomination, Remuneration, and GCG Committee is the Decree of the Board of Commissioners of PT Perusahaan Gas Negara (Persero) Tbk No. Kep-11/DKOM/ 2019 dated September 16, 2019, on the Division of Duties of the Board of Commissioners, which has been updated through the Decree of the Board of Commissioners of PT Perusahaan Gas Negara Tbk No. Kep-02/D-KOM/2020 dated February 19, 2020, on the Division of Duties of the Board of Commissioners and updated with Decree of the Board of Commissioners No. Kep-06/D-KOM/2020 dated July 20, 2020, on the Division of Duties of the Board of Commissioners and updated by the Decree of the Board of Commissioners No. Kep-05/D-KOM/2021 dated May 10, 2021 and updated through the Decree of the Board of Commissioners No.23/D-KOM/2023 dated November 30, 2023, and most recently updated through the Decree of the Board of Commissioners No. KEP-06/D-KOM/2024 dated June 6, 2024
Sertifikasi yang dimiliki Harvard Business Analytics Program	Certification: Harvard Business Analytics Program
Luky Alfirman - Anggota Komite Nominasi, Remunerasi dan GCG Member of the Nomination, Remuneration, and GCG Committee (6 Juni 2024 hingga saat ini) (June 6, 2024 to present)	
Warga Negara Indonesia, lahir di Bandung pada 27 Maret 1970. Usia 54 tahun per 31 Desember 2024. Domisili Jakarta	Indonesian Citizen, born in Bandung on March 27, 1970. He is 54 years old as of December 31, 2024. Domiciled in Jakarta.
Pendidikan: Sarjana Teknik Industri Institut Teknologi Bandung (1994), Master Ekonomi di University of Colorado, USA (2000), dan PhD Ekonomi di University of Colorado, USA (2004)	Education: Bachelor degree in Industrial Engineering from Institut Teknologi Bandung (1994), Master degree in Economics from University of Colorado, USA (2000), Ph.D in Economics University of Colorado, USA (2004).
Riwayat pekerjaan: Saat ini menjabat sebagai Direktur Jenderal Perimbangan Keuangan di Kementerian Keuangan RI, Dewan Komisiner Lembaga Penjamin Simpanan, dan Dewan Pengawas Pusat Pengelolaan Komplek Gelanggang Olahraga Bung Karno. Sebelumnya pernah menjabat sebagai Direktur Jenderal Pengelolaan Pembiayaan dan Risiko di Kementerian Keuangan RI (2017 – 2022), sebagai Staf Ahli Menteri Keuangan Bidang Kebijakan Penerimaan Negara Kementerian Keuangan (2017), Kepala Pusat Analisis dan Harmonisasi Kebijakan, Sekretariat Jenderal Kementerian Keuangan (2015 – 2017), Kepala Pusat Kebijakan Ekonomi Makro, BKF Kementerian Keuangan (2012 – 2015), dan Kepala Pusat Kebijakan Anggaran Pendapatan dan Belanja Negara (2011)	Work experience: Currently serving as Director General of Fiscal Balance at the Ministry of Finance and Commissioner at Indonesia Deposit Insurance Corporation, and Supervisory Board of the Bung Karno Sports Complex Management Center. He previously served as Director General of Financing and Risk Management at the Ministry of Finance until November (2017 – 2022) and as Expert Staff to the Minister of Finance for State Revenue Policy at the Ministry of Finance (2017), Head of the Center for Policy Analysis and Harmonization, Secretariat General of the Ministry of Finance (2015 – 2017), Head of the Center for Macroeconomic Policy, BKF of the Ministry of Finance (2012 – 2015), and Head of the Center for State Budget Policy (2011).
Dasar hukum penugasan sebagai anggota Komite Nominasi, Remunerasi dan GCG adalah Surat Keputusan Dewan Komisaris PT Perusahaan Gas Negara Tbk No. Kep-06/D-KOM/2024 tanggal 6 Juni 2024 tentang Pembagian Tugas Dewan Komisaris PT Perusahaan Gas Negara Tbk	Legal basis for appointment as member of the Nomination, Remuneration, and GCG Committee is the Decree of the Board of Commissioners of PT Perusahaan Gas Negara Tbk No. Kep-06/D-KOM/2024 dated June 6, 2024, on the Division of Duties of the Board of Commissioners of PT Perusahaan Gas Negara Tbk.
Sertifikasi yang dimiliki Certified Risk Professional (CRP)	Certification: Certified Risk Professional (CRP)

Vera Sujatna - Anggota Komite Nominasi, Remunerasi dan GCG | Member of the Nomination, Remuneration, and GCG Committee (1 Januari 2024 hingga saat ini) | (January 1, 2024 to present)

Warga Negara Indonesia, lahir di Bandung, 24 Mei 1963. Usia 61 tahun per 31 Desember 2024. Domisili Jakarta	Indonesian Citizen, born in Bandung, May 24, 1963. She is 61 years old as of December 31, 2024. Domiciled in Jakarta
Pendidikan: Graduate Diploma Psikologi Organisasi di Western Australia Institute of Technology dan Sarjana Ilmu Psikologi di Western Australia Institute of Technology	Education: Graduate Diploma in Organizational Psychology at the Western Australia Institute of Technology and Bachelor of Psychological Science at the Western Australia Institute of Technology
Riwayat pekerjaan: Saat ini menjabat sebagai HR Director PT REA Kaltim Plantations dan sebagai Independent HR Advisor	Work experience: Currently serves as HR Director at PT REA Kaltim Plantations and as Independent HR Advisor
Dasar hukum penugasan sebagai anggota Komite Nominasi, Remunerasi dan GCG adalah Keputusan Dewan Komisaris PT Perusahaan Gas Negara Tbk No. Kep-03/D-KOM/2020 tanggal 15 April 2020 tentang Pengangkatan Anggota Komite Nominasi, Remunerasi dan GCG PT Perusahaan Gas Negara Tbk dan diperbarui melalui Keputusan Dewan Komisaris PT Perusahaan Gas Negara Tbk No. Kep-02/D-KOM/2021 tanggal 15 April 2021. Diperbarui kembali melalui Keputusan Dewan Komisaris PT Perusahaan Gas Negara Tbk No. Kep-11/D-KOM/2023 tanggal 11 April 2023	Legal basis of appointment as a member of the Nomination, Remuneration, and GCG Committee is the Decree of the Board of Commissioners of PT Perusahaan Gas Negara Tbk No. Kep-03/D-KOM/2020 dated April 15, 2020, on the Appointment of Members of the Nomination, Remuneration and GCG Committee of PT Perusahaan Gas Negara Tbk and updated through Decree of the Board of Commissioners of PT Perusahaan Gas Negara Tbk No. Kep-02/D-KOM/2021 dated April 15, 2021. Most recently updated through Decree of the Board of Commissioners of PT Perusahaan Gas Negara Tbk No. Kep-11/D-KOM/2023 dated April 11, 2023
Sertifikasi yang dimiliki: <i>Certified Governance Professional (CGP)</i> 30 September 2021 - 29 September 2024 dan General Manager SDM 26 Juni 2024 - 26 Juni 2027	Certification: Certified Governance Professional (CGP) September 30, 2021 - September 29, 2024, and HR General Manager June 26, 2024 - June 26, 2027

Pradono Wicaksono - Anggota Komite Nominasi, Remunerasi dan GCG | Member of the Nomination, Remuneration, and GCG Committee (1 Januari 2024 hingga saat ini) | (January 1, 2024 to present)

Warga Negara Indonesia, lahir di Jakarta, 12 Februari 1983. Usia 41 tahun per 31 Desember 2024. Domisili Jakarta	Indonesian Citizen, born in Jakarta, February 12, 1983. He is 41 years old as of December 31, 2024. Domiciled in Jakarta
Pendidikan: Sarjana Psikologi di Persada Indonesia University, dan Master of Management di PPM School of Management, Jakarta	Education: Bachelor of Psychology at Persada Indonesia University, and Master of Management at PPM School of Management, Jakarta
Riwayat Pekerjaan: Saat ini menjabat sebagai Senior Partner pada Qunie Corporation Japan	Work Experience: Currently serves as Senio. Partner at Qunie Corporation Japan
Dasar hukum penugasan sebagai anggota Komite Nominasi, Remunerasi dan GCG adalah Keputusan Dewan Komisaris PT Perusahaan Gas Negara Tbk No. Kep-03/D-KOM/2020 tanggal 15 April 2020 tentang Pengangkatan Anggota Komite Nominasi, Remunerasi dan GCG PT Perusahaan Gas Negara Tbk dan diperbarui melalui Keputusan Dewan Komisaris PT Perusahaan Gas Negara Tbk No. Kep-02/D-KOM/2021 tanggal 15 April 2021. Diperbarui kembali melalui Keputusan Dewan Komisaris PT Perusahaan Gas Negara Tbk No. Kep-11/D-KOM/2023 tanggal 11 April 2023	Legal basis for appointment as a member of the Nomination, Remuneration, and GCG Committee is the Decree of the Board of Commissioners of PT Perusahaan Gas Negara Tbk No. Kep-03/D-KOM/2020 dated April 15, 2020, on the Appointment of Members of the Nomination, Remuneration and GCG Committee of PT Perusahaan Gas Negara Tbk and updated through Decree of the Board of Commissioners of PT Perusahaan Gas Negara Tbk No. Kep-02/D-KOM/2021 dated April 15, 2021. Most recently updated through Decree of the Board of Commissioners of PT Perusahaan Gas Negara Tbk No. Kep-11/D-KOM/2023 dated April 11, 2023
Sertifikasi yang dimiliki <i>Certified Governance Professional (CGP)</i> 30 September 2021 – 29 September 2024 dan General Manager SDM 26 Juni 2024 – 26 Juni 2027	Certification: Certified Governance Professional (CGP) September 30, 2021 – September 29, 2024 and HR General Manager June 26, 2024 - June 26, 2027

Simon L. Himawan - Anggota Komite Nominasi, Remunerasi dan GCG | Member of the Nomination, Remuneration, and GCG Committee (1 Januari 2024 hingga saat ini) | (January 1, 2024 to present)

Warga Negara Indonesia, lahir di Jombang, 14 Oktober 1956. Usia 68 tahun per 31 Desember 2024. Domisili Jabodetabek	Indonesian Citizen, born in Jombang, October 14, 1965. He is 68 years old as of December 31, 2024. Domiciled in Greater Jakarta
Pendidikan: Sarjana Teknik di Universitas Gajah Mada dan Master International Relation (Economics) di International University Of Japan, Japan	Education: Bachelor's degree in Engineering at Gajah Mada University and Master's degree in International Relation (Economics) at International University of Japan, Japan
Riwayat Pekerjaan: Pernah menjabat sebagai Kepala Unit Percepatan Pelaksanaan Pembangunan Infrastruktur Kementerian Energi dan Sumber Daya Mineral (2017-2024), sebagai Tenaga Ahli Menteri ESDM (2016 - 2024), sebagai Tenaga Ahli Utama Kantor Staf Presiden (2015 - 2016), Asisten Deputi V Kementrian Daerah Tertinggal (2013 - 2015), sebagai Kepala Biro Perencanaan dan Kerjasama Luar Negeri Kementerian Daerah Tertinggal (2011 - 2013)	Work Experience: He has served as Head of the Unit for Accelerating the Implementation of Infrastructure Development of the Ministry of Energy and Mineral Resources (2017-2024), as an Expert to the Minister of Energy and Mineral Resources (2016-2024), as a Principal Expert to the Presidential Staff Office (2015-2016), as Assistant Deputy V of the Ministry of Disadvantaged Regions (2013-2015), as Head of the Planning and Foreign Cooperation Bureau of the Ministry of Disadvantaged Regions (2011-2013)
Dasar hukum penugasan sebagai anggota Komite Nominasi, Remunerasi dan GCG adalah Keputusan Dewan Komisaris PT Perusahaan Gas Negara Tbk No. Kep-05/D-KOM/2020 tanggal 30 April 2020 tentang Pengangkatan Anggota Komite Nominasi, Remunerasi dan GCG PT Perusahaan Gas Negara Tbk dan diperbarui melalui Keputusan Dewan Komisaris PT Perusahaan Gas Negara Tbk No. Kep-03/D-KOM/2021 tanggal 1 Mei 2021. Diperbarui kembali melalui Keputusan Dewan Komisaris PT Perusahaan Gas Negara Tbk No. Kep-11/D-KOM/2023 tanggal 11 April 2023	Legal basis for the appointment as a member of the Nomination, Remuneration, and GCG Committee is the Decree of the Board of Commissioners of PT Perusahaan Gas Negara Tbk No. Kep-05/D-KOM/2020 dated April 30, 2020 on the Appointment of Members of the Nomination, Remuneration and GCG Committee of PT Perusahaan Gas Negara Tbk and updated through Decree of the Board of Commissioners of PT Perusahaan Gas Negara Tbk No. Kep-03/D-KOM/2021 dated May 1, 2021. Most recently updated through Decree of the Board of Commissioners of PT Perusahaan Gas Negara Tbk No. Kep-11/D-KOM/2023 dated April 11, 2023
Sertifikasi yang dimiliki <i>Certified Governance Professional (CGP)</i> 30 September 2021 – 29 September 2024 dan General Manager SDM 26 Juni 2024 – 26 Juni 2027	Certification: Certified Governance Professional (CGP) September 30, 2021 – September 29, 2024 and HR General Manager June 26, 2024 - June 26, 2027

Independensi Komite Nominasi, Remunerasi dan GCG

Komite Nominasi, Remunerasi dan GCG diketuai Komisaris Independen, 1 (satu) orang anggota yang merupakan anggota Dewan Komisaris dan 3 (tiga) orang profesional/independen dari luar Perseroan. Dengan demikian, PGN memastikan bahwa keanggotaan Komite Nominasi, Remunerasi dan GCG sebagian besar (lebih dari 50%) adalah memiliki independensi, yang disertai dengan adanya anggota eksternal yang memenuhi kriteria independen.

Susunan keanggotaan tersebut telah memenuhi ketentuan Peraturan Otoritas Jasa Keuangan No. 34/ POJK.04/2014. Komite Nominasi, Remunerasi dan GCG menjalankan tugas dan tanggung jawabnya secara profesional dan independen, tanpa campur tangan dari pihak manapun yang tidak sesuai dengan Peraturan Perundang-undangan. Pernyataan mengenai independensi Komite Nominasi, Remunerasi dan GCG dapat terlihat melalui tabel berikut:

INDEPENDENSI KOMITE NOMINASI, REMUNERASI DAN GCG

Independency of the Nomination, Remuneration, and GCG Committee

No.	Pernyataan Independensi Independency Statement	Christian H. Siboro	Vera Adjias	Pradono Wicaksono	Simon L. Himawan
1.	Tidak bekerja atau memiliki wewenang untuk merencanakan, memimpin, mengendalikan, atau mengawasi kegiatan Perseroan dalam 6 bulan terakhir. Not working nor has the authority to plan, lead, control, or supervise the Company's activities for the last 6 months.	✓	✓	✓	✓
2.	Tidak secara langsung ataupun tidak langsung memiliki saham di Perseroan. Has no direct or indirect shares in the Company.	✓	✓	✓	✓
3.	Tidak memiliki hubungan afiliasi dengan Perseroan atau pemegang saham utama/pengendali atau salah satu anggota Dewan Komisaris atau Direksi. Has no affiliated relationships with the Company or majority/ controlling shareholders or one of the members of the Board of Commissioners or Board of Directors.	✓	✓	✓	✓
4.	Tidak memiliki hubungan kerja/profesional langsung atau tidak langsung dengan Perseroan. Has no direct or indirect business/professional relationships with the Company.	✓	✓	✓	✓

Independency of the Nomination, Remuneration, and GCG Committee

The Nomination, Remuneration, and GCG Committee is chaired by an Independent Commissioner, 1 (one) member who is a member of the Board of Commissioners and 3 (three) professional/ independent people from outside the Company. Therefore, PGN ensures that the majority of members of the Nomination, Remuneration, and GCG Committee (more than 50%) is independent, accompanied by external members who meet independent criteria.

The composition of the membership has complied with the provisions of the Financial Services Authority Regulation No. 34/POJK.04/2014. The Nomination, Remuneration, and GCG Committee carries out its duties and responsibilities professionally and independently, without interference from any party whatsoever that is not in accordance with the Laws and Regulations. The statement regarding the independence of the Nomination, Remuneration, and GCG Committee can be viewed in the following table:

Piagam Komite Nominasi, Remunerasi dan GCG

Komite Nominasi, Remunerasi dan GCG dalam menjalankan tugas dan tanggung jawabnya, berpedoman pada Piagam Komite Nominasi, Remunerasi dan GCG PGN yang ditetapkan pertama kali pada 1 Juni 2018. Kemudian, Piagam ini diperbarui serta ditetapkan kembali pada tanggal 18 Januari 2024.

Periode dan Masa Jabatan

- Masa tugas Ketua dan anggota Komite NRGCG yang berasal dari anggota Dewan Komisaris adalah maksimal sama dengan masa jabatan Dewan Komisaris yang bersangkutan;
- Masa Tugas Anggota Komite NRGCG yang bukan berasal dari anggota Dewan Komisaris paling lama 3 (tiga) tahun dan dapat diperpanjang satu kali selama 2 (dua) tahun masa jabatan; dan

Nomination, Remuneration, and GCG Committee Charter

In carrying out its duties and responsibilities, the Nomination, Remuneration, and GCG Committee refers to the PGN Nomination, Remuneration, and GCG Committee Charter, which was first stipulated on June 1, 2018. Moreover, this Charter was updated and re-stipulated on January 18, 2024.

Period and Term of Office

- The term of office of the Chairman and members of the NRGCG Committee who are members of the Board of Commissioners shall be the same as the term of office of the relevant Board of Commissioners at maximum;
- The term of office of NRGCG Committee members who are not members of the Board of Commissioners shall be 3 (three) years at maximum and can be extended once for a 2 (two) year term of office;

3. Pengakhiran masa tugas Ketua dan Anggota Komite NRGCG dapat dilakukan sewaktu-waktu berdasarkan hasil keputusan rapat Dewan Komisaris.

Tugas dan Tanggung Jawab Komite Nominasi, Remunerasi dan GCG

Pelaksanaan tugas Komite Nominasi, Remunerasi dan GCG merujuk pada Peraturan Otoritas Jasa Keuangan No. 21/POJK.04/2015 tentang Penerapan Pedoman Tata Kelola Perusahaan Terbuka, Surat Edaran OJK No. 32/SEOJK.04/2015 tentang Pedoman Tata Kelola Perusahaan Terbuka, Peraturan OJK Nomor 34/POJK.04/2014 tentang Komite Nominasi dan Remunerasi Emiten atau Perusahaan Publik dan mengacu kepada Peraturan Menteri Badan Usaha Milik Negara Nomor PER-1/MBU/03/2023 tentang Penugasan Khusus dan Program Tanggung Jawab Sosial dan Lingkungan Badan Usaha Milik Negara, Peraturan Menteri Badan Usaha Milik Negara Nomor PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara, Peraturan Menteri Badan Usaha Milik Negara Nomor PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara.

Berdasarkan Piagam Komite Nominasi, Remunerasi dan GCG, Komite Nominasi, Remunerasi dan GCG memiliki tugas untuk memberikan tanggapan, rekomendasi, dan saran kepada Dewan Komisaris terhadap laporan atau hal-hal yang disampaikan oleh Direksi kepada Dewan Komisaris, mengidentifikasi hal-hal yang memerlukan perhatian Dewan Komisaris, dan melaksanakan tugas-tugas lain yang berkaitan dengan tugas Dewan Komisaris, antara lain meliputi:

a. Fungsi Nominasi:

- Melakukan *review* secara berkala atas Sistem Pengelolaan Talenta (*Talent Management System*) perusahaan serta *monitoring* dan evaluasi atas pelaksanaannya;
- Melakukan evaluasi terhadap sistem dan prosedur Pengklasifikasian Talenta (*Talent Classification*) yang dilakukan oleh Direksi;
- Melakukan validasi dan kalibrasi atas Talenta yang diusulkan oleh Direksi kepada Dewan Komisaris (*Selected Talent*), untuk menghasilkan daftar Talenta yang akan dinominasikan oleh Dewan Komisaris kepada RUPS/Menteri (*Nominated Talent*);
- Memberikan usulan calon yang memenuhi syarat sebagai anggota Direksi dan/atau anggota Dewan Komisaris kepada Dewan Komisaris untuk disampaikan kepada RUPS sesuai permintaan dari Pemegang Saham Seri A Dwiwarna Perseroan;
- Melakukan evaluasi dan rekomendasi terhadap calon anggota Direksi dan/atau anggota Dewan Komisaris Anak Perusahaan untuk diajukan kepada Dewan Komisaris;

3. The term of office of the Chairman and Members of the NRGCG Committee can be terminated at any time based on the results of a decision of the Board of Commissioners meeting.

Duties and Responsibilities of the Nomination, Remuneration, and GCG Committee

The implementation of the duties of the Nomination, Remuneration, and GCG Committee refers to Financial Services Authority Regulation No. 21/POJK.04/2015 on Implementation of Governance Guidelines for Public Companies, OJK Circular Letter No. 32/ SEOJK.04/2015 on Governance Guidelines for Public Companies, OJK Regulation No. 34/POJK.04/2014 on Nomination and Remuneration Committees for Issuers or Public Companies, and referring to the Regulation of the Minister of State-Owned Enterprises No. PER-1/MBU/03/2023 on Special Assignments and Social and Environmental Responsibility Programs for State-Owned Enterprises, Regulation of the Minister of State-Owned Enterprises No. PER-2/MBU/03/2023 on Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises, Regulation of the Minister of State-Owned Enterprises No. PER-3/MBU/03/2023 on Organs and Human Resources of State-Owned Enterprises.

Based on the Nomination, Remuneration, and GCG Committee Charter, the Nomination, Remuneration, and GCG Committee has the task of providing responses, recommendations, and suggestions to the Board of Commissioners regarding reports or matters submitted by the Board of Directors to the Board of Commissioners, identifying matters that require the attention of the Board of Commissioners, and carrying out other tasks related to the duties of the Board of Commissioners, including:

a. Nomination Function:

- Conduct periodical reviews of the Company's Talent Management System as well as monitoring and evaluating its implementation;
- Evaluate the Talent Classification system and procedures carried out by the Board of Directors;
- Validate and calibrate the Talents proposed by the Board of Directors to the Board of Commissioners (Selected Talents), to generate a list of Talents to be nominated by the Board of Commissioners to the GMS/ Minister (Nominated Talents);
- Provide proposals for candidates who meet the requirements as members of the Board of Directors and/or members of the Board of Commissioners to the Board of Commissioners to be submitted to the GMS according to the request of the Series A Dwiwarna Shareholder of the Company;
- Evaluate and recommend candidates for members of the Board of Directors and/or members of the Board of Commissioners of Subsidiaries to be submitted to the Board of Commissioners;

- Khusus untuk usulan persetujuan pengangkatan Direktur Utama dan Komisaris Utama Anak Perusahaan, Komite Nominasi, Remunerasi dan GCG memberikan rekomendasi kepada Dewan Komisaris sebagai bahan surat dari Dewan Komisaris kepada Pemegang Saham Seri A Dwiwarna;
 - Melakukan evaluasi atas usulan *Key Performance Indicators* Individu anggota Direksi terkait;
 - Menyiapkan usulan sistem evaluasi kinerja individu bagi anggota Direksi dan/atau anggota Dewan Komisaris;
 - Memberikan rekomendasi kepada Dewan Komisaris untuk persetujuan atas usulan pengangkatan Kepala Internal Audit Division dan Sekretaris Perusahaan;
 - Memberikan rekomendasi kepada Dewan Komisaris untuk masukan atas usulan pengangkatan Pejabat satu tingkat di bawah Direksi Perseroan;
 - Menyiapkan usulan program pengembangan bagi anggota Direksi dan/atau anggota Dewan Komisaris;
 - Memberikan rekomendasi kepada Dewan Komisaris mengenai evaluasi dan masukan Kebijakan serta Program Pengembangan SDM sebagai penyiapan *Talent Pool* di Perseroan; dan
 - Melakukan evaluasi atas usulan Direksi mengenai struktur organisasi Perusahaan.
- b. Fungsi Remunerasi:
- Memberikan rekomendasi kepada Dewan Komisaris mengenai Remunerasi Pengurus Perseroan yang terdiri dari:
 - a. Struktur Remunerasi;
 - b. Kebijakan atas Remunerasi; dan
 - c. Besaran atas Remunerasi.
 - Membantu Dewan Komisaris untuk melakukan *self-assessment* dan penilaian kinerja dengan kesesuaian remunerasi yang diterima masing-masing anggota Direksi dan/atau Dewan Komisaris;
 - Memberikan rekomendasi kepada Dewan Komisaris mengenai masukan tentang sistem Remunerasi untuk Pekerja Perseroan;
 - Memberikan rekomendasi kepada Dewan Komisaris mengenai usulan penghasilan Sekretaris Dewan Komisaris, Pekerja Sekretariat Dewan Komisaris, dan Anggota Komite Dewan Komisaris dari luar Perusahaan; dan
 - Melakukan evaluasi atas kebijakan remunerasi bagi pekerja yang membutuhkan persetujuan/tanggapan dari Dewan Komisaris.
- Specifically for the proposed approval of the appointment of the President Director and President Commissioner of Subsidiaries, the Nomination, Remuneration, and GCG Committee provides recommendations to the Board of Commissioners as material for a letter from the Board of Commissioners to the Series A Dwiwarna Shareholders;
 - Evaluate the proposed Individual Key Performance Indicators for relevant members of the Board of Directors;
 - Prepare proposals for individual performance evaluation systems for members of the Board of Directors and/or members of the Board of Commissioners;
 - Provide recommendations to the Board of Commissioners for approval of the proposed appointment of the Chief Audit Executive and the Corporate Secretary;
 - Provide recommendations to the Board of Commissioners for input on the proposed appointment of Officials one level below the Board of Directors of the Company;
 - Prepare proposals for development programs for members of the Board of Directors and/or members of the Board of Commissioners;
 - Provide recommendations to the Board of Commissioners regarding the evaluation and input of policies as well as HR Development Programs as preparation for the Talent Pool in the Company; and
 - Evaluate the proposal of the Board of Directors regarding the Company's organizational structure.
- b. Remuneration Function:
- Provide recommendations to the Board of Commissioners regarding the Company's Management Remuneration, which consists of:
 - a. Remuneration Structure;
 - b. Policy on Remuneration; and
 - c. Amount of Remuneration.
 - Assist the Board of Commissioners in conducting self-assessment and performance assessment according to the remuneration received by each member of the Board of Directors and/or the Board of Commissioners;
 - Provide recommendations to the Board of Commissioners regarding input on the Remuneration system for the Company's Employees;
 - Provide recommendations to the Board of Commissioners regarding the proposed salary for the Secretary to the Board of Commissioners, Secretariat Employees of the Board of Commissioners, and Committee Members of the Board of Commissioners from outside the Company; and
 - Evaluate remuneration policies for employees that require approval/response from the Board of Commissioners.

c. Fungsi GCG:

- Memberikan rekomendasi kepada Dewan Komisaris dalam rangka memantau dan memastikan bahwa GCG telah diterapkan secara efektif dan berkelanjutan terhadap:
 - a. Kebijakan dan jalannya pengurusan Perseroan;
 - b. Perilaku Etika (*Code of Conduct*);
 - c. *Whistleblowing System*;
 - d. Benturan Kepentingan (*Conflict of Interest*);
 - e. Keterbukaan Informasi ;
 - f. Kerahasiaan Informasi; dan
 - g. Hal lain yang terkait dengan penerapan GCG.
- Membantu Dewan Komisaris dalam mengkoordinasikan proses pemilihan asesor GCG oleh Direksi dan proses penilaian penerapan GCG dengan Pihak Penilai (Asesor) agar hasil penilaian sesuai dengan kondisi penerapan GCG di Dewan Komisaris;
- Memberikan rekomendasi kepada Dewan Komisaris mengenai masukan perbaikan penerapan GCG berdasarkan hasil pengawasan dan *Assessment*.

d. Fungsi HSSE:

Memberikan rekomendasi kepada Dewan Komisaris dengan melakukan penelaahan dan pemberian pandangan, saran serta nasihat terkait Operasional dan Penerapan HSSE dari sisi pengelolaan tata kelola dan *Human Capital*.

e. Fungsi Teknologi Informasi:

Memberikan rekomendasi kepada Dewan Komisaris dengan melakukan penelaahan dan pemberian pandangan, saran serta nasihat terkait Operasional dan Penerapan Teknologi Informasi dari sisi pengelolaan tata kelola dan *Human Capital*.

f. Fungsi Tanggung Jawab Sosial dan Lingkungan (Berdasarkan PER 1/MBU/03/2023):

Memberikan rekomendasi kepada Dewan Komisaris dengan melakukan pengawasan dan pemberian pandangan, saran serta nasehat terkait pelaksanaan Program TJSL.

c. GCG Function:

- Provide recommendations to the Board of Commissioners in order to monitor and ensure that GCG has been implemented effectively and sustainably towards:
 - a. Policies and management of the Company;
 - b. Code of Conduct;
 - c. Whistleblowing System;
 - d. Conflict of Interest;
 - e. Transparency of Information;
 - f. Confidentiality of Information; and
 - g. Other matters related to GCG implementation.
- Assist the Board of Commissioners in coordinating the process of selecting GCG assessors by the Board of Directors and the process of evaluating GCG implementation with the Assessors to ensure that the assessment results are in accordance with the conditions of GCG implementation by the Board of Commissioners;
- Provide recommendations to the Board of Commissioners regarding input for improving GCG implementation based on the supervision and Assessment results.

d. HSSE Function:

Provide recommendations to the Board of Commissioners by reviewing and providing insights, suggestions, and advice related to HSSE Operations and Implementation from the perspective of governance and Human Capital management.

e. Information Technology Function:

Provide recommendations to the Board of Commissioners by reviewing and providing insights, suggestions, and advice regarding the Operations and Application of Information Technology from the perspective of governance and Human Capital management.

f. Social and Environmental Responsibility Function (Based on PER 1/MBU/03/2023):

Providing recommendations to the Board of Commissioners by exercising oversight and providing views, suggestions and advice related to the implementation of TJSL Program.

Wewenang Komite Nominasi, Remunerasi dan GCG

Selaras dengan Piagam Komite Nominasi, Remunerasi dan GCG PGN, wewenang Komite Nominasi, Remunerasi dan GCG adalah:

- a. Mengakses secara penuh, bebas dan tidak terbatas terhadap catatan, Perwira Subholding Gas, dana, aset serta sumber daya perusahaan lainnya yang berkaitan dengan tugasnya.
- b. Berkomunikasi langsung dengan setiap pihak yang menjalankan fungsi pengelolaan SDM, GCG, HSSE dan Teknologi Informasi terkait dengan tugas dan tanggung jawab komite NRGCG, sesuai tata kelola.

Authority of the Nomination, Remuneration, and GCG Committee

The authority of the Nomination, Remuneration, and GCG Committee of PGN is in line with the Nomination, Remuneration, and GCG Committee Charter, namely:

- a. Have full, free, and unrestricted access to records, Gas Subholding Employees, funds, assets, and other company resources related to their duties.
- b. Communicate directly with each party that carries out the HR, GCG, HSSE, and Information Technology management functions related to the duties and responsibilities of the Nomination, Remuneration, and GCG Committee, in accordance with governance

- c. Apabila diperlukan, dengan persetujuan tertulis Dewan Komisaris, Komite dapat menggunakan pihak independen, tenaga ahli atau konsultan dari luar Perusahaan untuk membantu pelaksanaan tugasnya yang dibiayai oleh Perusahaan.
- d. Melakukan kewenangan lain yang diberikan oleh Dewan Komisaris.

- c. If deemed necessary, with the written approval of the Board of Commissioners, the Committee may use independent parties, experts, or consultants from outside the Company to assist in the implementation of its duties by using the company's budget.
- d. Perform other authority granted by the Board of Commissioners.

Program Pelatihan Anggota Komite Non Komisaris

Sepanjang tahun 2024, Anggota Komite Nominasi, Remunerasi dan GCG telah mengikuti program pelatihan, *workshop*, konferensi ataupun seminar terkait dengan bidang Nominasi, Remunerasi dan GCG antara lain sebagai berikut:

Training Program for Non-Commissioner Committee Members

Throughout 2024, Members of the Nomination, Remuneration, and GCG Committee took part in training programs, workshops, conferences, or seminars related to the field of Nomination, Remuneration, and GCG including the following:

PELATIHAN KOMITE NOMINASI, REMUNERASI DAN GCG

Training for the Nomination, Remuneration, and GCG Committee

Nama Name	Tanggal Pelaksanaan Implementation Date	Tempat Place	Keterangan Description
Vera Adjas	5-7 Juni 2024 June 5-7, 2024	Jakarta	Pelatihan dan Sertifikasi <i>General Manager SDM</i> HR General Manager Training and Certification
	11-12 Desember 2024 December 11-12, 2024	Jakarta	19 th HR Expo 2024 Conference 19 th HR Expo 2024 Conference
Pradono Wicaksono	5-7 Juni 2024 June 5-7, 2024	Jakarta	Pelatihan dan Sertifikasi <i>General Manager SDM</i> HR General Manager Training and Certification
	25 September 2024 September 25, 2024	Jakarta	Seminar Nasional GCG GCG National Seminar
	11-12 Desember 2024 December 11-12, 2024	Jakarta	19 th HR Expo 2024 Conference 19 th HR Expo 2024 Conference
Simon L. Himawan	5-7 Juni 2024 June 5-7, 2024	Jakarta	Pelatihan dan Sertifikasi <i>General Manager SDM</i> HR General Manager Training and Certification
	11-12 Desember 2024 December 11-12, 2024	Jakarta	19 th HR Expo 2024 Conference 19 th HR Expo 2024 Conference

Pelaksanaan Tugas Komite Nominasi, Remunerasi dan GCG

Sepanjang tahun 2024, Komite Nominasi, Remunerasi dan GCG telah melaksanakan tugas dan tanggung jawab sebagai berikut:

Implementation of Duties of the Nomination, Remuneration, and GCG Committee

During 2024, the Nomination, Remuneration, and GCG Committee has carried out the following duties and responsibilities:

1. Melakukan kajian remunerasi bagi anggota Direksi dan Dewan Komisaris secara internal dan merekomendasikan usulan remunerasi bagi anggota Direksi dan Dewan Komisaris kepada Dewan Komisaris dan selanjutnya digunakan sebagai dasar pengajuan usulan kepada Pemegang Saham Dwi Warna Seri A;
2. Melakukan evaluasi terhadap Usulan Direksi mengenai pengangkatan Pengurus Anak Perusahaan dan memberikan rekomendasi atas calon-calon tersebut kepada Dewan Komisaris, dan khusus bagi Direktur Utama/ Komisaris Utama selanjutnya digunakan sebagai dasar pengajuan usulan dari Dewan Komisaris kepada Direktur Utama PT Pertamina (Persero);
3. Memberikan masukan terhadap revisi *Board Manual* sesuai dengan rekomendasi dari Assessor GCG serta kesepakatan antara Direksi dengan Dewan Komisaris terkait kegiatan lain yang perlu diatur dalam *Board Manual*;

1. Conduct a remuneration study for members of the Board of Directors and the Board of Commissioners, recommending remuneration proposals for members of the Board of Directors and the Board of Commissioners to the Board of Commissioners, which will be used as a basis for submitting proposals to DwiWarna Series A shareholders;
2. Evaluating the Board of Directors' proposals regarding the appointment of Subsidiary Management and providing recommendations on these candidates to the Board of Commissioners, and specifically for the President Director/ President Commissioner, to be used as a basis for submitting proposals from the Board of Commissioners to the President Director of PT Pertamina (Persero);
3. Providing input on revisions to the Board Manual in accordance with recommendations from the GCG Assessor as well as agreements between the Board of Directors and the Board of Commissioners regarding other activities that need to be regulated in the Board Manual;

4. Melaksanakan pertemuan berkala dengan Direktorat SDM dan Penunjang Bisnis untuk menelaah dan memberikan tanggapan terkait Laporan dan Pelaksanaan Program Kerja Triwulanan terkait pengelolaan sumber daya manusia, desain & budaya organisasi termasuk pengembangan digitalisasi dan sistem informasi;
 5. Melaksanakan pertemuan berkala dengan Divisi LCGCG dan Internal Audit untuk menelaah dan memberikan tanggapan terkait Laporan dan Implementasi Program GCG & ESG Perusahaan, termasuk melakukan evaluasi Sistem *Whistle Blowing System* (WBS), Keterbukaan Informasi dan penerapannya di Perusahaan;
 6. Melaksanakan pertemuan berkala dengan Divisi HSSE untuk menelaah dan memberikan tanggapan terkait Operasional dan Penerapan HSSE dari sisi pengelolaan tata kelola dan *Human Capital*;
 7. Melakukan koordinasi, memberikan masukan dan memastikan implementasi proses asesmen GCG Tahun 2024;
 8. Melakukan evaluasi atas calon anggota Komite Penunjang Dewan Komisaris;
 9. Melakukan evaluasi dan memberikan masukan atas remunerasi anggota Komite Dewan Komisaris dan Sekretaris Dewan Komisaris, sebagai masukan bagi Dewan Komisaris;
 10. Melakukan kunjungan kerja dan *Management Walkthrough* ke wilayah-wilayah kerja Perusahaan;
 11. Mengikuti program pengembangan kompetensi; dan
 12. Menelaah dan memberi masukan kepada Dewan Komisaris terkait:
 - a. Program kerja Direktorat SDM dan Penunjang Bisnis, Program Kerja Terkait GCG di tahun 2024 dan rencana 2025 dalam mendukung Rencana Jangka Panjang Perusahaan Periode 2024-2029 serta Rencana Kerja dan Anggaran Perusahaan Tahun Buku 2025;
 - b. Laporan Manajemen Bulanan dan Triwulanan, khususnya terkait Sumber Daya Manusia dan Organisasi, GCG, IT dan HSSE;
 - c. Restrukturisasi Organisasi Perusahaan;
 - d. Perubahan Piagam Komite Dewan Komisaris;
 - e. Rencana Investasi;
 - f. Penilaian kinerja Dewan Komisaris, Direksi dan Komite Dewan Komisaris tahun 2024;
 - g. Kontrak Manajemen, KPI Korporat & Individual Direksi Tahun 2024 dan Revisi KPI Direksi Tahun 2024;
 - h. Corporate Charter Pertamina Group;
 - i. Perubahan Kebijakan sesuai cakupan kerja Komite NRGCG;
 - j. Penyusunan RKAP Tahun 2025;
 - k. Pedoman ABI terkait implementasi Investasi;
 - l. Program peningkatan kompetensi teknis untuk mendukung pencapaian target Jargas;
4. Conducting regular meetings with the Directorate of HR and Business Support to review and provide feedback regarding the Quarterly Work Program Report and Implementation related to human resource management, organizational design & culture, including the development of digitalization and information systems;
 5. Conducting regular meetings with the LCGCG and Internal Audit Divisions to review and provide feedback regarding the Report and Implementation of the Company's GCG & ESG Program, including evaluating the Whistle Blowing System (WBS), Information Disclosure and its application in the Company;
 6. Conducting regular meetings with the HSSE Division to review and provide feedback regarding HSSE Operations and Implementation in terms of governance and Human Capital management;
 7. Coordinating and providing input in the implementation of the 2024 GCG Assessment process;
 8. Evaluating prospective members of Supporting Committees of the Board of Commissioners;
 9. Evaluating and providing input on remuneration of members of the Committees of the Board of Commissioners and Secretary to the Board of Commissioners, as input for the Board of Commissioners;
 10. Conduct work visits and Management Walkthroughs to the Company's work areas;
 11. Participate in competency development programs; and
 12. Reviewing and providing input to the Board of Commissioners regarding:
 - a. Work Program of the Directorate of HR and Business Support, Work Program related to GCG in 2024 and 2025 Plans in supporting the Company's Long-Term Plan for the 2024-2029 Period and the Company's Work Plan and Budget for the Fiscal Year 2025;
 - b. Monthly and Quarterly Management Reports, especially related to Human Resources and Organizations, GCG, IT, and HSSE;
 - c. Restructuring of the Company's Organization;
 - d. Changes to the Charter of Committees of the Board of Commissioners;
 - e. Investment Plan;
 - f. Performance assessment of the Board of Commissioners, Board of Directors, and Committees of the Board of Commissioners in 2024;
 - g. Management Contract, Corporate and Individual KPI of Directors in 2024 and Revised KPI of Directors in 2024;
 - h. Corporate Charter of the Pertamina Group;
 - i. Policy Changes according to the scope of work of the NRGCG Committee;
 - j. Preparation of the 2025 Company Work Plan and Budget.
 - k. ABI Guidelines in regard to Investment implementation;
 - l. Technical competency improvement program to support achievement of Gas Network targets;

- m. Permohonan persetujuan Struktur Organisasi Direksi -1;
- n. Pembayaran tantiem yang ditangguhkan;
- o. Kebijakan pengelolaan AP & SJV di SHG;
- p. Kerjasama pengembangan bisnis;
- q. Evaluasi kepatuhan terhadap UU dan perjanjian dengan pihak ketiga;
- r. Laporan Tahunan PT PGN Tbk tahun 2024;
- s. Model Proses Bisnis Subholding Gas;
- t. Laporan Keuangan Program Pendanaan Usaha Mikro dan Usaha Kecil terkait Tanggung Jawab Sosial dan Lingkungan (TJSL) PT PGN Tbk Tahun Buku 2023;
- u. Revisi Laporan Tahunan PT PGN Tbk Tahun 2023 *Unaudited*;
- v. Surat Keterangan Anggota Komite Pemantau Manajemen Risiko dan Pengembangan Usaha PT Perusahaan Gas Negara Tbk;
- w. Usulan Penambahan Anggota Komite Audit;
- x. Usulan Corporate Secretary PT PGN Tbk;
- y. Permohonan Arahan dan Persetujuan atas *Draft Key Performance Indicator* ("KPI") Direksi Individual Direktorat Komersial, Direktorat Keuangan dan Direktorat Manajemen Risiko Tahun 2024 Pasca RUPST PGN 30 Mei 2024;
- z. Permohonan Persetujuan Terkait *Code of Conduct* (CoC), Benturan Kepentingan Dan Pedoman Gratifikasi;
- aa. Penyampaian Usulan Revisi RKAP Tahun 2024 dan Usulan Buku RKAP Tahun 2025 PT PGN Tbk;
- bb. Permohonan Arahan dan Persetujuan atas *Draft Key Performance Indicator* Dit. SPB, Dit. Komersial dan Dit. Infrastruktur dan Teknologi Tahun 2024 Revisi Pasca Perubahan Struktur Organisasi;
- cc. Permohonan Arahan atas *Draft Key Performance Indicator* ("KPI") Kolegial Direksi Subholding Gas Tahun 2025; dan
- dd. Pemberlakuan GCG *Assessment* dengan Parameter selain BUMN dan Laporan Pelaksanaan GCG *Assessment* Parameter POJK dan PUGKI.

- m. Request for approval of the Board of Directors' Organizational Structure -1;
- n. Deferred bonus payments;
- o. Subsidiary & SJV management policy in Gas Subholding;
- p. Business development cooperation guidelines;
- q. Evaluation of compliance with laws and agreements with third parties;
- r. 2024 Annual Report of PT PGN Tbk;
- s. Gas Subholding Business Process Model;
- t. Financial Report of Funding Programs for Micro and Small Businesses related to Social and Environmental Responsibility (CSR) of PT PGN Tbk for Fiscal Year 2023;
- u. Revision to the Unaudited 2023 Annual Report of PT PGN Tbk;
- v. Certificate of Member of the Risk Management and Business Development Monitoring Committee of PT Perusahaan Gas Negara Tbk;
- w. Proposal for the Addition of Members of the Audit Committee;
- x. Proposal of the Corporate Secretary of PT PGN Tbk;
- y. Request for Directives and Approval of the Draft Key Performance Indicators ("KPI") of the Individual Directors of the Commercial Directorate, Finance Directorate, and Risk Management Directorate for 2024 Post the AGMS of PGN on May 30, 2024;
- z. Request for Approval Regarding Code of Conduct (CoC), Conflict of Interest and Gratification Guidelines;
- aa. Submission of the Proposed Revision of the 2024 Company Work Plan and Budget and the Proposed 2025 Company Work Plan and Budget Book of PT PGN Tbk;
- bb. Request for Directive and Approval of the Draft Key Performance Indicator of the SPB Directorate, Commercial Directorate, and Infrastructure and Technology Directorate for 2024 Revision Post Change in the Organizational Structure;
- cc. Request for Directives on the Draft of the Collegial Key Performance Indicator ("KPI") of the Board of Directors of the Gas Subholding in 2025; and
- dd. Implementation of GCG Assessment using other than SOE Parameters and GCG Assessment Implementation Report using POJK and PUGKI Parameters.

Frekuensi Pertemuan Komite Nominasi, Remunerasi dan GCG

Berdasarkan Piagam yang dimiliki, Komite Nominasi, Remunerasi dan GCG wajib melaksanakan rapat sekurang-kurangnya sekali dalam 1 (satu) bulan. Selama tahun 2024, Komite Nominasi, Remunerasi dan GCG telah mengadakan 13 (tiga belas) kali pertemuan dengan tingkat kehadiran sebagai berikut:

Meeting Frequency of the Nomination, Remuneration, and GCG Committee

Based on its Charter, the Nomination, Remuneration, and GCG Committee is required to hold meetings at least once every 1 (one) month. During 2024, the Nomination, Remuneration, and GCG Committee held 13 (thirteen) meetings with the following attendance rate:

RAPAT KOMITE NOMINASI, REMUNERASI DAN GCG

Nomination, Remuneration, and GCG Committee Meeting

Nama Name	Jabatan di Komite Position in the Committee	Jumlah Rapat Sesuai Masa Tugas Number of Meeting	Kehadiran Attendance	Persentase (%) Percentage (%)
Christian H. Siboro	Ketua Chairman	13	13	100
Luky Alfirman	Anggota Member	7	7	100
Vera Sujatna	Anggota Member	13	13	100
Simon L. Himawan	Anggota Member	13	13	100
Pradono Wicaksono	Anggota Member	13	13	100

KOMITE PEMANTAU MANAJEMEN RISIKO DAN PENGEMBANGAN USAHA

Pembentukan Komite Pemantau Manajemen Risiko dan Pengembangan Usaha sejalan dengan Peraturan Menteri BUMN No. PER-02/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara.

Komite Pemantau Manajemen Risiko dan Pengembangan Usaha dibentuk dengan tujuan untuk membantu Dewan Komisaris dalam melakukan pemantauan secara berkala dan memberikan rekomendasi atas kebijakan dan pelaksanaan manajemen risiko serta rencana dan pengembangan usaha Perseroan.

Komposisi Anggota Komite Pemantau Manajemen Risiko dan Pengembangan Usaha

PERIODE 1 JANUARI - 14 MARET 2024

Period of January 1 - March 14, 2024

Ketua/Komisaris	Warih Sadono	Chairman/Commissioner
Anggota/Komisaris	Luky Alfirman	Member/Commissioner
Anggota	Mugiono	Member
Anggota	Yovita L. Handini	Member

PERIODE 15 MARET - 5 JUNI 2024

Period of March 15 - June 5, 2024

Ketua/Komisaris	Warih Sadono	Chairman/Commissioner
Anggota/Komisaris	Luky Alfirman	Member/Commissioner
Anggota	Mugiono	Member
Anggota	Yovita L. Handini	Member
Anggota	Yudo Anggoro	Member

PERIODE 6 JUNI - 31 JULI 2024

Period of June 6 - July 31, 2024

Ketua/Komisaris	Warih Sadono	Chairman/Commissioner
Anggota/Komisaris	Tony S.B. Hoesodo	Member/Commissioner
Anggota	Yovita L. Handini	Member
Anggota	Yudo Anggoro	Member
Anggota	Mugiono	Member

RISK MANAGEMENT AND BUSINESS DEVELOPMENT MONITORING COMMITTEE

The establishment of the Risk Management and Business Development Monitoring Committee is in line with Minister of SOE Regulation No. PER-2/MBU/03/2023 on Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises,

The Risk Management and Business Development Monitoring Committee was established with the aim of assisting the Board of Commissioners in carrying out regular monitoring and providing recommendations on Risk Management policies and implementation as well as the business plans and development.

Membership Composition of the Risk Management and Business Development Monitoring Committee

PERIODE 1 AGUSTUS - 31 DESEMBER 2024

Period of August 1 - December 31, 2024

Ketua/Komisaris	Warih Sadono	Chairman/Commissioner
Anggota/Komisaris	Tony S.B. Hoesodo	Member/Commissioner
Anggota	Yovita L. Handini	Member
Anggota	Yudo Anggoro	Member
Anggota	Moch Hatta Filsafawan	Member

Profil Anggota Komite Pemantau Manajemen Risiko dan Pengembangan Usaha**Profile of Members of the Risk Management and Business Development Monitoring Committee**

Warih Sadono Ketua Komite Pemantau Manajemen Risiko dan Pengembangan Usaha Chairman of the Risk Management and Business Development Monitoring Committee (1 Januari 2024 hingga saat ini) (January 1, 2024 to present)	
Warga Negara Indonesia, lahir di Tegal, 1 Maret 1963. Usia 61 tahun per 31 Desember 2024. Domisili Jakarta	Indonesian Citizen, born in Tegal, March 1, 1963. He is 61 years old as of December 31, 2024. Domiciled in Greater Jakarta
Pendidikan: Sarjana Hukum dari Universitas Atma Jaya Yogyakarta (1987), Magister Ilmu Hukum di Universitas Padjajaran Bandung (2005), serta Doktor di Universitas Airlangga Surabaya (2018)	Education: Bachelor of Laws from Atma Jaya University Yogyakarta (1987), Master of Laws at Padjajaran University Bandung (2005), and Doctorate at Airlangga University Surabaya (2018)
Riwayat pekerjaan: Pernah menjabat sebagai Tenaga Ahli Bidang Litigasi Kementerian BUMN (2023 – 2024), Staf Ahli Bidang Implementasi Kebijakan Strategis Kementerian BUMN (2020-2023). Kepala Kejaksaan Tinggi DKI Jakarta (2019), Direktur Penyidikan Kejaksaan Agung RI (2017-2019), Kepala Kejaksaan Tinggi Kalimantan Barat (2016-2017), Deputi Penindakan KPK (2012-2015)	Work experience: He served as Expert in the Litigation Division of the Ministry of SOEs (2023 - 2024), Expert Staff for Strategic Policy Implementation at the Ministry of SOE (2020-2023), Head of DKI Jakarta's Provincial Attorney Services (2019), Director of Investigation at the Attorney General Office (2017-2019), Head of West Kalimantan's Provincial Attorney Services (2016-2017), Deputy for Enforcement at the Corruption Eradication Commission (KPK) (2012-2015)
Dasar hukum penugasan sebagai Ketua Komite Pemantau Manajemen Risiko dan Pengembangan Usaha adalah Surat Keputusan Dewan Komisaris PT Perusahaan Gas Negara Tbk No. Kep-05/D-KOM/2021 tanggal 10 Mei 2021 dan Kep-06/D-KOM/2024 tanggal 6 Juni 2024 tentang Pembagian Tugas Dewan Komisaris	Legal basis of appointment as Chairman of the Risk Management and Business Development Monitoring Committee is the Decree of the Board of Commissioners of PT Perusahaan Gas Negara Tbk No. Kep-05/D-KOM/2021 dated May 10, 2021, and Kep-06/D-KOM/2024 dated June 6, 2024, on Division of Duties of the Board of Commissioners.
Sertifikasi yang dimiliki <i>Certified Risk Professional (CRP)</i>	Certification: Certified Risk Professional (CRP)

Luky Alfirman Anggota Komite Pemantau Manajemen Risiko dan Pengembangan Usaha Member of the Risk Management and Business Development Monitoring Committee (1 Januari 2024 - 6 Juni 2024) (January 1, 2024 - June 6, 2024)	
Warga Negara Indonesia, lahir di Bandung pada 27 Maret 1970. Usia 54 tahun per 31 Desember 2024. Domisili Jakarta	Indonesian Citizen, born in Bandung on March 27, 1970. He is 54 years old as of December 31, 2024. Domiciled in Greater Jakarta
Pendidikan: Sarjana Teknik Industri Institut Teknologi Bandung (1994), Master Ekonomi di University of Colorado, USA (2000), dan PhD Ekonomi di University of Colorado, USA (2004)	Education: Bachelor degree in Industrial Engineering from Institut Teknologi Bandung (1994), Master degree in Economics from University of Colorado, USA (2000), Ph.D in Economics University of Colorado, USA (2004)
Riwayat pekerjaan: Saat ini menjabat sebagai Direktur Jenderal Perimbangan Keuangan di Kementerian Keuangan RI, Dewan Komisiner Lembaga Penjamin Simpanan, dan Dewan Pengawas Pusat Pengelolaan Komplek Gelanggang Olahraga Bung Karno. Sebelumnya pernah menjabat sebagai Direktur Jenderal Pengelolaan Pembiayaan dan Risiko di Kementerian Keuangan RI (2017 – 2022), sebagai Staf Ahli Menteri Keuangan Bidang Kebijakan Penerimaan Negara Kementerian Keuangan (2017), Kepala Pusat Analisis dan Harmonisasi Kebijakan, Sekretariat Jenderal Kementerian Keuangan (2015 – 2017), Kepala Pusat Kebijakan Ekonomi Makro, BKF Kementerian Keuangan (2012 – 2015), dan Kepala Pusat Kebijakan Anggaran Pendapatan dan Belanja Negara (2011)	Work experience: Currently serving as Director General of Fiscal Balance at the Ministry of Finance of the Republic of Indonesia, Commissioner at Indonesia Deposit Insurance Corporation, and Supervisory Board of Kompleks Gelanggang Olahraga Bung Karno Central Management. He previously served as Director General of Financing and Risk Management at the Ministry of Finance of the Republic of Indonesia (2017 - 2022), as Expert Staff to the Minister of Finance for State Revenue Policy at the Ministry of Finance (2017). Head of Center for Policy Analysis and Harmonization at the Secretariat General of the Ministry of Finance (2015-2017), Head of the Center for Macroeconomic Policy, BKF Ministry of Finance (2012 – 2015), and Head of the Center for State Revenue and Expenditure Budget Policy (2011)
Dasar hukum penugasan sebagai anggota Komite Pemantau Manajemen Risiko dan Pengembangan Usaha adalah Surat Keputusan Dewan Komisaris PT Perusahaan Gas Negara Tbk No. Kep-01/D-KOM/2021 tanggal 15 Maret 2021 tentang Pembagian Tugas Dewan Komisaris PT Perusahaan Gas Negara Tbk	Legal basis for appointment as member of the Risk Management and Business Development Monitoring Committee is the Decree of the Board of Commissioners of PT Perusahaan Gas Negara Tbk No. Kep-01/D-KOM/2021 dated March 15, 2021, on the Division of Duties of the Board of Commissioners of PT Perusahaan Gas Negara Tbk
Sertifikasi yang dimiliki <i>Certified Risk Professional (CRP)</i>	Certification: Certified Risk Professional (CRP)

Tony S. B. Hoesodo Anggota Komite Pemantau Manajemen Risiko dan Pengembangan Usaha Member of the Risk Management and Business Development Monitoring Committee (6 Juni 2024 hingga saat ini) (June 6, 2024 to present)	
Warga Negara Indonesia, lahir di Tulungagung pada 6 Maret 1954. Usia 70 tahun per 31 Desember 2024. Domisili Bandung	Indonesian Citizen, born in Tulungagung on March 6, 1954. He is 70 years old as of December 31, 2024. Domiciled in Bandung
Pendidikan: Sarjana Administrasi Negara STIA Bandung, S2 MSDM di American World University, dan S3 Ketahanan Nasional di Universitas Gadjah Mada	Education: Bachelor's Degree in State Administration from STIA Bandung, Master's Degree in HR Management from American World University, and Doctorate in National Resiliency from Uni-versitas Gadjah Mada
Riwayat pekerjaan: pernah menjabat sebagai Direktur Land Defense System PT. TMI, Direktur Program Pendidikan Lemhannas RI, Direktur Materi Pendidikan Lemhannas RI, Pusdikif TNI AD, Danrem 151 Binaia/ Maluku	Work experience: previously served as Director of Land Defense System of PT. TMI, Director of Education Program at Lemhannas RI, Director of Education Material at Lemhannas RI, Pusdikif TNI AD (Army), 151 Binaia/ Maluku Military Resort Commander
Dasar hukum penugasan sebagai anggota Komite Pemantau Manajemen Risiko dan Pengembangan Usaha adalah Surat Keputusan Dewan Komisaris PT Perusahaan Gas Negara Tbk No. Kep-06/D-KOM/2024 tanggal 6 Juni 2024 tentang Pembagian Tugas Dewan Komisaris PT Perusahaan Gas Negara Tbk	Legal basis for the assignment as a member of the Risk Management and Business Development Monitoring Committee is the Decree of the Board of Commissioners of PT Perusahaan Gas Negara Tbk No. Kep-06/D-KOM/2024 dated June 6, 2024, on the Division of Duties of the Board of Commissioners of PT Perusahaan Gas Negara Tbk
Sertifikasi yang dimiliki <i>Certified Risk Professional (CRP)</i>	Certification: Certified Risk Professional (CRP)

Yovita L. Handini Anggota Komite Pemantau Manajemen Risiko dan Pengembangan Usaha Member of the Risk Management and Business Development Monitoring Committee (1 Januari 2024 hingga saat ini) (January 1, 2024 to present)	
Warga Negara Indonesia, lahir di Jakarta pada 31 Mei 1972. Usia 52 tahun per 31 Desember 2024. Domisili Jabodetabek	Indonesian Citizen, born in Jakarta on May 31, 1972. She is 52 years old as of December 31, 2024. Domiciled in Greater Jakarta
Pendidikan: Bachelor of Science in Construction Management dari Colorado State University pada tahun 1996 dan Master of Science in Construction Management dari University of Washington pada tahun 1999	Education: Bachelor of Science in Construction Management from Colorado State University in 1996 and Master of Science in Construction Management from University of Washington in 1999
Riwayat pekerjaan: saat ini bekerja sebagai Dosen di STIE Bhakti Pembangunan, pernah menjabat sebagai anggota Komite Audit PT PGN Tbk (2015-2018), konsultan di CDR Consultant (2001-2003) dan Engineer di Sherman Homes (1999-2001)	Work experience: currently serving as Lecturer at STIE Bhakti Pembangunan, previously served as member of the Audit Committee of PGN (2015-2018), consultant at CDR Consultant (2001-2003), Engineer at Sherman Homes (1999-2001)
Dasar hukum pengangkatan sebagai anggota Komite Pemantau Manajemen Risiko dan Pengembangan Usaha melalui Surat Keputusan Dewan Komisaris No. Kep-24/D-KOM/2023 efektif berlaku tanggal 15 Desember 2023 tentang Perpanjangan Masa Tugas Saudari Yovita L. Handini sebagai Anggota Komite Non Komisaris Komite Pemantau Manajemen Risiko dan Pengembangan Usaha PT Perusahaan Gas Negara Tbk	The legal basis for the appointment as member of the Risk Management and Business Development Monitoring Committee is the Decree of the Board of Commissioners No. Kep-24/D-KOM/2023, effective from 15 December 2023, regarding the extension of Ms. Yovita L. Handini's tenure as a Non-Commissioner Member of the Risk Management and Business Development Monitoring Committee of PT Perusahaan Gas Negara Tbk.
Sertifikasi yang dimiliki <i>Qualified Risk Management Officer (QRMO)</i> , <i>Project Management Certification (PMC)</i> dan <i>Certified Risk Professional (CRP)</i>	Certifications: Qualified Risk Management Officer (QRMO), Project Management Certification (PMC) and Certified Risk Professional (CRP)

Mugiono Anggota Komite Pemantau Manajemen Risiko dan Pengembangan Usaha Member of the Risk Management and Business Development Monitoring Committee (1 Januari 2024 - 31 Juli 2024) (January 1, 2024 - July 31, 2024)	
Warga Negara Indonesia, lahir di Purwodadi pada 17 Februari 1963. Usia 61 tahun per 31 Desember 2024. Domisili Jakarta	Indonesian Citizen, born in Purwodadi on February 17, 1963. He is 61 years old as of December 31, 2024. Domiciled in Jakarta
Pendidikan: Sarjana Teknik Kimia dari Universitas Diponegoro tahun 1988 dan Magister Manajemen dari Universitas Sumatera Utara tahun 2005	Education: Bachelor's Degree in Chemical Engineering from the University of Diponegoro in 1988 and Master of Management from the University of Sumatera Utara in 2005
Riwayat pekerjaan: Pernah menjabat sebagai Direktur Utama PT PGN LNG Indonesia pada 2015-2018, Komisaris PT Nusantara Regas pada 2015-2017, Koordinator Divisi Komersial dan Infrastruktur di PGN pada 2011-2014	Work experience: Previously served as President Director of PT PGN LNG Indonesia in 2015 – 2018, Commissioner at PT Nusantara Regas in 2015 – 2017, Coordinator of Commercial and Infrastructure Division at PGN in 2011 – 2014.
Dasar hukum pengangkatan sebagai Anggota Komite Pemantau Manajemen Risiko dan Pengembangan Usaha melalui Surat Keputusan Dewan Komisaris No. Kep-18/D-KOM/2023 tanggal 21 Juli 2023 tentang Perubahan dan Perbaikan Kep-06/D-KOM/2019 tentang Pengangkatan Saudara Mugiono sebagai Anggota Komite Pemantau Manajemen Risiko dan Pengembangan Usaha PT Perusahaan Gas Negara Tbk, dan Kep-07/D-KOM/2021 tentang Perpanjangan Masa Tugas Saudara Mugiono sebagai Anggota Komite Pemantau Manajemen Risiko dan Pengembangan Usaha PT Perusahaan Gas Negara Tbk	The legal basis for the appointment as Member of the Risk Management and Business Development Monitoring Committee is the Decree of the Board of Commissioners No. Kep-18/D-KOM/2023, dated 21 July 2023, concerning Amendments and Improvements to Kep-06/D-KOM/2019 on the Appointment of Mr. Mugiono as a Member of the Risk Management and Business Development Monitoring Committee of PT Perusahaan Gas Negara Tbk, and Kep-07/D-KOM/2021 on the Extension of Mr. Mugiono's Term of Duty in the same capacity.
Sertifikasi yang dimiliki <i>Qualified Risk Management Officer (QRMO)</i> dan <i>Certified Risk Professional (CRP)</i>	Certifications: Qualified Risk Management Officer (QRMO) and Certified Risk Professional (CRP)

Yudo Anggoro Anggota Komite Pemantau Manajemen Risiko dan Pengembangan Usaha Member of the Risk Management and Business Development Monitoring Committee (15 Maret 2024 hingga saat ini) I (March 15, 2024 to present)	
Warga Negara Indonesia, lahir di Karanganyar pada 5 Mei 1981. Usia 43 tahun per 31 Desember 2024. Domisili Jabodetabek.	Indonesian Citizen, born in Karanganyar on May 5, 1981. He is 43 years old as of December 31, 2024. Domiciled in Greater Jakarta
Pendidikan: Sarjana Industrial Engineering dari ITB pada tahun 2004, Master of Science Management Science dari ITB pada tahun 2009, dan PhD Public Policy, Economic Competitiveness di University of North Carolina (2015)	Education: Bachelor's degree in Industrial Engineering from ITB in 2004, and Master of Science Management Science from ITB in 2009, and PhD in Public Policy, Economic Competitiveness in University of North Carolina (2015)
Riwayat pekerjaan: Saat ini menjabat sebagai Director, Center for Policy and Public Management for School of Business and Management di ITB, pernah menjabat sebagai Komite Audit dan GCG di PT. Transportasi Jakarta (2019-2020), Graduate Assistant & Instructor di University of North Carolina (2010-2015), Service Relationship Manager di Citibank (2004 – 2007)	Work experience: Currently serving as Director, Center for Policy and Public Management for School of Business and Management at ITB, previously served as member of the Audit and GCG Committee at PT. Transportasi Jakarta (2019-2020), Graduate Assistant & Instructor at University of North Carolina (2010-2015), Service Relationship Manager at Citibank (2004-2007).
Dasar hukum pengangkatan sebagai anggota Komite Pemantau Manajemen Risiko dan Pengembangan Usaha melalui Keputusan Dewan Komisaris No. Kep-03/D-KOM/2024 tanggal 14 Maret 2024 tentang Pengangkatan anggota Komite Pemantau Manajemen Risiko dan Pengembangan Usaha PT Perusahaan Gas Negara Tbk.	Legal basis for appointment as member of the Risk Management and Business Development Monitoring Committee is through Board of Commissioners Decree No. Kep-03/D-KOM/2024 dated March 14, 2024, on the Appointment of members of the Risk Management and Business Development Monitoring Committee of PT Perusahaan Gas Negara Tbk.
Sertifikasi yang dimiliki <i>Certified Business Analysis Professional</i> , <i>Certified in Financial Risk Management</i> , dan <i>Certified Risk Professional (CRP)</i>	Certification: Certified Business Analysis Professional, Certified in Financial Risk Management, and Certified Risk Professional (CRP)

Moch Hatta Filsafawan Anggota Komite Pemantau Manajemen Risiko dan Pengembangan Usaha Member of the Risk Management and Business Development Monitoring Committee (1 Agustus hingga saat ini) I (August 1, 2024 to present)	
Warga Negara Indonesia, lahir di Jakarta pada 25 Mei 1964. Usia 60 tahun per 31 Desember 2024. Domisili Jabodetabek	Indonesian Citizen, born in Jakarta on May 25, 1964. He is 60 years old as of December 31, 2024. Domiciled in Greater Jakarta
Pendidikan: Sarjana Manajemen dari Universitas Padjadjaran pada tahun 1990, dan Master Energy Management and Conservation from Faculty of Technology dari Middlesex University pada tahun 1997	Education: Bachelor's degree in Management from Universitas Padjadjaran in 1990, and Master's degree in Energy Management and Conservation from Faculty of Technology from Middlesex University in 1997
Riwayat pekerjaan: Pernah menjabat sebagai Vice President under Deputy of Finance and Monetization (2019), Vice President, Exploration PSC Audit Division (2017 – 2019), Vice President, Business Strategy, Risk Management and Taxation Division (2017), dan Vice President, Risk Management and Taxation Division (2015 – 2017) di SKKMigas	Work experience: Previously served as Vice President under Deputy of Finance and Monetization (2019), Vice President, Exploration PSC Audit Division (2017 – 2019), Vice President, Business Strategy, Risk Management and Taxation Division (2017), and Vice President, Risk Management and Taxation Division (2015 – 2017) di SKKMigas.
Dasar hukum pengangkatan sebagai anggota Komite Pemantau Manajemen Risiko dan Pengembangan Usaha melalui Keputusan Dewan Komisaris No. Kep-09/D-KOM/2024 tanggal 23 Juli 2024 tentang Pengangkatan anggota Komite Pemantau Manajemen Risiko dan Pengembangan Usaha PT Perusahaan Gas Negara Tbk	Legal basis for appointment as member of the Risk Management and Business Development Monitoring Committee is through Board of Commissioners Decree No. Kep-09/D-KOM/2024 dated July 23, 2024, on the Appointment of members of the Risk Management and Business Development Monitoring Committee of PT Perusahaan Gas Negara Tbk.
Sertifikasi yang dimiliki Certified Risk Professional (CRP)	Certification: Certified Risk Professional (CRP)

Independensi Komite Pemantau Manajemen Risiko dan Pengembangan Usaha

Komite Pemantau Manajemen Risiko dan Pengembangan Usaha senantiasa melaksanakan tugas dan tanggung jawabnya secara profesional dan independen, tanpa campur tangan dari pihak manapun.

Independency of the Risk Management and Business Development Monitoring Committee

The Risk Management and Business Development Monitoring Committee always carries out its duties and responsibilities in a professional and independent manner, without interference from any party.

INDEPENDENSI KOMITE PEMANTAU MANAJEMEN RISIKO DAN PENGEMBANGAN USAHA

Independency of the Risk Management and Business Development Monitoring Committee

No.	Pernyataan Independensi Independency Statement	Tony S.B Hoesodo	Mugiono	Yovita L. Handini	Yudo Anggoro	Moch Hatta Filsafawan
1.	Tidak bekerja atau memiliki wewenang untuk merencanakan, memimpin, mengendalikan, atau mengawasi kegiatan Perseroan dalam 6 bulan terakhir. Not working nor has the authority to plan, lead, control, or supervise the Company's activities for the last 6 months.	✓	✓	✓	✓	✓

No.	Pernyataan Independensi Independency Statement	Tony S.B Hoesodo	Mugiono	Yovita L. Handini	Yudo Anggoro	Moch Hatta Filsafawan
2.	Tidak secara langsung ataupun tidak langsung memiliki saham di Perseroan. Has no direct or indirect shares in the Company.	✓	✓	✓	✓	✓
3.	Tidak memiliki hubungan afiliasi dengan Perseroan atau pemegang saham utama/pengendali atau salah satu anggota Dewan Komisaris atau Direksi. Has no affiliated relationships with the Company or majority/ controlling shareholders or one of the members of the Board of Commissioners or Board of Directors.	✓	✓	✓	✓	✓
4.	Tidak memiliki hubungan kerja/profesional langsung atau tidak langsung dengan Perseroan. Has no direct or indirect business/professional relationships with the Company.	✓	✓	✓	✓	✓

Piagam Komite Pemantau Manajemen Risiko dan Pengembangan Usaha

Dalam melaksanakan tugas dan tanggung jawab, Komite Pemantau Manajemen Risiko dan Pengembangan Usaha berpedoman pada Piagam Komite yang ditetapkan oleh Keputusan Dewan Komisaris pada tanggal 15 Agustus 2012, dan perubahan terakhir kali pada tanggal 1 Februari 2024.

Masa jabatan

1. Masa tugas Ketua dan anggota Komite PMRPU yang berasal dari anggota Dewan Komisaris adalah maksimal sama dengan masa jabatan Dewan Komisaris yang bersangkutan;
2. Masa Tugas Anggota Komite PMRPU yang bukan berasal dari anggota Dewan Komisaris paling lama 3 (tiga) tahun dan dapat diperpanjang satu kali selama 2 (dua) tahun masa jabatan; dan
3. Pengakhiran masa tugas Ketua dan Anggota Komite PMRPU dapat dilakukan sewaktu-waktu berdasarkan hasil keputusan rapat Dewan Komisaris.

Tugas dan Tanggung Jawab Komite Pemantau Manajemen Risiko dan Pengembangan Usaha

Tugas dan Tanggung Jawab Komite Pemantau Manajemen Risiko dan Pengembangan Usaha sebagaimana tercantum dalam Piagam Komite Pemantau Manajemen Risiko dan Pengembangan Usaha PGN yang ditetapkan oleh Keputusan Dewan Komisaris pada tanggal 1 Februari 2024 adalah sebagai berikut:

1. Melakukan evaluasi dan/atau pemantauan serta memberikan rekomendasi terkait:
 - a. Rencana Jangka Panjang Perusahaan (RJPP);
 - b. Rencana Kerja dan Anggaran Perusahaan (RKAP);
 - c. Kebijakan Investasi (pengembangan/ekspansi) dan Divestasi, termasuk fungsi konsultasi untuk investasi di atas nilai tertentu;
 - d. Laporan Monitoring realisasi rencana bisnis perusahaan dan/atau investasi;
 - e. Pembentukan Anak Perusahaan;

Risk Management and Business Development Monitoring Committee Charter

In carrying out its duties and responsibilities, the Risk Management and Business Development Monitoring Committee refers to the Committee Charter, which was stipulated by the Decree of the Board of Commissioners on August 15, 2012, and most recently amended on February 1, 2024.

