PATRAJASA

TERUS TUMBUH, TULUS MELAYANI

Laporan Keberlanjutan 2025 Sustainability Report

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Di tengah meningkatnya ekspektasi pemangku kepentingan, dinamika regulasi, serta tantangan perubahan iklim, Patra Jasa memandang keberlanjutan sebagai fondasi dalam menjaga ketahanan bisnis dan menciptakan nilai jangka panjang. Sebagai bagian dari perusahaan energi terintegrasi, Perseroan meyakini bahwa pertumbuhan bisnis yang berkelanjutan hanya dapat dicapai melalui keseimbangan antara kinerja ekonomi, tanggung jawab sosial, dan pelestarian lingkungan.

Komitmen tersebut diwujudkan melalui Kebijakan Keberlanjutan yang menjadi landasan dalam mengintegrasikan prinsip *Environmental, Social, and Governance* (ESG) ke dalam strategi dan proses bisnis Perseroan. Penerapan prinsip keberlanjutan tidak berdiri sebagai inisiatif tersendiri, melainkan telah terintegrasi secara menyeluruh dalam perencanaan jangka panjang melalui Rencana Jangka Panjang Perusahaan (RJPP) dan Peta Jalan Keberlanjutan (*Sustainability Roadmap*), serta dijabarkan ke dalam sasaran, program, dan rencana kerja tahunan melalui Rencana Kerja dan Anggaran Perusahaan (RKAP). Dengan demikian, setiap keputusan dan aktivitas operasional diarahkan untuk mendukung keberlanjutan bisnis sekaligus memberikan nilai tambah bagi seluruh pemangku kepentingan.

Dalam menjalankan strategi keberlanjutan, Patra Jasa menyelaraskan implementasi ESG dengan nilai-nilai perusahaan dan arah strategis Holding Pertamina sebagai bentuk kontribusi terhadap pencapaian Tujuan Pembangunan Berkelanjutan (*Sustainable Development Goals*/SDGs). Komitmen tersebut diwujudkan melalui aspirasi Perseroan untuk menjadi:

- **Perusahaan Ramah Lingkungan** (*Environmentally Friendly Company*), dengan mendorong operasional yang rendah karbon melalui pengurangan emisi gas rumah kaca, penguatan sistem manajemen lingkungan, implementasi konsep bangunan hijau, serta efisiensi sumber daya yang mendukung agenda transisi energi nasional.
- **Perusahaan yang Bertanggung Jawab Sosial** (*Socially Responsible Company*), dengan membangun lingkungan kerja yang sehat, aman, dan inklusif melalui penerapan standar tertinggi Kesehatan dan Keselamatan Kerja (K3), penguatan sistem keamanan informasi, penghormatan terhadap hak asasi manusia, pengembangan kompetensi pekerja, serta pemberdayaan masyarakat untuk menciptakan manfaat sosial dan ekonomi yang berkelanjutan.
- **Perusahaan dengan Tata Kelola yang Baik** (*Good Governance Company*), dengan memperkuat budaya integritas melalui penerapan tata kelola perusahaan yang baik, kepatuhan terhadap peraturan perundang-undangan, serta penegakan prinsip etika bisnis, anti-korupsi, dan anti-kecurangan di seluruh kegiatan usaha.

Melalui integrasi prinsip keberlanjutan ke dalam strategi dan proses bisnis, Patra Jasa berkomitmen untuk menciptakan nilai jangka panjang bagi pemangku kepentingan, memperkuat daya saing perusahaan, serta mendukung pertumbuhan yang berkelanjutan bagi bisnis, masyarakat, dan lingkungan.

Amid rising stakeholder expectations,regulatory dynamics, and the challenges of climate change, Patra Jasa views sustainability as the foundation for maintaining business resilience and creating long-term value. As part of an integrated energy company, the Company believes that sustainable business growth can only be achieved through a balance between economic performance, social responsibility, and environmental conservation.

This commitment is embodied in the Sustainability Policy, which serves as the foundation for integrating Environmental, Social, and Governance (ESG) principles into the Company's strategies and business processes. The application of sustainability principles does not stand as a separate initiative but is thoroughly integrated into long-term planning through the Company's Long-Term Plan (RJPP) and Sustainability Roadmap, and is elaborated into targets, programs, and annual work plans through the Company's Work Plan and Budget (RKAP). Thus, every decision and operational activity is directed toward supporting business sustainability while providing added value to all stakeholders.
In implementing its sustainability strategy, Patra Jasa aligns.

its ESG initiatives with the company's values and the strategic direction of the Pertamina Holding as a way to contribute to the achievement of the Sustainable Development Goals(SDGs). This commitment is reflected in the Company's aspiration to become:

- **Environmentally Friendly Company**, promoting low-carbon operations through the reduction of greenhouse gas emissions, strengthening environmental management systems, implementing green building concepts, and resource efficiency that supports the national energy transition agenda.
- **Socially Responsible** (Socially Responsible Company), by fostering a healthy, safe, and inclusive work environment through the application of the highest Occupational Health and Safety (OHS) standards, strengthening information security systems, respecting human rights, developing employee competencies, and empowering communities to create sustainable social and economic benefits.
- **Company with Good Governance** (Good Governance Company), by strengthening a culture of integrity through the implementation of goo d corporategovernance, compliance with laws and regulations, and the enforcement of business ethics, anti-corruption, and anti-fraud principles across all business activities.

By integrating sustainability principles into its strategies and business processes, Patra Jasa is committed to creating long-term value for its stakeholders, strengthening the company's competitiveness, and supporting sustainable growth for the business, society, and the environment.

Pengelolaan Risiko dan Hasil yang Ingin Dicapai [GRI 2-23] [GRI 2-24] [GRI 2-25]

Risk Management and Desired Outcomes [GRI 2-23] [GRI 2-24] [GRI 2-25]

Sebagai perusahaan yang bergerak di sektor properti, hospitality, dan multi jasa, Patra Jasa menghadapi berbagai dinamika yang dapat memengaruhi keberlangsungan usaha, mulai dari perubahan regulasi, perubahan iklim, transisi energi, perkembangan ekspektasi pemangku kepentingan, hingga risiko sosial dan tata kelola. Perseroan memandang bahwa isu-isu *Environmental, Social, and Governance* (ESG) bukan hanya merupakan aspek kepatuhan, tetapi juga faktor strategis yang berpengaruh terhadap ketahanan bisnis, daya saing, dan penciptaan nilai jangka panjang.

Untuk menjawab tantangan tersebut, Perseroan mengintegrasikan identifikasi, penilaian, dan mitigasi risiko ESG ke dalam kerangka manajemen risiko perusahaan sebagai bagian dari proses pengambilan keputusan strategis Efektivitas pengelolaan risiko ESG didukung oleh penerapan tata kelola perusahaan yang baik melalui pengawasan aktif Direksi dan Dewan Komisaris, penetapan limit risiko yang terukur, serta sistem pengendalian internal yang memadai untuk mengidentifikasi dan mengelola potensi risiko secara dini. Integrasi tata kelola dan manajemen risiko ESG tersebut memastikan bahwa aspek keberlanjutan dipertimbangkan secara konsisten dalam perencanaan, pelaksanaan, dan evaluasi kegiatan usaha Perseroan.

Komitmen tersebut tercermin dalam berbagai capaian tata kelola yang diraih Perseroan selama tahun pelaporan. Pada tahun 2025, Patra Jasa memperoleh skor *Good Corporate Governance* (GCG) sebesar **93,47** dengan predikat "**Sangat Baik**" berdasarkan hasil *assessment* yang dilakukan oleh assessor independen, PT Sigma Bina Solusi. Selain itu, Perseroan juga memperoleh skor *baseline* **ESG Rating BBB** dari MSCI, yang mencerminkan kinerja awal yang baik dalam penguatan praktik ESG dan pengelolaan isu-isu keberlanjutan yang relevan terhadap bisnis. Capaian tersebut menjadi validasi independen atas upaya Perseroan dalam memperkuat tata kelola, meningkatkan kepercayaan pemangku kepentingan, serta membangun ketahanan bisnis yang berkelanjutan.

Melalui pengelolaan risiko yang terintegrasi dengan prinsip ESG, Perseroan berupaya mewujudkan operasional yang tangguh, adaptif, dan efisien, sekaligus memperkuat kepatuhan, menjaga reputasi perusahaan, serta menciptakan nilai jangka panjang bagi seluruh pemangku kepentingan.

As a company operating in the property, hospitality, and multi-services sectors, Patra Jasa faces a wide range of evolving challenges that may affect business continuity, including regulatory changes, climate change, the energy transition, evolving stakeholder expectations, as well as social and governance risks. The Company recognizes that Environmental, Social, and Governance (ESG) issues are not merely compliance requirements, but strategic factors that influence business resilience, competitiveness, and long-term value creation.

To address these challenges, the Company integrates the identification, assessment, and mitigation of ESG risks into its Enterprise Risk Management (ERM) framework as an integral part of strategic decision-making. The effectiveness of ESG risk management is supported by the implementation of Good Corporate Governance (GCG), including active oversight by the Board of Directors and the Board of Commissioners, the establishment of measurable risk limits, and the implementation of robust internal control systems to identify and manage potential risks at an early stage. This integration of ESG governance and risk management ensures that sustainability considerations are consistently embedded throughout the planning, execution, and evaluation of the Company's business activities.

This commitment is reflected in the Company's governance achievements during the reporting year. In 2025, Patra Jasa achieved a Good Corporate Governance (GCG) score of 93.4, earning the "Very Good" rating based on an independent assessment conducted by PT Sigma Bina Solusi. In addition, the Company received an MSCI ESG Rating baseline score of BBB, reflecting a solid foundation in strengthening ESG practices and managing sustainability issues material to its business. These achievements provide independent validation of the Company's ongoing efforts to strengthen corporate governance, enhance stakeholder confidence, and build long-term business resilience.

Through the integration of ESG principles into its risk management framework, the Company strives to foster resilient, adaptive, and efficient operations while strengthening regulatory compliance, safeguarding its corporate reputation, and creating sustainable long-term value for all stakeholders.

Strategi Keberlanjutan dan Hasil yang Ingin Dicapai [OJK A.1] [GRI 2-22] [GRI 2-23] [GRI 2-24]

Sustainability Strategy and Desired Outcomes [OJK A.1] [GRI 2-22] [GRI 2-23] [GRI 2-24]

Strategi keberlanjutan Patra Jasa dirancang untuk memastikan bahwa pertumbuhan bisnis berjalan selaras dengan penciptaan nilai ekonomi, sosial, dan lingkungan secara berkelanjutan. Implementasi strategi tersebut telah diintegrasikan ke dalam dokumen perencanaan perusahaan, baik melalui Rencana Jangka Panjang Perusahaan (RJPP) maupun Rencana Kerja dan Anggaran Perusahaan (RKAP), sehingga keberlanjutan menjadi bagian dari arah strategis perusahaan, bukan sekadar inisiatif operasional.

Sebagai pedoman implementasi strategi tersebut, Perseroan telah menyusun *Sustainability Roadmap* 2025–2029 yang menjadi acuan dalam menetapkan prioritas, sasaran, dan program keberlanjutan secara terarah dan terukur. Penyusunan roadmap dilakukan dengan mempertimbangkan hasil asesmen materialitas, ekspektasi para pemangku kepentingan, arah strategis Holding Pertamina, perkembangan regulasi, serta tren keberlanjutan global. Melalui pendekatan tersebut, Perseroan memastikan bahwa setiap inisiatif keberlanjutan difokuskan pada isu-isu yang paling relevan terhadap keberlangsungan bisnis dan penciptaan nilai jangka panjang.

Roadmap tersebut diterjemahkan ke dalam sejumlah topik material yang menjadi prioritas strategis Perseroan beserta target jangka panjang yang ingin dicapai. Setiap topik material memiliki sasaran strategis yang menjadi dasar penyusunan program kerja, indikator kinerja, serta evaluasi implementasi keberlanjutan di seluruh unit bisnis.

Patra Jasa's sustainability strategy is designed to ensure that business growth is aligned with the creation of long-term economic, social, and environmental value. The implementation of this strategy has been fully integrated into the Company's corporate planning framework through both the Long-Term Corporate Plan (Rencana Jangka Panjang Perusahaan/RJPP) and the Corporate Work Plan and Budget (Rencana Kerja dan Anggaran Perusahaan/RKAP), ensuring that sustainability forms an integral part of the Company's strategic direction rather than a standalone operational initiative.

To guide the implementation of this strategy, the Company has developed the 2025–2029 Sustainability Roadmap, which serves as the primary reference for establishing sustainability priorities, objectives, and programs in a structured and measurable manner. The roadmap was developed by taking into account the results of the materiality assessment, stakeholder expectations, the strategic direction of Pertamina Holding, evolving regulatory requirements, and global sustainability trends. Through this approach, the Company ensures that every sustainability initiative is focused on the issues that are most material to business continuity and long-term value creation.

The Sustainability Roadmap is translated into a number of material topics that represent the Company's strategic priorities, each supported by long-term targets to be achieved. Every material topic is accompanied by strategic objectives that serve as the basis for developing work programs, establishing performance indicators, and evaluating the implementation of sustainability initiatives across all business units.

Pilar ESG ESG Pillar	**Topik Material** Material Topic	**Target 2030** 2030 Target
Environmental	Emisi Gas Rumah Kaca Greenhouse Gas Emissions	Mitigasi emisi GRK hingga **30%** (Lingkup 1 & 2) dan **5%** (Lingkup 3) dari emisi tahun dasar 2025. Reduce greenhouse gas (GHG) emissions by **30%** (Scope 1 & 2) and **5%** (Scope 3) from the 2025 baseline.
	Limbah Padat & Cair, Polusi Udara, serta Jejak Lingkungan Solid Waste, Water & Air Pollution, and Environmental Footprint	Mitigasi limbah padat, limbah cair, dan polusi udara hingga **50%**; dan konsumsi air hingga **50%** dari tahun dasar 2025. Reduce solid waste, water use, and air pollution by **50%**, and reduce water consumption by **50%** from the 2025 baseline.
	Konservasi Keanekaragaman Hayati & Penggunaan Lahan Biodiversity Conservation and Land Use	Memenuhi ***beyond compliance*** dalam konservasi kehati, rasio lahan terbuka hingga **30%**, dan implementasi ***green building.*** Achieve **beyond compliance** performance in biodiversity conservation, maintain a **30% green open space ratio**, and implement **green building** practices.
	Penggunaan Sumber Daya Resource Utilization	Mencapai efisiensi penggunaan sumber daya tidak terbarukan hingga **50%** serta meingkatkan konsepsi & praktik ekonomi sirkuler hingga **50%** dari tahun dasar 2025. Achieve **50% efficiency** in the use of non-renewable resources and improve resource conservation and circular economy practices by **50%** from the 2025 baseline.

Pilar ESG ESG Pillar	Topik Material Material Topic	Target 2030 2030 Target
Social	Hubungan Masyarakat Community Relations	Mencapai skor SROI-*evaluation* **minimal sama** dengan skor SROI-*forecast*, skor IKM **minimal 88.31**, skor **SLA** lebih baik dari *baseline* 2025, dan skor SLO ***high approval – full trust.*** Achieve a **SROI evaluation score** with a minimum **SROI-forecast score of 88.31**, a **minimum IKM score of 88.31**, and an **SLA score exceeding the 2025 baseline**, as well as a **full trust** level.
	Kesehatan & Keselamatan Kerja Occupational Health and Safety	Mencapai *maturity level* K3 **lebih baik** daripada *baseline*, *Lost Time Injury Rate* **<1.5**, & Total Recordable Incident Rate **<3.0.** Achieve a **maturity level K3** higher than the baseline, with a **Lost Time Injury Rate (LTIR) <1.5** and a **Total Recordable Incident Rate (TRIR) <3.0**.
	Privasi & Keamanan Data Data Privacy and Security	Mencapai **nol** (*zero accident*) dalam pelanggaran keamanan data & privasi konsumen. Achieve **zero incidents** of data security and consumer privacy breaches.
	Hak Asasi Manusia Human Rights	Mencapai **nol** pelanggaran HAM dalam seluruh rantai pasok Perusahaan. Achieve **zero human rights violations** throughout the Company's supply chain.
	Sumber Daya Manusia Human Capital	Mencapai **peningkatan kualitas** SDM dibandingkan *baseline*, dengan skor Employee Satisfaction Index **80-100.** Improve workforce quality beyond the baseline by achieving an **Employee Satisfaction Index score of 80–100**.
Governance	Penyuapan dan Korupsi Bribery and Corruption	Mencapai **pencegahan dan penghindaran** tindak pidana korupsi di sepanjang proses bisnis. Achieve the **prevention and elimination** of corruption offenses across the Company's business operations.
	Integrasi ESG – Keuangan & Daya Tahan Finansial ESG Integration – Finance & Financial Resilience	Mencapai **investasi hijau** dengan proporsi portofolio yang mendorong **perbaikan kinerja keuangan** Perusahaan. Increase **green investments** with a portfolio composition that supports improvements in the Company's financial performance.
	Etika Bisnis Business Ethics	Mencapai Indeks Kepatuhan atas regulasi bisnis dan etika bisnis yang **lebih baik** daripada *baseline.* Achieve a **Business Ethics Index** that is higher than the baseline.
	Tata Kelola & Tata Kelola Produk Corporate Governance and Product Governance	Mencapai Indeks Kepatuhan atas *Good Corporate Governance* (GCG) dan *Good Product Governance* yang **lebih baik** daripada *baseline.* Achieve a **Compliance Index** for **Good Corporate Governance (GCG)** and **Good Product Governance** that exceeds the baseline.

Pelaksanaan *Sustainability Roadmap* dimonitor dan dievaluasi berkala untuk memastikan strategi tetap relevan terhadap perubahan lingkungan bisnis dan perkembangan isu keberlanjutan. Hasil evaluasi tersebut menjadi dasar bagi Perseroan untuk melakukan penyempurnaan strategi dan memperkuat efektivitas implementasi keberlanjutan di masa mendatang.

The implementation of the Sustainability Roadmap is regularly monitored and evaluated to ensure that the Company's sustainability strategy remains relevant in response to changes in the business environment and the evolving sustainability landscape. The outcomes of these evaluations serve as the basis for continuously refining the Company's strategy and enhancing the effectiveness of sustainability implementation in the years ahead.

Kontribusi Terhadap Tujuan Pembangunan Berkelanjutan [GRI 2-25]

Contribution to Sustainable Development Goals [GRI 2-25]

Sebagai bagian dari komitmen untuk menciptakan nilai jangka panjang, Patra Jasa menyelaraskan strategi, target, dan inisiatif keberlanjutan dengan Tujuan Pembangunan Berkelanjutan (Sustainable Development Goals/SDGs). Penyelarasan ini memastikan bahwa implementasi Sustainability Roadmap tidak hanya mendukung pencapaian sasaran bisnis Perseroan, tetapi juga memberikan kontribusi nyata terhadap agenda pembangunan nasional dan global.

As part of its commitment to creating long-term value, Patra Jasa aligns its sustainability strategies, targets, and initiatives with the Sustainable Development Goals (SDGs). This alignmentensures that the implementation of the Sustainability Roadmap not only supports the achievement of the Company's business objectives,but also makes a tangible contribution to the national and global development agendas.

Pilar ESG ESG Pillar	**Topik Material** Material Topic	**Contoh Kegiatan/Program** Examples of Activities/Programs	**SDG**
Environmental	Emisi Gas Rumah Kaca Greenhouse Gas Emissions	Pemanfaatan panel surya di Patra Semarang Hotel & Convention Installation of solar photovoltaic (PV) panels at Patra Semarang Hotel & Convention	7 ENERGI BERSIH DAN TERJANGKAU; 11 KOTA DAN PEMUKIMAN YANG BERKELANJUTAN; 13 PENANGANAN PERUBAHAN IKLIM
	Limbah Padat & Cair, Polusi Udara, serta Jejak Lingkungan Solid and Liquid Waste, Air Pollution, and Environmental Footprint	Produksi Eco Enzyme & Eco Mijel dari Limbah Organik di The Patra Bali R&V Production of Eco Enzyme and Eco Mijel from organic waste at The Patra Bali Resort & Villas	12 KONSUMSI DAN PRODUKSI YANG BERTANGGUNG JAWAB
	Konservasi Keanekaragaman Hayati & Penggunaan Lahan Biodiversity Conservation and Land Use	Efisiensi energi & Implementasi Bangunan Hijau di Grha Pertamina Energy efficiency initiatives and Green Building implementation at Grha Pertamina	7 ENERGI BERSIH DAN TERJANGKAU; 11 KOTA DAN PEMUKIMAN YANG BERKELANJUTAN; 13 PENANGANAN PERUBAHAN IKLIM
	Penggunaan Sumber Daya Resource Use	Pemanfaatan air hujan dan daur ulang air limbah di Grha Pertamina Rainwater harvesting and wastewater recycling at Grha Pertamina	6 AIR BERSIH DAN SANITASI LAYAK; 11 KOTA DAN PEMUKIMAN YANG BERKELANJUTAN
Social	Hubungan Masyarakat Community Relations	Pengelolaan Sanitasi Air Bersih dalam Penanggulangan Stunting di Kota Bandung dan Yogyakarta Clean Water and Sanitation Management Program to Support Stunting Prevention in Bandung and Yogyakarta	1 TANPA KEMISKINAN; 2 TANPA KELAPARAN; 3 KEHIDUPAN SEHAT DAN SEJAHTERA; 11 KOTA DAN PEMUKIMAN YANG BERKELANJUTAN
	Kesehatan & Keselamatan Kerja Occupational Health and Safety	Implementasi ISO 45001 Sistem Manajemen K3 Implementation of the ISO 45001 Occupational Health and Safety Management System	3 KEHIDUPAN SEHAT DAN SEJAHTERA; 8 PEKERJAAN LAYAK DAN PERTUMBUHAN EKONOMI

Pilar ESG ESG Pillar	**Topik Material** Material Topic	**Contoh Kegiatan/Program** Examples of Activities/Programs	**SDG**
	Privasi & Keamanan Data Data Privacy and Security	Implementasi ISO 27001 Sistem Manajemen Keamanan Informasi Implementation of the ISO 27001 Information Security Management System	9 INDUSTRI, INOVASI DAN INFRASTRUKTUR 16 PERDAMAIAN, KEADILAN DAN KELEMBAGAAN YANG TANGGUH
	Hak Asasi Manusia Human Rights	Sosialisasi Respectful Workplace & Employee Well-Being Respectful Workplace and Employee Well-being Awareness Program	3 KEHIDUPAN SEHAT DAN SEJAHTERA 5 KESETARAAN GENDER 8 PEKERJAAN LAYAK DAN PERTUMBUHAN EKONOMI 10 BERKURANGNYA KESENJANGAN
	Sumber Daya Manusia Human Capital	Program Pelatihan & Pengembangan Kapasitas Pekerja Employee Training and Capacity Development Program	8 PEKERJAAN LAYAK DAN PERTUMBUHAN EKONOMI
	Penyuapan dan Korupsi Anti-Bribery and Anti-Corruption	Implementasi ISO 37001 Sistem Manajemen Anti Penyuapan Implementation of the ISO 37001 Anti-Bribery Management System	16 PERDAMAIAN, KEADILAN DAN KELEMBAGAAN YANG TANGGUH
Governance	Integrasi ESG – Keuangan & Daya Tahan Finansial ESG Integration – Financial Performance and Financial Resilience	Penandatanganan MoU Pembiayaan Hijau untuk Proyek Infrastruktur Berkelanjutan PT Patra Jasa Signing of a Green Financing Memorandum of Understanding (MoU) for PT Patra Jasa's Sustainable Infrastructure Projects	7 ENERGI BERSIH DAN TERJANGKAU 13 PENANGANAN PERUBAHAN IKLIM 17 KEMITRAAN UNTUK MENCAPAI TUJUAN
	Etika Bisnis Business Ethics	Penerapan Legal & Compliance One Touch System untuk KPI GCG Implementation of the Legal & Compliance One Touch System to Strengthen GCG Performance	16 PERDAMAIAN, KEADILAN DAN KELEMBAGAAN YANG TANGGUH
	Tata Kelola & Tata Kelola Produk Governance and Product Stewardship	Implementasi ISO 9001 SIstem Manajemen Mutu Implementation of the ISO 9001 Quality Management System	8 PEKERJAAN LAYAK DAN PERTUMBUHAN EKONOMI 9 INDUSTRI, INOVASI DAN INFRASTRUKTUR

Melalui implementasi strategi keberlanjutan yang terintegrasi, Patra Jasa berkomitmen untuk terus memperkuat kontribusinya terhadap pencapaian SDGs melalui inovasi, kolaborasi, dan peningkatan kinerja keberlanjutan secara berkelanjutan. Perseroan meyakini bahwa keberhasilan bisnis yang berkelanjutan hanya dapat diwujudkan melalui sinergi antara pertumbuhan ekonomi, pelestarian lingkungan, dan peningkatan kesejahteraan sosial.

Through the implementation of its integrated sustainability strategy, Patra Jasa remains committed to strengthening its contribution to the achievement of the Sustainable Development Goals (SDGs) through continuous innovation, collaboration, and the enhancement of sustainability performance. The Company believes that sustainable business success can only be achieved by fostering a balanced synergy between economic growth, environmental stewardship, and social well-being.

02

IKHTISAR KINERJA KEBERLANJUTAN 2025

SUSTAINABILITY PERFORMANCE OVERVIEW 2025

ESG Rating

PT Patra Jasa berhasil memperoleh Peringkat ESG Sementara (Provisional ESG Rating) 'BBB' dari Morgan Stanley Capital International (MSCI) per Mei 2025. Sebagai gambaran awal atas komitmen keberlanjutan perusahaan, capaian ini menempatkan PT Patra Jasa pada posisi yang kompetitif di tingkat nasional dalam sektor Pengembangan Real Estat dan Aktivitas Diversifikasi. Peringkat ini menjadi tonggak penting dalam meningkatkan transparansi serta akuntabilitas perusahaan di bidang lingkungan, sosial, dan tata kelola di mata para investor dan pemangku kepentingan.

Penilaian ini didasarkan pada skor tertimbang rata-rata sebesar 4,5 per 29 Mei 2025 yang mencakup tiga pilar kunci, yaitu pilar Lingkungan dengan skor 2,2 (bobot 33%), pilar Sosial dengan skor 6,2 (bobot 20%), dan pilar Tata Kelola yang meraih skor tertinggi sebesar 5,4 (bobot 47%). PT Patra Jasa menyatakan bahwa raihan peringkat 'BBB' ini diharapkan dapat memotivasi perusahaan untuk terus meningkatkan komitmennya, berinovasi dalam mengelola dampak lingkungan, memperkuat kontribusi sosial, serta menerapkan tata kelola yang semakin transparan dan bertanggung jawab.

PT Patra Jasa successfully secured a 'BBB' Provisional ESG Rating from Morgan Stanley Capital International (MSCI) as of May 2025. Serving as an initial overview of the company's sustainability commitment, this achievement places PT Patra Jasa in a competitive position at the national level within the Real Estate Development & Diversified Activities sector. This rating marks a significant milestone in enhancing the company's transparency and accountability across environmental, social, and governance aspects in the eyes of investors and stakeholders.

The assessment is based on a weighted average score of 4.5 as of May 29, 2025, encompassing three key pillars: the Environmental pillar with a score of 2.2 (33% weight), the Social pillar with a score of 6.2 (20% weight), and the Governance pillar, which achieved the highest score of 5.4 (47% weight). PT Patra Jasa stated that attaining this 'BBB' rating is expected to motivate the company to continuously elevate its commitment, innovate in managing environmental impacts, strengthen social contributions, and implement increasingly transparent and responsible governance.

Penghargaan Kinerja Keberlanjutan

Sustainability Performance Award

Annual Pertamina Quality Award 2025

1st Winner of the Best Business Performance Excellence For Portfolio Subsidiary Annual Pertamina Quality (APQ) Awards 2025

PT Patra Jasa

Winner Sustainability Excellence For Operational Unit Subsidiary Portfolio Cluster Annual Pertamina Quality - APQ Awards 2025

PT Patra Jasa

Patra Jasa meraih dua piala bergengsi dalam Annual Pertamina Quality (APQ) Awards 2025 yang berlangsung di Ballroom Grha Pertamina, Kamis (22/5) lalu. Dalam ajang bergengsi ini, Patra Jasa menjadi satu-satunya AP Portfolio Pertamina yang mendapatkan penghargaan sebagai Winner Best Emerging Sustainability Initiative. Penghargaan ini diberikan atas komitmen dan inovasi Patra Jasa dalam menerapkan praktik keberlanjutan secara konsisten di seluruh lini bisnisnya.

Tak hanya itu, Patra Jasa juga meraih posisi pertama sebagai The Best Business Performance Excellence for Portfolio Subsidiary, yang menjadi bukti nyata atas upaya strategis perusahaan dalam mendorong kinerja bisnis yang unggul dan berkelanjutan. APQ Award, sebuah ajang penganugerahan terhadap implementasi 4 pilar manajemen kualitas kepada insan mutu dalam lingkup Pertamina dan sudah berjalan selama 15 tahun. Turut menyumbang prestasi dari perwakilan gugus Patra Jasa Group, diantaranya gugus Ecomijel (The Patra Bali Resort & Villas), gugus Bregada Kang Oman (Patra Bandung dan Patra Malioboro), gugus Vacation & Religion (MTT), gugus Trendi (PAR) dan gugus Faster (PAR), dimana masing-masing berhasil meraih predikat penghargaan Silver.

Hal ini menunjukkan kekompakan dan semangat kolaborasi dalam membangun budaya mutu di seluruh unit bisnis dan inovasi dalam mendorong upaya perbaikan serta peningkatan efektivitas proses kerja Perusahaan. Penghargaan ini mencerminkan komitmen Patra Jasa dan unit bisnisnya dalam mendukung pembangunan berkelanjutan. Semoga menjadi motivasi untuk terus berinovasi, meningkatkan kinerja, dan memperkuat peran sebagai perusahaan yang adaptif dan berwawasan masa depan.

Patra Jasa secured two prestigious accolades at the 2025 Annual Pertamina Quality (APQ) Awards, held at the Grha Pertamina Ballroom on Thursday (22/5). In this distinguished event, Patra Jasa stood out as the sole Pertamina Subsidiary Portfolio to receive the "Winner of Best Emerging Sustainability Initiative" award. This recognition was bestowed in honor of Patra Jasa's unwavering commitment and innovation in consistently implementing sustainable practices across all business lines.

Furthermore, Patra Jasa also achieved first place as "The Best Business Performance Excellence for Portfolio Subsidiary," serving as concrete evidence of the company's strategic efforts in driving superior and sustainable business performance. The APQ Awards, which mark 15 years of implementation, is a program dedicated to honoring quality management excellence across the four pillars among quality practitioners within the Pertamina Group. Contributing to this milestone, several innovation teams (gugus) from the Patra Jasa Group also earned distinctions, including the Ecomijel team (The Patra Bali Resort & Villas), Bregada Kang Oman team (Patra Bandung and Patra Malioboro), Vacation & Religion team (MTT), Trendi team (PAR), and Faster team (PAR), each successfully securing a Silver Award.

This collective achievement demonstrates the strong synergy and collaborative spirit in fostering a culture of quality across all business units, as well as driving continuous improvement and enhancing the efficiency of the Company's operational processes. These awards reflect the solid commitment of Patra Jasa and its business units to supporting sustainable development, serving as a powerful motivation to continuously innovate, enhance performance, and strengthen its role as an adaptive, forward-looking enterprise.

Penghargaan OSH Asia Summit 2025
2025 OSH Asia Summit Awards

1. **The Best CEO on OSH Culture: Direktur Utama PT Patra Jasa, Ray SM Daulay**
2. **Safety Management Fast Learning**
3. **The Most Safety Culture**
4. **The Best OSH in Construction Category**

1. **The Best CEO on OSH Culture: President Director of PT Patra Jasa, Ray SM Daulay**
2. **Safety Management Fast Learning**
3. **The Most Safety Culture**
4. **The Best OSH in Construction Category**

PT Patra Jasa menorehkan prestasi membanggakan berskala internasional dengan meraih empat penghargaan sekaligus serta predikat bintang 4 dalam ajang OSH Asia's Summit (OAS) 2025 di Bali pada 27–28 Agustus 2025. Penghargaan yang berhasil dibawa pulang meliputi kategori Excellence Company for Safety Management Fast Learning, The Most Safety Culture, dan The Best OSH in Construction Category. Selain penghargaan korporasi, apresiasi tingkat individu juga diberikan kepada Ray SM Daulay yang dinobatkan sebagai The Best CEO Committed to OSH Culture atas kepemimpinannya yang konsisten dalam membangun budaya keselamatan di perusahaan.

Keberhasilan ini merupakan buah dari strategi berkelanjutan PT Patra Jasa dalam mengintegrasikan strategi bisnis dengan implementasi K3 melalui edukasi, pelatihan, dan sistem keselamatan berbasis teknologi di seluruh level organisasi. Menurut dewan juri, pencapaian ini membuktikan kemampuan perusahaan dalam menghadapi tantangan industri konstruksi dan layanan dengan tetap menegakkan standar keselamatan kerja yang tinggi. Prestasi ini sekaligus mengukuhkan posisi PT Patra Jasa sebagai perusahaan yang berkomitmen penuh pada keselamatan, kesehatan, dan keberlanjutan demi mendukung pertumbuhan bisnis yang berdaya saing global.

PT Patra Jasa achieved an outstanding international milestone by securing four awards alongside a 4-star rating at the 2025 OSH Asia's Summit (OAS) held in Bali on August 27–28, 2025. The corporate accolades included the Excellence Company for Safety Management Fast Learning, The Most Safety Culture, and The Best OSH in Construction Category. In addition to the corporate recognitions, an individual distinction was bestowed upon Ray SM Daulay, who was named The Best CEO Committed to OSH Culture for his consistent leadership in fostering a robust safety culture within the company.

This success is the result of PT Patra Jasa's sustainable strategy in seamlessly integrating business objectives with occupational health and safety (OSH) implementation through education, training, and technology-based safety systems across all organizational levels. According to the panel of judges, this achievement demonstrates the company's capability to navigate the challenges of the construction and services industries while upholding rigorous safety standards. This milestone further reinforces PT Patra Jasa's unwavering commitment to safety, health, and sustainability in driving globally competitive business growth.

Pertamina Environment Regulation Compliance Assurance (PERCA)

Patra Jasa Office Tower

Grha Pertamina

Patra Bandung Hotel

Patra Cirebon Hotel & Convention

Patra Malioboro Hotel

Sebagai wujud nyata dari komitmen Perusahaan terhadap pengelolaan aspek HSSE (Health, Safety, Security, and Environment) dan kepatuhan yang ketat terhadap regulasi lingkungan hidup, PT Patra Jasa berhasil meraih penghargaan Pertamina Environment Regulation Compliance Assurance (PERCA) untuk Periode Penilaian Juli 2024 – Juni 2025. Penghargaan yang diberikan oleh PT Pertamina (Persero) ini mengonfirmasi bahwa unit kerja dan lini bisnis Patra Jasa telah memenuhi standar kepatuhan pengelolaan lingkungan yang dipersyaratkan. [GRI 2-27]

Pencapaian ini mencerminkan keberhasilan langkah strategis PT Patra Jasa dalam mengintegrasikan kebijakan perlindungan lingkungan ke dalam operasional sehari-hari, mulai dari manajemen emisi, pengelolaan limbah, hingga efisiensi energi. Keberhasilan kelima unit kerja ini dalam mempertahankan predikat Patuh diharapkan dapat menjadi katalisator bagi seluruh unit bisnis Patra Jasa Group untuk terus meningkatkan standar pengelolaan lingkungan demi mendukung terciptanya pertumbuhan bisnis yang hijau, bertanggung jawab, dan berkelanjutan.

As a concrete manifestation of the Company's commitment to HSSE (Health, Safety, Security, and Environment) management and strict compliance with environmental regulations, PT Patra Jasa successfully secured the Pertamina Environment Regulation Compliance Assurance (PERCA) award for the Assessment Period of July 2024 – June 2025. This accolade, presented by PT Pertamina (Persero), confirms that Patra Jasa's work units and business lines have fulfilled the required environmental management compliance standards.[GRI 2-27]

This achievement reflects the success of PT Patra Jasa's strategic steps in integrating environmental protection policies into daily operations, spanning from emissions management and waste management to energy efficiency. The success of these five work units in maintaining the "Compliant" status is expected to serve as a catalyst for all business units within the Patra Jasa Group to continuously elevate environmental management standards, supporting the creation of green, responsible, and sustainable business growth.

Penandatanganan MoU Kerja Sama Program Keberlanjutan dengan Sustainability Center Universitas Pertamina
Signing of MoU on Sustainability Program Collaboration with Universitas Pertamina's Sustainability Center

PT Patra Jasa memperkuat agenda keberlanjutan perusahaan dengan menandatangani Nota Kesepahaman (MoU) bersama Universitas Pertamina (UPER) di Patra Jasa Office Tower, Jakarta, pada 17 Desember 2025. Penandatanganan dilakukan oleh Direktur Utama PT Patra Jasa, Ray SM Daulay, dan Rektor Universitas Pertamina, Prof. Wawan Gunawan A. Kadir, serta disaksikan oleh Direktur Operasi Pertamina Foundation, Gusman Adhiwardhana. Sinergi strategis antara dunia industri dan akademisi ini dirancang untuk menjembatani kebutuhan sektor bisnis dengan pengembangan riset terapan yang aplikatif, penyusunan program keberlanjutan, serta pengembangan sumber daya manusia yang mampu menjawab tantangan global.

Sebagai bagian dari Pertamina Group, PT Patra Jasa telah mengintegrasikan prinsip Environmental, Social, and Governance (ESG) ke dalam strategi bisnis jangka panjangnya melalui roadmap keberlanjutan hingga tahun 2030. Kolaborasi ini menjadi elemen penting dalam memperkuat kualitas perencanaan dan pengukuran dampak ESG perusahaan melalui penguatan kurikulum berkelanjutan serta optimalisasi 11 Center of Excellence yang dimiliki UPER. Ke depan, kemitraan ini diharapkan dapat menjadi model sinergi yang memberikan kontribusi nyata bagi transformasi bisnis yang hijau, berdaya saing, serta berdampak positif terhadap pembangunan ekonomi dan sosial jangka panjang.

PT Patra Jasa reinforced its corporate sustainability agenda by signing a Memorandum of Understanding (MoU) with Universitas Pertamina (UPER) at the Patra Jasa Office Tower, Jakarta, on December 17, 2025. The signing was conducted by the President Director of PT Patra Jasa, Ray SM Daulay, and the Rector of Universitas Pertamina, Prof. Wawan Gunawan A. Kadir, witnessed by the Director of Operations of Pertamina Foundation, Gusman Adhiwardhana. This strategic synergy between industry and academia is designed to bridge business sector needs with the development of applicable applied research, the formulation of sustainability programs, and human resource development capable of addressing global challenges.

As part of the Pertamina Group, PT Patra Jasa has integrated Environmental, Social, and Governance (ESG) principles into its long-term business strategy through its sustainability roadmap leading up to 2030. This collaboration serves as a vital element in enhancing the quality of the company's planning and ESG impact measurement through the strengthening of a sustainable curriculum and the optimization of UPER's 11 Centers of Excellence. Going forward, this partnership is expected to become a synergy model that delivers concrete contributions to green, competitive business transformation, as well as a positive long-term economic and social development impact.

Aspek Ekonomi [OJK B.1]

Economy Aspect [OJK B.1]

Uraian Description	Satuan Unit	2025	2024	2023
a. Kuantitas produksi atau jasa yang dijual a. Quantity of production or service sold	Kegiatan Usaha Business Activities	3 (tiga) usaha: - Perhotelan - Properti - Multi Jasa 3 (three) businesses: - Hospitality - Property - Services	3 (tiga) usaha: - Perhotelan - Properti - Multi Jasa 3 (three) businesses: - Hospitality - Property - Services	3 (tiga) usaha: - Perhotelan - Properti - Multi Jasa 3 (three) businesses: - Hospitality - Property - Services
1) Perhotelan Hospitality	Unit Unit	9	9	9
2) Properti Property	Unit Unit	4	4	4
3) Multi Jasa Services	Unit Unit	1	1	1
b. Pendapatan Revenue	Juta Rupiah Millions of Rupiah	5.456.003	4.683.014	3.529.963
c. Laba atau Rugi Bersih Net Income or Loss	Juta Rupiah Millions of Rupiah	273.908	234.645	187.108
d. Jumlah Produk Ramah Lingkungan (Green Building) Number of Eco - friendly Products	Produk Products	1 (Grha Pertamina)	1 (Grha Pertamina)	1 (Grha Pertamina)
e. Jumlah Pemasok Lokal (Berdomisili di Indonesia) Number of Local Supplies	Perusahaan Companies	182	222	122

Aspek Lingkungan Hidup [OJK B.2]

Environment Aspect [OJK B.2]

Uraian Description	Satuan Unit	2025	2024*	2023
a. Penggunaan Energi **a. Energy Consumption**				
1) Penggunaan Listrik 1) Electricity Consumption	MWh	37.328	-	4.709**
	GigaJoule	134.381	-	16.952
2) Penggunaan BBM 2) Fuel Consumption	Liter	135.897	-	74.432
	GigaJoule	4.643	-	2.463
3) Penggunaan Gas 3) Gas Consumption	kg	767.078	-	-
	GigaJoule	30.277	-	-

Uraian Description	Satuan Unit	2025	2024*	2023
b. Penggunaan Air **b. Water Consumption**	m^3	809.024	-	753.174**
c. Jumlah Emisi **c. Total Emissions**				
1) Emisi GRK Lingkup 1 1) Scope 1 GHG Emissions	tCO_2eq	2.564***	-	171**
2) Emisi GRK Lingkup 2 2) Scope 2 GRG Emissions	tCO_2eq	30.696***	-	3.767**
3) Emisi GRK Lingkup 3 3) Scope 3 GRK Emissions	tCO_2eq	23.179***	-	-
d. Jumlah Limbah dan Efluen **d. Total Waste and Effluents**				
1) Padat 1) Solid	ton	1.973	-	189,81
2) Cair 2) Effluents	m^3	115.556	-	312,5

*) Laporan Keberlanjutan tidak disusun untuk tahun pelaporan 2024.
**) Pernyataan ulang data tahun 2023.
***) Hasil perhitungan emisi belum terverifikasi.

*) No Sustainability Report was prepared for the 2024 reporting year.
**) 2023 data have been restated.
***) The reported GHG emissions have not yet been independently verified.

Aspek Sosial [OJK B.3]

Social Aspect [OJK B.3]

Uraian Description	Satuan Unit	2025	2024	2023
a. Kontribusi terhadap masyarakat melalui program TJSL a. Contribution to Society through CSR program	Juta Rupiah Millions of Rupiah	1.071,76	–	802,44
1) Pilar Sosial 1) Social Pillar	Juta Rupiah Millions of Rupiah	196,54	–	395,39
2) Pilar Lingkungan Hidup 2) Environmental Pillar	Juta Rupiah Millions of Rupiah	385,00	–	259,80
3) Pilar Ekonomi 3) Economic Pillar	Juta Rupiah Millions of Rupiah	490,22	–	147,25
b. Jumlah pelanggaran terhadap peraturan terkait sosial ekonomi b. Number of violations of socio - economic - related regulations	Kasus Cases	Nihil	–	Nihil

Uraian Description	**Satuan** Unit	**2025**	**2024**	**2023**
c. Dampak Positif Pengembangan Kemasyarakatan c. Positive impacts of Community Development	Peningkatan kapasitas dan kualitas sumber daya manusia (SDM) masyarakat sekitar, peningkatan kesejahteraan, dan perbaikan tingkat kesehatan masyarakat. Increased capacity and quality of human resources (HR) of surrounding communities, increased welfare, and improved public health levels.			
d. Dampak Negatif Operasi Perusahaan d. Negative Impacts of the Company's Operations	Dampak negatif operasi perusahaan berupa limbah dan emisi. The negative impacts of the Company's operations are in the form of waste and emissions.			
e. Upaya Penanganan Dampak Negatif e. Efforts to Handle Negative Impacts	Perusahaan telah meminimalisir dengan melakukan pengelolaan limbah, pengelolaan air, dan pengelolaan emisi dengan optimal. Selama periode pelaporan, tidak terdapat pelanggaran terhadap peraturan lingkungan hidup. The Company has minimized by conducting optimal waste management, water management, and emissions management. During the reporting period, there were no violations of environmental regulations.			

03

TENTANG LAPORAN KEBERLANJUTAN

ABOUT SUSTAINABILITY REPORT

Pernyataan Laporan Berkelanjutan

Sustainability Report Statement

Penyusunan Laporan Keberlanjutan Patra Jasa 2025 bertujuan untuk memberikan manfaat dan informasi yang relevan bagi para pemangku kepentingan. Laporan ini menguraikan berbagai program serta partisipasi Perseroan dalam menjaga keberlanjutan bisnis dengan memperhatikan aspek ekonomi, lingkungan hidup, dan sosial. Melalui laporan ini, Patra Jasa ingin menunjukkan komitmennya dalam menjalankan operasi yang tidak hanya berfokus pada profitabilitas tetapi juga berkontribusi positif terhadap lingkungan dan masyarakat. Laporan ini juga bertujuan untuk meningkatkan transparansi dan akuntabilitas Perseroan dalam pelaksanaan berbagai inisiatif keberlanjutan.

Sebagai bagian dari komitmen terhadap pembangunan berkelanjutan, Laporan Keberlanjutan ini memuat informasi mengenai peran dan kontribusi Patra Jasa dalam mencapai Tujuan Pembangunan Berkelanjutan/TPB (*Sustainable Development Goals*/SDGs).

Laporan ini diterbitkan sebagai pemenuhan terhadap ketentuan Undang-Undang Nomor 40 Tahun 2007 tentang Perseroan Terbatas dan Peraturan OJK Nomor 51/POJK.03/2017 terkait Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik. Laporan ini menjadi bagian tidak terpisahkan dari Laporan Tahunan Perseroan.

The preparation of the 2025 Patra Jasa Sustainability Report aims to provide relevant benefits and information to stakeholders. This report outlines the various programs and the Company's participation in maintaining business sustainability by taking into account economic, environmental, and social aspects. Through this report, Patra Jasa seeks to demonstrate its commitment to conducting operations that not only focus on profitability but also contribute positively to the environment and society. This report is also intended to improve the transparency and accountability of the Company in the implementation of its various sustainability initiatives.

As part of its commitment to sustainable development, this Sustainability Report contains information about Patra Jasa's role and contribution in achieving the Sustainable Development Goals (SDGs).

The issuance of this Re[port also aims to comply with the provisions of Law Number 40 Year 2007 concerning Limited Liability Companies, and the Regulation of Financial Services Authority NUmber 51/POJK.03/2017 concerning the implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies. This Report becomes an inseparable part of the Company's Annual Report.

Periode dan Siklus Laporan

Reporting Periods and Cycle

Laporan Keberlanjutan ini memaparkan kinerja keberlanjutan Patra Jasa untuk periode 1 Januari hingga 31 Desember 2025, yang mencakup tiga aspek utama, yaitu ekonomi, lingkungan hidup, dan sosial, sekaligus menyoroti inisiatif serta program Perseroan yang mendukung praktik bisnis berkelanjutan. Laporan ini disusun sebagai panduan bagi Pemegang Saham serta Pemangku Kepentingan lainnya seperti kreditor, serikat karyawan, pemasok, pelanggan, pemerintah, dan pihak-pihak berkepentingan lainnya dalam pengambilan keputusan. **[GRI 2-3]**

Laporan ini memberikan kesempatan bagi para pemangku kepentingan untuk menilai akuntabilitas dan transparansi Patra Jasa terkait dampak operasionalnya, khususnya melalui pelaksanaan kegiatan tanggung jawab sosial dan lingkungan yang diatur oleh peraturan perundang-undangan. Patra Jasa berkomitmen untuk melaporkan kinerja keberlanjutan secara berkala setiap tahun melalui Laporan Keberlanjutan ini.

This Sustainability Report covers the information regarding the sustainable performance of Patra jasa for the period from January 1 until December 31, 2023 addressing three main aspects: economic, environmental, and social. This Report is prepared as a guideline for the Shareholders and Stakeholders, namely credits labor unions suppliers, customer, government, and other stakeholders in decision making, to aid in decision making.**[GRI 2-3]**

This report provides stakeholders with an opportunity to assess Patra Jasa's accountability and transparency regarding its operational impact, particularly through the implementation of social and environmental responsibility activities as regulated by laws and regulations. Patra Jasa is committed to reporting its sustainability performance periodically each year through this Sustainability Report.