Term of Office

1. The term of office of the Chairman and members of the PMRPU Committee who are members of the Board of Commissioners shall be the same as the term of office of the relevant Board of Commissioners at maximum;
2. The term of office of members of the PMRPU Committee who are not members of the Board of Commissioners shall be 3 (three) years at maximum and can be extended once for a 2 (two) year term of office; and
3. The term of office of the Chairman and Members of the PMRPU Committee can be terminated at any time based on the results of the decision of the Board of Commissioners meeting.

Duties and Responsibilities of the Risk Management and Business Development Monitoring Committee

Duties and Responsibilities of the Risk Management and Business Development Monitoring Committee as stated in the PGN Risk Management and Business Development Monitoring Committee Charter, which was stipulated by Decree of the Board of Commissioners on February 1, 2024, are as follows:

1. Conducting evaluation and/or monitoring and providing relevant recommendations regarding:
 - a. Long-Term Plan of the Company;
 - b. Company's Work Plan and Budget;
 - c. Investment (development/expansion) and Divestment Policies, including consulting functions for investments exceeding certain values;
 - d. Monitoring Report on the realization of the company's business and/or investment plan;
 - e. Establishment of Subsidiaries;

- f. Dampak Lingkungan Bisnis terhadap Penurunan Kinerja Perusahaan;
 - g. Manajemen Risiko Korporasi dan implementasi mitigasinya, utamanya melakukan pemantauan atas kebijakan dan penerapan manajemen risiko mencakup Sistem Manajemen Risiko, Potensi Risiko Strategis dan Kebijakan Manajemen Risiko Perusahaan yang dilakukan oleh fungsi kerja terkait;
 - h. Optimalisasi aset; dan
 - i. Menumbuhkan budaya sadar risiko dalam perusahaan.
2. Komite Pemantau Manajemen Risiko dan Pengembangan Usaha bekerja sama dengan Komite Audit apabila terdapat indikasi/potensi risiko yang dihadapi oleh Perusahaan;
 3. Menyusun Program Kerja Tahunan; serta
 4. Melaksanakan tugas lain yang diberikan oleh Dewan Komisaris berdasarkan ketentuan peraturan perundang-undangan yang berlaku.

Wewenang Komite Pemantau Manajemen Risiko dan Pengembangan Usaha

Wewenang Komite Pemantau Manajemen Risiko dan Pengembangan Usaha adalah sebagai berikut:

- a. Mengakses secara penuh, bebas dan tidak terbatas terhadap catatan, Perwira Subholding Gas, dana, aset serta sumber daya perusahaan lainnya yang berkaitan dengan pelaksanaan tugasnya.
- b. Berkoordinasi langsung dengan setiap pihak yang menjalankan fungsi *Risk Management* serta *Business Investment* terkait dengan tugas dan tanggung jawab Komite PMRPU, dan sesuai tata kelola.
- c. Apabila diperlukan, dengan persetujuan tertulis Dewan Komisaris, Komite dapat menggunakan pihak independen, tenaga ahli atau konsultan dari luar Perusahaan untuk membantu pelaksanaan tugasnya yang dibiayai oleh Perusahaan.
- d. Melakukan kewenangan lain yang diberikan oleh Dewan Komisaris.

Program Pelatihan Anggota Komite Pemantau Manajemen Risiko dan Pengembangan Usaha

Sepanjang tahun 2024, anggota Komite Pemantau Manajemen Risiko dan Pengembangan Usaha mengikuti pelatihan dan pengembangan kompetensi, antara lain:

- f. Impact of Business Environment on the Decline of Company Performance;
 - g. Corporate Risk Management and its mitigation implementation, mainly by monitoring the policies and implementation of risk management, including the Risk Management System, Potential Strategic Risks, and Corporate Risk Management Policies carried out by the relevant work functions;
 - h. Asset optimization; and
 - i. Fostering a risk-awareness culture within the company.
2. The Risk Management and Business Development Monitoring Committee collaborates with the Audit Committee if there are indications/potential risks faced by the Company;
 3. Drafting the Annual Work Program; as well as
 4. Carrying out other duties assigned by the Board of Commissioners based on the prevailing laws and regulations.

Authority of the Risk Management and Business Development Monitoring Committee

The following is the authority of the Risk Management and Business Development Monitoring Committee:

- a. Have full, free, and unrestricted access to records, Gas Subholding Employees, funds, assets, and other company resources related to the performance of its duties.
- b. Directly coordinate with any party performing Risk Management and Business Investment functions related to the duties and responsibilities of the Committee and in accordance with governance.
- c. If deemed necessary, upon written approval of the Board of Commissioners, the Committee may utilize independent parties, experts, or consultants from outside the Company to assist in carrying out its duties, the costs of which shall be borne by the Company.
- d. Perform other duties as assigned by the Board of Commissioners.

Training Programs for Members of the Risk Management and Business Development Monitoring Committee

Throughout 2024, members of the Risk Management and Business Development Monitoring Committee have participated in several trainings, among others:

PELATIHAN KOMITE PEMANTAU MANAJEMEN RISIKO DAN PENGEMBANGAN USAHA

Training of the Risk Management and Business Development Monitoring Committee

Nama Name	Tanggal Pelaksanaan Implementation Date	Tempat Place	Keterangan Description
Mugiono	29 Februari, 1 & 7 Maret, 25 April 2024 February 29, March 1 & 7, April 25, 2024	Surabaya & Bandung	Seri <i>Workshop</i> bersama KPIMR Holding Workshop Series with the KPIMR of the Holding
	2 Mei 2024 May 2, 2024	Jakarta	Sarasehan Proses Bisnis dan Investasi oleh Pak Rizal (Komite PIMR Pertamina) Business Process and Investment Discussion by Mr. Rizal (PIMR Committee of Pertamina)
	28 Mei & 4 Juni 2024 May 28 & June 4, 2024	Jakarta	<i>Anti Fraud Risk Management Framework</i> oleh IRMAPA Anti Fraud Risk Management Framework by IRMAPA
	15 - 19 Juli 2024 July 15 - 19, 2024	Jakarta	<i>Project Management - PMP Exam Training</i> Project Management - PMP Exam Training
	25 September 2024 September 25, 2024	Jakarta	Seminar Nasional GCG GCG National Seminar
	10 Oktober 2024 October 10, 2024	Jakarta	Sertifikasi CRP oleh IRBA CRP Certification by IRBA
Yovita Lasti Handini	29 Februari, 1 & 7 Maret, 25 April 2024 February 29, March 1 & 7, April 25, 2024	Surabaya & Bandung	Seri <i>Workshop</i> bersama KPIMR Holding Workshop Series with the KPIMR of the Holding
	2 Mei 2024 May 2, 2024	Jakarta	Sarasehan Proses Bisnis dan Investasi oleh Pak Rizal (Komite PIMR Pertamina) Business Process and Investment Discussion by Mr. Rizal (PIMR Committee of Pertamina)
	28 Mei & 4 Juni 2024 May 28 & June 4, 2024	Jakarta	<i>Anti Fraud Risk Management Framework</i> oleh IRMAPA Anti Fraud Risk Management Framework by IRMAPA
	15 - 19 Juli 2024 July 15 - 19, 2024	Jakarta	<i>Project Management - PMP Exam Training</i> Project Management - PMP Exam Training
	25 September 2024 September 25, 2024	Jakarta	Seminar Nasional GCG GCG National Seminar
	10 Oktober 2024 October 10, 2024	Jakarta	Sertifikasi CRP oleh IRBA CRP Certification by IRBA
Yudo Anggoro	25 April 2024 April 25, 2024	Surabaya & Bandung	Seri <i>Workshop</i> bersama KPIMR Holding Workshop Series with the KPIMR of the Holding
	2 Mei 2024 May 2, 2024	Jakarta	Sarasehan Proses Bisnis dan Investasi oleh Pak Rizal (Komite PIMR Pertamina) Business Process and Investment Discussion by Mr. Rizal (PIMR Committee of Pertamina)
	28 Mei & 4 Juni 2024 May 28 & June 4, 2024	Jakarta	<i>Anti Fraud Risk Management Framework</i> oleh IRMAPA Anti Fraud Risk Management Framework by IRMAPA
	15 - 19 Juli 2024 July 15 - 19, 2024	Jakarta	<i>Project Management - PMP Exam Training</i> Project Management - PMP Exam Training
	25 September 2024 September 25, 2024	Jakarta	Seminar Nasional GCG GCG National Seminar
	10 Oktober 2024 October 10, 2024	Jakarta	Sertifikasi CRP oleh IRBA CRP Certification by IRBA
Moch Hatta Filsafawan	25 September 2024 September 25, 2024	Jakarta	Seminar Nasional GCG GCG National Seminar
	10 Oktober 2024 October 10, 2024	Jakarta	Sertifikasi CRP oleh IRBA CRP Certification by IRBA
	4 Desember 2024 December 4, 2024	Jakarta	<i>Master Class Series - Risk Beyond International Conference on ERM</i> Master Class Series - Risk Beyond International Conference on ERM

Pelaksanaan Tugas dan Kegiatan Komite Pemantau Manajemen Risiko dan Pengembangan Usaha

Selama tahun 2024, Komite Pemantau Manajemen Risiko dan Pengembangan Usaha telah melaksanakan kegiatan dalam rangka pelaksanaan tugas Komite sejalan dengan Piagam Komite Pemantau Manajemen Risiko dan Pengembangan Usaha, sebagai berikut:

1. Menelaah dan memberikan masukan kepada Dewan Komisaris terkait laporan progres investasi dan laporan *top risk* termasuk mitigasinya melalui hasil *review* terhadap Laporan Manajemen bulanan Perusahaan;
2. Menelaah dan memberikan rekomendasi kepada Dewan Komisaris terkait usulan persetujuan investasi termasuk *risk analysis*, *risk treatment*, dan *risk mitigation* (RAT) terhadap:
 - a. Inisiatif Investasi UPB-12 *Workover Well Deepening Testing* CD Ngimbang dan Ngimbang Clastic Reservoir
 - b. Pre-FID atas Keikutsertaan Pertagas dalam Tender Pengembangan dan Pengoperasian Infrastruktur LNG untuk Gas Power Plant di Papua Utara PT PLN Energi Primer Indonesia
 - c. Inisiatif Investasi Perpanjangan Kontrak Kerja Sama WK Ketapang dengan Komitmen Kerja Pasti Pengeboran Eksplorasi Hikmah dan Perkasa
 - d. Inisiatif Investasi Pengeboran Sumur West Pangkah WPA-06
 - e. Investasi *Upgrading* Stasiun Panaran Sebagai Perkuatan Keandalan Jaringan Batam
 - f. Inisiatif Investasi Pembangunan Pipa BBM Cikampek - Plumpang
 - g. Inisiatif Investasi Kegiatan *Drilling Explore* Ronggolawe-3
 - h. Perubahan Nilai Total Investasi Proyek Pipa Minyak Rokan
 - i. Investasi (FID) atas Usulan Perpanjangan Kontrak Kerja Sama WK Muara Bakau dengan Komitmen Kerja Pasti Pengeboran 1 (Satu) Sumur Eksplorasi, 3D Seismik dan Studi G&G serta Bonus Tandatangani
 - j. Investasi Pengeboran Sumur JNE-07 *Sidetrack* Wilayah Kerja Muara Bakau
 - k. Investasi Pengeboran Sumur UPB-18 Wilayah Kerja Pangkah
 - l. Investasi Pengeboran Sumur SID-05 Wilayah Kerja Pangkah
 - m. Investasi Pemasangan Infrastruktur Pipa Gas *Customer Attachment* Rumah Tangga GasKita PGN Sayang Ibu ("PSI") SOR III
 - n. Investasi Revitalisasi Stasiun Gas PGN di Muara Karang
 - o. Investasi *Restaging Compressor* C505J dan C306 PT Pertamina Gas SKG Cilamaya Di Operation West Java Area
 - p. Investasi N2 Injection LNG Tank 1, 3, 5

Management and Business Development Monitoring Committee

During 2024, the Risk Management and Business Development Monitoring Committee has carried out activities in order to carry out the Committee's duties as follows:

1. Reviewing and providing input to the Board of Commissioners regarding investment progress reports and top risk reports, including its mitigation through review results of the Company's monthly Management Report;
2. Reviewing and providing recommendations to the Board of Commissioners regarding investment approval pro-posals, including risk analysis, risk treatment, and risk mitigation (RAT) on:
 - a. UPB-12 Workover Well Deepening Test-ing Investment Initiative at CD Ngimbang and Ngimbang Clastic Reservoir
 - b. Pre-FID for Pertagas' Participation in the Bid for the Development and Operation of LNG Infrastructure for the Gas Power Plant in North Papua PT PLN Energi Primer Indonesia
 - c. Investment Initiative for the Extension of Ketapang Work Area Cooperation Con-tract with Hikmah and Perkasa Definite Work Commitment Exploration Drilling
 - d. West Pangkah WPA-06 Well Drilling In-vestment Initiative
 - e. Investment in Upgrading Panaran Station to Strengthen Batam Network Reliability
 - f. Investment Initiative for the Cikampek – Plumpang Fuel Pipeline Development
 - g. Investment Initiative for the Ronggo-lawe-3 Drilling Explore Activities
 - h. Changes in Total Investment Value of Rokan Oil Pipeline Project
 - i. Investment (FID) for the Proposed Extension of the Muara Bakau Work Area Cooperation Contract with a Definite Work Commitment for Drilling 1 (One) Exploration Well, 3D Seis-mic and G&G Study, as well as Signature Bo-nus
 - j. Investment for JNE-07 Sidetrack Well Drilling in Muara Bakau Working Area
 - k. Investment for UPB-18 Well Drilling at Pangkah Working Area
 - l. Investment for SID-05 Well Drilling at Pangkah Working Area
 - m. Investment in Gas Pipe Infrastructure Installation for Customer Attachment Household GasKita PGN Sayang Ibu ("PSI") SOR III
 - n. Investment for PGN Gas Station Revital-ization in Muara Karang
 - o. Restaging Compressor C505J and C306 Investment of PT Pertamina Gas SKG Cilamaya in West Java Area Operation
 - p. Investment for N2 Injection at LNG Tank 1, 3, 5

- q. Rencana Kerja dan Anggaran Investasi PGN *Stand Alone*
 - r. Investasi (FID) atas Pengeboran Sumur UPA-17 Wilayah Kerja Pangkah
 - s. Investasi (FID) atas Usulan Pengeboran Sumur Bukit Tua BTJTB-T8 (NZ2) Wilayah Kerja ("WK") Ketapang
 - t. Investasi Pengeboran Sumur UPB-18 Wilayah Kerja Pangkah
 - u. Persetujuan Investasi (FID) atas Usulan Pembangunan Gedung Kantor PGN MIRRA
 - v. Investasi (FID) Pembangunan Infrastruktur Pipa West Natuna Transportation System ke Pulau Pemping
 - w. Persetujuan Investasi (FID) Pembangunan Pipa Distribusi Tegal-Cilacap untuk Penyaluran kepada RU IV Cilacap
 - x. Investasi (FID) Proyek Pembangunan Fasilitas Penyimpanan LNG untuk Terminal LNG Jawa Timur (*Flat Bottom*)
3. Menelaah dan memberikan rekomendasi terkait Rencana Jangka Panjang Perusahaan 2024-2029 ("RJPP") Suplemen 2034, Rencana Kerja dan Anggaran Perusahaan 2024 Revisi dan Rencana Kerja dan Anggaran Perusahaan 2025;
4. Menelaah dan memberikan masukan kepada Dewan Komisaris terkait:
- a. Penyiapan FID Tahun 2024 Threshold Persetujuan Dewan Komisaris PGN
 - b. KPI Direksi Kolegial dan Individual PT PGN Tbk Tahun 2024
 - c. Penetapan Besaran Batasan Kewenangan Keputusan Investasi Direksi dan Dewan Komisaris PGN Tahun 2024
 - d. Revisi *Board Manual*
 - e. Revisi RAT *Top Risk* 2024
 - f. Laporan Manajemen Bulanan dan Triwulanan
 - g. Kebijakan Manajemen Risiko
 - h. Revisi Pedoman Benturan Kepentingan dan Pengendalian Gratifikasi
 - i. Pedoman Perilaku Etika
5. Melakukan kunjungan kerja ke Kantor SAKA, Kantor SOR 2, Pabrik Pipa PGASSOL, kantor PGN Area Bekasi, Jargas Bekasi, dan Kantor PGN Area Jawa Timur (SOR III, SAKA WK Pangkah, Teluk Lamong)

- q. PGN Stand Alone Work Plan and In-vestment Budget
 - r. Investment (FID) for Drilling of UPA-17 Well in Pangkah Working Area
 - s. Investment (FID) for the Proposed Drill-ing of the Bukit Tua Well BTJTB-T8 (NZ2) Ketapang Working Area
 - t. Investment in UPB-18 Well Drilling at Pangkah Working Area
 - u. Investment (FID) Approval for the Pro-posed Construction of the PGN MIRRA Office
 - v. Investment (FID) for the Development of West Natuna Transportation System Pipeline Infrastructure to Pemping Island
 - w. Investment (FID) Approval for the Con-struction of the Tegal-Cilacap Distribu-tion Pipeline for Distribution to RU IV Ci-lacap
 - x. Investment (FID) for the LNG Storage Facility Development Project for East Java LNG Terminal (Flat Bottom)
3. Reviewing and providing recommendations regarding the Company's Long-Term Plan ("RJPP") for 2024-2029 Supplement 2034, the Revised 2024 Company Work Plan and Budget and the 2025 Company Work Plan and Budget;
4. Reviewing and providing input to the Board of Commissioners regarding:
- a. Preparation of the 2024 FID Threshold Approval of PGN Board of Commissioners
 - b. Collegial and Individual KPI of the Board of Directors of PT PGN Tbk in 2024
 - c. Determination of the Amount of Limits on Investment Decision Authority of the Board of Directors and Board of Commissioners of PGN in 2024
 - d. Board Manual Revision
 - e. Revision of the 2024 RAT Top Risk
 - f. Monthly and Quarterly management Reports
 - g. Risk Management Policy
 - h. Revision of the Conflicts of Interest and Gratification Control Guidelines
 - i. Code of Conduct
5. Conducting work visits to the SAKA Office, SOR 2 Office, PGASSOL Pipe Factory, PGN Bekasi Area Office, Bekasi Gas Network, and PGN East Java Area Office (SOR III, SAKA WK Pangkah, Teluk Lamong)

Frekuensi Pertemuan Komite Pemantau Manajemen Risiko dan Pengembangan Usaha

Kebijakan pelaksanaan rapat Komite Pemantau Manajemen Risiko dan Pengembangan Usaha berdasarkan Piagam Komite Pemantau Manajemen Risiko dan Pengembangan Usaha adalah minimal 12 kali. Sepanjang tahun 2024, Komite Pemantau Manajemen Risiko dan Pengembangan Usaha mengadakan pertemuan sebanyak 47 (empat puluh tujuh) kali, dengan rincian frekuensi kehadiran per masing-masing anggota sebagai berikut:

Meeting Frequency of the Risk Management and Business Development Monitoring Committee

The policy for implementing Risk Management and Business Development Monitoring Committee meetings based on the Risk Management and Business Development Monitoring Committee Charter is a minimum of 12 times. During 2024, the Risk Management and Business Development Monitoring Committee held 47 (forty-seven) meetings, with the following details of attendance per each member:

RAPAT KOMITE PEMANTAU MANAJEMEN RISIKO DAN PENGEMBANGAN USAHA

Risk Management and Business Development Monitoring Committee Meeting

Nama Name	Jabatan di Komite Position in the Committee	Jumlah Rapat Sesuai Masa Tugas Number of Meeting	Kehadiran Attendance	Persentase (%) Percentage (%)
Warih Sadono	Ketua Chairman	47	47	100
Luky Alfirman	Anggota Member	13	13	100
Tony S.B Hoesodo	Anggota Member	33	33	100
Mugiono	Anggota Member	18	18	100
Yovita L. Handini	Anggota Member	47	47	100
Yudo Anggoro	Anggota Member	41	41	100
Moch Hatta Filsafawan	Anggota Member	29	29	100

KOMITE TATA KELOLA TERINTEGRASI

Pembentukan Komite Tata Kelola Terintegrasi sejalan dengan Peraturan Menteri BUMN No. PER-02/MBU/03/2023 tentang Pedoman Tata Kelola Dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara.

Komite Tata Kelola Terintegrasi dibentuk dengan tujuan untuk membantu Dewan Komisaris dalam melakukan pengawasan dan pemberian nasihat terhadap pelaksanaan fungsi Tata Kelola Terintegrasi lainnya sesuai dengan ketentuan peraturan perundang-undangan, anggaran dasar, dan/atau keputusan RUPS/Menteri.

Komposisi Komite Tata Kelola Terintegrasi**INTEGRATED GOVERNANCE COMMITTEE**

The establishment of the Integrated Governance Committee is in line with Minister of SOE Regulation No. PER-2/MBU/03/2023 on Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises,

The Integrated Governance Committee was established with the aim of assisting the Board of Commissioners in supervising and providing advice on the implementation of other Integrated Governance functions in accordance with the provisions of laws and regulations, articles of association, and/or decisions of the GMS/Minister.

Composition of the Integrated Governance Committee**PERIODE 28 MARET – 31 DESEMBER 2024**

Period of March 28 - December 31, 2024

No.	Jabatan Position	Jabatan dalam Komite Position in the Committee
1.	Komisaris Utama PT Perusahaan Gas Negara Tbk* President Commissioner of PT Perusahaan Gas Negara Tbk*	Ketua merangkap Anggota Chairman concurrently Member
2.	Ketua Komite Nominasi, Remunerasi dan GCG PT Perusahaan Gas Negara Tbk* Chairperson of the Nomination Remuneration and GCG Committee of PT Perusahaan Gas Negara Tbk*	Wakil Ketua merangkap Anggota Vice Chairman concurrently Member
3.	Ketua Komite Pemantau Manajemen Risiko dan Pengembangan Usaha PT Perusahaan Gas Negara Tbk* Chairperson of the Risk Management and Business Development Monitoring Committee of PT Perusahaan Gas Negara Tbk*	Anggota Member
4.	Ketua Komite Audit PT Perusahaan Gas Negara Tbk* Chairperson of the Audit Committee of PT Perusahaan Gas Negara Tbk*	Anggota Member
5.	Direktur Manajemen Risiko PT Perusahaan Gas Negara Tbk Director of Risk Management of PT Perusahaan Gas Negara Tbk	Sekretaris (tidak merangkap Anggota) Secretary (Not concurrently a Member)
6.	Komisaris Utama PT Pertamina Gas* President Commissioner of PT Pertamina Gas*	Anggota Member
7.	Komisaris Utama PT PGAS Solution* President Commissioner of PT PGAS Solution*	Anggota Member
8.	Komisaris Utama PT PGAS Telekomunikasi* Nusantara President Commissioner of PT PGAS Telekomunikasi Nusantara*	Anggota Member
9.	Komisaris Utama PT Saka Energi Indonesia* President Commissioner of PT Saka Energi Indonesia*	Anggota Member

No.	Jabatan Position	Jabatan dalam Komite Position in the Committee
10.	Komisaris Utama PT Permata Graha Nusantara* President Commissioner of PT Permata Graha Nusantara*	Anggota Member
11.	Komisaris Utama PT Transportasi Gas Indonesia* President Commissioner of PT Transportasi Gas Indonesia*	Anggota Member
12.	Komisaris Utama PT Gagas Energi Indonesia* President Commissioner of PT Gagas Energi Indonesia*	Anggota Member
13.	Komisaris Utama PT PGN LNG Indonesia* President Commissioner of PT PGN LNG Indonesia*	Anggota Member
14.	Komisaris Utama PT Pertagas Niaga* President Commissioner of PT Pertagas Niaga*	Anggota Member
15.	Komisaris Utama PT Perta Daya Gas* President Commissioner of PT Perta Daya Gas*	Anggota Member
16.	Komisaris Utama PT Perta Samtan Gas* President Commissioner of PT Perta Samtan Gas *	Anggota Member
17.	Komisaris Utama PT Perta Arun Gas* President Commissioner of PT Perta Arun Gas*	Anggota Member
18.	Komisaris Utama PT Solusi Energi Nusantara* President Commissioner of PT Solusi Energi Nusantara*	Anggota Member
19.	Komisaris Utama PT Permata Karya Jasa* President Commissioner of PT Permata Karya Jasa*	Anggota Member
20.	Komisaris Utama PT Widar Mandripta Nusantara* President Commissioner of PT Widar Mandripta Nusantara*	Anggota Member
21.	Komisaris Utama PT Telemedia Dinamika Sarana* President Commissioner of PT Telemedia Dinamika Sarana*	Anggota Member

Catatan | Notes * :

- Jabatan pada Komite Tata Kelola Terintegrasi bersifat Ex Officio
Positions on the Integrated Governance Committee are Ex Officio
- Apabila Komisaris Utama Anak Perusahaan atau Cucu Perusahaan tidak ada, maka diwakili oleh Komisaris Independen atau Komisaris dengan masa tugas yang paling lama
If the President Commissioner of a Subsidiary or Indirect Subsidiary is not available, he/she will be represented by an Independent Commissioner or Commissioner with the longest term of office.

Independensi Komite Tata Kelola Terintegrasi

Komite Tata Kelola Terintegrasi senantiasa melaksanakan tugas dan tanggung jawabnya secara profesional dan independen, tanpa campur tangan dari pihak manapun.

Piagam Komite Tata Kelola Terintegrasi

Dalam melaksanakan tugas dan tanggung jawab, Komite Pemantau Manajemen Risiko dan Pengembangan Usaha berpedoman pada Piagam Komite yang ditetapkan oleh Keputusan Dewan Komisaris pada tanggal 28 Maret 2024.

Tugas dan Tanggung Jawab Komite Tata Kelola Terintegrasi

Tugas dan Tanggung Jawab Komite Tata Kelola Terintegrasi sebagaimana tercantum dalam Piagam Komite Pemantau Manajemen Risiko dan Pengembangan Usaha PGN yang ditetapkan oleh Keputusan Dewan Komisaris pada tanggal 28 Maret 2024 adalah sebagai berikut:

- Mengevaluasi kebijakan dan pelaksanaan TKT, paling sedikit melalui penilaian kecukupan pengendalian internal dan pelaksanaan fungsi kepatuhan secara terintegrasi, dan memberikan rekomendasi kepada Dewan Komisaris Perseroan terkait penyempurnaan kebijakan TKT tersebut, untuk kemudian dimonitor pelaksanaannya oleh Sekretaris Komite TKT.

Independency of the Integrated Governance Committee

The Integrated Governance Committee always carries out its duties and responsibilities in a professional and independent manner, without interference from any party.

Integrated Governance Committee Charter

In carrying out its duties and responsibilities, the Risk Management and Business Development Monitoring Committee refers to the Committee Charter, which was stipulated by the Decree of the Board of Commissioners on March 28, 2024.

Tugas dan Tanggung Jawab Komite Tata Kelola Terintegrasi

The duties and responsibilities of the Integrated Governance Committee as stated in the PGN Risk Management and Business Development Monitoring Committee Charter stipulated by the Decree of the Board of Commissioners' on March 28, 2024 are as follows:

- Evaluate the IG policy and implementation, at least through an assessment on the adequacy of internal control and the implementation of the compliance function in an integrated manner, and provide recommendations to the Company's Board of Commissioners regarding the improvement of the IG policy, to then be monitored for implementation by the Secretary of the IG Committee.

2. Melakukan pemantauan dan evaluasi atas keselarasan dan penerapan kebijakan TKT di Perseroan/Anak Perusahaan/Cucu Perusahaan.
3. Memberikan rekomendasi perbaikan tata kelola, berupa upaya mitigasi dan solusi, atas isu strategis di Perseroan/Anak Perusahaan/Cucu Perusahaan berdasarkan hasil penelaahan dan evaluasi yang terintegrasi.
4. Memfasilitasi *sharing* dan *benchmarking* dari entitas-entitas di dalam lingkup perusahaan para anggota Komite TKT, untuk mengakselerasi efektivitas penerapan tata kelola terintegrasi melalui *lesson learned* dari entitas yang dimaksud.
5. Membuat Rencana Kerja dan Anggaran Tahunan Komite TKT.
6. Menjalankan wewenang, tugas, dan tanggung jawab lain yang terkait dengan fungsinya.

Wewenang Komite Tata Kelola Terintegrasi

Wewenang Komite Tata Kelola Terintegrasi adalah sebagai berikut:

- a. Komite TKT berwenang untuk mengakses secara penuh, bebas, dan tidak terbatas, atas informasi yang berkaitan dengan pelaksanaan tugas sesuai dengan ketentuan yang berlaku.
- b. Dalam melaksanakan wewenang sebagaimana tersebut di atas, Komite TKT dapat bekerja sama dan berkoordinasi dengan fungsi manajemen Perseroan (antara lain Audit Internal, Hukum dan Kepatuhan, Keuangan dan Manajemen Risiko, Sumber Daya Manusia dan aspek fungsi Operasional Usaha) dan entitas PGN Group serta Komite di bawah Dewan Komisaris Perseroan dan entitas PGN Group terkait dengan bidang tugas Komite TKT.
- c. Apabila diperlukan atas persetujuan Dewan Komisaris Perseroan, Komite TKT dapat menggunakan tenaga ahli atau konsultan dari luar Perseroan untuk membantu pelaksanaan tugasnya yang dibiayai oleh Perseroan.

Pelaksanaan Tugas dan Kegiatan Komite Tata Kelola Terintegrasi

Selama tahun 2024, Komite Tata Kelola Terintegrasi telah melaksanakan kegiatan dalam rangka pelaksanaan tugas Komite sejalan dengan Piagam Komite Tata Kelola Terintegrasi, sebagai berikut:

- a. *Top Risk Project* 2024 PGN Group
- b. Hasil Audit Anak Perusahaan
- c. *Board Manual* Anak Perusahaan
- d. Kebijakan Manajemen Risiko SH Gas
- e. Mitigasi Risiko RJPP serta *Top Risk* 2025 (*Operational & Project Risk*) SH Gas

2. Monitoring and evaluating the alignment and implementation of IG policies in the Company/ Subsidiaries/ Indirect Subsidiaries.
3. Providing recommendations to improve governance, in the form of mitigation efforts and solutions, for strategic issues in the Company/ Subsidiaries / Indirect Subsidiaries based on the integrated reviews and evaluation results.
4. Facilitate sharing and benchmarking of entities within the scope of the IG Committee member companies, to accelerate the effectiveness of the implementation of integrated governance through lessons learned from the entities in question.
5. Preparing the IG Committee's Annual Work Plan and Budget.
6. Carry out other authorities, duties and responsibilities related to its functions.

Authority of the Integrated Governance Committee

The following is the Authority of the Integrated Governance Committee:

- a. The IG Committee has the authority to have full, free, and unrestricted access to records on information relating to the implementation of duties in accordance with applicable provisions.
- b. In carrying out the abovementioned authority, the IG Committee can collaborate and co-ordinate with the Company's management functions (including Internal Audit, Legal and Compliance, Finance and Risk Management, Human Resources and aspects of the Business Operations function) and PGN Group entities as well as Committees under the Company's Board of Commissioners and PGN Group entities related to the IG Committee's duties.
- c. If necessary, with the approval of the Board of Commissioners of the Company, the IG Committee may use experts or consultants from outside the Company to assist in carrying out its duties, funded by the Company.

Implementation of Duties and Activities of the Integrated Governance Committee

During 2024, the Integrated Governance Committee has carried out activities to carry out the Committee's duties in line with the Integrated Governance Committee Charter, as follows:

- a. PGN Group Top Risk Project 2024
- b. Audit results of Subsidiaries
- c. Board Manual of Subsidiaries
- d. Risk Management Policy of Gas Subholding
- e. Risk Mitigation of the Company's Long-Term Plan and Top Risk 2025 (Operational & Project Risk) of Gas Subholding

Frekuensi Pertemuan Komite Tata Kelola Terintegrasi

Kebijakan pelaksanaan rapat Komite Tata Kelola Terintegrasi berdasarkan Piagam Komite Tata Kelola Terintegrasi adalah minimal 4 kali. Sepanjang tahun 2024, Komite Tata Kelola Terintegrasi mengadakan pertemuan sebanyak 5 (lima) kali, dengan rincian frekuensi kehadiran per masing-masing anggota sebagai berikut:

RAPAT KOMITE TATA KELOLA TERINTEGRASI

Integrated Governance Committee Meeting

Nama Name	Jabatan di Komite Position in the Committee	Jumlah Rapat Sesuai Masa Tugas Number of Meeting	Kehadiran Attendance	Persentase (%) Percentage (%)
Amien Sunaryadi	Ketua Chairman	5 Rapat 5 Meetings	5 Rapat 5 Meetings	100%
Christian H. Siboro	Wakil Ketua Sekaligus Anggota Vice Chairman concurrently Member	5 Rapat 5 Meetings	5 Rapat 5 Meetings	100%
Warih Sadono	Anggota Member	5 Rapat 5 Meetings	5 Rapat 5 Meetings	100%
Dini Shanti Purwono	Anggota Member	5 Rapat 5 Meetings	5 Rapat 5 Meetings	100%
Komisaris Utama PT Pertamina Gas* President Commissioner of PT Pertamina Gas*	Anggota Member	5 Rapat 5 Meetings	5 Rapat 5 Meetings	100%
Komisaris Utama PT PGAS Solution* President Commissioner of PT PGAS Solution*	Anggota Member	5 Rapat 5 Meetings	5 Rapat 5 Meetings	100%
Komisaris Utama PT PGAS Telekomunikasi Nusantara* President Commissioner of PT PGAS Telekomunikasi Nusantara*	Anggota Member	5 Rapat 5 Meetings	5 Rapat 5 Meetings	100%
Komisaris Utama PT Saka Energi Indonesia* President Commissioner of PT Saka Energi Indonesia*	Anggota Member	5 Rapat 5 Meetings	5 Rapat 5 Meetings	100%
Komisaris Utama PT Permata Graha Nusantara* President Commissioner of PT Permata Graha Nusantara*	Anggota Member	5 Rapat 5 Meetings	5 Rapat 5 Meetings	100%
Komisaris Utama PT Transportasi Gas Indonesia* President Commissioner of PT Transportasi Gas Indonesia*	Anggota Member	5 Rapat 5 Meetings	5 Rapat 5 Meetings	100%
Komisaris Utama PT Gagas Energi Indonesia* President Commissioner of PT Gagas Energi Indonesia*	Anggota Member	5 Rapat 5 Meetings	5 Rapat 5 Meetings	100%
Komisaris Utama PT PGN LNG Indonesia* President Commissioner of PT PGN LNG Indonesia*	Anggota Member	5 Rapat 5 Meetings	5 Rapat 5 Meetings	100%
Komisaris Utama PT Pertagas Niaga* President Commissioner of PT Pertagas Niaga*	Anggota Member	5 Rapat 5 Meetings	5 Rapat 5 Meetings	100%
Komisaris Utama PT Perta Daya Gas* President Commissioner of PT Perta Daya Gas*	Anggota Member	5 Rapat 5 Meetings	5 Rapat 5 Meetings	100%
Komisaris Utama PT Perta Samtan Gas* President Commissioner of PT Perta Samtan Gas*	Anggota Member	5 Rapat 5 Meetings	5 Rapat 5 Meetings	100%
Komisaris Utama PT Perta Arun Gas* President Commissioner of PT Perta Arun Gas*	Anggota Member	5 Rapat 5 Meetings	5 Rapat 5 Meetings	100%

Meeting Frequency of the Integrated Governance Committee

The policy for implementing Integrated Governance Committee meetings based on the Integrated Governance Committee Charter is a minimum of 4 times. During 2024, the Integrated Governance Committee held 5 (five) meetings, with the following details of attendance per each member:

Nama Name	Jabatan di Komite Position in the Committee	Jumlah Rapat Sesuai Masa Tugas Number of Meeting	Kehadiran Attendance	Persentase (%) Percentage (%)
Komisaris Utama PT Solusi Energi Nusantara* President Commissioner of PT Solusi Energi Nusantara*	Anggota Member	5 Rapat 5 Meetings	5 Rapat 5 Meetings	100%
Komisaris Utama PT Permata Karya Jasa* President Commissioner of PT Permata Karya Jasa*	Anggota Member	5 Rapat 5 Meetings	5 Rapat 5 Meetings	100%
Komisaris Utama PT Widar Mandripa Nusantara* President Commissioner of PT Widar Mandripa Nusantara *	Anggota Member	5 Rapat 5 Meetings	5 Rapat 5 Meetings	100%
Komisaris Utama PT Telemedia Dinamika Sarana* President Commissioner of PT Telemedia Dinamika Sarana*	Anggota Member	5 Rapat 5 Meetings	5 Rapat 5 Meetings	100%

Catatan | Notes * :

- Jabatan pada Komite Tata Kelola Terintegrasi bersifat Ex Officio
Positions on the Integrated Governance Committee are Ex Officio
- Apabila Komisaris Utama Anak Perusahaan atau Cucu Perusahaan tidak ada, maka diwakili oleh Komisaris Independen atau Komisaris dengan masa tugas yang paling lama
If the President Commissioner of a Subsidiary or Indirect Subsidiary is not available, he/she will be represented by an Independent Commissioner or Commissioner with the longest term of office.

SEKRETARIS DEWAN KOMISARIS

Board of Commissioners Secretary

PROFIL SEKRETARIS DEWAN KOMISARIS

The Board of Commissioners Secretary Profile

Strasfiatri Auliana	Profil	Profile
	Warga Negara Indonesia, lahir di Sydney, Australia, pada 28 November 1961. Usia 63 tahun per 31 Desember 2024. Berdomisili di Jakarta	Indonesian citizen, born in Sydney, Australia, on November 28, 1961. Age: 63 years old as of December 31, 2024. Domiciled in Jakarta
	Riwayat pendidikan Sarjana Teknik Elektro dari Institut Teknologi Bandung tahun 1986	Educational background in Electrical Engineering from the Bandung Institute of Technology in 1986
	Riwayat pekerjaan: Direktur Corporate Services dan Regional Koperasi Karyawan Indosat (2014-2018); Group Head Corporate Secretary PT Indosat Tbk (2006-2014) dan Group Head Risk Management PT Indosat Tbk (2009-2012)	Work experience: Director of Corporate Services and Regional of Indosat Employee Cooperatives (2014-2018); Group Head Corporate Secretary of PT Indosat Tbk (2006-2014); and Group Head Risk Management of PT Indosat Tbk (2009-2012)
	Perusahaan mengangkat Sekretaris Dewan Komisaris berdasarkan Surat Keputusan Dewan Komisaris PT Perusahaan Gas Negara Tbk No. Kep- 14/D-KOM/2020 tanggal 23 Desember 2020 tentang Pengangkatan Saudari Strasfiatri Auliana sebagai Sekretaris Dewan Komisaris PT Perusahaan Gas Negara Tbk. Sesuai Keputusan Dewan Komisaris tersebut, masa tugas Strasfiatri Auliana sebagai Sekretaris Dewan Komisaris Perseroan adalah 3 (tiga) tahun, terhitung mulai tanggal 1 Januari 2021 sampai dengan 31 Desember 2023. Masa tugas Saudari Strasfiatri Auliana diperpanjang melalui Surat Keputusan Dewan Komisaris PT Perusahaan Gas Negara Tbk No. Kep-25/D-KOM/2023 tanggal 28 Desember 2023 tentang Perpanjangan Masa Tugas Saudari Strasfiatri Auliana sebagai Sekretaris Dewan Komisaris PT Perusahaan Gas Negara Tbk terhitung mulai tanggal 1 Januari 2024 sampai dengan 31 Desember 2025	The Company appointed the Secretary to the Board of Commissioners based on the Decree of the Board of Commissioners of PT Perusahaan Gas Negara Tbk No. Kep- 14/D-KOM/2020 dated December 23, 2020, on the appointment of Ms. Strasfiatri Auliana as Secretary to the Board of Commissioners of PT Perusahaan Gas Negara Tbk. In accordance with the Board of Commissioners' decree, Strasfiatri Auliana's term of office as Secretary to the Company's Board of Commissioners is 3 (three) years, starting from January 1, 2021, to December 31, 2023. Strasfiatri Auliana's term of office was extended through the Decree of the Board of Commissioners of PT Perusahaan Gas Negara Tbk No. Kep-25/D-KOM/2023 dated December 28, 2023, on the extension of the term of office of Strasfiatri Auliana as Secretary to the Board of Commissioners of PT Perusahaan Gas Negara Tbk from January 1, 2024, to December 31, 2025
	Berdasarkan Peraturan Menteri BUMN No. PER-12/MBU/2012 tentang Organ Pendukung Dewan Komisaris/ Dewan Pengawas Badan Usaha Milik Negara, Sekretaris Dewan Komisaris harus memahami sistem pengelolaan, pengawasan dan pembinaan BUMN, memiliki integritas yang baik, memahami fungsi kesekretariatan, dan memiliki kemampuan untuk berkomunikasi dan berkoordinasi dengan baik	Based on the Minister of SOEs (MSOEs) Regulation No. PER-12/MBU/2012 on Supporting Organs for the Board of Commissioners/Board of Supervisors for State-Owned Enterprises, the Secretary to the Board of Commissioners must understand the SOEs management, supervision, and development system, have good integrity, understand secretarial functions, and able to communicate and coordinate well
	Sertifikasi yang dimiliki <i>Certified Audit Committee Practices</i> (CACP) dan <i>Certified Risk Professional</i> (CRP)	Certification: Certified Audit Committee Practices (CACP). and Certified Risk Professional (CRP)

PROGRAM PELATIHAN SEKRETARIS DEWAN KOMISARIS

Selama tahun 2024, Sekretaris Dewan Komisaris telah mengikuti berbagai pendidikan dan pelatihan dalam rangka peningkatan kompetensi dan pengetahuan selaras dengan kebutuhan Perusahaan, antara lain:

PELATIHAN SEKRETARIS DEWAN KOMISARIS

Training of the Board of Commissioners Secretary

Nama Name	Tanggal Pelaksanaan Implementation Date	Tempat Place	Keterangan Description
Strasfiatri Auliana	2 April 2024 April 2, 2024	Jakarta	Cyber Security Fundamental for Top Management oleh IKAI Cyber Security Fundamental for Top Management by IKAI
	2 Mei 2024 May 2, 2024	Jakarta	Sarasehan Proses Bisnis dan Investasi oleh Pak Rizal (Komite PIMR Pertamina) Business Process and Investment Discussion by Mr. Rizal (PIMR Committee of Pertamina)
	10 Oktober 2024 October 10, 2024	Jakarta	Sertifikasi CRP oleh IRBA CRP Certification by IRBA
	16 - 17 Oktober 2024 October 16 - 17, 2024	Bogor	LNG Fundamental & Trading oleh S&P LNG Fundamental & Trading by S&P
	4 Desember 2024 December 4, 2024	Jakarta	Portofolio Forum 2024 dengan tema "Orchestrating Winning Portfolio" oleh Pertamina 2024 Portfolio Forum with the theme "Orchestrating Winning Portfolio" by Pertamina

PELAKSANAAN TUGAS SEKRETARIS DEWAN KOMISARIS 2024

Selama tahun 2024, Sekretaris Dewan Komisaris telah melaksanakan beragam kegiatan untuk membantu Dewan Komisaris dalam melaksanakan tugasnya berupa:

- Mempersiapkan rapat, termasuk bahan rapat (*briefing sheet*) Dewan Komisaris;
- Membuat risalah rapat Dewan Komisaris;
- Mengadministrasikan dokumen Dewan Komisaris, baik surat masuk, surat keluar, risalah rapat maupun dokumen lainnya;
- Menyusun rancangan Rencana Kerja dan Anggaran Dewan Komisaris;
- Menyusun rancangan laporan-laporan Dewan Komisaris;
- Memastikan dokumen penyelenggaraan kegiatan huruf a sampai dengan e di atas tersimpan dengan baik; dan
- Melaksanakan tugas lain dari Dewan Komisaris.

TRAINING PROGRAMS FOR THE BOARD OF COMMISSIONERS SECRETARY

Throughout 2024, the Secretary to the Board of Commissioners has participated in various education and training programs in order to increase competence and knowledge in line with the Company's needs, including:

DUTIES OF THE BOARD OF COMMISSIONERS SECRETARY 2024

Throughout 2024, the Secretary to the Board of Commissioners has carried out various activities to assist the Board of Commissioners in carrying out its duties in the form of:

- Preparing meetings, including a briefing sheet for the Board of Commissioners;
- Preparing minutes of meetings of the Board of Commissioners;
- Administering the documents of the Board of Commissioners, including incoming letters, outgoing letters, minutes of meetings, and other documents;
- Preparing a draft of the Work Plan and Budget for the Board of Commissioners;
- Preparing draft reports of the Board of Commissioners;
- Ensuring that the documents for the implementation of activities stated in points a to e above are filed properly; and
- Performing other duties of the Board of Commissioners.

KOMITE DI BAWAH DIREKSI

Committees Under the Board of Directors

KOMITE MANAJEMEN RISIKO

Komite Manajemen Risiko bertanggung jawab untuk mengidentifikasi, mengevaluasi, memantau, dan mengelola risiko yang berpengaruh terhadap operasional bisnis Perusahaan. Komite ini berada di bawah Direksi untuk memastikan bahwa semua risiko, baik strategis, operasional, keuangan, maupun kepatuhan, dikelola dengan baik sesuai standar tata kelola perusahaan yang baik. Komite Manajemen Risiko dibentuk sesuai dengan Keputusan Direksi PT Perusahaan Gas Negara Tbk Nomor 026100.K/PR.06.01/PDO/2021.

Susunan Keanggotaan

Susunan keanggotaan Komite Manajemen Risiko PGN adalah sebagai berikut:

- I. Ketua Komite Manajemen Risiko:
Chief Risk Officer
- II. Anggota Tetap:
 - Direktur Keuangan
 - Direktur Strategi dan Pengembangan Bisnis
- III. Anggota Tidak Tetap:
 - Direktur Utama
 - Direktur Operasi
 - Direktur Infrastruktur dan Teknologi
 - Direktur SDM dan Penunjang Bisnis

Tugas dan Tanggung jawab

Tugas dan tanggung jawab Komite Manajemen Risiko adalah sebagai berikut:

1. Menetapkan strategi penerapan Manajemen Risiko dan membangun budaya sadar risiko secara berkala;
2. Bertanggung jawab atas pemantauan pelaksanaan kebijakan Manajemen Risiko dan pengelolaan risiko yang diambil oleh PGN secara keseluruhan yang meliputi antara lain mengevakuasi dan memberikan arahan berdasarkan laporan yang disampaikan oleh manajemen risiko Korporat; dan
3. Mengevaluasi aktivitas yang memerlukan persetujuan Direksi sesuai kebijakan/prosedur yang berlaku apabila diperlukan.

Pelaksanaan Kegiatan Komite Manajemen Risiko 2024

Pelaksanaan kegiatan Komite Manajemen Risiko dilakukan secara berkala setiap bulan, sesuai dengan pelaksanaan rapat Direksi bulanan.

RISK MANAGEMENT COMMITTEE

The Risk Management Committee is in charge of identifying, evaluating, monitoring, and managing risks that affect the Company's business operations. This committee is under the Board of Directors to ensure that all risks, whether strategic, operational, financial, or compliance, are managed properly in accordance with good corporate governance standards. The Risk Management Committee was established in accordance with the Decree of the Board of Directors of PT Perusahaan Gas Negara Tbk No. 026100.K/PR.06.01/PDO/2021.

Membership Composition

The following is the membership composition of PGN's Risk Management Committee:

- I. Chairman of Risk Management Committee:
Chief Risk Officer
- II. Permanent Members:
 - Director of Finance
 - Director of Strategy and Business Development
- III. Non-Permanent Members:
 - President Director
 - Director of Operations
 - Director of Infrastructure and Technology
 - Director of HR and Business Support

Duties and Responsibilities

The following are the duties and responsibilities of the Risk Management Committee:

1. Establish the Risk Management implementation strategy and periodically build a risk-aware culture;
2. Responsible for monitoring the implementation of Risk Management policies and the overall risk management taken by PGN, which includes evacuating and providing directives based on reports submitted by the Corporate Risk Management; and
3. Evaluate activities that require the approval of the Board of Directors in accordance with applicable policies/procedures, if necessary.

Implementation of Risk Management Committee Activities in 2024

The implementation of the Risk Management Committee activities is carried out periodically every month, in accordance with the implementation of the monthly meeting of the Board of Directors.

SEKRETARIS PERUSAHAAN

Corporate Secretary

Pada tahun 2024, terdapat perubahan Sekretaris Perusahaan yang sebelumnya dijabat oleh Rachmat Utama (1 Januari - 31 Mei 2024) kemudian digantikan oleh Fajriyah Usman, dengan keterangan profil masing-masing sebagai berikut:

In 2024, there was a change in the Corporate Secretary; the position which was previously held by Rachmat Utama (January 1 - May 31, 2024) is now held by Fajriyah Usman, whose profiles are given below:

Rachmat Utama	Profil	Profile
	Profil secara lengkap telah diuraikan pada bab Profil Perusahaan sub bab Profil Direksi dalam Laporan Tahunan ini	His complete profile is described in the Company Profile chapter, sub-chapter of Directors' Profile of this Annual Report
Fajriyah Usman	Profil	Profile
	Warga Negara Indonesia, lahir di Jakarta pada 16 November 1979. Usia 45 tahun per 31 Desember 2024. Domisili Jakarta	Indonesian citizen, born in Jakarta on November 16, 1979. She is 45 years old as of December 31, 2024. Domiciled in Jakarta
	Menyelesaikan pendidikan Sarjana Ekonomi di Universitas Indonesia pada tahun 2002	Completed Bachelor's Degree in Economics from Universitas Indonesia in 2002
	Riwayat pekerjaan: Menjabat sebagai Corporate Secretary sejak 31 Juli 2024. Mengawali karier di Pertamina Group sebagai Head of Investor Relations PT Elnusa Tbk (2009-2012), VP Corporate Secretary PT Elnusa Tbk (2012-2018), Direktur Utama PT Elnusa Trans Samudera (2018-2019), VP Corporate Communication PT Pertamina (Persero) (2019-2022), VP CSR & SMEPP Management PT Pertamina (Persero) (2022-2024), Corporate Secretary PT Perusahaan Gas Negara Tbk (2024-sekarang)	Work experience: Serves as Corporate Secretary since July 31, 2024. Started her career at Pertamina Group as Head of Investor Relations at PT Elnusa Tbk (2009-2012), VP Corporate Secretary at PT Elnusa Tbk (2012-2018), President Director of PT Elnusa Trans Samudera (2018-2019), VP Corporate Communication at PT Pertamina (Persero) (2019-2022), VP CSR & SMEPP Management at PT Pertamina (Persero) (2022-2024), Corporate Secretary of PT Perusahaan Gas Negara Tbk (2024 -present)
	Penunjukan Corporate Secretary dilakukan dalam rangka pemenuhan Peraturan Otoritas Jasa Keuangan No.35/POJK.04/2014 tentang Sekretaris Perusahaan Emiten atau Perusahaan Publik dan Peraturan Menteri Negara Badan Usaha Milik Negara No. PER-01/MBU/2011 tentang Penerapan Tata Kelola Perusahaan yang Baik (Good Corporate Governance) pada Badan Usaha Milik Negara yang terakhir diubah melalui Peraturan Menteri Negara Badan Usaha Milik Negara No. PER-09/MBU/2012 tentang Perubahan atas Peraturan Menteri Negara Badan Usaha Milik Negara No. PER-01/MBU/2011 tentang Penerapan Tata Kelola Perusahaan yang Baik Pada Badan Usaha Milik Negara	The appointment of the Corporate Secretary was carried out in order to comply with the Financial Services Authority Regulation No. 35/POJK.04/2014 on Corporate Secretaries of Issuers or Public Companies and the Regulation of the Minister of State-Owned Enterprises No. PER-01/MBU/2011 on the Implementation of Good Corporate Governance in State-Owned Enterprises, which was last amended through the Regulation of the Minister of State-Owned Enterprises No. PER-09/MBU/2012 on Amendments to the Regulation of the Minister of State-Owned Enterprises No. PER-01/MBU/2011 on the Implementation of Good Corporate Governance in State-Owned Enterprises
	Penunjukan Corporate Secretary yang kini menjabat dilaksanakan melalui Surat Penugasan PT Perusahaan Gas Negara (Persero) Tbk No. 049200.K/KP.02.03/PDO/2024 tanggal 31 Juli 2024. Penunjukan Corporate Secretary itu telah disampaikan kepada Otoritas Jasa Keuangan melalui Surat No. 049000.S/KU.06.01/PDO/2024 tanggal 31 Juli 2024	The appointment of the current Corporate Secretary was carried out through the Assignment Letter of PT Perusahaan Gas Negara (Persero) Tbk No. 049200.K/KP.02.03/PDO/2024 dated July 31, 2024. The appointment of the Corporate Secretary has been submitted to the Financial Services Authority through Letter No. 049000.S/KU.06.01/PDO/2024 dated July 31, 2024

DASAR PENGANGKATAN SEKRETARIS PERUSAHAAN

Acuan dalam pembentukan, pengangkatan dan pelaksanaan Sekretaris Perusahaan PT Perusahaan Gas Negara Tbk antara lain :

1. Anggaran Dasar PT Perusahaan Gas Negara Tbk.
2. Peraturan Otoritas Jasa Keuangan No. 35/POJK.04/2014 tentang Sekretaris Perusahaan Emiten atau Perusahaan Publik.
3. Peraturan Menteri Negara BUMN No. PER-01/MBU/2011 tentang Penerapan Tata Kelola Perusahaan Yang Baik (*Good Corporate Governance*) pada Badan Usaha Milik Negara, sebagaimana telah diubah terakhir kali dengan

BASIS FOR APPOINTMENT OF CORPORATE SECRETARY

Here are some of the references for the formation, appointment and implementation of the Corporate Secretary of PT Perusahaan Gas Negara Tbk:

1. Articles of Association of PT Perusahaan Gas Negara Tbk
2. Regulation of the Financial Services Authority No. 35/POJK.04/2014 concerning the Corporate Secretary of Issuers or Public Companies.
3. Regulation of the Minister of State-Owned Enterprises No. PER-01/MBU/2011 concerning the Implementation of Good Corporate Governance in State-Owned Enterprises, as last amended by PER-2/MBU/03/2023 of 2023 concerning

PER-2/MBU/03/2023 Tahun 2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara.

4. Undang-undang No. 19 Tahun 2003 tentang Badan Usaha Milik Negara.

FUNGSI DAN TANGGUNG JAWAB CORPORATE SECRETARY

Corporate Secretary menjalankan fungsi untuk mengelola kegiatan *stakeholder management*, komunikasi korporat, hubungan investor, layanan dukungan korporat, serta pelaksanaan program *corporate social responsibility* untuk mendukung kelancaran kegiatan operasional *Subholding Gas* sesuai peraturan perundang-undangan berlaku. Fungsi ini selaras dengan Keputusan Direksi No. 013000.K/OT/PDO/2022 tentang Tata Kerja Direktorat Utama tanggal 31 Maret 2022.

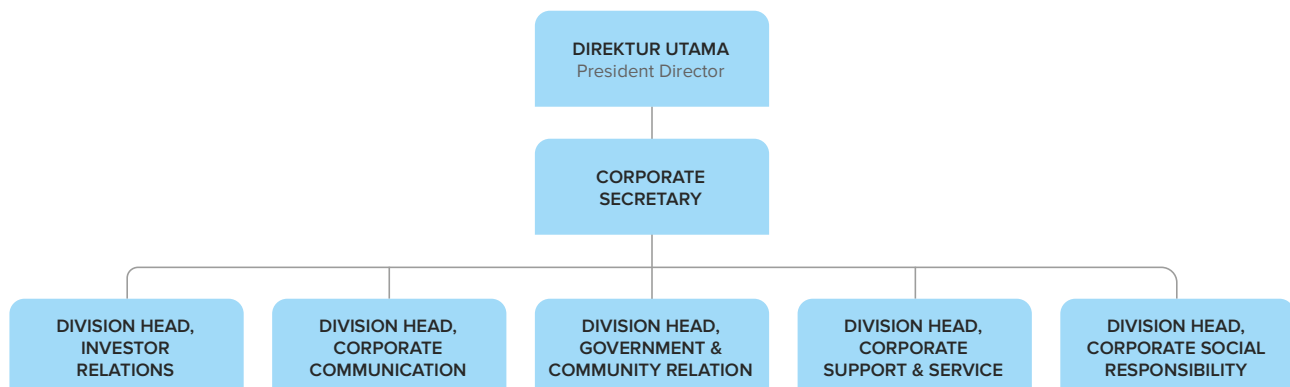
PENGANGKATAN DAN PEMBERHENTIAN CORPORATE SECRETARY

Corporate Secretary diangkat dan diberhentikan oleh Direksi atas persetujuan Dewan Komisaris.

STRUKTUR ORGANISASI

Dalam menjalankan fungsinya, *Corporate Secretary* dibantu oleh Divisi *Investor Relations*; Divisi *Corporate Communication*; Divisi *Government and Community Relations*; Divisi *Corporate Support and Services*; dan Divisi *Corporate Social Responsibility*. *Corporate Secretary* juga bertanggungjawab langsung kepada Direktur Utama.

Berikut struktur organisasi *Corporate Secretary* yang ditetapkan berdasarkan Keputusan Direksi Nomor 004100.K/OT.00/HCGS/2023, tanggal 24 Maret 2023 tentang struktur organisasi berserta PRL dan formasi PT Perusahaan Gas Negara Tbk.



PELAKSANAAN TUGAS CORPORATE SECRETARY TAHUN 2024

Selama tahun 2024, *Corporate Secretary* telah melaksanakan tugasnya sebagai berikut:

- a. Menyelenggarakan RUPS Tahunan;

Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises.

4. Law No. 19 of 2003 concerning the State-Owned Enterprises.

FUNCTIONS AND RESPONSIBILITIES OF THE CORPORATE SECRETARY

The Corporate Secretary carries out its functions in managing stakeholder management, corporate communication, investor relations, corporate support, as well as the implementation of corporate social responsibility activities to support the operational smoothness of the Gas Subholding in accordance with applicable laws and regulations. This function is in line with the Decree of the Board of Directors No. 013000.K/OT/PDO/2022 on Work Procedures of Main Directorates, dated March 31, 2022.

APPOINTMENT AND DISMISSAL OF CORPORATE SECRETARY

Corporate Secretary is appointed and dismissed by the Board of Directors upon the approval of the Board of Commissioners.

ORGANIZATIONAL STRUCTURE

In carrying out its functions, the Corporate Secretary is assisted by the following Investor Relations Division; Corporate Communication Division; Government and Community Relations Division; Corporate Support and Services Division; and Corporate Social Responsibility Division. The Corporate Secretary is also directly responsible to the President Director.

The following is the organizational structure of Corporate Secretary, which was stipulated pursuant to the Decree of the Board of Directors No. 004100.K/OT.00/HCGS/2023, dated March 24, 2023, on organizational structure and formation of PT Perusahaan Gas Negara Tbk.

IMPLEMENTATION OF CORPORATE SECRETARY DUTIES IN 2024

During 2024, the Corporate Secretary has carried out the following duties:

- a. Organizing the Annual GMS;

- b. Melaksanakan program orientasi bagi Direksi dan/atau Dewan Komisaris yang baru diangkat;
- c. Menyelenggarakan *Public Expose* Tahunan;
- d. Menjalin komunikasi dengan Kementerian Badan Usaha Milik Negara (BUMN), Kementerian Energi dan Sumber Daya Mineral (ESDM), Sekretariat Negara, BPH Migas, Otoritas Jasa Keuangan (OJK), Bursa Efek Indonesia (BEI), Kustodian Sentral Efek Indonesia (KSEI), *Indonesian Capital Market Electronic Library* (ICaMEL), Biro Administrasi Efek (BAE), dan lembaga-lembaga terkait lainnya; serta menjadi penghubung antara Perusahaan dengan pemegang saham dan investor;
- e. Mengkoordinasikan Rapat Dengar Pendapat (RDP) dengan Komisi DPR terkait dan kunjungan kerja dengan *stakeholders*;
- f. Menghadiri setiap pelaksanaan Rapat Dewan Komisaris dan Rapat Direksi serta melakukan kegiatan administrasi notulen hasil rapat Dewan Komisaris dan rapat Direksi;
- g. Mengelola keterbukaan informasi kepada masyarakat, termasuk penyampaian keterbukaan informasi kepada Otoritas Jasa Keuangan dan Bursa Efek Indonesia serta ketersediaan informasi dalam situs *web* Perusahaan;
- h. Memastikan tersusun dan tersampainya Laporan Tahunan 2024 kepada publik dan otoritas regulator terkait;
- i. Memastikan terselesaikannya seluruh arahan Dewan Komisaris dan Direksi PGN; dan
- j. Mengelola kebijakan CSR PGN dan *corporate event* yang melibatkan pihak internal maupun eksternal dan berskala nasional atau internasional.

KETERBUKAAN INFORMASI

Corporate Secretary bersama *Legal Counsel and Compliance Group* dan *Investor Relation* senantiasa melakukan pelaporan kepada Otoritas Jasa Keuangan dan Bursa Efek Indonesia sebagai otoritas pasar modal dalam rangka memenuhi kewajiban keterbukaan informasi kepada publik.

DISCLOSURE OF INFORMATION

The *Corporate Secretary* together with the *Legal Counsel and Compliance Group* as well as *Investor Relations* always report to the Financial Services Authority and the Indonesian Stock Exchange as the capital market authority in order to comply with the obligation to disclose information to the public.

PROGRAM PELATIHAN CORPORATE SECRETARY

TRAINING PROGRAM FOR CORPORATE SECRETARY

Tanggal Date	Agenda	Penyelenggara Organizer
18-19 Januari 2024 January 18-19, 2024	<i>ESG Today's Practice Future Development within ASEAN Region</i> - di Singapura bersama ICSA ESG Today's Practice Future Development within ASEAN Region - in Singapore with ICSA	ICSA
31 Januari 2024 January 31, 2024	<i>Webinar Non Regulatory - Strategic Planning for listed Companies in 2024's Stock Market</i> Non-Regulatory Webinar - Strategic Planning for listed Companies in 2024's Stock Market	ICSA
1 Februari 2024 February 1, 2024	<i>Media Handling: Maintaining Company Reputation and Public Trust</i> Media Handling: Maintaining Company Reputation and Public Trust	ICSA
6 Februari 2024 February 6, 2024	<i>Understanding the Intersection of ESG and Cyber Security</i> oleh Hukonline & ICOSA Understanding the Intersection of ESG and Cyber Security by Hukonline & ICOSA	ICSA
16 Februari 2024 February 16, 2024	<i>Seminar Regulatory Framework: Carbon Trading Compliances for Listed Companies</i> Regulatory Framework Seminar: Carbon Trading Compliances for Listed Companies	ICSA
20-21 Februari 2024 February 20-21, 2024	<i>The 2nd Good Corporate Governance International Conference on ESG</i> - Olah Karsa & ICOSA The 2 nd Good Corporate Governance International Conference on ESG - Olah Karsa & ICOSA	ICSA
16-17 Oktober 2024 October 16-17, 2024	<i>Executive Training: LNG Fundamentals & Trading</i> Executive Training: LNG Fundamentals & Trading	S&P Global Singapore

INTERNAL AUDIT

Internal Audit

Pada tahun 2024 terdapat 1 (satu) kali perubahan Chief Audit Executive yakni dijabat oleh Evi Novita Dewi yang kemudian digantikan oleh R. Aryo Seto Bomantari, dengan keterangan sebagai berikut:

In 2024, there was 1 (one) change in the Chief Audit Executive, namely Evi Novita Dewi, who was then replaced by R. Aryo Seto Bomantari, with the following information:

PROFIL CHIEF AUDIT EXECUTIVE

PROFILE OF CHIEF AUDIT EXECUTIVE

Evi Novita Dewi	Profil	Profile
	Warga Negara Indonesia, lahir di Purworejo pada 30 November 1977. Berusia 47 tahun, per tanggal 31 Desember 2024. Domisili di Bogor	Indonesian Citizen, born in Purworejo on November 30, 1977. She is 47 years old as of December 31, 2024. Domiciled in Bogor
	Menyelesaikan pendidikan Sarjana Ekonomi Akuntansi pada tahun 2002 di Universitas Gadjah Mada dan menyelesaikan S2 Magister Manajemen di universitas yang sama pada tahun 2016	Completed her Bachelor of Economics in Accounting in 2002 at Gadjah Mada University and completed her Masters in Management at the same university in 2016
	Riwayat pekerjaan: - 1 Desember 2003 bergabung di Satuan Kerja Internal Audit PT Pertamina (Persero) sebagai Auditor Ahli Madya - 17 Maret 2014 - 31 Mei 2015 menjabat sebagai Head of Internal Audit PT Perta Daya Gas - 1 Juni 2015 - 31 Agustus 2015 menjabat sebagai Head of Internal Audit PT Pertagas Niaga - 1 September 2015 - 30 Juni 2018 menjabat sebagai Chief Internal Audit PT Pertamina Patra Niaga - 1 Juli 2018 - 28 Februari 2019 menjabat sebagai Internal Audit Manager Pertamina Region Jawa Barat - 1 Maret 2019 - 15 Agustus 2020 menjabat sebagai Manager Audit Planning & Quality Assurance Pertamina - 15 Agustus 2020 - 31 Desember 2022 menjabat sebagai Vice President Internal Audit Policy Setting, Planning & Monitoring Pertamina - 1 Januari 2023 - 13 Mei 2024 menjabat sebagai Chief Audit Executive PT Perusahaan Gas Negara, Tbk.	Work Experience: - Joined the Internal Audit Unit of PT Pertamina (Persero) as Junior Expert Auditor on December 1, 2023 - March 17, 2014 – May 31, 2015, served as Head of Internal Audit at PT Perta Daya Gas - June 1, 2015 – August 31, 2015, served as Head of Internal Audit at PT Pertagas Niaga - September 1, 2015 – June 30, 2018, served as Chief Internal Audit at PT Pertamina Patra Niaga - July 1, 2018 – February 28, 2019, served as Internal Audit Manager of Pertamina, West Java Region - March 1, 2019 – August 15, 2020, served as Audit Planning & Quality Assurance Manager at Pertamina - August 15, 2020 – December 31, 2022, served as Vice President of Internal Audit Policy Setting, Planning & Monitoring at Pertamina - January 1, 2023 – May 13, 2024, served as Chief Audit Executive at PT Perusahaan Gas Negara Tbk
	Beliau juga bergabung dalam kegiatan Forum Komunikasi Satuan Pengawasan Intern (FKSPI) di lingkungan ESDM dan The Institute of Internal Auditors Indonesia.	She is also involved in the activities of the Internal Audit Unit Communication Forum (FKSPI) within ESDM and The Institute of Internal Auditors Indonesia
	Sertifikasi yang dimiliki: - Certified Internal Auditors (CIA) - Qualified Internal Auditors (QIA) - Certification in Audit Committee Practices (CACP) - Certified Risk Professional (CRP) - Chartered Accountant (CA) Saat ini beliau menjabat sebagai Vice President Corporate Holding & Portfolio Internal Audit PT Pertamina (Persero)	Certifications held: - Certified Internal Auditors (CIA) - Qualified Internal Auditors (QIA) - Certification in Audit Committee Practices (CACP) - Certified Risk Professional (CRP) - Chartered Accountant (CA) Currently, she is serving as the Vice President of Corporate Holding & Portfolio Internal Audit at PT Pertamina (Persero)

R. Aryo Seto Bomantari	Profil	Profile
	Warga Negara Indonesia, lahir di Purwokerto pada 19 Mei 1967. Berusia 57 tahun, per tanggal 31 Desember 2024. Domisili di Tangerang Selatan	Indonesian citizen, born in Purwokerto on May 19, 1967. He is 57 years old as of December 31, 2024. Domiciled in South Tangerang
	Menyelesaikan pendidikan Sarjana Ekonomi Akuntansi pada tahun 1995 di Universitas Diponegoro dan menyelesaikan S2 Magister Manajemen di Universitas Gajah Mada pada tahun 2000	Completed his Bachelor of Economics in Accounting in 1995 from Universitas Diponegoro and completed his Master in Management from Universitas Gajah Mada in 2000
	Beliau menjalani karier di Badan Pemeriksa Keuangan Republik Indonesia (BPK RI) dengan riwayat sebagai berikut: - Auditor Ahli Pertama pada Subauditorat Pertamina (1996-2000) - Kepala Seksi BUMN Pertanian-2 (2000-2006) - Kepala Subauditorat Kalteng-Kaltim (2006) - Kepala Subauditorat Kalsel II (2006-2011) - Kepala Subauditorat Sumut I (2011-2016) - Kepala Subauditorat DKI Jakarta III (2016-2018) - Plt. Kepala Perwakilan BPK Provinsi DKI Jakarta (2018-2019) - Kepala Perwakilan BPK Provinsi Bengkulu (2019-2020) - Kepala Auditorat VII.D (2020-2022) - Kepala Auditorat VII.C (2022-2024) - Auditor Ahli Madya (Agustus 2024 - Oktober 2024)	He pursued a career at the Financial Audit Agency of the Republic of Indonesia (BPK RI) with the following positions: - First Expert Auditor at Subauditorate of Pertamina (1996-2000) - Section Head of Agriculture-2 SOE (2000-2006) - Head of Central Kalimantan - East Kalimantan Subauditorate (2006) - Head of South Kalimantan II Subauditorate (2006-2011) - Head of North Sumatra I Subauditorate (2011-2016) - Head of DKI Jakarta III Subauditorate (2016-2018) - Acting Head of BPK Representative Office of DKI Jakarta Province (2018-2019) - Head of BPK Representative Office of Bengkulu Province (2019-2020) - Head of Auditorate VII.D (2020-2022) - Head of Auditorate VII.C (2022-2024) - Junior Expert Auditor (August 2024 - October 2024)
	Pada tanggal 1 November 2024 - sekarang Beliau menjabat sebagai Chief Audit Executive PT Perusahaan Gas Negara, Tbk dalam rangka penugasan dari BPK RI	On November 1, 2024 - present, he is serving as the Chief Audit Executive at PT Perusahaan Gas Negara, Tbk in the context of assignment from BPK RI
	Sertifikasi yang dimiliki: - Certified State Finance Auditor (CSFA) - Chartered Accountant (CA)	Certifications: - Certified State Finance Auditor (CSFA) - Chartered Accountant (CA)

DASAR PENGANGKATAN CHIEF AUDIT EXECUTIVE

Chief Audit Executive pada periode 1 Januari 2024 sampai dengan 13 Mei 2024 dijabat oleh Evi Novita Dewi yang ditetapkan berdasarkan Surat Keputusan *Senior Vice President Human Capital Management* PT Pertamina (Persero) Nomor SKMJ-00193/K20000/2022-S8 tanggal 14 Desember 2022 berlaku sejak tanggal 1 Januari 2023. Kemudian melalui Surat Keputusan *Senior Vice President Human Capital Management* PT Pertamina (Persero) Nomor SKMJ-00069/K20000/2024-S8 tanggal 14 Mei 2024, yang bersangkutan tidak lagi menjabat sebagai *Chief Audit Executive* PT Perusahaan Gas Negara Tbk dikarenakan adanya penugasan ke entitas lainnya.

Chief Audit Executive saat ini dijabat oleh R. Aryo Seto Bomantari yang ditetapkan sejak 1 November 2024 berdasarkan Surat Keputusan Direksi PT Perusahaan Gas Negara Tbk Nomor 071900.K/KP/PDO/2024 tanggal 4 November 2024.

PENGANGKATAN DAN PEMBERHENTIAN CHIEF AUDIT EXECUTIVE

Pengangkatan dan pemberhentian *Chief Audit Executive* dilakukan sesuai dengan Peraturan Otoritas Jasa Keuangan No. 56/POJK.04/2015 tentang Pembentukan dan Pedoman

BASIS OF APPOINTMENT OF THE CHIEF AUDIT EXECUTIVE

The *Chief Audit Executive* position in the period of January 1, 2024 to May 13, 2024, was held by Evi Novita Dewi, who was appointed based on the Decree of the Senior Vice President of Human Capital Management of PT Pertamina (Persero) No. SKMJ-00193/K20000/2022-S8 dated December 14, 2022, effective since January 1, 2023. Subsequently, based on the Decree of the Senior Vice President of Human Capital Management of PT Pertamina (Persero) No. SKMJ-00069/K20000/2024-S8 dated May 14, 2024, she no longer serves as *Chief Audit Executive* at PT Perusahaan Gas Negara Tbk due to an assignment to another entity.

The *Chief Audit Executive* position is currently held by R. Aryo Seto Bomantari, who was appointed on November 1, 2024, based on the Decree of the Board of Directors of PT Perusahaan Gas Negara Tbk No. 071900.K/KP/PDO/2024 dated November 4, 2024.

APPOINTMENT AND DISMISSAL OF CHIEF AUDIT EXECUTIVE

The appointment and dismissal of *Chief Audit Executive* is carried out in accordance with Financial Services Authority Regulation No. 56/POJK.04/2015 on Establishment and

Penyusunan Piagam Unit Audit Internal Pasal 5 poin (1), Anggaran Dasar PT Perusahaan Gas Negara Tbk, *Board Manual* Perseroan dan Piagam Audit Internal (*Internal Audit Charter*) tanggal 5 Februari 2024 poin (8.b). Pengangkatan dan pemberhentian *Chief Audit Executive* dilakukan oleh Direktur Utama atas persetujuan Dewan Komisaris, setelah terlebih dahulu memperoleh rekomendasi dari *Chief Audit Executive* PT Pertamina (Persero).

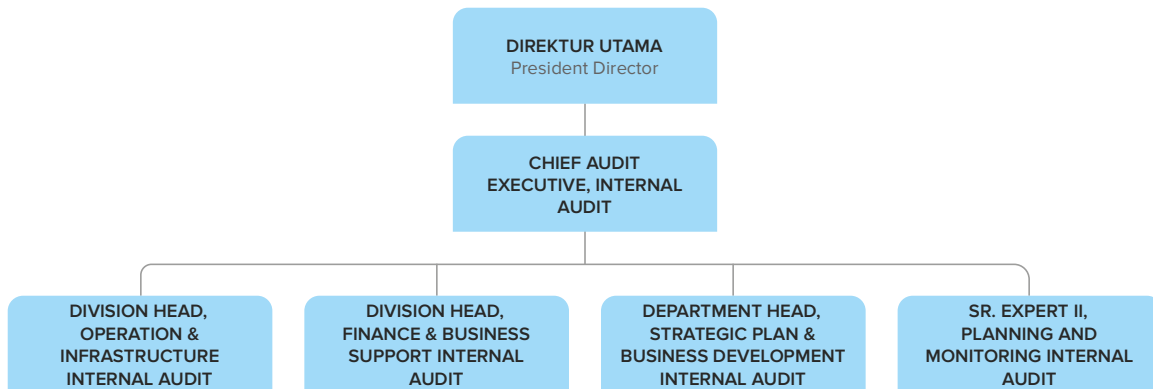
Preparation Guidelines of the Internal Audit Unit Charter Article 5 point (1), Articles of Association of PT Perusahaan Gas Negara Tbk, Company Board Manual, and Internal Audit Charter dated February 5, 2024, point (8.b). The appointment and dismissal of Chief Audit Executive is carried out by the President Director with the approval of the Board of Commissioners, after first obtaining the recommendation from the Chief Audit Executive of PT Pertamina (Persero).

KEDUDUKAN INTERNAL AUDIT DALAM STRUKTUR PERUSAHAAN

Satuan Kerja Internal Audit berkedudukan dalam struktur organisasi PT Perusahaan Gas Negara, Tbk serta bertanggung jawab langsung kepada Direktur Utama.

POSITION OF INTERNAL AUDIT IN THE COMPANY'S STRUCTURE

The Internal Audit Unit is within the organizational structure of PT Perusahaan Gas Negara, Tbk, and directly responsible to the President Director.



PIAGAM AUDIT

Dalam menjalankan tugas dan tanggung jawab, *Internal Audit* berpedoman pada Piagam Audit Internal (*Internal Audit Charter*) yang telah ditetapkan oleh *Chief Audit Executive*, Direktur Utama dan Komisaris Utama merangkap sebagai Komisaris Independen pada tanggal 5 Februari 2024. Piagam Audit Internal secara garis besar memuat Visi, Misi, Tujuan, Ruang Lingkup, Prinsip Utama, Persyaratan Auditor Internal, Larangan Perangkapan Tugas dan Jabatan, Struktur dan Kedudukan, Independensi, Wewenang, Tugas dan Tanggung Jawab, Standar Pelaksanaan, serta Kode Etik Auditor.

AUDIT CHARTER

In carrying out its duties and responsibilities, Internal Audit refers to the Internal Audit Charter, which has been established by the Chief Audit Executive, President Director, and President Commissioner, concurrently serving as Independent Commissioner on February 5, 2024. In general, the Internal Audit Charter contains the Vision, Mission, Objectives, Scope, Main Principles, Internal Auditor Requirements, Prohibition of Concurrent Duties and Positions, Structure and Position, Independence, Authority, Duties and Responsibilities, Implementation Standards, as well as the Code of Ethics of Internal Auditors.

TUGAS DAN TANGGUNG JAWAB

Sebagaimana yang telah disebutkan sebelumnya, dalam melaksanakan tugas dan tanggung jawab Internal Audit (IA) mengacu pada Piagam Audit Internal (*Internal Audit Charter*). Sedangkan dalam pelaksanaan penugasan mengacu pada Pedoman Pengelolaan Kegiatan Satuan Kerja Internal Audit No. P-001/18.00/2024 tanggal berlaku 29 Februari 2024. Secara garis besar Pedoman tersebut mengatur kebijakan umum dan khusus terkait pengelolaan Satuan Kerja Internal Audit (SKIA), kualifikasi pelaksana kegiatan SKIA, perencanaan kegiatan SKIA, penugasan *assurance*, penugasan konsultasi, pelaksanaan monitoring tindak lanjut rekomendasi, *Quality Assurance and Improvement Program* (QAIP).

DUTIES AND RESPONSIBILITIES

As previously stated, in performing its tasks and responsibilities, the Internal Audit refers to the Internal Audit Charter. While, in the implementation of the assignment, it refers to the Management Guidelines of the Internal Audit Unit Activities No. P-001/18.00/2024 effective date on February 29, 2024. In general, the Guidelines regulate the general and specific policies related to the management of the Internal Audit Unit (IAU), qualifications for implementing IAU activities, planning of IAU activities, assurance assignment, consulting assignment, implementation of monitoring of follow-up recommendations, Quality Assurance and Improvement Program (QAIP).

Tugas dan Tanggung Jawab

Tugas dan tanggung jawab Satuan Kerja Internal Audit meliputi hal-hal sebagai berikut:

1. Melaksanakan kegiatan pengawasan melalui pemberian jasa *assurance*, *advice*, dan *insight* di seluruh area kegiatan operasional dan bisnis Subholding Gas.
2. Memastikan aspek integritas, objektivitas, kerahasiaan dan kompetensi diterapkan secara memadai.
3. Menyusun dan mengusulkan *Annual Audit Plan* (AAP) yang mencakup antara lain objek penugasan, jadwal penugasan, dan *resources* yang dibutuhkan untuk mendapatkan persetujuan Direktur Utama, dan Dewan Komisaris atas rekomendasi Komite Audit.
4. Melakukan *review* AAP yang sedang berjalan, untuk memastikan kesesuaiannya dengan proses bisnis dan risiko Perusahaan, serta lingkup dan tujuan penugasan.
5. Mengkomunikasikan keterbatasan sumber daya pelaksanaan penugasan, perubahan AAP, dan perubahan arah kebijakan kepada Direktur Utama, dan Dewan Komisaris melalui Komite Audit.
6. Memastikan setiap penugasan dilakukan dengan supervisi dan didukung dengan kertas kerja yang memadai, serta rekomendasi, *advice*, dan *insight* yang disampaikan dapat diimplementasikan oleh Auditee.
7. Memastikan SKIA secara kolektif memiliki/memperoleh pengetahuan, keterampilan dan kompetensi yang memadai.
8. Melaksanakan koordinasi pengelolaan kegiatan Internal Audit yang tidak terbatas pada kegiatan *assurance*, *advice*, dan *insight* di lingkungan Internal Audit Pertamina Group.
9. Menguji serta mengevaluasi efektivitas pelaksanaan pengendalian internal dan sistem manajemen risiko sesuai dengan kebijakan yang berlaku.
10. Melaksanakan pemeriksaan kepatuhan terhadap peraturan perundangan terkait.
11. Mengidentifikasi alternatif perbaikan dan peningkatan efisiensi operasional Perusahaan.
12. Melaksanakan pemeriksaan khusus apabila diperlukan.
13. Melaksanakan koordinasi dengan Komite Audit.
14. Melaporkan hasil pengawasan kepada Direktur Utama, Direktur lainnya yang relevan, dan Dewan Komisaris.
15. Memonitor pelaksanaan tindak lanjut hasil Audit Internal, eksternal dan institusi pengawasan lainnya dan melaporkan secara periodik kepada Direktur Utama dan Komite Audit.
16. Melaksanakan koordinasi kegiatan audit/pemeriksaan oleh Auditor Eksternal.
17. Melaksanakan audit investigasi yang dikoordinasikan dengan Internal Audit Holding dan dapat dilakukan sebagai tindak lanjut atas pengaduan melalui *Whistleblowing System* (WBS) atau masyarakat/pihak lainnya dan/atau berdasarkan *red flag* yang telah diidentifikasi oleh Internal Audit.
18. Melaksanakan evaluasi dan peningkatan mutu (*improvement program*) kegiatan Internal Audit.

Duties and Responsibilities

Duties and responsibilities of the Internal Audit Unit cover the following matters:

1. Carrying out supervisory activities by providing assurance, advice, and insight services in all areas of Gas Subholding's operational and business activities.
2. Ensuring that the integrity, objectivity, confidentiality and competence aspects are properly implemented.
3. Preparing and proposing an Annual Audit Plan (AAP), which includes, the assignment object, assignment schedule, and resources required to obtain approval from the President Director and the Board of Commissioners upon the recommendation of the Audit Committee.
4. Reviewing the ongoing AAP, to ensure its alignment with the Company's business processes and risks, as well as the scope and objectives of the assignment.;
5. Communicating resource limitations for carrying out assignments, changes to the AAP, and changes in policy direction to the President Director and the Board of Commissioners through the Audit Committee.
6. Ensuring that each assignment is carried out with supervision and supported by adequate working papers, and that the recommendations, advice, and insights provided can be implemented by the Auditee.
7. Ensuring that the IAU collectively has/acquires adequate knowledge, skills, and competencies.
8. Coordinating the management of Internal Audit activities, which are not limited to assurance, advice, and insight activities within the Internal Audit of Pertamina Group.
9. Testing and evaluating the effectiveness of internal control and risk management system implementation in accordance with applicable policies.
10. Auditing the compliance with relevant laws and regulations
11. Identifying alternatives for improvement and increasing the Company's operational efficiency.
12. Performing special audits if necessary.
13. Coordinating with the Audit Committee.
14. Reporting the supervision results to the President Director, other relevant Directors, and the Board of Commissioners.
15. Monitoring the implementation of follow-up to the results of internal, external, and other supervisory institutions audits and report periodically to the President Director and Audit Committee.
16. Coordinating audit/ inspection activities by external auditors.
17. Carrying out investigative audits coordinated with the Internal Audit of the Holding and can be carried out as a follow-up to complaints via the Whistleblowing System (WBS) or the public/other parties and/or based on red flags that have been identified by the Internal Audit.
18. Carrying out evaluation and improvement program of Internal Audit activities.

19. Melaporkan hasil kegiatan Internal Audit kepada Direktur Utama, dan Dewan Komisaris melalui Komite Audit.
20. Melaksanakan penugasan lain yang diamanatkan oleh Direksi, Dewan Komisaris dan/atau Komite Audit.
21. Melakukan penyusunan dan pengkajian Internal Audit *Charter* (Piagam Audit Internal) secara periodik, minimal setahun sekali serta menyampaikannya kepada Direktur Utama dan Dewan Komisaris untuk memperoleh persetujuan.

Wewenang

Satuan Kerja Internal Audit dalam melaksanakan tugasnya memiliki wewenang sebagai berikut:

1. Memiliki akses tidak terbatas atas semua data, dokumen, fungsi, kegiatan, dan sumber daya Perusahaan lainnya termasuk meminta keterangan atau penjelasan pada semua pejabat/pekerja dalam rangka pelaksanaan tugas Internal Audit.
2. Menentukan ruang lingkup, metode, cara, teknik, strategi dan pendekatan audit.
3. Melaksanakan komunikasi secara langsung dengan Direksi, Dewan Komisaris, dan/atau Komite Audit.
4. Melaksanakan koordinasi dengan Auditor Eksternal dan institusi pengawasan lainnya.
5. Meminta atau mendapatkan bantuan dari pekerja internal Perusahaan maupun dari pihak luar Perusahaan, dalam rangka pelaksanaan tugasnya.
6. Mengadakan rapat secara berkala dan pada saat diperlukan dengan Direksi, Dewan Komisaris dan/atau Komite Audit.
7. Berperan aktif dalam diskusi penunjukan dan/atau pengangkatan *Chief Audit Executive* di Anak Perusahaan dalam ruang lingkup Subholding Gas dengan memberikan rekomendasi dan/atau memutuskan persetujuannya.
8. Menentukan arah kebijakan, struktur organisasi, pengelolaan pembinaan karier pekerja (mutasi dan/atau promosi), pengelolaan *manpower* pelaksanaan penugasan, serta melakukan koordinasi dan pengawasan kegiatan Internal Audit di Subholding Gas dan Anggota Subholding Gas setelah berkonsultasi dengan *Chief Audit Executive* Internal Audit PT Pertamina (Persero).
9. Mengelola kegiatan *assurance*, *advice*, *insight*, dan audit investigasi di lingkungan Subholding Gas melalui mekanisme yang ditentukan sebelumnya.
10. Mengkoordinasikan pengelolaan kegiatan Internal Audit dengan Internal Audit Holding dan Anggota Subholding sesuai dengan pola koordinasi yang telah disetujui oleh Direktur Utama.

19. Reporting the results of Internal Audit activities to the President Director, and the Board of Commissioners through the Audit Committee.
20. Carrying out other assignments as mandated by the Board of Directors, Board of Commissioners and/or Audit Committee.
21. Preparing and reviewing the Internal Audit Charter periodically, at least once a year, and submitting it to the President Director and the Board of Commissioners for approval.

Authority

In carrying out its duties, the Internal Audit has the following authorities:

1. Have unlimited access to all data, documents, functions, activities, and other Company resources, including requesting information or explanations from all officials/employees in the context of carrying out the duties of the Internal Audit.
2. Determining the scope, methods, means, techniques, strategies, and audit approaches.
3. Carrying out direct communication with the Board of Directors, Board of Commissioners, and/or Audit Committee.
4. Carrying out coordination with external auditors and other supervisory institutions.
5. Requesting or obtaining assistance from internal Company employees or from parties outside the Company, in carrying out their duties.
6. Hold periodical meetings and when necessary, with the Board of Directors, Board of Commissioners and/or Audit Committee.
7. Actively participating in discussions on the appointment and/or promotion of the Chief Audit Executive in Subsidiaries within the scope of the Gas Subholding by providing recommendations and/or deciding its approval.
8. Determining the policy direction, organizational structure, management of employee career development (transfer and/or promotion), management of manpower for carrying out assignments, as well as coordinating and supervising Internal Audit activities at the Gas Subholding and Gas Subholding Members after consulting with the Chief Audit Executive of PT Pertamina (Persero).
9. Managing assurance, advice, insight, and investigative audit activities within the Gas Subholding through mechanisms that have been established.
10. Coordinating the management of Internal Audit activities with Internal Audit of the Holding and Subholding Members in accordance with the coordination pattern approved by the President Director.

KEBIJAKAN DAN PELAKSANAAN FREKUENSI RAPAT DENGAN DIREKSI DEWAN KOMISARIS DAN/ATAU KOMITE AUDIT

Secara berkala, Satuan Kerja Audit Internal melaksanakan rapat dengan Direksi, Dewan Komisaris dan/atau Komite Audit. Rapat juga dapat diselenggarakan secara insidental sesuai dengan kebutuhan. Selama tahun 2024, Satuan Kerja Audit Internal telah mengikuti rapat dengan Direksi sebanyak 61 (enam puluh satu) kali rapat, dan 15 (lima belas) kali rapat bersama dengan Direksi, Dewan Komisaris, dan/atau Komite Audit.

JUMLAH PERSONEL INTERNAL AUDIT

Per tanggal 31 Desember 2024, jumlah personel *Internal Audit* sebanyak 16 (enam belas) personel, yang terdiri dari:

JUMLAH PERSONEL INTERNAL AUDIT

Number of Internal Audit Personnel

No.	Jabatan Position	Jumlah Total
1.	Chief Audit Executive	1
2.	Division Head, Operation and Infrastructure Internal Audit	1
3.	Division Head, Finance and Business Support Internal Audit	1
4.	Department Head, Strategic Plan and Business Development Internal Audit	1
5.	Sr. Expert II, Planning and Monitoring Internal Audit	1
6.	Lead Auditor	4
7.	Sr. Auditor II	3
8.	Sr. Auditor I	1
9.	Auditor II	2
10.	Assistant, Planning and Monitoring Internal Audit	1
Jumlah Total		16

PENGEMBANGAN KOMPETENSI SUMBER DAYA MANUSIA

Dalam rangka meningkatkan kompetensi dan profesionalisme personel Internal Audit, selain standarisasi kompetensi melalui sertifikasi profesi, mengikuti pelatihan non sertifikasi yang dapat menunjang pengembangan manajerial maupun kompetensi audit secara langsung. Internal Audit juga berperan aktif mengikuti forum Seminar seperti Seminar Nasional Internal Auditor (SNIA), *The Institute of Internal Auditors (IIA) Indonesia Regional Conference*, seminar Forum Komunikasi Satuan Pengawasan Intern (FKSPI) ESDM dan BUMN.

Pada tahun 2024, beberapa kegiatan pengembangan kompetensi personel Internal Audit meliputi :

- *Certification in Audit Committee* tanggal 5 -7 Maret 2024 diselenggarakan oleh Ikatan Komite Audit Indonesia (IKAI).
- Pelatihan Pembekalan *Certified Fraud Examiners (CFE)* tanggal 27 - 31 Mei 2024 difasilitasi oleh Pertamina Corporate University.
- Pelatihan *Certified Information System Audit (CISA)* tanggal 24 - 28 Juni 2024 difasilitasi oleh Pertamina Corporate University.

POLICY AND IMPLEMENTATION OF MEETING FREQUENCY WITH THE BOARD OF DIRECTORS, BOARD OF COMMISSIONERS, AND/OR AUDIT COMMITTEE

The Internal Audit Unit regularly holds meetings with the Board of Directors, Board of Commissioners and/or Audit Committee. Meetings can also be held incidentally as needed. During 2024, the Internal Audit Unit attended 61 (sixty-one) meetings with the Board of Directors, and 15 (fifteen) meetings with the Board of Directors, Board of Commissioners and/or Audit Committee.

NUMBER OF INTERNAL AUDIT PERSONNEL

As of December 31, 2024, the number of Internal Audit personnel is 16 (sixteen) personnel, consisting of:

COMPETENCY DEVELOPMENT OF HUMAN RESOURCES

In addition to competency standardization through professional certification, to improve the competence and professionalism, Internal Audit personnel also participate in non-certification training that can support managerial development and audit competency directly. Internal Audit also plays an active role in participating in seminar forums, such as the National Internal Auditor Seminar (SNIA), *The Institute of Internal Auditors (IIA) Indonesia Regional Conference*, Seminar on the Communication Forum for the Internal Control Unit of EMR and SOEs.

In 2024, several Internal Audit personnel competency development activities include:

- *Certification in Audit Committee* on March 5-7, 2024, organized by the Indonesian Audit Committee Association (IKAI).
- *Certified Fraud Examiners (CFE) Briefing Training* on May 27-31, 2024, facilitated by Pertamina Corporate University.
- *Certified Information System Audit (CISA)* training on June 24-28, 2024, facilitated by Pertamina Corporate University.

- Seminar FKSPI Komisariat ESDM tanggal 4 - 5 Juli 2024 diselenggarakan oleh Forum Komunikasi Satuan Pengawasan Intern.
- Konferensi dan Wisuda *Qualified Internal Auditor* tanggal 5 - 6 Juli 2024 diselenggarakan oleh Yayasan Pendidikan Internal Audit (YPIA).
- Pelatihan Pembekalan *Certified Internal Audit* (CIA) tanggal 22 Juli - 1 Agustus 2024 difasilitasi oleh Pertamina Corporate University.
- *Asian Confederation of Intitute of Internal Auditors* (ACIIA) *Regional Conference* tanggal 28 - 29 Agustus 2024 diselenggarakan oleh *The IIA Indonesia*.
- *National Anti Fraud Conference* 2024 tanggal 5 - 6 September 2024 diselenggarakan oleh Association of Certified Fraud Examiners (ACFE) Indonesia.
- Pelatihan *Internal Control over Financial Reporting* (ICoFR) tanggal 28 - 29 November 2024 yang difasilitasi oleh Human Capital Management PGN.

SERTIFIKASI PROFESI INTERNAL AUDIT

Sebagai bentuk komitmen PGN dalam pengembangan Sumber Daya Manusia, sesuai dengan standar profesi *Internal Audit*, personel *Internal Audit* wajib mengembangkan pengetahuan dan kompetensi melalui sertifikasi profesi. Saat ini Auditor *Internal Audit* telah memperoleh sertifikasi bertaraf nasional maupun internasional dengan rincian sebagai berikut:

- *Qualified Internal Auditors* (QIA) sebanyak 14 orang
- *Certification in Audit Committee Practices* (CACP) sebanyak 2 orang
- *Certified Risk Professional* (CRP) sebanyak 4 orang
- *Certified Fraud Examiners* (CFE) sebanyak 3 orang
- *Chartered Accountant* (CA) sebanyak 2 orang
- *Enterprise Risk Management Associate Professional* (ERMAP) sebanyak 1 orang
- *Certified Forensic Auditor* (CFrA) sebanyak 1 orang
- *Oxygen Forensic® Cloud Extraction* (OFCE) sebanyak 1 orang
- *Certified Governance Accounting Expert* (CGAE) sebanyak 1 orang
- *Certified Public Accountant* (CPA) sebanyak 1 orang
- *Certified State Finance Auditor* (CSFA) sebanyak 1 orang

PELAKSANAAN KEGIATAN INTERNAL AUDIT SELAMA TAHUN 2024

Insight

Internal Audit meningkatkan perannya sebagai *Insight Generator* dan *Trusted Advisor*. Internal Audit lebih proaktif memberikan *insights* dan *strategic advises* kepada Manajemen terutama pada aspek *Governance*, *Risk* dan *Compliance*. Sepanjang tahun 2024, Internal Audit telah menyampaikan 9 (sembilan) *insight* kepada Manajemen melalui *Management Letter*.

- FKSPI EMR Commissariat Seminar on July 4-5, 2024, organized by the Internal Audit Unit Communication Forum.
- *Qualified Internal Auditor* Conference and Graduation on July 5-6, 2024, organized by the Internal Audit Education Foundation (YPIA).
- *Certified Internal Audit* (CIA) Briefing Training on July 22 - August 1, 2024, facilitated by Pertamina Corporate University.
- *Asian Confederation of Institute of Internal Auditors* (ACIIA) *Regional Conference* on August 28-29, 2024, organized by The IIA Indonesia.
- *National Anti-Fraud Conference* 2024 on September 5-6, 2024, organized by the Association of Certified Fraud Examiners (ACFE) Indonesia.
- *Internal Control over Financial Reporting* (ICoFR) Training on November 28-29, 2024, facilitated by Human Capital Management of PGN.

INTERNAL AUDIT PROFESSIONAL CERTIFICATION

As a form of PGN's commitment to Human Resource development, Internal Auditor personnel are required to develop knowledge and competence through professional certifications in accordance with Internal Audit professional standards. Currently, Internal Audit Auditors have obtained national and international certification with the following details:

- *Qualified Internal Auditors* (QIA) owned by 14 people
- *Certification in Audit Committee Practices* (CACP) owned by 2 people
- *Certified Risk Professional* (CRP) owned by 4 people
- *Certified Fraud Examiners* (CFE) owned by 3 people
- *Chartered Accountant* (CA) owned by 2 people
- *Enterprise Risk Management Associate Professional* (ERMAP) owned by 1 person
- *Certified Forensic Auditor* (CFrA) owned by 1 person
- *Oxygen Forensic® Cloud Extraction* (OFCE) owned by 1 person
- *Certified Governance Accounting Expert* (CGAE) owned by 1 person
- *Certified Public Accountant* (CPA) owned by 1 person
- *Certified State Finance Auditor* (CSFA) owned by 1 person

IMPLEMENTATION OF INTERNAL AUDIT ACTIVITIES DURING 2024

Insight

Internal Audit increases its role as an *Insight Generator* and *Trusted Advisor*. Internal Audit is more proactive in providing insights and strategic advice to Management, particularly on aspects of *Governance*, *Risk*, and *Compliance*. Throughout 2024, Internal Audit has conveyed 9 (nine) insights to Management via *Management Letters*.

Pelaksanaan Audit dan Konsultasi

- Berdasarkan *Annual Audit Plan* (AAP) 2024 yang terakhir kali dilaksanakan *review* pada Triwulan III tahun 2024 dan telah mendapatkan persetujuan Direktur Utama serta Komisaris Utama, *Internal Audit* telah melaksanakan 11 (sebelas) penugasan audit/konsultasi.
- Selain melaksanakan penugasan berdasarkan AAP 2024 *Internal Audit* juga telah melaksanakan 1 (satu) penugasan *Non AAP* 2024, 4 (empat) penugasan *Carry Over* AAP 2023 dan 1 (satu) penugasan *Carry Over Non AAP* 2023.
- Internal Audit* PGN secara aktif berkoordinasi dengan *Internal Audit* Pertamina dalam Holding Migas.
- Internal Audit* PGN juga secara aktif berkoordinasi dengan *Internal Audit* Entitas Anggota Subholding Gas.

Rotasi pekerja di lingkungan *Internal Audit* dilaksanakan mengacu pada kebijakan Fungsi Human Capital PGN dan melalui koordinasi dengan *Internal Audit* Holding selaku Pembina.

Pelaksanaan Audit Khusus

Pada tahun 2024, *Internal Audit* telah melaksanakan penelaahan atas laporan pengaduan melalui *Whistle Blowing System* (WBS) yang terdiri dari 2 (dua) *Carry Over* 2023 dan 2 (dua) yang diterima di tahun 2024.

TINDAK LANJUT REKOMENDASI AUDIT

Pelaksanaan monitoring penyelesaian tindak lanjut:

- Realisasi monitoring tindak lanjut hasil Audit Internal yang dilakukan oleh *Internal Audit* PGN pada periode tahun 2024 sebagai berikut:

TABEL REKAPITULASI TINDAK LANJUT HASIL AUDIT INTERNAL PERIODE 1 JANUARI 2024 - 31 DESEMBER 2024

Table of Follow-up Internal Audit Results January 1, 2024 to December 31, 2024

No.	Uraian	Total	Description
A	<i>Outstanding</i> rekomendasi per 1 Januari 2024	169	Outstanding recommendations as of January 1, 2024
B	Tambahan rekomendasi sampai dengan 31 Desember 2024	104	Additional recommendations until December 31, 2024
C	Total rekomendasi sampai dengan 31 Desember 2024	273	Total recommendations up to December 31, 2024
D	Tindak lanjut sampai dengan 31 Desember 2024	192	Follow-up until December 31, 2024
E	<i>Outstanding</i> rekomendasi sampai dengan 31 Desember 2024	81	Outstanding recommendations until December 31, 2024
E1	<i>Outstanding</i> rekomendasi per 31 Desember 2024 yang telah melebihi <i>end date</i>	-	Outstanding recommendations as of December 31, 2024, which have passed the due date
E2	<i>Outstanding</i> rekomendasi per 31 Desember 2024 yang belum melebihi <i>end date</i>	81	Outstanding recommendations as of December 31, 2024, which did not exceed the due date
Persentase Pencapaian (F) =D/(D+E1) x 100%		100%	Percentage of Achievement (F) =D/(D+E1) x 100%

Sesuai dengan pelaksanaan monitoring tindak lanjut, *Internal Audit* akan menyampaikan kembali *reminder* penyelesaian tindak lanjut kepada *Auditee* pada Triwulan I 2025.

Implementation of Audits and Consultations

- Based on the 2024 Annual Audit Plan (AAP), which was last reviewed in the third quarter of 2024 and has received approval from the President Director and President Commissioner, Internal Audit has carried out 11 (eleven) audit/ consultation assignments.
- Apart from carrying out assignments based on the 2024 AAP, Internal Audit has also carried out Internal Audit has also carried out 1 (one) non-AAP assignment in 2024, 4 (four) 2023 AAP Carry Over assignment, and 1 (one) 2023 non-AAP Carry Over assignment.
- PGN Internal Audit actively coordinates with Pertamina Internal Audit in the Oil and Gas Holding.
- PGN Internal Audit also actively coordinates with the Internal Audit of Gas Subholding Member Entities.

Rotation of employees within the Internal Audit is carried out in reference to the PGN Human Capital Function policy and through coordination with the Internal Audit Holding as the Supervisor.

Implementation of Special Audit

In 2024, the Internal Audit function conducted a review of complaint reports submitted through the Whistle Blowing System (WBS), comprising two carried over from 2023 and two received in 2024.

FOLLOW-UP TO AUDIT RECOMMENDATIONS

Monitoring completion of follow-ups:

- The realization of follow-up monitoring of internal audit results conducted by PGN Internal Audit in the 2024 period is as follows:

In accordance with the implementation of follow-up monitoring, Internal Audit will send a reminder to the Auditee to complete the follow-up by the first quarter of 2025.

- b. Rekomendasi hasil audit eksternal (BPK RI dan Kantor Akuntan Publik untuk Audit PSA 62).

1. BPK RI

Telah dilaksanakan Pemutakhiran Tindak Lanjut Rekomendasi Hasil Audit BPK RI Periode Semester I 2024 untuk 3 (tiga) Laporan Hasil Pemeriksaan (LHP) bersama dengan BPK RI pada tanggal 9 sampai dengan 13 September 2024. Realisasi penyelesaian tindak lanjut hasil pemeriksaan BPK RI mencapai 62% (18 rekomendasi) dari keseluruhan *outstanding* rekomendasi yang berjumlah 29 (dua puluh sembilan), sehingga tersisa sebanyak 11 (sebelas) rekomendasi yang dinyatakan Belum Sesuai.

- b. Recommendations of external audit results (BPK RI and Public Accounting Firm for PSA 62 Audit).

1. BPK RI

Updated Follow-up Recommendations for BPK RI Audit Results for Semester I 2024 Period for 3 (three) Audit Result Reports (LHP) with BPK RI from September 9 to September 13, 2024. The completion of follow-up on BPK RI audit results reached 62% (18 recommendations) of the total outstanding recommendations of 29 (twenty-nine) recommendations, with the remaining 11 (eleven) recommendations being declared Not Appropriate.

TABEL REKAPITULASI TINDAK LANJUT HASIL AUDIT INTERNAL PERIODE 1 JANUARI 2024 - 31 DESEMBER 2024

Table of Follow-up Internal Audit Results January 1, 2024 to December 31, 2024

No.	Keterangan Description	Jumlah Rekomendasi Number of Recommendations
A	<i>Outstanding</i> rekomendasi per 1 Januari 2024 <i>Outstanding</i> recommendations as of January 1, 2024	29
B	Tambahan rekomendasi sampai dengan 31 Desember 2024 Additional recommendations until December 31, 2024	-
C	Total rekomendasi sampai dengan 31 Desember 2024 Total recommendations up to December 31, 2024	29
D	Tindak Lanjut s.d. 31 Desember 2024 Follow-up to December 31, 2024	
	Sesuai Appropriate	18
	Belum Sesuai Not Appropriate	11
	Belum Ditindaklanjuti Not Followed up yet	-
	Tidak Dapat Ditindaklanjuti Not Followed Up	-
E	<i>Outstanding</i> rekomendasi per 31 Desember 2024 <i>Outstanding</i> recommendations as of December 31, 2024	11

Selanjutnya Pemutakhiran Tindak Lanjut Rekomendasi Hasil Audit BPK RI Periode Semester II 2024 akan dijadwalkan pelaksanaannya pada Triwulan I 2025.

Furthermore, an update on the follow-up to recommendations from the BPK RI audit results for the second semester of 2024 is planned for implementation in the first quarter of 2025.

2. Kantor Akuntan Publik Purwantono, Sungkoro & Surja (KAP PSS)

Pada Tahun 2024, terdapat 2 (dua) rekomendasi Audit PSA 62 Periode Tahun Buku 2022 berdasarkan Laporan Auditor Independen Kepatuhan Terhadap Pengendalian Internal No.00154/2.1032/JL.0/02/1726-1/1/IV/2023 tanggal 13 April 2023, dan 1 (satu) rekomendasi Audit PSA 62 Periode Tahun Buku 2023 berdasarkan Laporan Auditor Independen Kepatuhan Terhadap Pengendalian Internal No. 00029/2.1032/JL.0/02/1726-2/1/III/2024 tanggal 8 Maret 2024 yang perlu dimonitor tindaklanjutnya oleh Internal Audit. Internal Audit PGN telah melaksanakan *monitoring* tindak lanjut dan bukti tindak lanjut telah disampaikan kepada KAP Purwantono, Sungkoro & Surja pada tanggal 3 Desember 2024. Per 31 Desember 2024, proses *review* bukti tindak lanjut tersebut masih dilaksanakan oleh KAP PSS dan hasil pemutakhirannya akan disampaikan melalui penerbitan Laporan Audit PSA 62 Periode Tahun Buku 2024.

2. Public Accounting Firm Purwantono, Sungkoro, & Surja

In 2024, there were 2 (two) recommendations for the PSA 62 Audit for the 2022 Fiscal Year Period based on the Independent Auditor's Report on Compliance with Internal Control No. 00154/2.1032/JL.0/02/1726-1/1/IV/2023 dated April 13, 2023, and 1 (one) recommendation for the PSA 62 Audit for the 2023 Fiscal Year Period based on the Independent Auditor's Report on Compliance with Internal Control No. 00029/2.1032/JL.0/02/1726-2/1/III/2024 dated March 8, 2024, the follow-up of which needs to be monitored by Internal Audit. PGN Internal Audit has carried out follow-up monitoring and evidence of follow-up has been submitted to KAP Purwantono, Sungkoro & Surja on December 3, 2024. As of December 31, 2024, the review process of the evidence of follow-up is still being carried out by KAP PSS and the updated results will be submitted through the issuance of the PSA 62 Audit Report for the 2024 Fiscal Year Period.

PENDAMPINGAN AUDITOR EKSTERNAL

Internal Audit aktif melakukan pendampingan terhadap audit yang dilakukan Auditor Eksternal, sebagai berikut:

- Kantor Akuntan Publik Purwantono, Sungkoro & Surja (anggota firma Ernst & Young Global Limited) dalam melaksanakan Audit PSA 62 Tahun Buku 2023 dan 2024.
- Badan Pengawasan Keuangan dan Pembangunan (BPKP) dalam pelaksanaan pemeriksaan dan pendampingan penyelesaian permasalahan di PGN Group.

ASSISTANCE FOR EXTERNAL AUDITORS

Internal Audit actively facilitates audits conducted by the following External Auditors:

- Public Accounting Firm Purwantono, Sungkoro & Surja (member firm of Ernst & Young Global Limited) in conducting the PSA 62 Audit form the 2023 and 2024 fiscal years.
- Financial and Development Supervisory Agency (BPKP) in carrying out audits and assistance in problem resolutions in the PGN Group.

LAIN-LAIN

Internal Audit selain melakukan kegiatan audit dan pendampingan di atas, juga melakukan kegiatan:

- Ikut serta dalam kegiatan Forum Komunikasi Satuan Pengawasan Intern (FKSPI) BUMN dan ESDM.
- Mengikuti pelatihan, konferensi, sertifikasi dan peningkatan kompetensi.
- Melaksanakan sosialisasi Pedoman *Whistle Blowing System* (WBS).
- Mengimplementasikan *Audit Management System* (AMS) dalam menjalankan penugasan dan *monitoring* tindak lanjut rekomendasi hasil audit.

OTHERS

In addition to audit and facilitation above, Internal Audit also performs the following activities:

- Participating in activities organized by a Communication Forum for Internal Audit Unit of SOEs and EMR.
- Participating in training, certification, and competency improvement programs.
- Disseminating Guidelines for the Whistle Blowing System.
- Implementing the Audit Management System (AMS) in carrying out assignments and monitoring the follow-up to recommendations from audit results.

SISTEM PENGENDALIAN INTERNAL

Internal Control System

KESESUAIAN SISTEM PENGENDALIAN INTERNAL

PGN terus mengupayakan pengembangan sistem pengendalian internal dengan mengacu kepada ISO 31000:2018 *framework*, selaras dengan ketentuan Peraturan Menteri BUMN No. PER 2-MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara. PGN mengimplementasikan sistem pengendalian internal dengan mekanisme dan proses yang melibatkan Direksi, anggota manajemen, dan seluruh personel di Perusahaan. Hal ini dilakukan dalam rangka memberikan keyakinan atas pencapaian operasional Perusahaan, pelaporan keuangan yang andal, serta kepatuhan terhadap prosedur dan peraturan yang berlaku.

Penerapan sistem pengendalian internal yang efektif menjadi dasar kuat bagi kegiatan operasional PGN yang sehat dan aman, mencegah kegagalan pencapaian tujuan, menghasilkan laporan keuangan terpercaya, serta memastikan kegiatan Perusahaan patuh pada aturan dan hukum. Upaya ini juga dapat memberikan informasi yang relevan dalam menilai kinerja Perusahaan.

PENGENDALIAN KEUANGAN DAN OPERASIONAL SERTA KEPATUHAN TERHADAP PERUNDANG-UNDANGAN

PGN menerapkan sistem pengendalian internal dalam dua aspek, yaitu pengendalian operasional dan keuangan. Pengendalian operasional dilakukan melalui pengkajian ulang oleh Direksi terhadap kinerja operasional dan realisasi Rencana Kerja serta Anggaran Perusahaan. Hal ini dilakukan dengan tujuan untuk mendeteksi adanya kelemahan pengendalian terpasang, atau kurang memadainya rencana dan upaya mitigasi risiko.

Dalam melakukan pengendalian keuangan, PGN menjalankan pemisahan fungsi agar terhindar dari kesalahan atau penyimpangan dalam pelaksanaan tugasnya. Selain itu, secara rutin PGN melakukan pembaruan kebijakan, prosedur, sistem operasional, dan standar akuntansi sebagai acuan dalam kegiatan operasional yang aktual.

CONFORMITY OF THE INTERNAL CONTROL SYSTEM

PGN continuously made efforts to develop an internal control system by referring to ISO 31000:2018 *framework*, in line with the provisions of Minister of State-Owned Enterprises Regulation No. PER-2/MBU/03/2023 on Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises. PGN implements the internal control system using mechanisms and processes that involve the Board of Directors, members of management, and all personnel in the Company. This is conducted to provide confidence in the Company's operational achievements, reliable financial reporting, and compliance with applicable procedures and regulations.

The implementation of an effective internal control system serves as a strong basis for sound and safe operational activities of PGN, preventing failure to the achievement of goals, producing reliable financial reports, as well as ensuring that Company activities comply with laws and regulations. This effort can also provide relevant information in assessing the Company's performance.

FINANCIAL AND OPERATIONAL CONTROL, AS WELL AS COMPLIANCE WITH LEGISLATIONS

PGN implements an internal control system in two aspects, namely operational and financial control. Operational control is carried out through reviews by the Board of Directors on operational performance and realization of the Company's Work Plan and Budget. This is conducted with the aim of detecting control weaknesses, or inadequate risk mitigation plans and efforts.

In carrying out financial control, PGN carries out separation of functions to avoid errors or deviations in the implementation of its duties. In addition, the Company routinely updates policies, procedures, operational systems, and accounting standards to reflect actual operational activities.

Dalam rangka meningkatkan keandalan pelaporan keuangan untuk mengurangi risiko kesalahan material atau salah saji, PGN telah mengembangkan *Internal Control Over Financial Reporting* (ICoFR). Sampai dengan tanggal 31 Desember 2024, PGN secara *Standalone* telah melakukan perancangan dan pemutakhiran proses bisnis serta pengendalian tingkat Entitas (*Entity Level Control* - ELC), Teknologi Informasi (*Information Technology General Control* - ITGC) dan Transaksi (*Transaction Level Control* - TLC) atas siklus bisnis *Fixed Asset, Operating Expense, Payroll, Taxation, Treasury, Financial Closing & Reporting, Revenue* dan *Cost of Goods Sold* serta mendokumentasikannya ke dalam bentuk *Business Process Model* (BPM) dan *Risk Control Matrix* (RCM). Selain itu, telah dilakukan penyusunan Pedoman ICoFR yang sampai dengan tanggal 31 Desember 2024 masih dalam proses pengesahan Manajemen PGN.

PGN juga telah melaksanakan diagnostik ICoFR dengan mengacu pada Surat Kementerian BUMN Nomor S-4/DKU.MBU/02/2024 tentang Diagnostik Internal Control Over Financial Reporting (ICoFR) bagi BUMN Sistemik A dan B, dan saat ini sedang dalam proses tindak lanjut sesuai dengan target waktu yang telah disepakati.

KESESUAIAN SISTEM PENGENDALIAN INTERNAL DENGAN ISO 31000:2018

Sistem pengendalian internal PGN merujuk pada *Framework Manajemen Risiko ISO 31000:2018* yang mencakup integrasi, perancangan, penerapan, evaluasi, dan peningkatan Manajemen Risiko di semua bisnis unit Perusahaan. Siklus prosesnya dimulai dari perencanaan awal hingga integrasi faktor internal dan eksternal Perusahaan.

EVALUASI TERHADAP EFEKTIVITAS SISTEM PENGENDALIAN INTERNAL

Pengendalian internal diberlakukan kepada Direksi, anggota manajemen, dan personel Perusahaan. Tujuannya adalah memberikan keyakinan atas efektivitas dan efisiensi operasional Perusahaan, laporan keuangan yang andal, dan kepatuhan terhadap prosedur dan peraturan.

Evaluasi atas efektivitas, efisiensi dan kepatuhan dalam pelaksanaan sistem pengendalian internal salah satunya dilakukan melalui pelaksanaan audit oleh *Internal Audit*. Sedangkan efektivitas sebagian sistem pengendalian internal diuji melalui Audit PSA 62 setiap tahun oleh Kantor Akuntan Publik.

In order to improve the reliability of financial reporting to reduce the risk of material errors or misstatements, PGN has developed Internal Control Over Financial Reporting (ICoFR). As of December 31, 2024, PGN has independently designed and updated business processes and Entity Level Control (ELC), Information Technology (Information Technology General Control - ITGC), and Transactions (Transaction Level Control - TLC) for the Fixed Asset, Operating Expense, Payroll, Taxation, Treasury, Financial Closing & Reporting, Revenue, and Cost of Goods Sold business cycles and documented them in the form of a Business Process Model (BPM) and Risk Control Matrix (RCM). In addition, the preparation of the ICoFR Guidelines have been conducted, in which until December 31, 2024, are still in the process of being approved by PGN Management.

PGN has also carried out ICoFR diagnostics by referring to the Letter of the Ministry of SOEs No. S-4/DKU.MBU/02/2024 on Internal Control Over Financial Reporting (ICoFR) Diagnostics for Systemic SOEs A and B, and is currently in the follow-up process according to the agreed time target.

CONFORMITY OF INTERNAL CONTROL SYSTEM WITH ISO 31000:2018

PGN's Internal Control System refers to the ISO 31000:2018 Risk Management Framework, which covers integrating, planning, implementing, evaluating, and improving Risk Management in all business units in the Company. The process cycle starts from initial planning to integrate the Company's internal and external factors.

EVALUATION ON THE EFFECTIVENESS OF THE INTERNAL CONTROL SYSTEM

Internal control applies to the Board of Directors, members of the management, and Company personnel. The aim is to provide confidence in the effectiveness and efficiency of the Company's operations, reliable financial reports, and compliance with procedures and regulations.

Evaluation on the effectiveness, efficiency, and compliance in the implementation of the internal control system is carried out through the implementation of audit by the Internal Audit. Meanwhile, the effectiveness of some of the internal control systems is tested through the PSA 62 Audit every year by the Public Accounting Firm.

Berdasarkan Laporan Kantor Akuntan Publik Purwanto, Sungkoro dan Surja atas Kepatuhan terhadap Peraturan Perundang-undangan yang berakhir pada tanggal 31 Desember 2024 dan Laporan Kantor Akuntan Publik Purwanto, Sungkoro dan Surja atas Kepatuhan terhadap Pengendalian Internal yang berakhir pada tanggal 31 Desember 2024, dapat disimpulkan bahwa PGN telah mematuhi dalam semua hal yang material, pasal-pasal tertentu hukum, peraturan, kontrak dan persyaratan bantuan serta tidak terdapat masalah berkaitan dengan pengendalian internal dan operasinya yang memiliki kelemahan material.

Perusahaan selalu menindaklanjuti rekomendasi yang dihasilkan dari pelaksanaan Audit Internal dan Audit PSA 62 dalam upaya penyempurnaan sistem pengendalian internal, serta agar kegiatan pelaksanaan operasional Perusahaan berjalan secara efektif. Secara umum sepanjang tahun 2024, sistem pengendalian internal PGN telah berjalan efektif dan efisien.

PERNYATAAN DIREKSI DAN/ATAU DEWAN KOMISARIS ATAS KECUKUPAN SISTEM PENGENDALIAN INTERNAL

Direksi bertanggung jawab untuk mengimplementasikan sistem pengendalian internal dengan sebaik-baiknya guna mencapai tujuan Perusahaan. Dewan Komisaris dengan dibantu oleh Komite Audit bertanggung jawab untuk melakukan pengawasan dalam rangka memastikan terselenggaranya pengendalian intern secara umum, termasuk kebijakan Direksi yang menetapkan pengendalian internal tersebut. Sistem pengendalian internal dirancang untuk mengelola dan mengendalikan risiko dengan baik dan tepat.

Direksi dan Dewan Komisaris menyatakan bahwa sistem pengendalian internal Perusahaan yang dijalankan selama tahun 2024 telah memadai dan digunakan secara tepat untuk mencapai tujuan pengendalian internal Perusahaan yang meliputi:

1. Operasi dijalankan secara efektif dan efisien;
2. Laporan keuangan yang akurat dan dapat diandalkan;
3. Kepatuhan terhadap Undang-Undang dan peraturan yang berlaku; dan
4. Pengamanan aset Perusahaan.

Based on the Report of Public Accounting Firm Purwanto, Sungkoro and Surja on Compliance with Legislative Regulations ending on December 31, 2024, and the Report of Public Accounting Firm Purwanto, Sungkoro and Surja on Internal Control ending on December 31, 2024, it can be concluded that PGN has complied in all material aspects with certain articles of legislation, rules, contracts, and assistance obligations, and that there are no significant weaknesses in internal control and operations.

In an effort to improve the internal control system, the Company always follows up on recommendations resulting from the implementation of internal audits and the PSA 62 Audit, which enables the Company's operational activities to run effectively. In general, throughout 2024, the Internal Control System has been running effectively and efficiently.

STATEMENT OF THE BOARD OF DIRECTORS AND/OR BOARD OF COMMISSIONERS ON THE ADEQUACY OF THE INTERNAL CONTROL SYSTEM

The Board of Directors is responsible for implementing the internal control system as well as possible to achieve the Company's objectives. The Board of Commissioners, assisted by the Audit Committee, is responsible for carrying out supervision to ensure the implementation of internal control in general, including the Board of Directors' policies that determine internal control. The internal control system is designed to manage and control risks properly and appropriately.

The Board of Directors and Board of Commissioners stated that the Company's internal control system implemented throughout 2024 was adequate and used to achieve the Company's internal control objectives, which include:

1. Operations are carried out effectively and efficiently;
2. Accurate and reliable financial statements;
3. Compliance with applicable laws and regulations; and
4. Security of Company assets.

FUNGSI KEPATUHAN

Compliance Function

Dalam membuat keputusan dan menjalankan tindakan usaha, PGN senantiasa merujuk pada nilai moral yang tinggi dan kepatuhan terhadap ketentuan peraturan perundang-undangan yang berlaku.

Perusahaan memiliki fungsi kepatuhan untuk memastikan bahwa kegiatan Perseroan patuh pada aturan dan hukum. Fungsi kepatuhan juga merupakan bagian dari Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) pada BUMN.

STRUKTUR ORGANISASI FUNGSI KEPATUHAN

Fungsi kepatuhan di Perusahaan dijalankan oleh beberapa satuan kerja di bawah Direksi berdasarkan Surat Keputusan Direktur Utama No. 085700.K/OT.00/PDO/2024 tanggal 24 Desember 2024 tentang Bilahan Struktur Organisasi Dasar PT PGN Tbk yaitu:

1. Direktur Utama membawahi fungsi kepatuhan yang melekat kepada satuan kerja:
 - a. Corporate Secretary
 - b. Internal Audit
 - c. Legal Counsel and Compliance
 - d. HSSE
 - e. Strategic Business Advocacy
2. Direktur Manajemen Risiko membawahi fungsi kepatuhan yang melekat kepada satuan kerja Risk Management.

AUDIT KEPATUHAN DI PGN

Laporan Keuangan Perusahaan diaudit oleh Kantor Akuntan Publik (KAP) yang ditunjuk berdasarkan Keputusan RUPS Tahunan. Selain audit laporan keuangan, Kantor Akuntan Publik juga telah melaksanakan Audit Kepatuhan terhadap Pengendalian Internal dan Peraturan Perundang-undangan (Audit PSA 62) di PGN yang merekomendasikan tindakan perbaikan atas kelemahan pengendalian internal yang berlaku dan interpretasi Perseroan atas implementasi peraturan perundang-undangan.

In making decisions and carrying out business actions, PGN always refers to high moral values and compliance with applicable laws and regulations.

The Company has a compliance function to ensure that the Company's activities comply with rules and laws. The compliance function is also part of Good Corporate Governance Implementation in SOEs.

COMPLIANCE FUNCTION ORGANIZATIONAL STRUCTURE

The Company's compliance function is carried out by several work units under the Board of Directors in accordance with the Decree of the President Director Decree No. 085700.K/OT.00/PDO/2024 dated December 24, 2024, on Basic Organizational Structure of PT PGN Tbk, namely:

1. The President Director manages the compliance function within the work unit:
 - a. Corporate Secretary
 - b. Internal Audit
 - c. Legal Counsel and Compliance
 - d. HSSE
 - e. Strategic Business Advocacy
2. The Director of Risk Management manages the compliance function within the Risk Management work unit.

COMPLIANCE AUDIT AT PGN

The Company's Financial Reports are audited by the Public Accounting Firm (KAP) appointed in accordance with the Annual GMS Resolution. In addition to auditing financial reports, the Public Accounting Firm conducted a Compliance Audit with Internal Control and Legislative Regulations (PSA 62 Audit) at PGN, recommending corrective action for existing internal control weaknesses as well as the Company's interpretation of statutory regulation implementation.

PENGADAAN BARANG/JASA

Procurement of Goods/Services

Pengadaan barang/jasa menjadi salah satu aspek penting dalam menjaga kelangsungan bisnis Perseroan. Pengadaan barang/jasa menjadi pintu masuk utama bagi penyedia barang/jasa dalam mendukung kegiatan investasi maupun operasional Perseroan. Pengadaan Barang/Jasa memiliki peran strategis dalam menentukan kinerja Perseroan.

Implementasi proses pengadaan barang/jasa dilakukan untuk memperoleh barang/jasa yang dibutuhkan Perseroan dalam mendukung kegiatan investasi maupun operasional, yang prosesnya dimulai dari perencanaan kebutuhan barang/jasa sampai dengan serah terima hasil pekerjaan, dengan harga yang kompetitif dan kualitas yang baik serta target waktu yang ditetapkan, dengan prinsip efektif dan efisien, serta strategi pengadaan barang/jasa yang matang.

Perseroan telah memiliki kebijakan dan ketentuan internal mengenai pengadaan barang/jasa yang tertuang dalam Pedoman Pengadaan Barang/Jasa No P-001/31.00/2023 Rev.00 tanggal 30 Oktober 2023 yang berlaku tanggal 1 November 2023 disusun untuk pemenuhan terhadap peraturan perundangan yang berlaku, yaitu Peraturan Menteri Badan Usaha Milik Negara No. PER-2/MBU/03/2023 tanggal 3 Maret 2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara, khususnya terkait kegiatan pengadaan barang/jasa. Selain itu Pedoman Pengadaan Barang/Jasa juga telah selaras dengan kebijakan dan ketentuan PT Pertamina (Persero) selaku Holding Minyak dan Gas, dimana Perseroan adalah SubHolding Gas sebagai bagian dari Pertamina Group, yaitu Surat Keputusan Direktur Utama PT Pertamina (Persero) No. Kpts-10/C00000/2023 tanggal 17 Juli 2023 tentang Pemberlakuan Pertamina Standar Pengadaan Barang/Jasa No. PS-S-022-390-2022 Edisi Ke – 2 tahun 2022. Pedoman Pengadaan Barang/Jasa No P-001/31.00/2023 Rev.00 tanggal 30 Oktober 2023 mengatur tentang:

1. Pendaftaran penyedia barang/jasa;
2. Perencanaan pengadaan barang/jasa;
3. Pemilihan penyedia barang/jasa;
4. Kontrak dan amandemen kontrak pengadaan barang/jasa;
5. Penilaian kinerja dan koreksi sanksi penyedia barang/jasa.

Procurement of goods/services becomes a crucial aspect in maintaining the Company's business sustainability. This activity is also the main gateway for goods/services providers in supporting the Company's investment and operating activities. The procurement of goods/services process has a strategic role in determining the Company's performance.

The implementation of the of goods/services procurement process is carried out to obtain goods/services needed by the Company to support investment and operational activities, the process of which starts from planning the need for goods/services to the handover of work results, with competitive prices and good quality, and within specified time target, with effective and efficient principles, as well as a thorough goods/services procurement strategy.

The Company has established internal policies and provisions regarding the procurement of goods/services stipulated in the Guidelines for Procurement of Goods/Services No. P-001/31.00/2023 Rev.00 dated October 30, 2023, effective November 1, 2023 which was prepared to comply with applicable regulatory provisions, namely Regulation of the Minister of State-Owned Enterprises No. PER-2/MBU/03.2023 dated March 3, 2023, on Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises, particularly related to the procurement of goods/services. Furthermore, the procurement of goods/services is also in line with the policies and provisions of PT Pertamina (Persero) as the Oil and Gas Holding, in which the Company is a Gas Subholding as part of the Pertamina Group, namely the Decree of the President Director of Pertamina (Persero) No. Kpts-10/C00000/2023 dated July 17, 2023, on the Enforcement of Pertamina Standards for the Procurement of Goods/Services No. PS-S-022-390-2022 2nd Edition of 2022. Guidelines of Procurement of Goods/Services No. P-001/31.00/2023 Rev.00 dated October 30, 2023, regulates the following:

1. Registration of goods/services providers;
2. Planning for procurement of goods/services;
3. Selection of goods/services providers;
4. Contracts and amendments to procurement of goods/services; and
5. Performance assessment and correction of sanctions for goods/services providers.

Adapun metode pengadaan barang/jasa dilakukan Perseroan tidak terbatas pada:

1. Tender Terbuka, yaitu metode pemenuhan kebutuhan barang/jasa yang dilaksanakan dengan cara diumumkan guna memberi kesempatan kepada penyedia barang/jasa secara lebih luas.
2. Pemilihan Langsung, yaitu metode pemenuhan kebutuhan barang/jasa yang dilaksanakan dengan mengundang lebih dari 1 (satu) penyedia barang/jasa yang diyakini terbatas sesuai dengan pekerjaan yang akan dilaksanakan.
3. Tender Terbatas, yaitu metode pemenuhan kebutuhan barang/jasa yang ditawarkan kepada seluruh penyedia barang/jasa teregistrasi atau terdaftar yang memenuhi persyaratan kualifikasi umum sesuai dengan pekerjaan yang akan dilaksanakan.
4. Tender Cepat, yaitu metode pemenuhan kebutuhan barang yang diikuti Penyedia barang/jasa teregistrasi atau terdaftar dengan membandingkan harga tanpa melalui penilaian kualifikasi khusus, evaluasi penawaran administrasi, evaluasi penawaran teknis dan masa sanggah.
5. Sinergi Pertamina Incorporated, yaitu metode pemenuhan kebutuhan barang/jasa yang dilaksanakan dengan cara menunjuk 1 (satu) Sub-Holding Pertamina/Anak Perusahaan Pertamina/Perusahaan Terafiliasi Pertamina.
6. Penunjukan Langsung, yaitu metode pemenuhan kebutuhan barang/jasa yang dilaksanakan dengan cara menunjuk 1 (satu) penyedia barang/jasa, atau penunjukan berdasarkan hasil *Beauty Contest*.
7. Pengadaan Langsung, yaitu metode pemenuhan kebutuhan barang yang terdapat di pasar dengan berdasarkan harga pasar (*market price*), termasuk dalam hal ini E-Purchasing.

Untuk mendorong proses pengadaan barang/jasa yang lebih efektif dan efisien, Perseroan memanfaatkan penggunaan teknologi informasi berupa aplikasi untuk mendukung proses pengadaan barang/jasa. Hal ini selaras dengan implementasi digitalisasi pengadaan barang/jasa yang dicanangkan oleh PT Pertamina (Persero) selaku Holding Minyak dan Gas, dimana Perseroan adalah SubHolding Gas sebagai bagian dari Pertamina Group. Adapun beberapa aplikasi yang digunakan oleh Perseroan antara lain:

1. Aplikasi iVendor Pertamina dipakai oleh Perseroan sejak 31 Mei 2023, aplikasi ini membantu dalam standarisasi proses pendaftaran penyedia barang/jasa, dimana Perseroan dapat menggunakan *data base* penyedia barang/jasa yang ada di Pertamina Group.
2. Aplikasi SMART-GEP, dipakai oleh Perseroan sejak 12 Agustus 2024, aplikasi ini membantu dalam proses pemilihan penyedia barang/jasa dimana proses permintaan pengadaan, pengumuman/undangan pengadaan hingga kontrak dapat dilakukan melalui aplikasi ini.

The Company's methods for the procurement of goods/services are not limited to:

1. Open Bidding, namely a method a fulfilling the needs for goods/services that is carried out through announcements in order to provide opportunities to providers of goods/ services more widely.
2. Direct Selection, namely a method of fulfilling the needs for goods/services that is implemented by inviting more than 1 (one) supplier of goods/services which are believed to be limited according to the work to be carried outs.
3. Selective Bidding, namely a method of fulfilling the needs for goods/services that is offered to all registered goods/ services providers who meet the general qualification requirements according to the work to be carried out.
4. Fast Bidding, namely a method of fulfilling the needs for goods/services followed by registered goods/services Providers by comparing process without going through special qualification assessments, administrative offer evaluations, technical offer evaluations, and objection periods.
5. Sinergi Pertamina Incorporated, namely a method of fulfilling the needs for goods/services by appointing 1 (one) Pertamina Subholding/ Pertamina Subsidiary/ Pertamina Affiliated Company
6. Direct Appointment, namely a method of fulfilling the needs for goods/services that is implemented by appointing 1 (one) goods/services provider, or appointment based on *Beauty Contest* results.
7. Direct Procurement, namely a method of fulfilling the needs for goods that is available on the market based on the prevailing market price, in this case including E-Purchasing.

To encourage a more effective and efficient procurement process for goods/services, the Company utilizes the use of information technology in the form of applications to support the procurement process for goods/services. This is in line with the implementation of digitalization of procurement of goods/ services initiated by PT Pertamina (Persero) as the Oil and Gas Holding, where the Company is a Gas SubHolding as part of the Pertamina Group. Some of the applications used by the Company include:

1. The Pertamina iVendor application, which has been used by the Company since May 31, 2023. This application assists in standardizing the registration process for providers of goods/services, in which the Company can use the database of goods/services providers in the Pertamina Group.
2. The SMART-GEP application, used by the Company since August 12, 2024, this application assists in the process of selecting goods/service providers, in which the procurement request process, procurement announcements/invitations, up to contracts can be carried out through this application.

Perseroan juga berupaya untuk mendorong proses pengadaan barang/jasa yang berkelanjutan, hal ini sejalan dengan Kebijakan Mutu, HSSE dan Anti Penyuapan serta Kebijakan Sustainability yang telah ditetapkan oleh Perseroan, dengan tetap memperhatikan prinsip dan praktik yang berlaku umum (*best practice*). Pada tanggal 25 Juni 2024, Perseroan juga telah mengeluarkan Kebijakan *Green Procurement* - berkaitan dengan aspek lingkungan, dan Kebijakan Sosial Untuk *Supplier*, Vendor, dan Kontraktor - berkaitan dengan aspek sosial yaitu: ketenagakerjaan dan Hak Asasi Manusia, dalam pengadaan barang/jasa.

Perseroan senantiasa melakukan pembinaan kepada penyedia barang/jasa dengan mengadakan sosialisasi atau refreshment terhadap ketentuan-ketentuan yang berlaku di Perseroan, sesuai dengan porsi dan peruntukannya, antara lain:

1. Visi dan misi Perseroan;
2. Kebijakan pengadaan barang/jasa, khususnya terkait pendaftaran penyedia barang/jasa dan aplikasi SMART GEP;
3. Kebijakan *Health, Safety, Security, and Environment* (HSSE), khususnya terkait *Contractor Safety Management System* (CSMS); dan
4. GCG, etika usaha, dan anti penyuapan.

Selain Pedoman Pengadaan Barang/Jasa, Perseroan juga telah memiliki Pedoman Peningkatan Penggunaan Produk Dalam Negeri No. P-001/A050 tanggal 23 Desember 2022 yang memberikan kebijakan dan ketentuan internal mengenai penggunaan produk dalam negeri di Perseroan khususnya Tingkat Komponen Dalam Negeri (TKDN) dalam rangka pengadaan barang/jasa. Pedoman tersebut telah dimutakhirkan menjadi Pedoman Peningkatan Penggunaan Produk Dalam Negeri No P-002/10.01/2024 Rev.00 tanggal 30 April 2024, yang berlaku efektif tanggal 1 Juli 2024, untuk menyelaraskan kebijakan dan ketentuan PT Pertamina (Persero) selaku Holding Minyak dan Gas, dimana Perseroan adalah Subholding Gas sebagai bagian dari Pertamina Group, yaitu Pedoman Pengelolaan Peningkatan Penggunaan Produk Dalam Negeri No A3.5-03/L10000/2023-S9 tanggal 3 Oktober 2023.

The Company has also made efforts to encourage a sustainable procurement process for goods/services, this is in line with the Quality, HSSE, and Anti-Bribery Policy, as well as Sustainability Policy that has been established by the Company, while still taking into account to generally applicable principles and practices (*best practice*). On June 25, 2024, the Company has also issued the *Green Procurement* Policy – related to environmental aspects, and Social Policy for Suppliers, Vendors, and Contractors – related to social aspects, namely labor and Human Rights, in the procurement of goods/services.

The Company always provides guidance to the provider of goods/services through dissemination or refreshment of the Company's applicable provisions, according to the portion and purpose, including:

1. The Company's vision and mission;
2. Goods/services procurement policy, particularly related to the registration of goods/services providers and the SMART GEP application;
3. Health, Safety, Security, and Environment (HSSE) policy related to the Contractor Safety Management System (CSMS); and
4. GCG, business ethics, and anti-bribery.

In addition to the Guidelines for Procurement of Goods/ Services, the Company has also established the Guidelines for Increasing the Use of Domestic Products No. P-001/A050 dated December 23, 2022, which provides internal policies and provisions regarding the use of domestic products in the Company, particularly the Domestic Component Level (TKDN) in the procurement of goods/services. This guidelines have been updated to Guideilnes for Increasing the Use of Domestic Products No P-002/10.01/2024 Rev.00 dated April 30, 2024, which took effect on July 1, 2024, to align with the policies and provisions of PT Pertamina (Persero) as the Oil and Gas Holding, where the Company is a Gas Subholding as part of the Pertamina Group, namely the Guidelines for the Managing the Increased Use of Domestic Products No. A3.5-03/L10000/2023-S9 dated October 3, 2023.

KEBIJAKAN ANTISUAP DAN KORUPSI

Anti-Bribery and Corruption Policy

PROGRAM DAN PROSEDUR

PGN berkomitmen dalam menjalankan kegiatan usaha dengan memperhatikan serta menerapkan Kebijakan Antikorupsi, dengan menerapkan Sistem Manajemen Anti Penyuapan ISO 37001:2016 dengan prinsip 4 NO's:

- *No Bribery*, tidak boleh ada suap-menyuap dan pemerasan;
- *No Kickback*, tidak boleh ada komisi, tanda terima kasih, baik dalam bentuk uang atau dalam bentuk lainnya;
- *No Gift*, tidak boleh ada hadiah/gratifikasi yang bertentangan dengan peraturan dan ketentuan yang berlaku; dan
- *No Luxurious Hospitality*, tidak boleh ada penyambutan dan jamuan mewah yang berlebihan.

Pada tahun 2024, PGN telah mengembangkan ruang lingkup (*extend scope*) penerapan SMAP ISO 37001: 2016 untuk memastikan proses bisnis Perusahaan dijalankan sesuai prinsip tata kelola yang bersih.

Selain itu beberapa anak perusahaan PGN telah menerapkan ISO 37001:2016 Sistem Manajemen Anti Penyuapan di antaranya adalah PT Nusantara Regas, PT Transportasi Gas Indonesia, PT Pertamina Gas, PT PGN LNG Indonesia, PT PGAS Telekomunikasi Nusantara, PT PGAS Solution dan PT Permata Graha Nusantara.

Sistem Manajemen Anti Penyuapan di Perusahaan berada di bawah pengelolaan dan tanggung jawab Legal Counsel and Compliance.

Program atau Prosedur dalam Mengatasi Praktik Korupsi, Balas Jasa (*Kickbacks*), *Fraud*, Suap dan/atau Gratifikasi

Selama tahun 2024, PGN melaksanakan beragam program atau prosedur yang dapat mendorong dan memastikan tidak adanya praktik korupsi, balas jasa (*kickbacks*), *fraud*, suap dan/atau gratifikasi seperti:

1. Pembuatan Surat Pernyataan Komitmen Perwira Subholding Gas dalam menerapkan GCG dan Etika Usaha/ Etika Kerja termasuk komitmen tidak menerima suap/ gratifikasi atau tidak memberikan suap (anti suap) melalui aplikasi COMPOLS (*Compliance Online Systems*) dan GOLS (*GCG Online Systems*). Aplikasi GOLS digunakan untuk pekerja Anak Perusahaan, sedangkan aplikasi COMPOLS digunakan untuk para pekerja PGN.
2. Penandatanganan pakta integritas yang menyatakan pemahaman atas kebijakan anti penyuapan dan anti

PROGRAMS AND PROCEDURES

PGN is committed to carrying out business activities by adhering to and implementing the Anti-Corruption Policy and by enforcing the ISO 37001:2016 Anti-Bribery Management System with the 4 NO's principles:

- *No Bribery*, no bribery or extortion allowed;
- *No Kickback*, no commissions, and no receipts, either in the form of money or other forms;
- *No Gift*, no gifts/gratuities that are contrary to applicable rules and regulations; and
- *No Luxurious Hospitality*, no extravagant receptions, and no entertainment.

In 2024, PGN has extended the scope of implementing SMAP ISO 37001:2016 to ensure that the Company's business processes are carried out in accordance with the principles of clean governance.

In addition, several PGN subsidiaries have implemented the ISO 37001:2016 Anti-Bribery Management System, including PT Nusantara Regas, PT Transportasi Gas Indonesia, PT Pertamina Gas, PT PGN LNG Indonesia, PT PGAS Telekomunikasi Nusantara, PT PGAS Solution, and PT Permata Graha Nusantara.

The Company's Anti-Bribery Management System is under the management and responsibility of Legal Counsel and Compliance.

Programs or Procedures for Overcoming Corruption, Kickbacks, Fraud, Bribery, and/or Gratification Practices

During 2024, PGN implemented various programs or procedures that could encourage and ensure the absence of corrupt practices, kickbacks, fraud, bribery, and/or gratification, such as:

1. Issuing a Commitment Statement for Gas Subholding Employees in implementing GCG and Business Ethics/ Work Ethics, including a commitment not to accept or give bribes (anti-bribery) through the COMPOLS (Compliance Online) and GOLS (GCG Online Systems) applications. The GOLS application was used for Subsidiary employees, while the COMPOLS application for PGN employees.
2. The signing of an integrity pact stating the understanding of the anti-bribery and corruption policy by all employees

korupsi oleh seluruh karyawan setiap tahunnya melalui aplikasi COMPOLS (*Compliance Online Systems*) dan GOLS (*GCG Online Systems*).