Standar Pelaporan Berkelanjutan

Sustainability Reporting Standards

Dalam menyusun Laporan Keberlanjutan Patra Jasa 2025, Perseroan merujuk pada pedoman teknis yang ditetapkan dalam Surat Edaran Otoritas Jasa Keuangan No. 16/SEOJK.04/2021 mengenai Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik, khususnya terkait penyusunan laporan keberlanjutan bagi emiten dan perusahaan publik. Kami juga melengkapi laporan ini dengan daftar pengungkapan (disclosures) sesuai yang diisyaratkan oleh POJK 51/POJK.03/2017.

Penyusunan Laporan Keberlanjutan ini juga mengacu pada standar *Global Reporting Initiative* (GRI) yang dikeluarkan oleh *Global Sustainability Standards Board* (GSSB) sebagai pedoman internasional untuk pelaporan keberlanjutan. Untuk menunjukan pemenuhan indikator sesuai dengan Standar GRI, kami memberikan tanda khusus pada setiap halaman yang relevan, agar para pembaca dapat dengan mudah menemukan informasi terkait untuk setiap indikator.

In preparing the Patra Jasa 2025 Sustainability Report, the Company refers to the technical guidelines set forth in Financial Services Authority Circular Letter No. 16/SEOJK.04/2021 concerning the Form and Content of Annual Reports of Issuers or Public Companies, particularly regarding the preparation of sustainability reports for issuers and public companies. We have also supplemented this report with a list of disclosures as required by POJK 51/POJK.03/2017.

The preparation of this Sustainability Report also refers to the Global Reporting Initiative (GRI) standards issued by the Global Sustainability Standards Board (GSSB) as international guidelines for sustainability reporting. To demonstrate compliance with the GRI Standards, we have marked each relevant page so that readers can easily find information related to each indicator.

Isi dan Batasan Laporan

Contents and Limitation of Report

Laporan ini memuat kebijakan, program, serta pencapaian Perseroan, baik dalam bentuk kuantitatif maupun kualitatif, yang terkait dengan aspek ekonomi, lingkungan hidup, dan sosial sepanjang tahun 2025. Tidak terdapat perubahan signifikan dari periode pelaporan sebelumnya dalam daftar topik material dan batasan topik. Isi data dan informasi disajikan dengan perbandingan kinerja dua tahun sebelumnya. Lingkup pelaporan data dan informasi yang disajikan berasal dari Perseroan, untuk data keuangan berasal dari angka laporan keuangan dari kinerja Patra Jasa. **[GRI 2-2, 2-4]**

This Report contains the Company's policies, programs, and achievements, both quantitative and qualitative, related to economic, environmental, and social aspects throughout 2025. There are no significant changes from the previous reporting period in the list of material topics and topic limitations. The data and information are presented in comparison with the performance of the previous two years. The scope of the data and information presented is sourced from the Company, while the financial data is sourced from Patra Jasa's financial statements. **[GRI 2-2, 2-4]**

Prinsip dan Proses Penetapan Konten Laporan [GRI 3-1]

Principles and Processes for Report Content Determination [GRI 3-1]

Laporan Keberlanjutan Patra Jasa 2025 menyajikan informasi material secara menyeluruh dengan mengacu pada prinsip-prinsip pelaporan, antara lain: 1) Akurasi, 2) Keseimbangan, 3) Kejelasan, 4) Keterbandingan, 5) Kelengkapan, 6) Konteks keberlanjutan, 7) Ketepatan waktu, dan 8) Keterverifikasian. Informasi dalam laporan ini menyertakan dampak signifikan

The Patra Jasa 2025 Sustainability Report presents comprehensive material information with reference to reporting principles, including: 1) Accuracy, 2) Balance, 3) Clarity, 4) Comparability, 5) Completeness, 6) Sustainability context, 7) Timeliness, and 8) Verifiability. The information in this report includes significant impacts during the reporting period, namely dalam periode pelaporan, yaitu 1 Januari-31 Desember 2024 dan menyatakan perkiraan yang wajar dari dampak signifikan di masa mendatang. Laporan ini tidak menghilangkan informasi relevan yang secara substansial mempengaruhi penilaian dan keputusan pemangku kepentingan atau yang mencerminkan dampak ekonomi, lingkungan, dan sosial yang signifikan.

January 1 to December 31, 2024, and states reasonable estimates of significant future impacts. This report does not omit relevant information that substantially influences the assessment and decisions of stakeholders or that reflects significant economic, environmental, and social impacts.

Penentuan Topik Material

Topic Material Determination

Fokus Laporan ini adalah pada topik-topik utama yang ditentukan berdasarkan prinsip materialitas dan relevansi terhadap keberlanjutan Perseroan, meliputi pengelolaan Program *Corporate Social Responsibility* (CSR) serta pencapaian kinerja ekonomi yang sejalan dengan penerapan Tata Kelola yang Berkelanjutan. **[GRI 3-1]**

This report focuses on key topics determined based on the principles of materiality and relevance to the Company's sustainability, including the management of the Corporate Social Responsibility (CSR) program and the achievement of economic performance in line with the implementation of Sustainable Governance. **[GRI 3-1]**

Tabel Topik Material [GRI 3-2]

Table of Material Topics [GRI 3-2]

Aspek Pengungkapan Disclosure Aspects	**Topik Material** Material Topic	**Indeks Standar Pelaporan Berkelanjutan GRI** GRI Sustainability Reporting Standards Index
Aspek Ekonomi Economic Aspects	Kinerja Ekonomi Economic Performance	201-1, 201-2, 201-3, 201-4
	Praktik Pengadaan Procurement Practices	204-1
Aspek Lingkungan Environmental Aspects	Energi Energy	302-1, 302-3, 302-4
	Emisi Emissions	305-1, 305-2, 305-4
	Air dan Efluen Water and Effluent	303-3, 303-5
Aspek Sosial Social Aspects	Kesehatan dan Keselamatan Kerja Occupational Health and Safety	403-1, 403-5, 403-9
	Pelatihan dan Pengembangan Karyawan Employee Training and Development	404-1, 404-2

Assurance

Assurance

Patra Jasa terus melakukan upaya peningkatan kualitas Laporan Keberlanjutan yang disajikan. Pada Laporan Keberlanjutan 2025 ini, Perseroan belum melibatkan assuror independen eksternal untuk melakukan verifikasi atau jasa *assurance* atas laporan keberlanjutan. Namun demikian, Perseroan terus berkomitmen untuk melaporkan kinerja keberlanjutan dan meningkatkan kualitas pelaporan sesuai indeks Global Reporting Initiative (GRI) melalui laporan keberlanjutan Patra Jasa. **[GRI 2-5]**

Patra Jasa continues to make efforts to enhance the quality of the Sustainability Report presented. In the 2025 Sustainability Report, the Company has not yet engaged an independent external assurer to conduct verification or provide assurance services for the sustainability report. Nevertheless, the Company remains committed to reporting its sustainability performance improving the quality of its disclosures in accordance with the Global Reporting Initiative (GRI) Index through Patra Jasa's Sustainability Report. **[GRI 2-5]**

Alamat Kontak

Contact Address

Sebagai upaya perbaikan Laporan Keberlanjutan pada periode mendatang, Patra Jasa mengharapkan saran dan umpan balik dari para pembaca. Penyampaian saran maupun umpan balik mengenai laporan ini dapat ditujukan kepada Patra Jasa dengan menggunakan informasi kontak yang tersedia di bawah ini sebagai berikut: **[GRI 2-3]**

In an effort to improve future Sustainability Reports, Patra Jasa welcomes suggestions and feedback from readers. Suggestions and feedback regarding this report can be submitted to Patra Jasa through contact information provided below: **[GRI 2-3]**

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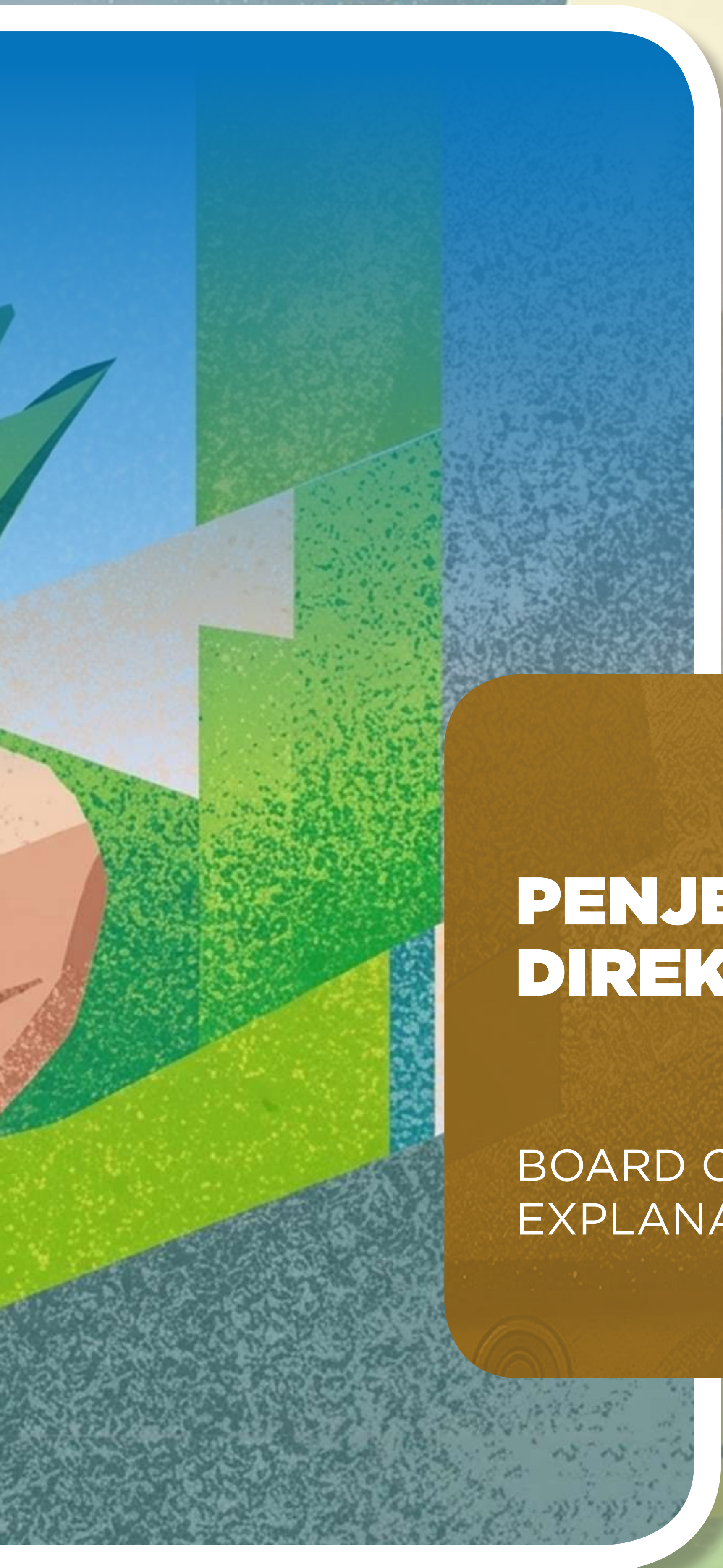


PENJELASAN DIREKSI

BOARD OF DIRECTORS EXPLANATION

Penjelasan Direksi [OJK D.1]

Board of Directors Explanation [OJK D.1]

RAY SM DAULAY

Direktur Utama

President Director

Kepada Para Pemegang Saham dan Pemangku Kepentingan yang Kami Hormati,

Kami meyakini bahwa keterlibatan aktif seluruh pemangku kepentingan merupakan pilar utama dalam merealisasikan target pembangunan berkelanjutan secara konsisten. Di tengah dinamika global tahun 2025 yang menuntut integrasi aspek ekonomi, sosial, lingkungan, dan tata kelola (ESG) secara lebih mendalam, Patra Jasa menegaskan komitmennya untuk menyelaraskan operasional bisnis dengan prinsip-prinsip keberlanjutan jangka panjang.

Sebagai wujud tanggung jawab yang nyata, Perseroan terus berkontribusi pada pencapaian Tujuan Pembangunan Berkelanjutan (TPB) melalui program Tanggung Jawab Sosial dan Lingkungan (TJSL) yang terukur dengan realisasi anggaran sebesar Rp1,07 miliar sepanjang tahun 2025. Melanjutkan transparansi kami, seluruh dedikasi dan capaian strategis selama dua tahun terakhir telah dirangkum dalam Laporan Keberlanjutan 2025 ini. Laporan ini menyajikan informasi komprehensif mengenai kebijakan, inisiatif hijau, serta evaluasi kinerja ekonomi, sosial, dan lingkungan Perseroan demi menciptakan nilai tambah yang berkelanjutan bagi masa depan.

To Our Esteemed Shareholders and Stakeholders,

We believe that the active engagement of all stakeholders is a cornerstone of consistently achieving sustainable development goals. Amid the global dynamics of 2025, which call for deeper integration of economic, social, environmental, and governance (ESG) aspects, Patra Jasa reaffirms its commitment to aligning its business operations with the principles of long-term sustainability.

As a tangible demonstration of its commitment, the Company continues to contribute to the achievement of the Sustainable Development Goals (SDGs) through measurable Corporate Social and Environmental Responsibility (CSER) programs, with a budget allocation of Rp1.07 billion throughout 2025. In keeping with our commitment to transparency, all of our dedication and strategic achievements over the past two years have been summarized in this 2025 Sustainability Report. This report presents comprehensive information regarding the Company's policies, green initiatives, and evaluations of its economic, social, and environmental performance, all aimed at creating sustainable value for the future.

Kebijakan Merespon Tantangan Dalam Strategi Keberlanjutan [OJK D.1.a]

Kondisi Ekonomi dan Dampaknya

Memasuki tahun 2025, perekonomian Indonesia terus menunjukkan tren positif meskipun dibayangi oleh dinamika pasar global yang dinamis. Keberlanjutan pertumbuhan ekonomi nasional pada tahun 2025 yang tercatat sebesar **5,11%** menjadi katalisator utama bagi stabilitas operasional Perseroan. Kondisi makroekonomi yang terjaga, didukung oleh **laju inflasi yang terkendali pada level 2,92%** serta kebijakan fiskal yang adaptif, telah memberikan stimulus signifikan bagi pemulihan penuh di sektor properti, hospitalitas, dan jasa. Bagi Patra Jasa, tahun 2025 merupakan momentum penguatan kinerja bisnis yang menggembirakan, di mana Perseroan mampu mempertahankan pertumbuhan yang solid dan meningkatkan kapasitasnya sebagai mitra strategis (*reliable partner*) bagi PT Pertamina (Persero) di tengah kompetisi industri yang semakin ketat.

Implementasi Strategi Utama 2025

Dalam merespons perkembangan kondisi ekonomi terkini, Perseroan memfokuskan strategi 2025 pada optimalisasi aset properti dan keunggulan layanan operasional untuk mendukung ekosistem Pertamina Grup. Langkah-langkah strategis yang dijalankan sepanjang tahun ini meliputi:

- **Investasi & Pengembangan Properti:** Fokus pada peningkatan nilai aset (*asset value*) melalui strategi peningkatan tingkat hunian dan diversifikasi pemanfaatan asset dan perbaikan produk dan efisiensi biaya di gedung utama seperti Patra Jasa Office Tower dan Grha Pertamina. Perseroan juga mempercepat komersialisasi proyek baru seperti Patraland Balikpapan Residence guna memenuhi kebutuhan hunian bagi Pertamina Grup.
- **Hotels & Resorts:** Melanjutkan revitalisasi unit hotel di lokasi-lokasi kunci (termasuk unit The Patra Bali Resort & Villas, Patra Semarang Hotel & Convention, & Patra Anyer Hotel) dengan penekanan pada transformasi layanan berbasis digital, penguatan identitas merek (*branding*), serta peningkatan kompetensi sumber daya manusia.
- **Layanan (Services) & Anak Perusahaan:**
  - **Multi Services:** Ekspansi pangsa pasar pada segmen *captive* dan *non-captive* serta penguatan pengawasan operasional melalui integrasi aplikasi *E-Inspection*.
  - **PT Prima Armada Raya:** Diversifikasi aliran pendapatan baru melalui kemitraan strategis dan peningkatan standar pemeliharaan aset secara berkala.
  - **PT Mitra Tours and Travel:** Akselerasi platform digital untuk meningkatkan efektivitas transaksi dan optimalisasi manajemen arus kas perusahaan.
- **Penugasan Pertamina Grup:** Menjalankan mandat strategis induk perusahaan secara konsisten melalui integrasi tiga pilar bisnis utama: Properti, Hospitalitas, dan Jasa.

Policies to Respond to Challenges in the Sustainability Strategy [OJK D.1.a]

Economic Conditions and Their Impact

As we enter 2025, Indonesia's economy continues to show positive trends despite being overshadowed by dynamic global market conditions. The sustained national economic growth in 2025, recorded at 5.11%, serves as the primary catalyst for the Company's operational stability. Stable macroeconomic conditions, supported by a controlled inflation rate of 2.92% and adaptive fiscal policies, have provided significant stimulus for a full recovery in the property, hospitality, and services sectors. For Patra Jasa, 2025 marked an encouraging momentum for strengthening business performance, during which the Company was able to maintain solid growth and enhance its capacity as a reliable strategic partner for PT Pertamina (Persero) amidst increasingly intense industry competition.

Implementation of the 2025 Key Strategy

In response to current economic developments, the Company is focusing its 2025 strategy on optimizing its real estate assets and enhancing operational service excellence to support the Pertamina Group ecosystem. Strategic initiatives implemented throughout this year include:

- **Investment and Property Development**: The focus is on increasing asset value through strategies to boost occupancy rates, diversify asset utilization, and improve product offerings and cost efficiency in key buildings such as the Patra Jasa Office Tower and Grha Pertamina. The Company is also accelerating the commercialization of new projects such as Patraland Balikpapan Residence to meet the housing needs of the Pertamina Group.
- **Hotels & Resorts**: MContinue the revitalization of hotel properties in key locations (including The Patra Bali Resort & Villas, Patra Semarang Hotel & Convention, & Patra Anyer Hotel unit) with a focus on digital service transformation, strengthening brand identity, and enhancing human resource capabilities.
- **Services & Subsidiaries:**
  - Multi Services: Expanding market share in the captive and non-captive segments and strengthening operational oversight through the integration of the E-Inspection application.
  - PT Prima Armada Raya: Diversify new revenue streams through strategic partnerships and the regular improvement of asset maintenance standards.
  - PT Mitra Tours and Travel: Accelerating the adoption of digital platforms to enhance transaction efficiency and optimize corporate cash flow management.
- **Pertamina Group Assignments**: Consistently executing the parent company's strategic mandate through the integration of its three core business pillars: Real Estate, Hospitality, and Services.

Nilai keberlanjutan yang dimiliki

Patra Jasa berdedikasi tinggi dalam menginternalisasi tata nilai perusahaan secara konsisten untuk membentuk budaya organisasi yang berkelanjutan. Upaya ini berlandaskan pada implementasi Core Values AKHLAK (Amanah, Kompeten, Harmonis, Loyal, Adaptif, dan Kolaboratif) sebagai fondasi perilaku seluruh insan Perseroan. Sepanjang tahun 2025, nilai-nilai ini tetap menjadi kompas etika dalam operasional bisnis dan interaksi dengan pemangku kepentingan. Perseroan secara konsisten melakukan penyelarasan kebijakan Human Capital untuk mendorong produktivitas serta budaya kerja yang berorientasi pada kinerja, kolaborasi, dan pelayanan (*service excellence*).

Sustainability values held

Patra Jasa is highly dedicated to consistently embedding the company's values to foster a sustainable organizational culture. These efforts are grounded in the implementation of the AKHLAK Core Values (Trustworthy, Competent, Harmonious, Loyal, Adaptive, and Collaborative) as the foundation for the behavior of all Company personnel. Throughout 2025, these values will remain the ethical compass guiding business operations and interactions with stakeholders. The Company consistently aligns its Human Capital policies to drive productivity and foster a work culture focused on performance, collaboration, and service excellence.

Respon terhadap isu-isu yang terkait Berkelanjutan (ESG)

Pengelolaan dampak lingkungan, sosial, dan ekonomi (ESG) merupakan pilar strategis bagi Patra Jasa dalam menjaga resiliensi bisnis jangka panjang. Komitmen ini selaras dengan Visi dan Misi Perseroan untuk membangun ekosistem bisnis yang berkelanjutan melalui penguatan tata kelola (*Good Corporate Governance*), manajemen risiko, serta tanggung jawab sosial yang akuntabel.

Pada tahun 2025, strategi keberlanjutan fokus pada optimalisasi kontribusi terhadap 17 Tujuan Pembangunan Berkelanjutan (TPB) yang diintegrasikan ke dalam empat pilar utama:

- **Pilar Sosial:** Berfokus pada pemenuhan hak dasar manusia secara adil, termasuk pemberian bantuan pendidikan di wilayah sekitar area bisnis.
- **Pilar Ekonomi:** Peningkatan nilai ekonomi berkelanjutan bagi pemangku kepentingan.
- **Pilar Lingkungan Hidup:** Menitikberatkan pada pelestarian ekosistem, seperti pengelolaan limbah operasional restoran menjadi pupuk organik sebagai bentuk penerapan ekonomi sirkular.
- **Pilar Tata Kelola:** Penegakan transparansi dan kepatuhan melalui penerapan SMAP berbasis ISO 37001:2016 dan sistem LOTS (*Legal Compliance One Touch System*).

Melalui pendekatan yang strategis dengan menyelaraskan profil risiko bisnis dan prinsip ESG, Perseroan berhasil memastikan bahwa setiap kontribusi memberikan dampak nyata yang terukur bagi masyarakat dan lingkungan.

Response to sustainability - related issues (ESG)

The management of environmental, social, and economic (ESG) impacts is a strategic pillar for Patra Jasa in maintaining long-term business resilience. This commitment aligns with the Company's Vision and Mission to build a sustainable business ecosystem through the strengthening of good corporate governance, risk management, and accountable social responsibility.

By 2025, the sustainability strategy will focus on optimizing contributions to the 17 Sustainable Development Goals (SDGs), which are integrated into four main pillars:

- **Social Pillar**: Focusing on the equitable fulfillment of basic human rights, including the provision of educational assistance in communities surrounding our business operations.
- **Economic Pillar**: Sustainable economic value creation for stakeholders.
- **Environment Pillar**: Focusing on ecosystem conservation, such as converting restaurant operational waste into organic fertilizer as a form of circular economy implementation.
- **Governance Pillar**: Promoting transparency and compliance through the implementation of an ISO 37001:2016-based Anti-Bribery Management System (ABMS) and the LOTS (Legal Compliance One Touch System).

Through a strategic approach that aligns the company's business risk profile with ESG principles, the Company has successfully ensured that every contribution makes a tangible, measurable impact on society and the environment.

Komitmen Pimpinan Dalam Penerapan Keberlanjutan

Dewan Komisaris dan Direksi Patra Jasa menegaskan dukungan penuh terhadap percepatan agenda ESG dan pencapaian target TPB di tahun 2025. Komitmen kepemimpinan ini tertuang secara formal dalam Rencana Kerja dan Anggaran Perusahaan (RKAP) 2025 serta Rencana Jangka Panjang Perusahaan (RJPP) sebagai panduan fundamental untuk merealisasikan target bisnis.

Leadership Commitment to Sustainability Implementation

The Board of Commissioners and the Board of Directors of Patra Jasa reaffirm their full support for accelerating the ESG agenda and achieving the SDG targets by 2025. This leadership commitment is formally enshrined in the 2025 Corporate Work Plan and Budget (RKAP) and the Corporate Long-Term Plan (RJPP) as fundamental guidelines for realizing business targets.

Guna menjamin efektivitas implementasi, Direksi secara kolektif merumuskan strategi melalui mekanisme rapat yang terkoordinasi dengan mempertimbangkan arah kebijakan Induk Perusahaan serta dinamika risiko industri. Manajemen memastikan bahwa seluruh proses administrasi dan pelaporan keberlanjutan tahun 2025 memenuhi standar global dan regulasi nasional, termasuk komitmen untuk meraih predikat "Most Trusted" pada *Corporate Governance Perception Index* (CGPI).

Penerapan Keuangan Berkelanjutan

[OJK D.1.b]

Pencapaian Kinerja Keberlanjutan

Sepanjang tahun 2025, Patra Jasa berhasil menjaga tren pertumbuhan positif di seluruh lini bisnis. Integrasi strategi *Environmental, Social, and Governance* (ESG) terbukti menjadi motor penggerak dalam memperkuat ketahanan operasional serta stabilitas finansial Perseroan.

- **Aspek Ekonomi**
  Pada tahun 2025, Perseroan mencatatkan performa finansial yang solid dengan **total aset mencapai Rp6,50 triliun (turun 7,25% dari 2024)** dan **total ekuitas yang menguat menjadi Rp3,01 triliun**. Perseroan membukukan pendapatan sebesar Rp5,46 triliun dan laba tahun berjalan yang tumbuh menjadi Rp273,91 miliar. Keberhasilan ini mencerminkan efektivitas strategi bisnis dan kebijakan efisiensi melalui evaluasi struktur biaya yang dilakukan secara disiplin.
- **Aspek Lingkungan**
  Perseroan mempertegas komitmennya terhadap pelestarian ekosistem melalui berbagai inisiatif hijau. Pada tahun 2025, alokasi dana TJSL pilar lingkungan diwujudkan melalui inisiatif inovatif pengelolaan limbah dan penyediaan sarana kebersihan di unit-unit bisnis. Total realisasi anggaran untuk pilar lingkungan tahun 2025 mencapai Rp385.000.000, meningkat dari tahun 2024 sebesar Rp250.000.000. Program ini merupakan kontribusi nyata terhadap pencapaian **TPB 3, TPB 6, dan TPB 12**.
- **Aspek Sosial**
  Patra Jasa konsisten menginisiasi program tanggung jawab sosial di sektor pendidikan, kesehatan, dan bantuan kemasyarakatan. Total dana yang disalurkan untuk pilar sosial pada tahun 2025 mencapai Rp196.539.000 untuk mendukung pencapaian **TPB 1, TPB 2, TPB 3, TPB 11, TPB 12, dan TPB 13**.
- **Aspek Ekonomi & UMKM**
  Pemberdayaan masyarakat dan pembinaan UMKM tetap menjadi pilar utama dalam mendukung ekonomi inklusif. Melalui realisasi penggunaan anggaran sebesar Rp490.222.532 di tahun 2025 (dibandingkan Rp271.389.488 di tahun 2024), Perseroan berhasil mendorong mitra UMKM untuk naik kelas, sejalan dengan tujuan **TPB 2, TPB 3, TPB 4, dan TPB 8.**

To ensure effective implementation, the Board of Directors collectively formulates strategies through coordinated meetings, taking into account the parent company's policy direction and industry risk dynamics. Management ensures that all 2025 sustainability administration and reporting processes meet global standards and national regulations, including the commitment to achieve the "Most Trusted" designation on the Corporate Governance Perception Index (CGPI).

Sustainable Financial Implementation

[OJK D.1.b]

Sustainability Performance Achievements

Throughout 2025, Patra Jasa successfully maintained a positive growth trend across all business lines. The integration of Environmental, Social, and Governance (ESG) strategies proved to be a key driver in strengthening the Company's operational resilience and financial stability.

- **Economic Aspects**
  In 2025, the Company posted solid financial performance, with total assets reaching Rp6.50 trillion (down 7.25% from 2024) and total equity rising to Rp3.01 trillion. The Company recorded revenue of Rp5.46 trillion and net income for the year, which grew to Rp273.91 billion. This success reflects the effectiveness of business strategies and efficiency policies through a disciplined evaluation of cost structures.
- **Environmental Aspects**
  The Company reaffirms its commitment to ecosystem conservation through various green initiatives. By 2025, funding allocated to the environmental pillar of the TJSL program will be channeled into innovative waste management initiatives and the provision of sanitation facilities across business units. The total budget realization allocated to the environmental pillar reached Rp385,000,000 in 2025, representing an increase from Rp250,000,000 in 2024. This program represents a tangible contribution to the achievement of SDG 3, SDG 6, and SDG 12.
- **Social Aspects**
  Patra Jasa consistently initiates corporate social responsibility programs in the education, health, and community assistance sectors. The total funds allocated to the social pillar in 2025 reached Rp196,539,000 to support the achievement of SDG 1, SDG 2, SDG 3, SDG 11, SDG 12, and SDG 13.
- **Economic Aspects & SMEs**
  Community empowerment and SME development remain key pillars in supporting an inclusive economy. Through the realization of budget utilization amounting to Rp490,222,532 in 2025 (compared to Rp271,389,488 in 2024), the Company has successfully encouraged its SME partners to scale up, in line with SDG 2, SDG 3, SDG 4, and SDG 8.

Tantangan Dalam Menerapkan Berkelanjutan (ESG)

Meskipun mencatatkan progres yang signifikan, Perseroan tetap menghadapi tantangan dalam menyelaraskan standar pemahaman ESG yang terus berkembang di seluruh level organisasi. Guna mengatasi hal tersebut, Patra Jasa secara intensif menyelenggarakan program sosialisasi dan edukasi berkelanjutan bagi pemangku kepentingan internal maupun eksternal sepanjang tahun 2025 demi membangun kesadaran kolektif yang lebih kuat.

Challenged in Implementing Sustainability (ESG)

Although it has made significant progress, the Company continues to face challenges in aligning with the ever-evolving standards of ESG understanding across all levels of the organization. To address this, Patra Jasa will intensively conduct ongoing outreach and education programs for both internal and external stakeholders throughout 2025 to build a stronger collective awareness.

Prestasi dan Tantangan Termasuk Peristiwa Penting Selama Periode Pelaporan

Dedikasi Perseroan dalam menerapkan praktik bisnis terbaik membuahkan berbagai apresiasi sepanjang tahun 2025. Patra Jasa berhasil mempertahankan pencapaiannya di bidang Tata Kelola Perusahaan (GCG) dengan meraih skor GCG sebesar 93,84% dengan klasifikasi "Sangat Baik", serta mempertahankan pencapaian pada bidang budaya keselamatan kerja (HSE). Keberhasilan ini melanjutkan tren positif dari tahun-tahun sebelumnya, termasuk penghargaan dari *BUMN Track* dan *World Safety Organization* (WSO), yang menegaskan posisi Perseroan sebagai entitas bisnis yang proaktif dan terpercaya.

Achievement and Challenges Including Significant Events During the Reporting Period

The Company's dedication to implementing best business practices has earned it numerous accolades throughout 2025. Patra Jasa successfully maintained its achievements in the area of Corporate Governance (GCG) by achieving a GCG score of 93.84% with a "Very Good" rating, and also maintained its achievements in the area of occupational safety and health (HSE). This success continues the positive trend from previous years, including awards from BUMN Track and the World Safety Organization (WSO), which reaffirm the Company's position as a proactive and trustworthy business entity.

Strategi Pencapaian Target [OJK D.1.c]

Pengelolaan Risiko Atas Penerapan Keberlanjutan (ESG)

Dalam merealisasikan target strategis sepanjang tahun 2025, Patra Jasa menyadari adanya berbagai risiko yang berpotensi menghambat keberlanjutan bisnis. Perseroan memitigasi dampak tersebut melalui sistem manajemen risiko yang komprehensif dan terintegrasi dengan penguatan aspek pengendalian internal. Strategi ini didasarkan pada model *three lines of defense* (tiga lini pertahanan) sesuai standar praktik internasional:

1. **Lini Pertama:** Unit kerja operasional sebagai pelaksana proses bisnis yang bertanggung jawab langsung atas pengendalian risiko di tahap awal.
2. **Lini Kedua:** Fungsi manajemen risiko yang bertugas merumuskan kebijakan, memberikan rekomendasi mitigasi, serta memastikan kepatuhan pengendalian internal pada lini pertama.
3. **Lini Ketiga:** Audit Internal yang melakukan pengawasan independen dan verifikasi berkala atas efektivitas sistem manajemen risiko.

Penerapan manajemen risiko di tahun 2025 dinilai sangat efektif dalam mendukung pencapaian target korporasi. Perseroan memberikan penekanan khusus pada analisis dan mitigasi risiko proyek, sejalan dengan ekspansi bisnis yang menuntut penilaian risiko mendalam, baik sebelum maupun selama fase pelaksanaan proyek pembangunan.

Target Achievement Strategies [OJK D.1.c]

Risk Management in the Implementation of Sustainability (ESG)

In pursuing its strategic goals through 2025, Patra Jasa recognizes the existence of various risks that could potentially hinder business continuity. The Company mitigates these risks through a comprehensive and integrated risk management system, supported by strengthened internal controls. This strategy is based on the three lines of defense model in accordance with international best practices:

1. **First Line**: Operational units, as the entities responsible for executing business processes, are directly accountable for risk management at the initial stage.
2. **Second Line**: The risk management function is responsible for formulating policies, providing mitigation recommendations, and ensuring compliance with internal controls at the first line of defense.
3. **Third Line**: Internal Audit, which conducts independent oversight and periodic verification of the effectiveness of the risk management system.

The implementation of risk management in 2025 is considered highly effective in supporting the achievement of corporate targets. The Company places special emphasis on project risk analysis and mitigation, in line with business expansion that requires in-depth risk assessments, both prior to and during the implementation phase of construction projects.

Pemanfaatan Peluang dan Prospek Usaha

Akselerasi teknologi di tahun 2025 mendorong Patra Jasa untuk terus berinovasi melalui digitalisasi produk dan layanan demi meningkatkan pengalaman pelanggan. Perseroan meng-optimalkan peluang ini melalui beberapa inisiatif strategis:

Utilization of Business opportunities and prospects

The rapid pace of technological advancement in 2025 is driving Patra Jasa to continue innovating through the digitalization of its products and services in order to enhance the customer experience. The company is capitalizing on this opportunity through several strategic initiatives:

- **Sektor Properti & Hospitalitas:** Revitalisasi produk hotel secara bertahap dan percepatan pembangunan hunian tapak (*landed house*) untuk memenuhi permintaan pasar yang tumbuh.
- **Pemasaran & Layanan:** Transformasi layanan melalui penguatan strategi *sales & marketing*, peningkatan ekuitas merek (*branding*), serta optimasi biaya operasional.
- **Kapasitas Internal:** Pengembangan *Human Capital* agar lebih adaptif terhadap perubahan teknologi.
- **Inovasi Digital:** Pengembangan aplikasi mandiri dan kolaborasi dengan platform digital global untuk memperluas jangkauan pasar, didukung oleh infrastruktur TI yang andal.

Penjelasan situasi eksternal ESG yang berpotensi mempengaruhi keberlanjutan

Dinamika ekonomi global pada tahun 2025 yang ditandai dengan fluktuasi dan ketidakpastian tinggi menjadi basis utama Perseroan dalam merumuskan strategi bisnis. Patra Jasa senantiasa waspada dan responsif terhadap isu-isu eksternal terkait lingkungan, sosial, dan tata kelola yang dapat memengaruhi keberlanjutan usaha. Sebagai langkah antisipatif, Perseroan terus melakukan transformasi internal, konsolidasi bisnis, serta percepatan digitalisasi proses kerja untuk mempertahankan daya saing di tengah pasar yang kompetitif.

Penutup

Sebagai penutup, segenap jajaran Manajemen menyampaikan apresiasi setinggi-tingginya kepada para Pemegang Saham atas kepercayaan dan dukungan tanpa henti yang telah diberikan sepanjang tahun 2025. Ucapan terima kasih juga kami tujukan kepada Dewan Komisaris yang senantiasa memberikan arahan serta bimbingan strategis dalam memastikan langkah Perseroan tetap selaras dengan prinsip tata kelola yang baik.

Kami pun sangat menghargai kolaborasi yang terjalin erat dengan seluruh Pemangku Kepentingan yang telah membantu memperkuat fondasi bisnis Patra Jasa di tengah dinamika industri saat ini. Terakhir, apresiasi khusus kami berikan bagi seluruh insan Patra Jasa atas dedikasi dan kinerja luar biasa yang telah dicapai pada tahun 2025. Semangat kerja keras dan integritas kolektif inilah yang senantiasa membawa Perusahaan melangkah lebih dekat menuju keunggulan dan keberlanjutan di masa depan.

- **Property and Hospitality Sector**: Gradually revitalizing hotel offerings and accelerating the development of single-family homes to meet growing market demand.
- **Service and Marketing**: Service transformation through the strengthening of sales and marketing strategies, enhanced brand equity, and the optimization of operating costs.
- **Internal Capacity**: Human Capital Development to foster greater adaptability to technological change.
- **Digitalization Innovation**: Development of proprietary applications and collaboration with global digital platforms to expand market reach, supported by a reliable IT infrastructure.

Explanation of external ESG situation that could potentially affect sustainability

The global economic dynamics in 2025, characterized by high volatility and uncertainty, serve as the primary basis for the Company in formulating its business strategy. Patra Jasa remains vigilant and responsive to external issues related to the environment, society, and governance that may impact business sustainability. As a proactive measure, the Company continues to pursue internal transformation, business consolidation, and the acceleration of digitalization in work processes to maintain competitiveness in a highly competitive market.

Closing

In closing, the entire Management Team would like to express its deepest appreciation to the Shareholders for their unwavering trust and support throughout 2025. We would also like to extend our gratitude to the Board of Commissioners, which has consistently provided strategic direction and guidance to ensure that the Company's actions remain in line with the principles of good corporate governance.

We also deeply value the close collaboration with all our stakeholders, who have helped strengthen the foundation of Patra Jasa's business amid the current industry dynamics. Finally, we extend our special appreciation to all Patra Jasa employees for their dedication and the outstanding performance achieved in 2025. It is this collective spirit of hard work and integrity that consistently drives the Company closer to excellence and sustainability in the future.

Jakarta, April / April 2026
Atas Nama Direksi
On behalf of the Board of Directors

Ray Syaputra Muda Daulay
Direktur Utama
President Director

05

PROFIL PERUSAHAAN

COMPANY PROFILE

Identitas Perusahaan [OJK C.2] [GRI 2-1]

Corporate Identity [OJK C.2] [GRI 2-1]

Nama Perusahaan
Name of Company

PT Patra Jasa

Bidang Usaha
Business Sector

Property Investment & Development,
Hotels & Resorts, dan *Services*

Property Investment & Development
Hotels & Resorts, and Services

Tanggal Pendirian
Date of Establishment

17 Juli 1975

July 17, 1975

Dasar Hukum Pendirian **Legal Basis of Establishment**	Akta No. 18 tanggal 17 Juli 1975 oleh Notaris Achmad Daroqutni Deed No. 18 dated July 17, 1975 by Notary Achmad Daroqutni
Kepemilikan Saham **Share Ownership**	PT Pertamina (Persero): 99,999% PT Pertamina Pedeve Indonesia: 0,001%
Modal Dasar **Authorized Capital**	Rp1.537.195.000.000
Modal Ditempatkan **Issued Capital**	Rp1.537.195.000.000
Jumlah Karyawan **Total Employees**	832 orang 832 employees
VP Corporate Secretary **VP Corporate Secretary**	Fadjar Djoko Santoso
Entitas Anak **Subsidiary Entities**	PT Prima Armada Raya (PAR) PT Mitra Tours and Travel (MTT)
Entitas Asosiasi dan Ventura Bersama **Associates and Joint Ventures Entities**	PT Patra Wijaya Realtindo
Alamat Kantor Pusat **Head Office Address**	Patra Jasa Office Tower Lantai 3A Jl. Jend. Gatot Subroto Kav. 32–34 Jakarta 12950, Indonesia
Telepon **Phone**	(62-21) 5217 232
Email **Email**	sekper.pj@patra-jasa.com
Situs web **Website**	www.patra-jasa.com

Riwayat Singkat Perusahaan

Brief History of the Company

PT Patra Jasa pertama kali didirikan pada tahun 1963 dengan nama Vacantie Cord Puntjak N.V. Selanjutnya, berdasarkan Akta Notaris Achmad Daroqutni Nomor 18 tanggal 18 Juli 1975, Perseroan secara resmi mengubah nama menjadi PT Patra Jasa.

Akta tersebut telah mengalami beberapa perubahan hingga yang terakhir terjadi pada tahun 2008, yaitu melalui akta yang dibuat oleh Notaris Dr. Amrul Partomuan Pohan, S.H., LL.M., No. 50 tanggal 14 Agustus 2008. Akta No. 50 tanggal 14 Agustus 2008 tersebut berisi persetujuan perubahan atas seluruh ketentuan Anggaran Dasar PT Patra Jasa agar sesuai dengan Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas. Perubahan tersebut telah disahkan oleh Menteri Hukum dan Hak Asasi Manusia Republik Indonesia melalui Surat Keputusan No. AHU 62728.AH.01.02 Tahun 2008 tanggal 15 September 2008, yang kemudian didaftarkan pada Daftar Perseroan dengan nomor AHU-0084232.AH.01.09 Tahun 2008 pada tanggal 15 September 2008, dan diumumkan dalam Berita Negara Republik Indonesia No. 97, tanggal 2 Desember 2008, Tambahan No. 26062.

Pada tahun 2014, Perseroan melakukan perubahan Akta yang dibuat di hadapan Notaris Buntario Tigris, S.H., S.E., Nomor 107 tanggal 14 April 2014 tentang Perubahan Badan Hukum PT Patra Jasa dengan nomor pendaftaran 4014042331230112 yang telah disetujui oleh Menteri Hukum dan Hak Asasi Manusia dengan nomor AHU-01004.40.20.2014 Tahun 2014 tanggal 23 April 2014. Pada tahun 2017, Perseroan juga telah melakukan perubahan Akta yang dibuat di hadapan Lenny Janis Ishak, SH., Nomor 16 Tanggal 19 September 2017 tentang Penambahan Modal Dasar dan Modal Disetorkan Perseroan pada ketentuan Pasal 4 mengenai Modal Perseroan. Selanjutnya, Perseroan melakukan perubahan Akta yang dibuat di hadapan Miryany Usman, S.H., Nomor 24 tanggal 10 Desember 2021 tentang Perubahan Anggaran Dasar Perseroan pada ketentuan Pasal 3 mengenai maksud dan tujuan serta kegiatan usaha Perseroan sesuai dengan Klasifikasi Baku Lapangan Usaha Indonesia ("KBLI") dengan nomor pendaftaran 4021121731201685 yang telah disetujui oleh Menteri Hukum dan Hak Asasi Manusia dengan Nomor AHU-AH.01.03-04697731 Tahun 2021 tanggal 17 Desember 2021.

Pada tahun 2023, Anggaran Dasar Perseroan mengalami 2 (dua) kali perubahan. Pertama, mengenai Perubahan Nomenklatur & Peralihan Jabatan Anggota Direksi yaitu melalui Akta No. 6 tanggal 09 Maret 2023. Kedua, berkaitan dengan Pengangkatan Anggota Dewan Komisaris melalui Akta No. 4 tanggal 06 Juli 2023. Namun, tidak terdapat perubahan mengenai ketentuan-ketentuan yang termuat dalam Anggaran Dasar.

PT Patra Jasa was first established in 1963 under the name Vacantie Cord Puntjak N.V. Subsequently, based on Notarial Deed Achmad Daroqutni Number 18 dated July 18, 1975, the Company officially changed its name to PT Patra Jasa.

The deed has undergone several amendments, until the last occurred in 2008, namely through a deed made by Notary Dr. Amrul Partomuan Pohan, S.H., LL.M., No. 50 dated August 14, 2008. Deed No.50 dated August 14, 2008 contains the approval of amendments to all provisions of the Articles of Association of PT Patra Jasa to comply with Law No.40 of 2007 concerning Limited Liability Companies. The amendment was approved by the Minister of Law and Human Rights of the Republic of Indonesia through Decree No. AHU 62728.AH.01.02 of 2008 dated September 15, 2008, which was then registered in the Register of Companies under the number AHU-0084232. AH.01.09 of 2008 on September 15, 2008, and announced in the State of Gazette of the Republic of Indonesia No. 97, dated December 2, 2008, Addition No. 26062.

In 2014, the Company amended the Deed made before Notary Buntario Tigris, SH., S.E., Number 107 dated April 14, 2014 concerning Amendments to the Legal Entity of PT Patra Jasa with registration number 4014042331230112 which was approved by the Minister of Law and Human Rights with number AHU-01004.40.20.2014 year 2014 dated April 23, 2014. In 2017, the Company also amended the Deed made before Lenny Janis Ishak, S.H., Number 16 Dated September 19, 2017 concerning the Addition of Authorized Capital and Paid- up Capital of the Company in the provisions of Article 4 regarding the Company's Capital. Furthermore, the Company amended the Deed made before Miryany Usman, S.H., Number 24 dated December 10, 2021 concerning Amendments to the Company's Articles of Association in the provisions of Article 3 regarding the purpose and objectives and business activities of the company in accordance with the Indonesian Standard Industrial Classification ('KBLI") with the registration number 4021121731201685 which has been approved by the Minister of Law and Human Rights with NUmber AHU-AH.01.03-04697731 of 2021 dated december 17, 2021.

In 2023, the Company's Articles of Association underwent 2 (two) amendments. First, regarding Changes in Nomenclature & Transfer of Position of Members of the Board of Directors through Deed No.6 dated March 09, 2023. Secondly, regarding the Appointment of Members of the Board of Commissioners through Deed No.4 dated July 06, 2023. However, there were no changes regarding the provisions contained in the Articles of Association.

Pada tahun 2024, Anggaran Dasar Perseroan mengalami Perubahan Anggaran Dasar yaitu Pernyataan Keputusan Pemegang Saham PT Patra Jasa, tanggal 23 September 2024 Nomor 195.

In 2024, the Company's Articles of Association were amended, namely the Decree of Shareholders of PT Patra Jasa, on September 23, 2024 Number 195.

Selanjutnya pada tahun 2025, Perseroan tidak melakukan perubahan terhadap Anggaran Dasar, sehingga Anggaran Dasar yang berlaku pada tahun 2025 tetap mengacu pada Akta Pernyataan Keputusan Pemegang Saham PT Patra Jasa tanggal 23 September 2024 Nomor 195.

Furthermore, in 2025, the Company did not make any changes to the Articles of Association, so the Articles of Association in effect in 2025 still refer to the Deed of Statement of Shareholders' Decision of PT Patra Jasa dated September 23, 2024, number 195.

Sejak awal didirikan, PT Patra Jasa beroperasi dengan melakukan kegiatan pengelolaan atau menjadi operator atas aset PT Pertamina (Persero), yaitu hotel dan gedung perkantoran. Pada tahun 1988–1992, PT Pertamina (Persero) secara bertahap menyerahkan kepemilikan aset-aset tersebut kepada PT Patra Jasa sebagai bentuk penyertaan modal. Hingga tahun 2016, PT Patra Jasa bergerak di bidang usaha jasa perhotelan, penyewaan gedung perkantoran, dan penyewaan perumahan untuk tempat tinggal.

Since its establishment, PT Patra Jasa has operated by managing or acting as the operator of PT Pertamina (Persero) assets, namely hotels and office buildings. From 1988 to 1992, PT Pertamina (Persero) gradually transferred ownership of these assets to PT Patra Jasa as a form of capital participation. Until 2016, PT Patra Jasa was engaged in the business of hotel services, office building rentals, and residential rentals for housing purposes.

Saat ini, PT Patra Jasa mengoperasikan 9 unit hotel yang tersebar di beberapa provinsi di Indonesia, yaitu terletak di Bali, Semarang, Cirebon, Bandung, Jakarta, Anyer, Parapat, Yogyakarta, dan Dumai. PT Patra Jasa juga mengelola aset milik Pertamina, yaitu Patra Palembang dan Pertamina Simprug Residential dengan bentuk kerja sama operatorship. PT Patra Jasa juga memiliki 9 property investment & development yang terdiri dari apartemen, gedung perkantoran, perumahan, dan layanan multi jasa yang unggul. Terdapat 2 gedung perkantoran yaitu Patra Jasa Office Tower yang terletak di Jl. Jend. Gatot Subroto Kav. 32–34, Jakarta dan Grha Pertamina yang terletak di Jl. Merdeka Timur No.6, Jakarta, serta ruang kantor seluas 250 m2 di Menara Sudirman. Pada sektor hunian, terdapat Patraland Residential Kuningan yang terdiri dari 127 rumah, Patra Residence Palagan, serta 2 apartemen, yaitu Patraland Urbano Apartment di Bekasi dan Patraland Amarta Apartment di Yogyakarta. Selain itu, PT Patra Jasa juga memiliki usaha komersial berupa F&B Retail, Facilities Management Service, Penyewaan Kendaraan, dan Layanan Event Organizer, MICE, Tours & Travel.