3. Penilaian aspek integritas pada proses rekrutmen bagi calon Perwira Subholding Gas dan *fit and proper test* pada proses promosi Perwira Subholding Gas.
4. Pembuatan Pakta Integritas bagi Perwira Subholding Gas yang diangkat jabatannya atau dipromosikan.
5. Pembuatan Pakta Integritas pada setiap dilakukan proses Pengadaan Barang dan Jasa bagi Calon Penyedia Barang dan Jasa maupun Pengguna Barang Jasa.
6. Pembuatan Pakta Integritas bagi Pengelola Proses Pengadaan Barang dan Jasa.
7. Menayangkan Video Sosialisasi terkait Kebijakan Mutu, HSSE dan Anti Penyuapan pada setiap proses pemilihan penyedia barang/jasa dalam tahap Rapat Penjelasan (*pre-bid meeting*) dan Rapat Klarifikasi & Negosiasi.
8. Pengawasan pelaksanaan pekerjaan pengadaan barang dan jasa yang bebas Korupsi, Kolusi dan Nepotisme serta Penyuapan yang dituangkan dalam Pembuatan Berita Acara Pemeriksaan (BAP) dan Berita Acara Serah Terima (BAST) Pekerjaan.
9. Penguatan Sistem Manajemen Anti Penyuapan ISO 37001:2016 dilaksanakan menggunakan prinsip 4 NO's. Dengan perluasan ruang lingkup (*extend scope*) Sertifikasi ISO 37001:2016 semula 2 satuan kerja menjadi 9 satuan kerja.
10. Internalisasi prinsip 4 NO's dan Etika ke dalam program *self assesment* budaya AKHLAK.
11. Aktif dalam kegiatan HAKORDIA (Hari Anti Korupsi Sedunia)
12. PGN melakukan proses *due diligence* untuk seluruh pekerja PGN melalui uji integritas berupa CISI Test.

PELATIHAN/SOSIALISASI ANTIKORUPSI

Setiap tahun, PGN secara rutin telah melakukan kampanye kesadaran anti korupsi, anti penyuapan, pengendalian gratifikasi, *fraud*, melalui channel digital berupa email blasting kepada seluruh pekerja, dan selama tahun 2024 Program *awareness*/pelatihan/sosialisasi Antikorupsi yang dilaksanakan Perusahaan, antara lain:

1. Pembaharuan pernyataan komitmen penerapan tata kelola perusahaan yang baik etika usaha/kerja, anti korupsi, anti suap serta pengendalian gratifikasi bagi Dewan Komisaris dan Direksi.
2. Melakukan Audit Internal SMAP tanggal 20 Juni s.d. 19 Juli 2024 .
3. *Sharing session* ke anak perusahaan dan area.
4. Menyelenggarakan Bimbingan Teknis Pelaku Usaha Anti Korupsi (BIMTEK) dengan KPK dengan tema: "Mewujudkan Pelaku Usaha Antikorupsi melalui Penanaman Nila-nilai Integritas", bertujuan memberikan *refreshment* anti korupsi kepada Dewan Komisaris, Direksi dan Pejabat serta Pekerja PT PGN Tbk dan Anak Perusahaan/Afiliasi-nya (*offline* dan *online*).
5. Meraih *The Best Implementation Prevention of Bribery Program 2024* di lingkungan Pertamina Group.

every year through the COMPOLS (*Compliance Online*) and GOLS (*GCG Online Systems*) applications.

3. Assessment of integrity aspects in the recruitment process for prospective Subholding Gas Employees and fit and proper tests in the Subholding Gas Employee promotion process.
4. Making an Integrity Pact for Promoted Gas Subholding Employees.
5. Making an Integrity Pact at every stage of the Procurement of Goods and Services for Prospective Goods and Service Providers as well as Users of Goods and Services.
6. Making an Integrity Pact for Managers of the Procurement of Goods and Services.
7. Showing Socialization Videos related to Quality, HSSE, and Anti-Bribery Policies in each process of selecting goods/ service providers in the Pre-Bid Meeting and Clarification & Negotiation Meeting stages.
8. Overseeing the implementation of the procurement of goods and services that are free of Corruption, Collusion, and Nepotism, as well as Bribery, as outlined in the Preparation of Minutes of Investigation and Minutes of Work Handover.
9. The Anti-Bribery Management System ISO 37001:2016 was strengthened using the 4 NO's principle. With the extended scope of ISO 37001:2016 Certification from 2 work units to 9 work units.
10. Internalization of the 4 NO's and Ethics principles into the AKHLAK culture self-assessment program.
11. Active in the International Anti-Corruption Day activities.
12. PGN did a due diligence process for all PGN employees through an integrity test in the form of the CISI Test.

ANTI-CORRUPTION TRAINING/SOSIALIZATION

Every year, PGN routinely conducts anti-corruption, anti-bribery, gratification control, and fraud awareness campaigns, through digital channels in the form of email blasting to all employees, and during 2024, Anti-corruption awareness/ training/ socialization programs implemented by the Company, among others:

1. Updating the statement of commitment to implementing good corporate governance, business/work ethics, anti-corruption, anti-bribery, and gratification control for the Board of Commissioners and Board of Directors.
2. Conducted an internal audit of SMAP on June 20 to July 19, 2024.
3. Sharing sessions to subsidiaries and areas.
4. Organizing Technical Guidance (BIMTEK) for Anti-Corruption Business Actors with the KPK with the theme: "Realizing Anti-Corruption Business Actors through the Instillment of Integrity Values", which aims to provide anti-corruption refreshment to the Board of Commissioners, Board of Directors, and Officials and Employees of PT PGN Tbk and its Subsidiaries/ Affiliates (*offline* and *online*).
5. Received The Best Implementation Prevention of Bribery Program 2024 within the Pertamina Group.

PENGENDALIAN GRATIFIKASI

Gratification Control

PGN memiliki dan menerapkan Pedoman Benturan Kepentingan dan Pedoman Pengendalian Gratifikasi yang telah ditetapkan BOD dan BOC pada tanggal 31 Desember 2024. Kebijakan tersebut menjadi dasar penerapan pengendalian gratifikasi untuk mendorong pelaksanaan etika usaha dan etika kerja, pencegah benturan kepentingan serta pencegah kecurangan.

PENGELOLAAN GRATIFIKASI

Pengendalian gratifikasi merupakan komitmen Perusahaan dalam penerapan prinsip-prinsip Tata Kelola Perusahaan yang Baik. Pengelolaan Gratifikasi melalui Tim UPG, di mana terdapat Tim Unit Pengendalian Gratifikasi (UPG) di bawah *Legal Counsel and Compliance (LCC)* yang ditetapkan berdasarkan Surat Tugas No. 033700.ST/PW.05.02/LGL/2024 tertanggal 2 September 2024 dengan masa tugas tim terhitung sejak tanggal 1 September 2024 sampai dengan 31 Desember 2024.

Tim Unit Pengendalian Gratifikasi memiliki tugas sebagaimana tertuang dalam Pedoman Benturan Kepentingan dan Pengendalian Gratifikasi. UPG akan menyampaikan laporan rekapitulasi penanganan atas pelaporan penerimaan gratifikasi yang dikelola UPG baik yang dalam penanganan maupun tindak lanjut penetapan kepemilikan dan pemanfaatan gratifikasi kepada KPK secara berkala setiap bulan. Selain itu, secara berkala dalam setiap bulannya, UPG menyampaikan laporan perkembangan dan evaluasi hasil implementasi Program Pengendalian Gratifikasi di lingkungan Perusahaan kepada Direksi.

Apabila terdapat penerimaan gratifikasi wajib dilaporkan melalui e-mail ke tim UPG (PGN.upg@pertamina.com) atau melalui website KPK (www.gol.kpk.go.id).

ETIKA TERKAIT GRATIFIKASI

Didalam Pedoman Perilaku Etika (*Code of Conduct*) mengatur Etika mengenai Menerima dan Memberi Hadiah adalah sebagai berikut:

1. Perwira Subholding Gas tidak menerima hadiah/cendera mata/gratifikasi dalam bentuk apapun yang berhubungan dengan jabatan dan pekerjaannya, kecuali:
 - a. Menerima *hospitality* dalam bentuk jamuan makan dalam suatu acara atau *event* tertentu yang berlaku umum dan wajar.
 - b. Menerima benda-benda promosi yang mencantumkan logo/nama perusahaan pemberi yang berlaku umum dan bukan dimaksud untuk menyuap.

PGN has and implements Conflicts of Interest Guidelines and Gratification Control Guidelines, which have been established by the BOC and BOD on December 31, 2024. These policies serve as the basis of gratification control implementation to encourage the implementation of business and work ethics, as well as to prevent conflicts of interest and fraud.

GRATIFICATION MANAGEMENT

Gratification control is the Company's commitment to implementing the principles of Good Corporate Governance. Gratification Management through the UPG Team, which is under Legal Counsel and Compliance (LCC), that was ratified based on Assignment Letter No. 033700.ST/PW.05.02/LGL/2024 dated September 2, 2024, with the team's term of office starting from September 1, 2024, to December 31, 2024.

The Gratification Control Unit Team has duties as stated in the Conflict of Interest and Gratification Control Guidelines. GCU will submit a recapitulation report on the handling of reports on receiving gratification managed by GCU, both in handling and following up on determining the ownership and utilization of gratification to the Corruption Eradication Commission (KPK) on a monthly basis. In addition, GCU submits progress reports and evaluates the results of the implementation of the Gratification Control Program within the Company to the Board of Directors periodically every month.

Any gratuities received must be reported via e-mail to the UPG team (PGN.upg@pertamina.com) or via the KPK website (www.gol.kpk.go.id).

ETHICS RELATED TO GRATIFICATION

In the Code of Conduct, the ethics regarding receiving and giving gifts are regulated as follows:

1. Gas Subholding Employees do not accept gifts/ souvenirs/ gratification in any form related to their position or work, except:
 - a. Receiving hospitality in the form of a banquet at a certain event that is generally accepted.
 - b. Receiving promotional items that include the logo/ name of the giving company, which is generally accepted and is not intended to be bribery.

2. Perwira Subholding Gas dapat memberikan hadiah/ cenderamata, donasi/sumbangan dan *entertainment* kepada pihak lain dengan syarat:
 - a. Menunjang kepentingan Perusahaan.
 - b. Tidak dimaksudkan untuk menyuap.
 - c. Telah di rencanakan atau dianggarkan oleh Perusahaan.
 - d. Telah mendapatkan otorisasi yang sesuai dan dapat dipertanggungjawabkan dengan jelas.
 - e. Bukan merupakan pemberian atau janji kepada pihak-pihak yang berhubungan dengan Perseroan yang diketahui atau patut diduga untuk mempengaruhi atau menggerakkan pihak tersebut untuk melakukan atau tidak melakukan sesuatu dalam jabatannya yang bertentangan dengan kewajibannya.

Penjabaran lebih lengkap terkait penerimaan dan pemberian Hadiah dijelaskan dalam Pedoman Pengendalian Gratifikasi.

LAPORAN PENGENDALIAN GRATIFIKASI TAHUN 2024

PGN dengan tegas melarang penerimaan gratifikasi. Setiap pihak yang mengetahui adanya Perwira Subholding Gas yang memberikan/menerima hadiah atau gratifikasi kepada/dari stakeholders dengan mengatasnamakan pribadi maupun PGN, dapat melaporkan kepada Perusahaan melalui *Whistleblowing System*. Sepanjang tahun 2024, terdapat 2 (dua) laporan gratifikasi di Perusahaan yang telah dilaporkan ke KPK dan telah mendapatkan penetapan status oleh KPK.

BUDAYA ANTI GRATIFIKASI

PGN menanamkan budaya anti gratifikasi kepada seluruh Perwira Subholding Gas melalui berbagai cara, di antaranya:

1. *E-mail blast* tanggal 16 Agustus 2024 dari tim UPG ke ke Perwira Sub holding misalnya dengan tema: suap, gratifikasi, pemerasan dan uang pelicin merupakan bentuk korupsi yang diatur hukumannya dalam undang-undang, Katakan Tidak untuk Korupsi.
2. Penetapan Surat Edaran Direksi tentang Larangan Penerimaan dan/atau Pemberian Hadiah Terkait Hari Raya Keagamaan Atau Perayaan Hari Besar Lainnya Bagi Direksi, Dewan Komisaris Dan pekerja Di Lingkungan Subholding Gas yang diterbitkan 2 (dua) kali setahun, sebagai bentuk komitmen Perwira Subholding Gas untuk menolak gratifikasi dalam bentuk apapun.
3. Tim Unit Pengendalian Gratifikasi (UPG) PT PGN Tbk telah melaksanakan sosialisasi kepada Perwira Subholding Gas dan refreshment terkait pengendalian gratifikasi kepada Satuan Kerja dan Anak Perusahaan Tim Unit Pengendalian Gratifikasi juga mengkoordinasikan pelaksanaan pengisian Surat Pernyataan tentang penolakan, penerimaan dan/atau pemberian Gratifikasi secara periodik sebanyak 2 (dua) kali dalam setahun oleh seluruh Pekerja di lingkungan Subholding Gas melalui aplikasi COMPOLS (*Compliance Online Systems*) dan GOLS (*GCG Online Systems*).

2. Gas Subholding Employees may give gifts/ souvenirs, donations, and entertainment/ hospitality to other parties under the following conditions:
 - a. Supporting the interests of the Company.
 - b. Not intended as a bribery.
 - c. Has been planned or budgeted by the Company.
 - d. Have obtained the appropriate authorization and can be clearly accounted for.
 - e. Not a gift or promise to parties related to the Company that are known or reasonably suspected to influence or affect the said party to perform or not perform something in its position, which is contrary to its obligations.

A detailed description of the acceptance and giving of gifts is stipulated in the Conflicts of Interest and Gratification Control Policy.

GRATIFICATION CONTROL REPORT 2024

PGN strictly prohibits receiving gratification. Any party who is aware of any Gas Subholding Employee giving/receiving gifts or gratification to/from stakeholders on behalf of themselves or PGN, can report it to the Company through the Whistleblowing System. During 2024, there were 2 (two) gratification report in the Company, which had been submitted to the Corruption Eradication Commission (KPK) and had obtained status by the Corruption Eradication Committee.

ANTI-GRATIFICATION CULTURE

PGN instills an anti-gratification culture among all Gas Subholding Employees through various means, including:

1. Email blast on August 16, 2024, from the GCU to Subholding Employees, for example with theme: bribery, gratuities, extortion, and kickbacks are forms of corruption for which the punishment is regulated by law. Say No to Corruption.
2. Determination of the Board of Directors' Circular Letter regarding the Prohibition of Accepting and/or Giving Gifts Related to Religious Holidays or Other Major Holiday Celebrations for the Board of Directors, Board of Commissioners and Employees within the Gas Subholding, which is issued twice a year, which is a form commitment of Gas Subholding Employees to refuse gratification in any form.
3. The Gratification Control Unit (GCU) Team has conducted outreach to Gas Subholding Employees and refreshments regarding gratification control to Work Units and Subsidiaries. The Gratification Control Unit Team also coordinates the implementation of filling out Statement Letters regarding rejection, acceptance and/ or giving of Gratification periodically 2 (two) times a year by all Employees within the Gas Subholding through the COMPOLS (*Compliance Online Systems*) and GOLS (*GCG Online Systems*) applications.

PENCEGAHAN TRANSAKSI ORANG DALAM

Prevention Against Insider Trading

Perwira Subholding Gas memiliki komitmen yang kuat untuk menjaga kerahasiaan informasi Perseroan, khususnya yang berkaitan dengan informasi yang belum dipublikasikan. Setiap Perwira Subholding Gas, yang dalam pekerjaannya memiliki akses ke informasi rahasia, dilarang untuk menggunakan atau berbagi informasi tersebut untuk tujuan lain, kecuali untuk kepentingan Perusahaan.

Seluruh informasi tentang Perseroan yang belum dipublikasikan dianggap sebagai informasi rahasia atau sebagai Informasi Orang Dalam. Jika informasi tersebut disalahgunakan, khususnya terkait perdagangan efek, dapat dikategorikan sebagai perdagangan orang dalam (*insider trading*). *Insider trading* dilarang oleh peraturan perundang-undangan yang berlaku.

Berdasarkan Pedoman Perilaku Etika Perwira Subholding Gas memanfaatkan data dan informasi Perseroan untuk meningkatkan nilai tambah Perseroan dan pengambilan keputusan dengan cara:

1. Menggunakan sistem keamanan data yang lebih memadai;
2. Menghindari penyebaran data dan informasi kepada pihak lain yang tidak berkepentingan baik selama bekerja maupun setelah berhenti bekerja;
3. Menyerahkan semua data yang berhubungan dengan Perseroan pada saat berhenti bekerja; dan
4. Menjaga kerahasiaan informasi dan data tentang pelanggan maupun jaringan/infrastruktur Perseroan serta data-data atau informasi lainnya yang dianggap informasi rahasia oleh Perseroan.

Gas Subholding Employees are committed to maintaining the confidentiality of Company information, especially ones that have yet been published. Every Gas Subholding Employee, who has access to confidential information, is prohibited from using or sharing such information for other purposes except for the interests of the Company.

All information about the Company that has yet been published shall be considered confidential information or as Insider Information. This information, when abused, especially regarding securities trading, may be categorized as insider trading. Insider trading is prohibited by provisions laws and regulations.

Based on Business Ethics and Work Ethics, Gas Subholding Employees utilize Company data and information to improve its added value and decision-making process by:

1. Using a more adequate data security system;
2. Preventing the dissemination of data and information to other unauthorized parties during and after their employment period;
3. Submit all data relating to the Company upon termination of employment; and
4. Maintaining the confidentiality of information and data on customers and the Company's network/infrastructure as well as other data or information deemed confidential by the Company.

PENGELOLAAN LAPORAN HARTA KEKAYAAN PENYELENGGARA NEGARA (LHKPN)

Management of State Officials' Wealth Reports

KEBIJAKAN PENYAMPAIAN DAN PENGELOLAAN LHKPN

Kebijakan mengenai kepatuhan pelaporan harta kekayaan penyelenggara negara dijalankan PGN dengan mengacu pada Keputusan Direksi No. 012800.K/KP.00/HCGS/2017 tanggal 29 September 2017 dan Surat Keputusan Direktur Direksi PT Pertamina (Persero) Nomor: No. Kpts-03/C00000/2021-S0 tentang Kewajiban Penyampaian Laporan Harta Kekayaan Penyelenggara Negara (LHKPN) dan Anak Perusahaan. Kebijakan ini mengatur pejabat di lingkungan PGN yang wajib mengisi dan menyampaikan LHKPN kepada KPK, sanksi bagi wajib lapor yang tidak mengisi, melaporkan dan menyampaikan LHKPN sesuai batas waktu yang telah ditentukan, dan koordinator unit yang bertanggung jawab atas kegiatan pengelolaan LHKPN.

WAJIB LAPOR LHKPN

Berdasarkan Kebijakan Pelaporan Harta Kekayaan, pejabat yang wajib mengisi dan melaporkan LHKPN yaitu:

- Direksi dan Dewan Komisaris PGN;
- Pekerja PGN setingkat PRL 13 sampai dengan 24;
- Pekerja PGN yang diperbantukan di Anak Perusahaan/Afiliasi termasuk yang ditugaskan sebagai Direktur Anak Perusahaan/Afiliasi.

PENGELOLA LHKPN PGN

Pelaksanaan pelaporan LHKPN di PGN dikelola oleh unit Pengelolaan e-LHKPN dengan menunjuk Pejabat Struktural sebagai Koordinator Unit yang bertanggung jawab atas pengelolaan e-LHKPN yang berada pada Human Capital Management Division.

PELAKSANAAN LHKPN TAHUN 2024

Pada tahun 2024, terdapat pelaksanaan pendampingan pengisian dan bimbingan teknis terkait LHKPN. Kegiatan tersebut dilakukan pada periode 1 Januari - 31 Maret 2024 oleh Human Capital Management Division. Pelaporan dapat dilakukan melalui aplikasi e-LHKPN pada situs <https://elhkp.kpk.go.id>. Informasi tingkat kepatuhan Pejabat yang wajib mengisi dan melaporkan LHKPN telah ditampilkan pada *website* Perusahaan bagian e-LHKPN. Hingga Desember 2024, tingkat kepatuhan pelaporan harta kekayaan pegawai PGN sebesar 100%.

STATE OFFICIALS' WEALTH REPORTS (LHKPN) SUBMISSION AND MANAGEMENT POLICY

The policy regarding compliance with the reporting of assets of state officials is implemented by PGN pursuant to the Decree of the Board of Directors No. 012800.K/KP.00/HCGS/2017 dated September 29, 2017, and Decree of the Board of Directors of PT Pertamina (Persero) No. Kpts-03/C00000/2021-S0 on Obligation to Submit State Officials' Wealth Reports (LHKPN) and Subsidiaries. This policy regulates officials within PGN who are obliged to fill in and submit LHKPN to KPK, sanctions for reporters who do not fill in, report, and submit LHKPN according to the predetermined time limit, and unit coordinators responsible for LHKPN management activities.

LHKPN COMPULSORY REPORT

Based on State Official's Wealth Report Policy, officials who are required to complete and report their wealth are:

- PGN Board of Directors and Board of Commissioners
- PGN employees at PRL 13 to 24 levels
- PGN employees who are seconded to Subsidiaries/Affiliates including those assigned as Directors of Subsidiaries/Affiliates

PGN LHKPN MANAGEMENT

The implementation of LHKPN reporting at PGN is managed by the e-LHKPN Management unit by appointing a Structural Official as the Unit Coordinator responsible for e-LHKPN management in the Human Capital Management Division.

LHKPN IMPLEMENTATION IN 2024

In 2024, there was an implementation of assistance in filling out and technical guidance regarding LHKPN. This activity was conducted in the period of January 01 to March 31, 2024, by the Human Capital Management Division. The reporting can be carried out through the e-LHKPN application on the website <https://elhkp.kpk.go.id>. Information on the compliance level of officials who are required to fill out and report the LHKPN has been presented on the Company's e-LHKPN website. As of December 2024, the compliance rate for reporting the PGN officials' assets is 100%.

SISTEM MANAJEMEN RISIKO

Risk Management System

PGN memiliki dan menjalankan sistem manajemen risiko yang berpedoman pada Peraturan Menteri Badan Usaha Milik Negara No. PER-2/MBU/03/2023 (PER-2) tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara yang telah ditetapkan pada tanggal 3 Maret 2023, terutama pada BAB III Penerapan Manajemen Risiko Badan Usaha Milik Negara.

Berdasarkan peraturan Menteri BUMN di atas, PGN menerapkan sistem manajemen risiko yang bertujuan untuk melindungi dan menciptakan nilai bagi Perusahaan melalui langkah-langkah:

- Penetapan kebijakan manajemen risiko;
- Perencanaan, penerapan, pemantauan serta evaluasi pelaksanaan manajemen risiko Perusahaan; dan
- Proses pelaporan manajemen risiko baik kepada Pertamina selaku Holding Migas maupun Direksi dan Komisaris PGN sebagai manajemen puncak Perusahaan.

Berdasarkan PER-2, PGN dinilai harus memenuhi Organ Pengelola Risiko sesuai pasal 55, maka pada Rapat Pemegang Saham Tahunan 2024 tanggal 30 Mei 2024 ditetapkan Bapak Arief Kurnia Risdianto sebagai Direktur Manajemen Risiko yang membawahi 3 (tiga) satuan kerja yaitu :

1. *Risk Strategy and Integrated Governance;*
2. *Operational Risk, Internal Control & Business Continuity;*
3. *Project Risk, Portfolio, and Counterparty Risk.*

PGN has established and implements a risk management system that refers to Minister of State-Owned Enterprises Regulation No. PER-2/MBU/03/2023 (PER-2) on Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises, which was stipulated on March 3, 2023, especially in CHAPTER III Risk Management Implementation for State-Owned Enterprises.

Pursuant to the abovementioned Minister of State-Owned Enterprises (SOEs) regulation, the risk management system implemented by PGN aims to protect and create value for the Company through the following measures:

- Determination of risk management policy;
- Planning, implementation, monitoring, and evaluation of the Company's risk management implementation; and
- Risk management reporting process to both Pertamina as the Oil and Gas Holding and the Directors and Commissioners of PGN as the Company's top management.

Based on PER-2, PGN is considered to have fulfilled the Risk Management Organ, in accordance with Article 55, subsequently at the 2024 Annual General Meeting of Shareholders on May 30, 2024, Mr. Arief Kurnia Risdianto was appointed as the Director of Risk Management, which oversees 3 (three) work units, namely:

1. Risk Strategy and Integrated Governance
2. Operational Risk, Internal Control & Business Continuity
3. Project Risk, Portfolio, and Counterparty Risk

PROFIL GROUP HEAD OPERATIONAL RISK, INTERNAL CONTROL & BUSINESS CONTINUITY

PROFILE OF GROUP HEAD OPERATIONAL RISK, INTERNAL CONTROL & BUSINESS CONTINUITY

Eri Surya Kelana	Profil	Profile
	Warga Negara Indonesia, lahir di Padang pada 21 Maret 1971. Usia 53 tahun per 31 Desember 2024. Domisili di Jakarta	Indonesian citizen, born in Padang on March 21, 1971. 53 years old as of December 31, 2024. Domiciled in Jakarta
	Menyelesaikan pendidikan Sarjana Akuntansi di Universitas Trisakti dan melanjutkan program Master Ilmu Administrasi pada Universitas Indonesia	Graduated from Trisakti University with Bachelor's Degree in Accounting and received a Master degree of Administrative Studies from Universitas Indonesia
	Riwayat pekerjaan: Pada tahun 1997 beliau memulai kariernya di PGN. Sejumlah posisi penting dicapai beliau di antaranya sebagai Kepala Divisi Akuntansi pada tahun 2010 – 2011, Direktur Keuangan PT Saka Energi Indonesia di tahun 2011 – 2013, Direktur Keuangan & Administrasi PT PGN LNG Indonesia tahun 2013 – 2017, Senior Officer Taxation PGN (2017 – 2019), Direktur Keuangan & Administrasi PT Gagah Energi Indonesia di tahun 2019 – 2021, Group Head Treasury PGN tahun 2021 – 2022 dan telah menjabat di manajemen risiko PGN sejak tahun 2022 dengan jabatan terakhir sebagai Group Head Operational Risk, Internal Control and Business Continuity di tahun 2024	Work experience: In 1997 he started his career at PGN. He assumed a number of important positions, including Head of Accounting Division in 2010 - 2011, Finance Director of PT Saka Energi Indonesia in 2011 - 2013, Director of Finance & Administration of PT PGN LNG Indonesia in 2013 - 2017, Senior Officer Taxation PGN (2017 - 2019), Director of Finance & Administration of PT Gagah Energi Indonesia in 2019 – 2021, Group Head Treasury PGN in 2021 – 2022, and has served in Risk Management at PGN since 2022 with the last position as Group Head Operational Risk, Internal Control and Business Continuity in 2024
	Sertifikasi yang dimiliki: Certified Risk Professional (CRP), Certified Contract Drafter (CCD), Certified Professional Management Accountant (CPMA), Certified Risk Governance Professional (CRGP) oleh Badan Nasional Sertifikasi Profesi (BNSP), dan CPA Australia	Certification: Certified Risk Professional (CRP), Certified Contract Drafter (CCD), Certified Professional Management Accountant (CPMA), Certified Risk Governance Professional (CRGP) by Badan Nasional Sertifikasi Profesi (BNSP), and CPA Australia

PROFIL DIVISION HEAD RISK STRATEGY AND INTEGRATED GOVERNANCE

PROFILE OF DIVISION HEAD RISK STRATEGY AND INTEGRATED GOVERNANCE

Rezki Anindhito	Profil	Profile
	Warga Negara Indonesia, lahir di Surabaya pada 16 Agustus 1972. Usia 52 tahun per 31 Desember 2024. Domisili di Jakarta	Indonesian citizen, born in Surabaya on August 16, 1972. 52 years old as of December 31, 2024. Domiciled in Jakarta
	Menyelesaikan pendidikan Sarjana Teknik Mesin di Universitas Trisakti lalu melanjutkan program Master of Science in Finance pada University of Denver dan Master of Science in Mineral Economics pada Colorado School of Mines. Kemudian mendapatkan gelar Doctor of Philosophy in Economics pada Colorado State University	Graduated from Trisakti University with Bachelor's Degree in Mechanical Engineering, then continued with Master of Science in Finance program at the University of Denver and Master of Science in Mineral Economics at the Colorado School of Mines. He then received his Doctorate of Philosophy in Economics from Colorado State University.
	Riwayat pekerjaan: Pada tahun 1999 beliau memulai kariernya di PGN. Mengawali karir di PGN di keproyekan, lalu melanjutkan karir di bagian Strategic Planning dan Corporate Finance. Telah menjabat di bidang Manajemen Risiko PGN sejak 2018 dan terakhir menjabat sebagai Division Head Risk Strategy and Integrated Governance sejak 2024	Work experience: He started his career at PGN in 1999. Beginning in project management, he continued his career in Strategic Planning and Corporate Finance. He has served in Risk Management at PGN since 2018 and most recently served as Division Head Risk Strategy and Integrated Governance since 2024
	Sertifikasi yang dimiliki: <i>Certified Risk Professional</i> (Manajemen Risiko Utama) oleh Badan Nasional Sertifikasi Profesi (BNSP)	Certification: Certified Risk Professional (Primary Risk Management) by the National Professional Certification Agency

PROFIL DIVISION HEAD PROJECT RISK, PORTFOLIO
& COUNTERPARTY RISKPROFILE OF DIVISION HEAD PROJECT RISK,
PORTFOLIO & COUNTERPARTY RISK

Muhamad Rofiq Arrosyid	Profil	Profile
	Warga Negara Indonesia, lahir di Bandung pada 30 Agustus 1980. Usia 44 tahun per 31 Desember 2024. Domisili di Jakarta	Indonesian citizen, born in Bandung on August 30, 1980. 44 years old as of December 31, 2024. Domiciled in Jakarta
	Menyelesaikan pendidikan Sarjana Sains Matematika dari Universitas Padjadjaran dan menyelesaikan program Master Practising Accounting dari Monash University	Graduated from Universitas Padjadjaran with a Bachelor of Science in Mathematics and completed the Master Practising Accounting program from Monash University
	Riwayat pekerjaan: Bergabung di PGN pada tahun 2021 di PGN sebagai satuan kerja Audit Internal, dan menjabat di manajemen risiko sejak 2023 dengan posisi terakhir adalah Division Head Project Risk, Portfolio & Counterparty Risk sejak 2024	Work experience: He joined PGN in 2021 as internal auditor, and served in risk management since 2023 with the last position as Division Head Project Risk Portfolio & Counterparty Risk since 2024
	Sertifikasi yang dimiliki: Certified Risk Professional (Manajemen Risiko Utama) oleh Badan Nasional Sertifikasi Profesi (BNSP), Certified Fraud Examiner (CFE), Certified Internal Auditor (CIA)	Certification: Certified Risk Professional (Primary Risk Management) by the National Professional Certification Agency, Certified Fraud Examiner (CFE), Certified Internal Auditor (CIA)

TUGAS DAN TANGGUNG JAWAB MANAJEMEN
RISIKO

Tugas dan tanggung jawab Manajemen Risiko secara satu direktorat tersendiri dalam Perusahaan mengalami beberapa pengembangan selama tahun 2024 dengan perkembangan terakhir ditetapkan dalam Keputusan Direksi PGN No. 085700.K/OT.00/PDO/2024 tentang Tata Kerja Direktorat Keuangan dan Manajemen Risiko tanggal 24 Desember 2024 antara lain:

1. Mengelola strategi, kebijakan, prosedur, tingkat maturitas dan sistem manajemen risiko Perusahaan serta pelaksanaan dan pengelolaan risiko termasuk kegiatan *advisory* dan konsultasi atas implementasi kebijakan manajemen risiko di lingkungan PGN dan Subholding Gas Group;
2. Mengelola keselarasan kebijakan dan implementasi kebijakan manajemen risiko di lingkup Subholding Gas;
3. Mengelola penyelerasan kebijakan risiko *ongoing business, project/investasi*, strategik dengan Holding Migas;
4. Mengelola Budaya Sadar Risiko;
5. Mengelola profil risiko Korporat, melakukan *challenge session* atau FGD serta merumuskan dan mengelola profil risiko utama (*top risk*) PGN dan Subholding Gas Group;
6. Memonitor implementasi *risk treatment* sesuai dengan *acceptable residual risk level* PGN baik risiko *ongoing business* maupun risiko *project*;
7. Mengelola batas toleransi risiko;
8. Mengelola evaluasi dan monitoring *loss event* risiko baik *ongoing business* maupun *project*;
9. Melakukan pengelolaan *early warning system* pada risiko *ongoing business* maupun *project*;

DUTIES AND RESPONSIBILITIES OF RISK
MANAGEMENT

The duties and responsibilities of Risk Management as a separate directorate within the Company underwent several developments during 2024, with the most recent development as stipulated in the Decree of the Board of Directors of PGN No. 085700.K/OT.00/PDO/2024 on Work Procedures of the Directorate of Finance and Risk Management dated December 24, 2024, including:

1. Managing the Company's risk management strategy, policies, procedures and systems as well as implementation and risks management, including advisory and consulting activities on the implementation of risk management policies within PGN and the Gas Subholding Group;
2. Managing the alignment of policies and implementation of risk management policies within the Gas Subholding;
3. Managing the alignment of ongoing business, project/investment, strategic risk policies with the Oil and Gas Holding;
4. Managing a risk awareness culture;
5. Managing the Corporate risk profiles, conducting challenge sessions or FGDs, as well as formulating and managing the top risks of PGN and Gas Group Subholding;
6. Monitoring the implementation of risk treatment in accordance with PGN's acceptable residual risk for both ongoing business risks and project risks;
7. Managing risk tolerance limits;
8. Managing the evaluation and monitoring of loss event risks for both ongoing business and projects;
9. Managing the early warning system for both ongoing business and projects;

10. Mengelola Sistem Manajemen Kelangsungan Bisnis (SMKB) atau *Business Continuity Management System (BCMS)* serta *Contingency Plan*;
11. Mengelola *Cyber Security Risk*, *Asset Integrity* serta memulai pengembangan *Internal Control Testing*;
12. Mengelola *Risk Analysis* pada *Final Investment Decision* (Proyek Strategis), *Portfolio*, *Counterparty*, *Partnership/ Kerja Sama Bisnis*, *Emerging Risk* dan Risiko terkait ESG; dan
13. Menyusun laporan manajemen risiko kepada Direksi, fungsi manajemen risiko Holding Migas, maupun *stakeholder* lainnya yang terkait.

10. Managing Business Continuity Management System (BCMS) and Contingency Plan;
11. Managing Cyber Security Risk, Asset Integrity, and initiating the development of Internal Control Testing;
12. Managing Risk Analysis on Final Investment Decision (Strategic Project), Portfolio, Counterparty, Partnership/ Business Cooperation, Emerging Risk and ESG related Risk; and
13. Preparing risk management reports to the Board of Directors, the Oil and Gas Holding risk management function, and other relevant stakeholders.

TUGAS DAN FUNGSI RISK MANAGEMENT CHAMPIONS TEAM

Pemilik risiko (*risk owner*) dapat dibantu *Risk Management Champions Team (RCT)* dalam melaksanakan proses manajemen risiko untuk masing-masing satuan kerja di PGN maupun anak perusahaan/afiliasi PGN. RCT adalah personel-personel terpilih, cakap dan mampu untuk bertugas berdasarkan Keputusan Direksi PGN No. 017701.K/PR.06.01/FIN/2024 tanggal 30 April 2024.

Tugas RCT antara lain :

- Menjalankan fungsi manajemen risiko dengan cara melakukan koordinasi dan memfasilitasi proses manajemen risiko (penentuan konteks, kriteria, identifikasi risiko, analisis risiko, evaluasi risiko, penanganan risiko, *monitoring*, kaji ulang, konsultasi, dokumentasi, melaporkan serta komunikasi) yang dilakukan oleh pemilik risiko (*risk owner*);
- Melakukan pemantauan atas besaran biaya pengendalian risiko (*cost of risk*) yang dibutuhkan oleh Satuan Kerja di PGN atau Anak Perusahaan/Afiliasi PGN dan menetapkan metode untuk pengukuran efisiensi dan efektivitas biaya pengendalian risiko tersebut dibandingkan dengan hasil yang telah dicapai;
- Dengan persetujuan dari pemilik risiko (*risk owner*), melaporkan pelaksanaan pengelolaan Manajemen Risiko pada Satuan Kerja di PGN atau Anak Perusahaan/Afiliasi PGN dengan memanfaatkan aplikasi sistem informasi sesuai ketentuan yang ditetapkan oleh fungsi *Risk Management* selaku Satuan Kerja Manajemen Risiko (SKMR) dan melaporkannya secara periodik maupun sewaktu-waktu jika diperlukan oleh SKMR;
- Melaporkan pemantauan pelaksanaan penanganan risiko pada Satuan Kerja PGN atau Anak Perusahaan/Afiliasi PGN secara berkala. Untuk pemantauan pelaksanaan penanganan risiko dengan kategori 'Low', 'Low to Moderate', 'Moderate', dan 'Moderate to High' dilakukan monitoring melalui laporan triwulanan untuk kategori 'High' monitoring dilakukan minimal sekali dalam setiap bulannya atau jangka waktu yang ditetapkan oleh Manajemen PGN maupun SKMR. Untuk pemantauan pelaksanaan penanganan risiko dengan kategori *Top Risk* diatur dalam ketentuan terpisah.

RISK MANAGEMENT CHAMPIONS TEAM DUTIES AND FUNCTIONS

Risk owners can be assisted by the Risk Management Champions Team (RCT) in conducting the risk management process for each working unit in PGN and PGN's subsidiaries/ affiliates. RCTs are selected and capable personnel qualified to serve based on the Decree of the Board of Directors of PGN No. 017701.K/PR.06.01/FIN/2024 dated April 30, 2024.

The duties of the RCT include:

- Implementing the risk management function by coordinating and facilitating the risk management process (determining context, criteria, risk identification, risk analysis, risk evaluation, risk handling, monitoring, review, consultation, documentation, reporting and communication) conducted by the risk owner;
- Monitoring the amount for cost of risk control required by Working Units at PGN or PGN Subsidiaries/Affiliates and determine methods for measuring the efficiency and effectiveness of cost of risk control compared to the results that have been achieved;
- With the approval of the risk owner, reporting the implementation of risk management in the Working Unit at PGN or PGN Subsidiary/Affiliate by utilizing the information system application in accordance with the provisions stipulated by the Risk Management function as the Risk Management Working Unit and report it periodically or at any time if required;
- Reporting the implementation monitoring of risk management in PGN Working Units or PGN Subsidiaries/ Affiliates on a regular basis. To monitor the implementation of risk management in the 'Low', 'Low to Moderate', 'Moderate', and 'Moderate to High' categories, the monitoring is conducted through quarterly reports. For the 'High' category, monitoring is carried out at least once a month or as determined by PGN Management and Risk Management Working Units. Monitoring the implementation of risk management with the Top Risk category is regulated in separate provisions.

Pada tahun 2024, terdapat penambahan peran RCT sebagai *Implementator* BCMS yang memiliki tugas, tanggung jawab dan kapabilitas dalam penyusunan, evaluasi dan pembaruan dokumen (kertas kerja) dan dokumen pendukung lainnya dalam implementasi dan pengelolaan *Business Continuity Management System* (BCMS) berdasarkan ISO 22301:2019.

IMPLEMENTASI FRAMEWORK ISO 31000:2018

Perusahaan terus mengikuti perkembangan dan pemutakhiran konsep, prosedur dan pelaporan manajemen risiko, tidak hanya yang diterapkan oleh BUMN lainnya tetapi perusahaan-perusahaan lain yang lebih unggul dalam mengimplementasikan pengelolaan manajemen risiko.

Merujuk pada Survei Nasional Manajemen Risiko 2018 yang dilakukan 'Center for Risk Management Studies Indonesia' (CRMS Indonesia), diketahui sekitar 67,5% perusahaan di Indonesia telah menerapkan ISO 31000 (versi 2009 maupun 2018) disusul COSO-ERM 15% dan standar lainnya 17,5%.

Secara keseluruhan ISO 31000 dapat digunakan luas pada berbagai industri, sebab sifat ISO 31000 tidak spesifik ditujukan untuk menyeragamkan implementasi manajemen risiko lintas perusahaan, tetapi memberikan standar pendukung acuan penerapan manajemen risiko untuk mendukung pencapaian tujuan perusahaan. Hal ini menjadi landasan bagi Perusahaan untuk menerapkan standar ISO 31000:2018 dalam implementasi pengelolaan manajemen risiko kepada satuan kerja di PGN maupun anak perusahaan/afiliasi PGN.

PENGEMBANGAN SISTEM INFORMASI MANAJEMEN RISIKO

Sejak tahun 2019, Perusahaan telah menerapkan Sistem Informasi Manajemen Risiko (SIMR) yang digunakan dalam rangka registrasi risiko, *monitoring* pemantauan risiko dan penyusunan profil risiko secara *online* dan *real-time* sehingga dapat memudahkan pengambilan keputusan manajemen atas risiko terkait aspek operasional maupun proyek/investasi serta monitoring yang dilakukan oleh Pertamina selaku Holding Migas.

Kemudian pada tahun 2020, PGN mengembangkan serta menyempurnakan SIMR baik untuk 'Ongoing Business Risk' maupun 'Project Risk', dengan tetap mengutamakan kemudahan penggunaan aplikasi SIMR oleh RCT maupun pemantauan *dashboard* SIMR oleh manajemen PGN. Peningkatan implementasi dan utilisasi SIMR untuk seluruh RCT baik dalam lingkup satuan kerja di PGN maupun anak perusahaan/afiliasi PGN juga didukung dengan ditetapkannya Dokumen Acuan Kerja (DAK) berupa Instruksi Kerja.

In 2024, there was an additional role for RCT as a BCMS Implementer who assumes the duties, responsibilities and capabilities to prepare, evaluate and update documents (working papers) and other supporting documents in the implementation and management of the Business Continuity Management System (BCMS) based on ISO 22301:2019

IMPLEMENTATION OF ISO 31000:2018 FRAMEWORK

The Company continues to follow the development and updates of risk management concepts, procedures and reporting, not only those implemented by other State-Owned Enterprises but also by other companies deemed to have implemented better risk management.

The 2018 National Risk Management Survey conducted by the 'Center for Risk Management Studies Indonesia' (CRMS Indonesia) suggests that approximately 67.5% of companies in Indonesia have adopted ISO 31000 (2009 and 2018 versions), 15% COSO-ERM while the remaining 17.5% have adopted other standards.

Overall, ISO 31000 can be widely used in various industries, due to the nature of ISO 31000 that is not specifically aimed at uniting the implementation of risk management across companies but rather provides a standard supporting reference for the implementation of risk management to support the achievement of company goals. This is the basis for the Company to apply the ISO 31000:2018 standards in the implementation of Risk Management for working units at PGN and PGN subsidiaries/affiliates.

RISK MANAGEMENT INFORMATION SYSTEMS DEVELOPMENT

The Company has implemented the Risk Management Information System since 2019 which is used for risk register, risk monitoring, and risk profiles preparation by online and in real-time to facilitate management decision making on risks related to operational and project/ investment aspects while monitoring is exercised by Pertamina as the Oil and Gas Holding Company.

Furthermore, in 2020, PGN developed and refined RMIS for both 'Ongoing Business Risk' and 'Project Risk', while still prioritizing ease of use of the RMIS application by RCTs and monitoring the dashboard by PGN management. Improving the implementation and utilization of SIMR for all RCTs both within the scope of work units at PGN and PGN's subsidiaries/ affiliates, is also supported by the establishment of Work Reference Documents in the form of Work Instructions.

Pada tahun 2022, pengembangan dan penyempurnaan SIMR ‘*Ongoing Business Risk*’ maupun ‘*Project Risk*’ kembali dilakukan dengan konsentrasi pada penambahan fitur dan tools yang dapat melengkapi implementasi dan utilisasi SIMR seperti fungsi *auto-generate database*.

Pada tahun 2023, Pertamina selaku Holding Migas memberikan arahan strategis inisiatif untuk mengimplementasikan sistem informasi manajemen risiko terintegrasi yaitu *Enterprise Risk Management Systems* versi 2.0 (ERMS 2.0) baik untuk risiko yang dimiliki oleh satuan kerja di PGN maupun anak perusahaan/afiliasi PGN. Sehingga pada tahun 2023 pelaporan manajemen risiko PGN dan Pertamina telah terintegrasi dengan sempurna dan efektif dalam satu tahun anggaran.

Pada tahun 2023, fungsi *Risk Management* PGN juga mengembangkan Sistem *Database* Manajemen Risiko (DAMARA) sebagai salah satu inovasi yang ditujukan untuk mengelola digitalisasi surat, dokumen kajian risiko dan dokumen pendukung lainnya dalam memastikan kemudahan pencarian arsip yang diperlukan oleh Manajemen Puncak.

Kemudian pada tahun 2024, Perusahaan telah menggunakan sistem informasi risiko terintegrasi ERMS 2.0 yang telah diimplementasikan sampai dengan lingkup Anak Perusahaan/ Afiliasi PGN.

EVALUASI ATAS SISTEM MANAJEMEN RISIKO

PGN sebagai Subholding Gas telah menerapkan penilaian maturitas pengelolaan manajemen risiko. Pada tahun 2024, Perusahaan melakukan pengukuran *Risk Maturity Assessment* (RMA) menggunakan metode pengukuran berdasarkan ketentuan dan tata pelaksanaan dalam SK-8/DKU.MBU/12/2023 tentang Petunjuk Teknis Penilaian Indeks Kematangan Risiko (*Risk Maturity Index*) di Lingkungan Badan Usaha Milik Negara, setelah sebelumnya pada menggunakan metodologi yang ditetapkan dalam ‘*Pertamina Risk Maturity Self-Assessment*’ (PRISMA).

Pelaksanaan RMA dilakukan atas 2 (dua) aspek, yaitu Aspek Dimensi serta Aspek Kinerja.

- Pada aspek dimensi, parameter yang diukur mengadopsi 3 (tiga) pilar ISO 31000:2018, yaitu *Principles*, *Framework* dan *Process*. Adopsi ini dijabarkan menjadi 5 (lima) poin penilaian, yaitu budaya dan kapabilitas risiko, organisasi & tata kelola risiko, kerangka risiko & kepatuhan, proses kontrol risiko, dan model, data & teknologi risiko, yang dilaksanakan dengan pendekatan pengumpulan bukti dokumen, survei, dan wawancara yang mewakili semua organ risiko seperti *Risk Owner*, unit kerja manajemen risiko, unit satuan pengendali internal, unit kerja kepatuhan, Direksi dan Komisaris.

In 2022, the SIMR ‘*Ongoing Business Risk*’ and ‘*Project Risk*’ was further developed and improved with a concentration on the addition of more features and tools that complement the current implementation and utilization of SIMR, such as the *auto-generate database* function.

Moreover, as things were progressing in 2023, Pertamina as the Oil and Gas Holding gave strategic direction for the initiative to implement an integrated risk management information system, referred to as *Enterprise Risk Management Systems* version 2.0 (ERMS 2.0), for risks in working units at PGN and PGN subsidiaries/affiliates. Therefore, in 2023 PGN and Pertamina’s risk management reporting was completely and effectively integrated in one budget year.

In 2023, PGN’s *Risk Management* function also developed the *Risk Management Database System* as one of the innovations aimed at managing the digitization of letters, risk assessment documents, and other supporting documents for Top Management to search the archive with ease.

Furthermore, in 2024, the Company has utilized the integrated risk information system ERMS 2.0, which has been implemented up to the scope of PGN Subsidiaries/ Affiliates.

RISK MANAGEMENT SYSTEM EVALUATION

PGN as Gas Subholding has implemented a risk management maturity assessment. In 2024, the Company conducted the *Risk Maturity Assessment* (RMA) using a measurement method that is based on the implementation provisions and procedures in SK-8/DKU.MBU/12/2023 on Technical Instruction for Risk Maturity Index Assessment in State-Owned Enterprises, after previously using the methodology specified in the ‘*Pertamina Risk Maturity Self-Assessment*’ (PRISMA).

RMA implementation is carried out based on 2 (two) aspects, namely the Dimension Aspect and the Performance Aspect.

- In the dimension aspect, the parameters are measured by adopting the 3 (three) pillars of ISO 31000:2018, namely *Principles*, *Framework*, and *Process*. This adoption is described in 5 (five) assessment points, namely risk culture and capabilities, risk organization & governance, risk & compliance framework, risk control process, and risk model, data & technology, which are implemented through the approach of collecting documentary evidence, surveys, and interviews representing all risk organs, such as *Risk Owner*, risk management unit, internal control unit, compliance unit, Board of Directors, and Board of Commissioners.

- Pada aspek kinerja, parameter yang diukur adalah berdasarkan tingkat kesehatan Perusahaan (*rating* Perusahaan) serta peringkat komposit risiko. Hasil penilaian akhir RMA adalah memperhitungkan skor dari parameter aspek dimensi dan aspek kinerja.

Skor penilaian dan pengukuran RMA PGN sebesar 3,4 dari skala 5, menunjukkan Perusahaan berada pada Fase Praktik yang Baik.

Selanjutnya, pada tahun 2025, PGN terus melakukan monitoring dan perbaikan atas peluang perbaikan (OFI) yang telah dipetakan dalam laporan pelaksanaan RMA sebelumnya. Hal ini bertujuan untuk meningkatkan capaian *Risk Maturity Index* (RMI) agar lebih optimal pada pelaksanaan evaluasi maturitas risiko berikutnya.

ROADMAP PENGELOLAAN MANAJEMEN RISIKO

Integrasi dan implementasi kebijakan pengelolaan risiko di Perusahaan diharapkan mencapai level optimal. Hal tersebut memerlukan proses dan implementasi dalam jangka waktu cukup panjang dan senantiasa dievaluasi atas pencapaian-pencapaian yang telah dilakukan.

- In the performance aspect, the parameters are measured based on the Company's soundness level (Company rating) and the composite risk rating. The final RMA assessment result is by considering the scores of the dimensional and performance aspects' parameters.

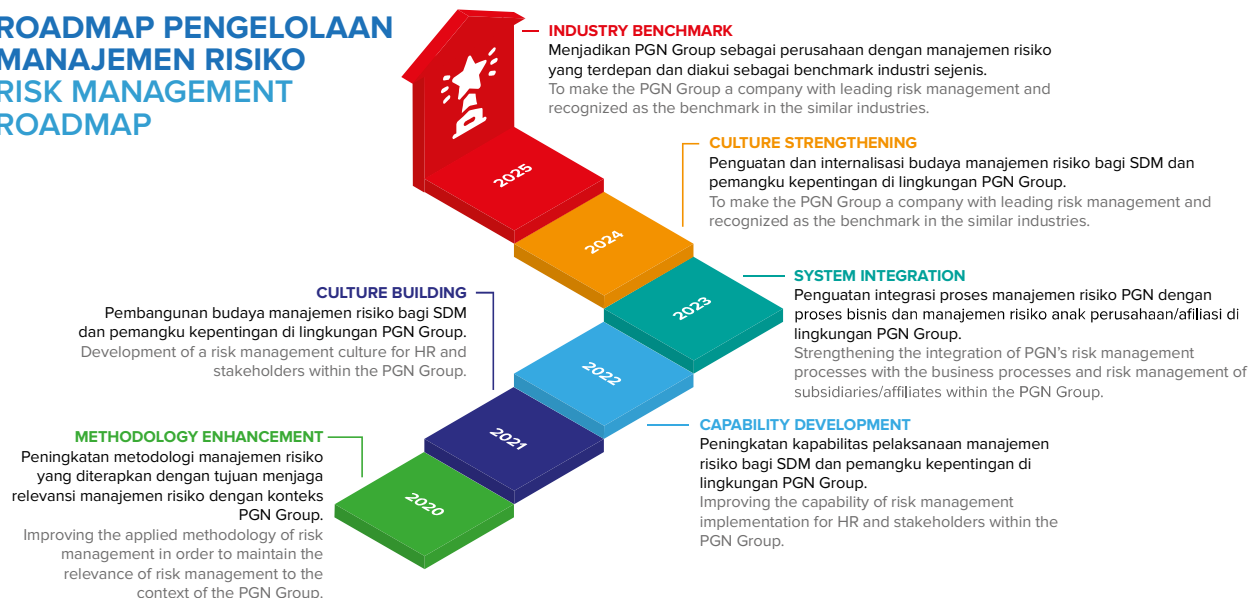
The assessment and measurement score of PGN's RMA is 3.4 on a scale of 5, indicating that the company is in the Good Practice Phase.

Moreover, in 2025, PGN will continue to monitor and improve the opportunities for improvement (OFI) that have been mapped in the previous RMA implementation report. This aims to improve the achievement of the Risk Maturity Index (RMI) to be more optimal in the implementation of the next risk maturity evaluation.

RISK MANAGEMENT ROADMAP

The integration and implementation of risk management policies in the Company is expected to reach the optimal level. This requires a process and implementation in a long period of time and is constantly evaluated for the achievements that have been made.

ROADMAP PENGELOLAAN MANAJEMEN RISIKO RISK MANAGEMENT ROADMAP



Pasca dilakukannya pengukuran maturitas tahun 2023 dan 2024, selanjutnya ditetapkan *Opportunity For Improvement* (OFI) dan *Action For Improvement* (AFI) sebagai bagian dan evaluasi dari Roadmap Pengelolaan Manajemen Risiko perusahaan secara berkesinambungan.

Following the successful maturity measurements in 2023 and 2024, Opportunity For Improvement (OFI) and Action For Improvement (AFI) were determined as part of the company's continuous Risk Management Roadmap.

SERTIFIKASI PERSONEL

Penyusunan dan pengawasan profil risiko memerlukan adanya ketersediaan sumber daya manusia yang memahami proses pengelolaan risiko mulai tahap identifikasi hingga penanganan risiko secara optimal. Selain itu, PER-2 BUMN juga mendorong persyaratan untuk organ pengelola risiko agar memenuhi sertifikasi yang sesuai dengan pengelolaan risiko. Hingga akhir tahun 2024, PGN telah memiliki beberapa personel yang memiliki sertifikasi manajemen risiko, antara lain:

PERSONNEL CERTIFICATION

Preparing and monitoring risk profiles require the availability in human resources with strong comprehension of the entire risk management process from the identification stage to running an optimum risk management. Furthermore, PER-2 SOEs also encourages requirement for risk management organs to meet the certifications in accordance with risk management. By the end of 2024, PGN has a number of certified personnel in risk management certification, as listed below:

SERTIFIKASI PERSONEL MANAJEMEN RISIKO

Risk Management Personnel Certification

Nama Name	Jabatan Position	Sertifikasi Certification			
		Certified Risk Professional oleh BNSP Certified Risk Professional by BNSP	Business Continuity Management Certified Professional oleh BNSP Business Continuity Management Certified Professional by BNSP	Certified Risk Management Professional oleh BNSP Certified Risk Management Professional by BNSP	Certified Risk Governance Professional oleh BNSP Certified Risk Governance Professional by BNSP
Eri Surya Kelana	Group Head, Operational Risk, Internal Control and Business Continuity	✓	-	-	✓
Rezki Anindhito	Division Head, Risk Strategy and Integrated Governance	✓	-	-	-
M. Rofiq Arroseyid	Division Head, Project Risk, Portfolio and Counterparty Risk	✓	-	-	-
Amanarita	Principal Expert I, Risk Management Implementation	✓	✓	-	-
Diana Yulianty	Sr. Expert II, Business Support Risk Management	✓	✓	-	-
Leli Mulyani	Sr. Expert II, Risk Management Implementation	✓	✓	-	-
Puji Arman	Sr. Analyst II, Risk Management Implementation	✓	-	✓	-
Bima Satria Agung	Sr. Analyst I, Risk Management Implementation	✓	-	-	-
Heru Setiawan	Analyst II, Risk Management Implementation	✓	✓	✓	-
Kevin Jeremia Situmeang	Jr Analyst, Business Support Risk Management	✓	✓	✓	-
Muhammad Rizki Putranda	Jr Analyst, Business Support Risk Management	✓	-	-	-
Masaji Suryo Jatmiko	Assistant, Risk Management Implementation	-	✓	-	-

STRATEGI RISIKO PERUSAHAAN

a. Kebijakan Selera Risiko

Dalam rangka melindungi dan menciptakan nilai Perusahaan guna mencapai pertumbuhan perusahaan, Pernyataan selera risiko (*risk appetite statement*) sebagai berikut:

1. Perusahaan memiliki *zero appetite* terhadap aktivitas yang melanggar kepatuhan/*compliance* (*fraud*) serta berkomitmen untuk mencegah perilaku tersebut.
2. Perusahaan mengambil *risk appetite normal* dalam menetapkan Batas Toleransi Risiko (*risk tolerance*) yang dapat diterima setelah melakukan tindakan penanganan risiko (*risk treatment*) sebagai perwujudan *medium appetite* terhadap *risk capacity* Perusahaan.
3. Perusahaan memiliki *high appetite* terhadap aktivitas investasi dengan tetap memperhatikan prinsip *Good Corporate Governance*.
4. Perusahaan memiliki *zero appetite* terhadap pemenuhan *financial covenant*.
5. Perusahaan memiliki *medium appetite* terhadap aspek likuiditas Perusahaan.
6. Perusahaan memiliki preferensi *zero appetite* terhadap jumlah insiden yang terhitung sebagai NoA.
7. Perusahaan memiliki preferensi *low appetite* terhadap paparan fluktuasi pasar.
8. Perusahaan memiliki preferensi *low appetite* terhadap risiko reputasi, dengan menjaga *Corporate Index* agar tercipta kepercayaan publik terhadap Perusahaan.
9. Perusahaan memiliki preferensi *low appetite* terhadap tingkat nilai ESG, sehingga program ESG dapat memberikan manfaat bagi masyarakat dan lingkungan.

b. Kebijakan Ambang Batas Risiko

Kebijakan ambang batas risiko menggambarkan tingkat risiko yang dapat diterima/ditoleransi oleh perusahaan yang terdiri dari *risk capacity* yang merupakan kemampuan finansial perusahaan dalam menghadapi eksposur risiko, *risk tolerance* merupakan nilai ambang batas risiko yang dapat diterima oleh perusahaan untuk pengelolaan risiko agar tetap dalam *risk appetite*, dan *risk limit* yang merupakan nilai batas risiko yang dimiliki perusahaan untuk mengelola risiko yang mungkin terjadi berdasarkan aktivitas yang direncanakan dalam mencapai target perusahaan.

RISK MANAGEMENT IN THE COMPANY

a. Risk Appetite Policy

In the context of protecting and creating the Company's value in order to achieve company growth, the following is the risk appetite statement:

1. The Company has zero appetite for activities that violate compliance (fraud) and is committed to preventing such behavior.
2. The Company adopts a normal risk appetite in determining the acceptable Risk Tolerance Limit after carrying out risk treatment measures as a manifestation of the medium appetite for the Company's risk capacity.
3. The Company has high appetite for investment activities while taking into account the principles of Good Corporate Governance.
4. The Company has zero appetite for fulfilling financial covenants.
5. The Company has medium appetite for the Company's liquidity aspect.
6. The Company has zero appetite preference for the number of incidents that count as NoA.
7. The Company has low appetite preference for exposure to market fluctuations.
8. The Company has low appetite preference for reputational risk, by maintaining the Corporate Index to create public confidence in the Company.
9. The Company has low appetite preference for ESG value levels, ensuring that ESG programs can provide benefits to society and the environment.

b. Risk Threshold Policy

The risk threshold policy describes the level of risk that can be accepted/ tolerated by the Company, consisting of risk capacity, which is the Company's financial ability to face risk exposure, risk tolerance, which is the risk threshold value that can be accepted by the Company for risk management to remain within the risk appetite, and risk limit, which is the risk limit value that the Company has to manage risks that may occur based on planned activities to achieve its targets.

PENGLOLAAN RISIKO-RISIKO YANG DIHADAPI PERUSAHAAN

Sepanjang tahun 2024, PGN sebagai Subholding Gas mengelola risiko korporat terintegrasi yang meliputi risiko dari masing-masing satuan kerja di PGN maupun risiko yang berasal dari anak perusahaan/afiliasi PGN.

Pelaporan dan *monitoring* pengelolaan risiko korporat disampaikan kepada Pertamina dan Manajemen Puncak PGN dalam bentuk '*Top Risk Subholding Gas 2024*' dengan periode *monitoring* yang dilakukan dalam jangka waktu 1 kali dalam sebulan secara berkesinambungan.

Proses penetapan *top risk* tersebut dilakukan menggunakan mekanisme identifikasi dan analisis 2 (dua) arah yaitu *top-down* dan *bottom-up* atas *all-risk* yang telah diregistrasi oleh pemilik risiko (*risk owner*). *All-risk* tersebut selanjutnya dilakukan seleksi kandidat *top risk* dengan menggunakan skema *funneling process* meliputi *threshold*, *self-assessment*, *sorting*, *scoring* dan *clustering*, yang selanjutnya kandidat *top risk* akan disahkan oleh Dewan Komisaris Subholding Gas sebagai *Top Risk Subholding Gas 2024* dalam buku RKAP 2024.

Penjabaran *Top Risk* Korporat Subholding Gas 2024 untuk kategori '*Ongoing Business*' untuk risiko yang bersifat kuantitatif maupun kualitatif adalah sebagai berikut:

Top Risk Ongoing Business - 2024:

- Risiko terkait sengketa arbitrase;
- Risiko mengenai reviu tarif pipa transmisi;
- Risiko mengenai penurunan *gross margin* niaga gas sektor industri dan kelistrikan Harga Gas Bumi Tertentu (HGBT);
- Risiko mengenai tidak optimalnya pemanfaatan pembayaran uang muka pembelian gas;
- Risiko mengenai transaksi jual beli LNG yang tidak dapat terlaksana sesuai dengan kontrak;
- Risiko mengenai *impairment* piutang;
- Risiko mengenai kehilangan/kerusakan/kebocoran data pada sistem komputer *database* Perusahaan; dan
- Risiko mengenai pelanggaran aspek HSSE.

Adapun daftar nama proyek yang menjadi Top Risk 2024 meliputi:

Top Risk Project - 2024:

- Pembangunan Pipa Minyak Mentah Koridor Minas -Duri-Dumai dan Koridor Balam - Bangko – Dumai;
- Revitalisasi LNG Tank F-6004 & Fasilitas Pendukung Lainnya;
- Pembangunan Terminal LNG Jawa Timur "Proyek LNG Teluk Lamong";
- 4 (empat) Proyek Pembangunan Jargas yang terdiri dari Jargas Bekasi Selatan, Pasar Kemis, Periuk dan Bintaro;
- WK Pangkah – *Workover* UPB-12; dan
- WK Pangkah – *Drilling Explore* Ronggolawe-3.

RISK MANAGEMENT IN THE COMPANY

Throughout 2024, PGN as a Gas Subholding managed integrated corporate risks, which include risks from each work unit in PGN as well as risks originating from PGN subsidiaries/affiliates.

Reporting and monitoring of corporate risk management is submitted to Pertamina and PGN Top Management in the form of '*Top Risk Subholding Gas 2024*' with a monitoring period carried out once a month on an ongoing basis.

The top risk determination process was conducted using a 2 (two) way identification and analysis mechanism, namely top-down and bottom-up for all-risk registered by the risk owner. The all-risk candidates were then selected using a funneling process scheme including threshold, self-assessment, sorting, scoring and clustering, after which the top risk candidates were ratified by the Gas Subholding Board of Commissioners as the 2024 Gas Subholding Top Risk in the 2024 Company Work Plan and Budget.

The description of the 2024 Corporate Gas Subholding Top Risks for the '*Ongoing Business*' category for quantitative and qualitative risks is as follows:

Top Risk Ongoing Business - 2024:

- Risks related to arbitrage;
- Risks on tariff review of transmission pipes;
- Risks on the decrease in gross margin of gas trading in the HGBT industrial and electricity sectors;
- Risks on suboptimal utilization of advance payments for gas purchases;
- Risks in LNG sale and purchase transactions that cannot be carried out in accordance with the contract;
- Risks of impairment of receivables;
- Risks in loss/ damage/ leakage of data on the Company's database computer system; and
- Risks of violation of HSSE aspects.

The list of project names that are the 2024 Top Risk includes:

Top Risk Project - 2024:

- Construction of the Crude Oil Pipelines for the Minas-Duri-Dumai Corridor and Balam-Bangko-Dumai Corridor;
- Revitalization of the F-6004 LNG Tank & Other Supporting Facilities;
- Construction of East Java LNG Terminal "Teluk Lamong LNG Project";
- 4 (four) Gas Network Development Projects consisting of South Bekasi, Pasar Kemis, Periuk and Bintaro Gas Networks;
- WK Pangkah – *Workover* UPB-12; and
- WK Pangkah – *Drilling Explore* Ronggolawe-3.

STRUKTUR TATA KELOLA MANAJEMEN RISIKO

Sebagai pemenuhan terkait dengan Organ Pengelola Risiko sesuai dengan PER-2 BUMN, struktur tata kelola manajemen risiko di PGN di tahun 2024 mengalami perubahan signifikan sebagai berikut:

- Setelah diangkatnya Direktur Manajemen Risiko pada Rapat Pemegang Saham Tahunan 2024 tanggal 30 Mei 2024, secara struktur organisasi fungsi manajemen risiko yang berada pada satuan kerja *Risk Management* menjadi satu-satunya divisi yang ada pada Direktorat Manajemen Risiko. Setelah itu, berdasarkan Keputusan Direksi PGN No. 036800.K/OT.0/HCGS/2024, struktur organisasi pada Direktorat Manajemen Risiko mengalami perubahan dengan adanya tiga satuan kerja, yaitu *Risk Strategic and Integrated Governance*, *Operational Risk*, *Internal Control and Business Continuity* dan *Project Risk*, *Portfolio and Counterparty Risk*.



- Terkait sistem pelaporan, menyesuaikan dengan perubahan struktur organisasi, sejak Juni 2024, fungsi manajemen risiko melaporkan pengelolaan manajemen risiko kepada Direktur Manajemen Risiko selaku 'Chief Risk Officer' (CRO).

Hingga saat ini PGN mengadopsi prinsip *Three Lines Model* sebagai acuan tata kelola pengelolaan risiko sejalan dengan pengelolaan risiko yang diimplementasikan oleh Holding Migas dan telah sesuai dengan persyaratan dari PER-2 BUMN. Penerapan *three lines model* juga ditujukan untuk memastikan akuntabilitas dan pertanggungjawaban masing-masing lini dalam menghadapi serta mengelola taksonomi risiko yang dihadapi Perusahaan.

PROGRAM MENINGKATKAN BUDAYA SADAR RISIKO PERUSAHAAN

Risk Management sebagai fungsi yang bertugas dalam mengelola manajemen risiko PGN pada tahun 2024 telah melakukan beberapa program untuk meningkatkan *awareness* dan maturitas manajemen risiko Perusahaan melalui kegiatan sebagai berikut:

- Upskilling dan Refreshment* Aplikasi ERMS 2.0 Pertamina, format pelaporan bulanan serta pelaporan risiko lainnya di lingkup Subholding Gas;
- Refreshment* Manajemen Risiko berbasis ISO 31000:2018 dan PER-2 BUMN melalui *cross-sharing* dengan satuan kerja PGN lainnya maupun anak perusahaan/afiliasi PGN;

RISK MANAGEMENT GOVERNANCE STRUCTURE

As a fulfillment related to the Risk Management Organ in accordance with PER-2 BUMN, the risk management governance structure at PGN in 2024 experienced the following significant changes:

- After the appointment of the Director of Risk Management at the 2024 Annual Shareholders Meeting on May 30, 2024, in terms of organizational structure, the risk management function in the Risk Management unit became the only division in the Risk Management Directorate. Moreover, based on the Decree of the Board of Directors of PGN No. 036800.K/OT.0/HCGS/2024, the organizational structure of the Risk Management Directorate changed with the existence of three work units, namely Risk Strategic and Integrated Governance, Operational Risk, Internal Control and Business Continuity and Project Risk, Portfolio and Counterparty Risk.

- Regarding the reporting system, in line with changes in the organizational structure, since June 2024, the risk management function reports the management of risk management to the Director of Risk Management as the 'Chief Risk Officer' (CRO).

Until now, PGN has adopted the Three Lines Model principle as a reference for risk management governance in line with the risk management implemented by Oil and Gas Holding and has complied with the requirements in PER-2 BUMN. The application of the three lines model is also aimed at ensuring the accountability and responsibility of each line in facing and managing the taxonomy of risks faced by the Company.

PROGRAM TO IMPROVE COMPANY'S RISK AWARENESS CULTURE

Risk Management, as the working unit that has duties in managing PGN's risk management in 2024 has implemented several programs to improve awareness and maturity of the Company's risk management through the following activities:

- Upskilling and Refreshment of Pertamina's ERMS 2.0, monthly reporting format, as well as the reporting of other risks in the Gas Subholding scope;
- Refreshment of Risk Management based on ISO 31000:2018 and PER-2 BUMN through cross-sharing with other PGN working units and PGN subsidiaries/affiliates;

- Pelaksanaan *Sharing Session* mengenai BCMS ISO 22301:2019 kepada RCT di satuan kerja PGN maupun anak perusahaan/afiliasi PGN;
- Pelaksanaan *Risk Management Forum* (RMF) Pertamina Across the Group pada bulan Desember 2024 dengan tema '*Indonesia Global Outlook 2025: Beware of the Snake*';
- *Benchmark pengelolaan risiko dengan Angkasa Pura II, PT Pertamina International Shipping, PT Pertamina Patra Niaga*
- Pelaksanaan *Risk Management Forum* (RMF) di lingkup internal Subholding Gas yang diselenggarakan masing-masing Anak Perusahaan/Afiliasi;
- Penyelenggaraan Acara Budaya Sadar Risiko kepada RCT di satuan kerja PGN maupun anak perusahaan/afiliasi PGN;
- Pelatihan dan sertifikasi Auditor Internal BCMS ISO 22301:2019 lingkup Subholding Gas;
- Paparan implementasi *Living Core Values* (LCV) AKHLAK lingkup Pertamina Group tahun 2024;
- Pemberian RCT Awards dan BCMS Awards Tahun 2024; dan
- Pelaksanaan sertifikasi CRP dan sertifikasi BCMCP oleh BNSP.
- Implementation of a Sharing Session regarding Business Continuity Management System (BCMS) ISO 22301:2019 for RCTs at PGN working units and PGN subsidiaries/affiliates;
- Implementation of Risk Management Forum (RMF) Pertamina Across the Group in December 2024 with the theme '*Indonesia Global Outlook 2025 Beware of the Snake*'
- Risk management benchmark with Angkasa Pura II, PT Pertamina International Shipping, PT Pertamina Patra Niaga;
- Implementation of the Risk Management Forum (RMF) within the internal scope of Gas Subholding, which was organized in each Subsidiary/ Affiliated Company;
- Organizing Risk Awareness Cultural Events for RCTs in PGN work units and PGN subsidiaries/affiliates;
- Training and certification of Internal Auditors BCMS ISO 22301:2019 for the Gas Subholding scope;
- Exposure to the implementation of Living Core Values (LCV) AKHLAK within Pertamina Group in 2024;
- Presenting the 2024 RCT Awards and BCMS Awards; And
- Implementation of CRP certification and CRP certification by BNSP.



IMPLEMENTASI SISTEM MANAJEMEN KELANGSUNGAN BISNIS

Selama tahun 2024, kondisi ekonomi global masih melanjutkan ketidakpastian dan ketidakstabilan, terutama akibat ketegangan geopolitik di Eropa Barat dan Timur Tengah yang secara tidak langsung mempengaruhi *supply demand* energi global bahkan hingga di regional Asia Tenggara termasuk Indonesia. Pada tahun 2024, kinerja ekonomi dalam negeri mencatat pertumbuhan yang positif dan tetap kuat di tengah tantangan ekonomi global meskipun dengan faktor ketidakpastian yang masih cukup tinggi dirasakan oleh industri domestik.

Menghadapi tantangan ini, PGN terus menerapkan sistem manajemen kelangsungan bisnis (*Business Continuity Management Systems*) atau Sistem Manajemen Kelangsungan Bisnis (SMKB) dengan mengacu pada ISO 22301:2019 untuk satu siklus penuh (*full cycle*) sejak tahun 2022, serta pada tahun 2023, dilakukan perluasan lingkup implementasi SMBK sampai ke kantor Area, dan pada tahun 2024 juga memulai implementasi awal pada lingkup Anak Perusahaan/Afiliasi.

Pada triwulan terakhir 2024, PGN berhasil meraih Sertifikat ISO 22301 *Business Continuity Management System*, dengan lingkup sertifikasi meliputi Kantor Pusat, Sales Operation Region II, Area Jakarta dan Area Bekasi, sebagai wujud komitmen dan kesiapan dalam menghadapi disrupsi bisnis, membangun masa depan yang lebih stabil, dan berkembang secara berkelanjutan.

PERNYATAAN DIREKSI DAN/ATAU DEWAN KOMISARIS ATAS KECUKUPAN SISTEM MANAJEMEN RISIKO

Pengelolaan risiko di PGN tidak lepas dari komitmen Direksi dan Dewan Komisaris sebagai Manajemen Puncak yang selaras dengan *frameworks* manajemen risiko ISO 31000:2018. Bentuk komitmen ini diwujudkan dengan penandatanganan Piagam Manajemen Risiko & Resiliensi Subholding Gas oleh seluruh Direksi PGN serta diketahui dan disetujui oleh seluruh Direktur Utama Anak Perusahaan/Afiliasi PGN. Piagam tersebut juga dilakukan pemutakhiran secara berkala setidaknya 1 (satu) kali dalam setahun sebagai bentuk pemenuhan terhadap PER-2/MBU/03/2023 BUMN. Selain itu, sesuai dengan PER-2 tersebut, Dewan Komisaris juga telah menyetujui kebijakan-kebijakan manajemen risiko, seperti, namun tidak terbatas kepada: kebijakan *three lines model*, kebijakan selera, kapasitas dan toleransi risiko, kebijakan pengukuran risiko dan kebijakan sistem informasi risiko.

Pengelolaan risiko di PGN juga telah dilengkapi dengan Dokumen Acuan Kerja (DAK) berupa Pedoman, Prosedur Operasi serta Instruksi Kerja yang digunakan sebagai dasar dari seluruh kegiatan manajemen risiko di perusahaan. Pada tahun 2024, satuan kerja *Risk Management* telah menyeleraskan dan menerapkan Pedoman Pengelolaan Risiko dan Pedoman Pengelolaan SMBK sejalan dengan arahan Pertamina selaku Holding Migas.

BUSINESS CONTINUITY MANAGEMENT SYSTEM IMPLEMENTATION

The global economic condition throughout 2024 was still marked with uncertainty and instability, especially due to geopolitical tensions in Western Europe and the Middle East which indirectly affected global energy supply and demand even in the Southeast Asia region, including Indonesia. In 2024, domestic economic performance recorded positive growth and remained strong amidst global economic challenges although certain industries still experienced quite high levels of uncertainty domestically.

Facing these challenges, PGN continues to implement Business Continuity Management Systems (BCMS) based on ISO 22301:2019 for one full cycle starting in 2022, and in 2023, the scope of BCMS implementation was expanded to Area offices, and in 2024, initial implementation will also begin in the scope of Subsidiaries/ Affiliates.

In the last quarter of 2024, PGN successfully obtained the ISO 22301 Business Continuity Management System Certificate, with the scope of certification covering the Head Office, Sales Operation Region II, Jakarta Area, and Bekasi Area, as a form of commitment and readiness in facing business disruption, building a more stable and developed future in a sustainable manner.

STATEMENT OF THE BOARD OF DIRECTORS AND/OR BOARD OF COMMISSIONERS ON THE ADEQUACY OF THE RISK MANAGEMENT SYSTEM

Risk management at PGN cannot be separated from the commitment of the Board of Directors and Board of Commissioners as Top Management, which is in line with ISO 31000:2018 risk management framework. This commitment is realized by the signing of the Gas Subholding Risk & Resilience Management Charter by all PGN Directors and acknowledged and approved by all President Directors of PGN Subsidiaries/Affiliates. The charter is also updated periodically at least once a year as a form of compliance with BUMN PER-2/MBU/03/2023. Furthermore, in accordance with PER-2, the Board of Commissioners has also approved a number of risk management policies, including but not limited to: *three lines model* policy, risk appetite, capacity, and tolerance policy, risk measurement policy, and risk information system policy.

Risk management at PGN has also been equipped with Work Reference Documents in the form of Guidelines, Operational Procedures and Work Instructions, which are used as the basis for all risk management activities in the Company. In 2024, the Risk Management work unit has prepared and aligned the Risk Management Guidelines and BCMS Management Guidelines in line with Pertamina's directives as the Oil and Gas Holding.

Sebagai wujud pemenuhan persyaratan dari PER-2 BUMN tersebut, pada tahun 2024 juga telah dibentuk Komite Tata Kelola Terintegrasi (KTKT) di PGN berdasarkan Keputusan Dewan Komisaris PGN Nomor Kep-04/D-KOM/2024 pada 28 Maret 2024 yang dipimpin oleh Komisaris Utama PGN dengan anggota adalah semua Komisaris Utama Anak Perusahaan/Afiliasi. Pembentukan KTKT bertujuan untuk memperkuat serta melengkapi implementasi manajemen risiko di seluruh lini Perusahaan.

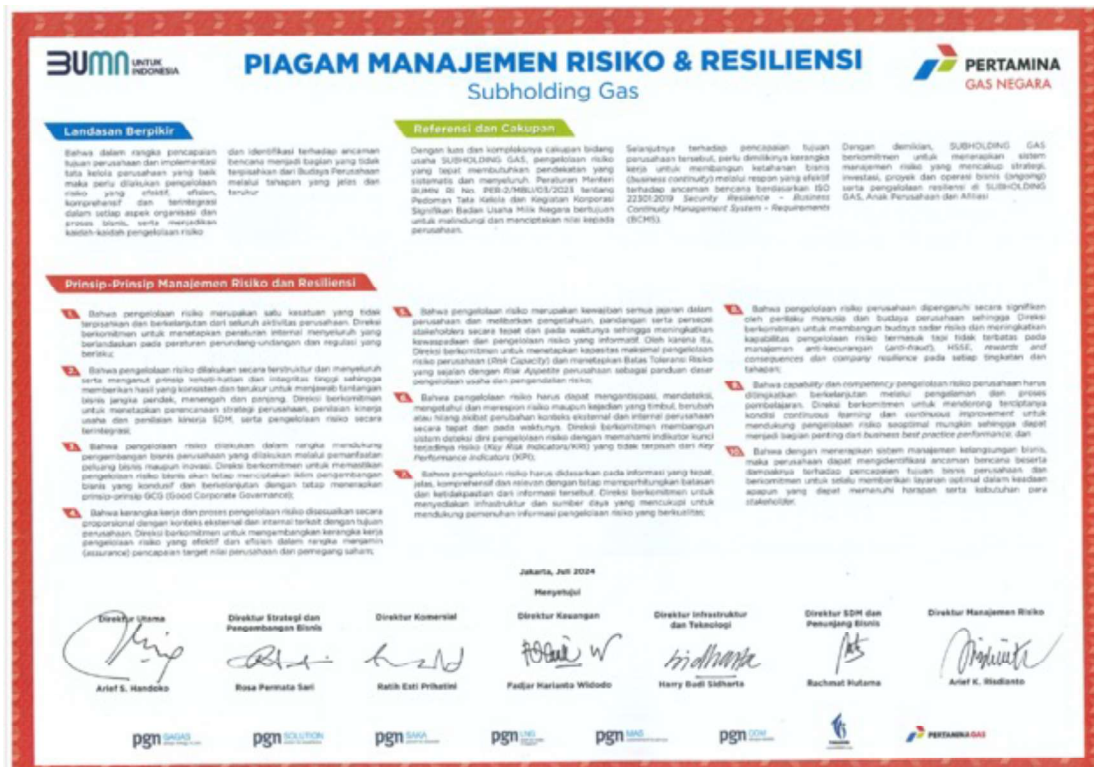
Sepanjang tahun 2024, Direksi dan Dewan Komisaris menilai sistem manajemen risiko yang dimiliki PGN telah memadai dan mampu mengantisipasi setiap risiko yang dimiliki Perusahaan. Hal ini ditunjukkan dengan diperolehnya hasil pengukuran RMA PGN berada pada "Fase Praktik yang baik" dan diperoleh sertifikasi ISO 22301:2019 *Business Continuity Management System*.

PGN juga terus melakukan evaluasi atas pengelolaan risiko secara periodik, mulai dari tingkat fungsi, satuan kerja, hingga level manajemen senior yang tercermin dalam agenda rutin rapat Direksi yang selalu menyertakan pengelolaan risiko menjadi salah satu mata acara pembahasan utama. Monitoring dan implementasi perbaikan tersebut terus dilakukan secara berkelanjutan. Hal ini bertujuan untuk meningkatkan tingkat keyakinan akan kecukupan sistem manajemen risiko yang diterapkan di Perusahaan terutama untuk pelaksanaan evaluasi maturitas risiko selanjutnya.

As a manifestation of the requirements compliance with PER-2 BUMN, an Integrated Governance Committee (ICG) was also established at PGN in 2024 based on the Decree of the PGN Board of Commissioners No. Kep-04/D-KOM/2024 on March 28, 2024, which was led by the President Commissioner of PGN with members consisting of all President Commissioners of Subsidiaries/Affiliates. The KTKT has been set up to strengthen and complement the implementation of risk management across all lines of the Company.

Throughout 2024, the Board of Directors and Board of Commissioners assessed that PGN's risk management system has been capable and adequate in anticipating all of the Company's risks. This is demonstrated by the results of PGN's RMA measurement, which indicated that PGN is in the "Good Practice Phase" and obtaining ISO 22301:2019 Business Continuity Management System

PGN also continues to evaluate risk management periodically, starting from the functional level, work units, to senior management level, which is reflected in the routine agenda of the Board of Directors' meetings, which always include risk management as one of the main discussion items. Monitoring and implementation of these improvements are carried out continuously. This aims to increase the level of confidence in the adequacy of the risk management system implemented in the Company, especially for the implementation of subsequent risk maturity evaluations.



PERKARA HUKUM YANG DIHADAPI

Legal Cases

Hingga 31 Desember 2024, terdapat 6 perkara atau gugatan hukum bernilai material terhadap Perseroan. Perkara tersebut adalah perkara lanjutan atau belum diputuskan dan/atau mempunyai kekuatan hukum yang tetap pada tahun sebelumnya. Informasi mengenai perkara hukum material yang dihadapi PGN, entitas anak, anggota Direksi dan anggota Dewan Komisaris meliputi pokok perkara, status perkara, serta pengaruhnya terhadap kondisi Perseroan sebagai berikut:

As of 31 December 2024, 6 (six) cases or lawsuits of material value against the Company had remained unsettled, meaning none of the cases had been legally settled and/or has permanent legal force when the previous year ended. The following is information on material legal cases faced by PGN, its subsidiaries, members of the Boards of Directors and Commissioners including the subject matter, the status of the case, and its impact on the Company:

PT PERUSAHAAN GAS NEGARA TBK

Sengketa PPN dalam Niaga Gas Bumi PGN untuk Periode Tahun 2012-2013.

PT PERUSAHAAN GAS NEGARA TBK

VAT Dispute on Natural Gas Trading PGN for 2012-2013 Period.

Lembaga Agency	Mahkamah Agung Republik Indonesia	Supreme Court of The Republic of Indonesia
Para Pihak Parties in Dispute	- Direktorat Jenderal Pajak (sebagai Pemohon Peninjauan Kembali) - PGN (sebagai Termohon Peninjauan Kembali)	- The Directorate General of Tax Affairs (as Applicant for Judicial Review) - PGN (as Respondent for Judicial Review)
Jenis Perkara Type of Legal Cases	Pajak	Taxation
Nilai Perkara Case Value	Rp4,15 triliun	Rp4.15 trillion
Pokok Perkara Subject Matter	Sengketa PPN 2012-2013 terjadi karena adanya perbedaan pandangan antara DJP dan PGN terkait kegiatan niaga gas bumi yang dilakukan oleh PGN. DJP berpandangan bahwa untuk periode tahun 2012, gas yang dijual oleh PGN merupakan gas hasil pengolahan yang mengakibatkan terjadinya penambahan nilai barang sehingga dikenakan PPN sebesar 10% dan terdapat jasa distribusi atau pengangkutan gas dalam kegiatan niaga gas PGN sehingga dikenakan PPN untuk periode tahun 2013. PGN berpandangan bahwa tidak terdapat proses pengolahan dalam gas yang dijual oleh PGN kepada pelanggan dan PGN menerima gas sesuai <i>Gas Sales Agreement</i> (GSA) dari KKKS dengan spesifikasi yang telah diatur oleh regulasi pemerintah dan langsung proses/ pengolahan untuk periode tahun 2012. Untuk periode tahun 2013, PGN melakukan kegiatan niaga gas bumi dengan titik serah di lokasi pelanggan sehingga kegiatan niaga gas dan penyaluran gas kepada pelanggan merupakan satu kesatuan yang tidak dapat dipisahkan dan adanya komponen rupiah dalam harga jual gas bumi guna menghindari risiko kurs mengingat krisis moneter seperti tahun 1998. Bahwa atas perkara tersebut pada tingkat PK yang dimohonkan oleh DJP, terdapat 18 (delapan belas) putusan yang mengabulkan permohonan DJP dan 6 (enam) perkara yang menolak permohonan DJP.	The 2012-2013 VAT dispute occurred due to different opinion between DGT and PGN regarding natural gas trading activities by PGN. DGT stated that, the natural gas sold by PGN was processed gas which results in an increase in the value of goods so that 10% VAT was imposed and there were gas distribution or activities, so that it was subject to VAT for the 2013 period. Meanwhile, PGN stated that there was no processed gas in the natural gas sold by PGN to costumers and PGN received the gas according to the Gas Sales Agreement from KKKS with its specification set by government regulations and directly sell the gas to costumers without any processing for the 2012 period. For the 2013, PGN conducted natural gas trading activities with delivery points at the costumer's locations, that the natural gas trading activities and its distribution to the costumers were inseparable and the use of rupiah currency in the selling price of natural gas so as to avoid exchange rate risks following a monetary crisis like the one occurred in 1998. Whereas for the said cases at the judicial review level filed by DGT, there are 18 (eighteen) verdicts that granted DGT's requests and 6 (six) verdicts that rejected DGT's requests.

Status Saat Ini Current Condition	Atas 18 (delapan belas) perkara yang telah putus tersebut, PGN melakukan PK kedua dan atas 6 (enam) perkara yang memenangkan PGN, DJP juga mengajukan PK kedua.	For the 18 (eighteen) cases that have been decided, PGN will conduct a second judicial review and for the 6 (six) cases that won PGN, DGT also submitted a second judicial review.
	Sampai Desember 2023, 15 permohonan PK Kedua yang diajukan PGN diputus NO (<i>Niet Onvankelijkverklaard</i>). Adapun untuk 6 permohonan PK Kedua yang diajukan DJP juga telah diputus NO.	Until December 2023, 15 judicial review applications submitted by PGN decided NO (<i>Niet Onvankelijkverklaard</i>). Meanwhile 6 judicial review applications submitted by DJP also decided NO.
	Sampai Desember 2024, terdapat 2 permohonan PK Kedua yang diajukan PGN diputus NO.	Until December 2024, there were 2 judicial reviews submitted by PGN with a decision of NO.
	Putusan <i>Niet Onvankelijkverklaard</i> (NO) adalah putusan yang menyatakan gugatan tidak dapat diterima karena belum memenuhi syarat formal. Konsekuensi atas Putusan NO tidak dapat disamakan dengan putusan ditolak, mengingat masih dimungkinkan untuk mengajukan kembali permohonan sepanjang telah memenuhi syarat formal.	The <i>Niet Onvankelijkverklaard</i> (NO) decision is a decision stating that the lawsuit cannot be accepted because it has yet to fulfill the formal requirements. NO Decision cannot be equated with a rejected decision, considering that it is still possible to resubmit the application as long as the formal requirements are satisfied.
Pengaruh terhadap Kondisi Perusahaan Potential Impact	Tidak berpengaruh terhadap laba/rugi konsolidasian Perseroan	Has no effect on the consolidated profit/loss of the Company

PT PERUSAHAAN GAS NEGARA TBK DAN PT SAKA ENERGI INDONESIA

Gugatan Dewan Pimpinan Adat Lembaga Musyawarah Adat Suku Kamoro (LEMASKO).

PT PERUSAHAAN GAS NEGARA TBK DAN PT SAKA ENERGI INDONESIA

Lawsuit Dewan Pimpinan Adat Lembaga Musyawarah Adat Suku Kamoro (LEMASKO).

Lembaga Agency	Pengadilan Negeri Lamongan	The District Court of Lamongan
Para Pihak Parties in Dispute	- LEMASKO (Penggugat) - Saka Energi Indonesia & PGN (Tergugat)	- LEMASKO (Plaintiff) - Saka Energi Indonesia & PGN (Defendants)
Jenis Perkara Type of Legal Cases	Perdata	Civil Case
Nilai Perkara Case Value	Rp1.401.000.000.000	Rp1,401,000,000,000
Pokok Perkara Subject Matter	Pada tanggal 3 April 2023, SEI dan PGN menerima surat gugatan dengan pokok perkara bahwa Saka Energi Indonesia ("SEI") telah menguasai barang pipa eks PT Freeport Indonesia yang diklaim sebagai barang milik Dewan Pimpinan Adat Lembaga Musyawarah Adat Suku Kamoro ("LEMASKO") yang merupakan hasil hibah dari PT Freeport Indonesia. Manajemen berpendapat gugatan tersebut tidak berdasar, mengingat SEI hanya menguasai barang yang berhubungan dengan kegiatan yang terkait dengan Minyak dan Gas Bumi, dan aset Minyak dan Gas Bumi yang dikuasai oleh SEI adalah Barang Milik Negara dan dikuasai oleh SEI secara sah berdasarkan ketentuan hukum yang berlaku dan Kontrak Bagi Hasil sesuai kesepakatan dengan SKK Migas.	On April 3, 2023, SEI and PGN received a lawsuit letter on the subject that SEI has taken control of ex-PT Freeport Indonesia's pipe inventories which are claimed to be belonged to the Dewan Pimpinan Adat Lembaga Musyawarah Adat Suku Kamoro (LEMASKO) as a grant from PT Freeport Indonesia. Management believes that the lawsuit is baseless, considering that SEI only controls of goods related to Oil and Gas activities, and Oil and Gas assets being controlled by SEI are State-Owned Goods and legally obtained in accordance with applicable legal provisions and the Production Sharing Contract as agreed with SKK Migas.

Status Saat Ini Current Condition	SEI dan PGN telah menunjuk kuasa hukum untuk menangani gugatan tersebut. Sampai dengan Desember 2023, SEI dan PGN masih menjalani proses hukum yang ada dan manajemen tetap berpendapat bahwa gugatan tersebut tidak berdasar. Pada 3 April 2024 SEI dan PGN telah dinyatakan memenangkan perkara sesuai dengan keputusan Pengadilan Negeri Lamongan No. 10/Pdt.G/2023/PN.Lmg yang pada pokoknya menolak gugatan LEMASKO. LEMASKO kemudian mengajukan banding atas putusan tersebut pada tanggal 17 April 2024 dan telah diputuskan oleh Pengadilan Tinggi Jawa Timur dengan putusan No. 374/PDT/2024/PT Surabaya tertanggal 24 Juni 2024 yang pada intinya menguatkan putusan Pengadilan Negeri Lamongan. Atas putusan banding tersebut, LEMASKO kemudian mengajukan permohonan Kasasi ke Mahkamah Agung pada tanggal 19 Juli 2024. SEI kemudian mengirimkan kontra Memori Kasasi pada tanggal 29 Juli 2024. Pada tanggal 16 Desember 2024 Mahkamah Agung telah mengeluarkan amar menolak permohonan kasasi dari LEMASKO. PGN saat ini masih menunggu salinan resmi putusan dari Mahkamah Agung.	SEI and PGN have appointed the legal consultant to handle the lawsuit. As of December 2023, SEI and PGN is still undergoing the legal process and management continues to be of the opinion that the lawsuit is baseless. On April 3, 2024, SEI and PGN prevailed in accordance with the decision of the Lamongan District Court No. 10/Pdt.G/2023/PN.Lmg which in principle rejected LEMASKO's lawsuit. LEMASKO then filed an appeal against the decision on April 17, 2024, and it was decided by the East Java High Court with decision No. 374/PDT/2024/PT Surabaya dated June 24, 2024 which in essence upheld the decision of the Lamongan District Court. Based on the appeal decision, LEMASKO then filed a cassation application to the Supreme Court on July 19, 2024. SEI then sent a counter cassation memorandum on July 29, 2024. On December 16, 2024, the Supreme Court issued a ruling rejecting the cassation application from LEMASKO. PGN is currently still waiting for an official copy of the decision from the Supreme Court.
Pengaruh terhadap Kondisi Perusahaan Potential Impact	Tidak berpengaruh terhadap laba/rugi konsolidasian Perseroan	Has no effect on the consolidated profit/loss of the Company

PT PERUSAHAAN GAS NEGARA TBK

Gugatan Terkait Sengketa Tanah dari PT Perkebunan Nusantara VII (PTPN VII).

PT PERUSAHAAN GAS NEGARA TBK

Lawsuit on Land Disputes From PT Perkebunan Nusantara VII (PTPN VII).

Lembaga Agency	Pengadilan Negeri Blambangan Umpu	The District Court of Blambangan Umpu
Para Pihak Parties in Dispute	- PTPN VII (Penggugat) 12 Masyarakat (Tergugat) - PGN (Tergugat 13, Terbanding 16, Turut Termohon Kasasi 16) - Bumi Madu Mandiri (Tergugat 14) - Kantah Kabupaten Way Kanan (Tergugat 15) - Kanwil BPN Provinsi Lampung (Tergugat 16) - BPN RI (Turut Tergugat)	- PTPN VII (Plaintiff) 12 Communities (Defendant) - PGN (Defendant 13, Appellant 16, Co-Appellant in Cassation 16) - Bumi Madu Mandiri (defendant 14) - Land office Way Kanan Regency (defendant 15) - Regional office of Lampung Province (defendant 16) - BPN RI (Co-defendant)
Jenis Perkara Type of Legal Cases	Perdata	Civil Case
Nilai Perkara Case Value	Rp95.659.700.000 Material Rp188.879.570.165 Immaterial Proporsional terhadap Para Tergugat	Rp95.659.700.000 Material Rp188.879.570.165 Immaterial Proportional for Defendants
Pokok Perkara Subject Matter	Pada tanggal 30 November 2023, PTPN VII mengajukan Gugatan Perbuatan Melawan Hukum kepada para Tergugat (PGN sebagai Tergugat 13) dan Turut Tergugat terkait kepemilikan tanah seluas 4.650 Ha di Eks Areal Kawasan Hutan HPH PT BG Dasaad ("Tanah"). PTPN VII menyatakan klaim hak atas tanah berasal dari PTP XI -XII (Persero) (Proses holdingingasi BUMN) yang sebelumnya mendapat pengalihan asset berupa tanah konsesi Hak Penguasaan Hutan (HPH) PT G. Dasaad Joint Venture Inc berdasarkan SK Menteri Pertanian Nomor 31/Kpts/UM/1/72 tanggal 24 Januari 1972. PTPN VII sedang dalam proses sertifikasi sehingga PTPN VII melakukan pengukuran tematik atas obyek sengketa dan telah terbit Peta Tematik Nomor Peta 6/2021 yang dikeluarkan oleh Dirjen Survei dan Pemetaan Pertanahan dan Ruang (Turut Tergugat). PTPN VII menyatakan peta tematik tersebut menggambarkan bukti kepemilikan PTPN VII atas tanah dan memperkuat SK Menteri Pertanian Nomor 31/Kpts/UM/1/72 tanggal 24 Januari 1972.	On November 30, 2023, PTPN VII has submitted a lawsuit for tort against the defendants (PGN as Defendant 13) and co-defendant related to the ownership of land measuring 4,650 hectares in the former area of PT BG Dasaad's forest concession area ("Land"). PTPN VII claims the right to the land originated from PTP XI-XII (Persero) (a process of BUMN consolidation) that previously received the transfer of assets in the form of the land concession Right of Cultivation (HPH) from PT G. Dasaad Joint Venture Inc based on the Minister of Agriculture Decree No. 31/Kpts/UM/1/72 dated January 24, 1972. PTPN VII is currently in the certification process, and as part of this, PTPN VII conducted thematic mapping of the disputed area. Thematic Map No. 6/2021 has been issued by the BPN RI, who is also a Co-defendant. PTPN VII asserts that this thematic map serves as evidence of PTPN VII's ownership of the land, thereby strengthening the Minister of Agriculture's Decree No. 31/Kpts/UM/1/72 dated January 24, 1972.

Status Saat Ini Current Condition	Pada 03 Januari 2024 telah dilakukan agenda sidang pemeriksaan dokumen para pihak. Kemudian, telah dilakukan pertemuan lanjutan dengan BPN Way Kanan. BPN menjelaskan bahwa peta tematik merupakan visualisasi lokasi dan luas lahan berdasar dokumen yang diajukan pemohon sehingga bukan sebagai alas hak. Berdasar peta tersebut tergambar luasan tanah dibawah penguasaan PGN yang telah disertifikatkan. Kemudian, sidang perkara akan dilaksanakan kembali tanggal 10 Januari 2024 dengan agenda mediasi. Pada 26 Januari 2024 PTPN VII dan PGN telah menandatangani perjanjian perdamaian yang pada intinya menjelaskan bahwa PTPN VII akan mengeluarkan PGN sebagai Tergugat, menghapus gugatan kepada PGN, dan menjadikan PGN sebagai Turut Tergugat. Perubahan gugatan PTPN VII di tolak oleh Majelis Hakim. Untuk selanjutnya PTPN VII akan mencabut gugatan dan mengajukan gugatan kembali tanpa PGN di dalamnya. Pada tanggal 6 Februari 2024, PTPN VII telah mencabut gugatan atas perkara sebagaimana dimaksud. Selanjutnya, pada tanggal 12 Februari 2024, PGN telah menerima pemberitahuan pencabutan gugatan dari PTPN VII dengan amar putusan : 1. Mengabulkan permohonan penggugat; 2. Menyatakan perkara Nomor 33/Pdt.G/2023/PN.Bbu dicabut; 3. Menghukum penggugat membayar biaya perkara. Pada tanggal 29 Februari 2024, PTPN VII kembali mengajukan gugatan perbuatan melawan hukum terkait pertanahan milik PTPN VII dengan mengubah kedudukan PGN yang sebelumnya berstatus sebagai Tergugat menjadi Turut Tergugat I. Pada 28 Maret 2024 PGN telah menerima relaas panggilan dari Pengadilan Negeri Blambangan Umpu ("PN Blambangan Umpu") No. 6/Pdt.G/2024/PN Bbu, dan tidak terdapat petitum gugatan kepada PGN. Pada tanggal 31 Juli 2024, PN Blambangan Umpu memutuskan gugatan yang diajukan PTPN VII Niet Onvankelijkverklaard ("NO"). Pada 30 Agustus 2024 PGN telah menerima relaas pemberitahuan memeriksa berkas dari PT Tanjungkarang untuk tingkat Banding, posisi PGN dalam perkara tersebut semula Turut Tergugat I menjadi Terbanding XVI. Dalam memori banding yang diajukan PTPN VII tersebut tidak berkaitan dengan penguasaan lahan milik PGN. Pada 24 September 2024, PT Tanjung Karang menguatkan putusan PN Blambangan Umpu. Pada 10 Oktober 2024 PGN telah menerima relaas pemberitahuan permohonan kasasi dan posisi PGN semula Terbanding XVI menjadi Termohon Kasasi XVI. Sampai dengan Desember 2024, perkara masih dalam proses pemeriksaan Kasasi pada Mahkamah Agung. Berdasarkan gugatan PTPN VII tersebut, tidak terdapat tuntutan materiil dan imateriil yang ditujukan kepada PGN. Adapun konsekuensi hukum PGN sebagai Turut Tergugat I adalah PGN diminta untuk tunduk dan patuh atas putusan yang nantinya dijatuhkan Majelis Hakim	On January 3, 2024, the agenda for the hearing to examine the documents of the parties was carried out. Then, a follow-up meeting was held with the Way Kanan BPN. The BPN explained that the thematic map is a visualization of the location and area of land based on documents submitted by the applicant, which is not a basis for rights. Based on the map, the area of land under the control of PGN that has been certified is depicted. Then, the trial will be held again on January 10, 2024, with a mediation agenda. On January 26, 2024, PTPN VII and PGN signed a peace agreement, which in essence explains that PTPN VII will remove PGN as a Defendant, remove the lawsuit against PGN, and make PGN a Co-Defendant. The amendment to PTPN VII's lawsuit was rejected by the Panel of Judges. Furthermore, PTPN VII will withdraw the lawsuit and file a new lawsuit without PGN in it. On February 6, 2024, PTPN VII has withdrawn the lawsuit on the case as referred to. Furthermore, on February 12, 2024, PGN has received notification of the withdrawal of the lawsuit from PTPN VII with the verdict: 1. Granting the plaintiff's request; 2. Declaring the case No. 33/Pdt.G/2023/PN.Bbu revoked; 3. Ordering the plaintiff to pay court costs. On February 29, 2024, PTPN VII filed another lawsuit for unlawful acts related to land owned by PTPN VII by changing PGN's status from previously being Defendant to Co-Defendant I. On March 28, 2024, PGN received a summons from the Blambangan Umpu District Court ("PN Blambangan Umpu") No. 6/Pdt.G/2024/PN Bbu, and there was no petitum for the lawsuit against PGN. On July 31, 2024, the Blambangan Umpu District Court decided on the lawsuit filed by PTPN VII Niet Onvankelijkverklaard ("NO"). On August 30, 2024, PGN received a notification release to examine the files from Tanjungkarang High Court for an Appeal, PGN's position in this case changed from Co-Defendant I to Appellant XVI. In the appeal memorandum filed by PTPN VII, it was not related to the control of land owned by PGN. On September 24, 2024, Tanjung Karang High Court upheld the decision of the Blambangan Umpu District Court. On October 10, 2024, PGN received a notification release for the cassation application and PGN's position was originally Appellant XVI to Appellant XVI. As of December 2024, the case is still in the process of being examined by the Cassation at the Supreme Court. Based on the PTPN VII lawsuit, there are no material and immaterial demands directed at PGN. The legal consequences of PGN as Co-Defendant I are that PGN was requested to submit and comply with the decision that will be handed down by the Panel of Judges.
Pengaruh terhadap Kondisi Perusahaan Potential Impact	Tidak berpengaruh terhadap laba/rugi konsolidasian Perseroan	Has no effect on the consolidated profit/loss of the Company

PT PERUSAHAAN GAS NEGARA TBK

Permohonan Arbitrase oleh Gunvor Singapore Pte. Ltd. ke The London Court of International Arbitration.

PT PERUSAHAAN GAS NEGARA TBK

Application for Arbitration by Gunvor Singapore Pte. Ltd. to The London Court of International Arbitration.

Lembaga Agency	The London Court of International Arbitration (LCIA)	The London Court of International Arbitration (LCIA)
Para Pihak Parties in Dispute	- Gunvor Singapore Pte. Ltd. (Gunvor) (sebagai Penggugat) - PGN (sebagai Tergugat)	- Gunvor Singapore Pte. Ltd. (Gunvor) (as Plaintiff) - PGN (as Defendant)
Jenis Perkara Type of Legal Cases	Perdata	Civil Case
Nilai Perkara Case Value	Belum dapat ditentukan	Not yet determined
Pokok Perkara Subject Matter	Penyampaian pemberitahuan <i>Force Majeure</i> dalam pelaksanaan <i>Master LNG Sale and Purchase Agreement</i> ("MSPA") dan <i>Confirmation Notice</i> ("CN") antara PGN selaku Penjual dengan Gunvor Singapore Pte Ltd ("Gunvor") selaku Pembeli. Sesuai dengan Klausul 2.1 MSPA, komitmen untuk menjual dan membeli LNG berdasarkan MSPA disepakati dengan menandatangani CN oleh para pihak. Pada tanggal 3 November 2023, PGN telah menyampaikan pemberitahuan <i>Force Majeure</i> kepada Pembeli terkait pelaksanaan CN. Dalam pelaksanaan MSPA dan CN, Gunvor mengajukan permohonan arbitrase ke The London Court of International Arbitration ("LCIA") terhadap PGN berkaitan dengan MSPA dan CN, dengan Gunvor sebagai Pemohon Arbitrase dan PGN sebagai Termohon Arbitrase.	Submission of <i>Force Majeure</i> notification in the implementation of the <i>Master LNG Sale and Purchase Agreement</i> ("MSPA") and <i>Confirmation Notice</i> ("CN") between PGN as the Seller and Gunvor Singapore Pte Ltd ("Gunvor") as the Buyer. In accordance with Clause 2.1 of the MSPA, the commitment to sell and purchase LNG based on the MSPA is agreed upon by signing the CN by the parties. On November 3, 2023, PGN has submitted a <i>Force Majeure</i> notification to the Buyer regarding the execution of the CN. In the execution of the MSPA and CN, Gunvor filed an arbitration application with The London Court of International Arbitration ("LCIA") against PGN in relation to the MSPA and CN, with Gunvor as the Arbitration Applicant and PGN as the Arbitration Respondent.
Status Saat Ini Current Condition	Pada tanggal 13 September 2024, PGN telah menerima informasi pengajuan <i>Request for Arbitration</i> (RFA) oleh Gunvor dengan Nomor Register Perkara 246358 dari LCIA. Menindaklanjuti hal tersebut, pada tanggal 31 Oktober 2024 PGN telah menyampaikan <i>Response to the RFA</i> melalui Konsultan Hukumnya. PGN menghormati proses hukum yang sedang berjalan, dengan menunjuk tim hukum internasional yang berpengalaman dalam bidang arbitrase untuk mewakili PGN, terus memantau situasi untuk memastikan tidak adanya gangguan terhadap operasional dan aktivitas bisnis PGN, memastikan penguatan implementasi proses manajemen risiko internal, berkomitmen memastikan transparansi dengan memberikan informasi terkini setiap perkembangan yang material dari proses arbitrase kepada para pemegang saham dan pemangku kepentingan lainnya.	On September 13, 2024, PGN received information on the <i>Request for Arbitration</i> (RFA) submission by Gunvor with Case Registration No. 246358 from LCIA. Following up on this, on October 31, 2024, PGN submitted a <i>Response to the RFA</i> through its Legal Consultant PGN respects the ongoing legal process, by appointing an international legal team that is experienced in arbitration to represent PGN, continuing to monitor the situation to ensure there is no disruption to PGN's operations and business activities, ensuring the strengthening of the implementation of internal risk management processes and committing to ensuring transparency by providing the latest information on any material developments in the arbitration process to shareholders and other stakeholders.
Pengaruh terhadap Kondisi Perusahaan Potential Impact	Sampai dengan saat ini, belum terdapat dampak terhadap kegiatan operasional, hukum, kondisi keuangan, atau kelangsungan usaha Perseroan.	To date, there has been no impact on the Company's operational activities, legal matters, financial condition, or business continuity.

PERMASALAHAN HUKUM YANG DIHADAPI OLEH ENTITAS ANAK

Rincian permasalahan hukum perdata dan pidana yang dihadapi oleh Entitas Anak selama tahun 2024 adalah sebagai berikut:

PERMASALAHAN HUKUM YANG DIHADAPI OLEH ENTITAS ANAK

Legal Cases Faced by Subsidiaries

LEGAL CASES FACED BY SUBSIDIARIES

The following are details of civil and criminal legal issues faced by the Subsidiaries during 2024:

Entitas Anak Subsidiary	Pokok Perkara Subject Matter	Status Penyelesaian Perkara Case Settlement Status	Pengaruhnya Terhadap Kondisi Perusahaan Potential Impact on the Company's Conditions
PT Kalimantan Jawa Gas (KJG)	Pada 29 Agustus 2018, KJG mengajukan gugatan terhadap PCML dan PLN di Arbitrase International Chamber of Commerce ("ICC") Hongkong sehubungan dengan belum dilaksanakannya kewajiban SOP sebagaimana diatur dalam <i>Gas Transportation Agreement</i> ("GTA") oleh PCML dan ganti rugi atas terminasi GTA, sementara gugatan kepada PLN dilakukan sehubungan adanya pemotongan tagihan Bulanan sejak Maret 2018 sampai September 2018. Pada intinya gugatan terkait dengan: (i) PCML sepatutnya tidak dapat menghindari kewajiban atas tuntutan SOP KJG sejak tahun 2016 sampai dengan 13 Desember 2019 serta ganti rugi atas berakhirnya GTA senilai komitmen SOP dalam GTA yaitu sejak tanggal 14 Desember 2019 sampai dengan akhir tahun 2026 berdasarkan GTA dengan nilai gugatan sebesar USD373 juta; (ii) PLN bertanggung jawab atas pengembalian pemotongan pembayaran tarif kepada KJG sebesar USD2,1 juta (belum termasuk bunga); dan (iii) Bunga dan biaya ICC serta biaya Konsultan Hukum KJG maupun biaya-biaya lain yang dikeluarkan KJG.	Pada tanggal 6-7 September 2023 KJG telah melakukan rapat persiapan <i>hearing</i> bersama Konsultan Hukum dan <i>Technical Expert</i>. Pada tanggal 30 Oktober – 3 November 2023 telah dilaksanakan <i>hearing</i> di ICC Singapore, dengan agenda: <i>Opening Statement</i> dari masing-masing Pihak, keterangan dari <i>Technical Expert</i> dan <i>Closing Submissions</i>. Pada tanggal 15 Desember 2023, KJG telah mengirimkan data <i>Submission Cost</i> kepada Tribunal, yang didalamnya memuat biaya Konsultan Hukum, biaya <i>Expert</i> dan <i>tribunal cost</i> yang sudah terbayar maupun yang masih <i>outstanding</i>. Pada 18 Juni 2024 Sekretariat ICC menyampaikan hasil putusan arbitrase KJG tertanggal 14 Juni 2024 melalui email yakni: Bahwa PCML harus membayar kepada KJG sebesar USD17.3 juta atas <i>Pre-Termination Claim</i> ditambah bunga sebesar USD5.2 juta dan bunga terhitung sejak 1 Januari 2024 s.d. tanggal putusan; (i) PCML harus membayar kepada KJG USD17.300.000 atas <i>Pre-Termination Claim</i> dan bunga USD5.200.000; (ii) KJG harus membayar <i>legal costs & expenses</i> serta ICC advance cost PCML dengan total USD5.266.250; (iii) KJG harus membayar <i>legal costs & expenses</i> PLN IDR3.600.000.000 dan biaya ICC advance cost USD286.250. Sampai tanggal pelaporan KJG telah menjalankan putusan arbitrase dengan mengirimkan tagihan kepada PCML dan telah menerima pembayaran dari PCML. KJG juga telah melakukan pembayaran kepada PCML sesuai dengan isi putusan Arbitrase.	Berpengaruh terhadap laba/rugi konsolidasian Perseroan.

Entitas Anak Subsidiary	Pokok Perkara Subject Matter	Status Penyelesaian Perkara Case Settlement Status	Pengaruhnya Terhadap Kondisi Perusahaan Potential Impact on the Company's Conditions
PT Kalimantan Jawa Gas (KJG)	On August 29, 2018, KJG filed a lawsuit against PCML and PLN in Hong Kong ICC Arbitration in connection with the failure to implement SOP obligations as stipulated in the Gas Transportation Agreement (GTA) by PCML and compensation for the termination of GTA, while the lawsuit against PLN was made in connection with a deduction of Monthly bills from March 2018 to September 2018. This lawsuit is in connection with: (i) PCML should not be able to avoid the obligation for KJG's SOP claims from 2016 to December 13, 2019 as well as the compensation for the termination of GTA as per the amount of SOP in the GTA from December 14, 2019 until the end of 2026 based on the GTA with a claim amounting to USD373 million; (ii) PLN is responsible for refunding the tariff payment to KJG of USD2.1 Million (not including interest); and (iii) The ICC interest and fees as well as KJG's Legal Consultant fees and any other costs incurred by KJG.	On September 6-7, 2023, KJG held a preparation meeting for hearing with legal consultants and technical experts. The Arbitrase Hearing was held on 30 October - 3 November 2023, with the agenda: Opening Statement from each Party, information from Technical Expert and Closing Submissions. On 15 December 2023, KJG submitted a Submission Cost to the Tribunal, which included paid and outstanding Legal Counsel fees, Expert fees, and tribunal cost. On June 18, 2024, the ICC Secretariat conveyed the results of the KJG arbitration decision dated June 14, 2024, via email, namely: That PCML must pay KJG USD17.3 million for the Pre-Termination Claim plus interest in the amount of USD5.2 million and interest calculated from January 1, 2024, until the date of the decision; (i) PCML must pay KJG USD17,300,000 for Pre-Termination Claim and interest in the amount of USD5,200,000; (ii) KJG must pay the legal costs & expenses, as well as PCML's ICC advance cost with a total of USD5,266,250; (iii) KJG must pay legal costs & expenses of PLN in the amount of Rp3,600,000,000 and ICC advance cost in the amount of USD286,250. As of the reporting date, KJG has implemented the arbitration decision by sending an invoice to PCML and has received payment from PCML. KJG has also made payments to PCML in accordance with the contents of the Arbitration decision.	Affects the Company's consolidated profit/loss.

Entitas Anak Subsidiary	Pokok Perkara Subject Matter	Status Penyelesaian Perkara Case Settlement Status	Pengaruhnya Terhadap Kondisi Perusahaan Potential Impact on the Company's Conditions
PT PGN LNG Indonesia (PLI)	Pada Agustus 2021, PT PGN LNG Indonesia ("PLI"), anak perusahaan yang dimiliki dan dikendalikan seluruhnya oleh PGN telah mengajukan pemberitahuan arbitrase kepada Singapore International Arbitration Centre ("SIAC") terhadap PT Hoegh LNG Lampung ("PT Hoegh") terkait dengan perjanjian sewa, operasi, dan pemeliharaan <i>Floating Storage and Regasification Unit</i> ("FSRU") Lampung ("LOM Agreement") dengan tuntutan antara lain berupa pembatalan LOM Agreement, dan/atau pengakhiran LOM Agreement, dan/atau pemberian ganti rugi kepada PLI. Pada September 2021, PT Hoegh juga mengajukan pemberitahuan arbitrase kepada SIAC terhadap PLI dan PGN terkait dengan LOM Agreement dan jaminan yang diberikan oleh PGN terhadap pemenuhan kewajiban PLI atas LOM Agreement sebagaimana tertuang dalam <i>Transferor Guarantee</i>, dengan tuntutan antara lain berupa ganti rugi. Pada Juni 2022, PLI telah mengajukan dokumen gugatan (<i>Statement of Claim</i>) terhadap PT Hoegh. PT Hoegh juga telah mengajukan dokumen gugatan (<i>Statement of Claim</i>) terhadap PGN dan gugatan balik (<i>counterclaim</i>) terhadap PLI, dengan tuntutan antara lain agar PGN memenuhi semua kewajiban PLI berdasarkan LOM Agreement, termasuk ganti rugi.	Atas gugatan-gugatan tersebut, PGN dan PLI telah menyampaikan dokumen berupa jawaban pembelaan (<i>Statement of Defense</i>) pada September 2022 dan replik (<i>Reply</i>) pada September 2023. Para Pihak telah sepakat untuk memundurkan jadwal penyerahan Duplik dari semula 27 November 2023 menjadi 9 Februari 2024 terkait dengan rencana pencabutan perkara-perkara tersebut di atas. Para Pihak telah sepakat untuk melakukan pencabutan perkara-perkara tersebut di atas. Pada tanggal 5 Februari 2024, PGN, PLI dan PT Hoegh LNG Lampung bersama-sama telah menandatangani <i>Settlement Agreement/Perjanjian Perdamaian</i> yang pada intinya memuat kesepakatan para pihak untuk mencabut perkara-perkara tersebut dan melanjutkan dengan iktikad baik negosiasi dan diskusi berbagai hal komersial yang berkaitan dengan Perjanjian LOM. Para Pihak juga telah memberitahu Tribunal dan SIAC perihal diatas pada tanggal yang sama. Pada tanggal 12 Februari 2024, Tribunal dan SIAC telah menyatakan menerima notifikasi permohonan pencabutan perkara-perkara yang diajukan oleh PGN, PLI dan Hoegh. Pada tanggal 1 April 2024 SIAC telah menerbitkan <i>Termination Order</i>. Dengan demikian, terhitung sejak tanggal 1 April 2024 Perkara Arbitrase FSRU Lampung telah dinyatakan berakhir.	Berpengaruh terhadap laba/rugi konsolidasian Perseroan.

Entitas Anak Subsidiary	Pokok Perkara Subject Matter	Status Penyelesaian Perkara Case Settlement Status	Pengaruhnya Terhadap Kondisi Perusahaan Potential Impact on the Company's Conditions
PT PGN LNG Indonesia (PLI)	In August 2021, PT PGN LNG Indonesia ("PLI"), a wholly owned and controlled subsidiary of PGN has submitted an arbitration notice to the Singapore International Arbitration Center ("SIAC") against PT Hoegh LNG Lampung ("PT Hoegh") related to the lease, operation and maintenance agreement of FSRU Lampung ("LOM Agreement") with claim, among other, of cancellation of the LOM Agreement, and/or termination of the LOM Agreement, and/or providing damages to PLI. In September 2021, PT Hoegh also submitted a notification of arbitration to SIAC against PLI and PGN regarding LOM Agreement and the guarantee provided by PGN for the fulfillment of PLI's obligations under the LOM Agreement as stated in the Transferor Guarantee, with claim, among other, of damages. In June 2022, PLI has submitted a Statement of Claim against PT Hoegh. PT Hoegh has also submitted a Statement of Claim against PGN and a counterclaim against PLI, with claim, among other, to have PGN fulfills all of PLI's obligations under the LOM Agreement, including damages.	Due to those claims, PGN and PLI have submitted the Statement of Defence in September 2022 and Reply in September 2023. The Parties have agreed to postpone the deadline of Rejoinder submission from 27 November 2023 to 9 February 2024 due to parties' intention to withdraw the cases. The Parties have agreed to withdraw the above cases. On February 5, 2024, PGN, PLI and PT Hoegh LNG Lampung jointly signed a Settlement Agreement, which in essence contains the agreement of the parties to withdraw the cases and continue in good faith negotiations and discussions on various commercial matters related to the LOM Agreement. The Parties have also notified the Tribunal and SIAC regarding the above on the same date. On February 12, 2024, the Tribunal and SIAC have stated that they have received notification of the application to withdraw the cases filed by PGN, PLI and Hoegh. On 1 April 2024, SIAC has issued a Termination Order. Thus, as of April 1, 2024, the FSRU Lampung Arbitration Case has been declared over.	Affects the Company's consolidated profit/loss.

PERKARA PENTING YANG DIHADAPI OLEH ANGGOTA DIREKSI DAN ANGGOTA DEWAN KOMISARIS PGN

Sepanjang tahun 2024, seluruh anggota Direksi maupun anggota Dewan Komisaris yang sedang menjabat tidak pernah terlibat atau tersangkut dalam perkara penting apapun, baik perkara pidana dan/atau perkara perdata.

PERKARA PENTING YANG DIHADAPI OLEH ANGGOTA DIREKSI DAN ANGGOTA DEWAN KOMISARIS ENTITAS ANAK

Sepanjang tahun 2024, seluruh anggota Direksi dan anggota Dewan Komisaris Entitas Anak yang sedang menjabat tidak pernah terlibat dalam perkara penting apapun, baik perkara pidana dan/atau perkara perdata.

LEGAL CASES FACED BY MEMBERS OF THE BOARD OF DIRECTORS AND BOARD OF COMMISSIONERS OF PGN

Throughout 2024, all members of the Board of Directors and Board of Commissioners currently in office have never been involved or implicated in any important cases, whether criminal cases and/or civil cases.

LEGAL CASES FACED BY MEMBERS OF THE BOARD OF DIRECTORS AND BOARD OF COMMISSIONERS OF SUBSIDIARIES

Throughout 2024, all members of the Board of Directors and Board of Commissioners of Subsidiaries currently in office have never been involved in any important cases, whether criminal cases and/or civil cases.

INFORMASI TENTANG SANKSI ADMINISTRATIF

Information on Administrative Sanctions

SANKSI ADMINISTRATIF DARI OTORITAS TERKAIT

Sepanjang tahun 2024, tidak terdapat sanksi administratif yang dikenakan otoritas pasar modal atau otoritas lainnya kepada PGN, anggota Dewan Komisaris, dan Direksi.

SANKSI ATAS KETIDAKPATUHAN TERHADAP HUKUM ATAU PERATURAN TERKAIT DENGAN TRANSAKSI PIHAK BERELASI YANG SIGNIFIKAN ATAU MATERIAL

Tidak ada kasus ketidakpatuhan terhadap hukum, aturan dan peraturan yang berkaitan dengan transaksi dengan pihak berelasi yang signifikan atau material.

SANKSI PELANGGARAN HUKUM TERKAIT MASALAH PERBURUHAN/KETENAGAKERJAAN/KONSUMEN/KEPAILITAN/KOMERSIAL/PERSAINGAN ATAU LINGKUNGAN

PGN tidak mencatatkan adanya pelanggaran hukum apa pun yang berkaitan dengan masalah perburuhan/ketenagakerjaan/konsumen/kepailitan/komersial/persaingan atau lingkungan.

SANKSI DARI REGULATOR TERKAIT PERISTIWA PENTING

Sepanjang tahun 2024, PGN tidak pernah mendapatkan sanksi dari regulator yang disebabkan oleh tidak membuat pengumuman dalam jangka waktu yang ditentukan untuk peristiwa penting.

SANKSI TERKAIT PERATURAN PENCATATAN

Sepanjang tahun 2024, PGN tidak pernah mendapatkan sanksi terkait peraturan pencatatan. PGN selalu berupaya mematuhi aturan, regulasi, ketentuan dan/atau peraturan pencatatan dari regulator baik aturan pengungkapan maupun aturan terkait lainnya.

SANKSI TERKAIT PERATURAN PERPAJAKAN

PGN tidak memperoleh putusan bersalah dari pengadilan pajak tertinggi terkait masalah perpajakan apa pun selama tiga tahun terakhir.

ADMINISTRATIVE SANCTIONS FROM RELEVANT AUTHORITIES

Throughout 2024, no administrative sanctions were imposed by the Capital Markets Authority or other authorities on PGN, members of the Board of Commissioners and Board of Directors.

SANCTIONS FOR NON-COMPLIANCE WITH LAWS OR REGULATIONS RELATING TO SIGNIFICANT OR MATERIAL RELATED PARTY TRANSACTIONS

There were no cases of non-compliance with laws, rules and regulations relating to transactions with related parties that were significant or material.

SANCTIONS FOR VIOLATIONS OF THE LAW RELATED TO LABOR/ EMPLOYMENT/ CONSUMER/ BANKRUPTCY/ COMMERCIAL/ COMPETITION OR ENVIRONMENTAL ISSUES

PGN did not record any violations of the law relating to labor/ employment/ consumer/ bankruptcy/ commercial/ competition or environmental issues.

SANCTIONS FROM REGULATORS RELATED TO IMPORTANT EVENTS

Throughout 2024, PGN did not receive any sanctions from regulators due to not making announcements within the specified time period for important events.

SANCTIONS RELATED TO LISTING REGULATIONS

During 2024, PGN did not receive any sanctions related to listing regulations. PGN always strives to comply with the rules, regulations, provisions and/or listing regulations from regulators, both disclosure rules and other related rules.

SANCTIONS RELATED TO TAX REGULATIONS

PGN did not receive any guilty verdict from the highest tax court regarding any tax issues during the last three years.

PENGELOLAAN DAN PENGENDALIAN ASPEK PERPAJAKAN SERTA ASPEK KEBERLANJUTAN

Management and Control of Tax and Sustainability Aspects

PGN memandang perpajakan tidak hanya sebagai kewajiban hukum semata, melainkan juga sebagai elemen integral dalam manajemen keuangan yang berdampak pada keseimbangan dan pertumbuhan Perusahaan. Pengelolaan dan pengendalian aspek perpajakan menjadi tanggung jawab strategis yang memegang peranan penting dalam keberlanjutan dan keberhasilan suatu organisasi.

PGN terus mengelola dan meminimalkan risiko perpajakan yang mencakup pemahaman mendalam terhadap peraturan perpajakan, pengoptimalan struktur perpajakan, serta penerapan kebijakan internal yang memastikan bahwa pelaksanaan pemenuhan hak dan kewajiban perpajakan Perseroan telah dilakukan sesuai dengan ketentuan peraturan perundang-undangan perpajakan yang berlaku. Pemahaman atas pengelolaan dan pengendalian aspek perpajakan membuahkan hasil yang baik bagi Perusahaan, yakni PGN mampu memitigasi risiko pengenaan sanksi perpajakan secara optimal yang dibuktikan dengan tidak adanya penerbitan Surat Ketetapan Pajak Kurang Bayar (SKPKB) maupun Surat Tagihan Pajak (STP) dalam tiga tahun terakhir.

Berkaitan dengan aspek keberlanjutan, pelaksanaan keberlanjutan di PGN sangat penting untuk memperkuat penerapan GCG yang dapat memastikan transparansi, akuntabilitas, dan kepatuhan Perusahaan terhadap regulasi. Aspek keberlanjutan juga akan meningkatkan efisiensi operasional dengan mengurangi biaya, risiko, dan limbah, serta meningkatkan efisiensi energi. PGN memiliki komitmen yang tinggi untuk menerapkan aspek keberlanjutan guna mendukung pertumbuhan yang berkelanjutan bagi Perusahaan dengan mendorong inovasi, akses ke energi bersih, dan menciptakan nilai jangka panjang. PGN juga berkomitmen untuk mengantisipasi dampak perubahan iklim, kebijakan, dan preferensi konsumen terhadap bisnis.

Lebih lanjut, pelaksanaan keberlanjutan di lingkungan Perusahaan juga penting untuk mengelola risiko serta meningkatkan reputasi dan daya tarik PGN, sehingga dapat menarik investor dan mitra bisnis yang berkelanjutan. Informasi secara lengkap mengenai hal ini telah diungkapkan dalam Laporan Keberlanjutan.

PGN views taxation as not only a legal obligation but also as an integral element of financial management that affects the Company's balance and growth. Management and control of tax aspects are strategic responsibilities that are essential for an organization's sustainability and success.

PGN continues to manage and minimize tax risks, which includes a thorough understanding of tax regulations, optimizing the tax structure, and implementing internal policies to ensure that the Company's tax rights and obligations are carried out in accordance with the provisions of the relevant tax laws and regulations. The understanding of tax management and control led to positive results for the Company, namely enabling PGN to mitigate the risk of imposition of tax sanctions, as evidenced by no issuance of Underpayment Tax Assessment Letters (SKPKB) or Tax Collection Letters (STP) in the last three years.

Regarding sustainability, implementing sustainability at PGN is critical to strengthening GCG implementation, which can ensure transparency, accountability, and regulatory compliance of the Company. Sustainability aspects will also improve operational efficiency by reducing costs, risks, and waste while increasing energy efficiency. PGN is highly committed to implementing sustainability measures that will support the Company's sustainable growth by encouraging innovation, providing access to clean energy, and creating long-term value. PGN is also committed to anticipating how climate change, policies, and consumer preferences will affect business.

Furthermore, implementing sustainability within the Company is also crucial for risk management and increasing PGN's reputation and attractiveness, allowing it to attract investors and sustainable business partners. Complete information regarding this matter has been disclosed in the Sustainability Report.

IMPLEMENTASI KONSEP KEBERLANJUTAN DAN INTEGRASINYA DALAM PROSES BISNIS PERUSAHAAN

Implementation of the Sustainability Concept and Its Integration in the Company's Business Process

Dalam upaya mendukung target *Net Zero Emission* Indonesia pada tahun 2060, PGN berkomitmen untuk mempercepat transisi energi dengan memperluas penggunaan gas bumi sebagai energi yang lebih bersih. Sebagai katalisator dalam transisi ini, PGN terus mengembangkan infrastruktur gas bumi serta menerapkan prinsip keberlanjutan dalam setiap aspek bisnisnya.

Sebagai bagian dari komitmen terhadap keberlanjutan, PGN secara aktif mengintegrasikan prinsip *environmental, social, and governance* (ESG) ke dalam strategi dan operasional bisnisnya. Dalam aspek lingkungan, PGN berupaya mengurangi jejak lingkungan melalui pelestarian ekosistem dan mendukung program keanekaragaman hayati. Inisiatif seperti efisiensi energi, pengelolaan limbah yang bertanggung jawab, dan investasi pada teknologi bersih menjadi prioritas utama untuk memastikan keberlanjutan lingkungan.

Dalam aspek sosial, PGN berfokus pada membangun masyarakat yang kohesif dan tangguh. Program-program peningkatan kesehatan dan keselamatan kerja, pemenuhan hak asasi manusia, serta prioritas penggunaan produk dan jasa lokal merupakan wujud tanggung jawab sosial PGN. Selain itu, PGN juga berkomitmen untuk meningkatkan kualitas hidup karyawan dan masyarakat sekitar, sembari mendukung riset dan inovasi berkelanjutan yang dapat memberikan manfaat jangka panjang.

Untuk mendukung keberlanjutan bisnis, PGN menerapkan praktik tata kelola perusahaan yang baik dengan memperkuat struktur tata kelola, budaya keamanan siber, serta komunikasi dan keterlibatan dengan pemangku kepentingan.

To support Indonesia's Net Zero Emission target by 2060, PGN is delivering on its commitment to accelerating the energy transition by expanding the use of natural gas as a cleaner energy source. As a catalyst in this transition, PGN continues to develop natural gas infrastructure and implement sustainability principles in every aspect of its business.

As part of its commitment to sustainability, PGN actively integrates environmental, social, and governance (ESG) principles into its business strategies and operations. In the environmental aspect, PGN implements various initiatives such as energy efficiency, responsible waste management, and carbon emission reduction to maintain environmental sustainability. In the environmental aspect, PGN strive to reduce its environmental footprint through ecosystem preservation and supporting biodiversity programs. Initiatives such as energy efficiency, responsible waste management, and investments in clean technologies are key priorities to ensure environmental sustainability.

In the social aspect, PGN focuses on building cohesive and resilient communities. Programs to improve health and safety at work, fulfil human rights, and prioritize the use of local products and services are part of PGN's social responsibility. Furthermore, PGN is committed to improving the quality of life for employees and surrounding communities, while also supporting ongoing research and innovation that can provide long-term benefits.

To support business sustainability, PGN applies good corporate governance practices by strengthening governance structures, cybersecurity culture, and communication and engagement with stakeholders.

Untuk mendukung implementasi keberlanjutan secara efektif, PGN juga menerapkan sistem pelaporan keberlanjutan yang transparan dan terukur, memungkinkan pemantauan dampak serta kemajuan dari berbagai inisiatif yang telah dijalankan. Selain itu, manajemen risiko yang terintegrasi dengan aspek keberlanjutan turut diimplementasikan guna mengantisipasi tantangan ekonomi, sosial, dan lingkungan yang dapat mempengaruhi keberlangsungan bisnis. Dengan mengacu pada prinsip tata kelola yang baik, termasuk etika, transparansi, akuntabilitas, dan keadilan, PGN memastikan bahwa seluruh kebijakan dan keputusan strategis diambil dengan mempertimbangkan keseimbangan antara pertumbuhan bisnis dan tanggung jawab terhadap lingkungan serta masyarakat.

Melalui pendekatan yang menyeluruh ini, PGN tidak hanya berkontribusi pada pencapaian target *Net Zero Emission* Indonesia pada tahun 2060, tetapi juga memperkuat daya saingnya sebagai pemimpin dalam transisi energi yang lebih berkelanjutan.

To support the effective implementation of sustainability, PGN also runs a transparent and measurable sustainability reporting system, allowing monitoring of the impact and progress of various initiatives underway. In addition, risk management integrated with sustainability aspects is also run to anticipate economic, social, and environmental challenges that can affect business continuity. By referring to the principles of good governance, including ethics, transparency, accountability, and fairness, PGN ensures that all policies and strategic decisions are taken with due consideration of the balance between business growth and both environmental and societal impacts.

Through this comprehensive approach, not only does PGN contribute to achieving Indonesia's Net Zero Emission target by 2060, but it also strengthens its competitiveness as a leader in a more sustainable energy transition.

PROSEDUR DAN SISTEM INFORMASI PENYUSUNAN LAPORAN KEBERLANJUTAN

Procedure and Information System for Preparing Sustainability Report

Dalam rangka meningkatkan transparansi dan akuntabilitas dalam pengelolaan keberlanjutan, PGN menelaah adopsi standar pelaporan internasional, termasuk IFRS S1 dan IFRS S2, serta mengintegrasikan prinsip-prinsip dari *Task Force on Climate-Related Financial Disclosures* (TCFD) yang mencakup empat pilar utama: *Governance*, *Strategy*, *Risk Management*, dan *Metrics & Targets*.

Pada pilar *Governance*, PGN senantiasa memperkuat Tata Kelola Keberlanjutan yang terus disempurnakan serta ditingkatkan melalui pembentukan komite/organ khusus atau penguatan tanggung jawab Direksi terkait dengan pemenuhan aspek keberlanjutan. Langkah ini diwujudkan dengan pembentukan Komite Keberlanjutan atau organ khusus yang berperan dalam mengawasi implementasi keberlanjutan serta memperkuat peran Direksi dalam memastikan pemenuhan aspek-aspek keberlanjutan di setiap keputusan strategis. Selain itu, kebijakan keberlanjutan telah dirancang untuk mengintegrasikan isu lingkungan, sosial, dan ekonomi ke dalam perencanaan dan pengambilan keputusan di seluruh level organisasi.

To improve transparency and accountability in sustainability management, PGN reviews implementation international reporting standards, including IFRS S1 and IFRS S2, and integrated the principles of the Task Force on Climate-Related Financial Disclosures (TCFD) which covers four main pillars: Governance, Strategy, Risk Management, and Metrics & Targets.

On the Governance pillar, PGN continues to strengthen its Sustainability Governance and has continuously refined and improved it by establishing special committees/governance bodies or by strengthening the responsibility of the Board of Directors in the fulfillment of sustainability aspects. PGN realizes this step by setting up Sustainability Committee or governance bodies whose role is to oversee the implementation of sustainability and strengthen the role of the Board of Directors in ensuring the fulfillment of sustainability aspects in every strategic decision. In addition, sustainability policies have been designed to integrate environmental, social, and economic issues into planning and decision-making at all levels of the organization.

Pada pilar *Strategy* dan *Risk Management*, PGN mengintegrasikan keberlanjutan ke dalam strategi bisnis jangka pendek, menengah, dan panjang, dengan mempertimbangkan berbagai skenario terkait perubahan iklim dan transisi energi. Untuk mengidentifikasi dan memitigasi risiko yang berpotensi mempengaruhi keberlanjutan bisnis, PGN menerapkan perangkat analisis risiko guna mengevaluasi dampak lingkungan dan sosial terhadap kinerja finansial serta rantai pasok perusahaan.

Sementara itu, dalam pilar *Metrics & Targets*, PGN berkomitmen mendukung transisi energi berkelanjutan melalui metrik dan target terukur yang sesuai dengan *Greenhouse Gas Protocol* (GHG Protocol). PGN secara transparan melaporkan emisi Cakupan 1, Cakupan 2, dan Cakupan 3 untuk memastikan keberlanjutan operasional dan bisnis. Perusahaan juga berupaya mengurangi emisi Cakupan 1 dan 2 dengan target kuantitatif yang terukur melalui efisiensi energi, *loss reduction*, *green/low power generation*, elektrifikasi peralatan, dan bahan bakar rendah atau nol karbon untuk kendaraan.

PGN juga berkomitmen mematuhi *ESG Reporting Standards*, khususnya melalui kepatuhan terhadap standar pelaporan *Global Reporting Initiative* (GRI). Kepatuhan ini memastikan bahwa laporan keberlanjutan Perusahaan transparan, akuntabel, dan sesuai dengan praktik terbaik internasional.

Untuk mendukung pengelolaan data yang lebih akurat dan efisien, PGN telah menerapkan sistem informasi berbasis teknologi yang memungkinkan pemantauan dan pelaporan aktivitas keberlanjutan. Sistem ini terus dikembangkan dan diintegrasikan dengan platform internal lainnya guna memastikan keselarasan antara pelaporan keberlanjutan, laporan keuangan, serta strategi bisnis perusahaan.

Melalui langkah-langkah ini, PGN menegaskan komitmennya terhadap prinsip Perilaku Beretika, Transparansi, Akuntabilitas, dan Keadilan (ETAK) dalam penyusunan laporan keberlanjutan. Dengan mematuhi standar internasional yang berlaku, PGN tidak hanya meningkatkan kepercayaan pemangku kepentingan tetapi juga memastikan keberlanjutan bisnis dalam jangka panjang.

On the *Strategy* and *Risk Management* pillar, PGN integrates sustainability into its short-, medium-, and long-term business strategies, taking into account different scenarios related to climate change and energy transition. To identify and mitigate risks that have the potential to affect business sustainability, PGN applies risk analysis tools to evaluate environmental and social impacts on the company's financial performance and supply chain.

On the *Metrics & Targets* pillar, PGN is committed to support sustainable energy transition through measurable metrics and targets which align with the Greenhouse Gas (GHG) Protocol. PGN reports emissions for Scope 1, Scope 2, and Scope 3 transparently to ensure sustainable operation and business. PGN also strive to reduce Scope 1 and Scope 2 emissions through energy efficiency, loss reduction, green/low power generation, equipment electrification, dan low or zero carbon fuel for fleets.

PGN also complies with *ESG Reporting Standards*, particularly by adhering to the *Global Reporting Initiative* (GRI) reporting framework, ensuring that PGN's sustainability reports are transparent, accountable, and aligned with international best practices.

To support more accurate and efficient data management, PGN has implemented a technology-based information system that allows monitoring and reporting of sustainability activities. This system is continuously developed and integrated with other internal platforms to ensure alignment between sustainability reporting, financial reports, and the company's business strategy.

Through these steps, PGN confirms its commitment to the principles of Ethical Behavior, Transparency, Accountability, and Fairness (ETAK) in preparing sustainability reports. With adherence to applicable international standards, PGN not only increases stakeholder trust but also ensures long-term business sustainability.

KODE ETIK PERUSAHAAN

Company's Code of Ethics

PGN memiliki Pedoman Perilaku Etika yang ditandatangani oleh seluruh BOD dan BOC pada tanggal 29 Agustus 2024. Pedoman tersebut menjadi acuan perilaku bagi Perwira Subholding Gas dalam menjalankan segenap aktivitas bisnis guna mencapai Visi, Misi, dan Tujuan Perseroan.

Penerapan Pedoman Perilaku Etika bersifat wajib bagi Perwira Subholding Gas. Dalam pelaksanaannya, pemahaman atas pedoman etika tersebut juga diuji melalui aplikasi COMPOLS (*Compliance Online Systems*) dan GOLS (*GCG Online Systems*). Deklarasi pemahaman ini dilakukan 1x dalam setahun berupa Surat Pernyataan. Selain itu Pedoman Perilaku Etika menjadi referensi atas pedoman lain, seperti Pedoman Benturan Kepentingan & Pedoman Pengendalian Gratifikasi.

Penanggung jawab pelaksanaan penerapan etika ini berada dalam kewenangan *Group Head, Legal Counsel and Compliance* sebagai bentuk kepatuhan terhadap Kode Etik di tahun 2024, persentase pernyataan komitmen atas Kode Etik Perusahaan mencapai 97,25 yang membuktikan bahwa seluruh Perwira Subholding Gas berkomitmen untuk patuh pada Kode Etik Perusahaan.

POKOK-POKOK KODE ETIK

Pedoman Perilaku Etika merupakan sekumpulan norma, nilai serta tindak perbuatan yang menjadi standar perilaku yang ideal bagi Perusahaan. Perilaku yang ideal tersebut wajib diterapkan dalam menjalani kegiatan sehari-hari di Perusahaan, sekaligus merupakan nilai-nilai luhur yang menjadi budaya kerja Perusahaan.

Etika Usaha

Pedoman Perilaku Etika bab Etika Usaha PGN berisi tentang standar perilaku yang harus dilaksanakan pada saat PGN berhubungan dengan para pemangku kepentingan. Hal ini terlihat dari upaya yang dilakukan Perusahaan dalam hal keterbukaan informasi, perlakuan setara dan pemenuhan hak pemangku kepentingan, anti monopoli, perlindungan hak asasi manusia, gratifikasi, perlindungan hak kekayaan intelektual dan lain-lainnya. Beberapa Etika Usaha yang berlaku bagi Perwira Subholding Gas meliputi:

- Etika Perseroan dengan Perwira Subholding Gas
- Etika Perseroan dengan Pelanggan
- Etika Perseroan dengan Penyedia Barang dan Jasa
- Etika Perseroan dengan Kreditur
- Etika Perseroan dengan Kompetitor

PGN has established the Code of Conduct, which was signed by all BOD and BOC on August 29, 2024. the Code of Conduct serves as a guideline for all Gas Subholding Employees in carrying out all business activities to achieve the Company's Vision, Mission, and Goals.

The implementation of the Business Ethics and Work Ethics Guidelines is mandatory for all Gas Subholding Employees. In practice, their understanding of work ethics and business ethics will be tested through the COMPOLS Compliance Online System) and GOLS (GCG Online System) applications. Declaration of the understanding is carried out once a year in the form of a Statement Letter. In addition, the Business Ethics and Work Ethics Guidelines serves as a reference for other guidelines, such as the Conflict of Interest & Gratification Control Guidelines.

The Group Head, Legal Counsel, and Compliance are responsible for implementing this ethical implementation as a form of compliance with the Code of Ethics in 2024. The percentage of commitment statements to the Company's Code of Ethics reached 97.25, demonstrating that all Gas Subholding Employees are committed to complying with the Company's Code of Ethics.

CODE OF ETHICS PRINCIPLES

The Code of Conducts are a set of norms, values, and actions that represent the Company's ideal standards of behavior. This ideal behavior must be implemented in the Company's daily operations while also representing the high values that define the Company's work culture.