Currently, PT Patra Jasa operates 9 hotel units spread across several provinces in Indonesia, namely located in Bali, Semarang, Cirebon, Bandung, Jakarta, Anyer, Parapat, Yogyakarta, and Dumai. PT Patra Jasa also manages assets owned by Pertamina, namely Patra Palembang and Pertamina Simprug Residential in the form of an operatorship cooperation. PT Patra Jasa also owns 9 property investment & development projects consisting of apartments, office buildings, housing, and superior multi-service offerings. There are 2 office buildings, namely Patra Jasa Office Tower located at Jl. Jend. Gatot Subroto Kav. 32–34, Jakarta, and Grha Pertamina located at Jl. Merdeka Timur No.6, Jakarta, as well as office space of 250 m2 in Menara Sudirman. In the residential sector, there is Patraland Residential Kuningan consisting of 127 houses, Patra Residence Palagan, as well as 2 apartments, namely Patraland Urbano Apartment in Bekasi and Patraland Amarta Apartment in Yogyakarta. In addition, PT Patra Jasa also has commercial businesses in the form of F&B Retail, Facilities Management Service, Vehicle Rental, and Event Organizer, MICE, Tours & Travel Services.

Visi, Misi, dan Budaya Perusahaan [OJK C.1]

Vision, Mission, and Culture of the Company [OJK C.1]

Visi dan Misi

Perusahaan melalui Rencana Kerja dan Anggaran Perusahaan Tahun 2025 telah menetapkan Visi dan Misi Perusahaan, yaitu:

Vision and Mission

The Company through the Company's Work Plan and Budget Year 2025 has set the Company's Vision and Mission, namely:

Visi

Vision

Menjadi Perusahaan yang terdepan dalam industri *Property, Hospitality*, dan *Services*.

To be a leading company in the Property, Hospitality and Services industry.

Misi

Mission

Membangun bisnis yang berkesinambungan secara jangka panjang dan menerapkan tata kelola perusahaan, tanggung jawab sosial, manajemen mutu, risiko, dan keuangan yang baik.

Build a long-term sustainable business and implement good corporate governance, social responsibility, quality, risk and financial management.

Review terhadap Visi dan Misi Perusahaan

Pada tahun 2025, Manajemen telah melakukan pengkajian terhadap kesesuaian Visi dan Misi Perusahaan dan menyimpulkan bahwa Visi dan Misi Perusahaan masih relevan dan selaras dengan tantangan dan rencana pengembangan usaha Perusahaan ke depan sehingga belum diperlukan adanya perubahan. Hal ini telah mendapat persetujuan dari Dewan Komisaris.

Review of the Company's Vision and Mission

In 2025, Management reviewed the suitability of the Company's Vision and Mission and concluded that the Company's Vision and Mission are still relevant and aligned with the challenges and business development plans of the Company going ahead so that no changes are required. this has been approved by the Board of Commissioners.

Budaya Perusahaan

Perusahaan berkomitmen secara berkelanjutan untuk menumbuhkan dan menjalankan tata nilai Perusahaan secara tertib, agar budaya Perusahaan senantiasa tercermin dalam pelaksanaan kegiatan seluruh Pekerja.

Company's Culture

The Company is committed to instilling and implementing the Company's values in a disciplined manner to ensure that the Company's culture is reflected in the activities of all Employees on an ongoing basis.

Culture Alignment Strategy

Bentuk komitmen Perusahaan dalam menerapkan tata nilai Perusahaan sebagai budaya Perusahaan diwujudkan melalui pelaksanaan internalisasi transformasi tata nilai Perusahaan berdasarkan Surat Keputusan Nomor Kpts-33/C00000/2020-S0. Tata nilai Perusahaan yaitu AKHLAK dijabarkan sebagai berikut:

Culture Alignment Strategy

As a form of commitment to the implementation of corporate values as a culture in the Company, the Company has internalized the transformation of corporate values, through Decree Number Kpts-33/C00000/2020-S0. The Company's values, namely AKHLAK, are described as follows:

AKHLAK
AMANAH KOMPETEN HARMONIS
LOYAL ADAPTIF KOLABORATIF

A — AMANAH
AMANAH

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

Uphold the trust given
- Fulfill promises and commitments
- Responsible for duties, decisions and actions taken
- Uphold to moral and ethical values

K — KOMPETEN
COMPETENT

Terus belajar mengembangkan kapabilitas
- Meningkatkan kompetensi diri untuk menjawab tantangan yang selalu berubah
- Membantu orang lain belajar
- Menyelesaikan tugas dengan kualitas baik

Continue learn and develop capabilities
- Improve personal competence to meet ever-changing challenges
- Help others in learning
- Complete tasks with highest quality

H — HARMONIS
MUTUAL CARE AND RESPECT FOR DIFFERENCES

Saling peduli dan menghargai perbedaan
- Menghargai setiap orang apapun latar belakangnya
- Suka menolong orang lain
- Membangun lingkungan kerja yang kondusif

Caring for each other and respecting differences
- Respect everyone regardless of background
- Enjoy helping others
- Build a conducive work environment

L — LOYAL
COMPETENT

Berdedikasi mengutamakan kepentingan Bangsa dan Negara
- Menjaga nama baik sesama karyawan, pimpinan, BUMN dan Negara
- Rela berkorban untuk mencapai tujuan yang lebih besar
- Patuh pada pimpinan sepanjang tidak bertentangan dengan hukum dan etika

Dedicated and prioritize the interests of the Nation and State
- Maintain the good name of fellow employees, leaders, SOEs and the State
- Willing to achieve a greater goals
- Obey the leader as long as it does not conflict with the law and ethics

A — ADAPTIF
COMPETENT

Terus berinovasi dan antusias dalam meng-gerakkan ataupun menghadapi perubahan
- Cepat menyesuaikan diri untuk menjadi lebih baik
- Terus menerus melakukan perbaikan mengikuti perkembangan teknologi
- Bertindak proaktif

Constantly to innovate and maintain enthusiastic in driving or adapting to change
- Quickly adapt to get better
- Embrace technological advancements for ongoing improvement
- Be proactively

K — KOLABORATIF
COLLABORATIVE

Membangun kerja sama yang sinergis
- Memberikan kesempatan kepada berbagai pihak untuk berkontribusi
- Terbuka dalam bekerja sama untuk menghasilkan nilai tambah
- Menggerakkan pemanfaatan berbagai sumber daya untuk tujuan bersama

Foster synergistic cooperation
- Provides an opportunity for various parties to contribute
- Open to working together to generate added value
- Mobilize the utilization of various resources for a common goal

Skala Usaha [OJK C.3]

Business Scale [OJK C.3]

Uraian Description	Satuan Unit	2025	2024	2023
Pendapatan Income	Jutaan Rupiah Millions of Rupiah			3.529.963
Total Aset Total Assets	Jutaan Rupiah Millions of Rupiah			6.340.245
Total Liabilitas Total Liabilities	Jutaan Rupiah Millions of Rupiah			3.660.002
Jumlah Ekuitas Total Equity	Jutaan Rupiah Millions of Rupiah			2.680.243
Jumlah Karyawan Total Employees	Orang Persons			837
Kepemilikan Saham Share Ownership	Persentase Percentage			PT Pertamina (Persero): 99,999% PT Pertamina Pedeve Indonesia: 0,001%
Wilayah Operasional Operational Area	Lokasi (Provinsi) Local (Province)			33

Informasi Karyawan

Hingga 31 Desember 2025, jumlah pekerja PT Patra Jasa tercatat sebanyak 832 orang, mengalami penurunan dibandingkan tahun 2024.

Berikut adalah rincian demografi pekerja PT Patra Jasa pada tahun 2025:

Employee Information

As of December 31, 2025, the number of employees at PT Patra Jasa was recorded at 832 people, experiencing a decrease compared to 2024.

The following is the breakdown of the workforce demographics of PT Patra Jasa in 2025:

Komposisi Pekerja Berdasarkan Jenis Kelamin / **Employee Composition Based on Gender**

Uraian Description	2025		2024		2023	
	Jumlah / Total	%	Jumlah / Total	%	Jumlah / Total	%
Laki-Laki / Male	559	67,19	582	68,5	569	67,98
Perempuan / Female	273	32,81	268	31,5	268	32,02
Jumlah / Total	**832**		**850**		**837**	

Komposisi Pekerja Berdasarkan Level Organisasi / **Composition of Workers Based on Organizational Level**

Uraian Description	2025	2024	2023
Direktur / Board of Directors	5	5	5
Senior Analyst / Senior Analyst	174	163	-
Junior Analyst / Junior Analyst	241	250	278
Analyst / Analyst	276	281	270
Staf Ahli / Expert Staff	-	-	-
SVP / SVP	-	-	3
VP / VP	20	21	16
Manager / General Manager	16	16	14
Manager / Manager	100	114	108
Assistant Manager / Assistant Manager	-	-	143
Supervisor / Supervisor	-	-	-
Officer / Officer	-	-	-
Section Head / Section Head	-	-	-
Jumlah / Total	**832**	**850**	**837**

Komposisi Pekerja Berdasarkan Rentang Usia | **Composition of Workers Based on Age Range**

Uraian / Description	2025	2024	2023
>51 tahun / years old	74	77	62
41-50 tahun / years old	279	283	282
31-40 tahun / years old	278	266	251
21-30 tahun / years old	201	224	242
<21 tahun / years old	0	0	0
Jumlah / Total	**832**	**850**	**837**

Komposisi Pekerja Berdasarkan Tingkat Pendidikan dan Kompetensi | **Composition of Workers Based on Education Level and Competency**

Uraian / Description	2025	2024	2023
S2 / Master Degree	49	77	62
S1 / Bachelor Degree	353	283	282
Diploma / Diploma	180	266	251
<SMA / <Senior High School	250	224	242
Jumlah / Total	**832**	**850**	**837**

Komposisi Pekerja Berdasarkan Status Kepegawaian | **Composition of Workers Based on Employment Status**

Uraian / Description	2025	2024	2023
Perbantuan / Seconded	7	6	3
Pekerja Tetap/Pekerja Waktu Tidak Tertentu (PWTT) / Permanent	384	372	382
Pekerja Non-Tetap/Pekerja Waktu Tertentu / Contract	441	472	452
Jumlah / Total	**832**	**850**	**837**

Kepemilikan Saham

Struktur kepemilikan saham per 31 Desember 2025 menempatkan PT Pertamina (Persero) sebagai pemegang saham pengendali sebesar 99,999%. Adapun PT Pertamina Pedeve Indonesia memegang porsi saham sisanya, yaitu 0,001%.

Selanjutnya, status Perusahaan bukan merupakan Perusahaan Terbuka. Maka, saat ini Perusahaan tidak dapat menyajikan data berkaitan dengan pemegang saham yang memiliki 5% (lima persen) atau lebih saham Emiten atau Perusahaan Publik serta kelompok pemegang saham masyarakat. Kemudian berkaitan dengan kepemilikan saham oleh institusi asing atau kepemilikan individu/asing juga tidak dapat disajikan karena saham Perusahaan dimiliki oleh dua pemegang saham yang merupakan institusi lokal.

Informasi lebih lengkap mengenai pemegang saham Perusahaan disajikan dalam Laporan Tahunan PT Patra Jasa Tahun 2025.

Share Ownership

The shareholding structure as of December 31, 2025, places PT Pertamina (Persero) as the controlling shareholder with 99.999%. Meanwhile, PT Pertamina Pedeve Indonesia holds the remaining share, which is 0.001%.

Furthermore, the Company is not a Public Company. Therefore, currently, the Company cannot present data related to shareholders who hold 5% (five percent) or more of the Issuer's or Public Company's shares as well as groups of public shareholders. Additionally, regarding share ownership by foreign institutions or individual/foreign ownership, this cannot be presented because the Company's shares are owned by two shareholders who are local institutions.

More detailed information regarding the Company's shareholders is presented in the 2025 Annual Report of PT Patra Jasa.

Kegiatan Usaha [OJK C.4] [GRI 2-6]

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

Kegiatan Usaha Menurut Anggaran Dasar Terakhir

Perubahan terakhir Anggaran Dasar Perusahaan sebagaimana tercantum dalam Akta Pernyataan Keputusan Pemegang Saham PT Patra Jasa Nomor 195 Tanggal 23 September 2024 memuat perubahan-perubahan yang telah memperoleh persetujuan melalui Rapat Umum Pemegang Saham (RUPS). Berdasarkan Anggaran Dasar tersebut, Perseroan memiliki maksud dan tujuan untuk menjalankan kegiatan usaha yang terintegrasi di bidang properti, *hospitality*, dan jasa penunjang lainnya, termasuk pengembangan dan pengelolaan *real estate*, penyediaan akomodasi beserta layanan pendukungnya, serta berbagai layanan operasional bagi pelanggan. Ruang lingkup kegiatan usaha tersebut memberikan fleksibilitas bagi Perseroan untuk mengembangkan portofolio bisnis secara berkelanjutan sejalan dengan dinamika industri dan peluang usaha yang tersedia.

Sejalan dengan ruang lingkup kegiatan pada Anggaran Dasar tersebut, Perusahaan tetap mengelompokkan pelaksanaan kegiatan usahanya dalam 3 (tiga) Pilar Bisnis utama, yaitu *Property Investment & Development*, *Hotels & Resorts*, dan *Services*, yang masing-masing terus dikembangkan secara adaptif sesuai dengan dinamika industri dan peluang usaha yang tersedia.

Business Activities According to the Latest Articles of Association

The latest amendments to the Company's Articles of Association, as set forth in the Deed of Declaration of Shareholders' Resolution of PT Patra Jasa No. 195 dated September 23, 2024, contain changes that have been approved by the General Meeting of Shareholders (GMS). Pursuant to these Articles of Association, the Company's purpose and objectives are to conduct integrated business activities in the property, hospitality, and related support services sectors, including real estate development and management, the provision of accommodations along with supporting services, and various operational services for customers. This scope of business activities provides the Company with the flexibility to develop its business portfolio sustainably in line with industry dynamics and available business opportunities.

In line with the scope of activities in the Articles of Association, the Company continues to group the implementation of its business activities into 3 (three) main Business Pillars, namely Property Investment & Development, Hotels & Resorts, and Services, each of which is continuously developed adaptively in accordance with industry dynamics and available business opportunities.

Kegiatan Usaha yang Dijalankan pada Tahun Buku

Selama tahun 2025, Perusahaan melaksanakan operasional usaha dengan mengacu pada Anggaran Dasar Perusahaan terbaru dan telah menjalankan seluruh kegiatan usaha utama serta kegiatan usaha penunjang sebagaimana diatur dalam Anggaran Dasar tersebut. Penjelasan atas masing-masing kegiatan usaha utama yang dijalankan Perusahaan adalah sebagai berikut:

Property Investment & Development

Perusahaan menjalankan lini bisnis *Property Investment & Development* melalui pengembangan kawasan komersial terpadu dengan penyediaan fasilitas apartemen, kondotel, perumahan, sentra bisnis, dan pengembangan destinasi wisata yang tersebar di berbagai wilayah Indonesia meliputi Jakarta, Bekasi, Bogor, Cirebon, Balikpapan hingga Yogyakarta.

Business Activities Conducted During Financial Year

Throughout 2025, the Company conducted its business operations based on the Company's Articles of Association and has carried out all the main business activities listed in the Articles of Association. An explanation of in each main business activity carried out by the Company is as follows:

Property Investment & Development

The Property Investment & Development business line is carried out by the Company by developing of integrated commercial area with the provision of apartments, condotels, housing, business centers, and the development of tourist destinations spread across various regions in Indonesia, including Jakarta, Bekasi, Bogor, Cirebon, Balikpapan, and Yogyakarta. The

Perusahaan menjalankan lini bisnis ini dengan bertindak sebagai pengembang serta penjual atau penyewaan properti yang meliputi perkantoran, perumahan, dan jenis properti lainnya. Saat ini, produk-produk yang dimiliki oleh Perusahaan serta akan terus dikembangkan adalah sebagai berikut:

Proyek Pengembangan

1. Apartemen
   a. Patraland Amarta Apartment, Yogyakarta
   b. Patraland Urbano Apartment, Bekasi
2. Kawasan *Mixed Use*
   a. Patraland Soho Patra Park, Cirebon
3. Perumahan
   a. Patraland Puri Jayasari, Tangerang
   b. Patra Residence Palagan, Yogyakarta
   c. Sana Hills, Bogor
4. Gedung Perkantoran
   a. Patra Jasa Office Tower, Jakarta
   b. Grha Pertamina, Jakarta
5. Low Rise Residential
   a. Patraland Residential Kuningan, Jakarta
   b. Patraland Residential Balikpapan, Balikpapan

Hotel & Resorts

Lini bisnis *Hotels & Resorts* dijalankan dengan pengelolaan atas hotel-hotel yang dimiliki oleh Perusahaan, yaitu:

1. Hotel bintang 5
   a. The Patra Bali Resort & Villas
2. Hotel bintang 4
   a. Patra Semarang Hotel & Convention
   b. Patra Cirebon Hotel & Convention
3. Hotel bintang 3
   a. Patra Bandung Hotel
   b. Patra Jakarta Hotel
   c. Patra Anyer Hotel
   d. Patra Parapat Hotel
   e. Patra Dumai Hotel
   f. Patra Malioboro Hotel

Selain itu, Hotels & Resorts juga mengelola:

1. Patra Palembang, yang merupakan pengelolaan aset milik PT Pertamina (Persero) dengan bentuk Kerja Sama Operasi (KSO)
2. Pertamina Simprug Residence

company operates this line of business by acting as a developer as well as a seller or lessor of properties, including offices, housing, and other types of properties. Currently, the products owned by the company and will continue to be developed are as follows:

Development Projects

1. Apartment
   a. Patraland Amarta Apartment, Yogyakarta
   b. Patraland Urbano Apartment, Bekasi
2. Mixed Use Areas
   a. Patraland Soho Patra Park, Cirebon
3. Residential Area
   a. Patraland Puri Jayasari, Tangerang
   b. Patra Residence Palagan, Yogyakarta
   c. Sana Hills, Bogor
4. Office Building
   a. Patra Jasa Office Tower, Jakarta
   b. Grha Pertamina, Jakarta
5. Low Rise Residential
   a. Patraland Residential Kuningan, Jakarta
   b. Patraland Residential Balikpapan, Balikpapan

Hotels & Resorts

The Hotels & Resorts business line is run by the management of hotels owned by the Company, namely:

1. Five-star Hotel
   a. The Patra Bali Resort & Villas
2. Four-star Hotel
   a. Patra Semarang Hotel & Convention
   b. Patra Cirebon Hotel & Convention
3. Three-star Hotel
   a. Patra Bandung Hotel
   b. Patra Jakarta Hotel
   c. Patra Anyer Hotel
   d. Patra Parapat Hotel
   e. Patra Dumai Hotel
   f. Patra Malioboro Hotel

In addition, Hotels & Resorts also manages:

1. Patra Palembang, which is an asset owned by PT Pertamina (Persero) under an Operational Cooperation Agreement (KSO)
2. Pertamina Simprug Residence

Services

Pengelolaan lini bisnis Services difokuskan pada penyediaan layanan manajemen fasilitas yang mendukung peningkatan kinerja dan daya saing bisnis klien sehingga menjadi lebih efektif, efisien, dan kompetitif, melalui penyediaan jasa-jasa sebagai berikut:

1. Patra *Facility Management Support*
   - *Reception Services*
   - *Office Logistics*
   - *Call Centre*
   - *Mail-room Services*
   - *Shipping & Receiving*
   - *Reprographics & Photocopy*
   - *Document Handling*
   - *Warehouse Services*
   - *Office Reinstatement*
   - *Catering Services*
2. Patra *Facility Management Cleaning*
   - *Daily & Periodic Cleaning*
   - *Janitorial Services*
   - *Washroom Services*
   - *Industrial Cleaning*
   - *Clean Room Services*
   - *Landscaping*
   - *Pest Control*
   - *Garbage Team*
3. Patra *Facility Management Access Control*
   - *Access Control*
   - *Concierge Services*
   - *Mobile Patrols*
   - *Security Services*
4. Patra *Facility Management Engineering*
   - *Operation & Maintenance*
   - *Project Management*
   - *Mechanical & Engineering*
   - *Building Automation System*
5. Patra *Facility Management Parking*
   - Manajemen *Parking*
   - Layanan *Valet*
   - Sistem Parkir Terintegrasi

Services

In the Services business line, the Company provides a variety of facility management services that can support clients' businesses to grow better, effectively, efficiently, and competitively by providing various services as follows:

1. Patra Facility Management Support
   - Reception Services
   - Office Logistics
   - Call Centre
   - Mail-room Services
   - Shipping & Receiving
   - Reprographics & Photocopy
   - Document Handling
   - Warehouse Services
   - Office Reinstatement
   - Catering Services
2. Patra Facility Management Cleaning
   - Daily & Periodic Cleaning
   - Janitorial Services
   - Washroom Services
   - Industrial Cleaning
   - Clean Room Services
   - Landscaping
   - Pest Control
   - Garbage TeamP
3. Patra Facility Management Access Control
   - Access Control
   - Concierge Services
   - Mobile Patrols
   - Security Services
4. Patra Facility Management Engineering
   - Operation & Maintenance
   - Project Management
   - Mechanical & Engineering
   - Building Automation System
5. Patra Facility Management Parking
   - Parking Management
   - Valet Service
   - Integrated Parking System

Brand Kami

Our Brand

PROPERTY DEVELOPMENT & INVESTMENT

Property Development & Investment

PATRALAND Urbano APARTMENT

PATRALAND amarta APARTMENT

PATRALAND SOHO @ PATRAPARK

PATRA RESIDENCE PALAGAN

SANA HILLS BY PATRA JASA

HOTELS & RESORTS

Hotels & Resorts

THE PATRA ★★★★★

Resort & Villas THE PATRA BALI

PATRA ★★★★

Hotel & Convention PATRA SEMARANG

Hotel & Convention PATRA CIREBON

PATRA ★★★

PATRA DUMAI

PATRA MALIOBORO

PATRA BANDUNG

PATRA JAKARTA

PATRA ANYER

PATRA PARAPAT

SERVICES

Multi Services

PATRA FACILITY MANAGEMENT SUPPORT

PATRA FACILITY MANAGEMENT PARKING

PATRA FACILITY MANAGEMENT SECURITY

PATRA FACILITY MANAGEMENT CLEANING

PATRA FACILITY MANAGEMENT ENGINEERING

PROPERTY INVESTMENT

- Patra Jasa Office Tower
- Patraland Residential Kuningan
- Patraland Residential Balikpapan
- Grha Pertamina

SUBSIDIARIES & AFFILIATE

PAR

MITRA TOURS & TRAVEL

PWR

MANAJEMEN CBT NUSANTARA


PERTAMINA

Wilayah Operasional
Operational Area

PERTAMINA GROUP	Hospitalities; 9 hotels, 2 operatori, 1.216 rooms
RUMAH SAKIT IHC GROUP	Property Invest; 2 office towers, 145 residentials
SWASTA NON PERTAMINA	Property Development; 2 apartemens, 1 shop houses, 2 real estates

Hospitalities; 9 hotels, 2 operatori, 1.216 rooms

Property Invest; 2 office towers, 145 residentials

Property Development; 2 apartemens, 1 shop houses, 2 real estates

Facility Management Services; 34 areas, 30 Pertamina Hospitals, 1 Private Hospital

Prima Armada Raya; 22 regions, 3.335 car fleet rental

Alamat Kantor Pusat Entitas Anak
Addresses of Subsidiary Head Office

PT Prima Armada Raya
Patra Jasa Office Tower Lt. 1
Jl. Gatot Subroto Kav. 32-34
Fax : (62-21) 529 00020

PT Mitra Tours and Travel
Patra Jasa Office Tower
Ground Floor
Jl. Jend. Gatot Subroto Kav. 32-34
Jakarta Selatan 12950

Alamat Cucu Perusahaan
Addresses of Secondtier of Subsidiary

PT Manajemen CBT Nusantara
Jl. Ring Road Utara No 66
Maguwoharjo, Depok, Kab Sleman,
Yogyakarta

Alamat Operasional Kantor:
Address of Operational Office:
Jl. Wanurejo Dusun 2 Borobudur,
Kec. Borobudur, Kab. Magelang,
Jawa Tengah 56553
PHSS Badak

Alamat Joint Venture
Addresses of Joint Venture

PT Patra Wijaya Realtindo
Patra Jasa Office Tower
Jl. Jend. Gatot Subroto Kav. 32-34
Jakarta Selatan 12950

The Patra Bali Resort & Villas
Jl. Ir. H. Juanda
South Kuta Beach
Kuta-Bali 80361
Tel. : (62-361) 935 1161
Fax : (62-361) 9352 030

Patra Semarang Hotel & Convention
Jl. Sisingamangaraja
Candi Baru-Semarang 50252
Tel. : (62-24) 831 4441/ 841 4141
Fax : (62-24) 831 4448

Patra Cirebon Hotel & Convention
Jl. Tuparev No.11, Cirebon,
Jawa Barat 45153
Tel. : (0231) 4990149

Patra Bandung Hotel
Jl. Ir. H. Juanda No.132
Bandung 40132
Tel. : (62-22) 250 2664
Fax : (62-22) 250 4995

Patra Jasa Office Tower
Jl. Gatot Subroto Kav. 32-34
Jakarta 12950, Indonesia
Tel. : (62-21) 521 7295
Fax : (62-21) 522 8084

Patra Jakarta Hotel
Jl. Jendral A. Yani No. 2
By Pass-Jakarta 10510
Tel. : (62-21) 421 1919/424 0608
Fax : (62-21) 424 3720

Patra Anyer Hotel
Jl. Raya Karang Bolong Km.130.
Anyer 42166, Banten – Indonesia
Tel. : (62-254) 602 700
Fax : (62-254) 600 126

Patra Parapat Hotel
Jl. Pertamina Siuhan
Danau Toba, Parapat
North Sumatra
Tel. : (62-625) 41196/41186
Fax : (62-625) 41536

Patra Malioboro Hotel
Jl. Sosrowijayan No. 35
Gedongtengen, 55271
Yogyakarta
Tel : (62-74) 5012 177

Patra Dumai Hotel
Jl. Sultan Syarif Kasim,
Dumai 28814
Tel. : (62-75) 59910311

Patra Palembang (Operatori)
Jl. Pusdiklat Kav. 1
Sungaigerong
Sumatera Selatan, 309967
Tel. : (62-811) 7875300

Pertamina Simprug Residential (Operatori)
Jl. Sinabung II, RT.7/RW.8,
Grogol Sel, Jakarta Selatan,
12220

Perubahan Signifikan [OJK C.6]

Significant Changes [OJK C.6]

Sepanjang periode pelaporan, Perusahaan mencatatkan perubahan signifikan pada komposisi Dewan Komisaris, Direksi, serta jumlah pemasok. Rincian perubahan tersebut tersaji dalam tabel di bawah ini:

Throughout the reporting period, the Company recorded significant changes in the composition of the Board of Commissioners, Directors, as well as the number of suppliers. The details of these changes are presented in the table below:

Uraian Description		2025	2024
Perubahan pada Manajemen / Change in Management			
1.	Perubahan komposisi Dewan Komisaris / Changes in the composition of the Board of Commissioners		
	Komisaris Utama / President Commissioner	Aditya Griadi	*Vacant*
	Komisaris / Commissioner	Surono	Surono
	Komisaris / Commissioner	-	Rudi Prabowo Aji
	Komisaris Independen / Independent Commissioner	Nazali Lempo	Nazali Lempo
2.	Perubahan komposisi Direksi / Changes in the composition of the Board of Directors		
	Direktur Utama / President Director	Ray SM Daulay	Ray SM Daulay
	Direktur Strategi dan Pengembangan Bisnis / Director of Strategy and Business Development	M. Indharto Rusman	M. Indharto Rusman
	Direktur Properti / Director of Property	Dani NA Sulaeman	Dani NA Sulaeman
	Direktur Hospitality dan Multiservices* / Director of Hospitality and Multi Services	Rizky Mahesa Dwiyana	Rizky Mahesa Dwiyana
	Direktur Keuangan dan Umum / Director of Finance and General Affairs	Kurnia Pinayungan	Aditya Dhanwantara
Perubahan jumlah pemasok (berdomisili di Indonesia) / Changes in the number of suppliers (domiciled in Indonesia)		182	222

Rantai Pasokan

Perseroan berkomitmen menerapkan kebijakan yang memprioritaskan perusahaan lokal yang berbasis dan beroperasi di Indonesia sebagai mitra pemasok utama.

Kebijakan proses pengadaan barang dan jasa yang berlaku di Patra Jasa, yaitu e-procurement berbasis IT. Mengacu pada kebijakan tersebut, pemilihan vendor penyedia barang dan jasa harus mentaati semua persyaratan yang berlaku. Aplikasi e-Procurement dan e-Catalog telah berjalan sebagai produk digitalisasi yang mendukung proses pengadaaan di Patra Jasa.

Supply Chain

The Company is committed to implementing a policy that prioritizes local companies based and operating in Indonesia as the main supplier partners.

The applicable goods and services procurement process policy at Patra Jasa is IT-based e-procurement. Referring to this policy, the selection of goods and services vendors must comply with all applicable requirements. The e-Procurement and e-Catalog applications have been implemented as digitalization products that support the procurement process at Patra Jasa.

Praktik Pengadaan [GRI 204-1]

Kebijakan pengadaan tertuang dalam Pedoman Pengadaan Barang/Jasa No. 001/A/PROC/2025 Rev.4 tanggal 2 Juni 2025. Kebijakan tersebut kemudian diturunkan menjadi beberapa dokumen tata kerja organisasi yang lebih spesifik, di antaranya terkait dengan perencanaan dan mekanisme pengadaan. Total pemasok yang bekerja sama dengan Patra Jasa di tahun 2025, sebanyak 182 perusahaan.

Procurement Practice [GRI 204-1]

Procurement policy is set out in the Goods/Services Procurement Guidelines No. 001/A/PROC/2025 Rev.4 dated June 2, 2025. This policy is then translated into several more specific organizational work procedure documents, including those related to planning and procurement mechanisms. The total number of suppliers collaborating with Patra Jasa in 2025 is 182 companies.


PATRA
BANDUNG

06

TATA KELOLA KEBERLANJUTAN

SUSTAINABILITY GOVERNANCE

Penerapan tata kelola keberlanjutan diyakini oleh Patra Jasa sebagai fondasi untuk mengintegrasikan aspek ekonomi, lingkungan, dan sosial dalam pengelolaan bisnis *hospitality* dan properti, yang tidak sekadar tren tetapi menjadi kebutuhan berkelanjutan. Tata kelola keberlanjutan memandu Perseroan dalam pengambilan keputusan yang mempertimbangkan 3 (tiga) aspek keberlanjutan, yaitu aspek ekonomi, lingkungan dan sosial sesuai prinsip *Good Corporate Governance* (GCG), yaitu transparansi, akuntabilitas, pertanggungjawaban, kemandirian, kesetaraan dan kewajaran. Selain itu, Perseroan tetap menjaga kepatuhan pada peraturan perundangan-undangan dan ketentuan yang berlaku umum serta etika bisnis. **[GRI 2-27]**

Patra Jasa menegaskan komitmennya terhadap praktik bisnis berkelanjutan melalui penerapan tata kelola keberlanjutan, yang memastikan pengelolaan usaha secara sehat, aman, dan transparan, serta meningkatkan kepercayaan seluruh pemangku kepentingan. Penerapan prinsip dan praktik GCG juga mengacu pada berbagai ketentuan perundang-undangan termasuk Peraturan Menteri BUMN dan Peraturan Otoritas Jasa Keuangan (POJK) serta Pedoman Umum GCG Indonesia yang dikeluarkan oleh Komite Nasional Kebijakan Governance (KNKG).

Dalam rangka menegakkan komitmen terhadap *Good Corporate Governance* (GCG), Patra Jasa memastikan seluruh aspek kepatuhan terhadap perundang-undangan dan peraturan terkait dipenuhi. Perseroan terus melakukan pemutakhiran berbagai kebijakan/pedoman dan prosedur operasi yang berlaku sesuai dengan peraturan perundangan, yang kemudian diikuti oleh sosialisasi dan penerapan yang terarah. Dalam setiap perencanaan dan keputusan yang diambil, Perseroan juga berupaya untuk senantiasa mengintegrasikan prinsip dan praktik keberlanjutan, memperhatikan tiga aspek penting, yaitu *people*, *planet*, dan *profit*.

Patra Jasa believes that the implementation of sustainability governance serves as a foundation for integrating economic, environmental, and social aspects in the management of its hospitality and property businesses, representing not merely a trend but an ongoing necessity. Sustainability governance guides the Company in decision making taking into consideration the 3 (three) sustainability aspects: economic, environmental, and social aspects. This is done in accordance with Good Corporate Governance (GCG) principles, which are transparency, accountability, responsibility, independence, equality, and fairness. Furthermore, the Company maintains compliance with laws and regulations, as well as generally accepted provisions and business ethics. **[GRI 2-27]**

Patra Jasa reaffirms its commitment to sustainable business practices through the implementation of sustainability governance, which ensures sound, secure, and transparent business management, while strengthening the trust of all stakeholders. The implementation of GCG principles and practices also refers to various provisions and regulations including the Regulation of Minister of (SOE), the Regulations of Financial Services Authority (POJK), and the Indonesian GCG General Guidelines issued by National Committee of Governance Policy (KNKG).

In upholding its commitment to Good Corporate Governance (GCG), Patra Jasa ensures that all aspects of compliance with applicable laws and regulations are fulfilled. The Company continuously updates various existing policies/guidelines and operational procedures in accordance with laws and regulations, followed up by the structured socialization and implementation. In every plan and decision, the Company also strives to integrate sustainability principles and practices continuously, considering the 3 (three) important aspects: people, planet, and profit.

Budaya Perusahaan [OJK E.1] [GRI 2-9]

Organ utama tata Kelola Patra Jasa berdasarkan Undang-Undang Nomor 40 Tahun 2007 tentang Perseroan Terbatas dan Anggaran Dasar, terdiri dari tiga bagian:

1) **Rapat Umum Pemegang Saham**
   Rapat Umum Pemegang Saham (RUPS) adalah organ tertinggi dalam Perseroan Terbatas, memegang seluruh kewenangan yang tidak didelegasikan kepada Dewan Komisaris maupun Direksi sesuai ketentuan Undang-Undang dan/atau Anggaran Dasar Perseroan. Dalam bentuk konkretnya, RUPS merupakan sebuah forum di mana para pemegang saham memiliki kewenangan untuk memperoleh keterangan-keterangan mengenai Perseroan, baik dari Direksi maupun Dewan Komisaris. Sesuai dengan Undang-Undang Nomor 40 Tahun 2007 tentang Perseroan Terbatas, penyelenggaraan RUPS terdiri dari RUPS Tahunan (RUPST) yang diadakan satu kali dalam satu tahun, dan RUPS Luar Biasa (RUPSLB) yang dapat diadakan sewaktu-waktu atas permintaan salah satu Organ Perseroan.

   Dalam tahun 2025, Patra Jasa mengadakan RUPST pada tanggal 20 Juni 2025. Perseroan telah melaksanakan ketentuan mengenai RUPS dalam UU Nomor 40 Tahun 2007 tentang Perseroan Terbatas dan Anggaran Dasar Perseroan mulai dari proses persiapan hingga penyelenggaraan RUPS Tahunan tersebut.

2) **Dewan Komisaris**
   Dewan Komisaris merupakan organ Perseroan yang memiliki tanggung jawab atas fungsi pengawasan serta memberikan saran kepada Direksi dalam pelaksanaan pengelolaan Perseroan. Ketika menyangkut keputusan operasional perusahaan, Dewan Komisaris bertanggung jawab memberikan analisis dan saran/nasihatnya kepada Direksi dalam proses pengambilan keputusan yang bersifat operasional tanpa terlibat langsung dalam pengambilan keputusan tersebut. Selain tugas pengawasan dan pemberian saran tersebut, Dewan Komisaris juga memantau efektivitas penerapan GCG di semua tingkatan jabatan di Perseroan.

   Dalam melaksanakan tugasnya, Dewan Komisaris dibantu oleh berbagai organ pendukung dan komite, seperti:
   a. Komite Audit
   b. Komite Pemantau Investasi dan Manajemen Risiko
   c. Komite Nominasi dan Remunerasi
   d. Sekretariat Dewan Komisaris

3) **Direksi**
   Direksi merupakan organ Perseroan yang memiliki tugas utama dan tanggung jawab kolegial penuh dalam pengurusan serta pengelolaan Perseroan untuk mewujudkan visi dan misi Perseroan. Oleh karena itu, Direksi bertindak dan mewakili untuk dan atas nama Perseroan. Dalam melaksanakan tugas pengurusan Perseroan, Direksi wajib tunduk dan patuh terhadap Anggaran Dasar serta seluruh ketentuan internal Perusahaan dan peraturan perundang-undangan yang berlaku.

Governance Structure [OJK E.1] [GRI 2-9]

The main organs of Patra Jasa's governance, based on Law Number 40 Year 2007 regarding Limited Liability Companies, consist of three parts:

1) **General Meeting of Shareholders**
   The General Meeting of Shareholders (GMS) is the highest authority in a Limited Liability Company and holds all powers not delegated to the Board of Commissioners and the Board of Directors within the limits stipulated by law and/or the Articles of Association. In concrete terms, GMS is a forum where shareholders have the authority to obtain information about the Company from both the Board of Directors and the Board of Commissioners. According to Law No.40 of 2007 regarding Limited Liability Companies, the General Meeting of Shareholders (AGMS) held once a year, and the Extraordinary General Meeting of Shareholders (EGMS), which can be held at any time upon the request of one of the Company's bodies.

   In 2025, Patra Jasa held AGMS on June 20, 2025. The Company has implemented the provisions regarding the GMS in Law Number 40 Year 2007 concerning Limited Liabilities Companies and Articles of Association of the Company, from preparation process to the implementation of Annual GMS.

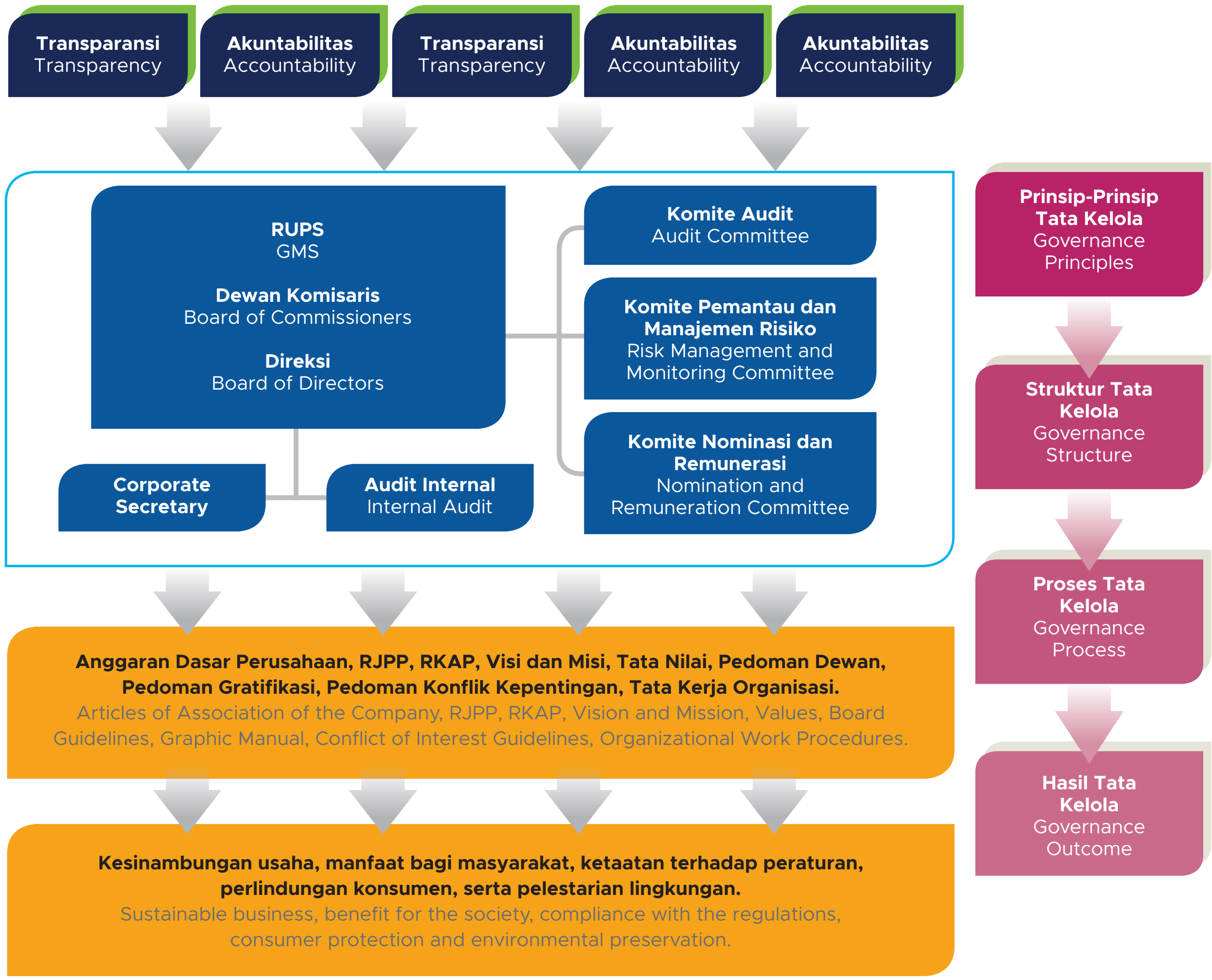
2) **Board of Commissioners**
   The Board of Commissioners is an organ of the COmpany responsible for the supervisory function and advising the Board of Directors in the management of the Company. When it comes to the company's operational decisions. The BOC is responsible for providing analysis and advice to the BOD in the operational decision - making process without being directly involved in the decision - making. In addition to its supervisory and advisory duties, the Board of Commissioners also monitors the effectiveness of GCG implementation at all levels within the Company.

   In carrying out its duties, the Board of Commissioners is assisted by various supporting bodies and committees:
   a. Audit Committee
   b. Investment Monitoring and Risk Management Committee
   c. Nomination and Remuneration Committee
   d. Secretariat of the Board of Commissioners

3) **Board of Directors**
   The Board of Directors as the Company's Organ has the primary duty and full responsibility collegially in carrying out the management and administration of the Company to achieve the Company's vision and mission. Therefore, the Board of Directors acts and represents for and on behalf of the Company. In carrying out the management of the Company, the Board of Directors is obliged to comply with the Articles of Association and all internal provisions of the Company as well as the prevailing laws and regulations.

Struktur tata kelola Patra Jasa disusun dan dapat dipaparkan sebagai berikut:

The governance structure of Patra Jasa is established and can be presented as follows:



Setiap bagian dari struktur tata kelola telah melaksanakan fungsinya sesuai dengan hukum dan peraturan perundang-undangan yang berlaku. Organ tata kelola tersebut memiliki wewenang dan tanggung jawab yang jelas sesuai fungsinya masing-masing sebagaimana diatur dalam anggaran dasar dan peraturan perundang-undangan. Namun demikian, keduanya mempunyai tanggung jawab untuk memelihara kesinambungan usaha Perseroan dalam jangka panjang. Oleh karena itu, organ tata kelola tersebut harus memiliki kesamaan pandangan terhadap visi, misi dan nilai-nilai Perseroan.

Each part of the governance structure has implemented its functions in accordance with the prevailing laws and regulations. Each of these organs has clear authority and responsibility in accordance with their respective functions as stipulated in the articles of association and laws and regulations. Nevertheless, both are responsible for maintaining the Company's business continuity in the long term. Therefore, the governance organs shall have the same perspective on the vision, mission and values of the Company.

Badan Tata Kelola Tertinggi dan Penanggung Jawab Penerapan Keuangan Berkelanjutan [OJK E.1] [GRI 2-11, 2-12]

1) **Dewan Komisaris**

Dewan Komisaris bertugas melaksanakan fungsi pengawasan, baik secara umum maupun khusus, sesuai dengan ketentuan Anggaran Dasar, serta memberikan nasihat kepada Direksi. Dalam pelaksanaan tugasnya, Dewan Komisaris mempertimbangkan aspek-aspek keberlanjutan, yaitu bidang ekonomi, sosial dan lingkungan. Dewan Komisaris bertanggung jawab secara kolektif untuk melakukan pengawasan dan memberikan nasihat kepada Direksi serta memastikan bahwa Perseroan melaksanakan GCG pada seluruh tingkatan atau jenjang organisasi. Kedudukan masing-masing anggota Dewan Komisaris termasuk Komisaris Utama adalah setara.

Selama periode pelaporan, jumlah anggota Dewan Komisaris hingga per 31 Desember 2025 adalah sebanyak 4 (empat) orang sebagai berikut:

Supreme Governance Body and Responsible for Sustainable Finance Implementation [OJK E.1] [GRI 2-11, 2-12]

1) **Board of Commissioners**

The Board of Commissioners has the duty to supervise generally and/or specifically in accordance with articles of association and to provide advice to the Board of Directors. In the implementation of its duties, the Board of Commissioners considers sustainability aspects: economic, social and environmental. The Board of Commissioners is collectively responsible for supervising and providing advice to the Board of Directors and ensuring that the Company implements GCG at all levels or stages of the organization. The position of each member of the Board of Commissioners, including President Commissioner, is equal.

In the reporting period, the total number of members of the Board of Commissioners as of December 31, 2025 is 4 (four) person as follows:

Nama Name	**Jabatan** Position	**Periode** Period
Aditya Griadi	Komisaris Utama President Commissioner	10 Februari – 31 Desember 2025 February 10 – December 31, 2025
Rudi Prabowo Aji	Komisaris Commissioner	1 Januari – 15 Maret 2025 January 1 – March 15, 2025
Surono	Komisaris Commissioner	1 Januari – 31 Desember 2025 January 1 – December 31, 2025
Nazali Lempo	Komisaris Independen Independent Commissioner	1 Januari – 31 Desember 2025 January 1 – December 31, 2025
Suryo Tridoso Eko Sapto Handono	Komisaris Independen Independent Commissioner	1 Januari – 31 Desember 2025 January 1 – December 31, 2025

Tugas, Tanggung Jawab dan Wewenang Dewan Komisaris [GRI 2-14]

Fungsi pengawasan dan pemberian nasihat atas pengurusan Perseroan oleh Direksi merupakan tanggung jawab Dewan Komisaris, termasuk pengawasan terhadap pelaksanaan Rencana Jangka Panjang Perusahaan, Rencana Kerja dan Anggaran Perusahaan, serta kepatuhan terhadap ketentuan Anggaran Dasar, keputusan Rapat Umum Pemegang Saham, dan peraturan perundang-undangan yang berlaku. Disamping itu, Dewan Komisaris juga bertanggung jawab atas pengawasan terhadap kebijakan penyusunan dan penerapan GCG di Perseroan.

Penerapan prinsip akuntabilitas dalam pelaksanaan fungsi pengawasan Dewan Komisaris tercermin melalui penyampaian pertanggungjawaban kepada Rapat Umum Pemegang Saham (RUPS) atas pengelolaan perusahaan, sejalan dengan prinsip-prinsip *Good Corporate Governance* (GCG).

Duties, Responsibilities and Authorities of the Board of Commissioners [GRI 2-14]

The Board of Commissioners is responsible for supervising and advising on the management of the Company carried out by the Board of Directors, including overseeing the implementation of the Company's Long-Term Plan, the Company's Work Plan and Budget, as well as compliance with the provisions of the Articles of Association, resolutions of the General Meeting of Shareholders, and the prevailing laws and regulations. Furthermore, the Board of Commissioner is also responsible for overseeing the preparation implementation of GCG policies in the Company.

The implementation of the accountability principle in the execution of the Board of Commissioners' supervisory function is reflected through the submission of accountability reports to the General Meeting of Shareholders (GMS) regarding the management of the Company, in line with the principles of Good Corporate Governance (GCG).