Business Ethics

PGN's Code of Conduct in the Business Ethics chapter outlines the standards of behavior that must be complied with when PGN interacts with stakeholders. This is demonstrated by the Company's efforts in terms of information disclosure, equal treatment and fulfillment of stakeholder rights, anti-monopoly, human rights protection, gratification, intellectual property rights protection, and others. Gas Subholding Employees should adhere to the following business ethics:

- Company Ethics with Gas Subholding Employees
- Company Ethics with Customers
- Company Ethics with Goods and Service Providers
- Company Ethics with Creditors
- Company Ethics with Competitors

- Etika Perseroan dengan Holding/Anak Perusahaan/Afiliasi
- Etika Perseroan dengan Pemerintah
- Etika Perseroan dengan Masyarakat
- Etika Perseroan dengan Pemegang Saham
- Etika Perseroan dengan Pemasok Gas Bumi
- Etika perseroan dengan Media
- Etika Perseroan dengan Komunitas/Organisasi Profesi

Etika Kerja

Pedoman Perilaku Etika bab Etika Kerja yang menjadi panduan bagi Perwira Subholding Gas dalam melaksanakan tugas dan tanggung jawabnya. Beberapa Etika Kerja yang berlaku bagi Perwira Subholding Gas sebagai berikut:

- Komitmen Individu
- Kerja Sama Antar Perwira Subholding Gas
- Kepatuhan Terhadap Hukum dan Peraturan
- Benturan Kepentingan
- Penerima Hadiah
- Pemberi Hadiah
- Perlindungan Aset PGN
- Mencatat Data dan Pelaporan
- Menjaga Kerahasiaan Data dan Informasi Perseroan
- Hak Atas Kekayaan Intelektual (HAKI)
- Keselamatan dan Kesehatan Kerja serta Pengelolaan Lingkungan
- Aktivitas Politik
- Integritas Laporan Keuangan
- Informasi Orang Dalam (*Insider Trading*)
- Penggunaan Media Sosial

Kebijakan Sosial dan Politik

PGN mengalokasikan dana untuk melaksanakan program dan kegiatan *Corporate Social and Responsibility* (CSR) sesuai Peraturan Menteri BUMN Nomor PER-01/MBU/03/2023 tanggal 24 Maret 2023 tentang Penugasan Khusus dan Program TJSL BUMN, serta mengacu pada berbagai regulasi terkait TJSL. Dana tersebut merupakan salah satu komitmen serta kontribusi PGN dalam jangka panjang kepada lingkungan dan masyarakat, khususnya komunitas di sekitar lokasi jaringan (*site*) dan kantor PGN. Informasi secara rinci terkait dengan kegiatan CSR PGN selama tahun 2024 disampaikan pada bagian Tanggung Jawab Sosial Perusahaan di Laporan Tahunan ini dan juga Laporan Keberlanjutan 2024 yang dibuat secara terpisah namun merupakan bagian yang tidak terpisahkan dari Laporan Tahunan ini.

PGN berkomitmen penuh untuk tidak memberikan dana untuk kegiatan partai politik manapun selaras dengan Surat Edaran Direksi Nomor: 034300.SE/KP.04/HCGS/2023 tanggal 10 November 2023 tentang Keterlibatan Direksi, Dewan Komisaris/ Dewan Pengawas, Organ Pendukung Dewan Komisaris/Dewan Pengawas serta Seluruh Pekerja di Lingkungan Sub Holding Gas Pada Penyelenggaraan Pemilihan Umum, Pemilihan Kepala Daerah, dan/atau Sebagai Pengurus Partai Politik atau Pejabat

- Company Ethics with the Holding/ Subsidiaries/ Affiliates
- Company Ethics with the Government
- Company Ethics with the Community
- Company Ethics with Shareholders
- Company Ethics with Natural Gas Suppliers
- Company Ethics with the Media
- Company Ethics with Communities/ Professional Organizations

Work Ethics

The Code of Conduct in the Work Ethics chapter serves as a guideline for Gas Subholding Employees in carrying out their duties and responsibilities. The following are some of the Work Ethics that apply to Gas Subholding Gas Employees:

- Individual Commitment
- Cooperation between Gas Subholding Employees
- Compliance with Laws and Regulations
- Conflict of Interest
- Prize Recipient
- Gift Giver
- PGN Asset Protection
- Data Recording and Reporting
- Maintain the confidentiality of Company Data and Information
- Intellectual Property Rights
- Occupational Safety and Health and Environmental Management
- Political Activities
- Integrity of Financial Reports
- Insider Information (*Insider Trading*)
- Use of Social Media

Social and Political Policy

PGN allocates funds to carry out Corporate Social Responsibility (CSR) programs and activities in accordance with SOEs Ministerial Regulation No. PER-01/MBU/03/2023 dated March 24, 2023, on Special Assignments and CSR Programs of SOEs, as well as referring to various regulations related to CSR. This fund is one of PGN's long-term commitments and contributions to the environment and society, particularly in the communities surrounding its network locations (*sites*) and offices. Detailed information related to PGN's CSR activities in 2024 is presented in the Corporate Social Responsibility section of this Annual Report, as well as the 2024 Sustainability Report, which is prepared separately but is an integral part of this Annual Report.

PGN is fully committed not to provide funds for the activities of any political party in line with the Board of Directors' Circular Letter No. 034300.SE/KP.04/HCGS/2023 dated November 10, 2023, on the involvement of the Board of Directors, Board of Commissioners/ Supervisory Board, Supporting Organs of the Board of Commissioners/ Supervisory Board, and all employees within the Gas SubHolding during General Elections, Regional Head Elections, and/or as Political Party Administrators or

Kepala Daerah dan Wakil Kepala Daerah. Meskipun demikian, PGN memberikan kebebasan kepada seluruh karyawan untuk menyalurkan aspirasinya dalam kegiatan politik, namun dengan senantiasa menjaga netralitas, tidak terlibat dalam politik praktis dan tidak menjadi anggota parlemen, legislatif atau eksekutif dengan batasan-batasan tertentu agar terhindar dari munculnya potensi benturan kepentingan (*conflict of interest*).

PERNYATAAN KODE ETIK BERLAKU BAGI SELURUH LEVEL ORGANISASI

Pedoman Perilaku Etika PGN wajib dipatuhi dan dilaksanakan oleh seluruh Perwira Subholding Gas di semua level organisasi termasuk oleh Dewan Komisaris dan Direksi, dalam melaksanakan Etika Kerja dan Etika Usaha secara konsisten sebagai budaya kerja dalam aktivitas sehari-hari.

PELATIHAN TAHUNAN DAN SOSIALISASI KODE ETIK

Pedoman Perilaku Etika (*Code of Conduct*) yang merupakan kode etik Perusahaan senantiasa disebarluaskan serta dipublikasikan melalui berbagai media antara lain:

1. *Website* Perusahaan <https://pgn.co.id>.
2. Portal internal PGN-Quality: www.pgnq.pgn.co.id; yaitu Aplikasi PGN-Q merupakan sistem informasi kumpulan Dokumen Acuan Kerja yang dimiliki oleh Perseroan untuk kepentingan Perwira Subholding Gas dalam memperoleh informasi dokumen yang berkaitan dengan prosedur dan operasi bisnis Perseroan.
3. Aplikasi *Compliance Online Systems* (COMPOLS) merupakan sistem informasi digital yang diterapkan bagi seluruh Perwira Pertamina Group sebagai sarana untuk meningkatkan *awareness* GCG dan digunakan oleh Perwira Subholding Gas untuk menyatakan komitmennya dalam menerapkan prinsip-prinsip GCG dan nilai-nilai Budaya Perusahaan.
4. Aplikasi GCG *Online System* (GOLS) merupakan sistem informasi digital sebagai sarana Perseroan untuk meningkatkan *awareness* GCG dan salah satu sarana bagi Perwira Subholding Gas di AP/Afiliasi untuk menyatakan komitmennya dalam menerapkan prinsip-prinsip GCG dan nilai-nilai Budaya Perusahaan.
5. Melalui media lain yang dimiliki Perseroan, seperti: media sosial, *banner*, *flyer*, dan *media advertising* lainnya pada area kantor Perseroan.

UPAYA PENERAPAN DAN PENEGAKAN KODE ETIK

Perseroan menerapkan dan menegakkan kode etik yang dilakukan antara lain dengan:

- a. Direksi memutuskan pemberian tindakan pembinaan, sanksi disiplin dan/atau tindakan perbaikan serta pencegahan yang harus dilaksanakan oleh atasan langsung di satuan/ unit kerja masing-masing;

Regional Head and Deputy Regional Head Officials. However, PGN allows all employees to channel their political aspirations while remaining neutral, not engaging in practical politics, and not becoming members of parliament, legislature, or executive, subject to certain restrictions to avoid potential conflicts of interest.

CODE OF ETHICS COMMITMENTS FOR ALL LEVELS

PGN's Code of Conduct must be adhered to and implemented by all Gas Subholding Employees at all levels of the organization, including the Board of Commissioners and Board of Directors, in consistently implementing Work Ethics and Business Ethics as a work culture in daily activities.

CODE OF ETHICS ANNUAL TRAINING AND SOCIALIZATION

The Code of Conduct, which constitute the Company's code of ethics, are always disseminated and published in various media, including:

1. Company Website <https://pgn.co.id>.
2. The internal portal of PGN-Quality: www.pgnq.pgn.co.id, namely the PGN-Q application, which is an information system for the collection of the Company's Working Reference Documents that allows Gas Subholding Employees in obtaining document information related to the Company's business procedures and operations.
3. The Compliance Online Systems (COMPOLS) application, which is a digital information system implemented for all Pertamina Group Employees as a means to increase GCG awareness and utilized by Gas Subholding Employees to declare their commitment to implementing GCG principles and Corporate Culture values.
4. The GCG Online System (GOLS) application is a digital information system as a means for the Company to increase GCG awareness and a means for Gas Subholding Employees in Subsidiaries/ Affiliates to express their commitment to implementing GCG principles and Corporate Culture values.
5. Through other media owned by the Company, such as: social media, banners, flyers, and other advertising media in the Company's office area.

CODE OF ETHICS IMPLEMENTATION AND ENFORCEMENT EFFORTS

Efforts to implement and enforce the Company's Code of Ethics include:

- a. The Board of Directors decides to provide fostering actions, disciplinary sanctions and/or corrective and preventive measures, which must be implemented by the direct superior in each working unit;

- b. Perwira Subholding Gas yang melakukan penyimpangan Etika Usaha dan Etika Kerja memiliki hak untuk didengar penjelasannya di hadapan atasan langsung sebelum pemberian tindakan pembinaan atau hukuman disiplin, mengacu kepada Perjanjian Kerja Bersama;
- c. Pelaksanaan tindakan pembinaan, hukuman disiplin dan/atau tindakan perbaikan serta pencegahan dilakukan oleh atasan langsung, mengacu kepada Perjanjian Kerja Bersama; dan
- d. Perseroan menyusun ketentuan yang mengatur mengenai mekanisme pelaporan atas dugaan penyimpangan (*Whistleblowing System*), yang diatur secara tersendiri.
- e. Perseroan menetapkan fungsi FKAP (Fungsi Kepatuhan Anti Penyuapan) memiliki tanggung jawab dan wewenang untuk melaksanakan penerapan sistem manajemen anti penyuapan.

SANKSI UNTUK PELANGGARAN KODE ETIK

Sanksi yang dikenakan untuk setiap pelanggaran etika usaha disesuaikan dengan peraturan yang berlaku dan dokumen perikatan terkait lainnya. Sanksi terhadap pelanggaran etika kerja diatur dalam Perjanjian Kerja Bersama antara Perusahaan dan Perwira Subholding Gas.

PELANGGARAN KODE ETIK DAN PEMBERIAN SANKSI TAHUN 2024

Terkait pengelolaan pelanggaran kode etik, PGN memiliki Pedoman Perilaku Etika (*Code of Conduct*) sebagai acuan perilaku bagi insan Perwira PGN dalam mengelola Perseroan guna mencapai visi, misi, dan tujuan Perseroan. Dalam pelaksanaannya terkait penanganan insiden atau pelanggaran terkait etika PGN memiliki sistem pelaporan *Whistleblowing* (Pedoman *Whistleblowing System* P-002/A011) yang memungkinkan pihak internal maupun eksternal untuk melaporkan dugaan pelanggaran etika bisnis. Insan Perwira PGN yang terbukti melakukan penyimpangan dapat dikenakan tindakan sesuai dengan ketentuan yang tercantum dalam kebijakan internal PGN dan Perjanjian Kerja Bersama (PKB).

Hingga akhir tahun 2024, tidak terdapat pelanggaran Etika Usaha yang dilakukan Perusahaan, seluruh karyawan, Direksi, dan Dewan Komisaris. Sedangkan untuk Pelanggaran terhadap Etika Kerja telah diberikan sanksi sesuai dengan Perjanjian Kerja Bersama antara Perusahaan dan Pekerja.

MONITORING DAN EVALUASI

Perseroan melakukan monitoring dan evaluasi secara berkala terhadap penerapan Pedoman Perilaku Etika dengan melaksanakan *Assessment* GCG. Perseroan juga terus melakukan dengan berkelanjutan selaras dengan peraturan perundang-undangan yang berlaku, menyesuaikan perkembangan dan kebutuhan Perseroan, serta rekomendasi hasil *assessment* GCG.

- b. Gas Subholding Employees violating the Business Ethics and Work Ethics have the right to have their explanation heard before their immediate superior prior to administering guidance or disciplinary action, pursuant to the Collective Labor Agreement;
- c. Implementation of fostering actions, disciplinary punishments and/or corrective and preventive measures are conducted by the direct superior, pursuant to the Collective Work Agreement; and
- d. The Company prepares provisions governing the reporting mechanism for alleged irregularities (*Whistleblowing System*), which are regulated separately.
- e. The Company determines that the Anti-Bribery Compliance Function has the responsibility and authority to implement the anti-bribery management system.

SANCTIONS FOR CODE OF ETHICS VIOLATION

Sanctions imposed for any violation of business ethics are in accordance with applicable regulations and other related binding documents. Sanctions for violations of work ethics are regulated in the Collective Labor Agreement between the Company and Gas Subholding Employees.

VIOLATION OF THE CODE OF ETHICS AND SANCTIONS IN 2024

Terkait pengelolaan pelanggaran kode etik, PGN memiliki Pedoman Perilaku Etika (*Code of Conduct*) sebagai acuan perilaku bagi insan Perwira PGN dalam mengelola Perseroan guna mencapai visi, misi, dan tujuan Perseroan. Dalam pelaksanaannya terkait penanganan insiden atau pelanggaran terkait etika PGN memiliki sistem pelaporan *Whistleblowing* (Pedoman *Whistleblowing System* P-002/A011) yang memungkinkan pihak internal maupun eksternal untuk melaporkan dugaan pelanggaran etika bisnis. Insan Perwira PGN yang terbukti melakukan penyimpangan dapat dikenakan tindakan sesuai dengan ketentuan yang tercantum dalam kebijakan internal PGN dan Perjanjian Kerja Bersama (PKB).

Until the end of 2024, there were no violations of Business Ethics committed by the Company, all employees, the Board of Directors, and the Board of Commissioners. As for violations of Work Ethics, sanctions have been imposed in accordance with the Collective Labor Agreement between the Company and Workers.

MONITORING AND EVALUATION

Periodically, the Company monitors and evaluates the implementation of the Code of Conduct, by conducting GCG Assessments. The Company always makes continuous improvements in accordance with applicable laws and regulations, adjusting to the Company's developments and needs, as well as recommendations from the GCG assessment results.

PENGEMBANGAN BUDAYA PERUSAHAAN PGN DAN PENINGKATAN *EMPLOYEE ENGAGEMENT* TERHADAP PERUSAHAAN

PGN Corporate Culture Development and Employee Engagement Improvement

PGN turut serta dalam menerapkan *core values* BUMN AKHLAK sebagai budaya Perusahaan. Kemudian, Perwira Subholding Gas juga memiliki peran sebagai *Agent of Change* dalam penerapan budaya Perusahaan. Penyelarasan budaya Perusahaan dijalankan dengan membawa semangat One Pertamina yakni SATU Tujuan Bersama, TIGA Perilaku Spesifik, dan LIMA Hasil Utama. Dengan semangat One Pertamina ini, penerapan budaya Perusahaan dituangkan menjadi tiga program utama yakni Program Standard (*One Hour Meeting*), Program *Mandatory* (*One Action*), serta Program Spesifik (*One Kolab*), yaitu:

- *One Hour Meeting - Clear and Effective Meeting*, yaitu program standar yang dilakukan dengan tujuan membangun budaya *meeting* yang efektif dan efisien di lingkungan Pertamina Group dengan menyusun perencanaan *meeting* terencana, pelaksanaan *meeting* tepat waktu dengan risalah *meeting* dan tindak lanjut yang jelas;
- *One Action - Coffee Morning Briefing Online/Offline* (C'Mon Bro), yaitu program mandatory yang ditujukan untuk memberikan kualitas terbaik dalam setiap aspek pekerjaan yang bentuknya bisa melalui rapat koordinasi rutin masing-masing Satuan Kerja yang berfokus pada program kerja dan upaya pencapaian target kinerja dengan menekankan kaidah C2NO (*Compliance, No Delay, No Mistakes*) sebagai nilai utama pelaksanaan *One Action*;
- *One Kolab*, yaitu program spesifik/unggulan dari fungsi yang bertujuan untuk meningkatkan kinerja, kolaborasi, serta pencapaian dari setiap fungsi yang ada di dalam Pertamina Group dengan membuat program yang disusun berdasarkan *pain poin survey* atau peluang bisnis yang dimiliki setiap fungsi.

PGN participates in implementing BUMN AKHLAK's core values as corporate culture. Furthermore, Gas Subholding Employees act as agents of change in implementing the corporate culture. Alignment of the Corporate culture is carried out through the One Pertamina spirit, namely ONE Common Goal, THREE Specific Behaviors, and FIVE Primary Objectives. With One Pertamina spirit, implementation of the Corporate culture is outlined into three main program, namely Standard Program (*One Hour Meeting*), *Mandatory* Program (*One Action*), and Specific Program (*One Kolab*), namely:

- *One Hour Meeting - Clear and Effective Meeting*, which is a standard program carried out with the aim of building an effective and efficient meeting culture within the Pertamina Group by preparing planned meeting plans, implementing meetings in a timely manner with clear minutes of the meeting and follow-ups;
- *One Action - Coffee Morning Briefing Online/Offline* (C'Mon Bro), which is a mandatory program with the aim of generating the best quality in every working aspect, which can be in the form of routine coordination meetings for each Work Unit focusing on work programs and efforts to achieve performance targets by emphasizing on the C2NO (*Compliance, No Delay, No Mistakes*) principle as the core value of *One Action* implementation;
- *One Kolab*, namely a specific/ superior program from a function that aims to improve performance, collaboration, and achievements of each function within the Pertamina Group by creating a program that is structured based on a *pain point survey* or business opportunities of each function;

PGN juga melaksanakan kegiatan penguatan program budaya lain yang bertujuan sebagai tindak lanjut dari program yang dibuat agar pelaksanaan budaya di setiap Satuan Kerja/Anak Perusahaan berjalan terarah dan mencapai target yang telah ditentukan. Beberapa kegiatan penguatan program budaya yang dilakukan yaitu:

- *Uji Pemahaman Program Budaya*, yaitu program berupa quiz atau uji pengetahuan mengenai pelaksanaan Program Budaya, One Pertamina, serta AKHLAK dari setiap Pekerja dan Mitra Kerja yang ada di setiap Satuan Kerja/Anak Perusahaan dengan tujuan sebagai salah satu sarana meningkatkan *knowledge* serta *awareness* terhadap program budaya yang dilakukan.
- *Monitoring dan Evaluasi Program Budaya*, yaitu berupa kegiatan monitoring pelaksanaan budaya serta kegiatan evaluasi yang dilakukan bersama *Leader*. Tujuan yang diharapkan adalah implementasi program budaya yang dilaksanakan sesuai dengan semangat nilai AKHLAK, One Pertamina, serta kaidah yang sudah ditentukan.
- *Reward and Consequences*, yaitu implementasi pemberian reward serta consequences kepada pekerja ataupun mitra kerja atas pelaksanaan budaya di setiap Satuan Kerja/Anak Perusahaan. Tujuan yang diharapkan adalah dapat mendorong pekerja maupun mitra kerja untuk melaksanakan budaya dengan lebih baik dan maksimal.
- *Sharing Budaya*, yaitu *sharing* mengenai pelaksanaan serta dampak dari program budaya yang dilaksanakan antar fungsi/perusahaan/SH. Dengan tujuan dapat menginspirasi dan mendorong pelaksanaan budaya di fungsi yang mendapatkan *sharing*.
- *Artefak Visual*, yaitu pengadaan artefak dengan nilai dan semangat AKHLAK, One Pertamina, Program Budaya serta Sistem Kerja yang terintegrasi nilai AKHLAK yang tujuannya untuk memastikan *core values* AKHLAK menjadi kebiasaan sehari-hari dari setiap fungsi dalam menjalankan proses bisnisnya.

Perusahaan secara konsisten melaksanakan Program Budaya AKHLAK Subholding Gas dan mengevaluasi pelaksanaannya setiap 1 (satu) bulan sekali melalui *self-assessment*. Pelaksanaan *self-assessment* dilakukan setiap awal bulan oleh Perwira Ksatriya (Pertamina Wira Komunitas Internalisasi Budaya) selaku *agent of change* yang ada di Satuan Kerja/Anak Perusahaan/Afiliasi. Bagi 3 (tiga) Satuan Kerja/Anak Perusahaan/Afiliasi yang mendapatkan skor *self-assessment* tertinggi di bulan berjalan akan mendapatkan apresiasi untuk menambah motivasi dan semangat dalam mengimplementasikan program budaya AKHLAK.

PGN also carries out other cultural program strengthening activities as a follow-up to the programs that have been formulated to ensure that the implementation of culture in each Work Unit/ Subsidiary runs in a focused manner and achieves the set targets. Some of the cultural program strengthening activities carried out are:

- Cultural Program Understanding Test, namely a program in the form of a quiz or knowledge test regarding the implementation of the Cultural Program, One Pertamina, as well as AKHLAK of each Worker and Business Partner in each Work Unit/ Subsidiary which serves as a means of increasing knowledge and awareness of the cultural program being carried out.
- Cultural Program Monitoring and Evaluation, which is in the form of monitoring activities for the implementation of culture and evaluation activities carried out together with the Leader. The expected goal is the implementation of cultural programs that are carried out in accordance with the spirit of AKHLAK and One Pertamina values, as well as the set rules.
- Reward and Consequences, namely the implementation of giving rewards and consequences to workers or business partners for the implementation of culture in each Work Unit/ Subsidiary. The expected goal is to encourage workers and business partners to the implement culture better and optimally.
- Culture Sharing, namely sharing regarding the implementation and impact of cultural programs implemented between functions/ companies/ SH. With the aim of inspiring and encouraging the implementation of culture in the functions that receive sharing.
- Visual Artifacts, namely the procurement of artifacts with the values and spirit of AKHLAK, One Pertamina, Cultural Programs, and Work Systems that are integrated with AKHLAK values, with the aim to ensure that AKHLAK core values become a daily habit of each function in carrying out its business processes.

The Company consistently implements the Gas Subholding AKHLAK Culture Program and evaluates its implementation monthly through self-assessment. The self-assessment is conducted at the beginning of each month by the Ksatriya Employee (Community for Internalizing Pertamina Wira Culture) as agents of change in the Work Unit/ Subsidiary/ Affiliate. Three Work Units/ Subsidiaries/ Affiliates that receive the highest self-assessment scores in the current month will receive appreciation to increase motivation and enthusiasm in implementing the AKHLAK culture program.

Berdasarkan hasil *self-assessment* yang telah dilakukan, Perusahaan mengadakan Perwira Ksatriya Award setiap 1 tahun sekali yang bertujuan untuk memberikan apresiasi bagi Satuan Kerja/Anak Perusahaan/Afiliasi yang telah mengimplementasikan Budaya AKHLAK secara sungguh-sungguh dan konsisten. Kegiatan ini juga melibatkan seluruh Satuan Kerja/Anak Perusahaan/Afiliasi di lingkungan Subholding Gas dengan kategori meliputi *The Best Perwira Ksatriya 2024*, *Top 3 Perwira Ksatriya in Working Unit*, dan *Top 3 Perwira Ksatriya in Subsidiary and Affiliation*.

PGN sebagai Subholding Gas ikut serta dalam *Assessment Living Core Values (LCV) AKHLAK* yang dilaksanakan oleh PT Pertamina (Persero), LCV bertujuan untuk mengevaluasi implementasi dan komitmen *leader* terhadap pelaksanaan program budaya AKHLAK di lingkungan Pertamina Group. LCV dilakukan oleh seluruh pejabat setara Vice President (VP) sejumlah 261 orang dan pejabat setara General Manager (GM) sejumlah 105 orang. Pada LCV tahun 2024, Subholding Gas berhasil memenangkan pada beberapa kategori, yaitu:

1. *Best Engagement Team* yang diraih oleh:
 - Group Head, Financial Control and Management Analytics; dan
 - General Manager, Sales and Operation Region II.
2. Juara 2 *Best Leader* setara VP yang diraih oleh Group Head, Accounting and Tax; dan
3. Juara 2 *Best Leader* setara GM yang diraih oleh Direktur Utama PT PGAS Solution.

PGN secara keseluruhan mendapatkan rata-rata skor *Assessment LCV AKHLAK* adalah sebesar 339,35 dari 500 dengan *Maturity Level Engagement*. Hal tersebut menunjukkan bahwa rata-rata *leader* yang berada di Subholding Gas telah berperan aktif dalam menggerakkan seluruh unit/fungsi di bawahnya untuk mengimplementasikan program budaya sesuai dengan *workplan* demi mencapai *sukses indicator*.

Untuk mengukur efektivitas implementasi Budaya Perusahaan, PT Pertamina (Persero) melakukan pengukuran *Practice Pulse Check (PPC)* implementasi Budaya setiap 1 (satu) tahun sekali. Pada tahun 2024, PGN mendapatkan nilai PPC sebesar 86,02 dari 100. Hasil skor tersebut menunjukkan bahwa nilai budaya AKHLAK Perwira PGN telah terinternalisasi pada diri sendiri dan menerapkan budaya secara konsisten.

Based on the results of the self-assessment that has been carried out, the Company holds the Perwira Ksatriya Award once a year, which aims to provide appreciation for Work Units/ Subsidiaries/ Affiliates that have implemented the AKHLAK Culture in a determined and consistent manner. This activity also involves all Work Units/ Subsidiaries/ Affiliates within the Gas Subholding with categories including *The Best Perwira Ksatriya in 2024*, *Top 3 Perwira Ksatriya in Working Unit*, and *Top 3 Perwira Ksatriya in Subsidiary and Affiliation*.

As a Gas Subholding, PGN participates in the AKHLAK Assessment of Living Core Values (LCV) implemented by PT Pertamina (Persero), LCV aims to evaluate the implementation and commitment of leaders to the implementation of the AKHLAK culture program within the Pertamina Group. LCV was carried out by all officials equivalent to Vice President (VP) totaling to 261 people and officials equivalent to General Manager (GM) totaling to 105 people. In the 2024 LCV, the Gas Subholding won in several categories, namely

1. *Best Engagement Team*, which was achieved by:
 - Group Head, Financial Control and Management Analytics; and
 - General Manager, Sales and Operation Region II.
2. 2nd Place for *Best Leader* equivalent to VP, received by the Group Head, Accounting and Tax; and
3. 2nd Place for *Best Leader* equivalent to GM, received by the President Director of PT PGAS Solution.

PGN as a whole received an average LCV AKHLAK Assessment score of 339.35 out of 500 with *Maturity Level Engagement*. This exhibits that the average leader in Gas Subholding has played an active role in driving all units/ functions below them to implement cultural programs in accordance with the work plan to achieve success indicators.

To measure the effectiveness of the implementation of Corporate Culture, PT Pertamina (Persero) conducts the annual Practice Pulse Check (PPC) measurement on the implementation of Culture. In 2024, PGN received a PPC score of 86.02 out of 100. The score results indicate that the AKHLAK cultural values have been internalized in PGN Officers and that the culture have been applied in a consistent manner.

Dalam rangka meningkatkan *Employee Engagement* menciptakan lingkungan kerja yang positif, PGN juga memiliki program tambahan untuk para pegawai yaitu:

- Surat Edaran Anti Pelecehan Seksual di Lingkungan Subholding Gas, PGN aktif mengkampanyekan gerakan anti pelecehan seksual untuk mencegah adanya tindakan pelecehan seksual;
- *Cross Talent Mobility*, program ini bertujuan untuk mendapatkan talent yang berpengalaman di lingkungan holding migas, penguatan kompetensi, dan *melting culture*;
- *Growth Corner* merupakan salah satu program budaya di Perusahaan Gas Negara (PGN) yang hadir untuk mendukung dan memfasilitasi pengembangan diri para Perwira di luar kompetensi utama yang terkait dengan pekerjaan;
- *Agent of Change* (AOC), merupakan komunitas internalisasi budaya yang terdiri dari perwakilan setiap Satuan Kerja/ Anak Perusahaan/ Afiliasi. AOC bertugas untuk menjadi agen perubahan dalam menerapkan nilai-nilai budaya AKHLAK di masing-masing Satuan Kerja/Anak Perusahaan/Afiliasi, sehingga nilai-nilai AKHLAK dapat dapat terinternalisasi ke seluruh Perwira Subholding Gas; dan
- Komunitas Keberagaman dan Inklusi Perempuan Pertamina Tangguh Inspiratif Wibawa dan Integritas (Komunitas Pertiwi) Chapter Subholding Gas, komunitas ini bertujuan untuk mendorong kesetaraan Perwira perempuan dalam meningkatkan kemampuan dan menyiapkan kader pemimpin berkontribusi ke sosial masyarakat, perusahaan, dan dunia. Kegiatan Pertiwi mencakup beberapa bidang untuk mencapai tujuan Pertiwi yaitu: Bidang *Development*, Bidang *Wellbeing*, Bidang *Sustainability*, dan Bidang *Partnership & Communication*.

Program-program tersebut secara tidak langsung dapat meningkatkan *employee engagement* pekerja, berdasarkan hasil *Employee Engagement Survey*, PGN mendapatkan skor *Employee Engagement* sebesar 80,68 dari 100. Hal tersebut menunjukkan bahwa pekerja PGN merasa terlibat dan terikat secara positif dengan pekerjaan yang diemban dan tujuan Perusahaan. Sehingga secara tidak langsung pekerja PGN berupaya untuk selalu meningkatkan kinerja finansial dan operasional perusahaan.

In order to increase *Employee Engagement* and create a positive work environment, PGN also has additional programs for employees, namely:

- Circular Letter Against Sexual Harassment within the Gas Subholding, PGN actively campaigns against sexual harassment movements to prevent acts of sexual harassment;
- *Cross Talent Mobility*, this program aims to obtain experienced talents within the oil and gas holding, competency strengthening, and melting culture;
- *Growth Corner* merupakan salah satu program budaya di Perusahaan Gas Negara (PGN) yang hadir untuk mendukung dan memfasilitasi pengembangan diri para Perwira di luar kompetensi utama yang terkait dengan pekerjaan;
- *Agent of Change* (AOC), merupakan komunitas internalisasi budaya yang terdiri dari perwakilan setiap Satuan Kerja/ Anak Perusahaan/ Afiliasi. AOC bertugas untuk menjadi agen perubahan dalam menerapkan nilai-nilai budaya AKHLAK di masing-masing Satuan Kerja/Anak Perusahaan/Afiliasi, sehingga nilai-nilai AKHLAK dapat dapat terinternalisasi ke seluruh Perwira Subholding Gas; and
- Pertamina Women's Diversity and Inclusion Community Resilient Inspirative Authority and Integrity (Pertiwi Community) Gas Subholding Chapter, this community aims to encourage equality of female Employees in improving their abilities and preparing cadres of leaders to contribute to society, the company, and the world. Pertiwi's activities cover several areas to achieve Pertiwi's goals, namely: Development Sector, Wellbeing Sector, Sustainability Sector, and Partnership & Communication Sector.

These programs can indirectly increase employee engagement of workers. Based on the *Employee Engagement Survey* results, PGN received an *Employee Engagement* score of 80.68 out of 100. This indicates that PGN workers feel involved and positively bound to the work they do and the Company's goals. Therefore, indirectly, PGN employees strive to always improve the Company's financial and operational performance.

PROGRAM ESOP/MSOP

ESOP/MSOP Program

Berdasarkan Rapat Umum Pemegang Saham Luar Biasa tanggal 3 November 2003, sebagaimana tercantum dalam Akta No. 5 dari Fathiah Helmi, S.H., pemegang saham menyetujui program kepemilikan saham oleh karyawan (ESA) dan program kepemilikan saham oleh manajemen (MSOP) dengan syarat dan ketentuan ditetapkan oleh Dewan Komisaris. Berdasarkan hasil keputusan RUPSLB tersebut, Perusahaan menetapkan 3 program untuk peserta ESA, sebagai berikut:

- Memberikan peserta ESA saham sebagai penghargaan atas kontribusi kepada Perusahaan masing-masing sebesar rata-rata dua kali jumlah penghasilan bulanan. Saham untuk program ini tidak dapat dijual dalam periode 1 tahun setelah tanggal pencatatan saham Perusahaan di Bursa Efek dan tak dapat diambil secara tunai oleh peserta ESA.
- Peserta ESA juga dapat membeli saham dengan pembayaran menggunakan bonus tahun 2003 dengan sebanyak-banyaknya tiga kali penghasilan bulanan. Pembelian saham melalui cara ini memperoleh diskon sebesar 18% dari harga penawaran. Saham untuk program ini tidak dapat dijual dalam periode 1 tahun setelah tanggal pencatatan saham Perusahaan di Bursa Efek dan tidak dapat diambil secara tunai oleh peserta ESA.
- Apabila peserta ESA bersedia menggunakan haknya pada program 1 dan 2, maka peserta ESA diberi kesempatan membeli saham secara tunai menggunakan dana sendiri dengan diskon 18% dari harga penawaran. Saham untuk program ini tidak dapat dijual dalam periode 1 tahun setelah tanggal pencatatan saham Perusahaan di bursa efek dan tak dapat diambil secara tunai oleh peserta ESA.

Berdasarkan rapat Dewan Komisaris pada 17 November 2003, yang berhak mengikuti program MSOP adalah Direksi, Dewan Komisaris dan manajemen senior pada tingkatan tertentu. Dalam program ini, jumlah saham baru yang akan diterbitkan tidak melebihi 5% dari modal ditempatkan dan disetor dengan maksimum periode penerbitan saham 3 tahun dan dilaksanakan dalam 3 tahap dengan jangka waktu pelaksanaan program keseluruhan selama 5 tahun dengan perincian berikut:

1. Tahap Pertama

Jumlah saham yang akan diterbitkan sebesar maksimum $50\% \times 5\% \times$ jumlah modal ditempatkan dan disetor penuh dengan harga pelaksanaan saham 110% dari harga penawaran umum perdana atau sebesar Rp1.650. Pemberian hak dilakukan pada 15 Desember 2003 dengan masa memperoleh hak kompensasi selama 1 tahun. Periode pelaksanaan selama 1 tahun dimulai sejak 15 Desember 2004.

Based on the Extraordinary General Meeting of Shareholders dated November 3, 2003, as stated in Deed No. 5 of Fathiah Helmi, S.H., the shareholders approved the employee share ownership program (ESA) and management share ownership program (MSOP) with terms and conditions determined by the Board of Commissioners. Based on the resolution of the EGMS, the Company established three programs for ESA participants, as follows:

- Providing ESA participants shares as a reward for their contribution to the Company, which amounts to an average of twice their monthly income. Shares for this program cannot be sold within one year after the date of listing of the Company's shares on the Stock Exchange and cannot be taken in cash by ESA participants.
- ESA participants can also purchase shares by payment using the 2003 bonus with a maximum of three times their monthly income. The purchase of shares through this method is at a discount of 18% from the offering price. Shares for this program cannot be sold within one year after the date of listing of the Company's shares on the Stock Exchange and cannot be taken in cash by ESA participants.
- If ESA participants are willing to exercise their rights in programs 1 and 2, they are provided with the opportunity to purchase shares in cash using their own funds at a discount of 18% from the offering price. Shares for this program cannot be sold within a period of one year after the date of listing of the Company's shares on the stock exchange and cannot be taken in cash by ESA participants.

Based on the Board of Commissioners meeting on November 17, 2003, those eligible to participate in the MSOP program are the Board of Directors, Board of Commissioners, and senior management at certain levels. Under this program, the number of new shares to be issued does not exceed 5% of the issued and paid-up capital with a maximum issuance period of three years and implemented in three phases with an overall program implementation period of five years with the following details:

1. First Stage

The number of shares to be issued is a maximum of $50\% \times 5\% \times$ the total issued and fully paid-up capital with an exercise price of 110% of the initial public offering price or Rp1,650. The grant of rights was made on December 15, 2003, with a vesting period of one year. The 1-year exercise period commenced on December 15, 2004.

2. Tahap Kedua

Jumlah saham yang akan diterbitkan sebesar maksimum $25\% \times 5\% \times$ jumlah modal ditempatkan dan disetor penuh dengan harga pelaksanaan saham yang akan ditentukan Dewan Komisaris dengan ketentuan harga minimal sebesar harga saham rata-rata selama 25 hari bursa sebelum pengumuman rapat umum pemegang saham yang bersangkutan. Pemberian hak dilakukan pada 15 Februari 2005 dengan masa memperoleh hak kompensasi selama 1 tahun. Periode pelaksanaan selama 1 tahun dimulai sejak 15 Februari 2006.

3. Tahap Ketiga

Jumlah saham yang akan diterbitkan sebesar maksimum $25\% \times 5\% \times$ jumlah modal ditempatkan dan disetor penuh dengan harga pelaksanaan saham yang akan ditentukan komisaris dengan ketentuan harga minimal sebesar harga saham rata-rata selama 25 hari bursa sebelum pengumuman rapat umum pemegang saham yang bersangkutan. Pemberian hak dilakukan pada 15 Februari 2006 dengan masa memperoleh hak kompensasi selama 1 tahun. Periode pelaksanaan selama 1 tahun dimulai sejak 15 Februari 2007. Program MSOP tahap pertama sebanyak 108.024.675 lembar saham telah selesai dilaksanakan pada 2005, tahap kedua sebanyak 53.930.825 lembar saham telah selesai dilaksanakan pada 2007 dan tahap ketiga sebanyak 53.551.388 lembar saham telah selesai dilaksanakan pada 2008.

Seluruh tahapan program ESOP/MSOP tersebut di atas telah selesai dilaksanakan. Pada tahun 2024, tidak ada program kepemilikan saham ESOP/MSOP oleh karyawan, Direksi, maupun Dewan Komisaris yang dilaksanakan di PGN.

2. Second Stage

The number of shares to be issued is a maximum of $25\% \times 5\% \times$ the total issued and fully paid-up capital with an exercise price to be determined by the Board of Commissioners with a minimum price of the average share price during the 25 trading days prior to the announcement of the general meeting of shareholders. The grant of rights was made on February 15, 2005, with a vesting period of one year. The 1-year exercise period commenced on February 15, 2006.

3. Third Stage

The number of shares to be issued is a maximum of $25\% \times 5\% \times$ the total issued and fully paid-up capital with an exercise price to be determined by the commissioner, under the condition that the minimum price is the average share price during the 25 trading days prior to the announcement of the general meeting of shareholders. The rights were granted on February 15, 2006, with a one-year vesting period. The 1-year exercise period commenced on February 15, 2007. The first phase of the MSOP program, with 108,024,675 shares, was completed in 2005. The second phase, with 53,930,825 shares, was completed in 2007. In addition, the third phase, with 53,551,388 shares, was completed in 2008.

All stages of the ESOP/MSOP program mentioned above have been completed. In 2024, no ESOP/MSOP share ownership program by employees, Board of Directors, or Board of Commissioners was implemented in PGN.

URAIAN SINGKAT KEBIJAKAN PENGUNGKAPAN KEPEMILIKAN SAHAM MANAJEMEN

Brief Description of Management Share Ownership Disclosure Policy

PGN telah mengungkapkan kepemilikan saham anggota Dewan Komisaris dan Direksi pada bab Profil Perusahaan pada Laporan Tahunan ini. PGN juga memastikan bahwa Perusahaan memiliki dan melaksanakan kebijakan untuk mengungkapkan kepemilikan saham anggota Direksi dan anggota Dewan Komisaris paling lambat 3 (tiga) hari kerja setelah terjadinya kepemilikan atau setiap perubahan kepemilikan atas saham Perusahaan. Pada tahun 2024, terdapat transaksi pembelian saham untuk tantiem yang ditangguhkan periode tahun buku 2023 dan investasi yang dilakukan Dewan Komisaris dan Direksi terhadap kepemilikan saham Perusahaan.

PGN disclosed the share ownership of members of the Board of Commissioners and Board of Directors in the Company Profile chapter of this Annual Report. PGN also ensures that the Company has and implements a policy to disclose the share ownership of members of the Board of Directors and members of the Board of Commissioners no later than 3 (three) business days after the occurrence of ownership or any change in ownership of the Company's shares. In 2024, there were share purchase transactions for deferred tantiem for the 2023 financial year and investments made by the Board of Commissioners and Directors in the Company's share ownership.

WHISTLEBLOWING SYSTEM

Whistleblowing System

CARA PENYAMPAIAN PELAPORAN PELANGGARAN

Sejalan dengan komitmen dalam implementasi GCG, PGN senantiasa memperhatikan kepentingan *stakeholder* berdasarkan asas kewajaran dan kesetaraan, termasuk dalam hal pelaporan pelanggaran. Perseroan memiliki dan menjalankan Pedoman *Whistleblowing System* No. P-002/A011 tanggal 2 Agustus 2021. Pedoman *Whistleblowing System* merupakan sistem yang dapat dijadikan media bagi saksi pelapor untuk menyampaikan informasi mengenai tindakan pelanggaran yang diindikasikan terjadi di Perusahaan yang tidak dapat terselesaikan melalui prosedur normal.

Pelaporan yang diperoleh dari mekanisme *Whistleblowing System* ini perlu mendapatkan perhatian dan tindak lanjut, termasuk juga pengenaan hukuman yang tepat agar memberikan efek jera bagi pelaku pelanggaran dan juga pihak-pihak lain yang berniat melakukan pelanggaran.

Tujuan pelaksanaan *Whistleblowing System* ini sebagai berikut:

1. Sebagai dasar atau pedoman pelaksanaan dalam menangani pelaporan pelanggaran dari *stakeholder*.
2. Sebagai saluran pelaporan hal-hal yang tidak dapat diselesaikan melalui Prosedur normal organisasi.
3. Menjamin terselenggaranya mekanisme penyelesaian pelaporan pelanggaran yang efektif dalam jangka waktu memadai.
4. Menghindari publikasi negatif terhadap Perseroan.
5. Mendukung asas kesetaraan (*fairness*) dalam hubungan antara Perseroan dengan *stakeholder* sebagai pelaku usaha dan mitra Perseroan.
6. Sebagai salah satu upaya pengungkapan berbagai permasalahan dalam perusahaan yang tidak sesuai dengan standar etika yang berlaku di Perusahaan.

Sepanjang tahun 2024, PGN telah melaksanakan sosialisasi terkait *whistleblowing system* setiap tahun kepada para karyawan yang disampaikan melalui:

1. Agenda *entry meeting* audit.
2. *Broadcast email* setiap bulan.
3. Survei Indeks *Fraud Perception* (PERFECT) pada bulan Oktober-November 2024.

MECHANISM TO SUBMIT VIOLATION REPORT

In line with its commitment to GCG implementation, PGN always pays attention to stakeholders' interests based on the principles of fairness and equality, including in terms of reporting violations. The Company has and implements the Guidelines for Whistleblowing System No. P-002/A011 dated August 2, 2021. The Whistleblowing System guideline is a system that can be used as a medium for whistleblowers to submit information regarding violations indicated to have occurred in the Company that cannot be resolved through normal procedures.

Reports obtained from the Whistleblowing System mechanism need to get attention and follow-up, including the appropriate sentencing to provide a deterrent effect for perpetrators of violations and also for those who intend to commit violations.

The purpose of implementing Whistleblowing System are as follows:

1. As a basis or implementation guideline in handling reporting violations from stakeholders.
2. As a channel for reporting matters that cannot be resolved through normal organizational procedures.
3. Ensuring the implementation of an effective mechanism for resolving whistleblowing within an adequate period.
4. Avoiding negative publications against the Company.
5. Supporting the principle of equality (*fairness*) in the relationship between the Company and stakeholders as the Company's business actors and partners.
6. As one of the efforts to disclose various issues in the Company that are not in accordance with the ethical standards that apply in the Company.

Throughout 2024, PGN conducted socialization related to the whistleblowing system to employees annually, which was delivered through:

1. Audit entry meeting agenda.
2. Monthly email broadcast.
3. Fraud Perception Index Survey (PERFECT) in October-November 2024.

PROSES WHISTLEBLOWING SYSTEM

Ketentuan dalam Pengelolaan Pelaporan Pelanggaran Perusahaan terdiri dari:

1. Kewajiban Perusahaan menerima dan menyelesaikan Pelaporan Pelanggaran. Dalam hal ini Perusahaan:
 - a. Wajib menerima pelaporan pelanggaran dari pihak internal maupun eksternal;
 - b. Wajib menerima dan menyelesaikan pelaporan pelanggaran baik dari pelapor yang mencantumkan identitasnya maupun yang tidak (anonim);
 - c. Menyediakan saluran pengelolaan pelaporan pelanggaran yaitu melalui Komite Etik; dan
 - d. Komite Etik akan meneruskan pelaporan pelanggaran sesuai dengan konteks pihak yang dilaporkan.
2. Perseroan telah mengatur mekanisme dalam Penerimaan Pelaporan Pelanggaran, yaitu:
 - a. Pelaporan pelanggaran disampaikan kepada Komite Etik baik yang menyangkut Dewan Komisaris, Direksi maupun Perwira Subholding Gas;
 - b. Pelaporan pelanggaran dapat dilakukan pada saat/di luar jam kerja;
 - c. Pelaporan pelanggaran disampaikan melalui *e-mail*, *website*, surat, atau datang langsung ke Komite Etik;
 - d. Perusahaan menerima setiap pelaporan pelanggaran yang diajukan oleh *stakeholders* dan/atau perwakilan *stakeholders* baik secara lisan maupun tertulis;
 - e. Perusahaan memberikan penjelasan mengenai kebijakan dan prosedur penyelesaian pelaporan pelanggaran pada saat *stakeholders* dan/atau perwakilan *stakeholders* yang mengajukan pelaporan pelanggaran;
 - f. Pelaporan pelanggaran yang diduga dilakukan dapat disampaikan secara tertulis atau lisan dalam Bahasa Indonesia maupun bahasa resmi lainnya dengan mekanisme sebagai berikut:
 - 1) Melalui *website* Perseroan yang beroperasi menerima pelaporan pelanggaran setiap hari (Senin-Minggu) selama 24 jam dengan alamat: <https://wbs.pgn.co.id>;
 - 2) Melalui *e-mail* pengelola WBS yang beroperasi menerima pelaporan pelanggaran setiap hari (Senin-Minggu) selama 24 jam dengan alamat: pgn.etik@pertamina.com; dan
 - 3) Menyampaikan surat resmi yang ditujukan kepada Perseroan c.q Komite Etik PGN, dengan cara diantar langsung atau pos ke Perseroan dengan alamat: Komite Etik PT PGN Tbk, Gedung Graha PGAS Lantai 3, Jl. KH Zainul Arifin No. 20, Jakarta Barat 11140. Sistem *whistleblowing* tersebut tersedia bagi seluruh karyawan, vendor, pemasok, masyarakat, dan pemangku lainnya.
3. Pelaporan pelanggaran secara tertulis disarankan untuk dilengkapi bukti pendukung yang berkaitan dengan bukti indikasi awal terjadinya pelanggaran;

WHISTLEBLOWING SYSTEM PROCESS

Provisions in managing the Company violation report consist of:

1. Company obligations on receiving and completing violation reports. In this case the Company:
 - a. Must receive violation reports from internal and external parties;
 - b. Must accept and complete violation reports from reporters who include their identity and those who do not (anonymous);
 - c. Providing a channel for managing violation reports, namely through the Ethics Committee;
 - d. The Ethics Committee will follow up on violation reports in accordance with the context of the reported parties.
2. The Company regulated the mechanism in Receiving Whistleblowing, namely:
 - a. Violation reporting are submitted to the Ethics Committee, both concerning the Board of Commissioners, Board of Directors, and Gas Subholding Employees;
 - b. Violation reporting can be done during/outside working hours;
 - c. Violation reporting is submitted via e-mail, website, letter, or directly to the Ethics Committee;
 - d. The Company accepts every violation report submitted by stakeholders and/or stakeholder representatives either verbally or in writing;
 - e. The Company provides an explanation regarding the policies and procedures for resolving violation reports when stakeholders and/or stakeholder representatives submit a violation reporting;
 - f. Reporting of the alleged violations can be submitted in writing or orally in Indonesian or other official languages with the following mechanism:
 - 1) Through the Company's operating website, it accepts violation reports every day (Monday-Sunday) for 24 hours at the address: <https://wbs.pgn.co.id>;
 - 2) Via e-mail, the operational WBS manager receives violation reports every day (Monday-Sunday) for 24 hours at the address: pgn.etik@pertamina.com; and
 - 3) Submitting an official letter addressed to the Company c.q PGN Ethics Committee by direct delivery or post to the Company at the address: the Ethics Committee of PT PGN Tbk, Graha PGAS Building, 3rd Floor, Jl. KH Zainul Arifin No. 20, West Jakarta 11140. The whistleblowing system is available to all employees, vendors, suppliers, communities, and other stakeholders.
3. Written violation reports are recommended to be completed with supporting evidence relating to evidence of the initial indications of the violation;

4. Jika pelaporan pelanggaran diajukan secara tertulis beridentitas maka Perseroan memberikan tanda terima, dan jika pelaporan pelanggaran tidak dilengkapi dengan identitas maka akan dicatat dalam daftar pelaporan pelanggaran;
5. Apabila pelaporan pelanggaran diajukan oleh perwakilan *stakeholders*, maka selain dokumen di atas juga diserahkan dokumen lainnya yaitu:
 - a. Fotokopi bukti identitas *stakeholders* dan perwakilan *stakeholders*;
 - b. Surat Kuasa dari *stakeholders* kepada perwakilan *stakeholders* yang menyatakan bahwa *stakeholders* memberikan kewenangan bertindak untuk dan atas nama *stakeholders*; dan
 - c. Jika perwakilan *stakeholders* adalah lembaga atau badan hukum, maka harus dilampiri dengan dokumen yang menyatakan bahwa pihak yang mengajukan pelaporan pelanggaran berwenang untuk mewakili lembaga atau badan hukum tersebut.
6. Perseroan wajib menyampaikan bukti tanda terima pelaporan pelanggaran kepada *stakeholders* dan/atau perwakilan *stakeholders* yang mengajukan pelaporan.

PERLINDUNGAN BAGI WHISTLEBLOWER

Dalam Pedoman *Whistleblowing System*, perlindungan bagi Pelapor menjadi hal yang wajib diperhatikan. Beberapa hal yang diatur sebagai bentuk perlindungan bagi pelapor adalah sebagai berikut:

1. Perseroan berkewajiban untuk melindungi pelapor pelanggaran;
2. Perlindungan pelapor pelanggaran dimaksudkan untuk mendorong keberanian melaporkan pelanggaran;
3. Perlindungan Pelapor yang meliputi:
 - a. Jaminan kerahasiaan identitas pelapor dan isi laporan; dan
 - b. Jaminan keamanan bagi pelapor maupun keluarganya.
4. Terhadap pelapor pelanggaran yang merupakan pekerja di lingkungan perusahaan akan mendapatkan perlindungan dari upaya balas dendam (*retaliation*) yang berpotensi timbul, antara lain:
 - a. Pemecatan yang tidak adil;
 - b. Penurunan jabatan atau pangkat;
 - c. Pelecehan atau diskriminasi dalam segala bentuknya; dan
 - d. Catatan yang merugikan dalam *file data pribadi* (*personal file record*).

PENANGANAN PENGADUAN

Perseroan telah mengatur mekanisme dalam Penerimaan Pelaporan Pelanggaran, di antaranya:

1. Pelaporan pelanggaran disampaikan kepada Komite Etik atas dugaan pelanggaran yang terjadi di lingkungan PGN Group baik yang menyangkut Dewan Komisaris, Direksi, Pekerja Perusahaan atau *Stakeholders* lain. Pelaporan pelanggaran ditujukan kepada Komite Etik melalui sarana/ media Pelaporan Pelanggaran resmi yang telah disediakan

4. If the reporting of the violation is submitted in writing with an identity, the Company will provide a receipt, and if the reporting of the violation is not accompanied by an identity, it will be recorded in the violation reporting list;
5. If a violation report is submitted by a stakeholder representative, then in addition to the above documents, other documents are also submitted, namely:
 - a. Copy of evidence of identity of stakeholders and stakeholder representatives;
 - b. Power of Attorney from the stakeholder to the stakeholder representative stating that the stakeholder gives authority to act for and on behalf of the stakeholder; and
 - c. If the stakeholder representative is an institution or legal entity, it must be attached with a document stating that the party submitting a report of violation is authorized to represent the institution or legal entity.
6. The Company is required to submit proof of receipt of the violation reporting to stakeholders and/or representatives of stakeholders who submitted reporting.

PROTECTION FOR WHISTLEBLOWER

In the Guidelines for the Whistleblowing System, protection for whistleblowers is a matter that must be considered. Several matters that are regulated as a form of protection for whistleblowers are as follows:

1. The Company is obliged to protect whistleblowers;
2. Protection of whistleblowers is intended to boost the courage to report violations;
3. Whistleblower Protection which includes:
 - a. Guarantee that the identity of the reporter and the contents of the report shall be kept confidential; and
 - b. Security guarantee for the reporter and his/her family.
4. Whistleblowers who are workers within the Company will receive protection from potential retaliation, among others:
 - a. Unfair dismissal;
 - b. Demotion;
 - c. Harassment or discrimination in any form whatsoever; and
 - d. Adverse records in personal data files (personal file record).

HANDLING OF COMPLAINTS

The Company regulated the mechanism for Receiving Violation Reports, including:

1. Whistleblowing is submitted to the Ethics Committee for alleged violations that occur within PGN Group, whether involving the Board of Commissioners, Board of Directors, Company Employees or other Stakeholders. Violation reporting is addressed to the Ethics Committee through the official Violation Reporting facilities/media that have been

baik yang disampaikan pada saat/di luar jam kerja, secara lisan maupun tertulis dan dengan identitas maupun tanpa identitas (anonim).

2. Dalam menyampaikan Pelaporan Pelanggaran, pelapor disarankan untuk melampirkan bukti/indikasi awal yang dapat berupa dokumen, surat, barang maupun informasi yang dapat menunjukkan bahwa suatu dugaan pelanggaran telah terjadi untuk memudahkan proses verifikasi.
3. Apabila Pelaporan Pelanggaran diajukan oleh Perwakilan *Stakeholders*, maka selain dokumen di atas, pelapor diminta untuk menyerahkan dokumen tambahan sebagai berikut:
 - a. Fotokopi identitas *Stakeholders* dan Perwakilan *Stakeholders*.
 - b. Surat kuasa dari *Stakeholders* kepada Perwakilan *Stakeholders* yang menyatakan bahwa *Stakeholders* memberikan kewenangan bertindak untuk dan atas nama *Stakeholders*. Jika Perwakilan *Stakeholders* adalah Lembaga atau badan Hukum, maka harus dilampiri dengan dokumen yang menyatakan bahwa pihak yang mengajukan Pelaporan Pelanggaran berwenang untuk mewakili Lembaga atau badan hukum tersebut.
4. Komite Etik akan membuat tanda terima Pelaporan Pelanggaran dan menyampaikan tanda terima tersebut kepada Pelapor Pelanggaran atau perwakilannya. Terhadap Pelaporan Pelanggaran yang tidak dilengkapi dengan identitas pelapor (anonim), Komite Etik akan mencatat pelaporan tersebut ke dalam daftar/database Pelaporan Pelanggaran.

Dalam melaksanakan tugasnya Komite Etik akan menindaklanjuti setiap Pelaporan Pelanggaran yang diterima melalui tahapan-tahapan sebagai berikut:

1. Penerimaan Laporan
Komite Etik menerima setiap pelaporan pelanggaran dari pelapor melalui berbagai saluran pelaporan WBS yang telah disediakan, melakukan pengelolaan database pelaporan dan *monitoring* atas status setiap Pelaporan Pelanggaran yang telah diterima.
2. Verifikasi Laporan
Komite Etik melaksanakan pemeriksaan administratif atas Pelaporan Pelanggaran yang telah diterima melalui WBS untuk melihat terpenuhi atau tidaknya kriteria pelanggaran yang dilaporkan untuk dapat ditindaklanjuti.
3. Penelaahan Laporan
Komite Etik melakukan pemeriksaan substantif atas Pelaporan Pelanggaran yang diterima dan telah memenuhi kriteria, untuk melihat kecukupan bukti permulaan untuk dapat dilakukan investigasi lebih lanjut.

PIHAK YANG MENGELOLA PENGADUAN

Perusahaan membentuk Komite Etik sebagai organ independen yang berfungsi untuk mengelola Sistem Pelaporan Pelanggaran atau *Whistleblowing System* (WBS) di lingkungan PGN Group. Dalam kondisi Perusahaan belum membentuk unit

provided, whether submitted during/out of working hours, verbally or in writing and with identity or without identity (anonymous).

2. In submitting a Violation Report, the whistleblower is advised to attach initial evidence/indications which can be in the form of documents, letters, goods, or information that can show that an alleged violation occurred to facilitate the verification process.
3. If the Whistleblowing is submitted by the Stakeholders Representative, then in addition to the above documents, the whistleblower is requested to submit additional documents as follows:
 - a. Photocopy of identity of Stakeholders and Stakeholders Representatives.
 - b. Power of attorney from the Stakeholders to the Stakeholders' Representative stating that the Stakeholders grant authority to act for and on behalf of the Stakeholders. If the Stakeholders Representative is an Institution or Legal Entity, it must be attached by a document stating that the party submitting the Violation Report is authorized to represent the Institution or Legal Entity.
4. The Ethics Committee will make a receipt of the Whistleblowing and deliver the receipt to the Whistleblower or his/her representative. For Whistleblowing that is not complemented by the whistleblower's identity (anonymous), the Ethics Committee will record the report into the Whistleblowing list/database.

In carrying out its duties, the Ethics Committee will follow-up on any Violation Report received through the following stages:

1. Receipt of Report
The Ethics Committee receives each whistleblowing from the whistleblower through various WBS reporting channels that have been provided, manages the reporting database, and monitors the status of each Whistleblowing that has been received.
2. Verification of Report
The Ethics Committee carries out an administrative examination of Whistleblowing that has been received through the WBS to see whether or not the reported violation criteria are met to be followed up.
3. Review of Report
The Ethics Committee conducts a substantive examination of the Whistleblowing received and has met the criteria, to see the sufficiency of preliminary evidence for further investigation.

PARTIES AUTHORIZED TO MANAGE REPORTS

The Company established the Ethics Committee as an independent organ to manage the Whistleblowing System (WBS) within PGN Group. If the Company has not established a special unit to manage the WBS (Ethics Committee), the

husus pengelola WBS (Komite Etik), maka pengelolaan WBS diserahkan kepada Satuan Kerja Audit Internal, dengan personil yang dapat berasal dari fungsi atau satuan kerja yang memiliki tugas dan fungsi Internal Audit, Hukum, GCG dan Sumber Daya Manusia.

Saat ini, pengelolaan Sistem Pelaporan Pelanggaran atau WBS di Perusahaan dilaksanakan oleh Komite Etik yang berasal dari unsur pekerja Satuan Kerja *Internal Audit* PT Perusahaan Gas Negara Tbk. yang independensi dan objektivitasnya diatur dalam Piagam *Audit Internal*.

HASIL DARI PENANGANAN PENGADUAN DAN TINDAK LANJUTNYA

Apabila terdapat Pelaporan Pelanggaran yang didapati telah memenuhi unsur kecukupan bukti permulaan, maka atas rekomendasi Komite Etik, Perusahaan dapat membentuk Tim Investigasi untuk melakukan investigasi atas permasalahan atau pelanggaran yang dilaporkan. Komite Etik akan melakukan pemantauan atas tindak lanjut seluruh Pelaporan Pelanggaran yang diterima.

PENGADUAN MELALUI WHISTLEBLOWING SYSTEM TAHUN 2024

Sepanjang tahun 2024, terdapat 14 (empat belas) pengaduan yang diterima melalui sistem pelaporan *Whistleblowing* dan 5 (lima) laporan pengaduan yang berasal dari tahun 2023, yang telah dikelola dan ditindaklanjuti sesuai prosedur yang berlaku.

PENGADUAN MELALUI WHISTLEBLOWING SYSTEM TAHUN 2024

Complaints via the Whistleblowing System in 2024

No.	Uraian Description	Total
A	<i>Outstanding</i> pelaporan WBS per 1 Januari 2024 Outstanding WBS reporting as of January 1, 2024	5
B	Tambahan pelaporan WBS hingga 31 Desember 2024 Additional WBS reporting until December 31, 2024	14
C	Total pelaporan WBS hingga 31 Desember 2024 Total WBS reporting until December 31, 2024	19
D	Selesai ditindaklanjuti hingga 31 Desember 2024 Complete follow-up until December 31, 2024	12
E	E1 <i>Outstanding</i> pelaporan WBS hingga 31 Desember 2024 Outstanding WBS reporting as of December 31, 2024	7
	E2 Verifikasi pelaporan WBS hingga 31 Desember 2024 Verification of WBS reporting until December 31, 2024	1
	Penelaahan pelaporan WBS hingga 31 Desember 2024 Review of WBS reporting until December 31, 2024	6
	E3 Investigasi pelaporan WBS hingga 31 Desember 2024 Investigation of WBS reporting as at December 31, 2024	-

management of the WBS is handed over to the Internal Audit Unit, with employees who can come from functions or work units that have the duties and functions of Internal Audit, Law, GCG, and Human Resources.

Currently, the management of the Whistleblowing System or WBS in the Company is carried out by the Ethics Committee, which comes from the employees of the Internal Audit Unit of PT Perusahaan Gas Negara Tbk. whose independence and objectivity are regulated in the Internal Audit Charter.

COMPLAINT HANDLING RESULTS AND ITS FOLLOW-UP

If there is a Whistleblowing that is found to have met the elements of sufficient preliminary evidence, then upon the recommendation of the Ethics Committee, the Company may establish an Investigation Team to investigate the reported issue or violation. The Ethics Committee will monitor the follow-up of all Whistleblowing received.

COMPLAINTS VIA THE WHISTLEBLOWING SYSTEM IN 2024

Throughout 2024, there were 14 (fourteen) complaints received through the Whistleblowing reporting system and 5 (five) complaint reports from 2023, which have been managed and followed up in accordance with applicable procedures.

PENYUSUNAN TERHADAP LAPORAN KEUANGAN

Financial Statements Preparations

PGN melakukan penyusunan Laporan Keuangan Konsolidasian didasarkan pada Standar Akuntansi Keuangan (SAK) yang berlaku di Indonesia, yang mencakup Pernyataan dan Interpretasi yang dikeluarkan oleh Dewan Standar Akuntansi Keuangan Ikatan Akuntan Indonesia (DSAK) dan Peraturan Otoritas Jasa Keuangan No. 29/POJK.04/2016 tentang Laporan Tahunan Emiten atau Perusahaan Publik. Penyusunan Laporan Keuangan dilakukan oleh *Accounting Group* yang didukung oleh tenaga akuntan profesional yang dilengkapi dengan sertifikat profesi di bidang Akuntansi.

Selain sertifikasi profesi, untuk meningkatkan kompetensi dan profesionalisme, personel *Accounting Group* juga turut aktif dalam mengikuti forum seminar, kongres, konferensi, simposium dan pelatihan nasional maupun internasional, seperti Seminar *International Financial Reporting Standards* yang diselenggarakan oleh Ikatan Akuntan Indonesia, Ikatan Akuntan Manajemen Indonesia serta Kementerian Keuangan Republik Indonesia, dan Kongres Akuntansi yang diselenggarakan oleh Ikatan Akuntan Indonesia.

PGN prepares its Consolidated Financial Statements based on the Financial Accounting Standards (SAK) applicable in Indonesia, which include Statements and Interpretations issued by the Financial Accounting Standards Board (DSAK) of the Institute of Indonesia Chartered Accountants and Financial Services Authority Regulation No. 29/POJK.04/2016 concerning Annual Reports of Issuers or Public Companies. The preparation of the Financial Statements is carried out by the Accounting Group supported by professional accountants who have professional certificates in Accounting.

In addition to professional certifications, to improve competence and professionalism, Accounting Group employees also actively participate in national and international seminars, congresses, conferences, symposiums, and training forums, such as the International Financial Reporting Standards Seminar organized by the Institute of Indonesia Chartered Accountants, the Indonesian Management Accountants Association, and the Ministry of Finance of the Republic of Indonesia, and the Accounting Congress organized by the Institute of Indonesia Chartered Accountants.

TRANSPARANSI KONDISI KEUANGAN DAN NON-KEUANGAN

Transparency of Financial and Non-Financial Conditions

PGN melakukan pemenuhan terhadap kewajiban transparansi dan publikasi kondisi keuangan dan non-keuangan selaras dengan ketentuan berlaku. Upaya ini dilakukan dengan penyampaian dan publikasi informasi baik melalui media cetak maupun situs web www.pgn.co.id.

TRANSPARANSI KONDISI KEUANGAN PERUSAHAAN

1. Laporan Keuangan Publikasi Triwulanan telah disampaikan kepada regulator sesuai dengan ketentuan dan tanggal yang telah ditetapkan serta telah dipublikasikan pada situs web PGN.
2. Laporan Tahunan PGN yang disusun dan disajikan sesuai ketentuan dan disampaikan kepada regulator, investor, *rating agency*, dan lainnya, serta dipublikasikan melalui situs web Perusahaan.

TRANSPARANSI KONDISI NON-KEUANGAN PERUSAHAAN

1. Informasi Tata Kelola Perusahaan, di antaranya adalah Visi, Misi, Budaya Perusahaan, Komposisi dan Profil Direksi dan Dewan Komisaris, serta ketentuan internal terkait tata kelola mulai dari Anggaran Dasar hingga Piagam Komite-Komite yang juga dipublikasikan melalui situs web PGN.
2. Informasi Produk dan Layanan Perusahaan dipublikasikan melalui Laporan Tahunan, atau bentuk tertulis lainnya dalam bentuk informasi secara elektronik yang disediakan pada situs web PGN, media sosial, dan lainnya agar investor, dan masyarakat luas dapat dengan mudah mengakses informasi atas produk dan layanan Perusahaan.
3. Informasi mengenai transparansi struktur kepemilikan Perusahaan dipublikasikan pada Laporan Tahunan dan situs web Perusahaan.

PGN fulfills the obligation of transparency and publication of financial and non-financial conditions in line with applicable provisions. This effort is carried out with the delivery and publication of information both through printed media and the website at www.pgn.co.id.

TRANSPARENCY OF COMPANY'S FINANCIAL CONDITIONS

1. The Quarterly Publication Financial Statements have been submitted to the regulator in accordance with the stipulated provisions and dates and have been published on PGN's website.
2. PGN's Annual Report is prepared and presented in accordance with the provisions and submitted to regulators, investors, rating agencies, and others, as well as published through the Company's website.

TRANSPARENCY OF COMPANY'S NON-FINANCIAL CONDITIONS

1. Information on Corporate Governance, including Vision, Mission, Corporate Culture, Composition and Profile of the Board of Directors and Board of Commissioners, as well as internal provisions related to governance ranging from the Articles of Association to the Committees' Charters, which are also published through PGN's website.
2. Information on the Company's Products and Services is published through the Annual Report or other written forms in the form of electronic information provided on PGN's website, social media, and others so that investors and the general public can easily access information on the Company's products and services.
3. Information on the transparency of the Company's ownership structure is published in the Annual Report and on the Company's website.

PEDOMAN BENTURAN KEPENTINGAN

Conflict of Interest Guidelines

PGN memiliki dan menerapkan kebijakan Benturan Kepentingan sebagaimana yang tertuang dalam Pedoman Benturan Kepentingan dan Pengendalian Gratifikasi Nomor P-004/A011 tanggal 15 September 2021, yang telah diperbaharui pada 31 Desember 2024 menjadi Pedoman Benturan Kepentingan. Isi dari Pedoman Benturan Kepentingan yang dimiliki Perusahaan diuraikan di bawah ini.

PRINSIP DASAR

- a. Insan PGN yang di dalam melaksanakan aktivitas pekerjaannya berpotensi menghadapi Benturan Kepentingan, maka yang bersangkutan tidak diperbolehkan ikut serta dalam proses pengambilan keputusan.
- b. Setiap potensi maupun kenyataan terjadinya Benturan Kepentingan wajib dilaporkan kepada Atasan Langsung.

SITUASI BENTURAN KEPENTINGAN

Situasi Benturan Kepentingan yang dapat dihadapi oleh Insan PGN, antara lain namun tidak terbatas pada:

1. Situasi yang menyebabkan Insan Perwira PGN menerima gratifikasi atau pemberian atau penerimaan hadiah/cinderamata atau hiburan yang bertentangan dengan ketentuan internal Perseroan dan peraturan perundangan yang menyebabkan adanya suatu keputusan/tindakan atau jabatan yang menguntungkan pihak Pemberi.
2. Situasi yang menyebabkan penggunaan aset Perseroan untuk kepentingan pribadi/golongan/pihak lain.
3. Situasi yang menyebabkan informasi rahasia jabatan atau informasi Perseroan dipergunakan untuk kepentingan pribadi atau golongan.
4. Situasi yang menyebabkan penyalahgunaan wewenang jabatan untuk kepentingan pribadi/golongan/pihak lain.
5. Situasi rangkap jabatan yang dimana keputusan atau tindakan yang diambil dapat menyebabkan Insan Perwira PGN tidak dapat menjalankan tugas jabatannya secara profesional, independen dan akuntabel dan/atau mengakibatkan adanya keuntungan pribadi/pihak lain yang merugikan Perseroan.
6. Situasi yang memberikan akses khusus kepada Insan Perwira PGN atau pihak tertentu untuk tidak mengikuti prosedur dan ketentuan yang seharusnya diberlakukan.
7. Situasi yang menyebabkan proses pengawasan tidak sesuai dengan prosedur karena adanya pengaruh dan harapan dari pihak yang diawasi;

PGN has and implements a Conflict-of-Interest policy as stated in the Guidelines for Conflict of Interest and Gratification Control Number P-004/A011 dated September 15, 2021, which was updated on December 31, 2024, to become the Conflict of Interest Guidelines. The contents of the Company's Conflict of Interest Guidelines are described below.

BASIC PRINCIPLES

- a. PGN employees who in carrying out their activities have the potential to face Conflict of Interest, are not allowed to participate in the decision-making process.
- b. Any potential or actual occurrence of a Conflict of Interest must be reported to the Direct Supervisor.