Tugas dan tanggung jawab Dewan Komisaris meliputi:

1. Setiap anggota Dewan Komisaris wajib dengan itikad baik, kehati-hatian, dan bertanggung jawab dalam menjalankan tugas pengawasan dan pemberian nasihat kepada Direksi sesuai dengan maksud dan tujuan Perseroan dengan memperhatikan Pasal 114 UU PT serta peraturan dan perundang-undangan yang berlaku.
2. Membuat risalah rapat Dewan Komisaris dan menyimpan salinannya.
3. Melaporkan kepada Perseroan mengenai kepemilikan sahamnya dan atau keluarganya pada Perseroan tersebut dan Perseroan lain.
4. Memberikan laporan tentang tugas pengawasan yang telah dilakukan selama tahun buku yang baru maupun lampau kepada RUPS.
5. Menetapkan batasan-batasan nilai perbuatan hukum Direksi.
6. Menetapkan keputusan batasan-batasan nilai dari perbuatan hukum Direksi yang membutuhkan persetujuan tertulis Komisaris.
7. Memberikan putusan terhadap usulan perbuatan hukum Direksi yang memerlukan persetujuan tertulis.
8. Memberikan nasihat atau pendapat dan saran.

Wewenang Dewan Komisaris antara lain:
1. Menetapkan batasan-batasan nilai dari perbuatan hukum Direksi yang memerlukan persetujuan tertulis Dewan Komisaris.
2. Menunjuk Direksi atau seseorang untuk mewakili Perseroan apabila terjadi jabatan anggota Direksi lowong.
3. Memberhentikan sementara seorang atau lebih anggota Direksi.
4. Menunjuk pihak lain untuk mewakili Perseroan dalam hal terjadi benturan kepentingan Perseroan dengan kepentingan semua anggota Direksi.
5. Bila dalam kondisi tertentu, diperlukan pendelegasian dalam hal menjalankan fungsi pengawasan, Dewan Komisaris telah memiliki mekanisme pendelegasian wewenang.

Dewan Komisaris membentuk komite-komite pendukung dalam rangka menjalankan tugas dan tanggung jawabnya, dengan lingkup tugas dan tanggung jawab sebagaimana berikut:

Duties and responsibilities of the Board of Commissioners include:
1. Each member of the Board of Commissioners is obliged to exercise good faith, prudence and responsibility in carrying out supervisory and advisory duties to the Board of Directors in accordance with the purposes and objectives of the Company with due observance of Article 114 of the Company Law and the prevailing laws and regulations
2. Prepare minutes of the Board of Commissioners meetings and keep copies.
3. Report to the Company regarding his/her and/or his/her family's share ownership in the Company and other companies.
4. Provide a report on the supervisory duties that have been carried out during the new and past financial year to the GMS
5. Set limits on the value of legal acts of the Board of Directors.
6. Set decisions on the value limitations of legal acts of the Board of Directors that require the written approval of the Board of Commissioners.
7. Give a decision on the proposed legal actions of the Board of Directors that require written approval.
8. Give advice or opinions and suggestions.

The authority of the Board of Commissioners includes:
1. Set limits on the value of legal actions of the Board of Directors that require the written approval of the Board of Commissioners.
2. Appoint the Board of Directors or an individual to represent the Company in the event of a vacant Director position.
3. Temporarily suspend one or more members of the Board of Directors.
4. Appoint other parties to represent the Company and the interest of all members of the Board of Directors.
5. If under certain conditions, delegation is required in terms of carrying out the supervisory function, the Board of Commissioners has a mechanism for delegation of authority.

The Board of Commissioners establishes supporting committees in order to carry out its duties and responsibilities, with the scope of duties and responsibilities as follows:

Organ Dewan Komisaris **Organ of the Board of Commissioners.**

No	**Organ/Komite di Bawah Dewan Komisaris** Organ/Committee Under the Board of Commissioners	**Tugas dan Tanggung Jawab** Duty and Responsibilities
1	**Komite Audit** **Audit Committee**	Komite Audit telah melakukan telaah atas Laporan Keuangan Perseroan dan Entitas Anak, mengevaluasi perencanaan dan pelaksanaan audit serta memantau tindak lanjut hasil audit, dan merekomendasikan penunjukan Kantor Akuntan Publik untuk melakukan audit atas Laporan Keuangan Perseroan dan Entitas Anak; melakukan penelaahan atas kecukupan usaha manajemen dalam mendesain dan melaksanakan sistem pengendalian internal yang efektif; melakukan koordinasi dengan internal auditor dalam pelaksanaan tugasnya; melakukan pemantauan terhadap efektivitas manajemen dalam upaya penilaian dan pengelolaan risiko serta kepatuhan terhadap peraturan perundang-undangan; melakukan pemantauan terhadap efektivitas mekanisme pengaduan dari pegawai atau pihak ketiga yang dilakukan oleh manajemen; serta menjaga kerahasiaan dokumen, data dan informasi perusahaan. Dalam melaksanakan tugas dan tanggung jawabnya pada 2025, Komite Audit mengadakan 21 (dua puluh satu) kali rapat termasuk rapat koordinasi dengan Komite Komisaris lainnya, dan rapat dengan manajemen, serta mengikuti pelatihan dan seminar dalam rangka mengembangkan kompetensinya. The Audit Committee has conducted a comprehensive review of the financial statements of the Company and its subsidiaries, evaluated the planning and implementation of audits, and monitors the follow - up of audit results. Based on this review, the Committee has recommended the appointment of a public accounting firm to audit the financial statements of the Company and its subsidiaries. Additionally, the Committee has reviewed the adequacy of management's efforts in designing and implementing an effective internal control system and implementing an effective internal control system; coordinating with internal auditors in carrying out their duties; monitoring the effectiveness of management in assessing and managing risks and compliance with laws and regulations; monitoring the effectiveness of the complaint mechanism from employees or third parties carried out by management; and maintaining the confidentiality of company documents, data and information. In carrying out its duties and responsibilities in 2025, the Audit Committee held 21 (twenty - one) meetings including coordination meetings with other Commissioner Committees, meetings with management, and participated in training and seminars to develop its competence.
2	**Komite Pemantau Investasi dan Manajemen Risiko** **Investment Monitoring and Risk Management Committee**	Komite Pemantau Investasi dan Manajemen Risiko telah menjalankan tugas untuk membantu Komisaris dalam mengawasi pelaksanaan manajemen risiko agar sesuai dengan kebijakan Perseroan, antara lain dengan mengawasi agar pelaksanaan investasi telah sesuai dengan perencanaan yang matang dan sesuai dengan kebutuhan, terkelola dan terukur dengan baik; Sedangkan penerapan kebijakan manajemen risiko yang disusun oleh Direksi, termasuk toleransi yang diambil telah memadai dan sesuai dengan kebutuhan Perseroan; mengawasi pengelolaan risiko di Perseroan, khususnya usaha dan strategi yang dilakukan Direksi; mengawasi agar pelaporan risiko telah disampaikan kepada Dewan Komisaris sesuai dengan ketentuan dan kebutuhan Dewan Komisaris; memastikan dipatuhinya prinsip GCG dan *Code of Conduct*; mengkaji kinerja direktorat-direktorat; dan membina hubungan profesional dengan Komite lain dan Manajemen Perseroan. Dalam melaksanakan tugas dan tanggung jawabnya pada 2025, Komite Pemantau Investasi dan Manajemen Risiko mengadakan 7 (tujuh) kali rapat termasuk rapat koordinasi dengan Komite Komisaris lainnya, dan rapat dengan manajemen. Program pengembangan Komite Pemantau Investasi dan Manajemen Risiko dilaksanakan sejalan dengan program strategis Perseroan, melalui seminar, *workshop*, dan pelatihan.

No	Organ/Komite di Bawah Dewan Komisaris Organ/Committee Under the Board of Commissioners	Tugas dan Tanggung Jawab Duty and Responsibilities
		The Investment and Risk Management Monitoring Committee has fulfilled its duties to assist the Board of Commissioners in overseeing the implementation of risk management in accordance with the Company's policies. This ensures that investments are carried out according to the careful planning and actual needs, and are well managed and measured. The Committee also ensures that the risk management policies prepared by the Board of Directors, including the acceptable tolerance levels, are appropriate and align with the Company's needs. Additionally, the Committee oversees that risk management efforts and strategies undertaken by the Board of Directors are effective and that risk reporting is submitted to the Board of Commissioners as required. The Committee ensures compliance with GCG principles and the Code of Conduct, reviews the performance of the Directorates, and maintains professional relations with other Committees and the Company's Management. In carrying out its duties and responsibilities in 2025, the Investment Monitoring and Risk Management Committee held 7 (seven) meetings, including coordination meetings with other Board Committees and meetings with management. The development program of the Investment Monitoring and Risk Management Committee was implemented in line with the Company's strategic programs through seminars, workshops, and training.
3	**Komite Nominasi dan Remunerasi** **Nomination and Remuneration Committee**	Dalam menjalankan tugas pengawasan berkaitan dengan nominasi dan remunerasi di Perusahaan, Dewan Komisaris didukung oleh Komite Nominasi dan Remunerasi. Ketua dan anggota Komite Nominasi dan Remunerasi diangkat dan diberhentikan oleh Dewan Komisaris. Dalam menjalankan tugasnya, Komite Nominasi dan Remunerasi mengacu pada Piagam Komite Nominasi dan Remunerasi 2023 tanggal 1 Desember 2023. Komite Nominasi dan Remunerasi bertanggung jawab kepada Dewan Komisaris dan sebagai pertanggungjawaban atas pelaksanaan tugasnya, Komite Nominasi dan Remunerasi menyusun laporan berkala kepada Dewan Komisaris secara triwulanan dan tahunan. Untuk terus meningkatkan efektivitas pelaksanaan kinerja Komite Nominasi dan Remunerasi, Dewan Komisaris melakukan evaluasi kinerja terhadap Komite Nominasi dan Remunerasi sebagai organisasi serta terhadap masing-masing anggota Komite. Dalam melaksanakan tugas dan tanggung jawabnya pada tahun 2025, Komite Nominasi dan Remunerasi menyelenggarakan 2 (dua) kali rapat, termasuk rapat koordinasi dengan Komite Komisaris lainnya, Dewan Komisaris, dan manajemen, guna membahas kebijakan serta pelaksanaan fungsi nominasi dan remunerasi. Selain itu, anggota Komite Nominasi dan Remunerasi juga mengikuti pelatihan dan/atau seminar untuk meningkatkan kompetensi serta pemahaman terhadap perkembangan praktik tata kelola dan regulasi yang relevan. In carrying out supervisory duties related to nominations and remuneration in the Company, the Board of Commissioners is supported by the Nomination and Remuneration Committee. The chairperson and members of the Nomination and Remuneration Committee are appointed and dismissed by the Board of Commissioners. In carrying out its duties, the Nomination and Remuneration Committee refers to the Nomination and Remuneration Committee Charter dated December 1, 2023. The Nomination and Remuneration Committee is accountable to the Board of Commissioners. In fulfilment of this responsibility, the Committee prepares quarterly and annual periodic reports for the Board of Commissioners. To continuously enhance the effectiveness of the Nomination and Remuneration Committee's performance, the Board of Commissioners evaluates the Committee's performance as a whole and that of each Committee member. In carrying out its duties and responsibilities in 2025, the Nomination and Remuneration Committee held 2 (two) meetings, including coordination meetings with other Board Committees, the Board of Commissioners, and management to discuss policies and the implementation of nomination and remuneration functions. In addition, members of the Nomination and Remuneration Committee also participated in training and/or seminars to enhance their competencies and understanding of developments in governance practices and relevant regulations.

2) Direksi

Susunan Direksi Perseroan ditetapkan berdasarkan ketentuan Anggaran Dasar dan peraturan perundang-undangan yang berlaku, dengan jumlah paling sedikit 4 (empat) orang anggota Direksi, termasuk 1 (satu) orang Presiden Direktur atau Direktur Utama. Tugas Presiden Direktur adalah mengkoordinasikan kegiatan Direksi. Direksi berwenang dan bertanggung jawab penuh atas pengurusan Perseroan dan mewakili Patra Jasa baik di dalam maupun di luar pengadilan sesuai dengan ketentuan Anggaran Dasar. Direksi bertugas dan bertanggung jawab secara kolegial, sekalipun dapat bertindak dan mengambil keputusan sesuai pembagian tugas dan wewenangnya, termasuk dalam aspek ekonomi, lingkungan dan sosial.

Pada tahun 2025, komposisi Direksi Patra Jasa sesuai keputusan RUPST adalah 5 (lima) orang sebagai berikut:

2) Board of Directors

The Composition of the Company's Board of Directors, as stipulated by the Articles of Association and the prevailing laws and regulations, consist of at least 4 (four) members, one of whom is the President Director. The President Director is responsible to coordinate the activities of the Board of Directors. The Board of Directors has full authority and responsibility for the Company's management and represents Patra Jasa both inside or outside court in accordance with the Articles of Association. The Board of Directors carries out its duties and responsibilities collectively, although it can act and make decisions according to the division of duties and authority, including in economic, environmental, and social aspects.

In 2025, according to AGMS, Patra Jasa consist of 5 (five) persons, as follows:

Komposisi Direksi

Composition of the Board of Directors

Nama Name	Jabatan Position	Periode Period
Ray Syaputra Muda Daulay	Direktur Utama President Director	1 Januari – 28 September 2025 Menjabat kembali pada 8 Oktober – 31 Desember 2025 January 1 – September 28, 2025 Reappointed on October 8 – December 31, 2025.
Aditya Dhanwantara	Plt. Direktur Utama Acting President Director	28 September – 8 Oktober 2025 September 28 – October 8, 2025
Muhammad Indharto Rusman	Direktur Strategi dan Pengembangan Bisnis Director of Strategy and Business Development	1 Januari – 31 Desember 2025 January 1 – December 31, 2025
Dani Noor Achmad Sulaeman	Direktur Properti Director of Property	1 Januari – 31 Desember 2025 January 1 – December 31, 2025
Rizky Mahesa Dwiyana	Direktur Hospitality dan Multi Services Director of Hospitality and Multi Services	1 Januari – 31 Desember 2025 January 1 – December 31, 2025
Aditya Dhanwantara	Direktur Keuangan dan Umum Director of Finance and General Affairs	1 Januari – 25 November 2025 January 1 – December 31, 2025
Kurnia Pinayungan	Direktur Keuangan dan Umum Director of Finance and General Affairs	25 November – 31 Desember 2025 November 25 – 31 December 2025

Tugas dan Wewenang Direksi [GRI 2-14]

Penjelasan mengenai ruang lingkup pekerjaan serta tanggung jawab Direksi disampaikan sebagai berikut:

1. Direksi bertanggung jawab penuh dalam melaksanakan tugasnya untuk kepentingan perusahaan dalam mencapai maksud dan tujuannya.
2. Setiap anggota Direksi wajib dengan itikad baik dan penuh tanggung jawab menjalankan tugasnya dengan mengindahkan peraturan perundang- undangan yang berlaku.
3. Direksi bertugas menjalankan segala tindakan berkaitan dengan pengurusan Perseroan untuk kepentingan Perseroan dan sesuai dengan maksud dan tujuan Perseroan serta mewakili Perseroan baik di dalam maupun di luar Pengadilan tentang segala sesuatu hal dan segala kejadian dengan pembatasan sebagaimana

Duties and Authorities of the Board of Directors [GRI 2-14]

The description of scope of work and responsibilities of the Board of Directors are as follows:

1. The Board of Directors is fully responsible for carrying out its duties for the benefit of the Company in achieving its goals and objectives
2. Each member of the Board of Directors shall in good faith and with full responsibility perform his/her duties with due observance of the prevailing laws and regulations.
3. The Board of Directors is assigned to carry out all actions related to the management of the Company for the benefit of the Company and in accordance with the purposes and objectives of the Company and to represent the Company both inside and outside the Court on all matters and all events with restrictions as stipulated in

diatur dalam peraturan perundang-undangan, Anggaran Dasar dan/atau keputusan Rapat Umum Pemegang Saham.

4. Direksi menjalankan tindakan lainnya baik mengenai pengurusan maupun tindakan kepemilikan atas harta kekayaan Perseroan, sesuai dengan ketentuan yang diatur dalam Anggaran Dasar Perseroan dan yang ditetapkan oleh Rapat Umum Pemegang Saham atau berdasarkan peraturan perundang-undangan yang berlaku
5. Direksi untuk perbuatan tertentu berhak mengangkat seorang atau lebih sebagian wakil atau kuasanya dengan memberikan kekuasaan yang diatur dalam surat kuasa.
6. Pembagian tugas dan wewenang setiap anggota Direksi ditetapkan oleh RUPS dan wewenang tersebut oleh RUPS dapat dilimpahkan kepada Komisaris.
7. Dalam hal Perseroan mempunyai kepentingan yang bertentangan dengan kepentingan pribadi seorang anggota Direksi, maka Perseroan akan diwakili oleh anggota Direksi lainnya dan dalam hal Perseroan mempunyai kepentingan yang bertentangan dengan kepentingan seluruh anggota Direksi, maka dalam hal ini Perseroan diwakili oleh Komisaris.
8. Mengangkat dan memberhentikan pekerja perusahaan sesuai dengan ketentuan peraturan perundang-undangan yang berlaku.
9. Direksi wajib menyiapkan Rencana Jangka Panjang Perusahaan (RJPP) dan RKAP sebagai penjabaran tahunan dari RJPP.
10. Menyiapkan struktur organisasi dan tata kelola perseroan lengkap dengan rincian tugasnya.
11. Menetapkan gaji, pensiun/jaminan hari tua dan penghasilan lain bagi pekerja perusahaan serta mengatur semua hal kepegawaian lainnya sesuai dengan ketentuan perundang-undangan yang berlaku.
12. Menyiapkan laporan tahunan dan laporan berkala.

3) Pejabat/Unit Kerja Penanggung Jawab Keberlanjutan [OJK E.1] [GRI 2-13, 2-14]

Ketentuan mengenai kewajiban penunjukan pegawai, pejabat, dan/atau unit kerja yang bertanggung jawab atas penerapan keuangan berkelanjutan di Patra Jasa dilaksanakan dengan berpedoman pada Peraturan Otoritas Jasa Keuangan Nomor 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik, guna memastikan implementasi prinsip keberlanjutan dalam kegiatan usaha Perseroan. Penambahan ini dilakukan sebagai ketaatan terhadap ketentuan, sekaligus bentuk komitmen Perseroan dalam mendukung program keuangan berkelanjutan dan pencapaian Tujuan Pembangunan Berkelanjutan (TPB).

the laws and regulations, Articles of Association and/or resolutions of the General Meeting of Shareholders.

4. The Board of Directors carries out other actions both regarding management and ownership of the Company's assets, in accordance with the provisions stipulated in the Company's Article of Association and those stipulated by the General Meeting of Shareholders or based on applicable laws and regulations.
5. The Board of Directors for certain actions is entitled to appoint one or more representatives or proxies by granting the powers stipulated in the power of attorney.
6. The division of duties and authority of each member of the Board of Directors is determined by the GMS and may be delegated by the GMS to the Board of Commissioners.
7. In the event that the Company has interests that conflict with the personal interests of a member of the Board of Directors, the Company will be represented by another member of the Board of Directors, and if the Company has interests that conflict with the interest of all members of the Board of Directors, in this case the Company is represented by the Board of Commissioners.
8. The Board of Directors appoints and dismisses company employees in accordance with the provisions of the prevailing laws and regulations.
9. The Board of Directors is required to prepare the Company's Long - Term Plan (RJPP) and RKAP as an annual elaboration of the RJPP.
10. The Board of Directors prepares the organizational structure and governance of the Company complete with details of duties.
11. The Board of Directors determines salaries, pensions/retirement benefits, and other income for company employees and regulates all other employment matters in accordance with the prevailing laws and regulations.
12. The Board of Directors prepares annual reports and periodic reports.

3) Officer/work Unit Responsible for Sustainability (ESG) [OJK E.1] [GRI 2-13, 2-14]

The provisions regarding the obligation to appoint employees, officials, and/or work units responsible for the implementation of sustainable finance at Patra Jasa are carried out in accordance with Financial Services Authority Regulation Number 51/POJK.03/2017 concerning the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies, in order to ensure the implementation of sustainability principles in the Company's business activities. This addition is made to comply with the provisions and as a form of the Company's commitment to supporting the sustainable finance program and achieving the Sustainable Development Goals (SDGs).

Perseroan membentuk fungsi *Sustainability* yang berada di bawah Divisi QHSE (*Quality, Health, Safety & Environment*) dan bertanggung jawab langsung kepada Direktur Utama. Fungsi ini berperan dalam perumusan strategi dan *roadmap* keberlanjutan, pengembangan program, serta pemantauan dan pelaporan kinerja *Environmental, Social & Governance* (ESG). Dengan posisi tersebut, fungsi *Sustainability* memiliki mandat koordinatif untuk memastikan integrasi prinsip ESG ke dalam kebijakan, operasional, serta proses pengambilan keputusan di seluruh divisi dan unit bisnis. Kinerja dan capaian aspek keberlanjutan dilaporkan secara berkala kepada Direktur Utama sebagai bagian dari mekanisme pengawasan dan pengambilan keputusan strategis.

The Company has established a Sustainability function under the QHSE (Quality, Health, Safety & Environment) Division, which reports directly to the President Director. This function plays a role in formulating sustainability strategies and roadmaps, developing programs, as well as monitoring and reporting Environmental, Social & Governance (ESG) performance. In this capacity, the Sustainability function holds a coordinating mandate to ensure the integration of ESG principles into policies, operations, and decision-making processes across all divisions and business units. The performance and achievements of sustainability aspects are reported periodically to the President Director as part of the supervision and strategic decision-making mechanisms.

Nominasi dan Pengangkatan Dewan Komisaris dan Direksi [GRI 2-10]

Rapat Umum Pemegang Saham (RUPS) memiliki kewenangan penuh dalam pengangkatan dan pemberhentian anggota Dewan Komisaris, dengan memperhatikan visi, misi, dan rencana strategis Perseroan agar tercipta proses pengambilan keputusan yang efektif, tepat, dan independen. Dalam pengangkatan Dewan Komisaris, kandidat calon anggota Dewan Komisaris dapat dinominasikan oleh pemegang saham pengendali. Dewan Komisaris yang memiliki fungsi nominasi dan remunerasi juga dapat mengajukan/menominasikan calon anggota Dewan Komisaris yang akan dibahas profil dan kualifikasi masing-masing kandidat dalam rapat Dewan Komisaris untuk diajukan kepada Pemegang Saham. Kandidat terpilih kemudian akan diangkat dengan persetujuan Rapat Umum Pemegang Saham (RUPS).

Peraturan Menteri BUMN Nomor PER-3/MBU/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara antara lain mengatur bahwa calon anggota Dewan Komisaris yang dinominasikan mengikuti proses penilaian oleh Pemegang Saham sebelum menjalankan tindakan, tugas dan fungsinya sebagai anggota Dewan Komisaris. Dalam rangka memberikan persetujuan tersebut, Pemegang Saham melakukan proses penilaian kepada calon anggota Dewan Komisaris.

Hasil penilaian tanpa catatan yang disertai persetujuan Pemegang Saham menunjukkan terpenuhinya persyaratan integritas, kompetensi, dan reputasi kepemimpinan pada calon anggota Dewan Komisaris, sebagai dasar kelayakan dalam menjalankan tugas dan tanggung jawabnya.

Nomination and Appointment of the Board of Commissioners and Board of Directors [GRI 2-10]

The General Meeting of Shareholders (GMS) has full authority to appoint and dismiss members of the Board of Commissioners, taking into consideration the Company's vision, mission, and strategic plans in order to ensure an effective, appropriate, and independent decision-making process. In appointing the Board of Commissioners, the candidates for the Board of Commissioners can be nominated by controlling shareholders. The Board of Commissioners with nomination and remuneration function can also propose/nominate candidates for the Board of Commissioners. The profiles and qualifications of each candidate will be discussed in the Board of Commissioners' meeting before being proposed to the Shareholders. The selected candidates will then be appointed with the approval of the General Meeting of Shareholders (GMS).

The Regulation of Minister of SOEs Number PER-3/MBU/2023 regarding the Organs and Human Resources of State - Owned Enterprises stipulates that nominated candidates of the Board of Commissioners must be evaluated by the Shareholders before assuming their roles, responsibilities, and functions as members of the Board of Commissioners. In order to give the approval, the Shareholders assess the candidates for the Board of Commissioners.

The assessment results without any reservations, accompanied by the approval of the Shareholders, indicate that the requirements of integrity, competence, and leadership reputation of the prospective members of the Board of Commissioners have been fulfilled, serving as the basis for their eligibility to carry out their duties and responsibilities.

Bagan Mekanisme Nominasi dan Pengangkatan Direksi

Chart of Nomination Mechanism and Appointment of Directors

Mekanisme dan pengangkatan Direksi berasal dari usulan Pemegang Saham Pengendali. Berdasarkan hal tersebut RUPS memberikan persetujuan dan pengangkatan Direksi yang baru.

The mechanism and appointment of the Board of Directors comes from the recommendation of the Controlling Shareholders. Based on this, the GMS approves and appoints the new Board of Directors.

Evaluasi Kinerja dan Remunerasi Dewan Komisaris dan Direksi [GRI 2-18, 2-19]

Performance and Remuneration Evaluation of the Board of Commissioners and the Board of Directors [GRI 2-18, 2-19]

Ketentuan mengenai penilaian pelaksanaan tugas dan tanggung jawab Dewan Komisaris dan Direksi mengacu pada Peraturan Menteri Badan Usaha Milik Negara Nomor PER-2/MBU/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara. Terkait dengan hal itu, Dewan Komisaris dan Direksi masing-masing memperoleh penilaian atas seluruh upaya dalam mengimplementasikan berbagai program dan inisiatif yang tertuang dalam rencana strategis mencakup rencana korporasi dan rencana bisnis selaras dengan visi, misi, strategi dan nilai-nilai Perusahaan.

The provisions regarding the assessment of the performance of duties and responsibilities of the Board of Commissioners and the Board of Directors refer to the Regulation of the Minister of State-Owned Enterprises Number PER-2/MBU/2023 concerning Guidelines for Corporate Governance and Significant Corporate Activities of State-Owned Enterprises. In relation to this, the Board of Commissioners and Board of Directors each receive an assessment of their efforts in implementing various programs and initiatives outlined in the strategic plan, including corporate plans and business plans aligned with the Company's vision, mission, strategy and values.

Dasar Penilaian Dewan Komisaris

Assessment Basis for the Board of Commissioners

Penetapan penilaian kinerja Dewan Komisaris dan masing-masing anggotanya, serta kinerja Organ Dewan Komisaris secara keseluruhan, didasarkan pada pelaksanaan tugas dan kewajiban sebagaimana diatur dalam peraturan perundang-undangan yang berlaku, Anggaran Dasar Perseroan, serta amanat Pemegang Saham.

The performance assessment of the Board of Commissioners and its members, as well as the Board of Commissioners Organ in general, is determined based on the duties and obligations as stated in the prevailing laws and regulations, the Company's Article of Association and the shareholders' mandate.

Penilaian kinerja Dewan Komisaris dilakukan berdasarkan Evaluasi Tahunan secara objektif untuk menentukan efektivitas Dewan, Komite, dan setiap individu komisaris.

The performance assessment of the Board of Commissioners is conducted through an objective Annual Evaluation to determine the effectiveness of the Board of Committees, and each individual commissioner.

Penilaian kinerja Dewan Komisaris secara individu dilakukan berdasarkan tolok ukur atau kriteria penilaian yang spesifik, terukur, dapat dicapai, dan relevan. Aspek yang dinilai dalam KPI Dewan Komisaris tahun 2025 adalah aspek perencanaan, aspek pengawasan dan nasihat, aspek pelaporan, dan aspek dinamis.

Individual performance assessment of the Board of Commissioners is based on specific, measurable, achievable and relevant benchmark or assessment criteria. The aspects assessed in the 2025 KPI of the Board of Commissioners include the planning aspect, the supervision and advisory aspect, the reporting aspect, and the dynamic aspect.

Dasar Penilaian Kinerja Direksi

Penetapan target kinerja bagi seluruh anggota Direksi dilakukan berdasarkan pembagian tugas dan tanggung jawab masing-masing, yang mencakup pengelolaan kepatuhan, pengendalian risiko, dan sumber daya manusia. Hasil penilaian kinerja Direksi menjadi bahan pertimbangan dalam meningkatkan efektivitas kinerja Direksi dan disampaikan dalam bentuk pertanggungjawaban pelaksanaan tugas dan tanggung jawab pada saat RUPS Tahunan.

Hasil penilaian kinerja menjadi salah satu dasar pertimbangan bagi Komite Nominasi dan Remunerasi dalam memberikan rekomendasi kepada Dewan Komisaris terkait pengangkatan kembali anggota Dewan Komisaris dan Direksi, serta dalam penyusunan struktur remunerasi. Dalam melakukan penilaian atas kinerja Direksi, Dewan Komisaris mempertimbangkan beberapa aspek sebagai dasar penilaian, termasuk faktor eksternal yaitu kondisi perekonomian dan industri Perseroan. Dewan Komisaris memberikan penilaian terhadap kinerja Direksi yang meliputi tinjauan perekonomian dan industri, pencapaian Indikator Kinerja Utama (KPI), pelaksanaan kebijakan strategis Perseroan, teknologi informasi, Sumber Daya Manusia (SDM) dan kinerja Entitas Anak dengan tetap memperhatikan faktor eksternal.

Assessment Basis for the Board of Directors

The determination of performance targets for all members of the Board of Directors is carried out based on the division of their respective duties and responsibilities, which include the management of compliance, risk control, and human resources. The results of the Board of Directors' performance assessment are considered in enhancing their effectiveness and are presented as an account of duties and responsibilities during the AGMS.

Performance appraisal results serve as a basis for the Nomination and Remuneration Committee to recommend reappointment of the Board of Commissioners and Board of Directors members and for structuring remuneration. When assessing the Board of Director's performance, the Board of Commissioners considers several aspects, including external factors such as the Company's economic and industry conditions. The Board of Commissioners assess the Board of Directors' performance, covering economic and industry review, achievement Key Performance Indicators (KPIs), implementation of the Company's strategic policies, information technology, Human Resources (HR), and subsidiaries performance, while also considering external factors.

Kebijakan Remunerasi

Kebijakan remunerasi bagi Dewan Komisaris dan Direksi diterapkan dengan berpedoman pada ketentuan Peraturan Menteri Badan Usaha Milik Negara Nomor PER-3/MBU/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara, yang mencakup pemberian remunerasi serta fasilitas lainnya kepada Dewan Komisaris dan Direksi. Kebijakan pemberian remunerasi dan fasilitas lainnya bagi Dewan Komisaris mengacu kepada keputusan Pemegang Saham sebagaimana ditetapkan dalam Rapat Umum Pemegang Saham dengan memperhatikan hasil kajian yang dilakukan oleh Perusahaan.

Remuneration Policy

The remuneration policy for the Board of Commissioners and the Board of Directors is implemented in accordance with the Regulation of the Minister of State-Owned Enterprises Number PER-3/MBU/2023 concerning the Organs and Human Resources of State-Owned Enterprises, which governs the provision of remuneration and other benefits to the Board of Commissioners and the Board of Directors. The policy on remuneration and other benefits for the Board of Commissioners refers to the resolutions of the Shareholders as determined in the General Meeting of Shareholders, taking into consideration the results of studies conducted by the Company.

Kriteria Penetapan Remunerasi Dewan Komisaris dan Direksi

Dasar pertimbangan dalam menetapkan struktur dan jumlah remunerasi Dewan Komisaris meliputi hal-hal sebagai berikut:

a. Ketentuan dan Perundang-Undangan yang berlaku,
b. Ketentuan yang berlaku pada PT Pertamina (Persero),
c. Kinerja Perseroan,
d. Kewajaran dengan Industri Perseroan,
e. Regulasi yang terkait dengan remunerasi lainnya misalnya Upah Minimum dan Undang-Undang Ketenagakerjaan.

Pengkajian ulang atas Kebijakan Remunerasi dilakukan setiap tahun termasuk kaji ulang dilakukan untuk remunerasi Dewan Komisaris, Direksi dan Pegawai.

Criteria for Determining Remuneration of the Board of Commissioners and Board of Directors

The basis for determining the structure and amount of remuneration for the Board of Commissioners includes the following considerations:

a. The prevailing laws and regulations,
b. The provisions implemented in PT Pertamina (Persero),
c. The Company's Performance,
d. The fairness within the Company's Industry
e. The regulations related to other remuneration, such as Minimum Wage and Manpower Law.

The review of the Remuneration Policy is conducted annually, including the review of the remuneration for the Board of Commissioners. Board of Directors, and employees.

Prosedur Pengusulan Hingga Penetapan Remunerasi [GRI 2-20]

Tahapan penetapan remunerasi bagi Dewan Komisaris dan Direksi Patra Jasa dilaksanakan melalui prosedur sebagaimana digambarkan pada bagan berikut:

a. Fungsi Komite Nominasi dan Remunerasi melakukan penyusunan dan evaluasi terhadap struktur, kebijakan dan besaran remunerasi Dewan Komisaris sesuai dengan peraturan perundangan yang berlaku. Struktur Remunerasi tersebut dapat berupa gaji, honorarium, insentif dan/atau tunjangan yang bersifat tetap dan/atau variabel.
b. Berdasarkan hasil evaluasi tersebut Fungsi Komite Nominasi dan Remunerasi akan memberikan rekomendasi kepada Dewan Komisaris mengenai struktur remunerasi, kebijakan remunerasi dan besaran remunerasi Dewan Komisaris dan Direksi.
c. Dewan Komisaris akan menyampaikan usulan mengenai honorarium bagi Dewan Komisaris dan Direksi serta tantiem bagi Dewan Komisaris dan Direksi kepada Pemegang Saham untuk mendapat persetujuan RUPS.

Procedure for Proposing and Stipulating Remuneration [GRI 2-20]

The procedures for stipulating the remuneration of the Board of Commissioners and Board of Directors of Patra Jasa are carried out through the following stages:

a. The Nomination and Remuneration Committee is responsible for preparing and evaluating the structure, policies, and amount of remuneration for the Board of Commissioners based on the prevailing laws and regulations. The remuneration structure can include salary, honorarium, incentive, and/or fixed and/or variable allowances.
b. Based on the evaluation, the Nomination and Remuneration Committee will provide recommendations to the Board of Commissioners regarding the structure, policies and amount of remuneration for the Board of Commissioners and Board of Directors.
c. The Board of Commissioners will submit the proposal regarding the honorarium for the Board of Commissioners and Board of Directors, including tantiem, to the shareholders for approval at GMS.

Bagan Prosedur Penetapan Remunerasi

Chart of Procedure for Stipulating Remuneration

Remunerasi Dewan Komisaris dan Direksi Tahun 2025 [GRI 2-21]

Pemberian remunerasi kepada Dewan Komisaris dan Direksi telah dilaksanakan berdasarkan persetujuan Rapat Umum Pemegang Saham Perseroan. Informasi mengenai realisasi remunerasi beserta komponen yang diterima oleh anggota Dewan Komisaris dan Direksi pada tahun 2025 diungkapkan dalam Laporan Tahunan 2025.

Remuneration of the Board of Commissioners and Board of Directors for the Year 2025 [GRI 2-21]

The remuneration granted to the Board of Commissioners and the Board of Directors has been implemented based on the approval of the Company's General Meeting of Shareholders. Information regarding the realization of remuneration, including the components received by members of the Board of Commissioners and the Board of Directors in 2025, is disclosed in the 2025 Annual Report.

Pengembangan Kompetensi Terkait Keberlanjutan [OJK E.2] [GRI 2-17]

Program Pengenalan dan Peningkatan Kapabilitas Dewan Komisaris

Program pengenalan dan orientasi bagi anggota Dewan Komisaris yang baru diangkat diselenggarakan untuk memberikan pemahaman awal mengenai Perseroan sekaligus membangun kerja sama antar anggota Dewan Komisaris agar terbentuk tim yang solid, komprehensif, dan efektif dalam pelaksanaan tugas dan tanggung jawab.

Kebijakan program pelatihan/orientasi bagi Anggota Dewan Komisaris baru sebagaimana diatur dalam *Board Manual* adalah sebagai berikut:

1) Untuk Anggota Dewan Komisaris yang baru diangkat, wajib diberikan program pengenalan mengenai kondisi Perseroan secara umum;
2) Penanggung jawab program pengenalan adalah Sekretaris Perusahaan atau pejabat yang menjalankan fungsi sebagai Sekretaris Perusahaan;
3) Program pengenalan meliputi:
    a) Pelaksanaan prinsip-prinsip *Good Corporate Governance* di Perseroan;
    b) Keterangan mengenai tugas, tanggung jawab, dan hak Dewan Komisaris dan Direksi serta hal lain yang dilarang berdasarkan ketentuan dan Peraturan Perundangan yang Berlaku;
    c) Gambaran mengenai Perseroan berkaitan dengan tujuan, sifat, dan lingkup kegiatan, kinerja keuangan dan operasi, strategi, rencana usaha jangka pendek dan jangka panjang, risiko, pengendalian internal dan masalah-masalah strategis lainnya;
    d) Keterangan berkaitan dengan kewenangan yang didelegasikan, audit Internal dan eksternal, sistem dan kebijakan pengendalian Internal serta Komite Audit;
    e) Program pengenalan dapat berupa presentasi, pertemuan, kunjungan ke fasilitas Perseroan, kunjungan ke kantor-kantor cabang, pengkajian dokumen Perseroan atau program lainnya yang dianggap sesuai dengan kebutuhan.

Pada tahun 2025, tidak terdapat kegiatan perkenalan Dewan Komisaris PT Patra Jasa.

Kebijakan mengenai program peningkatan kompetensi bagi Dewan Komisaris diatur dalam *Board Manual*, dengan kebijakan sebagai berikut:

1) Program peningkatan kompetensi dilaksanakan dalam rangka meningkatkan efektivitas kerja Dewan Komisaris;
2) Rencana untuk melaksanakan program peningkatan kompetensi harus dimasukkan dalam rencana kerja dan anggaran Dewan Komisaris;
3) Anggota Dewan Komisaris yang bersangkutan bertanggung jawab untuk membuat laporan tentang pelaksanaan program peningkatan kompetensi;
4) Laporan tersebut disampaikan kepada Dewan Komisaris.

Development of Competence Related to Sustainability [OJK E.2] [GRI 2-17]

Board of Commissioners Capability Enhancement Program

An induction and orientation program for newly appointed members of the Board of Commissioners is organized to provide an initial understanding of the Company, while also fostering collaboration among members of the Board of Commissioners in order to form a solid, comprehensive, and effective team in carrying out their duties and responsibilities.

The training/orientation program policy for the new members of the Board of Commissioners as stipulated in the Board Manual is as follow:

1) Newly appointed members of the Board of Commissioners shall be given an introduction program on the general condition of the Company;
2) The person in charge of the introduction program is the Corporate Secretary or the official who performs the function as Corporate Secretary;
3) The introduction program includes:
    a) Implementation of Good Corporate Governance principles in the Company;
    b) Informing regarding duties, responsibilities, rights of the Board of Commissioners and Board of Directors, and matters prohibited based on the prevailing laws and regulations;
    c) Overview of the Company related to the goals, nature, scope of activities, financial and operational performance, strategy, short - term and long - term business plan, risks, internal control and other strategic issues;
    d) Information related to delegated authority, internal and external audits, internal control systems and policies, and the Audit Committee;
    e) The introduction program can take the form of presentations, meetings, visits to the Company's facilities, visits to branch offices, study of the Company's documents, or other programs deemed necessary.

In 2025, there were no orientation or introduction programs conducted for the Board of Commissioners of PT Patra Jasa.

The policy regarding the competency development program for the Board of Commissioners is stipulated in the Board Manual, with the following provisions:

1) The competence enhancement program is conducted to improve the Board of Commissioners; work effectiveness;
2) The plan to carry out the competence enhancement program shall be included in the work plan and budget of the Board of Commissioners;
3) The relevant Members of the Board of Commissioners are responsible for preparing a report regarding the implementation of the competence enhancement program;
4) The report is submitted to the Board of Commissioners.

Program-program peningkatan kapabilitas yang diikuti anggota Dewan Komisaris selama tahun 2025, disajikan dalam Laporan Tahunan Patra Jasa 2025.

The capability enhancement programs participated by the members of the Board of Commissioners during 2025 are presented in the 2025 Annual Report of Patra Jasa.

Program Peningkatan Kapabilitas Direksi

Program peningkatan kompetensi bagi anggota Direksi diselenggarakan untuk memperbarui pemahaman atas perkembangan terkini yang berkaitan dengan kegiatan usaha utama Perseroan serta ketentuan peraturan perundang-undangan yang berlaku.

Board of Directors Capability Enhancement Program

The competency development program for members of the Board of Directors is organized to update their understanding of the latest developments related to the Company's core business activities as well as the applicable laws and regulations.

Ketentuan-ketentuan tentang program peningkatan kompetensi bagi Direksi adalah sebagai berikut:

a) Program peningkatan kompetensi dilaksanakan dalam rangka meningkatkan efektivitas kerja Direksi;
b) Rencana untuk melaksanakan program peningkatan kompetensi harus dimasukkan dalam rencana kerja dan anggaran Direksi;
c) Anggota Direksi yang bersangkutan harus membuat laporan tentang pelaksanaan Program Peningkatan Kompetensi dan disampaikan kepada Direksi.

The provisions regarding the competence enhancement program for the Board of Directors are as follows:

a) The competence enhancement program is conducted to improve the Board of Directors' work effectiveness;
b) The plan to carry out the competence enhancement program shall be included in the work plan and budget of the Board of Directors;
c) The relevant members of the Board of Directors shall prepare a report regarding the implementation of the Competence Enhancement Program and submit it to the Board of Directors.

Program-program peningkatan kapabilitas yang diikuti Anggota Direksi selama tahun 2025, disajikan dalam Laporan Tahunan Patra Jasa 2025.

The capability enhancement programs participated by the members of the Board of Directors during 2025 are presented in the 2025 Annual Report of Patra Jasa.

Program Pengembangan Kompetensi Pejabat/ Unit Kerja Penanggung Jawab Penerapan Keuangan Keberlanjutan (ESG)

Program-program peningkatan kapabilitas yang diikuti Pejabat Corporate Secretary sepanjang tahun 2025 disajikan dalam Laporan Tahunan Patra Jasa 2025.

Competence Development of Officers/Work Units Responsible for the Implementation of Sustainable Finance Program (ESG)

Throughout 2025, the Officers/Work Units in Responsible for Sustainability have participated in the following competency development programs.

Penilaian Risiko atas Penerapan Keberlanjutan (ESG) [OJK E.3] [GRI 2-13]

Aktivitas bisnis dan operasional Perseroan mengandung berbagai potensi risiko yang berpotensi memengaruhi keberlanjutan usaha dan pencapaian tujuan Perseroan, yang telah menjadi perhatian Patra Jasa. Untuk itu Patra Jasa berupaya mewujudkan sistem Tata Kelola Perusahaan yang baik (*Good Corporate Governance*) dan mengelola risiko dengan mekanisme yang sejalan dengan ketentuan yang ditetapkan Regulator, sehingga dapat memastikan kegiatan usaha yang dijalankan mampu berjalan aman sesuai target dan rencana yang telah ditentukan. Proses pengelolaan risiko adalah bagian dari pengawasan internal yang melibatkan Dewan Komisaris, Direksi, Manajemen Senior dan seluruh lapisan Karyawan.

Risk Assessment of Sustainability Implementation (ESG) [OJK E.3] [GRI 2-13]

The Company's business and operational activities involve various potential risks that may affect business sustainability and the achievement of the Company's objectives, which have become a key concern for Patra Jasa. Thus, Patra Jasa strives to realize a Good Corporate Governance system and manage risks with mechanisms that are in line with the provisions set by the Regulator, to ensure the business activities carried out can run safely according to predetermined targets and plans. The risk management process is part of internal control involving the Board of Commissioners, Board of Directors, Senior Management, and all levels of employees.

Kerangka Penerapan Manajemen Risiko

Kebijakan Umum Manajemen Risiko Perseroan memuat kerangka manajemen risiko Patra Jasa yang dikembangkan sebagai acuan pengelolaan risiko, dengan mempertimbangkan strategi bisnis, struktur organisasi, kebijakan internal, dan dukungan infrastruktur yang memadai. Dalam implementasinya, penerapan manajemen risiko telah diterapkan secara sistematis dan proaktif

Framework for Risk Management Implementation

The Company's General Risk Management Policy outlines the Patra Jasa risk management framework, which has been developed as a reference for managing risks, taking into account the business strategy, organizational structure, internal policies, and the support of adequate infrastructure. In its implementation, risk management has been applied untuk mengidentifikasi, menaksir, mengelola, memantau dan melaporkan risiko-risiko bisnis di setiap level organisasi dan bersifat menyeluruh (*enterprise wide*) pada Perseroan.

Manajemen risiko dilaksanakan dengan melibatkan seluruh elemen organisasi, baik manajemen maupun karyawan pelaksana, dengan peran dan tanggung jawab yang dijalankan berdasarkan kerangka "Tiga Lini Pertahanan" manajemen risiko.

- *Lini-1: First Line of Defense*
  First line of defense atau lini pertahanan pertama berisi unit kerja pemilik risiko yang melaksanakan fungsi bisnis dan unit kerja operasional dan pendukung bisnis. Seluruh fungsi pada lini pertahanan pertama bertanggung jawab dalam mengidentifikasi dan mengelola risiko yang melekat pada setiap produk, kegiatan, proses dan sistem yang dijalankan, serta diharapkan memiliki kesadaran risiko yang tinggi untuk mengelola risiko dengan efektif.

- *Lini-2: Second Line of Defense*
  Second line of defense atau lini pertahanan kedua terdiri dari unit kerja manajemen risiko dan unit kerja kepatuhan yang bertanggung jawab atas pengembangan strategi manajemen risiko, pemeliharaan dan pengembangan berkelanjutan dari kerangka pengelolaan risiko dan memberikan masukan serta arahan kepada unit kerja bisnis dan unit kerja pendukung mengenai proses pengelolaan risiko, pengukuran risiko dan pelaporan.

- *Lini-3: Third Line of Defense*
  Third line of defense atau lini pertahanan ketiga adalah unit internal audit. Internal audit berfungsi sebagai unit independen yang bertugas melakukan *risk-based audit* yang memberikan *added value* kepada lini pertahanan pertama dan kedua.

Pelaksanaan pengelolaan risiko Perseroan dilakukan melalui pembentukan Unit Kerja Manajemen Risiko yang berada di bawah Direktur yang membidangi Kepatuhan dan Manajemen Risiko. Unit Kerja Manajemen Risiko merupakan unit kerja yang independen dari unit bisnis dan unit operasional Perseroan, dan memiliki tanggung jawab utama untuk memastikan proses penerapan manajemen risiko telah berjalan efektif di Perseroan.

Pilar Penerapan Manajemen Risiko

Ruang lingkup penerapan manajemen risiko di Perseroan meliputi hal-hal sebagai berikut:

1) Pengawasan Aktif Direksi, Dewan Komisaris,. Ketiganya bertanggung jawab atas efektivitas penerapan Manajemen Risiko di Perseroan. Oleh karena itu, Direksi, Dewan Komisaris diharuskan untuk:
   a. Mengetahui dan mengidentifikasi informasi risiko, jenis risiko dan tingkat risiko yang melekat pada kegiatan usaha Perseroan
   b. Memberikan arahan yang jelas dalam penerapan manajemen risiko

systematically and proactively to identify, assess, manage, monitor and report business risks at every level of the organization and is enterprise-wide in the Company

The implementation of risk management involves all elements in the organization from management to executing employees. All of these elements play an active role in the context of the "Three LInes of Defense" of risk management.

- Line-1: First Line of Defense
  The first line of defense comprises risk- owning work units that perform business functions and operational and business support work units. All functions in the first line of defense are responsible for identifying and managing the risks inherent in each product, activity, process, and system implemented, and are expected to have high - risk awareness to manage risks effectively.

- Line-2: Second Line of Defense
  The second line of defense consist of the risk management work unit and the compliance work unit, which are responsible for developing risk management strategies, the sustainable maintenance and development of the risk management framework, and providing advice and direction to the business work unit and supporting work unit regarding the risk management process, risk measurement, and reporting.

- Line-3: Third Line of Defense
  The third line of defense is the internal audit unit. The internal audit acts as an independent unit that conducts risk - based audits, adding value to the first and second lines of defense.

The implementation of the Company's risk management is carried out through the establishment of a Risk Management Unit that operates under the Director overseeing Compliance and Risk Management. The Risk Management Work Unit is independent, separate from the Company's business unit and operational unit, and is primarily responsible for ensuring the effective implementation of risk management within the Company.

Pillars of Risk Management Implementation

The scope of risk management implementation within the Company includes the following:

1) Active Supervision by the Board of Directors, Board of Commissioners. They are responsible for the effective implementation of Risk Management in the Company. Therefore, the Board of Commissioners are required to:
   a. Know and identify risk information, types of risk, and levels of risk inherent in the Company's business activities.
   b. Provide clear direction in the implementation of risk management.

c. Melakukan pengawasan dan mitigasi risiko secara aktif
d. Mengembangkan budaya manajemen risiko Perseroan
e. Memastikan struktur organisasi yang memadai beserta tugas dan tanggung jawab masing-masing, untuk mendukung penerapan Manajemen Risiko yang efektif
f. Memastikan kecukupan kuantitas dan kualitas sumber daya manusia untuk penerapan manajemen risiko secara efektif

2) Kecukupan kebijakan, prosedur dan penetapan limit risiko.
Penerapan Manajemen Risiko yang efektif harus didukung dengan kerangka yang mencakup kebijakan dan prosedur Manajemen Risiko serta limit risiko yang ditetapkan secara jelas sejalan dengan visi, misi dan strategi bisnis Perseroan.

Penyusunan kebijakan dan prosedur Manajemen Risiko tersebut dilakukan dengan memperhatikan antara lain karakteristik dan kompleksitas kegiatan bisnis, tingkat risiko yang akan diambil dan toleransi risiko, profil risiko serta ketentuan regulator yang berlaku. Perseroan secara berkelanjutan melengkapi, menyempurnakan, dan mengkinikan kebijakan dan prosedur Manajemen Risiko agar sesuai dengan perkembangan usaha dan ketentuan Regulator.

3) Kecukupan proses identifikasi, pengukuran, pengendalian dan pemantauan risiko serta sistem informasi manajemen risiko.
Implementasi proses manajemen risiko Perseroan diterapkan secara berjenjang, terstruktur, komprehensif dan menyeluruh (*Enterprise wide*).

Pelaksanaan proses manajemen risiko Perseroan dilakukan sebagai berikut:
a. Identifikasi Risiko
   1) Identifikasi risiko yang melekat pada kegiatan unit kerja dilakukan oleh masing-masing pemilik risiko (*risk owner*) berkoordinasi dengan masing-masing *risk champion* dari masing-masing unit kerja dengan tujuan untuk mendorong unit kerja mengidentifikasi risiko yang melekat pada fungsi masing-masing dan melakukan mitigasi atas risiko yang dihadapinya.
   2) Menggunakan metode yang dapat berlaku untuk seluruh aktivitas Perseroan.
   3) Hasil profil risiko dari setiap fungsi /unit kerja didokumentasikan sebagai *risk register*.
b. Pengukuran Risiko
   1) Sistem pengukuran risiko digunakan untuk mengukur *exposure* risiko Perseroan sebagai acuan untuk melakukan pengendalian. Pengukuran risiko dilakukan secara berkala terhadap aktivitas bisnis dan operasional Perseroan.
   2) Setiap fungsi/unit kerja melakukan pengukuran setiap risiko di dalam *risk register on Going Business* baik yang bersifat kuantitatif maupun kualitatif dengan mengacu pada kecenderungan yang terjadi di masa lalu dan estimasi potensi kerugian Perusahaan serta asumsi yang sesuai untuk mendukung akurasi dan

c. Actively carry out risk supervision and mitigation.
d. Develop a risk management culture within the Company.
e. Ensure an adequate organizational structure including duties and responsibilities of each role, to support the effective implementation of risk management.
f. Ensure sufficient quantity and quality of human resources for the effective implementation of risk management.

2) Ensure the adequacy of policies, procedures, and risk limits.
The effective implementation of risk management shall be supported with a framework covering policies and procedures of Risk Management as well as the limit of risk clearly aligned with the Company's vision, mission, and business strategies.

The preparation of Risk Management policies and procedures is carried out by taking into account the characteristics and complexity of business activities, the level of risk to be taken and risk tolerance, risk profile, and prevailing regulatory requirements. The Company continuously completes, refines and updates its Risk Management policies and procedures to comply with business development and regulatory requirements.

3) The adequacy of risk identification, measurement, control, and monitoring processes as well as risk management information systems.
The implementation of the Company's risk management process is hierarchical, structured, comprehensive, and enterprise - wide.

The implementation of the Company's risk management process is carried out as follows:
a. Risk Identification
   1) Identification of risk inherent in work unit activities is carried out by each risk owner in coordination with each risk champion from each work unit to encourage work units to identify risk inherent in their respective functions and mitigate the risk faced.
   2) Implementation of a method that can be applied to all activities of the Company.
   3) Documentation of risk profile results from each function/work unit as a risk register
b. Risk Measurement
   1) The risk measurement system is used to measure the Company's risk exposure as a reference for exercising control. Risk measurement is conducted periodically on the Company's business and operational activities.
   2) Each function/work unit measures each risk in the risk register of On Going Business both quantitatively and qualitatively by referring to past trends and estimates of the Company's potential losses as well as appropriate assumptions to support accuracy and fairness.

kewajaran.

3) Pengelolaan Risiko
Pengendalian risiko dilakukan oleh Perseroan antara lain dengan cara mekanisme lindung nilai, dan metode mitigasi risiko.

c. Pemantauan Risiko
1) Perseroan melakukan pemantauan terhadap besar-nya *exposure* risiko, toleransi risiko dan hasil *stress testing* secara berkala dan berkesinambungan dengan membandingkan risiko yang muncul dengan limit risiko yang telah ditetapkan.
2) Pemantauan pelaksanaan mitigasi *Risk Register* setiap fungsi/unit kerja disajikan dalam laporan berkala setiap bulannya disertai dengan *evidence* pelaksanaan mitigasi.

Perseroan telah mengembangkan dan menerapkan sistem informasi manajemen risiko sebagai alat pemantauan atas pelaksanaan manajemen risiko, yang diwujudkan melalui penyusunan dan penyampaian laporan-laporan sebagai berikut:

a. Pelaporan hasil *assessment* profil risiko terintegrasi konglomerasi keuangan secara berkala
b. Pelaporan Tingkat Kesehatan Perseroan berbasis Risiko,
c. Pelaporan Monitoring pelaksanaan mitigasi *Top Risk Register on going business*.
d. Pelaporan Penyediaan Modal Minimum.
e. Pelaporan Pemantauan *Risk Appetite Statement, Early Warning System* (*Key Risk Indicator*)
f. *Review limit* risiko (*rule rating*) dalam penilaian faktor tingkat Kesehatan, yang mencakup Profil Risiko, Rentabilitas dan permodalan serta penetapan *Risk Appetite* dan *Risk Tolerance* Perusahaan secara berkala.

4) Sistem Pengendalian Internal yang Menyeluruh
Penerapan sistem pengendalian internal yang efektif di Patra Jasa dilaksanakan dengan partisipasi Dewan Komisaris, Direksi, serta seluruh Insan Perusahaan, mengacu pada prinsip-prinsip *Internal Control-Integrated Framework* yang diterbitkan *oleh The Committee of Sponsoring Organizations (COSO) of the Treadway Commission.*

Sebagaimana ditetapkan dalam Peraturan Menteri Badan Usaha Milik Negara Nomor PER-02/MBU/2023, Perseroan terus mengupayakan pengembangan sistem pengendalian internal dengan menggunakan pendekatan *Committee of Sponsoring Organizations (COSO) of the Treadway Commissions* untuk mengamankan investasi dan aset Perseroan.

Manajemen Keberlangsungan Usaha

Pelaksanaan Manajemen Keberlangsungan Usaha yang mengacu kepada Kebijakan Manajemen Keberlangsungan Usaha (*Business Continuity Management*) difokuskan untuk menjamin kesiapsiagaan tanggap darurat, kelangsungan usaha, serta pemulihan proses bisnis dalam kegiatan operasional perusahaan agar tetap berjalan sesuai perencanaan, khususnya dalam

3) Risk Management
Risk control is carried out by the Company through hedging mechanisms and risk mitigation methods.

c. Risk Monitoring
1) The Company monitors the amount of risk exposure, risk tolerance, and stress testing results regularly and continuously by comparing the risks that arise with the risk limits that have been set.
2) The monitoring of Risk Register mitigation imple-mentation of each function/work unit is presented in a periodic report every month along with evidence of mitigation implementation.

The Company has developed and implemented a risk management information system as a monitoring tool for the implementation of risk management, which is realized through the preparation and submission of the following reports:

a. Periodic reporting of the integrated risk profile assessment results for the financial conglomerate.
b. Reporting of the Company's Risk - based Health Level.
c. Reporting of Top Risk Register Mitigation Implementation Monitoring in Ongoing Business.
d. Reporting of Minimum Capital Requirement.
e. Reporting of Risk Appetite Statement Monitoring, Early Warning System (Key Risk Indicators).
f. Reviewing the risk limit (rule rating) in the assessment of Heath level factors, which include Risk Profile, Profitability, and Capital as well as determining the Company's Risk Appetite and Risk Tolerance on a regular basis.

4) Comprehensive Internal Control System
The implementation of an effective internal control system at Patra Jasa is carried out with the participation of the Board of Commissioners, the Board of Directors, and all Company Personnel, referring to the principles of the Internal Control–Integrated Framework issued by The Committee of Sponsoring Organizations (COSO) of the Treadway Commission.

As stipulated in the Regulation of the Minister of State - Owned Enterprises Number PER-O2/MBU/2023, the Company continues to pursue the development of an internal control system using the Committee of Sponsoring Organizations (COSO) Of Treadway Commissions approach to secure the Company's investments and assets.

Business Continuity Management

The implementation of Business Continuity Management, which refers to the Business Continuity Management Policy, is focused on ensuring emergency preparedness, business continuity, and the recovery of business processes in the Company's operational activities so that they continue to run according to plan, particularly in facing potential hazards, disasters, abnormal menghadapi potensi bahaya, bencana (*disaster*), kondisi di luar normal, atau keadaan kahar (*force majeure*) yang berpotensi mengganggu operasional.

conditions, or force majeure circumstances that may disrupt operations.

Kebijakan Anti Korupsi dan Gratifikasi [GRI 2-15]

Sebagai bagian dari komitmen Perseroan terhadap praktik bisnis yang bersih dan transparan, Perseroan telah menerapkan kebijakan anti korupsi dan gratifikasi. Gratifikasi di lingkungan Patra Jasa memiliki arti yang luas, yakni meliputi pemberian atau penerimaan hadiah/cinderamata dan hiburan/entertainment kepada Insan Patra Jasa baik yang diterima di dalam negeri maupun di luar negeri dan yang dilakukan dengan menggunakan sarana elektronik dan/atau tanpa melalui sarana elektronik. Gratifikasi menjadi salah satu perhatian khusus Perseroan mengingat sifatnya yang mengarah pada tindak pidana suap dan atau tindak pidana korupsi yang mengakibatkan kerugian fatal terhadap eksistensi Patra Jasa.

Anti - Corruption and Anti - Gratification Policies [GRI 2-15]

As part of the Company's commitment to clean and transparent business practices, the Company has implemented an anti-corruption and gratification policy. Gratification at Patra Jaasa has a broad definition, encompassing the giving or receiving or presents/gifts and entertainment by Patra Jasa's employees, whether received domestically or overseas, and whether conducted through electronic facilitates or without. The company has taken serious attention to gratification considering its potential to lead to bribery or corruption, which could cause significant losses to Patra Jasa.

Pedoman Gratifikasi

Panduan yang disusun Perseroan memberikan arahan bagi seluruh Insan Patra Jasa mengenai penerimaan dan pemberian gratifikasi, sehingga meminimalkan risiko terjadinya tindak pidana suap dan mendukung penerapan prinsip tata kelola perusahaan yang baik. Panduan tersebut tertuang dalam Pedoman Pengendalian Gratifikasi Patra Jasa Nomor 001/A/LC/2021 revisi ke-0 yang ditetapkan pada tanggal 30 Maret 2021. Pedoman ini bertujuan membentuk lingkungan organisasi yang sadar dan terkendali dalam penanganan praktik Gratifikasi untuk mewujudkan prinsip integritas, akuntabilitas, dan keterbukaan dalam menjalankan kegiatan operasional dan bisnis sehari-hari.

Gratification Guidelines

The guidelines prepared by the Company provide direction for all Patra Jasa Personnel regarding the acceptance and provision of gratuities, thereby minimizing the risk of bribery and supporting the implementation of good corporate governance principles. The guidelines are outlined in Patra Jasa's Gratification Control Guidelines Number 001/A/LLC/2021 0th revision stipulated on March 30, 2021. These guidelines aim to create an organizational environment that is aware and controlled in handling gratification practices, to uphold the principles of integrity, accountability, and transparency in carrying out daily operational and business activities.

Strategi *Anti-Fraud* dan *Whistleblowing System* (WBS)

Manajemen Patra Jasa mewujudkan komitmen terhadap pencegahan dan pengendalian *fraud* dengan membentuk mekanisme pengendalian *anti-fraud*, yang diperkuat melalui *Whistleblowing System* (WBS).

Sarana pengaduan telah disediakan oleh Patra Jasa untuk menerima laporan terkait pelanggaran yang terjadi di lingkungan Perseroan, mencakup pelanggaran terhadap kode etik, prinsip tata kelola perusahaan, serta praktik *fraud* yang berpotensi menimbulkan kerugian bagi Perseroan. Hal ini dikuatkan dalam kebijakan Tata Kerja Organisasi tentang *Whistle Blowing System* (WBS) No. B.I-0001/Sekper-PJ/TKO/X/2018 Revisi Ke-0 yang ditetapkan pada tanggal 16 Oktober 2018. Insan Patra Jasa yang mengetahui atau mempunyai informasi adanya indikasi kuat pelanggaran kode etik dan tata kelola, kebijakan prosedur atau aturan lainnya dapat melaporkannya melalui saluran WBS yang terdapat di website www.pertaminaclean.tipoffs.info dan atau melalui email pertaminaclean@tipoffs.com.sg Ruang lingkup pelaporan yang dapat ditindaklanjuti adalah korupsi, suap, gratifikasi, benturan kepentingan, pencurian, kecurangan dan melanggar hukum dan peraturan Perusahaan. Pelaporan ini nantinya akan diterima oleh Tim Pengelola Pelaporan Pelanggaran Patra Jasa. [GRI 2-15]

Anti - Fraud and Whistleblowing System (WBS) Strategies.

Patra Jasa's management demonstrates its commitment to the prevention and control of fraud by establishing an anti-fraud control mechanism, which is further strengthened through the Whistleblowing System (WBS).

A reporting channel has been provided by Patra Jasa to receive reports related to violations occurring within the Company, including breaches of the code of ethics, corporate governance principles, as well as fraudulent practices that may potentially cause losses to the Company. This is reinforced by the Organizational Governance policy regarding Whistle Blowing System (WBS) No. B.I-0001/Sekper-PJ/TKO/X/2018 0th Revision stipulated on October 16, 2018. Patra JAsa employees who know or have information o strong indications of violations of the code of ethics and governance, policy procedures or other rules can report them through the WBS channel found on the website www.pertaminaclean.tipoffs.info and or via email pertaminaclean@tipoffs.com.sg. The Scope of reporting that can be followed up is corruption, bribery, gratuities, conflict of interest, theft, fraud, and violating laws and Company regulations. The reporting will later be received by Patra Jasa's Whistleblower Reporting Management Team. [GRI 2-15]

Kewajiban pelaporan terhadap tindakan yang terindikasi korupsi dan gratifikasi melekat pada setiap Insan Patra Jasa, sebagai bentuk partisipasi dalam melindungi Perseroan dan menegakkan prinsip integritas. Setiap pelaporan akan dilindungi kerahasiaan identitasnya dan perlindungan dari tindakan yang merugikan pelapor. Perusahaan juga akan memberikan jaminan kerahasiaan identitas terlapor sampai berubah pada status terperiksa.

The obligation to report actions suspected of corruption and gratuities is inherent to every Patra Jasa Personnel, as a form of participation in protecting the Company and upholding the principle of integrity. Setiap pelaporan akan dilindungi kerahasiaan identitasnya dan perlindungan dari tindakan yang merugikan pelapor. The confidentiality of the identity and protection for actions that are detrimental to the reporter will be protected. The company will also guarantee the confidentiality of the reported identity until it changes to the status of being investigated.

Tim Penanganan Pelaporan Pelanggaran bertanggung jawab untuk menindaklanjuti setiap laporan pengaduan sesuai dengan mekanisme yang telah ditetapkan. Selama tahun 2025, terdapat 4 pengaduan yang terdiri dari 3 kategori *fraud* dan 1 kategori *irregularities*. Berikut adalah rincian pengaduan yang diterima 3 tahun terakhir berdasarkan sub-klasifikasi *fraud/ irregularities*:

The Whistleblower Handling Team will follow up on the complaint report in accordance with the applicable mechanism. During 2025, there were 4 complaints received, consisting of 3 cases categorized as fraud and 1 case categorized as irregularities. The following is a breakdown of the complaints received over the past three years based on the sub-classification of fraud/ irregularities:

No.	**Sub Klasifikasi Fraud/Irregularities** Sub Classification Fraud/Irregularities	2023	2024	2025	Total
1	Cash	1	2	3	6
2	Conflict of Interest	1			1
3	Ethics		1		1
4	Human Capital		1		1
5	Others		2		2
6	Pelanggaran Respectful Workplace (RWP)		1	1	2
Total		2	7	4	13

Hubungan dengan Pemangku Kepentingan

[OJK E.4] [GRI 2-29]

Keterlibatan pemangku kepentingan menjadi aspek penting dalam pengelolaan bisnis Perseroan, mengingat pihak-pihak tersebut dapat memengaruhi jalannya operasional maupun terkena dampak dari aktivitas Perseroan. Perseroan berkomitmen membangun hubungan yang baik dengan pemangku kepentingan melalui komunikasi yang efektif, koordinasi, serta partisipasi dalam pengambilan keputusan yang relevan guna mendukung keberlanjutan dan pencapaian tujuan perusahaan. Secara strategis, pemangku kepentingan turut mengembangkan Perseroan dan mempengaruhi performa Perseroan. Karena itu, Patra Jasa senantiasa berusaha membangun hubungan yang harmonis dengan para pemangku kepentingan.

Perseroan telah melakukan pendekatan dan analisis untuk mengidentifikasi berbagai pemangku kepentingan dan mengelompokkannya ke dalam kelompok pemangku kepentingan utama, yakni: 1) Pelanggan; 2) Pemegang Saham; 3) Pekerja; 4) Pemerintah dan Regulator; 5) Masyarakat dan Lingkungan; dan 6) Kompetitor.

Relationship with Stakeholders

[OJK E.4] [GRI 2-29]

Stakeholder engagement is an important aspect of the Company's business management, considering that these parties may influence the Company's operations or be affected by the Company's activities. The Company is committed to building strong relationships with stakeholders through effective communication, coordination, and participation in relevant decision-making processes to support sustainability and the achievement of the Company's objectives. Strategically, stakeholders help develop the Company and influence its performance. Therefore, Patra Jasa always strives to build harmonious relationships with stakeholders.

The Company has taken an approach and analysis to identify various stakeholders and categorize them into main stakeholders groups, namely: 1) Customers; 2) Shareholders; 3) Worker; 4) Government and Regulators; 5) Community and Environment; 6) Competitors.

Tabel berikut ini menjelaskan hubungan dan interaksi dengan para pemangku kepentingan:

The following table describes the relationships and interactions with stakeholders:

Pemangku Kepentingan Stakeholder	**Basis Penetapan** Basis of Determination	**Metode Pelibatan/ Komunikasi** Engagement/ Communication Methods	**Frekuensi Pertemuan** Frequency of Meetings	**Topik** Topic
Pelanggan Customer	• Ketergantungan • Pengaruh • Dependency • Impact	• Website dan Customer Service • Survei Kepuasan Pelanggan • Website and Customer Service • Customer Satisfaction Survey	• Sesuai kebutuhan • Sesuai kebutuhan • As needed • As needed	• Kemudahaan akses informasi & Jaringan • Kecepatan dan kemudahan proses klaim • Kejelasan benefit produk • Ketersediaan fitur & platform aplikasi/layanan • Kecepatan dan kemudahan pembelian produk dan jasa Patra Jasa • Ketersediaan fasilitas layanan penunjang • Easy to information & network • Speed access and ease of claims process • Clarity of product benefits • Availability of application/service features & platform • Speed and ease of purchasing Patra Jasa's products and services • Availability of supporting service facilities
Pemegang Saham Shareholders	• Perwakilan • Pengaruh • Representative • Impact	• Pelaporan Kinerja • RUPS • Performance Reporting • GMS	• Setiap kuartal, Semesteran, Tahunan • 1 (satu) kali setahun • Quarterly, Semi-annual, Annual • 1 (one) time a year	• Kinerja perusahaan • Ketersediaan informasi yang up to date • Keterbukaan informasi • Company's performance • Availability of updated information • Information disclosure

Pemangku Kepentingan Stakeholder	**Basis Penetapan** Basis of Determination	**Metode Pelibatan/ Komunikasi** Engagement/ Communication Methods	**Frekuensi Pertemuan** Frequency of Meetings	**Topik** Topic
Pekerja Employee	• Ketergantungan • Pengaruh • Dependency • Impact	• Media internal • Kotak aspirasi pekerja • Internal media • Worker aspiration box	• Sesuai kebutuhan • As needed	• Penilaian Kinerja • Penghargaan dan apresiasi atas kinerja • Partisipasi pekerja terhadap kebijakan/layanan • Pengembangan kompetensi • Kesetaraan gender • Kesehatan, keselamatan kerja • Performance Assessment • Awards and appreciation for performance • Worker participation in policies/ services • Competence Development • Gender equality • Occupational Health, Safety
Pemerintah dan Regulator Government and Regulator	• Perwakilan • Pengaruh • Representative • Impact	• Pelaporan Kinerja • Kepatuhan terhadap peraturan perundangan • Performance Reporting • Compliance with laws and regulations	• Sesuai kebutuhan • As needed	• Kepatuhan peraturan • Regulatory compliance
Masyarakat dan Lingkungan Society and Environment	• Ketergantungan • Pengaruh • Dependency • Impact	• Program bekerja dan belajar Mahasiswa • Student work and study program	• Sesuai kebutuhan • As needed	• Bantuan sosial kemasyarakatan • Keterbukaan informasi • Bantuan Kesehatan pada masa Pandemi Covid • Pelestarian alam • Community social assistance • Information disclosure • Health Support during the Covid Pandemic • Nature conservation
Kompetitor Competitor	• Pengaruh Daya Saing • The Influence of Competitiveness	• Asosiasi/ Perhimpunan sesuai dengan industri / Associations according to industry	• Sesuai kebutuhan • As needed	• Kinerja daya saing • The performance of Competitiveness

Permasalahan dan Pengaruhnya Terhadap Keuangan Berkelanjutan

[OJK E.5]

Partisipasi aktif Perseroan dalam pencapaian Tujuan Pembangunan Berkelanjutan (TPB) dan penerapan keuangan berkelanjutan mencerminkan tanggung jawab entitas usaha terhadap keberlanjutan masa depan. Namun demikian, dalam pelaksanaannya tidak dapat dilepaskan dari kendala dan hambatan. Perseroan masih memiliki kendala terkait perlunya kesamaan pemahaman tentang penerapan keberlanjutan (ESG). Oleh karena itu Perusahaan berkomitmen untuk menselaraskan pemahaman terkait dengan penerapan program berkelanjutan kepada Pemangku Kepentingan internal maupun eksternal.

Issues and Their Impact on the Implementation of Sustainability

[OJK E.5]

The Company's active participation in achieving the Sustainable Development Goals (SDGs) and implementing sustainable finance reflects the responsibility of a business entity toward future sustainability. However, the implementation cannot be separated from obstacles and barriers. The Company still faces obstacles related to the need for a common understanding of the implementation of sustainability (ESG). Therefore, the Company is committed to aligning the understanding related to the implementation of the sustainable program with all internal and external stakeholders.

Kegiatan Membangun Budaya Keberlanjutan [OJK F.1]

Menjaga Etika dan Integritas

Setiap Insan Patra Jasa berkewajiban menerapkan etika dan budaya integritas untuk mewujudkan karyawan yang bermartabat. Selain mematuhi peraturan perundang-undangan yang berlaku, seluruh Insan Patra Jasa juga diwajibkan mengikuti norma-norma bisnis internasional. Etika dan budaya integritas ini berperan penting dalam mengembangkan Perseroan untuk jangka panjang. Kode etik Patra Jasa tertuang dalam suatu pedoman berdasarkan Kode Pedoman Perilaku dan Etika Bisnis/ *Code of Conduct* PT Patra Jasa Nomor 002/A/LC/2020 revisi ke-1 tanggal 01 Agustus 2021.

Pedoman tersebut berfungsi sebagai acuan bagi setiap Insan Patra Jasa dalam melaksanakan tugas dan tanggung jawabnya, guna mendukung pencapaian visi, misi, serta tujuan Perseroan. *Code of Conduct* (CoC) wajib diaplikasikan oleh seluruh Insan Patra Jasa. Dalam pelaksanaan perwujudan komitmen penerapan Pedoman Perilaku ini, Insan Patra Jasa diwajibkan untuk menandatangani pernyataan kepatuhan dan integritas terhadap CoC. Perseroan telah menjelaskan perihal etika dan integritas secara mendalam di dalam Laporan Tahunan 2025.

Membangun Budaya Keberlanjutan

Proses internalisasi budaya Perseroan diarahkan untuk membentuk karakter Insan Patra Jasa yang bertanggung jawab dan berintegritas dalam pengelolaan perusahaan, sesuai prinsip-prinsip GCG dan etika bisnis, sehingga mampu memenuhi hak-hak pemangku kepentingan serta pemegang saham. Patra Jasa menetapkan dan mensosialisasikan kode etik sesuai dengan nilai-nilai Perseroan dalam rangka membangun budaya keberlanjutan.

Dalam rangka menanamkan budaya perusahaan sesuai kode etik, Patra Jasa telah menyelenggarakan sejumlah program yang mendukung penerapan nilai-nilai tersebut di lingkungan kerja.

Building a Sustainability Culture Activity

[OJK F.1]

Maintaining Ethics and Integrity

Every Patra Jasa Personnel is obliged to uphold ethics and a culture of integrity in order to create dignified employees. In addition to complying with the prevailing laws and regulations, all Patra Jasa Personnel are also required to adhere to international business norms. This ethic and a culture of integrity play an important role in developing the Company for the long - term. Code of Conduct of PT Patra Jasa is outlined in guidelines based on the Code of Conduct of PT Patra Jasa Number 002/A/LC/2020 1st revision dated August 1, 2021.

The guidelines serve as a guide for every Patra Jasa employee in carrying out their duties and responsibilities in order to achieve the Company's vision, mission, and goals. The Code of Conduct (CoC) is mandatory for all Patra Jasa employees. In implementing the commitment to this Code of Conduct, Patra Jasa employees are required to sign a statement of compliance and integrity with the CoC. The Company has explained ethics and integrity in depth in the 2025 Annual Report.

Building a Culture of Sustainability

The Internalization process of the Company's culture willshape the character of Patra Jasa employees who are responsible and have integrity in managing the Company in accordance with GCG principles and ethics, thereby fulfilling the rights of stakeholders and shareholders. Patra Jasa establishes and socializes a code of ethics in accordance with the Company's values in order to build a culture of sustainability

In order to instill the Company's culture in accordance with the code of ethics, Patra Jasa has organized several programs that support the implementation of these values within the workplace.

Penegakan budaya berkelanjutan serta penerapan sanksi atas pelanggaran kode etik dilakukan sebagai bagian dari upaya mendukung efektivitas tata kelola Perseroan, dengan memanfaatkan sarana pelaporan melalui *Whistleblowing System* (WBS). Hal ini bertujuan untuk melakukan deteksi dini di internal perusahaan. Mekanisme pelaporan pelanggaran kode etik sebagaimana diatur dalam WBS.

Enforcement and sanctions for violations of the code of ethics support the effectiveness of the Company's governance implementation through reporting in the Whistleblowing System (WBS). This aims to conduct early detection within the Company. The mechanism for reporting violations of the code of ethics as stipulated in the WBS

Konflik Kepentingan [GRI 2-15]

Komitmen Perseroan dan seluruh Insan Patra Jasa dalam penerapan nilai-nilai perusahaan secara konsisten dan berkelanjutan bertujuan membentuk budaya perusahaan yang berdampak positif bagi lingkungan internal maupun eksternal. Oleh karena itu Patra Jasa dalam menerapkan Kode Etik Patra Jasa khususnya terkait dengan kebijakan anti korupsi dan anti kolusi, Perseroan berikhtiar untuk menerapkan Pedoman Konflik Kepentingan (*Conflict of Interest*) Nomor A-1.001/SEKPER/PUSAT/05/13 yang ditetapkan pada tanggal 16 Mei 2013.

Pedoman ini menetapkan batasan yang jelas antara kepentingan pribadi dan kepentingan korporasi, sekaligus mencegah terjadinya situasi yang dapat menimbulkan atau dianggap sebagai konflik kepentingan antara kepentingan pribadi dan kepentingan Perseroan. Hal ini berlaku untuk semua anggota Direksi dan Dewan Komisaris. Hubungan afiliasi antara anggota Direksi, Dewan Komisaris, dan pemegang saham pengendali dijelaskan dalam Laporan Tahunan).

Dalam rangka mencegah potensi konflik kepentingan, Perseroan menetapkan sarana komunikasi berupa mekanisme pengaduan, sehingga setiap permasalahan penting bagi Patra Jasa dapat disampaikan secara tepat dan transparan. Permasalahan penting tersebut dapat meliputi masalah tentang dampak negatif potensial dan aktual terhadap Perseroan, pemangku kepentingan dan pemegang saham. Saluran komunikasi yang disediakan Perseroan berupa saluran pengaduan pelanggaran (WBS), saluran keluhan pelanggan, saluran komunikasi internal seperti rapat-rapat koordinasi, saluran resmi lainnya seperti email dan lain-lain. [GRI 2-16, 2-26]

Conflict of Interest [GRI 2-15]

The commitment of the Company and all Patra Jasa Personnel to consistently and sustainably implement the Company's values aims to establish a corporate culture that has a positive impact on both the internal and external environment. Therefore, Patra Jasa in implementing the Patra Jasa Code of Ethics, especially related to anti - corruption and anti - collusion policies, the Company strives to implement the Conflict of Interest Guidelines Number A-1.001/SEKPER/PUSAT/05/13 stipulated on May 16, 2013.

This guideline establishes clear boundaries between personal interests and corporate interests, while also preventing situations that may create or be perceived as a conflict of interest between personal interests and the interests of the Company. This applies to all members of the Board of Directors and Board of Commissioners. Affiliations between members of the Board of Directors, Board of Commissioners, and controlling shareholders are explained in the Annual Report.

In order to prevent potential conflicts of interest, the Company has established a communication channel in the form of a complaint mechanism, enabling any issues of importance to Patra Jasa to be reported in an appropriate and transparent manner. Such important issues may include issues regarding potential and actual negative impacts on the Company, stakeholders and shareholders. The communication channels provided by the Company are the whistleblowing channel (WBS), customer complaint channel, internal communication channel such as coordination meetings, and other official channels such as email and others. [GRI 2-16, 2-26]

07

KINERJA KEBERLANJUTAN

SUSTAINABILITY PERFORMANCE

Patra Jasa menjalankan kinerja keberlanjutan dengan mengacu pada *Sustainability Roadmap* 2025–2029 yang menjadi landasan strategis dalam mengintegrasikan aspek lingkungan, sosial, dan tata kelola (ESG) ke dalam model bisnis Perusahaan. *Roadmap* ini tidak hanya memuat rencana program, namun juga menetapkan arah transformasi jangka menengah dan panjang melalui target yang terukur, penguatan tata kelola, serta pengembangan kapabilitas organisasi untuk memastikan penciptaan nilai jangka panjang.

Dalam implementasinya, Perusahaan mengadopsi pendekatan yang sistematis dan bertahap, mencakup penguatan kebijakan, pengembangan inovasi dan teknologi, peningkatan kapasitas sumber daya manusia, serta penerapan mekanisme audit dan sertifikasi yang berkelanjutan. Setiap inisiatif dirancang untuk mendukung pencapaian target strategis, termasuk mitigasi perubahan iklim, pengelolaan sumber daya secara efisien, penguatan hubungan dengan pemangku kepentingan, serta peningkatan kualitas tata kelola perusahaan.

Sejalan dengan Tujuan Pembangunan Berkelanjutan (SDGs) dan arah ESG PT Pertamina (Persero), Perusahaan memfokuskan implementasi keberlanjutan pada isu-isu prioritas yang tercermin dalam roadmap, yang mencakup pengelolaan emisi dan energi, pengelolaan lingkungan hidup, konservasi keanekaragaman hayati, efisiensi sumber daya dan ekonomi sirkuler, penguatan hubungan sosial dan keselamatan kerja, perlindungan data dan hak asasi manusia, serta penguatan tata kelola dan integritas bisnis.

Alokasi Sumber Daya dan Akuntabilitas Operasional

Pada tahun 2025, perusahaan melakukan pengukuran ESG Rating sebagai baseline rating kinerja *Sustainability* untuk mengidentifikasi *key issue sustainability* pada kelompok industri Hospitality, Property & Multi Services. *Sustainability Budget Tagging* (SBT) perusahaan meliputi Anggaran Biaya Operasional (ABO) dan Anggaran Biaya Investasi (ABI) senilai **Rp18 miliar, tercapai 46% dari target 2025 senilai Rp40 miliar**. Program kerja terkait *sustainability* yang secara langsung dilaksanakan oleh perusahaan berkaitan dengan peningkatan kesehatan & keselamatan kerja, tata kelola perusahaan yang baik, pengelolaan limbah dan efisiensi energi, dimana diantaranya dihasilkan melalui pelaksanaan kajian strategis, pembuatan dan penyelarasan STK, penyusunan Pertamina Standard, dan digitalisasi proses.

Selain anggaran berbasis keberlanjutan pada SBT, perusahaan juga telah melaksanakan sebanyak 10 program Tanggung Jawab Sosial dan Lingkungan (TJSL) menggunakan anggaran internal Patra Jasa yang sudah dilaksanakan dengan total anggaran senilai **Rp286 juta** dan 6 program TJSL menggunakan anggaran PT Pertamina (Persero) dengan total penyerapan anggaran senilai **Rp785 juta.** Pengelolaan dan pengawasan program

Patra Jasa implements its sustainability initiatives in accordance with the 2025–2029 Sustainability Roadmap, which serves as the strategic foundation for integrating environmental, social, and governance (ESG) aspects into the Company's business model. This Roadmap not only outlines program plans but also sets the direction for medium- andlong-term transformation through measurable targets, strengthened governance,and the development of organizational capabilities to ensure the creation of long-term value.

In its implementation, the Company adopts a systematic and phased approach, encompassing policy enhancement, innovation and technology development,human resource capacity building, and the implementation of sustainable audit and certification mechanisms. Each initiative is designed to support the achievement of strategic targets, including climatechange mitigation, efficient resource management, strengthening relationships with stakeholders, and improving corporate governance quality.

In line with the Sustainable Development Goals (SDGs) and PT Pertamina (Persero)'s ESG direction, the Company focuses its sustainability implementation on priority issues reflected in the roadmap, which includes emissions and energy management, environmental management, biodiversity conservation, resource efficiency and the circular economy, strengthening social relations and workplace safety, data protection and human rights, as well as strengthening corporate governance and business integrity.

Resource Allocation and Operational Accountability

In 2025, the company conducted an ESG Rating assessment as a baseline for sustainability performance to identify key sustainability issues within the Hospitality, Property & Multi Services industry sector. The company's Sustainability Budget Tagging (SBT) includes the Operational Budget (ABO) and the Investment Budget (ABI) totaling Rp18 billion, achieving 46% of the 2025 target of Rp40 billion. Sustainability-related work programs directly implemented by the company focus on improving occupational health and safety, good corporate governance, waste management, and energy efficiency, achieved through strategic reviews, the development and alignment of STKs, the formulation of Pertamina Standards, and process digitization.

In addition to the sustainability-based budget under the SBT, the company has also implemented 10 Social and Environmental Responsibility (SER) programs using Patra Jasa's internal budget, totaling Rp286 million, and 6 SER programs using PT Pertamina (Persero)'s budget, with a total budget allocation of Rp785 million. The management and oversight of CSR programs are carried out by the Corporate Secretary Division

TJSL dilaksanakan oleh Divisi *Corporate Secretary* guna memastikan implementasi program berjalan efektif serta mendukung strategi keberlanjutan perusahaan secara menyeluruh.

Sebagai bentuk penguatan integrasi, tanggung jawab pada aspek ketenagakerjaan, kesehatan dan keselamatan kerja (K3), serta perlindungan konsumen dikelola langsung di bawah fungsi operasional divisi dan unit bisnis terkait. Dengan membebankan anggaran pada masing-masing unit kerja pelaksana, Perusahaan memastikan bahwa prinsip-prinsip keberlanjutan menjadi bagian inheren dari akuntabilitas kinerja internal dan dieksekusi oleh fungsi yang memiliki kompetensi teknis relevan. Pendekatan desentralisasi tanggung jawab ini memperkuat struktur tata kelola di mana setiap unit bertanggung jawab penuh atas dampak operasional serta pemenuhan standar keberlanjutan dalam lingkup kerjanya masing-masing.

Program *Environmental, Social, and Governance* (ESG) [OJK F.1]

Implementasi ESG di PT Patra Jasa tidak hanya diposisikan sebagai program, namun sebagai kerangka strategis yang terintegrasi dalam *Sustainability Roadmap* 2025–2029/2030. Melalui *roadmap* tersebut, Perusahaan menetapkan fokus isu keberlanjutan yang material dan relevan dengan dampak operasional, serta mengaitkannya dengan target jangka panjang yang selaras dengan agenda global, termasuk *Sustainable Development Goals* (SDGs).

Sebagai bagian dari Pertamina Group, penerapan ESG dilakukan secara sistematis dan terstruktur melalui penguatan kebijakan, pengembangan inovasi dan teknologi, peningkatan kapasitas sumber daya manusia, serta implementasi mekanisme monitoring dan evaluasi berbasis kinerja. Pendekatan ini memastikan bahwa setiap inisiatif tidak hanya memenuhi kepatuhan regulasi, tetapi juga memberikan kontribusi nyata terhadap pengelolaan risiko, penciptaan peluang bisnis berkelanjutan, serta peningkatan nilai bagi pemangku kepentingan.

Dalam konteks tersebut, Perusahaan telah memetakan fokus isu keberlanjutan ke dalam pilar ESG yang mencakup aspek lingkungan, sosial, dan tata kelola, serta mengaitkannya dengan target SDGs yang relevan. Pemetaan ini mengacu pada Sustainability Roadmap Perusahaan, yang mencakup isu-isu utama seperti mitigasi perubahan iklim, pengelolaan sumber daya dan lingkungan, konservasi keanekaragaman hayati, penguatan hubungan dengan masyarakat, keselamatan kerja, perlindungan data dan hak asasi manusia, serta penguatan tata kelola dan etika bisnis.

Selanjutnya, fokus isu keberlanjutan tersebut dijabarkan ke dalam program-program strategis yang terukur dan berjangka waktu, sebagaimana disajikan pada tabel berikut.

to ensure effective program implementation and to support the company's overall sustainability strategy.

To strengthen integration, responsibilities related to human resources, occupational health and safety (OHS), and consumer protection are managed directly under the operational functions of the relevant divisions and business units. By allocating budgets to each implementing unit, the Company ensures that sustainability principles become an inherent part of internal performance accountability and are executed by functions with relevant technical expertise. This decentralized approach to responsibility strengthens the governance structure, in which each unit is fully accountable for operational impacts and compliance with sustainability standards within its respective scope of work.

Program Environmental, Social, and Governance (ESG) [OJK F.1]

The implementation of ESG at PT Patra Jasa is not merely positioned as a program, but as a strategic framework integrated into the Sustainability Roadmap 2025–2029/2030. Through this roadmap, the Company identifies material sustainability issues relevant to operational impact and aligns them with long-term targets consistent with global agendas, including the Sustainable Development Goals (SDGs).

As part of the Pertamina Group, the implementation of ESG is carried out systematically and structurally through the strengthening of policies, the development of innovation and technology, the enhancement of human resource capacity, and the implementation of performance-based monitoring and evaluation mechanisms. This approach ensures that every initiative not only meets regulatory compliance but also makes a tangible contribution to risk management, the creation of sustainable business opportunities, and the enhancement of value for stakeholders.

In this context, the Company has mapped its focus on sustainability issues into ESG pillars covering environmental, social, and governance aspects, and linked them to relevant SDG targets. This mapping refers to the Company's Sustainability Roadmap, which covers key issues such as climate change mitigation, resource and environmental management, biodiversity conservation, strengthening community relations, workplace safety, data protection and human rights, as well as strengthening governance and business ethics.

Furthermore, the focus on sustainability issues is translated into strategic programs that are measurable and time-bound, as presented in the following table.

Pilar Pillars	Fokus Keberlanjutan Sustainability Focus	SDGs	Program Patra Jasa Patra Jasa's Program
Lingkungan Environment	Emisi GRK & Energi GHG Emissions and Energy	SDG 7, 13	Inventarisasi emisi, ISO 50001, transisi energi, kendaraan *hybrid* Emissions Inventory, ISO 50001 Energy Management System, Energy Transition, Hybrid Vehicles
Lingkungan Environment	Waste, Water & Environmental Footprint	SDG 6, 12	ESG *Dashboard*, pengelolaan limbah & air, *environmental footprint* ESG Dashboard, Waste and Water Management, Environmental Footprint Management
Lingkungan Environment	Biodiversity & Land Use	SDG 15	Konservasi biodiversitas, *green building* Biodiversity Conservation, Green Building Initiatives
Lingkungan Environment	Resource Efficiency & Circular Economy	SDG 12	Efisiensi water, program 3R, ekonomi sirkuler Water Efficiency, 3R (Reduce, Reuse, Recycle) Program, Circular Economy
Sosial Social	Hubungan Masyarakat Community Relations	SDG 11	CSR berbasis SROI, pengembangan masyarakat SROI-Based CSR Programs, Community Development
Sosial Social	Kesehatan & Keselamatan Kerja Occupational Health and Safety (OHS)	SDG 3, 8	ISO 45001, K3 *maturity improvement* ISO 45001 Occupational Health and Safety Management System, OHS Maturity Improvement
Sosial Social	Privasi & Keamanan Data Data Privacy and Security	SDG 9, 16	ISO 27001, sistem keamanan data ISO 27001 Information Security Management System, Data Security System
Sosial Social	Hak Asasi Manusia Human Rights	SDG 5, 8	UNGP-BHR, inklusi gender UN Guiding Principles on Business and Human Rights (UNGP-BHR), Gender Inclusion
Sosial Social	SDM & Talent Development HR & Talent Development	SDG 4, 8	training, KPI SDM, employee development Training Programs, Human Capital KPIs, Employee Development
Sosial Social	Hubungan Masyarakat Community Relations	SDG 11	CSR berbasis SROI, pengembangan masyarakat SROI-Based CSR Programs, Community Development
Sosial Social	Kesehatan & Keselamatan Kerja Occupational Health and Safety (OHS)	SDG 3, 8	ISO 45001, K3 maturity improvement ISO 45001 Occupational Health and Safety Management System, OHS Maturity Improvement
Sosial Social	Privasi & Keamanan Data Data Privacy and Security	SDG 9, 16	ISO 27001, sistem keamanan data ISO 27001 Information Security Management System, Data Security System
Sosial Social	Hak Asasi Manusia Human Rights	SDG 5, 8	UNGP-BHR, inklusi gender UN Guiding Principles on Business and Human Rights (UNGP-BHR), Gender Inclusion
Sosial Social	SDM & Talent Development HR & Talent Development	SDG 4, 8	Training, KPI SDM, *employee development* Training Programs, Human Capital KPIs, Employee Development
Tata Kelola Governance	Anti Korupsi Anti-Corruption	SDG 16	ISO 37001, compliance system ISO 37001 Anti-Bribery Management System, Compliance Management System
Tata Kelola Governance	Etika Bisnis Business Ethics	SDG 16	kode etik, monitoring kepatuhan Code of Ethics, Compliance Monitoring
Tata Kelola Governance	Integrasi ESG dalam Keuangan ESG Integration into Financial Management	SDG 17	investasi hijau, taksonomi hijau Green Investment, Green Taxonomy
Tata Kelola Governance	ESG Governance & Product Governance	SDG 12,16	ESG KPI, integrasi GCG ESG KPIs, Good Corporate Governance (GCG) Integration

Produk/Jasa Yang Sudah Dievaluasi Keamanannya Bagi Pelanggan [OJK.F17] [OJK F.26] [OJK F.27]

Perusahaan memposisikan standar keselamatan dan kualitas layanan sebagai prioritas strategis dalam menghadirkan portofolio di sektor properti, perhotelan, dan jasa penunjang lainnya. Integrasi prinsip *Environmental, Social, and Governance* (ESG) yang disinergikan dengan arahan kebijakan PT Pertamina (Persero) selaku entitas induk, menjadi landasan operasional untuk memastikan bahwa setiap layanan yang diberikan mampu melampaui ekspektasi para pemangku kepentingan.

Sebagai bentuk mitigasi risiko dan kepatuhan terhadap standar kesehatan serta keselamatan kerja, Perusahaan menjalankan mekanisme evaluasi keamanan secara berkala terhadap seluruh aktivitas operasional. Sepanjang tahun 2025, pengawasan intensif dilakukan pada berbagai proyek revitalisasi dan pemeliharaan aset, di antaranya renovasi unit perhotelan di The Patra Bali, Patra Semarang, dan Patra Parapat, unit gedung Patra Jasa Office Tower dan Grha Pertamina, unit apartemen Patraland Amarta, serta unit perumahan Patraland Residential Kuningan dan Patraland Balikpapan Residence. Inisiatif ini merupakan langkah proaktif untuk menjamin tingkat keamanan pengguna jasa mencapai target 100% tanpa kompromi. Efektivitas dari manajemen keselamatan ini tercermin dari kontinuitas operasional yang terjaga sepenuhnya, di mana tidak terdapat penghentian kegiatan bisnis akibat insiden keamanan selama periode pelaporan.

Selaras dengan strategi ekspansi korporasi, fungsi Pengembangan Bisnis juga mengintegrasikan prinsip *Sustainability* dalam melakukan riset terkait optimalisasi aset perusahaan maupun grup, melalui riset komprehensif dan kolaborasi strategis dengan konsultan ahli untuk merancang produk real estat berbasis *Green Building* yang inovatif. Fokus pengembangan diarahkan pada inovasi produk *real estat* baik yang bersifat pendapatan berulang (*recurring income*) seperti hotel, perkantoran dan rumah dinas, maupun aset *non-recurring income* seperti hunian jual. Seluruh proses riset dan pengembangan ini dijalankan dalam kerangka investasi berkelanjutan guna menyelaraskan pertumbuhan bisnis Perseroan dengan standar keamanan produk yang ketat dan menciptakan nilai jangka panjang bagi ekosistem bisnis.

Product/Service That Has Been Evaluated for Customer Safety [OJK.F17] [OJK F.26] [OJK F.27]

The company prioritizes safety standards and service quality as strategic priorities in delivering its portfolio across the real estate, hospitality, and other supporting services sectors. The integration of Environmental, Social, and Governance (ESG) principles, aligned with the policy directives of PT Pertamina (Persero) as the parent entity, serves as the operational foundation to ensure that every service provided exceeds stakeholder expectations.

As a form of risk mitigation and compliance with health and occupational safety standards, the Company conducts periodic safety evaluations of all operational activities. Throughout 2025, intensive oversight was conducted on various asset revitalization and maintenance projects, including the renovation of hotel units at The Patra Bali, Patra Semarang, and Patra Parapat; office building units at Patra Jasa Office Tower and Grha Pertamina; the Patraland Amarta apartment complex; and the Patraland Residential Kuningan and Patraland Balikpapan Residence housing complexes. This initiative is a proactive step to ensure that the safety level of service users reaches the 100% target without compromise. The effectiveness of this safety management is reflected in fully maintained operational continuity, where there were no business interruptions due to safety incidents during the reporting period.

In line with the corporate expansion strategy, the Business Development function also integrates sustainability principles into research related to the optimization of company and group assets, through comprehensive research and strategic collaboration with expert consultants to design innovative real estate products based on Green Building standards. The development focus is directed toward real estate product innovation, encompassing both recurring-income assets—such as hotels, office buildings, and corporate housing—and non-recurring-income assets, such as residential properties for sale. The entire research and development process is conducted within a sustainable investment framework to align the Company's business growth with stringent product safety standards and create long-term value for the business ecosystem.