CONFLICT OF INTEREST SITUATIONS

Conflict of interest situations that PGN employees may face, among others, but are not limited to:

1. Situations that cause PGN Employees to receive gratuities or the provision or acceptance of gifts/souvenirs or entertainment that are contrary to the Company's internal provisions and laws and regulations that cause a decision/action or position that benefits the Giver.
2. Situations that cause the use of the Company's assets for personal/group/other party interests.
3. Situations that cause confidential position information or Company information to be used for personal or group interests.
4. Situations that lead to abuse of position authority for personal/group/other party interests.
5. A concurrent position situation in which the decision or action taken may cause PGN Employees to be unable to carry out their duties professionally, independently, and accountably and/or result in personal/other party benefits that are detrimental to the Company.
6. Situations that give specific access to PGN Employees or certain parties to not follow the procedures and provisions that should be applied.
7. Situations that cause the supervision process to not be in accordance with procedures due to the influence and expectations of the supervised party;

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| <p>8. Situasi dimana pihak yang melakukan penilaian/audit adalah pihak yang sama dengan pihak yang sedang dinilai/ diaudit.</p> <p>9. Situasi yang memanfaatkan jabatan di Perseroan untuk kepentingan pekerjaan yang lain di luar Perseroan sehingga merugikan Perseroan.</p> <p>10. Situasi yang memungkinkan untuk memberikan informasi lebih dari yang telah ditentukan Perseroan, keistimewaan maupun peluang bagi calon penyedia barang/jasa untuk menang dalam proses pengadaan barang/jasa di Perseroan.</p> <p>11. Situasi di mana terdapat hubungan afiliasi/kekeluargaan antara Insan Perwira PGN dengan pihak lainnya yang memiliki kepentingan atas keputusan dan/atau tindakan Insan Perwira PGN sehubungan dengan jabatannya di Perseroan.</p> <p>12. Situasi di mana Insan Perwira PGN memiliki hubungan sedarah dalam hubungan Keluarga dengan anggota Direksi dan/atau anggota Dewan Komisaris Perseroan.</p> <p>a. Situasi yang menyebabkan Insan PGN menerima Gratifikasi atau pemberian atau penerimaan hadiah/ cinderamata atau hiburan atas suatu keputusan atau jabatan yang menguntungkan pihak Pemberi;</p> <p>b. Situasi yang menyebabkan penggunaan aset jabatan atau aset PGN untuk kepentingan pribadi atau golongan;</p> <p>c. Situasi yang menyebabkan informasi rahasia jabatan atau informasi PGN dipergunakan untuk kepentingan pribadi atau golongan;</p> <p>d. Situasi rangkap jabatan di beberapa perusahaan yang memiliki hubungan langsung atau tidak langsung, sejenis atau tidak sejenis, sehingga dapat menyebabkan pemanfaatan suatu jabatan untuk kepentingan jabatan lainnya;</p> <p>e. Situasi yang memberikan akses khusus kepada Insan PGN atau pihak tertentu untuk tidak mengikuti prosedur dan ketentuan yang seharusnya diberlakukan;</p> <p>f. Situasi yang menyebabkan proses pengawasan tidak sesuai dengan prosedur karena adanya pengaruh dan harapan dari pihak yang diawasi;</p> <p>g. Situasi di mana terdapat kesempatan penyalahgunaan jabatan;</p> <p>h. Situasi di mana seseorang dapat menentukan sendiri besaran gaji/remunerasi;</p> | <p>8. Situation where the party conducting the assessment/audit is the same party as the party being assessed/audited.</p> <p>9. Situations that utilize positions in the Company for the benefit of other work outside the Company, thus detrimental to the Company.</p> <p>10. Situations that make it possible to provide more information than has been determined by the Company, privileges, and opportunities for prospective goods/services providers to win in the procurement process of goods/services in the Company.</p> <p>11. Situations where there is an affiliation/family relation between PGN Employees and other parties who have an interest in the decisions and/or actions of PGN Employees in connection with their position in the Company.</p> <p>12. Situations where PGN Employees are related by blood within the family to members of the Company's Board of Directors and/or Board of Commissioners.</p> <p>a. Circumstances in which PGN personnel can receive gratuities, gifts, souvenirs, or inducements in exchange for a decision or position that benefits the giver.</p> <p>b. Circumstances that lead to the misuse of professional assets or PGN resources for personal or group interests.</p> <p>c. Circumstances where confidential job-related or PGN-specific information is misused for personal or collective advantage.</p> <p>d. Concurrent positions in multiple companies with either direct or indirect inter-connections, whether similar or not, which can induce one to abuse their one position to gain unlawfully in their other's.</p> <p>e. Circumstances that give PGN personnel or certain external parties special access that allows them to circumvent procedures and regulations.</p> <p>f. Circumstances where supervisory processes are compromised due to external influences or expectations from the parties being monitored.</p> <p>g. Circumstances that may lead to the abuse of authority for personal gain.</p> <p>h. Circumstances where an individual is allowed to determine their own salary or remuneration.</p> |
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- i. Situasi bekerja di luar pekerjaan pokoknya, kecuali telah sesuai dengan ketentuan dan peraturan yang berlaku di PGN;
- j. Situasi yang memungkinkan penggunaan diskresi untuk menyalahgunakan wewenang;
- k. Situasi yang memungkinkan untuk memberikan informasi lebih dari yang telah ditentukan PGN, keistimewaan maupun peluang bagi calon penyedia barang/jasa untuk menang dalam proses pengadaan barang/jasa di PGN; dan
- l. Situasi di mana terdapat hubungan afiliasi/kekeluargaan antara Insan PGN dengan pihak lainnya yang memiliki kepentingan atas keputusan dan/atau tindakan Insan PGN sehubungan dengan jabatannya di PGN.

- i. Circumstances where one does work other than their assigned job, except when permitted by company bylaws.
- j. Circumstances where discretion is exercised in a manner that leads to an abuse of authority.
- k. Circumstances where one can disclose more information than what is made permissible by PGN, unlawful advantages that give certain prospective vendors higher chance to win bids in PGN's procurement processes.
- l. Circumstances where personal or familial affiliations between PGN personnel and external parties influence decisions or actions taken in their professional capacity at PGN.

PELAPORAN BENTURAN KEPENTINGAN

- a. Setiap Insan PGN yang berpotensi dan/atau telah berada dalam situasi Benturan Kepentingan, wajib melaporkan situasi Benturan Kepentingan tersebut melalui aplikasi COMPOLS atau GOLS, penyusunan Surat Pernyataan Potensi Benturan Kepentingan kepada Atasan Langsung (dengan tembusan: UPG PGN) segera setelah berada dalam situasi Benturan Kepentingan tersebut;
- b. Insan PGN wajib melakukan pelaporan (*disclosure*) melalui aplikasi COMPOLS atau GOLS, membuat Surat Pernyataan Potensi Benturan Kepentingan, apabila memiliki hubungan sedarah dalam hubungan Keluarga Inti dengan anggota Direksi dan/atau anggota Dewan Komisaris PGN; dan
- c. Pelaporan atas terjadinya situasi Benturan Kepentingan harus dilakukan dengan itikad baik dan bukan merupakan suatu keluhan pribadi atas suatu kebijakan PGN ataupun didasari oleh kehendak buruk/fitnah.

CONFLICT OF INTEREST REPORTING

- a. Every PGN employee who is potentially and/or has been in a Conflict-of-Interest situation, must report such situation through the COMPOLS or GOLS application immediately after being in the Conflict-of-Interest situation;
- b. PGN employees are required to report (disclosure) through the COMPOLS or GOLS application, if they have a blood relationship in the Immediate Family relationship with members of PGN's Board of Directors and/or Board of Commissioners; and
- c. Reporting the occurrence of a Conflict-of-Interest situation must be conducted in good faith and not as a personal complaint against a PGN policy or based on ill will/slander.

AUDITOR EKSTERNAL

External Auditor

PROSES PENUNJUKAN AUDITOR EKSTERNAL

Perusahaan menunjuk Kantor Akuntan Publik Purwantono, Sungkoro & Surja EY, firma anggota jaringan global Ernst & Young di Indonesia, untuk melakukan Audit Laporan Keuangan Tahun Buku 2024. Penunjukan dilakukan berdasarkan Rapat Umum Pemegang Saham Tahunan tanggal 30 Mei 2024, yang menunjuk Kantor Akuntan Publik Purwantono, Sungkoro & Surja (*a member of Ernst & Young*) untuk melaksanakan Audit Laporan Keuangan Konsolidasian Tahun Buku 2024, Audit Kepatuhan PSA 62, Audit Laporan Keuangan Pendanaan Usaha Mikro dan Usaha Kecil terkait Program Tanggung Jawab Sosial dan Lingkungan, dan Penerapan Prosedur Yang Disepakati Atas Laporan Hasil Evaluasi Kinerja KPI Korporat dan KPI Individual Tahun Buku 2024.

Dewan Komisaris bertanggung jawab untuk mengusulkan Kantor Akuntan Publik (KAP) yang akan ditugaskan dalam audit laporan keuangan Perseroan tahun berjalan dan melaporkannya pada RUPS mendatang. Direksi membantu Dewan Komisaris dalam pelaksanaan pengadaan jasa KAP hingga kontrak dilaksanakan sesuai ketentuan yang berlaku.

- Dewan Komisaris dibantu oleh Komite Audit melakukan kajian terhadap calon Kantor Akuntan Publik yang diusulkan dalam RUPS.
- Komite Audit mengusulkan calon Kantor Akuntan Publik kepada Dewan Komisaris yang disusun berdasarkan urutan peringkat hasil penilaian.
- Dewan Komisaris menentukan Kantor Akuntan Publik yang akan diusulkan kepada RUPS.
- Dewan Komisaris mengusulkan kepada RUPS untuk menunjuk Kantor Akuntan Publik yang akan melakukan audit laporan keuangan tahunan dan meminta wewenang kepada RUPS untuk menetapkan besaran nilai jasa KAP tersebut.
- Apabila RUPS menerima usulan dari Dewan Komisaris, maka RUPS akan menetapkan Kantor Akuntan Publik yang diusulkan oleh Dewan Komisaris. Namun, apabila RUPS menolak usulan tersebut, maka RUPS akan menetapkan Kantor Akuntan Publik.
- Direksi melaksanakan kontrak jasa pelaksanaan audit laporan keuangan Perseroan dengan Kantor Akuntan Publik sesuai keputusan RUPS. Salinan kontrak antara Direksi dengan Kantor Akuntan Publik disampaikan kepada BPK RI selambat-lambatnya 7 (tujuh) hari setelah kontrak ditandatangani.

EXTERNAL AUDITOR APPOINTMENT PROCESS

The Company appointed Public Accounting Firm Purwantono, Sungkoro & Surja EY, a member firm of the Ernst & Young global network in Indonesia, to Audit the Financial Statements for the 2024 Financial Year. The appointment was made based on the Annual General Meeting of Shareholders dated May 30, 2024, which appointed Public Accounting Firm Purwantono, Sungkoro & Surja (*a member of Ernst & Young*) to carry out the Audit of the Consolidated Financial Statements for the 2024 Financial Year, PSA 62 Compliance Audit, Audit of Financial Statements of Micro and Small Business Funding related to Social and Environmental Responsibility Programs, and Implementation of Agreed Procedures for the Report on the Results of the Evaluation of Corporate KPI Performance and Individual KPIs for the 2024 Financial Year.

The Board of Commissioners is responsible for proposing the Public Accounting Firm (KAP) to be assigned in the audit of the Company's financial statements for the current year and reporting it to the upcoming GMS. The Board of Directors assists the Board of Commissioners in the procurement of KAP services until the contract is executed in accordance with applicable provisions.

- The Board of Commissioners, assisted by the Audit Committee, reviews the Public Accounting Firm candidates proposed in the GMS.
- The Audit Committee proposes Public Accounting Firm candidates to the Board of Commissioners, which is arranged based on the ranking order of the assessment results.
- The Board of Commissioners determines the Public Accounting Firm to be proposed to the GMS.
- The Board of Commissioners proposes to the GMS to appoint a Public Accounting Firm that will audit the annual financial statements and request authority from the GMS to determine the amount of the KAP service value.
- If the GMS accepts the Board of Commissioners' proposal, the GMS will determine the Public Accounting Firm proposed by the Board of Commissioners. However, if the GMS rejects the proposal, the GMS will determine the Public Accounting Firm.
- The Board of Directors executes the service contract for the audit of the Company's financial statements with the Public Accounting Firm in accordance with the GMS resolution. A copy of the contract between the Board of Directors and the Public Accounting Firm is submitted to BPK RI no later than 7 (seven) days after the contract is signed.

Adapun ruang lingkup jasa audit yang dilakukan Ernst & Young (EY) adalah sebagai berikut:

- Audit Umum atas Laporan Keuangan Konsolidasian Perseroan dan Anak Perusahaan Tahun Buku 2024.
- Audit Laporan Keuangan Pendanaan Usaha Mikro dan Usaha Kecil terkait Program Tanggung Jawab Sosial dan Lingkungan Tahun 2024.
- Audit Kepatuhan Terhadap Peraturan Perundang-undangan dan Pengendalian Internal (PSA 62) tahun buku 2024.
- Penerapan Prosedur yang Disepakati Atas Laporan Hasil Evaluasi Kinerja KPI Korporat dan KPI Individual Tahun Buku 2024.

Dewan Komisaris juga memiliki kewenangan untuk menetapkan besaran imbalan jasa audit, penambahan ruang lingkup pekerjaan yang diperlukan dan persyaratan lainnya, termasuk menetapkan Kantor Akuntan Publik pengganti jika KAP yang ditunjuk tidak dapat menyelesaikan pekerjaannya.

Pada tahun 2024, total biaya yang dikeluarkan untuk Audit Laporan Keuangan Konsolidasian tahun buku sebesar Rp2.899.520.721,- (tidak termasuk OPE dan PPN). Kantor Akuntan Publik Purwantono, Sungkoro & Surja (firma anggota jaringan global Ernst & Young di Indonesia) juga ditunjuk untuk melakukan jasa audit, sebagai berikut:

1. Audit Umum atas Laporan Keuangan Konsolidasian PT Saka Energi Indonesia Tahun Buku 2024 dengan biaya sebesar Rp1.917.000.000 (tidak termasuk OPE dan PPN);
2. Audit Umum atas Laporan Keuangan Konsolidasian PT PGAS Solution Tahun Buku 2024 dengan biaya sebesar Rp305.800.000 (tidak termasuk OPE dan PPN);
3. Audit Umum atas Laporan Keuangan Konsolidasian PT Gagah Energi Indonesia Tahun Buku 2024 dengan biaya sebesar Rp278.000.000 (tidak termasuk OPE dan PPN);
4. Audit Umum atas Laporan Keuangan Konsolidasian PT PGN LNG Indonesia Tahun Buku 2024 dengan biaya sebesar Rp280.000.000 (tidak termasuk OPE dan PPN);
5. Audit Umum atas Laporan Keuangan Konsolidasian PT Permata Graha Nusantara Tahun Buku 2024 dengan biaya sebesar Rp278.000.000 (tidak termasuk OPE dan PPN);
6. Audit Umum atas Laporan Keuangan PT Kalimantan Jawa Gas Tahun Buku 2024 dengan biaya sebesar Rp276.500.000 (tidak termasuk OPE dan PPN);
7. Audit Umum atas Laporan Keuangan Konsolidasian PT PGAS Telekomunikasi Nusantara Tahun Buku 2024 dengan biaya Rp 275.900.000 (tidak termasuk OPE dan PPN); dan
8. Audit Umum atas Laporan Keuangan Konsolidasian PT Pertamina Gas dan entitas anak Tahun Buku 2024 dengan biaya sebesar Rp3.240.000.000 (tidak termasuk OPE dan PPN).

The scope of audit services performed by Ernst & Young (EY) is as follows:

- General Audit of the Consolidated Financial Statements of the Company and Subsidiaries for the 2024 Financial Year.
- Audit of the Financial Statements of Micro and Small Enterprises Funding related to the Social and Environmental Responsibility Program in 2024.
- Audit of Compliance with Laws and Regulations and Internal Control (PSA 62) for the 2024 financial year.
- Implementation of Agreed Procedures on the Report of Corporate KPI and Individual KPI Performance Evaluation Results for the 2024 Financial Year.

The Board of Commissioners also has the authority to determine the amount of audit fees, additional scope of work required, and other requirements, including determining a replacement Public Accounting Firm if the appointed KAP is unable to complete its work.

In 2024, the total fees incurred for the Audit of the Consolidated Financial Statements for the fiscal year was Rp2,899,520,721 (excluding OPE and VAT). Public Accounting Firm Purwantono, Sungkoro & Surja (a member firm of the Ernst & Young global network in Indonesia) was also appointed to conduct audit services, as follows:

1. General Audit of the Consolidated Financial Statements of PT Saka Energi Indonesia for the 2024 Financial Year with a fee of Rp1,917,000,000 (excluding OPE and VAT);
2. General Audit of the Consolidated Financial Statements of PT PGAS Solution for the 2024 Financial Year at a fee of Rp305,800,000 (excluding OPE and VAT);
3. General Audit of the Consolidated Financial Statements of PT Gagah Energi Indonesia for the Year 2024 with a fee of Rp278,000,000 (excluding OPE and VAT);
4. General Audit of the Consolidated Financial Statements of PT PGN LNG Indonesia for the 2024 Financial Year with a fee of Rp280,000,000 (excluding OPE and VAT);
5. General Audit of the Consolidated Financial Statements of PT Permata Graha Nusantara for the 2024 Financial Year at a cost of Rp278,000,000 (excluding OPE and VAT);
6. General Audit of the Financial Statements of PT Kalimantan Jawa Gas for the 2024 Financial Year at a cost of Rp276,500,000 (excluding OPE and VAT);
7. General Audit of the Consolidated Financial Statements of PT PGAS Telekomunikasi Nusantara for the 2024 Financial Year with a fee of Rp275,900,000 (excluding OPE and VAT); and
8. General Audit of the Consolidated Financial Statements of PT Pertamina Gas and subsidiaries for the 2024 Financial Year at a cost of Rp3,240,000,000 (excluding OPE and VAT).

Pada tahun 2024, total biaya yang dikeluarkan untuk pelaksanaan jasa audit terhadap PGN dengan ruang lingkup tersebut dan audit umum atas laporan keuangan Entitas Anak sebesar Rp9.750.720.721 (tidak termasuk OPE dan PPN) . Daftar Akuntan dan Kantor Akuntan Publik PGN dalam 5 (lima) tahun terakhir sebagai berikut:

In 2024, the total fees incurred for the implementation of audit services to PGN with the above scope and general audit of the financial statements of Subsidiaries was Rp9,750,720,721 (excluding OPE and VAT). The list of PGN Accountants and Public Accounting Firms in the last 5 (five) years is as follows:

DAFTAR AKUNTAN DAN KANTOR AKUNTAN PUBLIK PGN DALAM 5 (LIMA) TAHUN TERAKHIR

The List of PGN Accountants and Public Accounting Firms in the last 5 (five) Years

Tahun Buku Fiscal Year	Kantor Akuntan Publik Public Accounting Firms	Akuntan Publik Public Accountant
2020	Tanudiredja, Wibisana, Rintis dan Rekan (firma anggota jaringan global PricewaterhouseCoopers di Indonesia) Tanudiredja, Wibisana, Rintis and Partners (member firm of PricewaterhouseCoopers global network in Indonesia)	Toto Harsono
2021	Tanudiredja, Wibisana, Rintis dan Rekan (firma anggota jaringan global PricewaterhouseCoopers di Indonesia) Tanudiredja, Wibisana, Rintis and Partners (member firm of PricewaterhouseCoopers global network in Indonesia)	Daniel Kohar
2022	Purwantonono, Sungkoro & Surja (firma anggota jaringan global Ernst & Young di Indonesia) Purwantonono, Sungkoro & Surja (member firm of Ernst & Young global network in Indonesia)	Irwan Haswir
2023	Purwantonono, Sungkoro & Surja (firma anggota jaringan global Ernst & Young di Indonesia) Purwantonono, Sungkoro & Surja (member firm of Ernst & Young global network in Indonesia)	Irwan Haswir
2024	Purwantonono, Sungkoro & Surja (firma anggota jaringan global Ernst & Young di Indonesia) Purwantonono, Sungkoro & Surja (member firm of Ernst & Young global network in Indonesia)	Irwan Haswir

JASA LAIN

Pihak yang telah ditunjuk Perusahaan sebagai Auditor Eksternal PGN Tahun Buku 2024 tersebut telah menyelesaikan tugasnya secara independen, sesuai standar profesional akuntan publik, perjanjian kerja serta ruang lingkup audit yang telah ditetapkan. Kantor Akuntan Purwantonono, Sungkoro & Surja tidak memberikan jasa konsultasi lainnya kepada PGN.

OTHER SERVICES

The party appointed by the Company as PGN's External Auditor for the 2024 Financial Year completed its duties independently, in accordance with the professional standards of public accountants, work agreements, and the scope of the audit that has been determined. Purwantonono, Sungkoro & Surja Accounting Firm does not provide other consulting services to PGN.

AKSES INFORMASI DAN DATA PERUSAHAAN

Access to Company Information and Data

PGN berkomitmen untuk terus memberikan data dan informasi terbaru mengenai Perusahaan kepada Publik, selaras dengan pemenuhan Undang-Undang No. 14 Tahun 2008 tentang Keterbukaan Informasi Publik serta Peraturan Otoritas Jasa Keuangan No. 31/POJK.04/2015 tentang Keterbukaan atas Informasi atau Fakta Material oleh Emiten atau Perusahaan Publik. Informasi yang disampaikan kepada publik atau pemangku kepentingan (*stakeholder*) dapat diakses melalui media-media berikut ini:

- a. Pelaporan terhadap informasi dan fakta material kepada otoritas pasar modal baik melalui surat maupun pelaporan secara elektronik kepada Otoritas Jasa Keuangan dan Bursa Efek Indonesia melalui Sarana Pelaporan Elektronik Terintegrasi Emiten Dan Perusahaan Publik yang dimiliki Otoritas Jasa Keuangan dan Bursa Efek Indonesia.
- b. PGN juga secara aktif melakukan publikasi dari setiap aksi Korporasi yang dilakukan melalui *press release* dalam dua bahasa, yaitu bahasa Indonesia dan bahasa Inggris yang dapat diakses melalui *website* PGN. Pada *website* bahasa Indonesia dan Inggris, tersedia akses informasi untuk Laporan Tahunan.
- c. Pemberian informasi yang cukup kepada investor dan calon investor melalui media komunikasi seperti telepon, *conference call*, *e-mail*, dan *website* Perusahaan.
- d. Pemberian informasi melalui pertemuan tatap muka secara langsung maupun virtual seperti *one-on-one/group meeting*, kunjungan lapangan, *non-deal roadshow* dan *conference*. Secara proaktif, Perseroan juga mengikuti kegiatan-kegiatan temu publik yang diselenggarakan mandiri maupun institusi pemerintah serta sekuritas di dalam ataupun di luar negeri melalui konferensi, paparan publik, dan *investor summit*.

PGN is committed to continuously providing the latest data and information about the Company to the public, in line with the fulfillment of Law No. 14 of 2008 concerning Public Information Disclosure and Financial Services Authority Regulation No. 31/POJK.04/2015 concerning Disclosure of Information or Material Facts by Issuers or Public Companies. Information submitted to the public or stakeholders can be accessed through the following media:

- a. Reporting of information and material facts to the capital market authorities either by mail or electronic reporting to the Financial Services Authority and the Indonesia Stock Exchange through the Integrated Electronic Reporting Facility for Issuers and Public Companies owned by the Financial Services Authority and the Indonesia Stock Exchange.
- b. PGN also actively publishes every corporate action taken through press releases in two languages, Bahasa Indonesia and English, which can be accessed through PGN's website. On the Bahasa Indonesia and English websites, information for the Annual Report is available.
- c. Providing sufficient information to investors and potential investors through communication media such as telephone, conference call, e-mail, and the Company's website.
- d. Providing information through face-to-face meetings in person or virtually such as one-on-one/group meetings, field visits, non-deal roadshows, and conferences. The Company also proactively participates in public meetings organized by independent and government institutions and securities at domestic or abroad through conferences, public exposures, and investor summits.

Sepanjang 2024, Perseroan melalui *Investor Relation Division* telah mengadakan 175 kali pertemuan/*conference/video call* dengan mengundang dan telah dihadiri oleh analis sekuritas, investor institusi pasar modal, serta pemegang saham untuk berpartisipasi dalam forum pasar modal pada kegiatan sebagai berikut:

- *Analyst Briefing 2024* pada tanggal 31 Jan 2024
- *Mandiri Investment Forum* pada tanggal 7 Mar 2024
- *DBS Energy Security Virutal Conference* pada tanggal 12 Maret 2024
- *Earning Call FY 2023* pada tanggal 15 Maret 2024
- *Analyst Meeting Kinerja 1Q 2024* pada tanggal 17 Mei 2024
- *Pertamina Investor Day - Conference* pada tanggal 19 Juni 2024
- *Public Expose* pada tanggal 17 September 2024
- *Earning Call 9M 2024* pada tanggal 6 November 2024
- *Nomura x Verdhana Indonesia Conference 2024* pada tanggal 7 November 2024

Secara umum, penyelenggaraan seluruh pertemuan-pertemuan tersebut di atas, dilakukan dalam rangka mendorong para pemegang saham agar terlibat dan berinteraksi dengan Perseroan di luar RUPS. Di samping itu, di antara pertemuan-pertemuan tersebut, Perseroan juga mengundang *existing shareholders* untuk datang serta terlibat secara aktif dalam RUPS Perseroan.

AKSES INFORMASI DAN KOMUNIKASI

Investor, analis dan Pemegang Saham dapat memperoleh informasi mengenai Perseroan dengan langsung menghubungi:

Investor Relation Division	Situs Web Resmi PGN PGN's Official Website	Telepon Phone	E-mail E-mail
	www.pgn.co.id	(+62-21) 633-4838	PGN.InvestorRelation@pertamina.com

Untuk pelanggan dan calon pelanggan, informasi lebih lanjut mengenai Perseroan, dapat diperoleh dengan mengirimkan *e-mail* ke pcc135@pertamina.com maupun menghubungi *contact center* di nomor 135.

PGN juga senantiasa memperkuat platform teknologi informasi dalam rangka menjaga dan meningkatkan keandalan dalam penyediaan informasi secara terintegrasi, tepat waktu dan tepat sasaran melalui *website* Perseroan (www.pgn.co.id), dan sosial media yaitu:

- Instagram ([gas_negara](https://www.instagram.com/gas_negara)),
- Twitter ([@Gas_Negara](https://twitter.com/Gas_Negara)),
- Facebook (Perusahaan Gas Negara),
- YouTube (Perusahaan Gas Negara), serta
- Portal Kementerian BUMN.

Throughout 2024, the Company, through the Investor Relations Division, held 175 meetings/conferences/video calls by inviting and has been attended by securities analysts, capital market institutional investors, and shareholders to participate in capital market forums in the following activities:

- Analyst Briefing 2024 on January 31, 2024
- Mandiri Investment Forum on March 7, 2024
- DBS Energy Security Virtual Conference on March 12, 2024
- Earning Call FY 2023 on March 15, 2024
- Analyst Meeting for the Q1 2024 Performance on May 17, 2024
- Pertamina Investor Day - Conference on June 19, 2024
- Public Expose on September 17, 2024
- Earning Call 9M 2024 on November 6, 2024
- Nomura x Verdhana Indonesia Conference 2024 on November 7, 2024

In general, the organization of all of the aforementioned meetings was carried out to encourage shareholders to engage and interact with the Company outside the GMS. In addition, among these meetings, the Company also invited existing shareholders to come and be actively involved in the Company's GMS.

INFORMATION AND COMMUNICATION ACCESS

Investors, analysts, and shareholders can obtain information about the Company by directly contacting:

For customers and prospective customers, further information about the Company can be obtained by sending an e-mail to pcc135@pertamina.com or contacting the contact center at 135.

PGN also continues to strengthen its information technology platform to maintain and improve reliability in providing integrated, timely, and targeted information through the Company's website (www.pgn.co.id), and its social media, namely:

- Instagram ([gas_negara](https://www.instagram.com/gas_negara)),
- Twitter ([@Gas_Negara](https://twitter.com/Gas_Negara)),
- Facebook (Perusahaan Gas Negara),
- YouTube (Perusahaan Gas Negara), and
- Portal of the Ministry of SOE.

PENILAIAN PENERAPAN TATA KELOLA PERUSAHAAN YANG BAIK

Assessment of the Implementation of Good Corporate Governance

PGN melaksanakan *assessment* GCG secara berkala, untuk mengawasi dan mengevaluasi penerapan GCG di lingkungan Subholding Gas *Group*. Perseroan juga melakukan perbaikan, penyesuaian dengan perkembangan serta kebutuhan Perseroan, dan rekomendasi hasil *assessment* GCG. Secara berkelanjutan, PGN melakukan penilaian atas kualitas penerapan GCG bekerja sama dengan pihak ketiga untuk mendapatkan hasil penilaian yang lebih independen. Pada tahun 2024, PGN telah melakukan *assessment* GCG dengan berbagai parameter sebagai berikut:

PENERAPAN PARAMETER ACGS (ASEAN CORPORATE GOVERNANCE SCORECARD) (DATA RILIS MARET 2025)

Pada tahun 2024, PGN melakukan pengukuran penerapan *Good Corporate Governance* (GCG) tahun 2024 menggunakan *ASEAN Corporate Governance Scorecard* (ACGS) dengan parameter ASEAN Capital Market Forum (ACMF), revisi Oktober 2023 (versi 2 Maret 2024), dengan hasil bahwa PGN telah menerapkan 91,11% dan melebihi standar minimum.

PGN conducts periodic GCG assessments to monitor and evaluate the implementation of GCG within the Gas Sub-holding Group. The Company also makes improvements, adjustments to the Company's development and needs, and recommendations from the GCG assessment results. On an ongoing basis, PGN assesses the quality of GCG implementation in collaboration with third parties to obtain more independent assessment results. In 2024, PGN conducted a GCG assessment with the following parameters:

IMPLEMENTATION OF ACGS (ASEAN CORPORATE GOVERNANCE SCORECARD) PARAMETERS (MARCH 2025 DATA RELEASE)

In 2024, PGN measured the implementation of *Good Corporate Governance* (GCG) in 2024 using the *ASEAN Corporate Governance Scorecard* (ACGS) with ASEAN Capital Market Forum (ACMF) parameters, revised October 2023 (March 2, 2024 version), with the result that PGN has implemented 91.11% and exceeded the minimum standards.



Untuk meningkatkan standar dan praktik tata kelola perusahaan terbuka di level internasional, khususnya negara ASEAN serta untuk memberikan visibilitas internasional yang lebih baik mengenai perusahaan terbuka di ASEAN, PGN melakukan penilaian penerapan GCG yang mengacu kepada Parameter ASEAN Corporate Governance Scorecard (“ACGS”) new version October 2023. Tingkat pemenuhan penilaian untuk periode masa pengukuran 1 Juli 2023-31 Desember 2024 sebagai berikut:

To improve the standards and practices of governance of publicly listed companies at the international level, especially ASEAN countries, and to provide better international visibility of publicly listed companies in ASEAN, PGN conducted an assessment of GCG implementation that refers to the ASEAN Corporate Governance Scorecard (“ACGS”) new version October 2023 parameters. The level of fulfillment for the measurement period of July 1, 2023-December 31, 2024, is as follows:

PENERAPAN PARAMETER ACGS

Implementation of ACGS

Aspek ACGS ACGS Aspects	Jumlah Kriteria Number of Criteria	Praktik Pengungkapan Disclosure Practice			Diterapkan (%) Applied (%)
		N/A	Diterapkan Applied	Belum Diterapkan Not Applied	
Level 1 - Standar Minimum Yang Diharapkan Level 1 - Minimum Expected Standard					
Rights and Equitable Treatment of Shareholders	30	6	24	0	100%
Sustainability and Resilience	22	1	19	2	90,48%
Disclosure and Transparency	34	1	33	0	100%
Responsibility of the Board	63	5	54	4	93,10%
Level 2 - Melebihi Standar Minimum Level 2 - Exceeding the Minimum Standard					
Bonus	18	0	8	10	44,44%
Penalty	26	0	26	0	100%
Total	193	13	164	16	91,11%

Sumber: Tahun 2024 oleh konsultan PT Sinergi Daya Prima berdasarkan kriteria pengungkapan praktik tata kelola ACGS yang dipublikasikan oleh ASEAN Capital Market Forum (ACMF) pada bulan Maret 2024.

Source: Year 2024 by consultant PT Sinergi Daya Prima based on the ACGS governance practices disclosure criteria published by the ASEAN Capital Market Forum (ACMF) in March 2024.

PEMENUHAN PUGKI DAN POJK

PGN melakukan evaluasi tata kelola berdasarkan POJK 21/2015 mencapai predikat *Comply* untuk “Seluruh Aspek”, serta melakukan evaluasi tata kelola dengan metode terbaru yang dikeluarkan oleh KNKG (Komite Nasional Kebijakan Governansi) yaitu PUGKI (Pedoman Umum Governansi Korporat Indonesia) 2021 dengan mencapai predikat : *Apply* untuk “Seluruh Prinsip”.

PUGKI AND POJK FULFILLMENT

PGN conducted a governance evaluation based on POJK 21/2015, achieving a Comply predicate for “All Aspects”, as well as conducting a governance evaluation using the latest method issued by the KNKG (National Committee on Governance Policy), namely PUGKI (General Guidelines for Indonesian Corporate Governance) 2021 by achieving a predicate: Apply for “All Principles”.

PENERAPAN ASPEK DAN PRINSIP TATA KELOLA PERUSAHAAN TERBUKA SESUAI KETENTUAN OTORITAS JASA KEUANGAN (OJK)

Implementation of Corporate Governance Aspects and Principles According to the Financial Services Authority (OJK) Regulations

Terdapat 5 (lima) aspek, 8 (delapan) prinsip, serta 25 (dua puluh lima) rekomendasi penerapan aspek dan prinsip tata Kelola perusahaan yang baik, sejalan dengan pemberlakuan Peraturan Otoritas Jasa Keuangan (POJK) No. 21/POJK.04/2015 tentang Penerapan Pedoman Tata Kelola Perusahaan Terbuka dan Surat Edaran Otoritas Jasa Keuangan (SEOJK) No. 32/SEOJK.04/2015 tentang Pedoman Tata Kelola Perusahaan Terbuka. PGN telah menerapkan aspek, prinsip, dan rekomendasi tersebut berdasarkan pendekatan “telah sesuai atau dengan penjelasan” (*comply or explain*), sebagai berikut:

There are 5 (five) aspects, 8 (eight) principles, and 25 (twenty-five) recommendations on the implementation of aspects and principles of good corporate governance, in line with the enactment of Financial Services Authority Regulation (POJK) No. 21/POJK.04/2015 on the Implementation of Guidelines for Public Company Governance and Financial Services Authority Circular Letter (SEOJK) No. 32/SEOJK.04/2015 on Guidelines for Public Company Governance. PGN implemented these aspects, principles, and recommendations based on the “comply or explain” approach, as follows:

PENERAPAN ASPEK DAN PRINSIP TATA KELOLA PERUSAHAAN TERBUKA SESUAI KETENTUAN OTORITAS JASA KEUANGAN (OJK)

Implementation of Corporate Governance Aspects and Principles According to the Financial Services Authority (OJK) Regulations

No.	Prinsip Principles	Telah Sesuai atau Dengan Penjelasan Comply with or with Explanation	Pengungkapan pada AR PGN 2024 Disclosures on PGN AR 2024
A. HUBUNGAN PERUSAHAAN TERBUKA DENGAN PEMEGANG SAHAM DALAM MENJAMIN HAK-HAK PEMEGANG SAHAM RELATIONS BETWEEN A PUBLICLY LISTED COMPANY AND SHAREHOLDERS IN ENSURING THE RIGHTS OF SHAREHOLDERS			
Prinsip 1 - Meningkatkan Nilai Penyelenggaraan RUPS Principle 1 - Improving the Value of Organizing GMS			
1.1	Perusahaan Terbuka memiliki cara atau prosedur teknis pengumpulan suara (<i>voting</i>) baik secara terbuka maupun tertutup yang mengedepankan independensi, dan kepentingan pemegang saham. A Public Listed Company has a method or technical procedure for collecting votes both publicly and privately that prioritizes independence and the interests of shareholders.	Keterangan: Telah sesuai Note: Comply PGN telah memiliki cara atau prosedur teknis pengumpulan suara (<i>voting</i>) RUPS yang terdapat dalam Anggaran Dasar Perusahaan tanggal 11 Mei 2021 Pasal 25. Prosedur pengambilan suara juga terdapat dalam Tata Tertib RUPS tentang Pemungutan Suara. Pada saat pembukaan RUPS, Pembawa Acara menyampaikan mengenai Tata Tertib Rapat yang dipergunakan dalam RUPS yang dibagikan kepada para Pemegang Saham. PGN has established a method or technical procedure for GMS voting, as outlined in Article 25 of the Company's Articles of Association, dated May 11, 2021. The voting procedure is also specified in the GMS Rules for Voting. At the start of the GMS, the Master of Ceremonies informs the Shareholders about the Meeting Rules, which are also distributed to them.	
1.2	Seluruh anggota Direksi dan anggota Dewan Komisaris Perusahaan Terbuka hadir dalam RUPS Tahunan. All members of the Board of Directors and Board of Commissioners of a Publicly Listed Company shall attend the Annual GMS.	Keterangan: Telah sesuai Note: Comply Seluruh Anggota Dewan Komisaris dan Direksi Perusahaan hadir dalam RUPS Tahunan 2022 seperti dijelaskan dalam Akta Berita Acara Rapat Umum Pemegang Saham Tahunan (RUPST) PT Perusahaan Gas Negara Tbk Nomor: 51 tanggal 30 Mei 2023. All members of the Company's Board of Commissioners and Board of Directors attended the 2022 Annual GMS as described in the Deed of Minutes of the Annual General Meeting of Shareholders (AGMS) of PGN No. 51 dated May 30, 2023.	

No.	Prinsip Principles	Telah Sesuai atau Dengan Penjelasan Comply with or with Explanation	Pengungkapan pada AR PGN 2024 Disclosures on PGN AR 2024
1.3	Ringkasan risalah RUPS tersedia dalam Situs Web Perusahaan Terbuka paling sedikit selama 1 (satu) tahun. The summary of GMS minutes shall be made available on the Publicly Listed Company's Website for at least 1 (one) year.	Keterangan: Telah sesuai Note: Comply Perusahaan telah mengunggah Ringkasan Risalah RUPS Tahunan Tahun Buku 2023 dalam Bahasa Indonesia dan Bahasa Inggris melalui situs web Perusahaan pada menu "Investor" sub menu "AGMS/RUPS" dan akan tersedia lebih dari 1 (satu) tahun. The Company has uploaded the Summary of Minutes of the Annual GMS for the Financial Year 2023 in Indonesian and English through the Company's website on the "Investors" submenu "AGMS/RUPS" and will be made available for more than 1 (one) year.	
Prinsip 2 - Meningkatkan Kualitas Komunikasi dengan Pemegang Saham atau Investor Principle 2 - Improving the Quality of Communication with Shareholders or Investors			
2.1	Perusahaan Terbuka memiliki suatu kebijakan komunikasi dengan Pemegang Saham atau investor. A Publicly Listed Company shall have a communication policy with Shareholders or investors.	Keterangan: Telah sesuai Note: Comply Perusahaan telah memiliki kebijakan terkait komunikasi dengan Pemegang Saham atau Investor yang tercantum dalam Prosedur Operasi Penyampaian Informasi Perusahaan Kepada Investor Nomor: O-001/0.13 berdasarkan Instruksi Direksi Nomor: 0007000.1/ KU.06/FIN/2017 tanggal 16 Januari 2017 tentang Prosedur Operasi Penyampaian Informasi Perusahaan Kepada Investor PT Perusahaan Gas Negara (Persero) Tbk. PGN melalui divisi Investor Relations melakukan proses komunikasi dengan pemegang saham, investor, serta aparat pendukung pasar modal. Bentuk komunikasi PGN dengan pemegang saham atau investor dilakukan melalui pelaksanaan RUPS, public expose, pertemuan investor/investor summit, analyst meeting serta melalui publikasi Laporan Keuangan dan Laporan Tahunan. Selain itu, pemegang saham dan investor juga dapat mengakses informasi terkini Perseroan melalui situs web PGN. The Company has established a communication policy with shareholders or investors as stated in the Operating Procedure for Disseminating Company Information to Investors No. O-001/0.13, which is based on the Board of Directors Instruction No. 0007000.1/ KU.06/FIN/2017 dated January 16, 2017, on the Operating Procedure for Disseminating Company Information to Investors of PT Perusahaan Gas Negara (Persero) Tbk. PGN, through the Investor Relations Division, conducts a communication process with shareholders, investors, and capital market supporting apparatus. PGN's communication with shareholders or investors is carried out through the implementation of the GMS, public exposes, investor meetings/investor summits, and analyst meetings, as well as through the publication of Financial Statements and Annual Reports. In addition, shareholders and investors can also access the Company's latest information through the PGN's website.	
2.2	Perusahaan Terbuka mengungkapkan kebijakan komunikasi Perusahaan Terbuka dengan Pemegang Saham atau investor dalam Situs Web. A Publicly Listed Company shall disclose its communication policy with Shareholders or investors on its Website.	Keterangan: Telah sesuai Note: Comply Perusahaan telah mempublikasikan kebijakan komunikasi Perusahaan dan informasi penting Perusahaan dalam situs web Perusahaan. Salah satunya adalah di bagian Prosedur Operasi Penyampaian Informasi Perusahaan Kepada Investor pada menu "Investor" sub menu "Investor Relation Home". The Company has published the Company's communication policy and important information on the Company's website. One of them is a disclosure of Operating Procedures for Disseminating Company Information to Investors in the "Investors" submenu of "Investor Relations Home".	

No.	Prinsip Principles	Telah Sesuai atau Dengan Penjelasan Comply with or with Explanation	Pengungkapan pada AR PGN 2024 Disclosures on PGN AR 2024
B. FUNGSI DAN PERAN DEWAN KOMISARIS FUNCTION AND ROLE OF BOARD OF COMMISSIONERS			
Prinsip 3 - Memperkuat Keanggotaan dan Komposisi Dewan Komisaris. Principle 3 - Strengthening the Membership and Composition of the Board of Commissioners			
3.1	Penentuan jumlah anggota Dewan Komisaris mempertimbangkan kondisi Perusahaan Terbuka. The determination of the number of members of the Board of Commissioners shall consider the condition of the Publicly Listed Company.	Keterangan: Telah sesuai Note: Comply Penentuan jumlah Dewan Komisaris telah mempertimbangkan kondisi Perusahaan, yang mengacu pada Anggaran Dasar Perusahaan, yaitu Pasal 14: a. Ayat (1) Huruf a. Pengawasan Perseroan dilakukan oleh Dewan Komisaris yang jumlahnya disesuaikan dengan kebutuhan terdiri dari sekurang-kurangnya 2 (dua) orang seorang di antaranya diangkat sebagai Komisaris Utama, dan apabila diperlukan seorang di antaranya dapat diangkat sebagai Wakil Komisaris Utama. b. Ayat (1) Huruf b. Dewan Komisaris terdiri dari Komisaris dan Komisaris Independen. Jumlah Komisaris Independen sesuai dengan ketentuan dan peraturan perundang-undangan. Jumlah anggota Dewan Komisaris PGN per 31 Desember 2023 adalah sebanyak 6 (enam) orang anggota, termasuk 4 orang di antaranya adalah Komisaris Independen. The determination of the number of Board of Commissioners has taken into account the condition of the Company, referring to the Company's Articles of Association, Article 14: a. Paragraph (1) Letter a. Supervision of the Company shall be carried out by the Board of Commissioners, the number of which shall be adjusted to the needs, consisting of at least 2 (two) persons, one of whom shall be appointed as President Commissioner, and if necessary, one of whom may be appointed as Deputy President Commissioner. b. Paragraph (1) Letter b. The Board of Commissioners consists of Commissioners and Independent Commissioners. The number of Independent Commissioners shall be in accordance with the prevailing laws and regulations. The number of members of PGN's Board of Commissioners as of December 31, 2023 is 6 (six) members, including 4 Independent Commissioners.	
3.2	Penentuan komposisi anggota Dewan Komisaris memperhatikan keberagaman keahlian, pengetahuan, dan pengalaman yang dibutuhkan. The determination of the composition of the Board of Commissioners shall take into account the diversity of expertise, knowledge, and experience required.	Keterangan: Telah sesuai Note: Comply Penentuan komposisi anggota Dewan Komisaris telah memperhatikan keberagaman keahlian, pengetahuan, dan pengalaman yang dibutuhkan yang dapat dilihat dalam profil masing-masing anggota Dewan Komisaris. The determination of the composition of the Board of Commissioners has taken into account the diversity of expertise, knowledge, and experience required, which can be seen in the profile of each member of the Board of Commissioners.	

No.	Prinsip Principles	Telah Sesuai atau Dengan Penjelasan Comply with or with Explanation	Pengungkapan pada AR PGN 2024 Disclosures on PGN AR 2024
Prinsip 4 - Meningkatkan Kualitas Pelaksanaan Tugas dan Tanggung Jawab Dewan Komisaris Principle 4 - Improving the Quality of the Implementation of Duties and Responsibilities of the Board of Commissioners			
4.1	Dewan Komisaris mempunyai kebijakan penilaian sendiri (<i>self-assessment</i>) untuk menilai kinerja Dewan Komisaris. The Board of Commissioners shall have a self-assessment policy to assess the performance of the Board of Commissioners.	Keterangan: Telah sesuai Note: Comply Dewan Komisaris telah memiliki kebijakan penilaian sendiri (<i>self-assessment</i>) untuk menilai kinerja Dewan Komisaris yang tercantum dalam <i>Board Manual</i> Bab III Angka 3.12 tentang Evaluasi Kinerja Dewan Komisaris dan Anggota Dewan Komisaris. The Board of Commissioners has established a self-assessment policy to assess the performance of the Board of Commissioners as stated in the Board Manual Chapter III Section 3.12 on Performance Evaluation of the Board of Commissioners and Members of the Board of Commissioners.	
4.2	Kebijakan penilaian sendiri (<i>self-assessment</i>) untuk menilai kinerja Dewan Komisaris, diungkapkan melalui Laporan Tahunan Perusahaan Terbuka. The self-assessment policy to assess the performance of the Board of Commissioners shall be disclosed in the Annual Report of the Publicly Listed Company.	Keterangan: Telah sesuai Note: Comply Kebijakan penilaian sendiri (<i>self-assessment</i>) untuk menilai kinerja Dewan Komisaris yang berdasar pada <i>Board Manual</i> dengan menggunakan kriteria yang tertuang dalam <i>Key Performance Indicator (KPI)</i> , telah diungkapkan dalam Laporan Tahunan Perusahaan. The self-assessment policy to assess the performance of the Board of Commissioners, which is based on the Board Manual using the criteria set out in the Key Performance Indicator (KPI), has been disclosed in the Company's Annual Report.	
4.3	Dewan Komisaris mempunyai kebijakan terkait pengunduran diri anggota Dewan Komisaris apabila terlibat dalam kejahatan keuangan. The Board of Commissioners shall have a policy pertaining to the resignation of members of the Board of Commissioners if involved in financial crimes.	Keterangan: Telah sesuai Note: Comply Dewan Komisaris telah memiliki kebijakan terkait pengunduran diri anggota Dewan Komisaris apabila terlibat dalam kejahatan keuangan yang tercantum dalam Anggaran Dasar Perusahaan Pasal 16 Ayat (25). The Board of Commissioners has established a policy pertaining to the resignation of members of the Board of Commissioners if involved in financial crimes as stated in the Company's Articles of Association Article 16 Paragraph (25).	
4.4	Dewan Komisaris atau Komite yang menjalankan fungsi Nominasi dan Remunerasi menyusun kebijakan suksesi dalam proses Nominasi anggota Direksi. The Board of Commissioners or the Committee that carries out the Nomination and Remuneration function shall formulate a succession policy in the process of nominating members of the Board of Directors.	Keterangan: Telah sesuai Note: Comply Dewan Komisaris telah mempunyai kebijakan suksesi dalam proses Nominasi Anggota Direksi yang tercantum di dalam <i>Board Manual</i> Bab II Dewan Komisaris Angka 3.13 Kebijakan Suksesi Direksi. The Board of Commissioners has formulated a succession policy in the process of nominating members of the Board of Directors, which is stated in the Board Manual Chapter II Board of Commissioners Section 3.13 on the Succession Policy of the Board of Directors.	

No.	Prinsip Principles	Telah Sesuai atau Dengan Penjelasan Comply with or with Explanation	Pengungkapan pada AR PGN 2024 Disclosures on PGN AR 2024
C. FUNGSI DAN PERAN DIREKSI FUNCTION AND ROLE OF BOARD OF DIRECTORS			
Prinsip 5 - Memperkuat Keanggotaan dan Komposisi Direksi Principle 5 - Strengthening the Membership and Composition of the Board of Directors			
5.1	Penentuan jumlah anggota Direksi mempertimbangkan kondisi Perusahaan Terbuka serta efektivitas dalam pengambilan keputusan. The determination of the number of members of the Board of Directors shall take into account the condition of the Publicly Listed Company as well as its effectiveness in decision-making.	Keterangan: Telah sesuai Note: Comply Penentuan jumlah anggota Direksi telah mempertimbangkan kondisi Perusahaan Terbuka serta efektivitas dalam pengambilan keputusan berdasarkan Anggaran Dasar Perusahaan Pasal 16 Direksi ayat (2) Direksi paling sedikit 3 (tiga) orang, yang terdiri dari 1 (satu) orang Presiden Direktur dan 2 (dua) orang Direktur atau lebih dengan memperhatikan peraturan perundangan yang berlaku. Jumlah anggota Direksi PGN per 31 Desember 2023 adalah sebanyak 6 (enam) orang anggota. The determination of the number of members of the Board of Directors has taken into account the condition of the Publicly Listed Company as well as its effectiveness in decision-making based on the Company's Articles of Association, Article 16 paragraph (2), which states that the Board of Directors shall consist of at least 3 (three) persons, including 1 (one) President Director and 2 (two) Directors or more, by adhering to the prevailing laws and regulations. As of December 31, 2023, there are a total of 6 (six) members of PGN's Board of Directors.	
5.2	Penentuan komposisi anggota Direksi memperhatikan, keberagaman keahlian, pengetahuan, dan pengalaman yang dibutuhkan. The determination of the composition of the Board of Directors shall take into account the diversity of expertise, knowledge, and experience required.	Keterangan: Telah sesuai Note: Comply Penentuan komposisi anggota Direksi telah memperhatikan keberagaman keahlian, pengetahuan, dan pengalaman yang dibutuhkan yang dapat dilihat dalam profil masing-masing anggota Direksi. The determination of the composition of the Board of Directors has taken into account the diversity of expertise, knowledge, and experience required, which can be seen in the profile of each member of the Board of Directors.	
5.3	Anggota Direksi yang membawahi bidang akuntansi atau keuangan memiliki keahlian dan/atau pengetahuan di bidang akuntansi. Members of the Board of Directors in charge of accounting or finance shall have expertise and/or knowledge in accounting.	Keterangan: Telah sesuai Note: Comply Anggota Direksi yang membawahi bidang akuntansi atau keuangan telah memiliki keahlian dan/atau pengetahuan di bidang akuntansi atau keuangan. Keputusan RUPS Tahun 2021 yang telah disahkan melalui Akta Keputusan RUPS Tahunan Tanggal 3 Mei 2021, menetapkan Fadjar Harianto Widodo sebagai Direktur Keuangan dan Manajemen Risiko. Fadjar Harianto Widodo memperoleh gelar Sarjana Ekonomi Universitas Diponegoro pada tahun 1992. Members of the Board of Directors in charge of accounting or finance have expertise and/or knowledge in accounting or finance. The 2021 Annual GMS resolution, which was ratified through the Deed of Decision of the Annual GMS dated May 3, 2021, appointed Fadjar Harianto Widodo as Director of Finance and Risk Management. Fadjar Harianto Widodo obtained his Bachelor of Economics Degree from Diponegoro University in 1992.	

No.	Prinsip Principles	Telah Sesuai atau Dengan Penjelasan Comply with or with Explanation	Pengungkapan pada AR PGN 2024 Disclosures on PGN AR 2024
Prinsip 6 - Meningkatkan Kualitas Pelaksanaan Tugas dan Tanggung Jawab Direksi Principle 6 - Improving the Quality of the Implementation of the Duties and Responsibilities of the Board of Directors			
6.1	Direksi mempunyai kebijakan penilaian sendiri (<i>self-assessment</i>) untuk menilai kinerja Direksi.	Keterangan: Telah sesuai Note: Comply Direksi mempunyai kebijakan penilaian sendiri (<i>self-assessment</i>) untuk menilai kinerja Direksi yang tercantum di dalam <i>Board Manual</i> Bab II Direksi Angka 2.16 tentang Kinerja Perseroan. Direksi menyampaikan laporan triwulan pencapaian KPI kepada Dewan Komisaris setiap tanggal 20 bulan berikutnya setelah triwulan berakhir, untuk kemudian dilakukan pembahasan bersama dalam Rapat Gabungan. Dewan Komisaris kemudian melakukan penilaian kinerja Direksi sesuai dengan pencapaian KPI Direksi yang dilaporkan dalam RUPS. The Board of Directors shall have a self-assessment policy to assess the performance of the Board of Directors. The Board of Directors has established a self-assessment policy to assess the performance of the Board of Directors as stated in the Board Manual Chapter II Directors Section 2.16 on Company Performance. The Board of Directors submits a quarterly report on the achievement of KPIs to the Board of Commissioners every 20th day of the following month, after the quarter ends, for discussion at the Joint Meeting. The Board of Commissioners then assesses the performance of the Board of Directors in accordance with the achievement of the KPIs reported in the GMS.	
6.2	Kebijakan penilaian sendiri (<i>self-assessment</i>) untuk menilai kinerja Direksi diungkapkan melalui laporan tahunan Perusahaan Terbuka.	Keterangan: Telah sesuai Note: Comply Kebijakan penilaian sendiri (<i>self-assessment</i>) untuk menilai kinerja Direksi tercantum dalam <i>Board Manual</i> dan telah diungkapkan dalam Laporan Tahunan Perusahaan. Mekanisme penilaian kinerja Direksi merupakan tanggung jawab Dewan Komisaris dengan mengacu kepada pencapaian KPI Direksi dan Perseroan. The self-assessment policy to assess the performance of the Board of Directors shall be disclosed in the annual report of the Publicly Listed Company. The self-assessment policy for assessing the performance of the Board of Directors is stated in the Board Manual and has been disclosed in the Company's Annual Report. The mechanism for assessing the performance of the Board of Directors is the responsibility of the Board of Commissioners with reference to the achievement of the KPIs of the Board of Directors and the Company.	
6.3	Direksi mempunyai kebijakan terkait pengunduran diri anggota Direksi apabila terlibat dalam kejahatan keuangan.	Keterangan: Telah sesuai Note: Comply Direksi sudah memiliki kebijakan terkait pengunduran diri anggota Direksi apabila terlibat dalam kejahatan keuangan yang tercantum di dalam Anggaran Dasar Perusahaan Pasal 11 ayat (23). The Board of Directors shall have a policy pertaining to the resignation of members of the Board of Directors if involved in financial crimes. The Board of Directors has already established a policy pertaining to the resignation of members of the Board of Directors if involved in financial crimes as stated in the Company's Articles of Association Article 11 paragraph (23).	

No.	Prinsip Principles	Telah Sesuai atau Dengan Penjelasan Comply with or with Explanation	Pengungkapan pada AR PGN 2024 Disclosures on PGN AR 2024
D. PARTISIPASI PEMANGKU KEPENTINGAN STAKEHOLDER PARTICIPATION			
Prinsip 7 - Meningkatkan Aspek Tata Kelola Perusahaan melalui Partisipasi Pemangku Kepentingan Principle 7 - Improving Corporate Governance Aspects through Stakeholder Participation			
7.1	Perusahaan Terbuka memiliki kebijakan untuk mencegah terjadinya <i>insider trading</i> .	Keterangan: Telah sesuai Note: Comply Perusahaan telah memiliki kebijakan untuk mencegah terjadinya <i>insider trading</i> yang tercantum di dalam Pedoman Etika Usaha dan Etika Kerja (<i>Code of Conduct</i>) dengan Nomor Dokumen: P-004/A017 Revisi Ke: 00 yang ditandatangani oleh Direktur Utama pada tanggal 26 April 2021. Penjelasan mengenai <i>insider trading</i> terdapat pada Bab IV Etika Kerja, Angka 4.13 tentang Informasi Orang Dalam (<i>Insider Trading</i>). Perusahaan juga mempunyai Kebijakan Pengelolaan Informasi Perusahaan berdasarkan Keputusan Direksi Nomor: 011000.K/132/UT/2006 yang ditandatangani oleh Direktur Utama. Kebijakan ini mengklasifikasikan informasi menjadi 3 (tiga) kategori, yaitu: 1. Informasi Rahasia; 2. Informasi Terbatas; dan 3. Informasi Biasa. Kebijakan Pengelolaan Informasi Perusahaan juga menjelaskan bahwa pengungkapan informasi kepada publik dan <i>stakeholders</i> lainnya dilakukan secara wajar dengan memperhatikan klasifikasi informasi, kepentingan Perusahaan dan kebutuhan pihak yang berkepentingan sesuai dengan peraturan yang berlaku. The Company has established a policy to prevent insider trading as stated in the Code of Conduct Document No. P-004/A017 Revision Number: 00, which was signed by the President Director on April 26, 2021. An explanation of insider trading is contained in Chapter IV of Work Ethics, Section 4.13 on Insider Trading. The Company also owns a Corporate Information Management Policy based on the Decision of the Board of Directors No. 011000.K/132/UT/2006, signed by the President Director. This policy classifies information into 3 (three) categories, as follows: 1. Confidential Information. 2. Restricted Information. 3. Regular Information. The Company's Information Management Policy also explains that the disclosure of information to the public and other stakeholders shall be carried out reasonably by taking into account the classification of information, the interests of the Company, and the needs of the concerned parties in accordance with applicable regulations.	
	Publicly Listed Company shall have a policy to prevent insider trading.		

No.	Prinsip Principles	Telah Sesuai atau Dengan Penjelasan Comply with or with Explanation	Pengungkapan pada AR PGN 2024 Disclosures on PGN AR 2024
7.2	Perusahaan Terbuka memiliki kebijakan anti korupsi dan anti <i>fraud</i> . A Publicly Listed Company shall have an Anti-corruption and anti-fraud policy.	Keterangan: Telah sesuai Note: Comply Perusahaan memiliki kebijakan Anti <i>Fraud</i> dan Anti Korupsi, yang tercantum dalam berbagai kebijakan sebagai berikut: 1. Pedoman Tata Kelola Perusahaan yang Baik, dengan Nomor Dokumen: P- 003/A017 Revisi Ke: 00 yang ditandatangani oleh Direktur Utama pada tanggal 26 April 2021. 2. Pedoman Etika Usaha dan Etika Kerja, dengan Nomor Dokumen: P-004/A017 Revisi Ke: 00 yang ditandatangani oleh Direktur Utama pada tanggal 26 April 2021. 3. Pedoman Benturan Kepentingan dan Pengendalian Gratifikasi, dengan Nomor Dokumen: P-004/A011 Revisi Ke: 00 yang ditandatangani oleh Direktur Utama pada tanggal 15 September 2021. Pedoman Sistem Manajemen Mutu, Keselamatan dan Kesehatan Kerja, Pengamanan, serta anti penyuapan (SMMHSSEAP) No. P-002/15.03 tanggal 9 Januari 2023. 4. Penerapan sertifikasi ISO 37001:2016 Sistem Manajemen Anti Penyuapan yang berlaku sampai dengan 21 Desember 2023. The Company owns Anti-Fraud and Anti-Corruption policies, which are stated in various policies as follows: 1. Good Corporate Governance Guidelines, Document No. P- 003/A017, Revision No. 00, which was signed by the President Director on April 26, 2021. 2. Code of Business Ethics and Work Ethics, Document No. P-004/A017, Revision No. 00, signed by the President Director on April 26, 2021. 3. Guidelines for Conflict of Interest and Gratification Control, Document No. P-004/A011, Revision No. 00, which was signed by the President Director on September 15, 2021. Guidelines for Quality Management Systems, Occupational Safety and Health, Security, and anti-bribery (SMMHSSEAP) No. P-002/15.03 dated January 9, 2023. 4. Implementation of ISO 37001: 2016 Anti-Bribery Management System that is valid until December 21, 2023.	
7.3	Perusahaan Terbuka memiliki kebijakan tentang seleksi dan peningkatan kemampuan pemasok atau <i>vendor</i> . A Publicly Listed Company shall have a policy on the selection and improvement of suppliers or vendors.	Keterangan: Telah sesuai Note: Comply Perusahaan telah memiliki kebijakan tentang seleksi dan peningkatan kemampuan pemasok atau <i>vendor</i> melalui kebijakan Pedoman Pengadaan Barang dan Jasa dengan Nomor Dokumen: P-001/31.00/2023 Tanggal Berlaku: 30 Oktober 2023. Penjelasan terkait seleksi pengadaan barang dan jasa dimuat pada Bab III Pengadaan Barang dan Jasa angka 3.1 tentang Cara Pengadaan Barang dan Jasa. Perusahaan telah melakukan peningkatan kemampuan kepada pemasok berupa penjelasan terkait kebijakan pengadaan barang dan jasa yang berlaku di Perusahaan saat penjelasan pengadaan pekerjaan. Selain itu Perusahaan juga mengadakan sosialisasi <i>Contractor Safety Management System</i> (CSMS) terkait K3, Etika Usaha, serta Anti Penyuapan dengan Penyedia Barang/Jasa. The Company has established a policy for selecting and improving suppliers or vendors under the Goods and Services Procurement Guidelines policy, Document No. P-001/31.00/2023, with an effective date of October 30, 2023. Explanations regarding the selection of goods and services for procurement are provided in Chapter III of Goods and Services Procurement, Section 3.1 on How to Procure Goods and Services. The Company has conducted an improvement for suppliers in the form of the dissemination of information regarding the goods and services procurement policy that applies to the Company during the briefing of work procurement. In addition, the Company also conducts Contractor Safety Management System (CSMS) dissemination on Occupational Safety and Health (K3), Business Ethics, and Anti-bribery policies with Goods/Services Providers.	

No.	Prinsip Principles	Telah Sesuai atau Dengan Penjelasan Comply with or with Explanation	Pengungkapan pada AR PGN 2024 Disclosures on PGN AR 2024
7.4	Perusahaan Terbuka memiliki kebijakan tentang pemenuhan hak-hak kreditur. A Publicly Listed Company shall have a policy on the fulfillment of creditors' rights.	Keterangan: Telah sesuai Note: Comply Hak dan kewajiban Perusahaan kepada Kreditur tercantum di dalam kontrak dengan Kreditur di mana penyusunan kontrak mengacu pada kebijakan pihak Kreditur yang bekerja sama dengan Perusahaan. Pelaksanaan hubungan dengan Kreditur diatur dalam Pedoman Etika Usaha dan Etika Kerja pada Bab III Etika Usaha Angka 3.4 tentang Etika Perseroan dengan Kreditur yang di antaranya mengatur tentang kewajiban untuk menghormati hak-hak kreditur sesuai perjanjian perikatan dan ketentuan perundang-undangan. The Company's rights and obligations to Creditors are stated in the contract with Creditors, in which the drafting of the contract adheres to the policies of the Creditors who cooperate with the Company. The implementation of relations with Creditors is regulated in the Code of Business Ethics and Work Ethics in Chapter III Business Ethics, Section 3.4 regarding the Company's Ethics with Creditors, which, among others, regulates the obligation to respect the rights of creditors in accordance with the binding agreement and statutory provisions.	
7.5	Perusahaan Terbuka memiliki kebijakan sistem <i>whistleblowing</i> . A Publicly Listed Company shall have a policy on whistleblowing system.	Keterangan: Telah sesuai Note: Comply Perusahaan telah memiliki Pedoman <i>Whistleblowing System</i> dengan Nomor Dokumen: P-002/A011 Revisi Ke: 0 yang ditandatangani oleh Direktur Utama tanggal 2 Agustus 2021 yang bertujuan untuk memberikan arahan terkait pengelolaan <i>whistleblowing system</i> agar dapat berjalan efektif dan akuntabel. The Company has established a Whistleblowing System Guideline, with Document No. P-002/A011, Revision No. 0, signed by the President Director on August 2, 2021, which aims to provide direction regarding the management of the whistleblowing system so that the system can run effectively and accountably.	
7.6	Perusahaan Terbuka memiliki kebijakan pemberian insentif jangka panjang kepada Direksi dan karyawan. A Publicly Listed Company shall have a policy of granting longterm incentives to the Board of Directors and employees.	Keterangan: Telah sesuai Note: Comply Kebijakan insentif jangka panjang untuk Direksi tercantum dalam Rapat Umum Pemegang Saham Tahunan PT Perusahaan Gas Negara Tbk tanggal 30 Mei 2023. Dimana Mata Acara Rapat 4 yaitu mengenai "Penetapan Tantiem untuk Direksi dan Dewan Komisaris Perseroan Tahun Buku 2022, serta Gaji/Honorarium, berikut Fasilitas dan Tunjangan Tahun Buku 2023. Sementara kebijakan insentif jangka panjang untuk karyawan tercantum dalam Perjanjian Kerja Bersama Periode 2021-2023 yaitu Pasal 44 tentang Insentif Kerja Pekerja (IKP). Besaran dan tata cara pembayaran IKP diatur melalui Keputusan Direksi. The long-term incentive policy for the Board of Directors is stated in the Annual General Meeting of Shareholders of PT Perusahaan Gas Negara Tbk dated May 30, 2023, in which Meeting Agenda 4 discussed "Determination of Tantiem for the Company's Board of Directors and Board of Commissioners for the Financial Year 2022, as well as Salary/Honorarium, along with Facilities and Allowances for the Financial Year 2023. Meanwhile, the long-term incentive policy for employees is stated in the 2021-2023 Collective Labor Agreement, Article 44 on Worker Incentives (IKP). The amount and procedures for payment of IKP are regulated through a Decision of the Board of Directors.	

No.	Prinsip Principles	Telah Sesuai atau Dengan Penjelasan Comply with or with Explanation	Pengungkapan pada AR PGN 2024 Disclosures on PGN AR 2024
E. KETERBUKAAN INFORMASI INFORMATION DISCLOSURE			
Prinsip 8 - Meningkatkan Pelaksanaan Keterbukaan Informasi Principle 8 - Improving the Implementation of Information Disclosure			
8.1	Perusahaan Terbuka memanfaatkan penggunaan teknologi informasi secara lebih luas selain Situs Web sebagai media keterbukaan informasi. A Publicly Listed Company shall take advantage of the broader use of information technology in addition to the Website as a medium for information disclosure.	Keterangan: Telah sesuai Note: Comply Perusahaan memanfaatkan penggunaan teknologi informasi secara lebih luas selain situs web sebagai media keterbukaan informasi di antaranya melalui: Kebutuhan Informasi Investor : pgn.investorrelation@pertamina.com Pelanggan : pcc135@pertamina.com Selain itu, Perusahaan juga memanfaatkan penggunaan teknologi informasi melalui media sosial, sebagai berikut: - Facebook (Perusahaan Gas Negara) - Twitter (@Gas_Negara) - Instagram (@gas_negara) - Youtube (Perusahaan Gas Negara) - Whatsapp (+62 815-1150-0645) The Company has utilized the broader use of information technology in addition to the website as a medium for information disclosure, including through: Information Requires Investor : pgn.investorrelation@pertamina.com Pelanggan (Customer) : pcc135@pertamina.com In addition, the Company also utilizes information technology through social media, as follows: - Facebook (Perusahaan Gas Negara) - Twitter (@Gas_Negara) - Instagram (@gas_negara) - Youtube (Perusahaan Gas Negara) - WhatsApp (+62 815-1150-0645)	
8.2	Laporan Tahunan Perusahaan Terbuka mengungkapkan pemilik manfaat akhir dalam kepemilikan saham Perusahaan Terbuka paling sedikit 5% (lima persen), selain pengungkapan pemilik manfaat akhir dalam kepemilikan saham Perusahaan Terbuka melalui pemegang saham utama dan pengendali. The Annual Report of a Public Company discloses the ultimate beneficial owner in Public Company share ownership of at least 5% (five percent), in addition to disclosure of the ultimate beneficial owner in Public Company share ownership through the main and controlling shareholders.	Keterangan: Telah sesuai Note: Comply Laporan Tahunan 2023 telah mengungkapkan komposisi Pemegang Saham Mayoritas dan Pemegang Saham porsi besar pada bab Profil Perusahaan. The 2023 Annual Report has disclosed the composition of Majority Shareholders and Large Shareholders in the Company Profile chapter.	

PENERAPAN ASPEK DAN PRINSIP TATA KELOLA PERUSAHAAN SESUAI KETENTUAN PEDOMAN UMUM GOVERNANSI KORPORAT INDONESIA (PUGKI)

Implementation of Good Corporate Governance Aspects and Principles Based on the Provisions in the Indonesian Corporate Governance Manual (PUGKI)

PGN melakukan penilaian dan evaluasi GCG berdasarkan Pedoman Umum Governansi Korporat Indonesia (PUGKI) 2021 yang diterbitkan oleh Komite Nasional Kebijakan Governansi (KNKG). Penilaian dan evaluasi ini dilakukan dalam rangka penguatan penerapan tata kelola perusahaan yang baik sesuai prinsip-prinsip governansi korporat dari perspektif kalangan bisnis di Indonesia yang diharapkan dapat berperan penting dalam meningkatkan kepercayaan para investor dan pemangku kepentingan. Hal ini selaras dengan komitmen PGN untuk mewujudkan 4 (empat) pilar governansi korporat yaitu perilaku beretika, akuntabilitas, transparansi, dan keberlanjutan, dan PGN terus berupaya menjalankan 8 (delapan) prinsip governansi korporat Indonesia, antara lain sebagai berikut:

PGN conducts GCG assessment and evaluation based on the General Guidelines for Indonesian Corporate Governance (PUGKI) 2021 issued by the National Committee on Governance Policy (KNKG). This assessment and evaluation are carried out to strengthen the implementation of good corporate governance in accordance with the principles of corporate governance from the perspective of business circles in Indonesia, which is expected to play a crucial role in increasing investor and stakeholder confidence. It is in line with PGN's commitment to realizing the 4 (four) pillars of corporate governance, namely ethical behavior, accountability, transparency, and sustainability, and PGN continues to strive to implement 8 (eight) principles of Indonesian corporate governance, among others, as follows:

PENERAPAN ASPEK DAN PRINSIP TATA KELOLA PERUSAHAAN SESUAI KETENTUAN PEDOMAN UMUM GOVERNANSI KORPORAT INDONESIA (PUGKI)

Implementation of Good Corporate Governance Aspects and Principles Based on the Provisions in the Indonesian Corporate Governance Manual (PUGKI)

No.	Rekomendasi Recommendation	Penjelasan dan Pelaksanaan Explanation and Implementation
PRINSIP 1 - PERAN DAN TANGGUNG JAWAB DIREKSI DAN DEWAN KOMISARIS PRINCIPLE 1 - ROLES AND RESPONSIBILITIES OF THE BOARD OF DIRECTORS AND THE BOARD OF COMMISSIONERS		
1.1	Peran dan Tanggung Jawab Direksi Roles and Responsibilities of the Board of Directors KETERANGAN: DITERAPKAN NOTE: APPLY	
1.1.1	Untuk mencapai penciptaan nilai yang berkelanjutan, Direksi menjalankan peran kepemimpinannya dan berupaya mencapai hasil governansi sebagai berikut: a. berdaya saing dan berfokus ke kinerja jangka panjang; b. beretika dan bertanggung jawab dalam menjalankan bisnis; c. berkontribusi positif terhadap masyarakat dan lingkungan; serta d. berkemampuan dalam bertahap dan bertumbuh (<i>corporate resilience</i>). To achieve sustainable value creation, the Board of Directors performs its leadership role and seeks to achieve the following governance results: a. competitive and focused on long-term performance; b. ethical and responsible in running the business; c. contribute positively to society and the environment; as well as d. able to gradually grow (<i>corporate resilience</i>).	Untuk mencapai penciptaan nilai yang berkelanjutan, Direksi menjalankan peran kepemimpinannya dan berupaya mencapai hasil governansi. Perusahaan telah menetapkan standar etika bisnis yang tinggi melalui Pedoman Etika Usaha dan Etika Kerja (<i>Code of Conduct</i>) dengan nomor dokumen: P-002/A014 Revisi Ke: 00 yang ditandatangani oleh Direktur Utama pada tanggal 30 Desember 2022. Sebagai wujud untuk menumbuhkan budaya korporasi yang memastikan bahwa Pegawai bertanggung jawab untuk berperilaku sesuai standar etika. To achieve sustainable value creation, the Board of Directors performs its leadership role and seeks to accomplish governance results. The Company has established high standards of business ethics through the Code of Conduct with document no. P-002/A014 Revision: 00, which was signed by the President Director on December 30, 2022. As a manifestation to foster a corporate culture which ensures that Employees are responsible for behaving in accordance with ethical standards.