Dampak Produk/Jasa [OJK F.28]

Perusahaan mengintegrasikan tanggung jawab atas dampak sistemik yang dihasilkan oleh portofolio produk dan layanannya terhadap ekosistem konsumen, kelestarian lingkungan, serta tatanan sosial masyarakat. Dalam rangka mewujudkan nilai kepercayaan pemangku kepentingan, Perusahaan menerapkan standar kualitas dan integritas keamanan yang ketat pada setiap unit properti serta layanan *hospitality* yang ditawarkan, guna memastikan seluruh produk aman dan andal selama masa penggunaan.

Impact of Product/Service [OJK F.28]

The Company integrates responsibility for the systemic impacts generated by its portfolio of products and services on the consumer ecosystem, environmental sustainability, and the social fabric of society. To uphold stakeholder trust, the Company applies strict quality and safety integrity standards to every property and hospitality service it offers, ensuring that all products remain safe and reliable throughout their useful life.

Sebagai bentuk mitigasi komprehensif terhadap potensi dampak negatif, Perusahaan mengadopsi pendekatan preventif yang dimulai sejak fase perencanaan dan konstruksi hingga operasional aset. Upaya penanggulangan dampak dilakukan melalui peningkatan kualitas spesifikasi properti secara berkelanjutan serta penerapan prosedur kontrol kualitas yang berlapis pada tahap pembangunan fisik. Melalui strategi ini, Perusahaan berupaya meminimalkan risiko lingkungan dan sosial sekaligus mengoptimalkan dampak positif jangka panjang yang dihasilkan dari setiap lini bisnis, guna mendukung keberlanjutan operasional dan perlindungan maksimal bagi seluruh pengguna jasa.

As a form of comprehensive mitigation against potential negative impacts, the Company adopts a preventive approach that begins from the planning and construction phases through to asset operations. Efforts to mitigate impacts are carried out through continuous improvement of property specifications and the implementation of multi-layered quality control procedures during the physical construction phase. Through this strategy, the Company strives to minimize environmental and social risks while optimizing the long-term positive impacts generated by each business line, to support operational sustainability and provide maximum protection for all service users.

Jumlah Produk Yang Ditarik Kembali [OJK F.29]

Sebagai manifestasi dari efektivitas sistem kendali mutu yang ketat, PT Patra Jasa mencatatkan nihilnya insiden penarikan kembali produk (*zero recall*) di seluruh lini bisnis sepanjang tahun 2025. Pencapaian ini merupakan hasil dari penerapan standar evaluasi yang komprehensif terhadap kualitas pembangunan serta tata laksana konstruksi pada setiap fase pengembangan aset properti.

Perusahaan mengintegrasikan mekanisme pengawasan teknis yang sistematis untuk memastikan bahwa setiap tahap pembangunan memenuhi regulasi keselamatan dan spesifikasi kualitas yang dipersyaratkan. Langkah ini bukan sekadar proses administratif, melainkan bagian dari kerangka mitigasi risiko proaktif yang bertujuan untuk mengidentifikasi serta menangani potensi kegagalan struktur maupun risiko kecelakaan sejak dini. Dengan mengedepankan integritas fisik dan aspek fungsional produk, Perseroan berkomitmen untuk menjamin perlindungan maksimal bagi pengguna jasa sekaligus memperkuat resiliensi operasional perusahaan.

Total Product Recall [OJK F.29]

As a testament to the effectiveness of its rigorous quality control system, PT Patra Jasa recorded zero product recalls across all business lines throughout 2025. This achievement stems from the implementation of comprehensive evaluation standards for construction quality and management practices at every stage of property development.

The company integrates systematic technical oversight mechanisms to ensure that every stage of construction complies with required safety regulations and quality specifications. This step is not merely an administrative process, but part of a proactive risk mitigation framework aimed at identifying and addressing potential structural failures and accident risks early on. By prioritizing the physical integrity and functional aspects of its products, the Company is committed to ensuring maximum protection for service users while strengthening the company's operational resilience.

Survei Kepuasan Pelanggan Terhadap Produk dan/atau Jasa Keuangan Berkelanjutan [OJK F.30]

Perusahaan secara konsisten melakukan pengukuran kepuasan pelanggan untuk memahami ekspektasi pemangku kepentingan serta mengidentifikasi peluang peningkatan kualitas layanan di seluruh lini bisnis. Pada sektor properti, survei kepuasan pelanggan dilaksanakan oleh unit Property Investment yang meliputi Patra Jasa Office Tower, Grha Pertamina, Patraland Residential Kuningan, dan Patraland Balikpapan Residence dengan melibatkan **142 responden**. Hasil survei menunjukkan kinerja yang positif dengan indeks kepuasan pelanggan sebesar **4,37 dari skala 5**, yang mencerminkan tingkat penerimaan yang baik terhadap layanan penyewaan gedung dan hunian. Survei kepuasan pelanggan juga dilaksanakan oleh unit apartemen Patraland Urbano dan Patraland Amarta dengan masing-masing skor sebesar **3,17** dan **4,60 dari skala 5.** Hasil ini menunjukkan masih adanya ruang untuk memaksimalkan potensi unit bisnis dalam menjamin kepuasan pelanggan. Sejumlah masukan yang diperoleh dari tenant dan pelanggan menjadi bahan evaluasi untuk penyempurnaan layanan melalui rencana aksi perbaikan yang terarah.

Customer Satisfaction Survey on Sustainable Finance Product and or Service [OJK F.30]

The company consistently conducts customer satisfaction surveys to understand stakeholder expectations and identify opportunities to improve service quality across all business lines. In the property sector, a customer satisfaction survey was conducted by the Property Investment unit, covering Patra Jasa Office Tower, Grha Pertamina, Patraland Residential Kuningan, and Patraland Balikpapan Residence, involving **142 respondents**. The survey results indicate positive performance, with a customer satisfaction index of **4.37 on a 5-point scale**, reflecting a high level of acceptance of building and residential leasing services. Customer satisfaction surveys were also conducted by the Patraland Urbano and Patraland Amarta apartment units, with scores of **3.17** and **4.60, respectively, on a scale of 5**. These results indicate that there is still room to maximize the potential of these business units in ensuring customer satisfaction. A number of inputs received from tenants and customers serve as evaluation material for service improvement through targeted action plans.

Pada sektor perhotelan (hospitality), indeks kepuasan pelanggan mencapai **4,48 dari skala 5**, mencerminkan keberhasilan Perseroan dalam menjaga konsistensi standar pelayanan serta menghadirkan pengalaman menginap yang berkualitas bagi para tamu. Capaian ini menunjukkan efektivitas strategi peningkatan layanan yang diterapkan pada unit-unit hotel Perseroan.

In the hospitality sector, the customer satisfaction index reached **4.48 on a scale of 5**, reflecting the Company's success in maintaining consistent service standards and providing guests with a high-quality stay. This achievement demonstrates the effectiveness of the service improvement strategies implemented at the Company's hotel properties.

Pada sektor multi services, survei kepuasan pelanggan dilaksanakan pada berbagai mitra pengguna layanan, antara lain di wilayah Pertamina Subholding Upstream, Subholding Downstream, AP Service, Bank Mandiri, dan IHC, dengan melibatkan **41 responden**. Indeks kepuasan pelanggan tercatat sebesar **4,47 dari skala 5**, yang mencerminkan tingkat kepercayaan pelanggan terhadap kualitas layanan yang diberikan Perseroan. Hasil survei kepuasan pelanggan di seluruh lini bisnis tersebut menjadi referensi penting bagi manajemen dalam melakukan evaluasi berkelanjutan serta merumuskan langkah peningkatan layanan yang selaras dengan prinsip tata kelola perusahaan yang baik dan berorientasi pada kepuasan pelanggan.

In the multi-services sector, a customer satisfaction survey was conducted among various service users, including those in the Pertamina Upstream Subholding, Downstream Subholding, AP Service, Bank Mandiri, and IHC regions, involving **41 respondents**. The customer satisfaction index was recorded at **4.47 on a scale of 5**, reflecting the level of customer trust in the quality of services provided by the Company. The results of the customer satisfaction survey across all business lines serve as a critical reference for management in conducting continuous evaluations and formulating service improvement measures aligned with the principles of good corporate governance and customer satisfaction.

Kinerja Ekonomi [GRI 3-3]

Economic Performance [GRI 3-3]

Keberhasilan ekonomi Perusahaan bukan sekadar pencapaian finansial, melainkan modal strategis untuk mendukung pembangunan nasional dan menciptakan dampak sosial-ekonomi yang inklusif. Oleh karena itu, Perusahaan berkomitmen penuh untuk mengelola aspek ini secara komprehensif, mencakup penciptaan nilai ekonomi [GRI 201-1], mitigasi risiko iklim [GRI 201-2], pemenuhan kewajiban pensiun [GRI 201-3], serta transparansi terhadap dukungan pemerintah [GRI 201-4].

The Company's economic success is not merely a financial achievement, but rather a strategic asset to support national development and create an inclusive socioeconomic impact. Therefore, the Company is fully committed to managing these aspects comprehensively, including the creation of economic value [GRI 201-1], climate risk mitigation [GRI 201-2], fulfillment of pension obligations [GRI 201-3], and transparency regarding government support [GRI 201-4].

Perusahaan menyadari bahwa aktivitas operasional juga memiliki potensi dampak negatif terhadap ekonomi pemangku kepentingan jika tidak dikelola dengan prinsip kehati-hatian. Potensi dampak ini mencakup risiko keterlambatan aliran nilai kepada rantai pasok yang dapat mempengaruhi viabilitas ekonomi mitra bisnis lokal, serta risiko efisiensi biaya yang berpotensi berdampak pada kesejahteraan pekerja jika tidak diimbangi dengan kebijakan remunerasi yang adil. Untuk memitigasi hal ini, Perusahaan menerapkan manajemen arus kas yang disiplin untuk memastikan ketepatan pembayaran kepada pemasok dan menjamin pemenuhan hak pekerja tetap menjadi prioritas di tengah fluktuasi pasar.

The Company recognizes that operational activities also have the potential to negatively impact stakeholders' economies if not managed with due diligence. These potential impacts include the risk of delayed value flows to the supply chain, which could affect the economic viability of local business partners, as well as the risk of cost-efficiency measures that could negatively impact workers' well-being if not balanced by fair compensation policies. To mitigate this, the Company implements disciplined cash flow management to ensure timely payments to suppliers and to ensure that the fulfillment of workers' rights remains a priority amid market fluctuations.

Guna memastikan kinerja ekonomi tetap kompetitif dan berkelanjutan sekaligus meminimalkan dampak negatif tersebut, Perusahaan telah merumuskan strategi pencapaian yang tertuang dalam Rencana Jangka Panjang Perusahaan (RJPP) serta Visi dan Misi Korporasi. Strategi ini kemudian dioperasionalkan secara tahunan melalui Rencana Kerja dan Anggaran Perusahaan (RKAP) dan diukur melalui *Key Performance*

To ensure that economic performance remains competitive and sustainable while minimizing these negative impacts, the Company has formulated a strategy for achieving its goals, as outlined in the Company's Long-Term Plan (RJPP) and its Corporate Vision and Mission. These strategies are then operationalized annually through the Company's Work Plan and Budget (RKAP) and measured using strict Key Performance

Indicators (KPI) yang ketat. Fokus utama Perseroan adalah pada peningkatan produktivitas usaha dan optimalisasi kinerja keuangan dengan mempertimbangkan dinamika tantangan serta peluang pasar yang ada.

Dalam proses penyusunan strategi ekonomi, Perusahaan mengadopsi pendekatan kolaboratif yang melibatkan seluruh unit kerja dan mempertimbangkan masukan pemangku kepentingan. Hal ini bertujuan untuk memastikan bahwa setiap target yang ditetapkan selaras dengan kapabilitas operasional dan visi jangka panjang organisasi. Manajemen memastikan bahwa pengambilan keputusan ekonomi dilakukan berdasarkan analisis risiko yang terukur guna menjaga stabilitas finansial di setiap lini bisnis.

Perusahaan menerapkan sistem evaluasi yang terencana dan berkelanjutan untuk mengukur efektivitas manajemen kinerja ekonomi. Proses pemantauan terhadap realisasi target RKAP dan pelaksanaan strategi dilakukan secara periodik dan berjenjang, mulai dari tingkat unit kerja operasional hingga level Direktorat. Hasil dari evaluasi ini tidak hanya berfungsi sebagai tolok ukur pencapaian kinerja, tetapi juga menjadi masukan strategis (*feedback loop*) bagi manajemen untuk melakukan perbaikan berkelanjutan dan adaptasi strategi di masa yang akan datang.

Indicators (KPIs). The Company's primary focus is on enhancing business productivity and optimizing financial performance while accounting for the dynamics of existing market challenges and opportunities.

In the process of formulating economic strategies, the Company adopts a collaborative approach that involves all business units and takes into account stakeholder input. This aims to ensure that every target set aligns with the organization's operational capabilities and long-term vision. Management ensures that economic decision-making is based on measurable risk analysis to maintain financial stability across all business lines.

The company implements a systematic and ongoing evaluation system to measure the effectiveness of economic performance management. The process of monitoring the achievement of the Annual Work Plan (RKAP) targets and the implementation of strategies is conducted periodically and at multiple levels, ranging from the operational unit level up to the Directorate level. The results of this evaluation serve not only as a benchmark for performance achievement but also as strategic feedback for management to drive continuous improvement and adapt strategies for the future.

Biaya Ekonomi

Pada tahun 2025, Patra Jasa telah mengeluarkan anggaran untuk program TJSL terkait pilar ekonomi sebesar Rp519,5 juta.

Economic Costs

In 2025, Patra Jasa allocated a budget of Rp519.5 million for its TJSL program related to the economic pillar.

Perbandingan Target dan Kinerja Produksi, Portofolio, Target Pembiayaan, atau Investasi, Pendapatan dan Laba Rugi

[OJK.F.2]

Pencapaian kinerja Perseroan pada tahun 2025 di atas target yang ditetapkan dalam RKAP, hal tersebut tercermin pada realisasi laba tahun berjalan sebesar **Rp273.908** miliar atau **5%** dari target yang ditetapkan.

Pendapatan tahun 2025 sebesar **Rp5.456.003**, tercapai **18%** dari RKAP 2025, sejalan dengan realisasi laba kotor tahun 2025 sebesar **Rp1.250.596**, tercapai **101%** dari RKAP 2025, Sedangkan realisasi laba sebelum pajak penghasilan pada tahun 2025 adalah sebesar **141,7%** dari RKAP 2025.

Comparison of Target and Production Performance, Portfolio, Financing Target, or Investment, Income, and Profit and Loss

[OJK.F.2]

The Company's performance in 2025 exceeded the targets set in the Annual Business Plan, as reflected in the realized net income for the year of **Rp273,908** billion, or **5%** of the set target.

Revenue for 2025 amounted to **Rp5,456,003,000**, achieving **18%** of the 2025 RKAP, in line with the realization of gross profit for 2025 of **Rp1,250,596,000**, achieving **101%** of the 2025 RKAP, Meanwhile, the realization of profit before income tax in 2025 was **141.7%** of the 2025 RKAP.

Tabel Perbandingan Target dan Realisasi Produksi, Pendapatan dan Laba Rugi

Table of Comparison between Target and Production Realization, Income, and Profit and Loss

(Dalam Jutaan Rupiah)
(In Million Rupiah)

Uraian Description	2025		2024		2023	
	Target Target	Realisasi Actual	Target Target	Realisasi Actual	Target Target	Realisasi Actual
Pendapatan / Revenue	4.628	5.456	3.935	4.683	2.801	3.530
COGS / Cost of Goods Sold (COGS)	3.389	4.205	2.852	3.478	1.933	2.524

Uraian Description	2025		2024		2023	
	Target Target	Realisasi Actual	Target Target	Realisasi Actual	Target Target	Realisasi Actual
Gross Operating Profit	1.240	1.251	1.083	1.205	868	1.006
Beban Usaha / Operating Expenses	658	587	604	684	500	556
Net Operating Profit	212	274	176	235	105	187
EBITDA	963	1.013	828	854	711	760

Perbandingan Target dan Kinerja Portofolio, Target Pembiayaan, atau Investasi Pada Instrumen Keuangan atau Proyek Yang Sejalan dengan Keuangan Berkelanjutan [OJK F.3]

Patra Jasa menyelaraskan performa korporasi dengan agenda pembangunan berkelanjutan yang dicanangkan oleh pemerintah melalui implementasi perlindungan lingkungan yang sistematis. Strategi pengelolaan usaha ini didesain untuk memastikan aspek kelestarian alam menjadi parameter utama dalam setiap aktivitas operasional. Guna mencapai tujuan tersebut, Perseroan mengadopsi berbagai kebijakan strategis yang mengintegrasikan dimensi lingkungan dan sosial, meliputi:

- Efisiensi energi
- Keanekaragaman hayati di daratan dan perairan
- Pengelolaan sumber daya air yang berkelanjutan
- Pengelolaan limbah
- Bangunan hijau
- Penciptaan kesempatan kerja
- Kesejahteraan dan inklusivitas karyawan
- Kesehatan dan keselamatan kerja
- Tata kelola

Pencapaian kinerja Perseroan pada tahun 2025 di atas target SBT yang ditetapkan dalam RKAP, hal tersebut tercermin pada realisasi SBT tahun berjalan sebesar **Rp18.326** miliar atau **46,3%** dari target yang ditetapkan.

Comparison of Target and Portfolio Performance, Financing Target, or Investment in Financial Instruments or Projects in Line With Sustainable Finance [OJK F.3]

Patra Jasa aligns its corporate performance with the government's sustainable development agenda through the systematic implementation of environmental protection measures. This business management strategy is designed to ensure that environmental sustainability is a key consideration in all operational activities. To achieve this goal, the Company has adopted various strategic policies that integrate environmental and social dimensions, including:

- Energy efficiency
- Terrestrial and aquatic biodiversity
- Sustainable water resource management
- Waste management
- Green buildings
- Job creation
- Employee well-being and inclusion
- Occupational health and safety
- Governance

The Company's performance in 2025 exceeded the SBT target set in the Annual Business Plan, as evidenced by the current year's SBT realization of **Rp18.326** billion, or **46.3%** of the set target.

(Dalam Jutaan Rupiah) (In Million Rupiah)

Uraian Description	RKAP ABO ABO Budget Plan		RKAP ABI ABI Budget Plan	
	Target Target	Realisasi implementation	Target Target	Realisasi implementation
E02 - Efisiensi energi / E02 - Energy efficiency	585,12	29,85	660,00	-
E04 - Keanekaragaman hayati di daratan dan perairan / E04 - Terrestrial and aquatic biodiversity	125,91	-	4.343,27	5.051,26
E05 - Pengelolaan sumber daya air yang berkelanjutan / E05 - Sustainable water resource management	697,46	849,63	1.459,74	1.343,34
E06 - Pengelolaan limbah / E06 - Waste management	872,32	1.804,94	872,32	1.804,94
E07 - Transportasi berkelanjutan / E07 - Sustainable transportation	-	-	-	-
E08 - Bangunan hijau / E08 - Green buildings	-	-	7.359,60	432,90
S01 - Penciptaan kesempatan kerja / S01 - Job creation	380,00	7,6	-	3.659,59

Uraian Description	RKAP ABO ABO Budget Plan		RKAP ABI ABI Budget Plan	
	Target Target	Realisasi implementation	Target Target	Realisasi implementation
S02 - Kesejahteraan dan inklusivitas karyawan / S02 - Employee well-being and inclusion	-	-	-	3.659,59
S03 - Kesehatan dan keselamatan kerja / S03 - Occupational health and safety	3.921,23	3.450,66	2.501,50	701,75
S05 - Akses layanan esensial / S05 - Access to essential services	318,00	530,28	-	-
G01 - Tata kelola perusahaan / G01 - Corporate governance	2.873,37	530,28	3.400,00	3.786,77

Nilai Ekonomi Langsung Dihasilkan dan Didistribusikan [GRI 201-1]

Nilai ekonomi langsung yang dihasilkan merupakan pendapatan yang diperoleh dari aktivitas bisnis utama Perusahaan di sektor properti, *hospitality*, dan jasa multi-layanan. Dari pencapaian tersebut, Perusahaan mendistribusikan nilai ekonomi kepada para pemangku kepentingan strategis guna mendukung pertumbuhan ekonomi yang inklusif.

Sementara itu, nilai ekonomi yang didistribusikan mencakup biaya operasional kepada mitra bisnis, pemenuhan kesejahteraan pekerja, kewajiban kepada negara, pengembalian investasi kepada pemodal, serta kontribusi sosial bagi masyarakat. Nilai ekonomi yang ditahan merupakan selisih antara nilai yang dihasilkan dengan yang didistribusikan, yang diinvestasikan kembali untuk keberlanjutan bisnis.

Pada tahun 2025, nilai ekonomi langsung yang dihasilkan mencapai **Rp5.456.003**, atau naik **16,50%** dibandingkan nilai ekonomi langsung yang diperoleh pada tahun 2024 sebesar **Rp4.684.537** triliun. Realisasi nilai ekonomi yang didistribusikan tahun 2025 mencapai **Rp5.0373.382** triliun, naik **Rp362.631** dibandingkan distribusi nilai ekonomi tahun 2024 sebesar **Rp4.674.751.**

Direct Economic Value Generated and Distributed [GRI 201-1]

The direct economic value generated consists of revenue derived from the Company's core business activities in the property, hospitality, and multi-service sectors. From these achievements, the Company distributes economic value to strategic stakeholders to support inclusive economic growth.

Meanwhile, the distributed economic value includes operational costs to business partners, employee welfare, obligations to the state, returns on investment to shareholders, and social contributions to the community. Retained economic value is the difference between the value generated and the value distributed, which is reinvested to ensure business sustainability.

In 2025, the direct economic value generated reached **Rp5,456,003** trillion, an increase of **16.50%** compared to the direct economic value achieved in 2024 of **Rp4,684,537** trillion. The realized distributed economic value in 2025 reached **Rp5,037,338.2** trillion, an increase of **Rp362,631** compared to the 2024 economic value distribution of **Rp4,674,751**.

Tabel Nilai Ekonomi Langsung Dihasilkan dan Didistribusikan

(Dalam Jutaan Rupiah)

Table of Direct Economic Value Generated and Distributed

(In Million Rupiah)

Uraian Description	2025	2024	2023
Pendapatan / Income	5.456.003	4.683.014	3.529.963
Pendapatan Keuangan / Financial Income	10.078	1.523	720
Nilai Ekonomi yang Dihasilkan / Economic Value Generated	5.466.081	4.684.537	3.530.683
Pembayaran kepada Karyawan/ Payment to Employee	(905.662)	(1.250.551)	(989.867)
Pembayaran kepada Pemasok dan Pihak Ketiga Lainnya / Payment to Suppliers and Other Third Parties	(2.607.129)	(2.313.287)	(1.656.620)
Pembayaran Bunga / Interest Payment	(142.244)	(162.199)	(122.690)
Pembayaran Pajak Kepada Pemerintah / Payment of Tax to Government	(215.975)	(188.695)	(75.961)

Uraian Description	2025	2024	2023
Pembayaran Pinjaman Jangka Pendek / Payment of Short-Term Loan	(286.731)	(144.578)	(317.412)
Pembayaran Pinjaman Jangka Panjang / Payment of Long Term Loan	(665.940)	(151.718)	(217.200)
Pembayaran Utang Pembiayaan Konsumen / Payment of Consumer Financing Debt	(92.682)	(209.895)	(364.698)
Pembayaran Pinjaman Pihak Berelasi / Payment of Related Party Loan	-	(92.000)	(80.000)
Pembayaran Liabilitas Sewa / Payment of Lease Liabilities	(26.088)	(85.981)	(14.528)
Pembayaran Dividen / Dividend Payment	(93.858)	(74.843)	(36.307)
Investasi bagi Masyarakat (TJSL) / Community Investment (CSR)	(1.072)	(1.004)	(802)
Nilai Ekonomi yang Didistribusikan / Economic Value Distributed	(5.037.382)	(4.674.751)	(3.876.145)
Nilai Ekonomi Ditahan / Retained Economic Value	428.699	9.786	(345.462)

Risiko Perubahan Iklim

Patra Jasa mengidentifikasi fenomena perubahan iklim sebagai faktor eksternal sistemik yang mampu mempengaruhi dinamika perilaku konsumen serta konstelasi strategi pelaku usaha secara signifikan. Perseroan mencermati bahwa tekanan ekonomi yang dipicu oleh perubahan iklim dapat mempengaruhi daya beli serta pergeseran skala prioritas belanja masyarakat. Kondisi ini menuntut Perseroan untuk senantiasa mengadopsi strategi pengelolaan usaha yang adaptif dan dinamis, guna memastikan target kinerja tetap tercapai dengan profil risiko yang terukur dan terkendali.

Dalam rangka menjamin resiliensi dan keberlanjutan bisnis jangka panjang, Perusahaan memposisikan analisis risiko perubahan iklim sebagai instrumen krusial dalam pengambilan keputusan strategis. Evaluasi dilakukan secara komprehensif untuk memetakan implikasi risiko, baik dari perspektif finansial maupun operasional, yang berpotensi mempengaruhi stabilitas Perusahaan. Patra Jasa secara berkelanjutan memperkuat metodologi analisis terhadap berbagai risiko iklim guna memitigasi potensi dampak negatif terhadap aspek sosial dan lingkungan di seluruh wilayah operasional.

Sebagai bentuk transparansi dan akuntabilitas dalam pengelolaan risiko ESG (*Environmental, Social, and Governance*), Perusahaan secara rutin melakukan *screening* terhadap potensi risiko fisik maupun risiko transisi akibat perubahan iklim. Berdasarkan hasil analisis mendalam yang dilakukan sepanjang tahun 2025, strategi mitigasi yang dilakukan oleh Perusahaan untuk mengelola risiko perubahan iklim antara lain:

- Desain dan konstruksi berkelanjutan dengan menggunakan material yang ramah lingkungan dan sistem drainase yang memadai,
- Efisiensi energi yaitu dengan menerapkan panel surya, lampu LED, *smart-building system*, dan audit energi rutin untuk mengurangi konsumsi Listrik,
- Pengelolaan air yaitu daur ulang air untuk taman dan fasilitas hotel serta program penghematan air bagi tamu,
- Integrasi risiko iklim ke Manajemen Risiko yaitu perlindungan asuransi All Risk (*force-majeure*).

Climate Change Risks

Patra Jasa identifies climate change as a systemic external factor capable of significantly influencing consumer behavior and the strategic landscape of business entities. The Company notes that economic pressures triggered by climate change can affect purchasing power and shift the public's spending priorities. These conditions require the Company to consistently adopt adaptive and dynamic business management strategies to ensure performance targets are met while maintaining a measurable and controlled risk profile.

To ensure long-term business resilience and sustainability, the Company positions climate change risk analysis as a crucial tool in strategic decision-making. A comprehensive evaluation is conducted to map out the implications of risks—from both financial and operational perspectives—that could potentially affect the Company's stability. Patra Jasa continuously strengthens its analytical methodologies regarding various climate risks to mitigate potential negative impacts on social and environmental aspects across all operational regions.

As part of its commitment to transparency and accountability in managing ESG (Environmental, Social, and Governance) risks, the Company routinely screens for potential physical risks and transition risks resulting from climate change. Based on the results of an in-depth analysis conducted throughout 2025, the mitigation strategies implemented by the Company to manage climate change risks include:

- Sustainable design and construction using eco-friendly materials and adequate drainage systems,
- Energy efficiency achieved by installing solar panels, LED lighting, smart-building systems, and conducting regular energy audits to reduce electricity consumption,
- Water management, including water recycling for gardens and hotel facilities, as well as water conservation programs for guests,
- Integration of climate risks into Risk Management, including All-Risk insurance coverage (force majeure).

Perusahaan menyimpulkan bahwa tidak terdapat risiko material secara langsung yang mempengaruhi stabilitas keuangan maupun kelancaran operasional akibat dampak perubahan iklim pada periode pelaporan ini. Meskipun demikian, Perseroan tetap mempertahankan kewaspadaan strategis melalui pemantauan tren lingkungan global guna memperkuat kesiapsiagaan organisasi di masa depan. **[GRI 3-3] [GRI 201-2]**

The Company concludes that there are no direct material risks affecting its financial stability or operational continuity resulting from the impacts of climate change during this reporting period. Nevertheless, the Company maintains strategic vigilance by monitoring global environmental trends to strengthen the organization's preparedness for the future. **[GRI 3-3] [GRI 201-2]**

Kewajiban Program Pensiun

Perusahaan berkomitmen untuk memenuhi hak-hak pekerja berdasarkan ketentuan dalam Undang-undang No.13/2003 tentang Ketenagakerjaan dan perubahannya dalam Undang-Undang No. 11 Tahun 2020 tentang Cipta Kerja, khususnya yang berkaitan dengan imbalan pascakerja.

Sebagai wujud implementasi, Perseroan menyelenggarakan program pensiun imbalan pasti untuk seluruh karyawan tetap. Skema ini mencakup penghitungan selisih antara imbalan yang diterima karyawan berdasarkan UU Cipta Kerja dengan manfaat yang diterima dari program pensiun normal, di mana selisih tersebut akan ditanggung oleh Perusahaan. **[GRI 3-3]**

Selain itu, Perusahaan mengikutsertakan pekerja dalam program wajib BPJS Ketenagakerjaan (Jaminan Hari Tua/ JHT dan Jaminan Pensiun/JP). Sesuai regulasi, kontribusi iuran JHT ditanggung sebesar 3,7% oleh Perusahaan dan 2% oleh pekerja, sedangkan untuk JP sebesar 2% oleh Perusahaan dan 1% oleh pekerja dari upah bulanan yang dilaporkan. **[GRI 201-3]**

Selama tahun 2025, Perusahaan telah membayarkan beban imbalan kerja kepada seluruh pekerja tetap sebesar **Rp2.573.201.769**. Berdasarkan penilaian aktuaria per 31 Desember 2025, posisi pendanaan program pensiun adalah sebagai berikut:

Retirement Program Obligations

The Company is committed to fulfilling workers' rights in accordance with the provisions of Law No. 13 of 2003 on Manpower and its amendments under Law No. 11 of 2020 on Job Creation, particularly those related to post-employment benefits.

As part of this implementation, the Company operates a defined-benefit pension program for all permanent employees. This scheme covers the calculation of the difference between the compensation received by employees under the Job Creation Law and the benefits received from the standard pension program, with the Company bearing this difference. **[GRI 3-3]**

Additionally, the Company enrolls employees in the mandatory BPJS Ketenagakerjaan program (Old Age Insurance/JHT and Pension Insurance/JP). In accordance with regulations, the JHT contribution is borne at 3.7% by the Company and 2% by the employee, while for JP, it is 2% by the Company and 1% by the employee of the reported monthly wage. **[GRI 201-3]**

During 2025, the Company paid employee benefit expenses to all permanent employees totaling Rp2,573,201,769. Based on the actuarial valuation as of December 31, 2025, the funding status of the pension program is as follows:

Uraian Description	2025	2024	2023
Imbalan Kerja / Compensation	142.045	117.877	113.165
Jumlah Pekerja Tetap / Number of Permanent Employees	387	372	382

Bantuan Finansial dari Pemerintah

Sebagai bagian dari tata kelola perusahaan yang baik (GCG), Perseroan menerapkan prinsip kemandirian dan transparansi dalam pengelolaan keuangan, termasuk dalam hal hubungan dengan pemerintah. Perusahaan berkomitmen untuk beroperasi secara profesional tanpa bergantung pada subsidi langsung guna memastikan keberlanjutan bisnis yang objektif. **[GRI 3-3]**

Sejalan dengan kebijakan tersebut, pada periode pelaporan ini Perusahaan tidak mendapat bantuan finansial dari pemerintah, baik berupa pembebasan pajak dan kredit pajak, subsidi, hibah investasi, insentif finansial dan sebagainya. **[GRI 201-4]**

Financial Assistance from the Government

As part of good corporate governance (GCG), the Company applies the principles of independence and transparency in financial management, including in its relations with the government. The Company is committed to operating professionally without relying on direct subsidies to ensure the objective sustainability of its business. **[GRI 3-3]**

In line with this policy, during the reporting period, the Company did not receive any financial assistance from the government, including tax exemptions, tax credits, subsidies, investment grants, financial incentives, or similar forms of support. **[GRI 201-4]**

Sementara itu, sebagai anak perusahaan BUMN, keterkaitan pemerintah dalam struktur kepemilikan saham Patra Jasa tercermin melalui kepemilikan PT Pertamina (Persero) sebesar 99,9993% dan PT Pertamina Pedeve Indonesia sebesar 0,0007%.

Meanwhile, as a subsidiary of a state-owned enterprise (SOE), the government's involvement in Patra Jasa's shareholding structure is reflected through the ownership of PT Pertamina (Persero) at 99.9993% and PT Pertamina Pedeve Indonesia at 0.0007%.

Kinerja Lingkungan
Environmental Performance

Perusahaan melaksanakan kegiatan operasional dengan mengintegrasikan prinsip perlindungan lingkungan melalui penerapan sistem Health, Safety, and Environment (HSE) yang terstruktur dan berkelanjutan. Pendekatan ini difokuskan pada pengendalian dampak lingkungan utama, termasuk pengelolaan emisi, limbah, serta efisiensi penggunaan energi dan sumber daya. Implementasi tersebut mengacu pada kebijakan Keselamatan, Kesehatan Kerja, dan Perlindungan Lingkungan (K3LL) serta didukung oleh penerapan sistem manajemen yang bertujuan untuk meminimalkan risiko lingkungan dari aktivitas operasional. **[GRI 3-3]**

Dalam mendukung kinerja lingkungan, Perusahaan menjalankan berbagai program sustainability berbasis operasional, antara lain pengelolaan emisi gas rumah kaca, efisiensi energi, pengelolaan limbah dan air, serta inisiatif pengurangan jejak lingkungan (*environmental footprint*). Program-program tersebut dilaksanakan secara terintegrasi dengan sistem HSE guna memastikan kepatuhan terhadap regulasi, peningkatan kinerja lingkungan secara berkelanjutan, serta kontribusi terhadap upaya mitigasi perubahan iklim. **[GRI 3-3]**

Selain itu, Perusahaan juga mengaitkan pelaksanaan program lingkungan dengan Tujuan Pembangunan Berkelanjutan (SDGs), khususnya pada aspek energi bersih dan terjangkau (Goal 7), konsumsi dan produksi yang bertanggung jawab (Goal 12), serta penanganan perubahan iklim (Goal 13). Penyelarasan ini dilakukan sebagai bagian dari komitmen Perusahaan dalam mendukung agenda keberlanjutan global, tanpa mengesampingkan fokus utama pada pengelolaan dampak operasional.

Untuk memastikan efektivitas implementasi, Perusahaan menetapkan indikator kinerja lingkungan yang terukur, seperti intensitas emisi, efisiensi energi, pengurangan limbah, serta tingkat kepatuhan terhadap standar lingkungan. Evaluasi kinerja dilakukan secara berkala dan menjadi dasar dalam peningkatan program serta penguatan sistem pengelolaan lingkungan di tahun berikutnya.

The Company conducts its operational activities by integrating environmental protection principles through the implementation of a structured and sustainable Health, Safety, and Environment (HSE) system. This approach focuses on controlling key environmental impacts, including the management of emissions, waste, and the efficient use of energy and resources. This implementation is guided by the Occupational Safety, Health, and Environmental Protection (K3LL) and is supported by the implementation of a management system aimed at minimizing environmental risks from operational activities. **[GRI 3-3]**

To support environmental performance, the Company implements various operational sustainability programs, including greenhouse gas emissions management, energy efficiency, waste and water management, and initiatives to reduce its environmental footprint. These programs are implemented in an integrated manner with the HSE system to ensure compliance with regulations, continuous improvement in environmental performance, and contributions to climate change mitigation efforts. **[GRI 3-3]**

In addition, the Company also aligns the implementation of its environmental programs with the Sustainable Development Goals (SDGs), specifically regarding clean and affordable energy (Goal 7),responsible consumption and production (Goal 12), and climate action (Goal 13). This alignment is carried out as part of the Company's commitment to supporting the global sustainability agenda, without neglecting the primary focus on managing operational impacts.

To ensure the effectiveness of implementation, the Company establishes measurable environmental performance indicators, such as emissions intensity, energy efficiency, waste reduction, and compliance levels with environmental standards. Performance evaluations are conducted periodically and serve as the basis for improving programs and strengthening the environmental management system in the following year.

Pada 2025, realisasi program keberlanjutan pilar lingkungan yang dijalankan antara lain:

By 2025, the environmental pillar of the sustainability program will include the following initiatives:

No.	Waktu Time	Kegiatan Activity	Biaya (Rp) Cost (IDR)
1	Januari - Desember January - December	Pengelolaan risiko lingkungan di seluruh unit bisnis perusahaan / Environmental risk management across all company business units	730.000.000
2	Mei May	Pelaksanaan Baseline ESG Rating / Conducting the ESG Baseline Rating	650.072.000
3	Oktober October	Inventarisasi emisi GRK baseline dan pembuatan kalkulator emisi / Baseline GHG emissions inventory and development of an emissions calculator	288.211.500
4	November November	Asesmen Pemenuhan Standar Bangunan Hijau EDGE di Grha Pertamina & Patra Cirebon Hotel & Convention / Assessment of Compliance with EDGE Green Building Standards at Grha Pertamina & Patra Cirebon Hotel & Convention	218.750.000
5	Desember December	Pengelolaan Sanitasi Air Bersih dalam Penanggulangan Stunting di Kota Bandung / Clean Water Sanitation Management for Stunting Prevention in Bandung City	150.000.000
6	November November	Pengelolaan Sanitasi Air Bersih dalam Penanggulangan Stunting di Kota Yogyakarta / Clean Water Sanitation Management for Stunting Prevention in Yogyakarta City	135.000.000
7	Desember December	Pengelolaan penanggulangan sampah di Patra Anyer Hotel / Waste Management at Patra Anyer Hotel	100.000.000

Biaya Pengelolaan Risiko Lingkungan

[OJK F.4]

Kegiatan operasional Perusahaan dapat menimbulkan dampak dan risiko lingkungan secara langsung atau tidak langsung. Oleh karena itu, Perusahaan melaksanakan beberapa program yang bertujuan menjaga kelestarian lingkungan, seperti pengelolaan sampah dan air limbah di unit properti dan hotel sebagai upaya tindakan penanggulangan terhadap dampak dan risiko tersebut. Untuk itu, unit bisnis Perusahaan telah mengalokasikan dana untuk kegiatan pilar lingkungan yakni sebesar **2,27 Miliar/Tahun** secara keseluruhan.

Environmental Risk Management Costs

[OJK F.4]

The Company's operations may have direct or indirect environmental impacts and risks. Therefore, the Company implements several programs aimed at preserving the environment, such as waste and wastewater management at its property and hotel units, as measures to mitigate these impacts and risks. To this end, the Company's business units have allocated a total of **2.27 billion per year** for environmental initiatives.

Kegiatan Yang Dilakukan dan Dampak Atas Kegiatan

Implementasi pilar Environmental, Social, and Governance (ESG) merupakan prioritas utama Perseroan dalam menjaga keberlanjutan bisnis serta menciptakan nilai jangka panjang bagi seluruh pemangku kepentingan. Fondasi integrasi aspek keberlanjutan ke dalam strategi dan aktivitas Perseroan telah dibangun melalui penetapan Kebijakan Keberlanjutan Perseroan serta Peta Jalan Keberlanjutan (Sustainability Roadmap) 2025–2029 pada tahun 2024. Pengesahan kedua dokumen tersebut mencerminkan komitmen Perseroan dalam mengintegrasikan prinsip ESG secara menyeluruh, sekaligus menjadi acuan dalam perumusan dan pelaksanaan program serta inisiatif keberlanjutan guna mencapai target ESG Perseroan pada tahun 2030 serta berkontribusi terhadap pencapaian Tujuan Pembangunan Berkelanjutan (TPB).

Mengacu pada Sustainability Roadmap, tahun 2025 ditetapkan sebagai tahun baseline yang akan digunakan sebagai acuan pengukuran dan evaluasi pencapaian target ESG hingga

Activities Carried Out and the Impact of the Activities

The implementation of Environmental, Social, and Governance (ESG) principles is a top priority for the Company in ensuring business sustainability and creating long-term value for all stakeholders. The foundation for integrating sustainability aspects into the Company's strategies and activities was established through the adoption of the Company's Sustainability Policy and the 2025–2029 Sustainability Roadmap in 2024. The adoption of these two documents reflects the Company's commitment to comprehensively integrating ESG principles, while also serving as a guide for the formulation and implementation of sustainability programs and initiatives to achieve the Company's 2030 ESG targets and contribute to the achievement of the Sustainable Development Goals (SDGs).

According to the Sustainability Roadmap, 2025 has been designated as the baseline year to be used as a reference for measuring and evaluating the achievement of ESG targets tahun 2030. Sejalan dengan hal tersebut, Perseroan telah melaksanakan berbagai asesmen awal dan program strategis untuk membangun fondasi implementasi ESG yang terukur dan berkelanjutan.

through 2030. In line with this, the Company has carried out various initial assessments and strategic programs to build a foundation for measurable and sustainable ESG implementation.

Penilaian *Baseline* ESG *Rating*

Sebagai bagian dari penguatan tata kelola dan pengukuran kinerja ESG, Perseroan telah melaksanakan penilaian *ESG Rating* tahun baseline 2025 oleh lembaga independen internasional MSCI, dengan perolehan predikat BBB. Hasil penilaian ini menjadi tolok ukur awal atas implementasi ESG Perseroan berdasarkan standar global, sekaligus memberikan gambaran umum mengenai keunggulan dan potensi peningkatan pada masing-masing pilar ESG.

Berdasarkan hasil penilaian, Perseroan mencatatkan kinerja yang baik pada aspek *Social* dan *Governance*, dengan capaian skor yang melampaui rata-rata global perusahaan di sektor properti dan *real estate*. Fokus isu kesehatan dan keselamatan kerja pada aspek *Social* memperoleh skor **6,2 dari skala 10** dengan rata-rata global 4,8 dari skala 10, sementara fokus isu tata kelola dan etika bisnis pada aspek *Governance* memperoleh skor **5,4 dari skala 10** dengan rata-rata global 5,1 dari skala 10. Adapun peluang peningkatan kinerja ESG masih terbuka luas, khususnya pada aspek *Environmental* dengan fokus isu implementasi bangunan hijau, yang selanjutnya menjadi prioritas utama Perseroan dalam penyusunan dan implementasi program strategis.

ESG Baseline Assessment

As part of efforts to strengthen governance and measure ESG performance, the Company has undergone a 2025 baseline ESG Rating assessment by the international independent agency MSCI, achieving a BBB rating. The results of this assessment serve as an initial benchmark for the Company's ESG implementation based on global standards, while also providing an overview of strengths and areas for improvement across each ESG pillar.

Based on the assessment results, the Company recorded strong performance in the Social and Governance aspects, with scores exceeding the global average for companies in the property and real estate sector. The focus on occupational health and safety within the Social aspect received a score of **6.2 out of 10**, compared to the global average of 4.8 out of 10, while the focus on corporate governance and business ethics within the Governance aspect received a score of **5.4 out of 10**, compared to the global average of 5.1 out of 10. There remains significant room for improvement in ESG performance, particularly in the Environmental aspect with a focus on green building implementation, which will be the Company's top priority in the development and implementation of strategic programs.

Asesmen awal pemenuhan standar bangunan hijau

Sebagai tindak lanjut atas hasil penilaian ESG Rating, percepatan implementasi bangunan hijau (*green building*) ditetapkan sebagai salah satu prioritas strategis Perseroan. Pada tahun 2025, Perseroan melaksanakan *pilot assessment* terhadap dua aset properti, yaitu Grha Pertamina dan Patra Cirebon Hotel & Convention, untuk menilai tingkat ketercapaian standar bangunan hijau EDGE (*Excellence in Design for Greater Efficiencies*). Hasil asesmen awal ini digunakan sebagai dasar untuk menentukan kesiapan unit dalam mengikuti proses sertifikasi bangunan hijau, sekaligus sebagai rekomendasi perbaikan dan peningkatan kinerja lingkungan bangunan di masa mendatang.

Initial assessment of compliance with green building standards

Following the results of the ESG Rating assessment, accelerating the implementation of green buildings has been established as one of the Company's strategic priorities. In 2025, the Company conducted a pilot assessment of two property assets, namely Grha Pertamina and Patra Cirebon Hotel & Convention, to evaluate their level of compliance with the EDGE (Excellence in Design for Greater Efficiencies) green building standards. The results of this initial assessment were used as a basis for determining the units' readiness to undergo the green building certification process, as well as to provide recommendations for improvements and enhancements to the buildings' environmental performance in the future.

Inventarisasi emisi gas rumah kaca tahun baseline 2025

Sebagai bagian dari komitmen Perseroan dalam mendukung upaya penurunan emisi nasional, pada tahun 2025 telah dilaksanakan inventarisasi emisi Gas Rumah Kaca (GRK) baseline untuk Scope 1, Scope 2, dan Scope 3. Inventarisasi ini dilakukan secara menyeluruh pada seluruh unit bisnis Perseroan dan menjadi dasar dalam mengidentifikasi sumber emisi signifikan.

Hasil inventarisasi tersebut akan digunakan untuk merumuskan strategi mitigasi emisi guna mencapai target pengurangan emisi sebesar 30% untuk Scope 1 dan Scope 2, serta 5% untuk Scope 3 pada tahun 2030. Selain itu, data emisi *baseline* juga

2025 Baseline Greenhouse Gas Emissions Inventory

As part of the Company's commitment to supporting national emission reduction efforts, a baseline greenhouse gas (GHG) emissions inventory for Scope 1, Scope 2, and Scope 3 was conducted in 2025. This inventory was carried out comprehensively across all of the Company's business units and serves as the basis for identifying significant emission sources.

The results of this inventory will be used to formulate emission mitigation strategies to achieve emission reduction targets of 30% for Scope 1 and Scope 2, and 5% for Scope 3 by 2030. Additionally, the baseline emission data will serve as a reference menjadi acuan dalam perencanaan mekanisme tanggung jawab emisi, termasuk opsi pemanfaatan kredit karbon sesuai dengan kebijakan dan ketentuan yang berlaku.

for planning emission accountability mechanisms, including options for utilizing carbon credits in accordance with applicable policies and regulations.

Manajemen Energi Gedung

Dalam rangka memenuhi kepatuhan terhadap regulasi pemerintah terkait efisiensi energi sektor bangunan gedung, Perseroan melaksanakan pelaporan konsumsi energi bangunan gedung tahun *baseline* 2024 untuk aset yang termasuk dalam kategori wajib lapor, yaitu Patra Jasa Office Tower dan Grha Pertamina. Perseroan juga telah menunjuk Manajer Energi pada masing-masing gedung untuk menyusun dan melaksanakan program konservasi energi secara berkelanjutan.

Pelaksanaan program konservasi energi didukung oleh kegiatan audit energi gedung yang dilakukan oleh auditor internal guna memperoleh rekomendasi peningkatan efisiensi pemanfaatan energi. Seluruh pelaporan dan pemantauan kinerja energi dilakukan melalui platform daring Kementerian ESDM sesuai ketentuan yang berlaku.

Building Energy Management

To ensure compliance with government regulations regarding energy efficiency in the building sector, the Company is conducting energy consumption reporting for buildings in the 2024 baseline year for assets falling under the mandatory reporting category, namely the Patra Jasa Office Tower and Grha Pertamina. The Company has also appointed Energy Managers at each building to develop and implement sustainable energy conservation programs.

The implementation of the energy conservation program is supported by building energy audits conducted by internal auditors to obtain recommendations for improving energy efficiency. All energy performance reporting and monitoring are conducted through the Ministry of Energy and Mineral Resources' online platform in accordance with applicable regulations.

Penggunaan Material [OJK F.5]

Penggunaan Material Yang Ramah Lingkungan [OJK F.5]

Perseroan menggunakan material dalam proses bisnis antara lain berupa cairan pembersih dalam kegiatan *housekeeping* di unit hotel maupun properti. Di The Patra Bali, Perseroan memanfaatkan produk pembersih yang bersumber dari pengolahan limbah organik secara mandiri, antara lain Eco-Enzyme dari sisa buah dan sayuran sebagai cairan pembersih alami, serta Eco-Mijel dari minyak jelantah sebagai alternatif sabun cair ramah lingkungan. Sepanjang tahun 2025, produksi EcoEnzym mencapai lebih dari 1.600 liter, sementara EcoMijel mencapai lebih dari 1.400 liter. Pemanfaatan material terbarukan ini tentunya dapat menurunkan penggunaan cairan pembersih kimia sehingga meminimalisasi dampak lingkungan yang dihasilkan dalam rantai pasok perusahaan.