No.	Rekomendasi Recommendation	Penjelasan dan Pelaksanaan Explanation and Implementation
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 ensures that the Company's mission, vision, goals, objectives, strategies, and annual and medium-term plans are aligned with long-term goals through effective utilization of innovation and technology.	Direksi telah memastikan bahwa misi, visi, tujuan, sasaran, strategi dan rencana tahunan dan jangka menengah konsisten dengan tujuan jangka panjang seperti tertuang di dalam Rencana Kerja dan Anggaran Perusahaan (RKAP) 2023 dan Rencana Jangka Panjang Perusahaan (RJPP) 2021-2026. The Board of Directors has ensured that the mission, vision, goals, targets, strategies, and annual and medium-term plans are aligned with the long-term objectives outlined in the Company's Work Plan and Budget (RKAP) 2023 and Long Term Plan (RJPP) 2021-2026.
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 Company implements appropriate and effective risk management and internal control systems that are aligned with the Company's vision, mission, goals, objectives, and strategies, and in accordance with applicable laws, regulations, and standards.	Direksi telah 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 has ensured that the Company implements appropriate and effective risk management and internal control systems that are aligned with the Company's vision, mission, goals, objectives and strategies, and in accordance with applicable laws, regulations, and standards.
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 Company's accounting and financial reporting systems, as well as the timely and accurate disclosure of all material information about the Company.	Direksi telah memastikan integritas akuntansi dan sistem pelaporan keuangan korporasi telah sesuai dengan ketentuan akuntansi yang berlaku dan Laporan Keuangan, Laporan Tahunan dan semua informasi material terkait korporasi sesuai tenggat waktu yang ditetapkan dan telah mempublikasikannya di dalam situs web Perseroan. The Board of Directors has ensured that the integrity of the Company's accounting and financial reporting system is in compliance with applicable accounting provisions and that the Financial Report, Annual Report, and all material information related to the Company in line with the specified deadlines and have been published on the Company's website.
1.1.5	Direksi memastikan pelaporan keberlanjutan telah disusun sebagaimana mestinya. The Board of Directors ensures that sustainability reporting is prepared appropriately.	Direksi telah memastikan pelaporan keberlanjutan telah disusun sebagaimana mestinya sesuai dengan peraturan yang berlaku dan melakukan persetujuan terhadap isi Laporan Keberlanjutan dengan menandatangani Lembar Persetujuan Dewan Komisaris dan Direksi. The Board of Directors has ensured that the sustainability report was properly prepared in accordance with applicable regulations and has approved its contents by signing the Board of Commissioners and Directors Approval Sheet.

No.	Rekomendasi Recommendation	Penjelasan dan Pelaksanaan Explanation and Implementation
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 sets a framework for the Company's information technology (IT) governance that is in line with the Company's business needs and priorities, promotes business opportunities and performance, strengthens risk management, and supports the Company's objectives and strategies.	Direksi telah membangun kerangka kerja untuk governansi teknologi informasi (TI) korporasi yang selaras dengan kebutuhan dan prioritas bisnis korporasi. The Board of Directors has developed a framework for the Company's information technology (IT) governance that is in line with its business needs and priorities.
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 companies that conduct business activities based on Sharia principles, the Board of Directors must ensure the authority and availability of sufficient supporting equipment so that the Sharia Supervisory Board can perform its duties effectively.	Perusahaan bergerak di bidang pengembangan dan pemanfaatan gas bumi, sebagaimana tercantum dalam Anggaran Dasar Perusahaan Pasal 3. The company according to its Articles of Association, it is involved in the development and utilization of natural gas in Article 3.
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. Periodically, the Charter of the Board of Directors is reviewed. The Charter, among other things, specifies the allocation of roles among individual Directors, which can be regulated by the Directors' Charter or a Directors' Decree.	Perusahaan telah memiliki Piagam Direksi yang disebut <i>Board Manual</i> yang disahkan pada tanggal 13 Desember 2021. The company has a Directors' Charter known as the Board Manual, which was ratified on December 13, 2021.
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 in place regarding the resignation of members of the Board of Directors if they are involved in financial crimes and are found to have made a mistake.	Direksi sudah memiliki kebijakan terkait pengunduran diri anggota Direksi apabila terlibat dalam kejahatan keuangan yang tercantum di dalam Anggaran Dasar Perusahaan Pasal 11 ayat (23). The Board of Directors already has a policy in place regarding the resignation of members of the Board of Directors if they are involved in financial crimes, as stated in Article 11 paragraph 23 of the Company's Articles of Association.

No.	Rekomendasi Recommendation	Penjelasan dan Pelaksanaan Explanation and Implementation
1.2	Penilaian Kinerja – Direksi dan Anggotanya Performance Assessment – the Board of Directors and Members KETERANGAN: DITERAPKAN NOTE: APPLY	
1.2.1	Dewan Komisaris melakukan evaluasi formal tahunan secara obyektif dan independen untuk menentukan efektivitas Direksi dan setiap individu Direktur. The Board of Commissioners conducts an annual objective and independent evaluation of the effectiveness of the Board of Directors and each individual Director.	Dewan Komisaris telah melakukan evaluasi formal tahunan secara obyektif dan independen untuk menentukan efektivitas Direksi dan setiap individu direktur sesuai <i>Board Manual</i> yang mengatur bahwa Direksi dan Dewan Komisaris Perseroan mengimplementasikan <i>Key Performance Index</i> (KPI), dan melakukan penilaian kinerja Direksi sesuai dengan pencapaian KPI Direksi yang dilaporkan dalam RUPS. The Board of Commissioners has conducted an annual formal evaluation objectively and independently to determine the effectiveness of the Board of Directors and each individual Director in accordance with the Board Manual, which regulates that the Board of Directors and the Board of Commissioners of the Company implement the Key Performance Index (KPI), and assess the performance of the Board of Directors based on the KPI achievements of the Board of Directors that are reported at the General Meeting of Shareholders (GMS).
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.	Dewan Komisaris dengan pertimbangan Komite Nominasi, Remunerasi dan GCG, telah memastikan bahwa evaluasi kinerja Direktur Utama didasarkan pada kriteria yang telah ditentukan sebelumnya dan dikomunikasikan kepada Dewan Komisaris, yaitu berdasarkan RKAP. The Board of Commissioners, with consideration from the Nomination, Remuneration, and GCG Committee, has ensured that the President Director's performance evaluation is based on predetermined criteria and communicated to the Board of Commissioners, as outlined in the Company's Work Plan and Budget (RKAP).
1.3	Peran dan Tanggung Jawab Dewan Komisaris Roles and Responsibilities of the Board of Commissioners KETERANGAN: DITERAPKAN NOTE: APPLY	
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 Company's strategy at least once a year and approves the mission, vision, and strategy developed by the Board of Directors. The Board of Commissioners also reviews, advises on, and approves the Company's business, long-term, and short-term financial plans. The Board of Commissioners also advises and oversees the Board of Directors' implementation management. The Board of Directors and Board of Commissioners are involved in critical decisions for the Company, as outlined in the Company's Articles of Association.	Dewan Komisaris telah meninjau strategi korporasi di dalam RJPP dan RKAP paling tidak setiap tahun, untuk memastikan strategi masih relevan dengan kondisi terkini. Keseluruhan tugas tersebut diatur di dalam Anggaran Dasar Perseroan. The Board of Commissioners has reviewed the Company's strategy in the RJPP and RKAP at least once a year to ensure that it remains relevant to current conditions. All of these tasks are governed by the Company's Articles of Association.

No.	Rekomendasi Recommendation	Penjelasan dan Pelaksanaan Explanation and Implementation
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.	PGN telah mengungkapkan jenis keputusan yang memerlukan persetujuan Dewan Komisaris pada Laporan Tahunan 2023 sub bab Pelaksanaan Tugas Dewan Komisaris dan di bab Laporan Dewan Komisaris. PGN has disclosed the types of decisions that require Board of Commissioners approval in the 2023 Annual Report sub-chapter Implementation of the Board of Commissioners' Duties as well as the Board of Commissioners Report Chapter.
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. The Board of Commissioners proposes to the GMS the appointment and/or dismissal of members of the Board of Directors and the Board of Commissioners, taking into account the Nomination and Remuneration Committee's recommendations. In proposing the above, the Board of Commissioners emphasizes diversity, non-discriminatory elements, and equal opportunities regardless of ethnicity, religion, race, class, or gender. The Board of Commissioners ensures that the nomination and election procedures for members of the Board of Directors and the Board of Commissioners are formal and transparent.	Dewan Komisaris memastikan telah 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 serta sesuai kebutuhan Perusahaan. The Board of Commissioners ensures that diversity is considered, non-discriminatory elements, and equal opportunities regardless of ethnicity, religion, race, class, or gender. The Board of Commissioners ensures that the nomination and election process for members of the Board of Directors and the Board of Commissioners is formal and transparent and that it meets the Company's needs.
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, develops a succession policy in the nomination process for members of the Board of Directors. Every year, the Board of Commissioners reviews the President Director's reports on the implementation of development and succession plans.	Kebijakan suksesi proses nominasi anggota Direksi oleh Dewan Komisaris telah diatur dalam <i>Board Manual</i>. Anggota Direksi Perseroan diangkat dan diberhentikan oleh RUPS yang dihadiri dan disetujui oleh Pemegang Saham Seri A Dwiwarna. The Board Manual governs the succession policy for the nomination process of the members of the Board of Directors by the Board of Commissioners. Members of the Company's Board of Directors are appointed and dismissed by the GMS, which is attended and approved by Series A Dwiwarna Shareholders.

No.	Rekomendasi Recommendation	Penjelasan dan Pelaksanaan Explanation and Implementation
1.3.5	Dewan Komisaris Board of Commissioners 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.	Dewan Komisaris telah mengusulkan remunerasi kepada PT Pertamina (Persero) selaku kuasa pemegang saham seri A Dwiwarna yang ditetapkan dalam RUPS Tahunan untuk menetapkan besaran tantiem, gaji/honorarium, tunjangan, fasilitas dan insentif lainnya. Secara berkala telah dilakukan tinjauan sistem remunerasi untuk Direksi dan Dewan Komisaris, sebelum diusulkan kepada Pemegang Saham Seri A Dwiwarna. The Board of Commissioners has proposed remuneration to PT Pertamina (Persero) as the proxy for Dwiwarna Series A shareholders in accordance with the Annual GMS, to determine the amount of tantiem, salary/honorarium, allowances, facilities, and other incentives. The remuneration system for the Board of Directors and Board of Commissioners has been reviewed on a regular basis prior to being proposed to Series A Dwiwarna Shareholders.
1.3.6	Dewan Komisaris mengawasi efektivitas kebijakan governansi korporat dan implementasinya serta mengusulkan perubahan jika diperlukan. The Board of Commissioners oversees the effectiveness of the Company's governance policies and their implementation and proposes changes as necessary.	Dewan Komisaris dibantu oleh Komite-Komite telah mengawasi efektivitas kebijakan governansi Perusahaan dan implementasinya serta mengusulkan perubahan (jika diperlukan). The Board of Commissioners, supported by the Committees, has monitored the effectiveness of the Company's governance policies, their implementation, and proposed changes (if necessary).
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 oversees and guides the Company to implement appropriate and effective risk management and internal control systems that are in line with the Company's goals, objectives, and strategies, as well as compliance with applicable laws, regulations, codes of conduct, and standards.	Dewan Komisaris telah memberikan arahan tentang penerapan manajemen risiko dan sistem pengendalian intern Perusahaan dengan memantau dan menyampaikan masukan terkait manajemen risiko dan sistem pengendalian internal melalui Rapat Dewan Komisaris dengan Direksi, Rapat Komite dengan Direksi maupun Pejabat satu level di bawah Direksi atau melalui surat Dewan Komisaris kepada Direksi. Dewan Komisaris dibantu oleh Komite Audit dalam melakukan evaluasi/penilaian atas efektivitas pengendalian pada tingkat entitas dan tingkat operasional/aktivitas pada Perusahaan. The Board of Commissioners has provided guidance on the implementation of the Company's risk management and internal control system by monitoring and providing input on the risk management and internal control system through Board of Commissioners meetings with the Board of Directors, Committee meetings with the Board of Directors or officials one level below the Board of Directors, or letters from the Board of Commissioners to Directors. The Board of Commissioners is supported by the Audit Committee in evaluating/assessing the effectiveness of controls at the entity and operational/activity levels of the Company.

No.	Rekomendasi Recommendation	Penjelasan dan Pelaksanaan Explanation and Implementation
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 oversees and guides the achievement of the integrity of the Company's accounting and financial reporting systems, as well as the independence of internal and external audit functions.	Dewan Komisaris telah mengawasi dan mengarahkan agar tercapai integritas akuntansi dan sistem pelaporan keuangan korporat serta independensi fungsi Audit Internal dan eksternal dalam bentuk penelaahan efektivitas pelaksanaan audit eksternal dan internal. The Board of Commissioners has overseen and guided 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, through the review of the effectiveness of the implementation of external and internal audits.
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 monitors, reviews, and approves the Company's annual and sustainability reports, ensuring their integrity, as well as overseeing the Company's disclosure and communication processes.	Dewan Komisaris telah menyetujui Laporan Tahunan dan Laporan Keberlanjutan dengan menandatangani Lembar Persetujuan Dewan Komisaris dan Direksi. The Board of Commissioners approved the Annual Report and Sustainability Report by signing the Board of Commissioners and Directors Approval Sheet.
1.3.10	Piagam Dewan Komisaris secara periodik ditinjau. The Board of Commissioners Charter is periodically reviewed.	Pedoman pelaksanaan tugas Dewan Komisaris yang termuat di dalam <i>Board Manual</i> rutin ditinjau, dengan pemutakhiran terakhir pada 13 Desember 2021 (sebelumnya di 2020). The guidelines for implementing the duties of the Board of Commissioners contained in the Board Manual are routinely reviewed, with the last update on December 13, 2021 (previously in 2020).
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 found to have made a mistake.	Dewan Komisaris telah memiliki kebijakan terkait pengunduran diri anggota Dewan Komisaris apabila terlibat dalam kejahatan keuangan yang tercantum dalam Anggaran Dasar Perusahaan Pasal 16 Ayat (25). The Board of Commissioners has a policy in place regarding the resignation of members of the Board of Commissioners if they are involved in financial crimes, as stated in Article 16 Paragraph 25 of the Company's Articles of Association.
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 contribute to honest, objective, active, and constructive discussions at the Board of Commissioners meetings.	Komisaris independen yang tidak memiliki hubungan afiliasi dengan pemegang saham, anggota Dewan Komisaris lainnya dan anggota Direksi berperan dan berkontribusi aktif seperti komisaris non independen untuk bekerja bagi kepentingan terbaik Perusahaan. Independent commissioners, who have no affiliate relationship with shareholders, other members of the Board of Commissioners, or members of the Board of Directors, participate and contribute actively in the best interests of the Company, similar to non-independent commissioners.

No.	Rekomendasi Recommendation	Penjelasan dan Pelaksanaan Explanation and Implementation
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. The President Commissioner coordinates the Board of Commissioners and ensures their effectiveness. The President Commissioner encourages a culture of transparency and constructive dialogue that allows for the expression of a variety of views, including coordinating the setting up of appropriate board meeting agendas and ensuring sufficient time is available to discuss all agenda items. In addition, the Board of Commissioners must have the opportunity to meet with the Board of Directors and senior management.	Komisaris Utama mengkoordinasikan pembagian peran pengawasan di antara anggota Dewan Komisaris melalui Keputusan Dewan Komisaris dan penetapan agenda rapat dengan jajaran Direksi dan manajemen senior sebagaimana tercantum di dalam <i>Board Manual</i>. The President Commissioner coordinates the allocation of supervisory roles among Board of Commissioners members through Board of Commissioners Decisions, as well as the determination of meeting agendas with the Board of Directors and senior management, in accordance with Board Manual guidelines.
1.4	Pembentukan Komite Establishment of Committees KETERANGAN: DITERAPKAN NOTE: APPLY	
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 Company has committees under the Board of Commissioners, consisting of at least: the Audit Committee, Nomination and Remuneration Committee, and Risk Management Monitoring Committee.	Perseroan memiliki 3 (tiga) Komite di bawah Dewan Komisaris yaitu: 1. Komite Audit 2. Komite Nominasi, Remunerasi dan GCG. 3. Komite Pemantau Manajemen Risiko dan Pengembangan Usaha. The Company has 3 (three) Committees under the Board of Commissioners, as follows: 1. Audit Committee 2. Nomination, Remuneration, and GCG Committee. 3. Risk Management and Business Development Monitoring Committee.
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 the majority of other committees established by the Board of Commissioners are independent parties, and all members of the committee are competent, committed, and have sufficient authority to perform their roles in an effective and independent manner.	Dewan Komisaris telah memastikan bahwa anggota Komite Audit seluruhnya independen dan komite lain yang dibentuk Dewan Komisaris adalah mayoritas dari pihak independen. Independensi Komite Audit dan Komite lain yang di bawah Dewan Komisaris dapat dilihat pada Profil Komite. The Board of Commissioners ensured that all members of the Audit Committee are independent, and the majority of other committees established by the Board of Commissioners are independent parties. The independence of the Audit Committee and other committees under the Board of Commissioners can be seen in the Committee Profile.

No.	Rekomendasi Recommendation	Penjelasan dan Pelaksanaan Explanation and Implementation
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 the monitoring of the implementation of duties by the Audit Committee is carried out in an objective and independent manner, the President Commissioner is not allowed to be chairman of the Audit Committee, except in extraordinary circumstances, which must be explained in the annual report.	Komisaris Utama PGN tidak menjadi Ketua Komite Audit, dapat dilihat pada Profil Komite. PGN's President Commissioner is not the Chairman of the Audit Committee, which can be seen in the Committee Profile.
1.5	Penilaian Kinerja - Dewan Komisaris dan Anggotanya Performance Assessment – the Board of Commissioners and its Members KETERANGAN: DITERAPKAN NOTE: APPLY	
1.5.1	Dewan Komisaris melakukan evaluasi formal tahunan secara obyektif untuk menentukan efektivitas Dewan, komitennya, 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.	Dewan Komisaris melakukan evaluasi formal tahunan secara obyektif melalui penilaian sendiri (<i>self-assessment</i>) kinerja Dewan Komisaris yang diatur di dalam <i>Board Manual</i>. The Board of Commissioners conducts an annual formal evaluation objectively through self-assessment of the performance of the Board of Commissioners, as regulated in the Board Manual.
1.6	Benturan Kepentingan Conflicts of Interest KETERANGAN: DITERAPKAN NOTE: APPLY	
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 the Board of Directors with concurrent positions outside the Company must obtain approval from the Board of Commissioners. A Commissioner notifies the Board of Commissioners and the chairman of the committee carrying out the nomination function prior to accepting a new appointment as Director or Commissioner of a public company, other Director positions, or other positions with a significant time commitment.	Dewan Komisaris telah memberikan kebijakan dan pedoman yang jelas bagi anggota Direksi yang menjabat atau ingin menjabat sebagai Direktur atau Komisaris di korporasi lain seperti tercantum di dalam Anggaran Dasar dan <i>Board Manual</i>. The Board of Commissioners has established clear policies and guidelines for members of the Board of Directors who are or wish to be Directors or Commissioners in other companies, as stated in the Articles of Association and Board Manual.

No.	Rekomendasi Recommendation	Penjelasan dan Pelaksanaan Explanation and Implementation
16.2	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 for management, members of the Board of Directors, the Board of Commissioners, and shareholders, including misuse of corporate assets and misuse in related party transactions. Commissioners with conflicts of interest do not participate in monitoring and making decisions on potential conflicts of interest involving the Commissioner or affiliates of the Commissioner concerned.	Seluruh Dewan Komisaris dan Direksi telah menandatangani Surat Pernyataan Tidak Memiliki Benturan Kepentingan. All of the Board of Commissioners and Board of Directors have signed a Statement of No Conflicts of Interest.
17	Peningkatan Kompetensi Anggota Direksi dan Dewan Komisaris Competency Improvement for Members of the Board of Directors and the Board of Commissioners KETERANGAN: DITERAPKAN NOTE: APPLY	
17.1	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, characteristics, and operations of the corporation, relevant laws and regulations, and other applicable standards and 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 the required skills and knowledge to carry out their roles on the Board.	Dewan Komisaris memastikan bahwa anggota Direksi dan Dewan Komisaris memahami peran dan tanggung jawab mereka sejak baru diangkat melalui program pengenalan yang formal dan memadai. Dewan Komisaris dan Direksi juga rutin mengikuti berbagai program pelatihan dan peningkatan kompetensi. Selain itu, Dewan Komisaris dan Direksi secara reguler 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 melalui Rapat Gabungan Dewan Komisaris dan Direksi maupun kajian dari fungsi <i>Legal Counsel & Compliance</i>. The Board of Commissioners ensures that members of the Board of Directors and Board of Commissioners understand their roles and responsibilities from the time they are appointed by providing a formal and appropriate induction program. The Board of Commissioners and Board of Directors also regularly participate in a variety of training and competency development programs. Furthermore, the Board of Commissioners and Board of Directors receives accurate, timely, and clear information about the most recent developments in relevant laws and regulations, as well as other applicable standards and obligations, risk factors, and the corporate business environment, through Joint Meetings of the Board of Commissioners and Directors and reviews of the Legal Counsel & Compliance function.

No.	Rekomendasi Recommendation	Penjelasan dan Pelaksanaan Explanation and Implementation
PRINSIP 2 - KOMPOSISI DAN REMUNERASI DIREKSI DAN DEWAN KOMISARIS PRINCIPLE 2 - COMPOSITION AND REMUNERATION OF THE BOARD OF DIRECTORS AND THE BOARD OF COMMISSIONERS		
2.1	Komposisi Direksi Composition of the Board of Directors KETERANGAN: DITERAPKAN NOTE: APPLY	
2.1.1	Dalam menentukan kandidat calon Direktur, Dewan Komisaris melalui Komite Nominasi dan Remunerasi 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 candidates for Directors, 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 qualified candidates.	Dalam menentukan kandidat calon Direktur, Dewan Komisaris melalui Komite Nominasi dan Remunerasi tidak hanya mengandalkan rekomendasi dari Dewan Komisaris, manajemen atau pemegang saham mayoritas, namun juga bisa menggunakan sumber/konsultan independen. In determining prospective candidates for Directors, 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 but can also use independent sources/consultants.
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 required knowledge, abilities, and expertise to properly meet the role of the Board of Directors and take into account the fulfillment of the diversity of the Board of Directors.	Dewan Komisaris memastikan bahwa kriteria dalam menyeleksi anggota Direksi mencakup pengetahuan, kemampuan dan keahlian yang dibutuhkan untuk memenuhi secara tepat peran Direksi serta memperhatikan terpenuhinya keberagaman Direksi yang dapat dilihat dalam profil Anggota Direksi. The Board of Commissioners ensures that the criteria for selecting members of the Board of Directors include the required knowledge, abilities, and expertise to properly meet the role of the Board of Directors and take into account the fulfillment of the diversity of the Board of Directors, which can be seen in the profiles of the members of the Board of Directors.
2.1.3	Kebijakan korporasi tentang keberagaman pada, Direksi dan Dewan Komisaris diungkapkan dalam Laporan Tahunan. The Company policy regarding diversity among the Board of Directors and Board of Commissioners is disclosed in the Annual Report.	Kebijakan korporasi tentang keberagaman pada Direksi dan Dewan Komisaris telah diungkapkan dalam Laporan Tahunan pada bab Tata Kelola. The Company policy regarding diversity among the Board of Directors and Board of Commissioners has been disclosed in the Annual Report in the Governance chapter.

No.	Rekomendasi Recommendation	Penjelasan dan Pelaksanaan Explanation and Implementation
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 in order to produce the desired Board composition. The Board of Commissioners uses independent sources to determine qualified candidates.	Dewan Komisaris telah memastikan bahwa kebijakan dan prosedur untuk seleksi dan nominasi Komisaris adalah jelas dan transparan. Kebijakan dan prosedur telah diungkapkan dalam Laporan Tahunan pada bab Tata Kelola. The Board of Commissioners ensured that the policies and procedures for the selection and nomination of Commissioners were clear and transparent. The policies and procedures have been disclosed in the Annual Report in the Governance chapter.
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 that performs the nomination function establishes nomination procedures and criteria that are consistent with the Board of Commissioners' expertise matrix, which has been approved by the Board of Commissioners, and ensures that the candidate profile meets the established requirements in the expertise matrix and nomination criteria.	Pengaturan pengangkatan dan pemberhentian anggota Dewan Komisaris tercantum di dalam: 1. Undang-Undang RI Nomor: 40 tahun 2007 tanggal 16 Agustus 2007 tentang Perseroan Terbatas; 2. Peraturan Otoritas Jasa Keuangan Nomor: 33/POJK.04/2014 tanggal 8 Desember 2014 tentang Direksi dan Dewan Komisaris Emiten atau Perusahaan Publik; 3. Anggaran Dasar Perusahaan tanggal 11 Mei 2021 Pasal 14 Ayat (12); 4. Peraturan Menteri Badan Usaha Milik Negara Nomor PER-3/MBU/03/2023 Tahun 2023 tentang Organ Dan Sumber Daya Manusia Badan Usaha Milik Negara. The arrangements for the appointment and dismissal of members of the Board of Commissioners are contained in: 1. Law of the Republic of Indonesia No. 40 of 2007 dated August 16, 2007, on Limited Liability Companies; 2. Financial Services Authority Regulation No. 33/POJK.04/2014 dated December 8, 2014, on the Board of Directors and Board of Commissioners of Issuers or Public Companies; 3. Company's Articles of Association dated May 11, 2021, Article 14 Paragraph (12); 4. Regulation of the Minister of State-Owned Enterprises No. PER-3/MBU/03/2023 of 2023 on Organs and Human Resources of State-Owned Enterprises.
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 needed to properly fulfill the role of the Board of Commissioners.	Anggota Dewan Komisaris PGN mencerminkan keberagaman dalam hal kemampuan, keahlian, pengetahuan, pengalaman, usia, latar belakang budaya, dan gender. Keberagaman anggota Dewan Komisaris dapat dilihat pada bagian Profil Dewan Komisaris. Members of the PGN Board of Commissioners reflect diversity in terms of ability, expertise, knowledge, experience, age, cultural background and gender. The diversity of members of the Board of Commissioners can be seen in the Board of Commissioners Profile section.
2.1.7	Untuk memungkinkan 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 with potential for conflicts of interest, the Board of Commissioners consists of a sufficient number of Independent Commissioners with a limited term of office, and there is disclosure of the term of membership of the Board of Commissioners and their independence from a company perspective.	Dari 6 (enam) anggota Dewan Komisaris, 4 (empat) anggota atau lebih dari 50% (lima puluh persen) adalah Komisaris Independen. Berdasarkan Anggaran Dasar Perusahaan, anggota Dewan Komisaris diangkat untuk jangka waktu terhitung sejak tanggal yang ditetapkan oleh RUPS yang mengangkatnya dan berakhir pada penutupan RUPS Tahunan yang ke-5 (lima) setelah tanggal pengangkatannya, dengan syarat tidak boleh melebihi jangka waktu 5 (lima) tahun, dengan memperhatikan peraturan perundang-undangan yang berlaku di bidang pasar modal, namun dengan tidak mengurangi hak dari RUPS untuk sewaktu-waktu dapat memberhentikan Anggota Dewan Komisaris sebelum masa jabatannya berakhir. Setelah masa jabatannya berakhir, Anggota Dewan Komisaris dapat diangkat kembali oleh RUPS untuk 1 (satu) kali masa jabatan. Of the 6 (six) members of the Board of Commissioners, 4 (four) members or more than 50% (fifty percent) are Independent Commissioners. According to the Company's Articles of Association, members of the Board of Commissioners are appointed for a term that starts on the date determined by the GMS that appointed them and ends at the close of the 5th (fifth) Annual GMS following the date of appointment, but cannot exceed 5 (five) years, with due observance of the prevailing laws and regulations in the capital market sector, without prejudice to the right of the GMS to dismiss a Member of the Board of Commissioners at any time before his/her term of office expires. After term of office expires, a Member of the Board of Commissioners may be reappointed by the GMS for 1 (one) term of office.

No.	Rekomendasi Recommendation	Penjelasan dan Pelaksanaan Explanation and 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 ensure that the Board of Directors and Board of Commissioners function effectively and increase investor and stakeholder confidence, the Nomination and Remuneration Committee ensures a formal, strict, and transparent process for selecting and appointing members of the Board of Directors and Board of Commissioners.	Ketentuan terkait tanggung jawab dan peran Komite Nominasi dan Remunerasi dalam proses penunjukan dan pengangkatan anggota Direksi dan Dewan Komisaris tercantum dalam Piagam Komite Nominasi dan Remunerasi yang disahkan pada tanggal 22 Desember 2022. The Nomination and Remuneration Committee Charter, which was ratified on December 22, 2022, contains provisions regarding the Nomination and Remuneration Committee's responsibilities and roles in the process of appointing and assigning members to the Board of Directors and Board of Commissioners.
2.2	Remunerasi Direksi dan Dewan Komisaris Remuneration of the Board of Directors and the Board of Commissioners KETERANGAN: DITERAPKAN NOTE: APPLY	
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. The Board of Directors' remuneration must be proposed, through the Nomination and Remuneration Committee, by the Board of Commissioners to be resolved by the GMS. The amount of remuneration proposed to the GMS is determined by taking into account the role of each member of the Board of Directors, the economic situation, and the company's performance.	Pedoman penetapan gaji/honorarium bagi Direksi dan Dewan Komisaris mengacu pada Peraturan Menteri Badan Usaha Milik Negara Nomor PER-3/MBU/03/2023 Tahun 2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara. Dewan Komisaris mengusulkan remunerasi Direksi kepada Menteri BUMN selaku pemegang saham seri A Dwiwarna dengan tembusan Direktur Utama PT Pertamina (Persero) selaku pemegang saham seri B/mayoritas PGN. Usulan remunerasi mempertimbangkan peran setiap anggota, situasi ekonomi serta kinerja korporasi. RUPS kemudian akan menetapkan gaji/honorarium, tunjangan, fasilitas dan tantiem/insentif kinerja untuk Direksi dan Dewan Komisaris. Guidelines for determining the salary/honorarium for the Board of Directors and the Board of Commissioners refer to the Regulation of the Minister of State-Owned Enterprises No. PER-3/MBU/03/2023 of 2023 on Organs and Human Resources of State-Owned Enterprises. The Board of Commissioners proposes the remuneration of the Board of Directors to the Minister of SOEs as an A series Dwiwarna shareholder, with a copy to the President Director of PT Pertamina (Persero) as the B series/major shareholder of PGN. The remuneration proposal considers the role of each member, the economic situation, and the Company's performance. The GMS will subsequently determine the salary/honorarium, allowances, facilities, and tantiem/performance incentives for the Board of Directors and the Board of Commissioners.
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. Di samping 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 includes a structure that is oriented towards sustainable company development and encourages the achievement of long-term objectives. The amount of remuneration proposed by the Board of Commissioners to the GMS is determined by considering each member's role, the economic situation, and the Company's performance. Furthermore, his or her position as President Commissioner, and Chairman, as well as committee membership, should be taken into account.	Kebijakan remunerasi anggota Dewan Komisaris terdiri atas struktur remunerasi yang berorientasi pada pengembangan korporasi yang berkelanjutan dan mendorong pencapaian tujuan jangka panjang. Proses penyampaian usulan hingga penetapan tantiem dan gaji/honorarium Dewan Komisaris dapat dilihat pada prinsip 2.2.1 di atas. The remuneration policy for members of the Board of Commissioners includes a remuneration structure that is oriented toward the Company's sustainable development and encourages the achievement of long-term objectives. The process for submitting proposals and determining tantiem and salaries/honorariums for the Board of Commissioners can be seen in Principle 2.2.1 above.

No.	Rekomendasi Recommendation	Penjelasan dan Pelaksanaan Explanation and Implementation
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 the remuneration package is determined based on the performance, qualifications, and competencies of the Directors and Commissioners by taking into account the performance of company operations, individual performance, and market conditions, the Nomination and Remuneration Committee ensures that there are fair and transparent procedures for establishing remuneration policies for members of the Board of Directors and Board of Commissioners.	Komite Nominasi dan Remunerasi memastikan bahwa terdapat prosedur yang adil dan transparan untuk menetapkan kebijakan remunerasi anggota Direksi dan Dewan Komisaris, dan telah mengusulkan remunerasi berdasarkan prestasi, kualifikasi dan kompetensi direktur dan komisaris dengan memperhatikan kinerja operasi korporasi, kinerja individu dan kondisi pasar. 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 and has proposed remuneration based on the performance, qualifications, and competencies of Directors and Commissioners, taking into account the Company's operational performance, individual performance, and market conditions.
PRINSIP 3 - HUBUNGAN KERJA ANTARA DIREKSI DAN DEWAN KOMISARIS PRINCIPLE 3 - WORK RELATIONSHIPS BETWEEN THE BOARD OF DIRECTORS AND THE BOARD OF COMMISSIONERS		
3.1	Sifat Hubungan Kerja Nature of Work Relationships KETERANGAN: DITERAPKAN NOTE: APPLY	
3.1.1	Terdapat diskusi yang terbuka antara Direksi dengan Dewan Komisaris serta di antara 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 and 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 ensure that confidential information does not leak.	Diskusi antara Direksi dengan Dewan Komisaris dilakukan melalui Rapat Gabungan Dewan Komisaris dan Direksi dengan tetap menjaga kerahasiaan informasi. Rapat Gabungan dapat dilihat di Laporan Tahunan pada bagian Rapat Gabungan. Discussions between the Board of Directors and the Board of Commissioners are conducted in Joint Meetings of the Boards of Commissioners and Board of Directors, with information kept confidential. Joint Meetings can be seen in the Annual Report in the Joint Meetings section.
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 Company's missions, visions, and strategies and regularly discusses the implementation.	Direksi bekerja sama dengan Dewan Komisaris dalam merumuskan misi, visi dan strategi korporasi dan secara reguler membahas pengimplementasiannya dalam Rapat Gabungan Dewan Komisaris dan Direksi. The Board of Directors collaborates with the Board of Commissioners to develop the Company's mission, vision, and strategy, and the Board of Commissioners and Directors hold joint meetings on a regular basis to discuss their implementation.
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 plays an important role in ensuring the effectiveness of the Board of Directors' and Board of Commissioners' working relationships, as well as encouraging the implementation of good corporate governance practices such as effective communication with shareholders and other stakeholders.	Sekretaris Perusahaan PGN berperan penting dalam mendukung efektivitas hubungan kerja antara Direksi dengan Dewan Komisaris, khususnya dalam hal mendorong implementasi praktik governansi korporat yang baik serta komunikasi yang efektif dengan pemegang saham dan pemangku kepentingan. The PGN Corporate Secretary contributes significantly to the effectiveness of the working relationship between the Board of Directors and the Board of Commissioners, particularly in terms of encouraging the implementation of good corporate governance practices and effective communication with shareholders and stakeholders.

No.	Rekomendasi Recommendation	Penjelasan dan Pelaksanaan Explanation and Implementation
3.2	Akses Informasi Dewan Komisaris Access to Information for the Board of Commissioners KETERANGAN: DITERAPKAN NOTE: APPLY	
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 sufficient information. The Board of Directors provides information to the Board of Commissioners regularly, without delay, and comprehensively on all matters relevant to the Company. The Board of Commissioners may at any time request additional information to the Board of Directors.	Direksi memastikan Dewan Komisaris mendapatkan akses informasi yang akurat, relevan dan tepat waktu sesuai kewenangan yang tercantum di dalam Anggaran Dasar dan <i>Board Manual</i>. Penyampaian informasi biasanya dilakukan melalui Rapat Gabungan Dewan Komisaris dan Direksi. Meski demikian, Dewan Komisaris sewaktu-waktu dapat meminta informasi tambahan dari Direksi. 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 ensures that it has sufficient information. The Board of Directors regularly provides the Board of Commissioners with timely and comprehensive information on all matters related to the Company. The Board of Commissioners may at any time request more information from the Board of Directors.
3.3	Tanggung Jawab Direksi dan Dewan Komisaris atas Dampak Struktur Kepemilikan terhadap Korporasi Responsibilities of the Board of Directors and the Board of Commissioners on the Impact of the Ownership Structure on the Company KETERANGAN: DITERAPKAN NOTE: APPLY	
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 the ownership structure on the Company. The Board of Directors and the Board of Commissioners consider their responsibilities in the context of the shareholding structure and relationships between Company shareholders, which may have an impact on the Company's management and operations.	Sampai dengan laporan ini disusun, seluruh anggota Dewan Komisaris dan Direksi beserta keluarganya tidak memiliki saham PGN, sebagaimana tercantum dalam Surat Pernyataan Kepemilikan Saham yang ditandatangani pada awal tahun 2023 oleh masing-masing anggota Dewan Komisaris dan Direksi. Laporan Kepemilikan Saham anggota Direksi dan Dewan Komisaris secara bulanan juga disampaikan dalam situs web Perusahaan, menu "Investor" sub menu "IDX Announcements". Until the preparation of this report, all members of the Board of Commissioners and Board of Directors, as well as their families, did not own PGN shares, according to the Share Ownership Statement signed by each member of the Board of Commissioners and Board of Directors at the beginning of 2023. Monthly share ownership reports for members of the Board of Directors and Board of Commissioners are also available on the Company's website under the "Investor" sub-menu "IDX Announcements".
PRINSIP 4 - PERILAKU ETIS PRINCIPLE 4 - CODE OF ETHICS		
4.1	Pedoman Etika dan Perilaku Code of Conducts KETERANGAN: DITERAPKAN NOTE: APPLY	
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. This statement is set forth in the Code of Conduct and Business Ethics, which must clearly state the Company's expectation that each member of the Board of Directors, Board of Commissioners, and employees.	Perusahaan telah memiliki Pedoman Etika Usaha dan Etika Kerja No. Dok.: P-002/A014 Revisi ke: 00 yang disahkan oleh Direktur Utama pada tanggal 30 Desember 2022 dan telah diungkapkan di dalam Laporan Tahunan dan Laporan Keberlanjutan PGN. The Company already has the Code of Business Ethics and Work Ethics Number Doc.: P-002/A014, Revision No.: 00, approved by the President Director on December 30, 2022, and disclosed in PGN's Annual Report and Sustainability Report.

No.	Rekomendasi Recommendation	Penjelasan dan Pelaksanaan Explanation and Implementation
4.1.2	Direksi menetapkan kebijakan dan praktik anti pencucian uang dan pendanaan terorisme, anti suap, antikorupsi, antikecurangan (<i>antifraud</i>), 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 practices on anti-money laundering and financing of terrorism, anti-bribery, anti-corruption, anti-fraud, and political involvement with reference to national or international standards regarding anti-money laundering, anti-bribery, anti-corruption, anti-fraud, or other related standards.	Perusahaan telah memiliki kebijakan/pedoman untuk mencegah pencucian uang dan pendanaan terorisme, anti korupsi, penawaran atau penerimaan suap serta pembayaran untuk melakukan perbuatan yang melanggar peraturan perundang-undangan atau tidak etis di antaranya melalui Pedoman Etika Usaha dan Etika Perilaku dan Pedoman Sistem Manajemen Mutu, Keselamatan dan Kesehatan Kerja, Keamanan serta Anti Penyuapan. The Company has policies/guidelines in place to prevent money laundering and terrorist financing, anti-corruption, offering or accepting bribes, and payments for acts that violate laws and regulations or are unethical, such as the Business Ethics and Behavior Code and The Company's Anti-Bribery Management System is under the management and responsibility of Legal Counsel and Compliance..
4.2	Nilai-nilai dan Budaya Organisasi Organization Values and Culture KETERANGAN: DITERAPKAN NOTE: APPLY	
4.2.1	Korporasi mengartikulasikan, menumbuhkan dan mengungkapkan budaya dan nilai-nilai korporasi. The company articulates, develops, and discloses its culture and values.	Sebagai bagian dari Holding Migas, PGN turut mengimplementasikan <i>core values</i> BUMN AKHLAK sebagai budaya Perusahaan. Program Budaya AKHLAK Subholding Gas secara konsisten dilakukan dan dievaluasi pelaksanaannya setiap 1 (satu) bulan sekali melalui <i>self-assessment</i>. As part of the Oil and Gas Holding, PGN implements the core values of SOEs, AKHLAK, into its Company culture. The AKHLAK Gas Subholding Cultural Program is consistently carried out, and its implementation is evaluated once a month through self-assessment.
4.3	Komunikasi dan Penegakan Pedoman Etika, Nilai-nilai dan Budaya Communication and Enforcement of the Code of Ethics, Values, and Culture KETERANGAN: DITERAPKAN NOTE: APPLY	
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 Company's code of conduct and ethics are effectively communicated to the Board of Directors, Board of Commissioners, and all employees, integrated into the Company's strategy and operations, including the risk management system and remuneration structure, and strictly enforced.	Pedoman perilaku dan kode etik korporasi dikomunikasikan secara efektif dan diintegrasikan ke dalam strategi dan operasi korporasi melalui penerapan Pedoman Etika Usaha dan Etika Kerja. Setiap pelanggaran yang terbukti akan dikenakan sanksi. The Company's code of conduct and code of ethics are effectively communicated and integrated into the Company's strategies and operations through the implementation of the Code of Business Ethics and Work Ethics. Any proven violation will be subject to sanctions.
PRINSIP 5 - MANAJEMEN RISIKO, PENGENDALIAN INTERN DAN KEPATUHAN PRINCIPLE 5 - RISK MANAGEMENT, INTERNAL CONTROL, AND COMPLIANCE		
5.1	Pengendalian Internal dan Kepatuhan Internal Control and Compliance KETERANGAN: DITERAPKAN NOTE: APPLY	
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 periodically reviews the accuracy of designs and operational effectiveness of the governance system, risk management, internal control, and Company's compliance and reports the implementation and results of the review to shareholders through the Company's annual report.	Laporan Tahunan PGN telah memuat informasi mengenai efektivitas operasional sistem governansi, pengelolaan risiko dan pengendalian internal yang dapat dilihat di bab Sistem Pengendalian Internal dan Manajemen Risiko. PGN's Annual Report has contained information on the operational effectiveness of the governance system, risk management, and internal control, which can be seen in the Internal Control System and Risk Management chapter.

No.	Rekomendasi Recommendation	Penjelasan dan Pelaksanaan Explanation and Implementation
5.2	Manajemen Risiko Risk Management	
5.2.1	Strategi dan risiko merupakan satu kesatuan, diungkapkan secara transparan, masuk ke dalam pelaksanaan tugas dan tanggung jawab Direksi dan Dewan Komisaris, serta dalam diskusi di rapat Dewan Komisaris dan Direksi. Strategy and risk is a unity, disclosed in a transparent manner, included in the implementation of the duties and responsibilities of the Board of Directors and the Board of Commissioners, as well as discussions at the meetings of the Board of Commissioners and Board of Directors	Direksi memimpin penerapan manajemen risiko dengan berlandaskan Piagam Manajemen Risiko & Resiliensi yang ditandatangani oleh seluruh anggota Direksi. Perusahaan juga memiliki fungsi yang bertugas melaksanakan program manajemen risiko, menyusun kebijakan dan <i>monitoring</i> pelaksanaan manajemen risiko yang berada di bawah Direktur Keuangan & Manajemen Risiko yaitu <i>Division Head, Risk Management</i>. The Board of Directors manages the implementation of risk management in accordance with the Risk Management & Resilience Chart, which is signed by all members of the Board of Directors. The Company also has a function in charge of implementing risk management programs, developing policies, and monitoring risk management implementation, which is under the Director of Finance & Risk Management, i.e., Division Head, Risk Management.
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 Oversight Committee assists in the implementation of the duties of the Board of Commissioners by creating a transparent, focused, and independent mechanism for oversight of the Company's risk management.	Perseroan memiliki Komite Pemantau Manajemen Risiko dan Pengembangan Usaha yang membantu tugas Dewan Komisaris dalam menciptakan mekanisme yang transparan, fokus dan independen dalam pengawasan manajemen risiko korporasi. The Company has a Risk Management and Business Development Monitoring Committee, which assists the Board of Commissioners in creating a transparent, focused, and independent mechanism for supervising the Company's risk management.
5.3	Integrasi Governansi, Manajemen Risiko dan Kepatuhan Integration of Governance, Risk Management, and Compliance KETERANGAN: DITERAPKAN NOTE: APPLY	
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 establishes 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 Company can achieve its objectives.	Direksi memastikan adanya koordinasi dan peningkatan kapabilitas di antara sistem utama GRC melalui fungsi GCG dan <i>Compliance</i> yang berada dalam <i>Legal Counsel and Compliance</i> di bawah Direktorat Utama serta Divisi <i>Risk Management</i> di bawah Direktorat Keuangan dan Manajemen Risiko. The Board of Directors ensures coordination and capability improvement within the GRC primary system through GCG and Compliance functions, which are in the Legal Counsel and Compliance and report to the Principal Directorate and the Risk Management Division under the Directorate of Finance and Risk Management.
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 division in charge of the compliance function does not concurrently perform functions that could lead to a conflict of interest.	Bagian yang membawahi fungsi kepatuhan di PGN tidak merangkap fungsi yang berpotensi menimbulkan benturan kepentingan. The section that oversees the compliance function at PGN does not have any concurrent functions that could lead to conflicts of interest.

No.	Rekomendasi Recommendation	Penjelasan dan Pelaksanaan Explanation and Implementation
5.4	Audit Internal Internal Audit KETERANGAN: DITERAPKAN NOTE: APPLY	
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, oversees and ensures that the internal audit function assists the Company in achieving its goals by using an objective and disciplined approach to evaluate and improve the effectiveness of risk management, internal control, and corporate governance.	Dewan Komisaris melalui Komite Audit memastikan fungsi Audit Internal memiliki wewenang, sumber daya dan akses atas informasi yang memadai untuk melaksanakan perannya secara efektif. Selain itu Komite Audit juga mengkaji efektivitas pelaksanaan <i>internal audit</i> secara berkala. The Board of Commissioners, through the Audit Committee, ensures that the internal audit function has adequate authority, resources, and access to information to perform its roles effectively. Furthermore, the Audit Committee also reviews the effectiveness of internal audits on a regular basis.
PRINSIP 6 - PENGUNGKAPAN DAN TRANSPARANSI PRINCIPLE 6 - DISCLOSURE AND TRANSPARENCY		
6.1	Kebijakan Pengungkapan Policy on Disclosure KETERANGAN: DITERAPKAN NOTE: APPLY	
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 in place to ensure that material information is disclosed while also safeguarding sensitive information and corporate secrets.	Perusahaan telah memiliki kebijakan dan prosedur pengungkapan dan transparansi yang memastikan pengungkapan informasi material dan menjaga informasi sensitif serta rahasia Perusahaan, di antaranya tercantum dalam: 1. Keputusan Direksi Perusahaan Nomor: 011000.K/132/UT/2006 yang ditandatangani oleh Direktur Utama tanggal 21 April 2006 tentang Kebijakan Pengelolaan Informasi Perusahaan. 2. Pedoman Tata Kelola yang Baik Nomor P-001/A014 tanggal 30 Desember 2022. The Company has a disclosure and transparency policy and procedure that ensures the disclosure of material information and safeguards the Company's sensitive and confidential information, as stated in: 1. Decree of the Company's Board of Directors No. 011000.K/132/UT/2006, signed by the President Director on April 21, 2006, on Company Information Management Policy 2. Good Governance Guidelines Number P-001/A014 dated December 30, 2022.
6.1.2	Hak Pemegang Saham untuk memperoleh secara teratur dan tepat waktu informasi material yang relevan tentang korporasi harus dipenuhi. Shareholders' right to obtain regularly and timely relevant material information regarding the Company must be met.	Perusahaan telah melaksanakan kewajiban keterbukaan informasi material yang relevan tentang korporasi secara teratur dan tepat waktu kepada pemegang saham, baik melalui publikasi Laporan Keuangan, Laporan Tahunan dan Laporan Keberlanjutan, pengumuman di media masa, serta informasi di situs web Perusahaan dan <i>online reporting</i> Otoritas Jasa Keuangan (OJK) serta Bursa Efek Indonesia (BEI). The Company has carried out its obligation to disclose relevant material information about the Company regularly and in a timely manner to shareholders, both through the publication of Financial Reports, Annual reports, and Sustainability Reports, announcements in the mass media, as well as information on the Company's website, the Financial Services Authority's online reporting (OJK), and the Indonesian Stock Exchange (BEI).
6.2	Laporan Keuangan dan Keberlanjutan Financial and Sustainability Reports KETERANGAN: DITERAPKAN NOTE: APPLY	
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 company discloses systems and procedures for ensuring that interim financial reports that have not been materially audited or reviewed by external auditors are accurate and complete and that investors have the information they need to make the right investment decisions.	PGN memastikan bahwa laporan keuangan interim yang tidak diaudit atau ditinjau oleh Auditor Eksternal secara material adalah akurat, lengkap, dan disusun berdasarkan standar akuntansi yang tepat oleh sumber daya manusia yang memiliki kapasitas sesuai. PGN ensures that interim financial statements that have not been materially audited or reviewed by external auditors are accurate, complete, and prepared using appropriate accounting standards by human resources with the necessary capacity.

No.	Rekomendasi Recommendation	Penjelasan dan Pelaksanaan Explanation and Implementation
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 audits on financial reports carried out by external auditors. This activity includes recommending the appointment, reappointment, and, if necessary, the termination and remuneration of the external auditor.	Komite Audit memastikan kualitas audit yang dilaksanakan Auditor Eksternal sesuai dengan yang dibutuhkan. The Audit Committee ensures that external auditors perform audits that meet the required standards.
6.2.3	Laporan berkelanjutan harus disiapkan dan diungkapkan dengan akurat dan disusun sesuai kerangka pelaporan keberlanjutan nasional atau internasional. The sustainability report shall be prepared and disclosed accurately and in accordance with national or international sustainability reporting frameworks.	Laporan berkelanjutan PGN telah disiapkan dengan mengacu kepada: 1. POJK 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan; 2. SE OJK Nomor 16/SEOJK.04/2021 tentang Bentuk dan Isi Laporan Tahunan; 3. <i>Global Reporting Initiative</i> (GRI) 2021; 4. GRI Sector Index 2021 Oil and Gas Sector. PGN's sustainability report has been prepared with reference to: 1. POJK No. 51/POJK.03/2017 on the Implementation of Sustainable Finance 2. OJK Circular Letter No. 16/SEOJK.04/2021 on the Form and Content of Annual Reports. 3. 2021 Global Reporting Initiative (GRI) 4. 2021 GRI Sector Index in the Oil and Gas Sector.
6.2.4	Korporasi menerbitkan laporan tahunan secara terintegrasi yang menempatkan kinerja historis ke dalam konteks dan menggambarkan risiko, peluang, dan prospek korporasi di masa depan, sehingga membantu pemegang saham dan pemangku kepentingan memahami tujuan strategis korporasi dan kemajuannya dalam menciptakan nilai yang berkelanjutan. The company publishes an integrated annual report that puts historical performance into context and describes the Company's future risks, opportunities, and prospects, allowing shareholders and stakeholders to understand the Company's strategic goals and progress in creating sustainable value.	Perusahaan telah menerbitkan Laporan Tahunan secara terintegrasi yang menempatkan kinerja historis ke dalam konteks dan menggambarkan risiko, peluang dan prospek korporasi di masa depan. Laporan Tahunan disetujui dan ditandatangani oleh seluruh anggota Dewan Komisaris dan Direksi. The Company has published an integrated Annual Report that puts historical performance into context and describes the Company's future risks, opportunities, and prospects. The Annual Report is approved and signed by all members of the Board of Commissioners and Board of Directors.
6.3	Diseminasi Informasi Dissemination of Information KETERANGAN: DITERAPKAN NOTE: APPLY	
6.3.1	Saluran penyebaran informasi harus menyediakan akses yang setara, tepat waktu, dan relatif murah untuk informasi yang relevan bagi pengguna. Channels for the dissemination of information should provide users with equitable, timely, and relatively inexpensive access to relevant information.	Perusahaan menyediakan akses yang setara, tepat waktu dan relatif murah untuk semua pihak yang membutuhkan informasi tentang Perseroan yaitu melalui situs web PGN dan media sosial : • Website: www.pgn.co.id • Instagram: gas_negara • Facebook: Perusahaan Gas Negara • Twitter: @gas_negara • Youtube: Perusahaan Gas Negara PGN The Company provides equal, timely, and relatively inexpensive access for all parties who need information about the Company, which is through the PGN website and social media platforms: • Website: www.pgn.co.id • Instagram: gas_negara • Facebook: Perusahaan Gas Negara • Twitter: @gas_negara • YouTube: Perusahaan Gas Negara PGN

No.	Rekomendasi Recommendation	Penjelasan dan Pelaksanaan Explanation and Implementation
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 Company ensures that an annual statement on the implementation of the Indonesian General Guidelines for Corporate Governance, including an explanation of each Recommendation and Guideline, is available on the website for at least five years.	Penerapan PUGKI dapat dilihat di Laporan Tahunan dan Laporan Keberlanjutan PGN 2023. Untuk saat ini Perusahaan belum memuat pernyataan tahunan terhadap penerapan PUGKI di situs web Perseroan. The implementation of PUGKI can be seen in the PGN Annual Report and Sustainability Report for 2023. Currently, the Company has not made an annual statement on the implementation of PUGKI available on its website.
6.3.3.	Untuk korporasi yang terdaftar di pasar modal di yurisdiksi selain yurisdiksi asal, peraturan perundang-undangan atas governansi korporat yang berlaku harus diungkapkan dengan jelas. Dalam hal <i>cross listing</i>, kriteria dan prosedur <i>cross listing</i>, kriteria dan prosedur untuk mengakui persyaratan <i>listing</i> untuk <i>listing</i> utama harus transparan dan didokumentasikan. Companies listed on the capital market in jurisdictions other than their origin must clearly disclose the applicable laws and regulations on corporate governance. Cross-listing criteria and procedures, as well as those for recognizing primary listing requirements, should be transparent and documented.	Perusahaan hanya terdaftar di Pasar Modal di yurisdiksi asal atau Bursa Efek Indonesia. Companies are only listed on the capital market in their home country or on the Indonesian Stock Exchange.
PRINSIP 7 - HAK-HAK PEMEGANG SAHAM PRINCIPLE 7 - RIGHTS OF HAREHOLDERS		
7.1	Hak Pemegang Saham Rights of Shareholders KETERANGAN: DITERAPKAN NOTE: APPLY	
7.1.1	Korporasi memiliki suatu kebijakan komunikasi yang memfasilitasi dan mendorong partisipasi pemegang saham atau investor. The Company has a communications policy that facilitates and encourages shareholder or investor participation.	Perusahaan telah memiliki kebijakan terkait komunikasi dengan Pemegang Saham atau <i>Investor</i> yang tercantum dalam Prosedur Operasi Penyampaian Informasi Perusahaan Kepada Investor dan PGN melalui divisi <i>Investor Relations</i> melakukan proses komunikasi dengan pemegang saham, <i>investor</i>, serta aparat pendukung pasar modal. Uraian detil dapat dilihat pada bab GCG tentang Hubungan <i>Investor</i> pada laporan Tahunan ini. The company has a policy for communicating with shareholders or investors, which is outlined in the Operational Procedure for Submitting Company Information to Investors, and PGN, through the Investor Relations division, manages the communication process with shareholders, investors, and capital market supporting officials. A detailed description can be seen on GCG chapter regarding Investor Relations in this Annual Report.
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. Parent companies ensure that their corporate governance policies apply to subsidiaries and common control entities in which they have a significant investment.	Perusahaan memastikan bahwa kebijakan governansi korporat yang dimiliki telah selaras dengan kebijakan governansi korporat anak dan entitas sepengendali di antaranya melalui Pedoman Tata Kelola Hubungan PGN sebagai Perusahaan Induk (<i>Subholding Gas</i>) dengan Anak Perusahaan dan/atau Afiliasi yang ditetapkan berdasarkan Keputusan Direksi Nomor: 051000.K/OT.00/PDO/2019 tanggal 27 Desember 2019 dan pedoman lainnya. The company ensures that its corporate governance policies are consistent with the corporate governance policies of subsidiaries and common control entities, including the Governance Guidelines for the Relationship of PGN as a Holding Gas Company with Subsidiaries and/or Affiliates as determined by Board of Directors' Decree No. 051000.K/OT.00/PDO/2019 dated December 27, 2019, as well as other guidelines.

No.	Rekomendasi Recommendation	Penjelasan dan Pelaksanaan Explanation and Implementation
7.1.3	Korporasi memiliki aturan dan prosedur yang mengatur akuisisi, pengambilalihan, dan transaksi luar biasa seperti <i>merger</i> 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. Companies have rules and procedures that govern acquisitions, takeovers, and extraordinary transactions, such as mergers and sales of significant corporate assets, to ensure that the transactions take place in a transparent and reasonable manner while also protecting the rights of all shareholders based on class.	PGN memiliki aturan dan prosedur yang mengatur akuisisi, pengambil alihan, dan transaksi luar biasa seperti <i>merger</i> dan penjualan aset korporasi yang substansial di dalam Anggaran Dasar Perusahaan. PGN has rules and procedures in place governing acquisitions, takeovers, and extraordinary transactions such as mergers and sales of significant Company's assets in the Company's Articles of Association.
7.2	Perlakuan Adil Terhadap Pemegang Saham Fair Treatment of Shareholders KETERANGAN: DITERAPKAN NOTE: APPLY	
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 memperoleh pengaruh atau kendali yang tidak proporsional dengan kepemilikan sahamnya. Companies 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 the rules and procedures, as well as disclosure of the capital structure and arrangements that allow certain shareholders to gain influence or control that is disproportionate to their share ownership.	Perusahaan memastikan untuk memberikan informasi dan perlakuan yang setara kepada seluruh pemegang saham. Contohnya dengan memberikan informasi dengan muatan dan waktu yang sama melalui situs web www.pgn.co.id pada menu "<i>Investor</i>". The Company is committed to providing all shareholders with equal information and treatment, including information with the same content and timing through the "Investor" menu on the www.pgn.co.id website.
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. The Company has rules and procedures that ensure related party transactions are approved and carried out in such a way as to ensure that conflicts of interest are properly managed, and protect the interests of the Company and shareholders.	Perusahaan memiliki kebijakan yang ditetapkan melalui Pedoman Benturan Kepentingan dan Pengendalian Gratifikasi nomor dokumen: P-004/A011 Revisi: 00 tanggal 15 September 2021 yang memastikan proses transaksi tersebut berjalan sesuai dengan ketentuan yang berlaku dan dikelola dengan tepat serta mampu melindungi kepentingan korporasi dan pemegang saham. The Company has a policy established through the Conflict of Interest and Gratification Control Guidelines Document number: P- 004/A011 Revision: 00 dated 15 September 2021 which ensures that the transaction process runs in accordance with applicable regulations and is managed appropriately and is able to protect the interests of the corporation and its shareholders.
7.2.3	Korporasi memiliki dan mengungkapkan kebijakan untuk mencegah terjadinya <i>insider trading</i>. 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. The Company has established and disclosed policies to prevent insider trading. The Company has clear rules in place for any trading in the Company's shares by Directors, Commissioners, and insiders to ensure that no one benefits directly or indirectly from information that is not yet available on the market.	PGN telah memiliki dan mengungkapkan kebijakan untuk mencegah terjadinya <i>insider trading</i> yang tercantum dalam Pedoman Etika Usaha dan Etika Kerja. Pedoman tersebut telah dipublikasikan dalam situs web Perusahaan, dalam menu "Tata Kelola". PGN has established and disclosed policies to prevent insider trading, as outlined in the Business Ethics and Work Ethics Guidelines. These guidelines are available on the Company's website, under the "Governance" menu.

No.	Rekomendasi Recommendation	Penjelasan dan Pelaksanaan Explanation and Implementation
7.3	Rapat Umum Pemegang Saham General Meeting of Shareholders KETERANGAN: DITERAPKAN NOTE: APPLY	
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 company implements the notice for the GMS with the agenda and materials for the GMS as completely and as early as possible (no later than 28 days prior to the GMS) to provide sufficient time and material for shareholders to properly study the meeting agenda. Meeting invitations and all GMS information are distributed electronically, such as through the Company's website.	PGN berupaya melakukan panggilan RUPS 28 hari sebelum RUPS. Meski demikian panggilan RUPS pada 8 Mei 2023 hanya terpaut 23 hari dari pelaksanaan RUPS di 30 Mei 2023. Panggilan RUPS telah dipublikasikan di situs web Perusahaan menu "Investor" sub menu "AGMS/RUPS" yang juga memuat mata acara rapat, penjelasan dan ketentuan umum. PGN strives to implement the GMS notice no later than 28 days prior to the GMS. However, the summons for the GMS, which was issued on May 8, 2023, was only 23 days prior to the GMS that was implemented on May 30, 2023. The GMS invitation is available on the Company's website under the "Investor" menu, submenu "AGMS/GMS," which also includes meeting agenda items, explanations, and general provisions.
7.3.2	Korporasi memiliki dan mengungkapkan aturan dan prosedur yang memfasilitasi pemegang saham dalam berpartisipasi dan memberikan suara secara efektif di RUPS. The Company has established and disclosed rules and procedures that facilitate shareholder participation and effective voting at the GMS.	PGN memiliki cara atau prosedur teknis pemungutan suara (<i>voting</i>) yang tercantum dalam Tata Tertib RUPS yang menjelaskan bahwa pemungutan suara dilakukan dengan "Mengangkat Tangan" (untuk yang hadir secara fisik). Perusahaan telah menunjuk pihak independen untuk menghitung dan/atau mengesahkan suara dalam RUPS yaitu biro Administrasi Efek PT Datindo Entrycom dan Kantor Notaris Ir. Nanette Cahyanie Handari Adi. PGN has a technical method or procedure for voting listed in the GMS Rules of Procedure, which states that voting is conducted by "raising hands" (for those who are physically present). The company has appointed independent parties to count and/or verify votes at the GMS, which is the Securities Administration Bureau PT Datindo Entrycom and the Notary Office, Ir. Nanette Cahyanie Handari Adi.
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.	Pemegang saham berpartisipasi efektif dalam menetapkan penunjukan anggota Direksi dan Dewan Komisaris melalui RUPS dengan memfasilitasi pemegang saham untuk berpartisipasi dan memberikan suara dalam RUPS. Shareholders participate effectively in determining the appointment of members of the Board of Directors and Board of Commissioners through the GMS by facilitating shareholder participation and voting at the GMS.
7.3.4	Korporasi memastikan transparansi dan akuntabilitas Auditor Eksternal di RUPS. The Company ensures the transparency and accountability of the external auditor at the GMS.	Perusahaan memastikan bahwa Auditor Eksternal menghadiri RUPS dan menjawab pertanyaan dari pemegang saham terkait dengan audit atas laporan keuangan. The Company ensures that external auditors attend the GMS and answer questions from shareholders related to the audit of financial statements.
7.3.5	Penyampaian hasil pemungutan suara dan ringkasan risalah RUPS secara lengkap diumumkan ke publik pada hari kerja berikutnya. The submission of voting results, as well as a full summary of the GMS minutes, will be made public the following working day.	PGN telah menyampaikan hasil pemungutan suara dan ringkasan risalah RUPS secara lengkap ke publik pada hari kerja berikutnya melalui situs web Perseroan, <i>online reporting</i> OJK dan BEI serta pengumuman di media massa. PGN has submitted the voting results and a full summary of the GMS minutes to the public on the following working day through the Company's website, OJK and IDX online reporting, and media announcements.

No.	Rekomendasi Recommendation	Penjelasan dan Pelaksanaan Explanation and Implementation
PRINSIP 8 – HAK-HAK PEMANGKU KEPENTINGAN PRINCIPLE 8 – RIGHTS OF STAKEHOLDER		
8.1	Keterlibatan Pemangku Kepentingan Kunci Stakeholders Engagement KETERANGAN: DITERAPKAN NOTE: APPLY	
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 Company, 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 Company on them.	PGN melalui Sekretaris Korporasi melaksanakan komunikasi yang regular, transparan dan efektif dengan pemangku kepentingan kunci. Saluran/media komunikasi yang dapat digunakan oleh para pemangku kepentingan untuk menyampaikan pendapat dan masukan atau menyuarakan keluhan, diantaranya melalui <i>call center</i> 135, situs web Perusahaan (www.pgn.co.id) dan <i>email</i> sebagai berikut: - <i>Investor/pemegang saham</i>: pgn.investorrelation@pertamina.com - <i>Pelanggan</i>: pcc135@pertamina.com Selain itu Perusahaan juga melakukan pertemuan langsung seperti Temu Pelanggan serta pertemuan <i>investor/investor summit</i>. PGN, through the Corporate Secretary, carries out regular, transparent, and effective communication with key stakeholders. Communication channels/media for stakeholders to convey their opinions, inputs, or complaints include the 135 call center, the Company website (www.pgn.co.id), and email as follows: - <i>Investors/shareholders</i>: pgn.investorrelation@pertamina.com - <i>Customers</i>: pcc135@pertamina.com In addition, the Company also holds in-person meetings such as Temu Pelanggan/customer meetings and investor meetings/investor summits.
8.2	Integrasi keberlanjutan dalam Model Bisnis Integration of sustainability in Business Model KETERANGAN: DITERAPKAN NOTE: APPLY	
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 and the Board of Directors are jointly responsible, accountable, and transparent for sustainability governance, including the development of corporate sustainability strategies, priorities, and objectives. The Board of Directors and Board of Commissioners consider sustainability when carrying out their roles, such as developing and implementing corporate strategies, business plans, major action plans, and risk management.	Dewan Komisaris dan Direksi melalui Laporan Manajemen di Laporan Tahunan dan Laporan Keberlanjutan 2023 telah menyatakan komitmennya atas governansi keberlanjutan, termasuk menetapkan strategi, prioritas dan target keberlanjutan. Dewan Komisaris dan Direksi juga memasukkan pertimbangan keberlanjutan dalam menjalankan perannya termasuk mengintegrasikan aspek keberlanjutan dalam pengembangan dan implementasi strategi korporasi, rencana bisnis, rencana aksi utama dan manajemen risiko. The Board of Commissioners and Directors through the Management Report in the 2023 Annual Report and Sustainability Report have stated their commitment to sustainability governance, including setting sustainability strategies, priorities and targets. The Board of Commissioners and Directors also include sustainability considerations in carrying out their roles, including integrating sustainability aspects in the development and implementation of Company's strategies, business plans, major action plans, and risk management.

No.	Rekomendasi Recommendation	Penjelasan dan Pelaksanaan Explanation and Implementation
8.3	Perlindungan terhadap Pemangku Kepentingan Protection for Stakeholders KETERANGAN: DITERAPKAN NOTE: APPLY	
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 the Company's operations reflect the implementation of high standards of ethical, social, and environmental responsibilities throughout the organization, as well as the implementation of appropriate policies and procedures to respect and comply with stakeholder rights.	Direksi memastikan bahwa operasi korporasi telah mencerminkan penerapan standar etika, tanggung jawab sosial dan lingkungan yang tinggi di seluruh korporasi untuk menghormati hak-hak pemangku kepentingan. Perusahaan telah menjalankan dan memiliki kebijakan mengenai tanggung jawab Perusahaan kepada pelanggan, pemasok, dan juga karyawan Perusahaan. Selain itu Perusahaan juga telah memiliki Pedoman Tanggung Jawab Sosial dan Lingkungan (TJSL) yang diintegrasikan di seluruh lini bisnis Perseroan dan telah diungkapkan di dalam Laporan Keberlanjutan 2023 PGN. PGN juga mengedepankan kebijakan persaingan sehat yang tercantum di dalam Pedoman Etika Usaha dan Etika Kerja. The Board of Directors ensures that the Company's operations reflect the implementation of high standards of ethical, social, and environmental responsibilities throughout the organization to respect stakeholder rights. The Company has implemented a policy governing its responsibilities to customers, suppliers, and employees. In addition, the Company has Social and Environmental Responsibility Guidelines (TJSL), which are integrated across all of the Company's business lines and are disclosed in PGN's 2023 Sustainability Report. PGN also prioritizes healthy competition policies, as outlined in the Business Ethics and Work Ethics Guidelines.
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 Company's long-term interests while prioritizing sustainability.	Direksi mendorong karyawan bekerja untuk kepentingan jangka panjang korporasi dan mengedepankan keberlanjutan di antaranya dengan memperhatikan kesejahteraan karyawan melalui kebijakan pemberian insentif yang disesuaikan dengan ketentuan yang berlaku serta mengutamakan keselamatan dan kenyamanan karyawan dalam bekerja. Selain itu Perusahaan menyediakan berbagai program pendidikan dan pelatihan bagi karyawan untuk meningkatkan kompetensi, yang tujuannya adalah kepada manajemen karier dan promosi. The Board of Directors encourages employees to work for the Company's long-term interests while prioritizing sustainability, including by focusing on employee welfare through a policy of providing incentives that are tailored to applicable regulations and prioritizing employee safety and comfort at work. Furthermore, the company provides a variety of education and training programs to help employees improve their competence, with the goal of career management and promotion.

RENCANA PENGUATAN GCG TAHUN 2025

GCG Strengthening Plan for 2025

Pada tahun 2025, agar selaras dengan Holding maka Perseroan akan melakukan pembaruan aplikasi GOLS berkaitan dengan pernyataan komitmen Perwira Subholding Gas terhadap penerapan tata kelola perusahaan yang baik.

Di samping itu, pada tahun 2025, PGN akan menjajaki kemungkinan untuk implementasi ISO 37301:2021 sistem Manajemen Kepatuhan, atas hal ini telah disiapkan personil *Compliance* yang telah tersertifikasi BNSP. Sertifikasi personil akan terus dilakukan tidak terbatas pada kepatuhan namun juga sertifikasi di bidang tata kelola dan risiko.

By 2025, to align with the Holding, the Company will update the GOLS application in relation to the Gas Sub-holding Officers' statement of commitment to the implementation of good corporate governance.

In addition, by 2025, PGN will explore the possibility of implementing the ISO 37301:2021 Compliance Management System. For this reason, BNSP-certified Compliance employees have been prepared. Certification of employees will continue to be carried out not only in compliance but also in the areas of governance and risk.