Use of Materials [OJK F.5]

Use of Environmentally Friendly Materials [OJK F.5]

The Company uses materials in its business processes, including cleaning solutions for housekeeping activities at its hotels and properties. At The Patra Bali, the Company utilizes cleaning products derived from its own organic waste processing, such as Eco-Enzyme—made from fruit and vegetable scraps—as a natural cleaning solution, and Eco-Mijel—made from used cooking oil—as an eco-friendly liquid soap alternative. Throughout 2025, Eco-Enzyme production reached over 1,600 liters, while Eco-Mijel production reached over 1,400 liters. The use of these renewable materials can certainly reduce the use of chemical cleaning solutions, thereby minimizing the environmental impact generated within the company's supply chain.

Inisiatif Pengelolaan Sampah

Pengelolaan sampah merupakan salah satu fokus isu utama dalam *Sustainability Roadmap* Perseroan, dengan target pengurangan pembuangan sampah ke tempat pemrosesan akhir (TPA) hingga 50% pada tahun 2030. Untuk mencapai target tersebut, Perseroan mulai menerapkan program pengelolaan sampah mandiri di masing-masing unit bisnis guna mengurangi volume sampah yang dibuang langsung ke TPA. Program ini mencakup penerapan pemilahan sampah dari sumbernya, pengelolaan sampah organik secara mandiri, serta daur ulang sampah anorganik, sehingga pembuangan ke TPA dibatasi hanya untuk sampah residu.

Implementasi program pengelolaan sampah secara menyeluruh telah diterapkan di The Patra Bali dan Patra Bandung sebagai unit percontohan. Di The Patra Bali, Perseroan mengembangkan praktik *upcycling* sampah organik menjadi produk bernilai guna, antara lain Eco-Enzyme dari sisa buah dan sayuran sebagai cairan pembersih alami, serta Eco-Mijel dari minyak jelantah sebagai alternatif sabun cair ramah lingkungan.

Waste Management Initiatives

Waste management is one of the key focus areas in the Company's Sustainability Roadmap. The Company aims to reduce waste sent to final disposal sites (FDS) by up to 50% by 2030. To achieve this target, the Company has begun implementing independent waste management programs in each business unit to reduce the volume of waste disposed of directly at landfills. This program includes the implementation of source separation, independent management of organic waste, and recycling of inorganic waste, so that disposal at landfills is limited to residual waste only.

A comprehensive waste management program has been implemented at The Patra Bali and Patra Bandung as pilot projects. At The Patra Bali, the Company has developed practices for upcycling organic waste into useful products, including Eco-Enzyme—made from fruit and vegetable scraps as a natural cleaning solution—and Eco-Mijel—made from used cooking oil as an eco-friendly liquid soap alternative. Meanwhile, Sementara itu, di Patra Bandung, pengelolaan sampah organik dilakukan secara mandiri hingga 100% melalui berbagai metode, seperti pemanfaatan untuk pakan ternak, budidaya *maggot*, pembuatan kompos, serta pengembangan lubang resapan biopori (loseda). Total pengolahan sampah organik selama tahun 2025 mencapai 10,98 ton. Untuk sampah anorganik berupa plastik, kertas, karton, dupleks, dan logam, Perseroan berhasil mendaur ulang sebanyak 3,2 ton. Implementasi tersebut menghasilkan penurunan volume sampah yang dibuang ke TPA hingga 70% selama tahun 2025.

at Patra Bandung, organic waste management is conducted independently up to 100% through various methods, such as utilizing it for animal feed, maggot farming, composting, and the development of biopore absorption pits (loseda). Total organic waste processing in 2025 reached 10.98 tons. For inorganic waste consisting of plastic, paper, cardboard, duplex, and metal, the Company successfully recycled 3.2 tons. These initiatives resulted in a 70% reduction in the volume of waste disposed of at landfills during 2025.

Praktik terbaik yang diterapkan di kedua unit tersebut selanjutnya akan dijadikan benchmark dan direplikasi secara bertahap di unit-unit bisnis lainnya guna mempercepat pencapaian target pengurangan sampah Perseroan secara menyeluruh.

The best practices implemented in these two units will subsequently be used as benchmarks and gradually replicated in other business units to accelerate the achievement of the Company's overall waste reduction targets.

Program edukasi dan promosi ESG

Selain program strategis, Perseroan juga melaksanakan berbagai inisiatif untuk meningkatkan kesadaran dan pemahaman pekerja terhadap isu ESG. Sepanjang tahun 2025, Perseroan menyelenggarakan kegiatan promosi dan edukasi melalui publikasi rubrik Sustainpedia pada media internal daring, yang memuat informasi dan wawasan terkait aspek lingkungan, sosial, dan tata kelola dalam konteks operasional Perseroan. Program ini diharapkan dapat mendukung internalisasi nilai-nilai ESG dan mendorong partisipasi aktif seluruh insan perusahaan dalam implementasi keberlanjutan.

ESG Education and Promotion Program

In addition to strategic programs, the Company also implements various initiatives to raise employee awareness and understanding of ESG issues. Throughout 2025, the Company will conduct promotional and educational activities through the Sustainpedia column on its internal online media, which features information and insights related to environmental, social, and governance aspects within the context of the Company's operations. This program is expected to support the internalization of ESG values and encourage active participation by all employees in the implementation of sustainability.

Pengaduan dan Jumlah Pengaduan Terkait Lingkungan Hidup [OJK F.16] [OJK F.24] [GRI 2-16]

Peningkatan kualitas pengelolaan usaha dan pelaksanaan tanggung jawab sosial kemasyarakatan dilakukan dengan keterbukaan terhadap saran dan masukan dari para pemangku kepentingan termasuk memberi ruang bagi pengaduan dari masyarakat.

Hal ini sekaligus sebagai wujud korporasi yang bertanggung jawab Perseroan senantiasa berusaha memastikan bahwa keputusan dan operasional bisnis yang dilakukannya memberikan dampak negatif seminimal mungkin kepada masyarakat dan lingkungan.

Untuk bentuk pengendalian tersebut, Perusahaan membuka saluran komunikasi yang dapat digunakan pemangku kepentingan dan masyarakat setempat untuk menyampaikan keluhan atau tanggapan mereka terhadap dampak operasi Perusahaan. Terhadap semua keluhan yang masuk, Perusahaan berkomitmen untuk memberikan solusi terbaik dengan mengedepankan musyawarah untuk mufakat dalam waktu sesingkat-singkatnya.

Perusahaan telah mengatur mekanisme pengaduan masalah lingkungan dan dapat mengadukan masalah lingkungan melalui sarana kontak keadaan darurat dengan melalui email: sekper.pj@patra-jasa.com. Selama tahun 2025, tidak terdapat pengaduan masalah lingkungan akibat pencemaran.

Complaints and Number of Complaint Related to the Environment [OJK F.16] [OJK F.24] [GRI 2-16]

Improvements in business management quality and the implementation of corporate social responsibility are achieved through openness to suggestions and feedback from stakeholders, including providing a channel for complaints from the public.

This also serves as a manifestation of the Company's commitment to corporate responsibility; the Company consistently strives to ensure that its business decisions and operations have the least possible negative impact on the community and the environment.

To facilitate this oversight, the Company has established communication channels that stakeholders and the local community can use to submit complaints or feedback regarding the impacts of the Company's operations. For all complaints received, the Company is committed to providing the best possible solutions by prioritizing consensus-building through consultation in the shortest possible time.

The Company has established a mechanism for reporting environmental issues, and environmental concerns can be reported through the emergency contact channel via email: sekper.pj@patra-jasa.com. During 2025, there were no reports of environmental issues resulting from pollution.

Sertifikasi dan Penghargaan Lingkungan

Tahun 2025 Perseroan berhasil mendapatkan penghargaan dalam Annual Pertamina Quality Awards 2025, sebagai:

- *The Best Business Performance Excellence for Portfolio Subsidiary: 1st Place*
- *Best Emerging Sustainability Initiative*

Selain itu perusahaan berhasil mempertahankan sertifikasi ISO 14001:2015 terkait sistem manajemen lingkungan sebagai bagian dari sertifikasi sistem manajemen terintegrasi dari lembaga audit independen.

Dalam mengukur kinerja pengelolaan lingkungan, pada tahun 2025 Perseroan mengikutsertakan sembilan (9) unit Operasional Perseroan dalam kegiatan PERCA (Pertamina Environment Regulation Compliance Assurance) dan 2 unit Operasional Perseroan dalam kegiatan Program Penilaian Peringkat Kinerja Perusahaan (PROPER). Hasilnya, terdapat 5 unit bisnis Perseroan yang memperoleh predikat BIRU dalam penilaian PERCA sebagai berikut.

Environmental Certifications and Awards

In 2025, the Company received awards at the Annual Pertamina Quality Awards 2025, including:

- The Best Business Performance Excellence for Portfolio Subsidiary: 1st Place
- Best Emerging Sustainability Initiative

In addition, the Company successfully maintained its ISO 14001:2015 certification for its environmental management system as part of its integrated management system certification from an independent audit firm.

In measuring environmental management performance, in 2025 the Company included nine (9) of its operational units in the PERCA (Pertamina Environment Regulation Compliance Assurance) program and two operational units in the Company Performance Rating Assessment Program (PROPER). As a result, five of the Company's business units received a BLUE rating in the PERCA assessment, as follows.

Patra Jasa Office Tower

Grha Pertamina

Patra Bandung Hotel

Patra Cirebon Hotel & Convention

Patra Malioboro Hotel

Aspek Energi

Energy Aspects

Jumlah dan Intensitas Energi Yang Digunakan [OJK F.6] [GRI 302-1]

Penggunaan Energi Bahan Bakar Minyak (BBM)

Perusahaan menggunakan BBM untuk aktivitas kegiatan operasional kantor dan operasional Pembangunan produk Perusahaan. Penggunaan konsumsi BBM tersebut berupa bensin dan bahan bakar diesel. Dalam periode pelaporan Perseroan menyajikan penggunaan BBM untuk kegiatan Perusahaan.

Pada tahun 2025, Perusahaan mengonsumsi 53.034 liter bahan bakar diesel dan 82.863 liter bensin, atau setara dengan 4.643 gigajoule energi dari BBM. Nilai ini jauh lebih besar dibandingkan data pelaporan terakhir tahun 2023 karena cakupan pengumpulan data yang lebih lengkap dan menyeluruh.

Amount and Intensity of Energy Used [OJK F.6] [GRI 302-1]

Use of Petroleum-Based Fuels (PBF)

The Company uses fuel for its office operations and product development activities. The fuel consumed consists of gasoline and diesel. In the reporting period, the Company presents its fuel consumption for these activities.

In 2025, the Company consumed 53,034 liters of diesel fuel and 82,863 liters of gasoline, equivalent to 4,643 gigajoules (GJ) of energy from fuel consumption. This figure is significantly higher than that reported in 2023, primarily due to the expansion of data collection coverage, resulting in a more comprehensive and complete reporting scope.

Tabel Penggunaan BBM | **Table of Fuel Oil Consumption**

No.	Keterangan / Description	Satuan / Unit	2025	2024*	2023
1.	Solar / Diesel				
	Grha Pertamina	Liter	7.290	-	-
	Patra Jasa Office Tower	Liter	2.683	-	-
	Patraland Residential	Liter	1.264	-	-
	Patraland Balikpapan	Liter	10.383	-	-
	Patraland Urbano	Liter	2.057	-	-
	Patraland Amarta	Liter	2.106	-	-
	Patra Residence Palagan	Liter	404	-	-
	Patra Parapat Hotel	Liter	4.017	-	-
	Patra Bandung Hotel	Liter	2.037	-	-
	Patra Jakarta Hotel	Liter	1.357	-	-
	Patra Anyer Hotel	Liter	405	-	1.187
	Patra Dumai Hotel	Liter	1.959	-	-
	Patra Malioboro Hotel	Liter	2.620	-	1.082
	Patra Semarang H&C	Liter	6.733	-	-
	Patra Cirebon H&C	Liter	269	-	-
	The Patra Bali R&V	Liter	7.450	-	-
	Jumlah Solar / Amount of Diesel	Liter	**53.034**	-	**2.269**
		Gigajoule	**1.909**	-	**82**
2.	Bensin / Gasoline				
	Grha Pertamina	Liter	0	-	-
	Patra Jasa Office Tower	Liter	244	-	-
	Patraland Residential	Liter	0	-	-
	Patraland Balikpapan	Liter	818	-	-
	Patraland Urbano	Liter	0	-	-
	Patraland Amarta	Liter	404	-	-
	Patra Parapat Hotel	Liter	6.164	-	-
	Patra Palembang Hotel	Liter	1.898	-	2.395
	Patra Bandung Hotel	Liter	1.123	-	2.281
	Patra Jakarta Hotel	Liter	11.290	-	5.728
	Patra Anyer Hotel	Liter	1.846	-	1.293
	Patra Dumai Hotel	Liter	1.879	-	51.294
	Patra Malioboro Hotel	Liter	1.588	-	3.208
	Patra Semarang H&C	Liter	2.657	-	-
	Patra Cirebon H&C	Liter	3.744	-	-
	The Patra Bali R&V	Liter	5.281	-	5.964
	Kantor Pusat / Headquarters	Liter	43.924	-	-
	Jumlah Bensin / Amount of Gasoline	Liter	**82.863**	-	**72.163**
		Gigajoule	**2.734**	-	**2.381**
	Total Konsumsi BBM / Total Fuel Consumption	Gigajoule	**4.643**		**2.463**

*) Laporan Keberlanjutan tidak disusun untuk tahun pelaporan 2024

*) No Sustainability Report was prepared for the 2024 reporting year.

Selain BBM, digunakan juga bahan bakar gas dengan jenis LPG dan gas alam yang umumnya digunakan untuk memasak di unit hotel dan untuk bahan bakar mesin chiller di unit Patra Jasa Office Tower. Pada tahun 2025, Perusahaan mengonsumsi 767.078 kg bahan bakar gas, terdiri atas 668.519 kg gas alam (LNG) dan 98.559 kg gas LPG.

In addition to gasoline, gas fuels such as LPG and natural gas are also used, primarily for cooking in the hotel facilities and to power the chiller units at the Patra Jasa Office Tower. In 2025, the Company consumed 767,078 kg of gaseous fuels, comprising 668,519 kg of natural gas (LNG) and 98,559 kg of liquefied petroleum gas (LPG).

Tabel Penggunaan Gas / **Gas Usage Table**

No.	Unit Bisnis / Business Unit	Satuan / Unit	2025	2024*	2023**
1.	**Gas alam (LNG)**				
	Patra Jasa Office Tower	kg	639.652	-	-
	Patra Cirebon Hotel & Convention	kg	28.867	-	-
2.	**Gas LPG**				
	Patra Parapat Hotel	kg	3.684	-	-
	Patra Palembang Hotel	kg	13.621	-	-
	Patra Bandung Hotel	kg	19.142	-	-
	Patra Jakarta Hotel	kg	2.124	-	-
	Patra Anyer Hotel	kg	4.480	-	-
	Patra Dumai Hotel	kg	5.314	-	-
	Patra Malioboro Hotel	kg	4.980	-	-
	Patra Semarang Hotel & Convention	kg	17.214	-	-
	Patra Cirebon Hotel & Convention	kg	1.260	-	-
	The Patra Bali Resort & Villas	kg	26.740	-	-
	Jumlah Konsumsi Gas / Total Gas Consumption	kg	**767.078**	-	-
		Gigajoule	**30.277**	-	-

*) Laporan Keberlanjutan tidak disusun untuk tahun pelaporan 2024
**) Data penggunaan gas tidak dilaporkan pada tahun pelaporan 2023

*) No Sustainability Report was prepared for the 2024 reporting year.
**) Natural gas consumption data were not reported for the 2023 reporting year.

Sementara itu, konsumsi listrik bersumber dari pasokan PLN dengan penghitungan berdasarkan jumlah pembelian langsung. Selama tahun 2025, pemakaian listrik oleh seluruh aktivitas perusahaan mencapai **37.328.317** MWh. Nilai ini jauh lebih besar dibandingkan data pelaporan terakhir tahun 2023 karena cakupan pengumpulan data yang lebih lengkap dan menyeluruh.

Meanwhile, electricity consumption is sourced from PLN and calculated based on the amount purchased directly. In 2025, electricity consumption across all company operations reached **37,328,317** MWh. This figure is significantly higher than that reported in 2023, primarily attributable to the broader and more comprehensive data collection scope implemented during the reporting period.

Tabel Penggunaan Listrik / **Table of Electricity Usage**

Unit Bisnis / Business Unit	Satuan / Unit	2025	2024*	2023	Grid
Grha Pertamina	MWh	13.605	-	-	Jamali
Patra Jasa Office Tower	MWh	6.332	-	4.709	Jamali
Patraland Residential	MWh	153	-	-	Jamali
Patraland Balikpapan	MWh	2.690	-	-	Mahakam
Patraland Urbano	MWh	323	-	-	Jamali
Patraland Amarta	MWh	1.575	-	-	Jamali
Patra Residence Palagan	MWh	27	-	-	Jamali
Sana Hills	MWh	6	-	-	Jamali
Patra Parapat Hotel	MWh	212	-	-	Sumatera
Patra Bandung Hotel	MWh	876	-	-	Jamali
Patra Jakarta Hotel	MWh	987	-	-	Jamali
Patra Anyer Hotel	MWh	405	-	-	Jamali
Patra Dumai Hotel	MWh	698	-	-	Sumatera
Patra Malioboro Hotel	MWh	568	-	-	Jamali
Patra Semarang H&C	MWh	2.783	-	-	Jamali
Patra Cirebon H&C	MWh	2.500	-	-	Jamali
The Patra Bali R&V	MWh	3.590	-	-	Jamali
Jumlah Konsumsi Listrik / Total Electricity Consumption	MWh	37.328	-	4.709	
	Gigajoule	134.381	-	16.952	

*) Laporan Keberlanjutan tidak disusun untuk tahun pelaporan 2024

*) No Sustainability Report was prepared for the 2024 reporting year.

Berdasarkan total konsumsi energi dari penggunaan BBM, gas, dan listrik, maka pada tahun 2025, Perusahaan mengonsumsi 169.301 Gigajoule. Nilai ini jauh lebih besar dibandingkan data pelaporan terakhir tahun 2023 karena cakupan pengumpulan data yang lebih lengkap dan menyeluruh.

Based on the total energy consumed from fuel, gaseous fuels, and electricity, the Company recorded a total energy consumption of 169,301 gigajoules (GJ) in 2025. This figure is significantly higher than that reported in 2023, primarily attributable to the broader and more comprehensive data collection scope implemented during the reporting period.

Tabel Konsumsi Energi / **Table Consumption Energy of Usage**

Uraian / Description	Satuan / Unit	2025	2024*	2023
Total Konsumsi Energi BBM / Total Fuel Energy Consumption	GJ	4.643	-	2.463
Total Konsumsi Energi Gas / Total Natural Gas Energy Consumption	GJ	30.277	-	-
Total Konsumsi Energi Listrik / Total Electricity Energy Consumption	GJ	134.381	-	16.952
Total Konsumsi Energi / Total Energy Consumption	**GJ**	**169.301**	**-**	**19.415**

*) Laporan Keberlanjutan tidak disusun untuk tahun pelaporan 2024

*) No Sustainability Report was prepared for the 2024 reporting year.

Intensitas Energi

Intensitas energi dalam Patra Jasa menghitung penggunaan energi di dalam dan di luar organisasi per satuan luas kantor. Semakin kecil intensitas energi, berarti semakin kecil penggunaan energi per satuan luas kantor. Penghitungan intensitas energi berdasarkan jumlah konsumsi listrik dibandingkan dengan luas bangunan kantor pusat.

Energy Intensity

Energy intensity at Patra Jasa measures energy consumption within and outside the organization per unit of office floor area. The lower the energy intensity, the lower the energy consumption per unit of office floor area. Energy intensity is calculated based on electricity consumption relative to the floor area of the headquarters building.

Tabel Intensitas Energi / **Table of Energy Intensity**

Uraian / Description	Satuan / Unit	2025	2024*	2023
Total Konsumsi Energi Listrik / Total Electricity Consumption	MWh	37.328	-	4.709**
Total Luas Area/Bangunan / Total Floor Area	m²	862.725	-	51.269**
Intensitas Listrik Bangunan / Building Electricity Intensity	**kWh/m²**	**43,27**	**-**	**91,85**
Total Konsumsi Energi / Total Energy Consumption	**GJ**	**169.301**	**-**	**19.415**
Total Luas Area/Bangunan / Total Floor Area	**m²**	**862.725**	**-**	**811.456**
Intensitas Konsumsi Energi / Energy Consumption Intensity	**GJ/m²**	**0,196**	**-**	**0,021**

*) Laporan Keberlanjutan tidak disusun untuk tahun pelaporan 2024

**) Pelaporan intensitas energi listrik bangunan tahun 2023 menggunakan data konsumsi listrik dan luas area bangunan kantor pusat

*) No Sustainability Report was prepared for the 2024 reporting year.

**) The 2023 building electricity intensity was calculated based on electricity consumption data and the floor area of the Company's head office building.

Berdasarkan perhitungan nilai intensitas konsumsi listrik dan energi bangunan, Perusahaan mengonsumsi listrik sebanyak **43,27 kWh/m²** per tahun dan energi sebanyak **0,196 GJ/m²** per tahun. Dengan merujuk pada Tabel Nilai IKE Standard Bangunan Gedung Perkantoran Pemerintah, maka penggunaan energi listrik di seluruh unit bisnis Patra Jasa dengan ruangan ber-AC tahun 2025 masuk kategori Sangat Efisien.

Based on the calculation of the building electricity and energy intensity, the Company recorded an electricity intensity of 43.27 kWh/m² per year and an energy intensity of 0.196 GJ/m² per year. Referring to the Standard Building Energy Intensity (IKE) Classification for Government Office Buildings, the electricity consumption across Patra Jasa's air-conditioned business units in 2025 was classified as Highly Efficient.

Tabel Nilai Intensitas Konsumsi Energi (IKE) pada Bangunan Gedung Perkantoran Mengacu pada Permen ESDM No. 3/2025

Table of Government Office Building Standards IKE Score based on Regulation of Minister of ESDM No. 3/2025

Klasifikasi / Classification	Intensitas Konsumsi Energi (kWh/m²/tahun) / Energy Consumption Intensity (kWh/m²/year)	
	Luas Bangunan ≤ 5000 m² / Building Area ≤ 5000 m²	Luas Bangunan > 5000 m² / Building Area > 5000 m²
Sangat Efisien / Highly Efficient	IKE < 70	IKE < 99
Efisien / Efficient	70 ≤ IKE < 99	99 ≤ IKE < 135
Cukup Efisien / Quite Efficient	99 ≤ IKE < 135	135 ≤ IKE < 173
Boros / Wasteful	IKE > 135	IKE > 173

Upaya Pencapaian Efisiensi Energi dan Penggunaan Energi Yang Terbarukan

[OJK F.7] [GRI 302-4]

Untuk tetap memberikan kontribusi terhadap lingkungan hidup, Perusahaan berupaya dalam melakukan pengelolaan sumber energi sehingga efektif dan efisien. Beberapa inisiatif penghematan energi listrik yang dilakukan yaitu melaksanakan penggunaan PLTS di Patra Semarang dan Grha Pertamina. Selama tahun 2025, dihasilkan lebih dari **175.000 kWh** energi listrik dari kedua instalasi tersebut, di mana sekitar **146.000 kWh** dihasilkan oleh PLTS Patra Semarang dan **29.000 kWh** dihasilkan oleh PLTS Grha Pertamina. Upaya efisiensi tersebut setara dengan pengurangan emisi sebesar **150 ton CO_2e**.

Efforts and Achievements in Energy Efficiency and Renewable Energy Use

[OJK F.7] [GRI 302-4]

To continue contributing to environmental sustainability, the Company strives to manage energy resources effectively and efficiently. Some of the electricity-saving initiatives implemented include the use of solar power plants at Patra Semarang and Grha Pertamina. In 2025, over **175,000 kWh** of electricity was generated from these two installations, with approximately **146,000 kWh** generated by the Patra Semarang solar power plant and **29,000 kWh** generated by the Grha Pertamina solar power plant. These efficiency efforts are equivalent to a reduction of **150 tons of CO_2e** emissions.

Aspek Air

Water Aspects

Penggunaan Air [OJK F.8] [GRI 303-5]

Perusahaan mengintegrasikan efisiensi penggunaan air ke dalam strategi operasional untuk mengurangi beban biaya operasional, meminimalkan dampak lingkungan, serta menjaga stabilitas ketersediaan sumber air. Pengelolaan sumber daya air ini merupakan bagian dari komitmen unit properti dan hotel dalam memitigasi risiko perubahan iklim, baik risiko fisik seperti potensi bencana alam maupun risiko transisi yang berkaitan dengan regulasi dan reputasi pasar.

Untuk unit perkantoran sumber air utama yang digunakan untuk operasional unit property sewa berasal dari Perusahaan Daerah Air Minum (PDAM). Berdasarkan pencatatan tahun 2025, total volume pemakaian air di lingkungan Perseroan mencapai **809.024** m^3 yang terdiri atas **531.364** m^3 air tanah dan **277.660** m^3 air PDAM. Angka ini mengalami peningkatan dibandingkan data pelaporan terakhir tahun 2023 akibat peningkatan penggunaan air pada beberapa unit serta cakupan pengumpulan data yang lebih lengkap dan menyeluruh.

Unit Grha Pertamina memiliki *Rain Water Tank* dan *Water Recycle Plant*, yang fungsi kegunaan dari kedua Utilitas tersebut adalah memanfaatkan Air Hujan dan Air Olahan dari IPAL untuk di *Recycle* kembali dan digunakan sebagai Siram Taman. Ini sangat bermanfaat dalam mengurangi penggunaan air bersih karena memanfaatkan Air Hujan dan Air Pengolahan Limbah yang ditampung, diolah, dan dimanfaatkan kembali. Adapun data penggunaan air yang berasal dari *Rain Water Tank* dan *Water Recycle Plant* Gedung Grha Pertamina di tahun 2025 sebagai berikut:

Water Usage [OJK F.8] [GRI 303-5]

The company integrates water efficiency into its operational strategy to reduce operating costs, minimize environmental impact, and ensure the stability of water supply. This water resource management is part of the property and hotel units' commitment to mitigating climate change risks, including both physical risks—such as potential natural disasters—and transition risks related to regulations and market reputation.

For office buildings, the primary water source used for the operations of the leased properties comes from the Regional Water Supply Company (PDAM). According to records from 2025, the total volume of water consumption within the Company's premises reached **809,024** m^3, consisting of **531,364** m^3 of groundwater and **277,660** m^3 of PDAM water. This figure represents an increase from that reported in 2023, primarily attributable to higher water consumption in several business units, as well as the broader and more comprehensive data collection scope implemented during the reporting period.

The Grha Pertamina complex features a Rainwater Tank and a Water Recycling Plant. The primary function of these two facilities is to collect and recycle rainwater and treated wastewater from the wastewater treatment plant for use in garden irrigation. This is highly effective in reducing the consumption of potable water by utilizing rainwater and treated wastewater that is collected, treated, and reused. The data on water usage from the Rainwater Tank and Water Recycle Plant at the Grha Pertamina Building in 2025 is as follows:

Tabel Pemakaian Air (*Water Treatment* Grha Pertamina) | **Table of Water Usage (Water Treatment Grha Pertamina)**

Sumber Source	Satuan Unit	2025
Water Treatment Plant	M3	6.167
Rain Water Treatment	M3	4.702

Unit Patra Semarang juga memiliki *Water Recycle Plant*, yang fungsi kegunaan dari Utilitas tersebut adalah memanfaatkan Air Olahan dari IPAL untuk di Recycle kembali dan digunakan sebagai Siram Taman. Ini sangat bermanfaat dalam mengurangi penggunaan air bersih karena memanfaatkan Air Pengolahan Limbah yang ditampung, diolah, dan dimanfaatkan kembali.

The Patra Semarang unit also has a Water Recycling Plant, which utilizes treated wastewater from the wastewater treatment plant to recycle it for use in garden irrigation. This is highly effective in reducing the use of potable water by reusing treated wastewater that is collected, treated, and reused.

Pada tahap selanjutnya direncanakan penerapan *Rain Water Tank* dan *Water Recycle Plant* akan di aplikasikan di unit perkantoran Patra Jasa Office Tower dan Patraland Residential Balikpapan.

In the next phase, it is planned to implement Rainwater Tanks and Water Recycling Plants at the Patra Jasa Office Tower and Patraland Residential Balikpapan office complexes.

Tabel Pemakaian Air | Table of Water Usage

No	Unit Unit	Sumber Source	Satuan Unit	2025	2024*	2023**	Keterangan Description
1	Patra Jasa Office Tower	PDAM	m^3	78.300	-	79.734	-
2	Grha Pertamina	PDAM	m^3	79.747	-	80.966	-
3	Patraland Residential Kuningan	Air Tanah Groundwater	m^3	90.000	-	90.000	Berdasarkan Estimasi*** According to Estimates***
4	Patraland Balikpapan Residence	Air Tanah Groundwater	m^3	95.718	-	88.392	Berdasarkan Meteran**** According to Meter****
5	Patraland Urbano	PDAM	m^3	61.160	-	63.158	-
6	Patraland Amarta	PDAM	m^3	10.697	-	6.564	-
		Air Tanah Groundwater	m^3	6.997	-	5.882	-
7	Patra Residence Palagan	-	m^3	-	-	-	Konsumsi oleh penghuni Consumption by residents
8	Sana Hills	-	m^3	-	-	-	Belum beroperasi Not yet Operational
9	The Patra Bali Resort & Villas	Air Tanah Groundwater	m^3	205.178	-	175.206	-
10	Patra Semarang Hotel & Conv	PDAM	m^3	9.523	-	2.547	-
		Air Tanah Groundwater	m^3	61.962	-	87.289	-
11	Patra Cirebon Hotel & Convention	PDAM	m^3	9.779	-	-	Tidak ada data 2023 No Data in 2023
		Air Tanah Groundwater	m^3	16.379	-	-	
12	Patra Bandung Hotel	PDAM	m^3	454	-	-	-
		Air Tanah Groundwater	m^3	18.443	-	13.677	-
13	Patra Jakarta Hotel	PDAM	m^3	21.545	-	17.872	-
14	Patra Anyer Hotel	Air Tanah Groundwater	m^3	21.154	-	25.999	-
15	Patra Parapat Hotel	Air gunung Mountain Water	m^3	-	-	-	Tidak dipasang meteran No meter is installed
16	Patra Palembang Hotel	-	m^3	-	-	-	Disediakan pemilik Provided by the Owner
17	Patra Dumai Hotel	PDAM	m^3	2.259	-	7.165	-
		Air Tanah Groundwater	m^3	9.342	-	-	Tidak ada data 2023 No data in 2023

No	Unit Unit	Sumber Source	Satuan Unit	2025	2024*	2023**	Keterangan Description
17	Patra Malioboro Hotel	PDAM	m^3	4.196	-	4.310	-
		Air Tanah Groundwater	m^3	6.191	-	4.413	-
	Total	**PDAM**	m^3	**277.660**	-	**262.316**	
		Air Tanah Groundwater	m^3	**531.364**	-	**490.858**	
		Total	m^3	809.024		753.174	

*) Laporan Keberlanjutan tidak disusun untuk tahun pelaporan 2024

**) Pernyataan ulang data tahun 2023

***) Data penggunaan air pada Residential Kuningan disajikan berdasarkan estimasi, mengingat sebagian besar unit menggunakan air tanah tanpa alat ukur (meter) dan keterbatasan akses untuk pencatatan konsumsi secara rutin. Estimasi dilakukan dengan pendekatan asumsi yang wajar, sehingga terdapat potensi deviasi terhadap konsumsi aktual.

****) Data penggunaan air diperoleh dari pengukuran meter pada sumber air tanah (*deepwell*/sumur dalam) yang ditampung dalam tangki air baku dan didistribusikan ke unit hunian dan kantor. Data mencerminkan volume air yang disalurkan dari sistem penyimpanan, dengan potensi perbedaan terhadap konsumsi aktual di tingkat pengguna akhir.

*) No Sustainability Report was prepared for the 2024 reporting year.

**) 2023 data have been restated.

***) Water consumption data for Residential Kuningan are presented based on estimates, as most units rely on groundwater sources without water meters and routine consumption records are not readily available. The estimates were prepared using reasonable assumptions; therefore, actual water consumption may differ from the reported figures.

****) Water consumption data were obtained from meter readings at the groundwater source (deep well), where water is collected in a raw water storage tank before being distributed to residential units and office buildings. The reported data reflect the volume of water supplied from the storage system and may differ from the actual consumption at the end-user level.

Aspek Keanekaragaman Hayati
Biodiversity Aspects

Keanekaragaman Hayati

Perusahaan menetapkan kegiatan pelestarian lingkungan sebagai upaya strategis untuk meningkatkan kualitas hidup manusia serta menjamin ketersediaan sumber daya alam bagi generasi mendatang. Dalam menjalankan aktivitas bisnisnya, Perusahaan mengedepankan keseimbangan antara pencapaian profitabilitas perusahaan dengan perlindungan ekosistem secara berkelanjutan. Perusahaan menyadari peran strategisnya dalam memberikan dampak positif terhadap lingkungan melalui alokasi investasi yang diprioritaskan pada upaya-upaya pelestarian alam.

Guna menjamin efektivitas implementasi, Perusahaan melakukan evaluasi program lingkungan secara berkala sebagai basis penyempurnaan kebijakan pada periode selanjutnya. Dalam mengevaluasi portofolio bisnis yang memiliki kaitan dengan lingkungan hidup, Perusahaan menerapkan pendekatan dan prinsip pencegahan (*precautionary principle*) untuk meminimalkan risiko kerusakan ekosistem.

Perusahaan memastikan bahwa penempatan lokasi perkantoran dan seluruh wilayah operasional dilakukan dengan kepatuhan ketat terhadap tata ruang nasional. Seluruh lokasi

Biodiversity

The Company views environmental conservation as a strategic initiative to improve the quality of human life and ensure the availability of natural resources for future generations. In conducting its business operations, the Company prioritizes a balance between achieving corporate profitability and the sustainable protection of ecosystems. The Company recognizes its strategic role in making a positive impact on the environment through investment allocations that prioritize conservation efforts.

To ensure effective implementation, the Company conducts periodic evaluations of its environmental programs as a basis for refining policies in subsequent periods. When evaluating business portfolios related to the environment, the Company applies a precautionary approach and the precautionary principle to minimize the risk of ecosystem damage.

The Company ensures that the selection of office locations and all operational areas is carried out in strict compliance with national spatial planning regulations. The Company ensures that operasional Perusahaan dipastikan tidak berada di dalam atau berbatasan langsung dengan kawasan lindung maupun area yang memiliki nilai keanekaragaman hayati tinggi di luar kawasan hutan lindung.

none of its operational locations are situated within or directly adjacent to protected areas or areas of high biodiversity value outside protected forest areas.

Berdasarkan hasil pemantauan, aktivitas operasional Perusahaan tidak memberikan dampak signifikan terhadap integritas keanekaragaman hayati maupun keberadaan spesies flora dan fauna yang dilindungi. Perusahaan juga telah melakukan identifikasi risiko kepunahan spesies di sekitar wilayah kerja, di mana hasil asesmen menunjukkan tidak terdapat spesies yang masuk dalam Daftar Merah IUCN maupun daftar konservasi nasional yang habitatnya terdampak oleh aktivitas operasional Perseroan.

Based on monitoring results, the Company's operational activities have not had a significant impact on biodiversity integrity or the presence of protected flora and fauna species. The Company has also identified the risk of species extinction in the vicinity of its operational areas; assessment results indicate that no species listed on the IUCN Red List or national conservation lists have had their habitats impacted by the Company's operational activities.

Dampak dari Wilayah Operasional Yang Dekat atau Berada di Daerah Konservasi Atau Keanekaragaman Hayati [OJK F.9]

Penetapan lokasi Pembangunan PT Patra Jasa dilakukan dengan cermat dengan mengacu pada kebijakan penataan ruang nasional. Pembangunan yang dilakukan memperhatikan kawasan lindung, atau kawasan dengan keanekaragaman hayati tinggi di luar kawasan hutan lindung. Dengan demikian, tidak terdapat dampak signifikan dari pengoperasian dan pemeliharaan pembangunan yang dilaksanakan Perusahaan terhadap keanekaragaman hayati, jenis-jenis hewan dan tumbuhan yang dilindungi.

Impacts from Operational Areas Located Near or Within Conservation or Biodiversity Areas [OJK F.9]

The determination of the PT Patra Jasa's construction location is carried out carefully by referring to the national spatial planning policy. The constructions carried out take into account protected areas, or areas with high biodiversity outside protected forest areas. Thus, there is no significant impact from the operation and maintenance of the Company's construction on biodiversity, protected animal and plant species.

Usaha Konservasi Keanekaragaman Hayati [F.10]

Di tahun 2025 PT Patra Jasa tidak melakukan usaha konservasi keanekaragaman hayati.

Biodiversity Conversation Efforts [F.10]

By 2025, PT Patra Jasa will no longer be engaged in biodiversity conservation efforts.

Aspek Emisi

Emission Aspects

Salah satu pemicu terjadinya pemanasan global dan perubahan iklim adalah Emisi Gas Rumah Kaca (GRK). Patra Jasa menyadari operasional perusahaan juga berpotensi dan berkontribusi menghasilkan emisi GRK melalui penggunaan energi listrik, dan bahan bakar minyak (BBM). Oleh karena itu, Perusahaan berkomitmen untuk mengelola emisi dengan baik melalui penghematan penggunaan energi.

One of the factors that trigger global warming and climate change is Greenhouse Gas Emissions (GHG). Patra Jasa realizes that the Company;s operations also have the potential and contribute to GHG emissions through the use of electricity, and fuel oil (BBM). Therefore, the Company is committed to managing emission well through energy saving.

Sementara itu, data emisi yang disajikan dalam pelaporan, yaitu emisi GRK cakupan 1, emisi GRK cakupan 2, dan emisi GRK cakupan 3. Emisi GRK cakupan 1 berasal dari penggunaan bahan bakar minyak (premium) kendaraan operasional Perseroan. Emisi GRK cakupan 2 bersumber dari penggunaan listrik di gedung kantor. Selanjutnya, emisi GRK dominan yang dihasilkan, baik cakupan 1 maupun 2 berupa karbon dioksida (CO_2).

Meanwhile, the emission data presented in the reporting are GHG emission scope 1, GHG emission scope 2, and GHG emission scope 3. The GHG emission scope 1 comes from the use of fuel oil (premium) of the Company's operational vehicles. The GHG emission scope 2 comes from the use of electricity in the office building. Furthermore, the dominant GHG emission produced, both scope 1 and 2, are in the form of carbon dioxide (CO_2).

Metode penghitungan emisi GRK Cakupan 1 (BBM) yang dipakai di Indonesia dan negara-negara non-Annex 1 (negara berkembang) adalah Tier-1, yaitu berdasarkan data konsumsi energi dikalikan faktor emisi default IPCC (*Intergovernmental Panel on Climate Change*/Panel Antarpemerintah tentang Perubahan Iklim).

The calculation method of GHG emission Scope 1 (BBM) used in Indonesia and non - Annex 1 countries (developing countries) is Tier - 1, which is based on energy consumption data multiplied by the IPCC (Intergovernmental Panel on Climate Change) default emission factor.

Jumlah dan Intensitas Emisi yang Dihasilkan Berdasarkan Jenisnya [OJK F.11]

Patra Jasa merupakan perusahaan yang beroperasi berkaitan di bidang properti menghasilkan emisi, terutama dari pembakaran diesel yang berasal dari mesin penggali atau pengangkut. Menjadi perhatian yang material bagi Patra Jasa karena meningkatnya biaya bahan bakar dan meningkatnya gas rumah kaca (GRK).

Peraturan berkaitan dengan lingkungan yang saat ini berlaku mendorong untuk melakukan pembaharuan terhadap mesin yang lebih hemat bahan bakar dan penggunaan pembakaran yang lebih bersih Bahan bakar. Bahan bakar merupakan biaya utama bagi pelaku industri, sehingga pembiayaan ini dapat dioptimalkan untuk meningkatkan efisiensi bahan bakar. Emisi GRK (Cakupan 1) langsung beberapa berasal dari sumber dari pengelolaan perusahaan.

Total and Intensity of Emission Produced Based on its Type [OJK F.11]

Patra Jasa is the company that operates in the property sector, producing emission, particularly from the diesel combustion from drilling or transporting machines . This is a significant concern for PT Patra Jasa due to rising fuel costs and greenhouse gas (GHG) emissions.

Current environmental regulations encourage the adoption of more fuel-efficient engines and cleaner fuel combustion. Fuel is a major cost for industry players, so this expenditure can be optimized to improve fuel efficiency. Some direct Scope 1 GHG emissions originate from sources within the company's operations.

Jumlah Emisi GRK secara Langsung

Emisi GRK lingkup 1 yang dihasilkan secara langsung dari aktivitas perusahaan selama tahun 2025 meliputi empat kategori utama, yaitu emisi pembakaran stasioner (1.1) seperti genset dan kompor, pembakaran bergerak (1.2) seperti kendaraan dan mesin bergerak lain, sumber proses (1.3) seperti emisi pengolahan limbah organik & air limbah secara mandiri, serta sumber fugitif (1.4) seperti emisi kebocoran gas & refrigeran. Total emisi GRK lingkup 1 tahun 2025 sebesar 2.564 tCO_2e, dengan porsi terbesar pada emisi pembakaran stasioner, yaitu setara 82% total emisi lingkup 1. Nilai ini jauh lebih besar dibandingkan data pelaporan terakhir tahun 2023 karena cakupan pengumpulan data yang lebih lengkap dan menyeluruh.

Total Direct GHG Emissions

During 2025, the Company's Scope 1 greenhouse gas (GHG) emissions, generated directly from its operations, comprised four main categories: stationary combustion (1.1), including generators and stoves; mobile combustion (1.2), including vehicles and other mobile equipment; process emissions (1.3), including emissions from on-site organic waste and wastewater treatment; and fugitive emissions (1.4), including refrigerant and gas leakage. Total Scope 1 GHG emissions in 2025 amounted to 2,564 tCO_2e, with stationary combustion accounting for the largest share, representing approximately 82% of total Scope 1 emissions. This figure is significantly higher than that reported in 2023, primarily attributable to the broader and more comprehensive data collection scope implemented during the reporting period.

Tabel Emisi Gas Rumah Kaca Secara Langsung (Lingkup 1) / **Table of Greenhouse Gas Emission Directly. Scope 1 (Fuel Oil)**

No.	Uraian / Description	Satuan / Unit	2025	2024*	2023**
1.1	Emisi langsung dari Pembakaran Stasioner / Direct Emissions from Stationary Combustion	tCO_2e	2.102	-	6
1.2	Emisi langsung dari Pembakaran Bergerak / Direct Emissions from Mobile Combustion	tCO_2e	215	-	165
1.3	Emisi langsung dari Sumber Proses / Direct Process Emissions	tCO_2e	11	-	-
1.4	Emisi langsung dari Sumber Fugitif / Direct Fugitive Emissions	tCO_2e	235	-	-
1.5	Emisi langsung dari Penggunaan Lahan dan Perubahan Penggunaan Lahan/Sumber Pertanian / Direct Emissions from Land Use, Land-Use Change, and Agriculture	tCO_2e	0	-	-
	Total Emisi Lingkup 1 / Total Scope 1 Emissions	**tCO_2e**	**2.564****	**-**	**171****

*) Laporan Keberlanjutan tidak disusun untuk tahun pelaporan 2024.

**) Hasil perhitungan emisi belum terverifikasi.

*) No Sustainability Report was prepared for the 2024 reporting year.

**) The emissions calculations have not yet been verified.

Jumlah Emisi GRK dari Listrik

Untuk emisi gas rumah kaca cakupan 2 yaitu yang bersumber dari energi dari luar berupa listrik) diperoleh dengan mengalikan konsumsi listrik (dalam Kwh per tahun) dengan *grid emission factor* yang dikeluarkan Kementerian ESDM merujuk RUPTL PLN 2015–2024 (2017), disesuaikan dengan jaringan listrik di masing-masing lokasi unit bisnis. Berdasarkan perhitungan itu, emisi gas rumah kaca tidak langsung (cakupan 2) dari penggunaan energi listrik tahun 2025 tercatat sebesar **30.696** tCO_2eq. Nilai ini jauh lebih besar dibandingkan data pelaporan terakhir tahun 2023 karena lingkup pengumpulan data yang lebih lengkap dan menyeluruh.

Total GHG Emissions from Electricity

For Scope 2 greenhouse gas emissions those derived from external energy sources such as electricity the figure is obtained by multiplying electricity consumption (in kWh per year) by the grid emission factor published by the Ministry of Energy and Mineral Resources, as referenced in PLN's 2015–2024 Long-Term Power Supply and Demand Plan (RUPTL) (2017), adjusted for the power grid in each business unit's location. Based on this calculation, indirect greenhouse gas emissions (Scope 2) from electricity use in 2025 are recorded at **30,696** tons of CO_2eq. This figure is significantly higher than that reported in 2023, primarily attributable to the broader and more comprehensive data collection scope implemented during the reporting period.

Tabel Emisi GRK Cakupan 2 (Listrik) / **Table of GHG Emissions Scope 2 (Electricity)**

Uraian Description	Satuan Unit	2025	2024*	2023
Konsumsi Listrik / Electricity Consumption				
Konsumsi Listrik Grid Jamali / Jamali Grid Electricity Consumption	MWh	33.728	-	4.709
Konsumsi Listrik Grid Mahakam / Mahakam Grid Electricity	MWh	2.690	-	-
Konsumsi Energi Grid Sumatera / Sumatera Grid Energy Consumption	MWh	910	-	-
Faktor Emisi / Emissions Factor				
Grid Jamali / Jamali Grid	tCO_2e/MWh	0,8	-	0,8
Grid Mahakam / Mahakam Grid	tCO_2e/MWh	1,12	-	1,12
Grid Sumatera / Sumatera Grid	tCO_2e/MWh	0,77	-	0,77
Emisi GRK / GHG Emissions				
Emisi Grid Jamali / Grid Jamali Emissions	tCO_2e	26.982	-	3.767**
Emisi Grid Mahakam / Grid Mahakam Emissions	tCO_2e	3.013	-	-
Emisi Grid Sumatera / Grid Sumatera Emissions	tCO_2e	701	-	-
Total Emisi Cakupan 2 / Total Scope 2 Emissions	**tCO_2e**	**30.696*** **	**-**	**3.767** **

*) Laporan Keberlanjutan tidak disusun untuk tahun pelaporan 2024.
**) Pernyataan ulang data tahun 2023.
***) Hasil perhitungan emisi belum terverifikasi.

*) No Sustainability Report was prepared for the 2024 reporting year.
**) 2023 data have been restated.
***) The reported GHG emissions have not yet been independently verified.

Jumlah Emisi GRK Tidak Langsung

Emisi GRK lingkup 3 yang dihasilkan secara tidak langsung dari aktivitas perusahaan selama tahun 2025 melibatkan delapan kategori, dengan tujuh kategori yang dikecualikan. Justifikasi pengecualian kategori dalam pelaporan lingkup 3 disajikan pada tabel berikut.

Total Indirect Greenhouse Gas (GHG) Emissions

The Company's Scope 3 greenhouse gas (GHG) emissions, generated indirectly from its business activities during 2025, comprise eight reported categories, while seven categories were excluded from the inventory. The justification for excluding these Scope 3 categories is presented in the following table.

Tabel Justifikasi Pelaporan Kategori Emisi GRK Lingkup 3 / **Justification for the Reporting of Scope 3 GHG Emission Categories**

Kategori Category	Uraian Description	Dilaporkan Reported	Justifikasi/Keterangan Justification/Remarks
3.1	Barang dan Jasa yang Dibeli / Purchased Goods and Services	Ya / Yes	-
3.2	Barang Modal / Capital Goods	Ya / Yes	-
3.3	Aktivitas terkait Bahan Bakar dan Energi (tidak termasuk L1/L2) / Fuel- and Energy-Related Activities (Not Included in Scope 1 or Scope 2)	Ya / Yes	-
3.4	Transportasi dan Distribusi Hulu / Upstream Transportation and Distribution	Tidak / No	Sudah terhitung dalam kategori 3.1 / Already accounted for under Category 3.1
3.5	Limbah yang Dihasilkan dari Operasi / Waste Generated in Operations	Ya / Yes	-

Kategori Category	Uraian Description	Dilaporkan Reported	Justifikasi/Keterangan Justification/Remarks
3.6	Perjalanan Bisnis / Business Travel	Ya / Yes	-
3.7	Perjalanan Karyawan / Employee Commuting	Ya / Yes	-
3.8	Aset Sewa Hulu / Upstream Leased Assets	Tidak / No	Sudah terhitung dalam lingkup 1 & 2 / Already accounted for under Scope 1 and Scope 2
3.9	Transportasi dan Distribusi Hilir / Downstream Transportation and Distribution	Tidak / No	Tidak relevan untuk produk properti & jasa / Not relevant to the Company's property products and services
3.10	Pemrosesan Produk yang Dijual / Processing of Sold Products	Tidak / No	Produk tidak diproses lebih lanjut / Products do not undergo further processing
3.11	Penggunaan Produk yang Dijual / Use of Sold Products	Ya / Yes	-
3.12	Pengelolaan Produk yang Dijual di Akhir Masa Guna / End-of-Life Treatment of Sold Products	Tidak / No	Usia guna produk sangat panjang & minim data / Products have a long useful life and supporting data are limited
3.13	Aset Sewa Hilir / Downstream Leased Assets	Ya / Yes	-
3.14	*Franchise* / Waralaba / Franchises	Tidak / No	Tidak menjalankan model bisnis waralaba / The Company does not operate a franchise business model
3.15	Investasi / Investments	Tidak / No	Di luar batasan pelaporan (kendali operasional) / Outside the reporting boundary (operational control approach)

Emisi GRK lingkup 3 yang dihasilkan secara tidak langsung dari aktivitas perusahaan selama tahun 2025 meliputi delapan kategori utama yang mencakup emisi dari pengadaan barang dan jasa (kategori 3.1, 3.2, dan 3.3), pengelolaan sampah (kategori 3.5), perjalanan pekerja (3.6 dan 3.7), serta emisi dari produk yang dijual dan aset yang disewakan (kategori 3.11 dan 3.13). Total emisi GRK lingkup 3 tahun 2025 sebesar **23.179** tCO_2e, dengan porsi terbesar pada emisi penggunaan produk hunian yang terjual, yaitu setara **76,5%** total emisi lingkup 3. Perhitungan emisi lingkup 3 Perusahaan pertama kali dilakukan pada tahun pelaporan 2025, sehingga akan dijadikan nilai *baseline* untuk pelaporan tahun selanjutnya.

The Company's Scope 3 greenhouse gas (GHG) emissions, generated indirectly from its business activities during 2025, comprise eight major categories, including emissions from purchased goods and services (Categories 3.1, 3.2, and 3.3), waste generated in operations (Category 3.5), business travel and employee commuting (Categories 3.6 and 3.7), as well as the use of sold products and downstream leased assets (Categories 3.11 and 3.13). Total Scope 3 GHG emissions in 2025 amounted to **23,179** tCO_2e, with the use of sold residential properties representing the largest share, accounting for approximately **76.5**% of total Scope 3 emissions. As 2025 marks the first year in which the Company has quantified and reported its Scope 3 emissions, the reported results will serve as the baseline for future reporting periods.

Tabel Emisi Gas Rumah Kaca Secara Tidak Langsung (Lingkup 3) **Scope 3 Indirect Greenhouse Gas (GHG) Emissions**

Kategori Category	Uraian Description	Satuan Unit	2025 (Baseline)
3.1	Pengadaan barang/jasa operasional / Purchased Operational Goods and Services	tCO_2e	2.923
3.2	Pengadaan barang modal / Capital Goods	tCO_2e	10
3.3	Emisi pengadaan bahan bakar & listrik / Fuel and Electricity Procurement Emissions	tCO_2e	589
3.5	Pengelolaan sampah yang diproduksi / Waste Generated in Operations	tCO_2e	239
3.6	Perjalanan dinas / Business Travel	tCO_2e	652
3.7	Perjalanan pulang-pergi pekerja / Employee Commuting	tCO_2e	979
3.11	Penggunaan produk terjual / Use of Sold Products	tCO_2e	17.732
3.13	Emisi aset yang disewakan / Downstream Leased Assets	tCO_2e	1
	Total Emisi Lingkup 3 / Total Scope 3 Emissions	**tCO_2e**	**23.179***

*) Hasil perhitungan emisi belum terverifikasi

*) The reported GHG emissions have not yet been independently verified.

Intensitas Emisi

Intensitas emisi dalam Patra Jasa menghitung emisi yang dihasilkan di dalam dan di luar organisasi per satuan luas kantor. Semakin kecil intensitas emisi, berarti semakin kecil emisi

GHG Emissions Intensity

Patra Jasa measures its GHG emissions intensity by calculating the emissions generated both within and outside the organization relative to the total office floor area. A lower emissions intensity yang dihasilkan per satuan luas kantor. Pada tahun pelaporan, intensitas emisi GRK sebesar **0,065** tCO_2e/m^2, jauh lebih besar dibandingkan data pelaporan terakhir tahun 2023 karena cakupan pengumpulan data yang lebih lengkap dan menyeluruh.

indicates lower greenhouse gas emissions per unit of office floor area. In the reporting year, the Company's GHG emissions intensity was 0.065 tCO_2e/m^2, which is significantly higher than that reported in 2023, primarily attributable to the broader and more comprehensive data collection scope implemented during the reporting period.

Tabel Intensitas Emisi / **Table of GHG Emissions Intensity**

Uraian Description	Satuan Unit	2025	2024*	2023
Total Emisi Lingkup 1 / Total Scope 1 Emissions	tCO_2e	2.564	-	171
Total Emisi Lingkup 2 / Total Scope 2 Emissions	tCO_2e	30.696	-	3.767**
Total Emisi Lingkup 3 / Total Scope 3 Emissions	tCO_2e	23.179	-	-
Total Emisi GRK / Total Greenhouse Gas (GHG) Emissions	tCO_2e	**56,439*** **	-	**3.938** **
Total Luas Area/Bangunan / Total Building Floor Area	m^2	862.725	-	811.456
Intensitas Emisi GRK / GHG Emissions Intensity	tCO_2e/m^2	**0,065**	-	**0,005**

*) Laporan Keberlanjutan tidak disusun untuk tahun pelaporan 2024
**) Pernyataan ulang data tahun 2023
***) Hasil perhitungan emisi belum terverifikasi

*) No Sustainability Report was prepared for the 2024 reporting year.
**) 2023 data have been restated.
***) The reported GHG emissions have not yet been independently verified.

Upaya dan Pencapaian Pengurangan Emisi yang Dilakukan [OJK F.12]

Untuk tetap memberikan kontribusi terhadap lingkungan hidup, Perusahaan berupaya dalam melakukan pengelolaan sumber energi sehingga efektif dan efisien. Beberapa inisiatif penghematan energi listrik yang dilakukan yaitu melaksanakan penggunaan PLTS di Patra Semarang dan Grha Pertamina. Selama tahun 2025, dihasilkan lebih dari **175.000 kWh** energi listrik dari kedua instalasi tersebut, di mana sekitar **146.000 kWh** dihasilkan oleh PLTS Patra Semarang dan **29.000 kWh** dihasilkan oleh PLTS Grha Pertamina. Upaya efisiensi tersebut setara dengan pengurangan emisi sebesar **150 ton CO_2e**. Di sisi lain, program mitigasi emisi gas rumah kaca dari penggunaan energi juga sudah diterapkan di beberapa unit, yaitu Patra Cirebon dan Patra Bandung melalui substitusi penggunaan gas LPG dengan jaringan gas alam yang mampu menekan emisi sebanyak **12%**.

Sebagai bagian dari modernisasi utilitas yang ramah lingkungan, Perusahaan melakukan penggantian refrigeran pada seluruh mesin pengatur udara (AC) dengan material yang lebih hijau untuk menggantikan penggunaan refrigeran konvensional. Di unit The Patra Bali, telah dilakukan *retrofit* sistem pendingin dengan mengganti refrigeran konvensional dengan refrigeran Breezon yang diproduksi oleh Pertamina. Breezon memiliki nilai potensi pemanasan global (*global warming potential* / GWP) 30 persen lebih rendah dan dapat menghemat konsumsi energi hingga 30 persen dibandingkan dengan refrigeran konvensional.

Tahun 2025 juga merupakan tonggak awal dari proses mitigasi emisi perseroan yang dimulai dengan pelaksanaan inventarisasi emisi GRK yang mencakup scope 1, 2, dan 3. Hasil inventarisasi dapat digunakan untuk mengidentifikasi sumber emisi utama Perseroan, sehingga dapat disusun strategi mitigasi emisi yang tepat berdasarkan skala prioritas.

Emissions Reduction Efforts and Achievements Made [OJK F.12]

To continue contributing to environmental sustainability, the Company strives to manage energy resources effectively and efficiently. Some of the electricity-saving initiatives implemented include the use of solar power plants (SPPs) at Patra Semarang and Grha Pertamina. In 2025, over **175,000 kWh** of electricity was generated from these two installations, with approximately **146,000 kWh** generated by the Patra Semarang SPP and **29,000 kWh** by the Grha Pertamina SPP. These efficiency efforts are equivalent to a reduction in emissions of **150 tons of CO^2e**. On the other hand, a program to mitigate greenhouse gas emissions from energy use has also been implemented at several units, namely Patra Cirebon and Patra Bandung, through the substitution of LPG with a natural gas network, which has reduced emissions by **12%**.

As part of its efforts to modernize utilities in an environmentally friendly manner, the Company has replaced the refrigerants in all air conditioning (AC) units with greener alternatives to phase out the use of conventional refrigerants. At The Patra Bali, the cooling system has been retrofitted by replacing conventional refrigerants with Breezon, produced by Pertamina. Breezon has a global warming potential (GWP) that is 30 percent lower and can reduce energy consumption by up to 30 percent compared to conventional refrigerants.

The year 2025 also marks the beginning of the Company's emissions mitigation process, which starts with the implementation of a GHG emissions inventory covering Scopes 1, 2, and 3. The results of the inventory can be used to identify the Company's primary emission sources, thereby enabling the development of appropriate emissions mitigation strategies based on priority.

Aspek Limbah dan Efluen
Waste and Effluent Aspects

Proses Pembangunan dalam produk PT Patra Jasa menghasilkan berbagai limbah, baik padat maupun cair, baik Bahan Berbahaya dan Beracun (B3) maupun non-B3. Agar tidak mengganggu lingkungan, limbah-limbah tersebut dikelola sesuai dengan jenis limbahnya. Hingga akhir pelaporan tahun 2025, Patra Jasa masih melakukan perhitungan terkait limbah padat dan limbah berbahaya secara terperinci pada tahun pelaporan. Perusahaan masih dalam proses perencanaan penyusunan sistem terkait manajemen limbah. Perusahaan melakukan pengelolaan limbah dan efluen sesuai dengan jenis limbahnya untuk mencegah adanya pencemaran terhadap lingkungan. Dalam kegiatan operasi yang dilakukan Perusahaan memiliki efluen atau air limbah yang dihasilkan.

PT Patra Jasa's in - product construction process generated various wastes, both solid and liquid, both hazardous and toxic (B3) and non - B3. In order not to disturb the environment, these wastes are managed according to the type of waste. Until the end of the reporting year of 2025, PT Patra Jasa was still conducting calculations related to solid waste and hazardous waste in detail for the reporting year. The Company is still in the process of planning to develop a system related to waste management. The Company conducts waste and effluent management in accordance with the type of waste to prevent pollution to the environment. In the operations carried out by the Company, effluent or wastewater is produced.

Jumlah Limbah dan Efluen yang Dihasilkan Berdasarkan Jenis [OJK F.13]

Hasil limbah dan efluen yang dihasilkan dalam rangka pelaksanaan kinerja Patra Jasa yaitu terdapat 2 jenis yaitu limbah domestik dan limbah cair (air kotor) (efluen). Berdasarkan pencatatan tahun 2025, total limbah padat yang dihasilkan Perseroan mencapai 1.973 ton. Nilai ini jauh lebih besar dibandingkan data pelaporan terakhir tahun 2023 karena cakupan pengumpulan data yang lebih lengkap dan menyeluruh.

Salah satu Upaya yang dilakukan untuk mengurangi Limbah dan Efluen yaitu dengan terus melakukan inovasi dan mengurangi penggunaan bahan plastik, kegiatan efisiensi melakukan program *paperless* serta himbauan penggunaan produk ramah lingkungan. Patra Jasa melaksanakan program 3R (*Reduce, Reuse,* dan *Recycle*) dalam mengurangi jumlah limbah domestik yang bekerjasama dengan pihak ketiga.

Amount of Waste and Effluent Produced Based on Type [OJK F.13]

The waste and effluents generated from Patra Jasa's business operations comprise two main categories: domestic solid waste and wastewater (effluents). Based on the Company's records, total solid waste generated in 2025 amounted to 1,973 tonnes. This figure is significantly higher than that reported in 2023, primarily attributable to the broader and more comprehensive data collection scope implemented during the reporting period.

To minimize waste generation and improve waste management, the Company continues to implement various initiatives, including innovations to reduce plastic consumption, the adoption of paperless practices to improve resource efficiency, and campaigns promoting the use of environmentally friendly products. In addition, Patra Jasa implements the 3R (Reduce, Reuse, and Recycle) program to reduce the volume of domestic waste in collaboration with qualified third-party waste management service providers.

Tabel Jumlah dan Jenis Limbah yang Dihasilkan

Table of the Quantity and Types of Waste Generated

No	Unit Unit	Anorganik (kg) Inorganic (kg)	Organik (kg) Organic (kg)	Total (kg)	2024 (kg)*	2023 (kg)
1	Patra Jasa Office Tower	332.465	33.319	365.784	-	-
2	Grha Pertamina	446.084	38.335	484.418	-	-
3	Patraland Residential Kuningan	-	-	-	-	-
4	Patraland Balikpapan Residence	768	647	1.235	-	-
5	Patraland Urbano	-	-	345.600	-	-
6	Patraland Amarta	-	-	30.255	-	-
7	Patra Residence Palagan	-	-	-	-	-
8	Sana Hills	-	-	-	-	-
9	The Patra Bali Resort & Villas	260.050	184.020	444.080	-	-
10	Patra Semarang Hotel & Convention	33.230	20.690	53.920	-	-
11	Patra Cirebon Hotel & Convention	38.530	52.080	90.610	-	109.610**
12	Patra Malioboro Hotel	24.091	7.283	31.374	-	-
13	Patra Dumai Hotel	-	-	28.854	-	-
14	Patra Bandung Hotel	9.918	10.980	20.898	-	-
15	Patra Jakarta Hotel	15.003	24.719	39.722	-	80.200**

No	Unit Unit	Anorganik (kg) Inorganic (kg)	Organik (kg) Organic (kg)	Total (kg)	2024 (kg)*	2023 (kg)
16	Patra Anyer Hotel	5.821	973	6.794	-	-
17	Patra Parapat Hotel	-	-	29.649	-	-
18	Patra Palembang Hotel	-	-	-	-	-
	Total			**1.973.193**	**-**	**189.810****

*) Laporan Keberlanjutan tidak disusun untuk tahun pelaporan 2024.
**) Pernyataan ulang data tahun 2023.

*) No Sustainability Report was prepared for the 2024 reporting year.
**) 2023 data have been restated.

Berdasarkan pencatatan tahun 2025, total efluen yang dihasilkan Perseroan mencapai 115.556 m3. Nilai ini jauh lebih besar dibandingkan data pelaporan terakhir tahun 2023 karena cakupan pengumpulan data yang lebih lengkap dan menyeluruh.

Based on the Company's records, total wastewater (effluents) generated in 2025 amounted to 115,556 m². This figure is significantly higher than that reported in 2023, primarily attributable to the broader and more comprehensive data collection scope implemented during the reporting period.

Tabel Efluen yang Dihasilkan

Table of Wastewater (Effluents) Generated

No	Unit	Satuan Unit	2025	2024*	2023
1	Patra Jasa Office Tower	m^3	-	-	-
2	Grha Pertamina	m^3	18.568	-	-
3	Patraland Residential Kuningan	m^3	-	-	-
4	Patraland Balikpapan Residence	m^3	148	-	-
5	Patraland Urbano	m^3	3.938	-	-
6	Patraland Amarta	m^3	-	-	-
7	Patra Residence Palagan	m^3	-	-	-
8	Sana Hills	m^3	-	-	-
9	The Patra Bali Resort & Villas	m^3	57.842	-	65
10	Patra Semarang Hotel & Convention	m^3	1.379	-	-
11	Patra Cirebon Hotel & Convention	m^3	9.686	-	247,5
12	Patra Malioboro Hotel	m^3	10.044	-	-
13	Patra Dumai Hotel	m^3	4.873	-	-
14	Patra Bandung Hotel	m^3	-	-	-
15	Patra Jakarta Hotel	m^3	9.078	-	-
16	Patra Anyer Hotel	m^3	-	-	-
17	Patra Parapat Hotel	m^3	-	-	-
18	Patra Palembang Hotel	m^3	-	-	-
	Total	**m^3**	**115.556**	**-**	**312,5**

*) Laporan Keberlanjutan tidak disusun untuk tahun pelaporan 2024

*) No Sustainability Report was prepared for the 2024 reporting year.

Mekanisme Pengelolaan Limbah dan Efluen [OJK F.14] [OJK F.15]

Perusahaan berupaya melakukan pengelolaan limbah baik limbah Non Bahan Beracun dan Berbahaya (B3) maupun limbah B3 berdasarkan prosedur yang sesuai dengan ketentuan yang berlaku sehingga tidak mencemari lingkungan. Mekanisme pengelolaan limbah B3 yang dihasilkan dari kegiatan operasional Perusahaan dilaksanakan melalui kerja sama dengan pengelola limbah B3, sehingga diharapkan tidak akan menimbulkan bahaya terhadap lingkungan dan kesehatan pekerja serta masyarakat sekitar lingkungan Perusahaan. Upaya ini sejalan dengan salah satu tujuan pembangunan berkelanjutan yaitu tanggung jawab konsumsi dan produksi. Berikut merupakan mekanisme pengelolaan limbah yang dilaksanakan, yaitu:

Effluent and Waste Management Mechanism [OJK F.14] [OJK F.15]

The Company strives to manage both non-hazardous and hazardous waste (B3) in accordance with procedures that comply with applicable regulations to prevent environmental contamination. The management of hazardous waste generated from the Company's operational activities is carried out in collaboration with hazardous waste management service providers, thereby ensuring that it does not pose a threat to the environment or the health of employees and the surrounding community. These efforts align with one of the goals of sustainable development, namely responsible consumption and production. The following are the waste management mechanisms implemented:

Tabel Mekanisme Pengelolaan Limbah dan Efluen | **Table of Waste and Effluent Management Mechanisms**

No	Unit	Anorganik (kg)	Organik (kg)
1	The Patra Bali Resort & Villas	Sebagian limbah organik dikelola mandiri melalui pembuatan kompos, ecoenzyme, dan eco-mijel. Sisa limbah organik, limbah anorganik, dan residu dikelola bekerja sama dengan pihak ketiga. Some organic waste is managed in-house through composting, eco-enzyme production, and eco-mijel production. The remaining organic waste, inorganic waste, and residues are managed in collaboration with a third party.	Air limbah dikelola secara mandiri dengan sistem daur ulang efluen untuk penyiraman ruang terbuka hijau. Wastewater is managed on-site using an effluent recycling system for watering green open spaces.
2	Patra Semarang Hotel & Convention	Limbah organik dikelola mandiri melalui budidaya *maggot* dan pakan ternak. Limbah anorganik dipilah untuk didaur ulang, dan residu dibuang ke TPA. Organic waste is managed on-site through maggot farming and livestock feed production. Inorganic waste is sorted for recycling, and the remaining waste is disposed of at a landfill.	Air limbah dikelola secara mandiri dengan sistem daur ulang efluen untuk penyiraman ruang terbuka hijau. Wastewater is managed on-site using an effluent recycling system for watering green open spaces.
3	Patra Cirebon Hotel & Convention	Limbah organik dan anorganik dipilah untuk dibuang ke TPA. Organic and inorganic waste is sorted for disposal at the landfill.	Air limbah dikelola secara mandiri dengan sistem daur ulang efluen untuk penyiraman ruang terbuka hijau. Wastewater is managed on-site using an effluent recycling system for watering green open spaces.
4	Patra Bandung Hotel	Limbah organik dikelola mandiri melalui pembuatan kompos, pakan ternak, sistem biopori dan budidaya maggot. Limbah anorganik, dan residu dikelola bekerja sama dengan pihak ketiga. Organic waste is managed in-house through composting, livestock feed production, biopore systems, and maggot farming. Inorganic waste and residues are managed in collaboration with third parties.	Air limbah dikelola di IPAL komunal. Wastewater is treated at a communal wastewater treatment plant.
5	Patra Malioboro Hotel	Limbah organik, anorganik, dan residu dipilah sebelum dibuang ke TPS. Organic, inorganic, and residual waste is sorted before being disposed of at the transfer station.	Air limbah dikelola secara mandiri kemudian disalurkan ke saluran air limbah terpusat. Wastewater is treated on-site and then discharged into a centralized sewer system.
6	Grha Pertamina	Limbah padat dikelola oleh pihak ketiga. Solid waste is managed by a third party	Air limbah dikelola secara mandiri dengan sistem daur ulang efluen untuk penyiraman ruang terbuka hijau. Wastewater is managed on-site using an effluent recycling system for watering green open spaces.
7	Patra Jasa Office Tower	Limbah padat dikelola oleh pihak ketiga. Solid waste is managed by a third party	Air limbah dikelola di IPAL komunal. Wastewater is managed through a communal wastewater treatment plant (WWTP).

Pada periode pelaporan, terdapat limbah padat dari kegiatan operasional Perseroan sebanyak 1973 ton. Sementara itu, Perseroan tidak menghasilkan limbah B3 dalam jumlah yang signifikan dan tidak melakukan pengolahan limbah B3 secara mandiri, dan juga sepanjang tahun 2025 tidak terdapat tumpahan limbah yang terjadi.

In the reporting period, there was solid waste from the Company's operational activities amounting to 1973 tons. Meanwhile, the Company does not produce a significant amount of hazardous waste and does not conduct waste treatment independently. There were also no waste spills in 2025.

Jumlah dan Materi Pengaduan Lingkungan Hidup yang Diterima dan Diselesaikan

[OJK F.16]

Perusahaan telah menyediakan sarana bagi masyarakat atau pemangku kepentingan untuk menyampaikan masukan, kritikan dan pengaduan. Sarana pengaduan atau penyampaian kritik masukan sebagaimana diatur dalam Sistem Pelaporan Pelanggaran (*Whistleblowing System*-WBS). Di sepanjang tahun 2025 tidak terdapat pengaduan terkait lingkungan hidup dari pemangku kepentingan dengan tingkat penyelesaian 100%, karena sebelum melakukan pembangunan/renovasi yang mengakibatkan dampak masyarakat sekitar sudah diberi pemberitahuan kepada warga.

Number and Contents of Environmental Complaints Received and Resolved

[OJK F.16]

The Company has provided a means for the public or stakeholders to submit input, criticism, and complaints. The means of complaints or submission of critical feedback is regulated in the Whistleblowing System (WBS). Throughout 2025, there were no environment related complaints from stakeholders because notifications were given to residents before any construction or renovation impacting the surrounding community.

Kinerja Sosial

Social Performance

Komitmen untuk Memberikan Layanan atas Produk dan/atau Jasa yang Setara kepada Konsumen **[OJK F.17]**

Perusahaan merealisasikan komitmen pada pilar sosial melalui program Tanggung Jawab Sosial dan Lingkungan (TJSL) yang diwujudkan dalam bentuk bantuan filantropi strategis kepada yayasan, institusi pendidikan, Lembaga Swadaya Masyarakat (LSM), serta perorangan. Inisiatif ini dirancang sebagai instrumen untuk mendukung akselerasi pembangunan manusia yang berkelanjutan, dengan melakukan penyelarasan langsung terhadap target-target dalam Tujuan Pembangunan Berkelanjutan (TPB).

Pada 2025, program TJSL pada pilar sosial memberikan dampak masyarakat yang diselenggarakan Perusahaan, antara lain:

Commitment to Provide Equal Services for Products and/or Services to Consumers.

[OJK F.17]

The company fulfills its commitment to the social pillar through its Social and Environmental Responsibility (SER) program, which takes the form of strategic philanthropic support for foundations, educational institutions, non-governmental organizations (NGOs), and individuals. This initiative is designed as a tool to support the acceleration of sustainable human development by directly aligning with the targets of the Sustainable Development Goals (SDGs).

In 2025, the CSR program under the social pillar organized by the company made a community impact, including the following:

No.	Tanggal Date	Program Kegiatan Sosial Social Activities Program	Biaya (Rp) Cost (IDR)
1	3 Januari 2025 January 3, 2025	Santunan Anak Yatim dalam Acara Syukuran Renovasi Masjid Darussalam Patra Cirebon / Donations for Orphans at the Celebration of the Renovation of Darussalam Patra Mosque in Cirebon.	Rp 20.000.000
2	17 Maret 2025 March 17, 2025	Santunan Kegiatan Nuzulul Qur'an dan Buka Puasa Bersama Anak Yatim & Dhuafa / Donations for the Nuzulul Qur'an Event and Iftar with Orphans and the Needy	Rp 30.000.000
3	12 dan 19 Maret 2025 March 12 and 19, 2025	Safari Ramadhan 1446 H / Ramadan Safari 1446 H	Rp 40.000.000
4	10-11 Maret 2025 March 10 - 11, 2025	Program Edukasi dan Wisata Kepada 20 Anak Yatim Piatu dengan bekerjasama dengan Pelita Air / Educational and Tourism Program for 20 Orphans in collaboration with Pelita Air	Rp 27.650.000
5	7 Juni 2025 June 7, 2025	Bantuan Hewan Qurban dalam rangka Hari Raya Idul Adha 1446 H / Qurban Animal Donations for Eid al-Adha 1446 H	Rp 42.500.000
6	26 Agustus 2025 August 26, 2025	Program TJSL dalam bentuk Clothes for Charity (CFC) / CSR Program in the form of Clothes for Charity (CFC)	Rp 6.389.000
7.	29 Desember 2025 December 29, 2025	Bantuan Bencana Alam banjir Bandang di Aceh, Sumatra Utara dan Sumatra Barat / Disaster Relief Assistance for Flash Floods in Aceh, North Sumatra, and West Sumatra	Rp 30.000.000

Biaya

Pada tahun 2025, Patra Jasa telah mengeluarkan anggaran untuk program TJSL terkait pilar sosial sebesar **Rp 196.539.000** juta.

Cost

In 2025, Patra Jasa allocated a budget for CSR programs related to social pillars in the amount of Rp.196.539.000 million.

Aspek Ketenagakerjaan

Employment Aspects

Kesetaraan Gender dan Kesempatan Kerja [OJK F.18]

Perusahaan menerapkan kebijakan peluang kerja yang sama bagi seluruh tenaga kerja tanpa membedakan latar belakang agama, etnis, ras, maupun gender. Seluruh peraturan Perusahaan diberlakukan secara konsisten dan setara kepada setiap individu di lingkungan kerja. Dalam hal pemenuhan kebutuhan sumber daya manusia, proses rekrutmen dilakukan secara terbuka melalui berbagai jalur pendaftaran dengan menetapkan kriteria persyaratan yang objektif sesuai standar kompetensi yang dibutuhkan.

Hingga akhir tahun 2025, total jumlah pekerja Perseroan tercatat sebanyak **832** orang dengan jumlah total pekerja laki-laki sebanyak **559** dan pekerja perempuan sebanyak **445**.

Gender Equality and Employment Opportunities [OJK F.18]

The Company implements an equal employment opportunity policy for all employees, without discrimination based on religious background, ethnicity, race, or gender. All Company policies are applied consistently and equally to every individual in the workplace. When it comes to meeting human resource needs, the recruitment process is conducted openly through various application channels, with objective criteria established in accordance with the required competency standards.

As of the end of 2025, the Company had a total workforce of 832 employees, comprising 559 men and 445 women.

Kesetaraan Remunerasi Sesuai dengan Upah Umum Regional [OJK F.20]

Perusahaan menerapkan kebijakan remunerasi yang adil dan non-diskriminatif. Penentuan jumlah serta komponen remunerasi tidak didasarkan pada jenis kelamin, melainkan merujuk pada parameter objektif yang mencakup status kekaryawanan, jenjang jabatan, masa kerja, serta hasil penilaian kinerja individu. Bagi pekerja waktu tidak tertentu (PKWTT), struktur remunerasi yang diberikan meliputi fasilitas perawatan kesehatan, pemberian insentif dan tunjangan, serta kepesertaan dalam program pensiun.

Perusahaan memastikan seluruh penetapan kompensasi pegawai selaras dengan regulasi ketenagakerjaan nasional serta mengikuti standar Upah Minimum Provinsi (UMP) yang berlaku. Hingga periode pelaporan, rasio remunerasi pekerja tetap pada tingkat jabatan terendah terhadap standar UMP secara keseluruhan berada pada posisi di atas 100% dengan rasio 1:1.

Berikut adalah persentase rasio remunerasi pegawai tetap di tingkat terendah terhadap upah minimum regional:

Equality of Remuneration in Accordance With the Regional General Wage [OJK F.20]

The company implements a fair and non-discriminatory compensation policy. The determination of compensation amounts and components is not based on gender, but rather on objective parameters that include employment status, job level, length of service, and individual performance evaluation results. For permanent employees (PKWTT), the remuneration structure provided includes health care benefits, incentives and allowances, as well as participation in a pension program.

The Company ensures that all employee compensation determinations are in line with national labor regulations and comply with the applicable Provincial Minimum Wage (UMP) standards. As of the reporting period, the ratio of remuneration for employees in the lowest job grade to the overall UMP standard remained above 100%, at a ratio of 1:1.

The following are the percentages of the ratio of the lowest-level permanent employees' compensation to the regional minimum wage:

No.	Regional Regional	Upah Minimum Regional Regional Minimum Wage	Keterangan Description
1	Kota Dumai / Dumai City	4.118.659	Minimal sama dengan UMR At least equal to the regional minimum wage
2	Simalungun	3.088.851	Minimal sama dengan UMR At least equal to the regional minimum wage

No.	Regional Regional	Upah Minimum Regional Regional Minimum Wage	Keterangan Description
3	Palembang	3.916.635	Minimal sama dengan UMR At least equal to the regional minimum wage
4	Kabupaten Serang / Regency Serang	4.857.353	Minimal sama dengan UMR At least equal to the regional minimum wage
5	DKI Jakarta	5.396.761	Minimal sama dengan UMR At least equal to the regional minimum wage
6	Kota Bandung / Bandung City	4.482.914	Minimal sama dengan UMR At least equal to the regional minimum wage
7	Kabupaten Cirebon / Regency Cirebon	2.681.382	Minimal sama dengan UMR At least equal to the regional minimum wage
8	Kota Yogyakarta / Yogyakarta City	2.655.041	Minimal sama dengan UMR At least equal to the regional minimum wage
9	Kota Semarang / Semarang City	3.454.827	Minimal sama dengan UMR At least equal to the regional minimum wage
10	Kabupaten Badung / Regency Bandung	3.534.338	Minimal sama dengan UMR At least equal to the regional minimum wage
11	Kota Balikpapan / Balikpapan City	3.701.508	Minimal sama dengan UMR At least equal to the regional minimum wage

Survei Kepuasan Pekerja

Perusahaan menyelenggarakan Survei Kepuasan Pekerja secara periodik, termasuk pada tahun 2025, sebagai instrumen evaluasi kondisi lingkungan kerja. Tingkat kepuasan diidentifikasi sebagai faktor penentu produktivitas tenaga kerja, sehingga pelaksanaan survei dilakukan secara rutin. Hasil survei berfungsi sebagai umpan balik langsung dari pekerja terhadap efektivitas implementasi kebijakan pengelolaan SDM yang berlaku saat ini. Data yang diperoleh selanjutnya digunakan sebagai landasan strategis dalam menyempurnakan kebijakan manajemen sumber daya manusia untuk periode mendatang.

Work Satisfaction Survey

The company conducts periodic Employee Satisfaction Surveys, including one in 2025, as a tool for evaluating the work environment. Satisfaction levels are identified as a key determinant of workforce productivity, which is why the surveys are conducted on a regular basis. The survey results serve as direct feedback from employees regarding the effectiveness of the current human resources management policies. The data obtained is subsequently used as a strategic foundation for refining human resource management policies for the coming period.

Mekanisme Pengaduan Masalah Ketenagakerjaan [GRI 2-26]

Perusahaan menyediakan saluran formal untuk penanganan keluhan, ketidakpuasan, atau keberatan pekerja yang berpotensi menghambat pelaksanaan tugas operasional. Mekanisme penyelesaian masalah ketenagakerjaan tersebut diatur secara sistematis berdasarkan prosedur yang tertuang dalam Perjanjian Kerja Bersama (PKB) Patra Jasa. Implementasi prosedur ini bertujuan untuk menjamin penyelesaian perselisihan secara adil dan transparan guna menjaga stabilitas hubungan industrial di lingkungan Perseroan.

Labor Complaint Mechanism [GRI 2-26]

The company provides formal channels for addressing employee complaints, dissatisfaction, or objections that could potentially hinder the performance of operational duties. These mechanisms for resolving labor disputes are systematically regulated in accordance with the procedures set forth in the Patra Jasa Collective Labor Agreement (CLA). The implementation of these procedures aims to ensure the fair and transparent resolution of disputes in order to maintain the stability of industrial relations within the Company.

Mekanisme Penyelesaian Keluhan Pekerja

Selama tahun 2025, Perseroan **tidak menerima pengaduan** dari pekerja mengenai kesejahteraan.

Mechanism for Revolving Worker Complaints

In 2025, the Company did not receive any complaints from workers regarding welfare.

Tenaga Kerja Anak dan Tenaga Kerja Paksa [OJK F.19]

Perusahaan menjalankan komitmen dalam penegakan Hak Asasi Manusia (HAM) yang diintegrasikan ke dalam praktik ketenagakerjaan dengan menjunjung tinggi prinsip kemanusiaan.

Child and Forced Labor [OJK F.19]

The Company upholds its commitment to the protection of Human Rights, which is integrated into its labor practices while upholding humanitarian principles. This policy is implemented to

Kebijakan ini diterapkan untuk memastikan lingkungan kerja yang bebas dari risiko pelanggaran hak asasi serta segala bentuk tindakan diskriminatif. Nilai-nilai perlindungan HAM tersebut telah diformalkan di dalam Kode Etik Perseroan, yang mencakup aspek-aspek Praktik Non-diskriminatif, Kebebasan Berserikat, Pencegahan Tenaga Kerja Anak, Pencegahan Praktik Kerja Paksa, Praktik Keamanan.

ensure a work environment free from the risk of human rights violations and all forms of discriminatory conduct. These human rights protection values have been formalized in the Company's Code of Ethics, which covers aspects of Non-Discriminatory Practices, Freedom of Association, Prevention of Child Labor, Prevention of Forced Labor, and Safety Practices.

Lingkup dan Perumusan Terhadap Hak Asasi Manusia

Pengelolaan hubungan industrial yang berlandaskan pada penghormatan hak asasi manusia diwujudkan melalui implementasi Perjanjian Kerja Bersama (PKB). Dokumen ini berfungsi sebagai payung hukum yang mengakomodasi kepentingan pekerja dan Perseroan dalam seluruh aspek ketenagakerjaan. Ruang lingkup PKB tersebut mencakup pengaturan hubungan kerja (pengakuan dan jaminan para pihak, serta kewajiban dan fasilitas Serikat Pekerja), ketentuan waktu kerja, hingga mekanisme penyelesaian keluhan melalui proses Bipartit maupun Tripartit. **[GRI 2-30]**

Scope and Formulation of Human Rights

Industrial relations management grounded in respect for human rights is realized through the implementation of the Collective Bargaining Agreement (CBA). This document serves as a legal framework that accommodates the interests of both employees and the Company in all aspects of labor relations. The scope of the CLA covers the regulation of employment relationships (recognition and guarantees of the parties, as well as the obligations and facilities of the Labor Union), working hours provisions, and mechanisms for resolving complaints through bipartite or tripartite processes. [GRI 2-30]

Rencana Kegiatan Pelatihan dan Pengembangan Kemampuan Pegawai **[OJK F.22]**

Perusahaan menetapkan implementasi prinsip hak asasi manusia sebagai basis utama dalam membina hubungan industrial yang proporsional. Pendekatan ini ditujukan untuk menciptakan sinergi operasional melalui asas saling memahami, menghormati, mempercayai, dan memberikan manfaat bersama (*mutual benefit*). Pengelolaan aspek hak asasi manusia yang efektif diproyeksikan dapat meningkatkan produktivitas serta kinerja korporasi, yang pada akhirnya berdampak pada peningkatan kesejahteraan pekerja sesuai dengan ekspektasi pemangku kepentingan. **[GRI 3-3]**

Setiap pegawai yang memenuhi persyaratan diberikan kesempatan untuk mengikuti berbagai program pengembangan yang diselenggarakan oleh pihak internal maupun eksternal Perusahaan. Program pengembangan kompetensi tersebut mencakup pelatihan, kursus, dan seminar yang disesuaikan dengan kebutuhan masing-masing pegawai. Selama tahun 2025, program pengembangan kompetensi pegawai terdiri dari **30 program sertifikasi dan 58 program pelatihan (upskilling)** yang bertujuan untuk meningkatkan kompetensi teknis maupun nonteknis pegawai. Program sertifikasi dilaksanakan untuk memastikan pegawai memiliki standar kompetensi profesional yang diakui, sementara program pelatihan (upskilling) difokuskan pada peningkatan pengetahuan, keterampilan, serta kemampuan adaptasi terhadap perkembangan teknologi dan kebutuhan organisasi. Melalui program pengembangan tersebut, Perusahaan berkomitmen untuk terus meningkatkan kualitas sumber daya manusia agar mampu mendukung pencapaian kinerja dan tujuan strategis Perusahaan secara berkelanjutan. **[GRI 404-2]**

Employee Training Skill Development Activity Plan **[OJK F.22]**

The company has established the implementation of human rights principles as the primary foundation for fostering fair industrial relations. This approach aims to create operational synergy through the principles of mutual understanding, respect, trust, and mutual benefit. Effective management of human rights aspects is projected to enhance productivity and corporate performance, ultimately leading to improved worker well-being in line with stakeholder expectations. **[GRI 3-3]**

Every employee who meets the requirements is given the opportunity to participate in various development programs organized by both internal and external parties. These competency development programs include training, courses, and seminars tailored to the needs of each employee. In 2025, the employee competency development program consisted of **30 certification programs and 58 training (upskilling)** programs aimed at enhancing employees' technical and non-technical competencies. Certification programs are conducted to ensure employees possess recognized professional competency standards, while training (upskilling) programs focus on enhancing knowledge, skills, and the ability to adapt to technological advancements and organizational needs. Through these development programs, the Company is committed to continuously improving the quality of its human resources to support the achievement of the Company's performance and strategic objectives in a sustainable manner. **[GRI 404-2]**

Inisiatif Penerapan Tanggung Jawab Sosial Bidang HAM

Perseroan telah menerapkan pengelolaan sumber daya manusia dengan memperhatikan aspek HAM melalui aktivitas-aktivitas berikut:

1. **Penghormatan Hak Dasar Pekerja** (Penghapusan Diskriminasi, Standar Pengupahan, Kesehatan dan Keselamatan Kerja serta Pengembangan Kompetensi)
   Perseroan melaksanakan sejumlah praktik ketenagakerjaan yang menjadi bagian tanggung jawab kepada pekerja. Prinsip kesetaraan, suku, agama, ras, dan golongan diterapkan sebagai wujud kepatuhan terhadap Undang-Undang No. 13 Tahun 2003 tentang Ketenagakerjaan, keselamatan dan kesehatan kerja yang dalam program Divisi QHSE & Manajemen Risiko, dan pengembangan kompetensi pekerja diterapkan sebagai bagian dari kegiatan tanggung jawab Perseroan kepada pekerja. Penerapan prinsip-prinsip tersebut dalam kegiatan tanggung jawab Perseroan kepada pekerja merupakan wujud peran dan kontribusi Perseroan dalam tujuan pembangunan berkelanjutan PBB berupa pekerjaan yang layak dan pertumbuhan ekonomi, serta kesehatan dan kesejahteraan yang baik.

2. **Hak Kebebasan Berserikat**
   Perseroan memberikan kebebasan berserikat dan berkumpul bagi pekerja sebagaimana diatur dalam Kode Etik.

3. **Pencegahan Tenaga Kerja Anak dan Kerja Paksa**
   Komitmen Perseroan dalam memenuhi Undang-Undang No.13 tahun 2003 tentang Ketenagakerjaan mengenai perlindungan, pengupahan, dan kesejahteraan. Perseroan pun telah mengatur hari dan jam kerja sesuai dengan UU No 13 tahun 2003 pasal 77 sebagai upaya mencegah praktik kerja paksa. Jam kerja Kantor 8 jam sehari dan 5 hari dalam seminggu.

4. **Hak Penyaluran Aspirasi Politik**
   Perseroan menghargai dan mendukung hak pekerja untuk berpartisipasi dalam penyaluran politik, hak untuk memilih dan dipilih sesuai dengan UU No 39 Tahun 1999 tentang HAM. Segala konsekuensi yang timbul akibat aktifitas pekerja dalam politik ditanggung oleh yang bersangkutan. Oleh karena itu, setiap pekerja harus meminta izin kepada atasan dan memberitahukannya kepada Divisi HC & GA apabila aktif dalam partai politik baik sebagai anggota maupun pengurus. Pekerja tersebut juga harus selalu menjaga citra dan reputasi Perseroan ketika beraktifitas dalam politik. Namun, pekerja tersebut harus menghindari mengatasnamakan Perseroan dalam aktivitas dan kontribusi pada kegiatan politik, menggunakan dana, harta benda, pelayanan atau sumber daya Perseroan lainnya untuk aktifitas dan kontribusi politik, serta menggunakan atribut partai, melakukan kampanye dan aktivitas politik di lingkungan kerja.

Social Responsibilities Initiatives in the Area of Human Rights.

The Company has implemented human resource management by taking into account human rights aspects through the following activities:

1. **Respect for Basic Worker Rights** (Elimination of Discrimination, Wage Standards, Occupational Health and Safety and Competency Development).
   The Company implements various labor practices as part of its responsibility to workers. The principles of equality ethnicity, religion, race, and class are applied as a form of compliance with Law No.13 Year 2003 on Manpower, Occupational Safety and Health in the QHSE & Risk Management Division program, and the development of worker competencies are applied as part of the Company's responsibility activities to workers. The implementation of these principles in the Company's responsibility activities to workers is a form of the Company's role and contribution to the UN sustainable development goals of decent work and economic growth, as well as good health and welfare.

2. **Association Freedom Rights**
   The Company provides freedom of association and gathering for workers as stipulated in the Code of Conduct.

3. **Prevention of Child and Forced Labor**
   The Company is committed to fulfilling Law No.13 Year 2003 on Labor regarding protection, wages, and welfare. The company has also set working days and hours in accordance with Law No.13 Year 2003 Article 77 as an effort to prevent forced labor practices. The office hours are 8 hours a day, 5 days a week.

4. **Right to Voice Political Aspirations**
   The Company respects and supports the right of workers to participate in political activities, the right to vote and to be elected, in accordance with Law No.39 Year 1999 on Human Rights. All consequences arising from the worker's political activities are borne by the respective party. Therefore, every worker is required to ask permission from their supervisor and notify the HC & GA Division if they are active in a political party either as a member or administrator. Such workers are also required to maintain the Company's image and reputation when engaging in political activities. However, these workers must avoid acting on behalf of the Company in political activities and contributions, as well as using party attributes and conducting campaigns and activities in the work environment.

Pencapaian Yang Diperoleh

Selama tahun 2025, Perusahaan **tidak mendapatkan atau menerima pengaduan** terkait pelanggaran hak asasi manusia antara lain pengaduan tindakan diskriminasi, insiden pelanggaran maupun pengaduan terkait kebebasan berserikat di lingkungan Perseroan serta insiden kerja paksa yang dialami pekerja. Hal ini dipengaruhi oleh komitmen perusahaan dalam bidang hukum dan pemenuhan terhadap kepuasan pekerja dijalankan dengan baik oleh seluruh jajaran Perseroan.

Achievements Obtained

In 2025, the Company **did not receive any complaints** related to human rights violations, complaints related to freedom of association within the Company, and incidents of forced labor experienced by workers. This is affected by the Company's commitment in the legal field and the fulfillment of worker satisfaction carried out well by all levels of the Company.

Lingkungan Bekerja Yang Layak dan Aman (HSSE) [OJK F.21] [GRI 403-1] [GRI 403-5]

Penerapan QHSE menjadi bagian penting dalam pencapaian kinerja Perseroan. Untuk memastikan penerapan QHSE dalam Operasional Perseroan telah ditetapkan komitmen melalui Kebijakan Penerapan Sistem manajemen mutu, pengendalian lingkungan, keselamatan dan Kesehatan kerja dan pengamanan perusahaan dalam pembaruan terbaru pada tanggal 1 Oktober 2024 dengan sasaran untuk mencapai Kepuasan Pelanggan Tertinggi, Nihil Kecelakaan Kerja, Nihil Penyakit Akibat Kerja dan Nihil Pencemaran Lingkungan. Hal ini menjadi dasar bagi Perseroan dalam mengembangkan program-program untuk mencapai budaya Operasional kerja yang Sehat, Aman dan Selamat serta mendukung upaya pemerintah dalam pemenuhan peraturan dan perundang-undangan terkait aspek Kesehatan, Keselamatan Kerja dan Pengelolaan Lingkungan yang dikelola oleh Divisi QHSE. [GRI 3-3]

Pada tahun 2025 Perseroan menjalankan program strategis dalam menjalankan komitmen Penerapan Sistem manajemen mutu, pengendalian lingkungan, keselamatan dan Kesehatan kerja dan pengamanan perusahaan yang mencakup: [GRI 3-3]

1. **Program pengelolaan keselamatan Kontraktor**
   Salah satu operasional Perseroan yang memiliki risiko tinggi adalah kegiatan konstruksi dalam rangka pembangunan infrastruktur, renovasi dan perbaikan fasilitas Perseroan yang mana dalam pekerjaannya menggandeng vendor atau kontraktor terbaik yang diseleksi secara transparan sesuai kebijakan dan ketentuan Perseroan. Kinerja Keselamatan dan Kesehatan Kerja vendor atau kontraktor tentunya akan berdampak pada kinerja Perseroan sehingga perlu dilakukan pengaturan aspek kesehatan dan keselamatan kerja, pengendalian lingkungan dan pengamanan melalui penerapan Contractor Safety Management System (CSMS). Tahun 2024 Perseroan telah menerapkan 100% full cycle CSMS untuk seluruh pekerjaan yang di kontrakkan sesuai dengan Tata Kerja Organisasi terkait CSMS yang tertuang pada dokumen nomor 020/TKO/ HSSE/2021.

2. **Program Pelatihan dan Pengembangan Kompetensi QHSE**
   Perseroan menyadari peran kompetensi pekerja terkait HSSE akan memberikan dampak positif atas kinerja Perseroan. Dalam memastikan kompetensi pekerja, Perseroan me-nerapkan persyaratan seleksi pekerja sesuai dengan kompetensi yang dibutuhkan sebagai upaya awal dalam

Decent and Safe Working Environment (HSSE) [OJK F.21] [GRI 403-1] [GRI 403-5]

The implementation of HSSE is an important part in achieving the Company's performance. To ensure the implementation of HSSE in the Company's Operations, a commitment has been established through the Policy for Implementing the Quality Management System, Occupational Health and Safety, Environmental Control and Corporate Security in its latest update on October 1, 2024 with the aim of achieving Highest Customer Satisfaction, Zero Environmental Pollution. This is the basis for the Company in developing programs to achieve a culture of Healthy, Safe and Secure work operations and supporting government efforts in fulfilling laws and regulations related to aspects of Health, Safety and Environmental Management managed by the HSSE Division. [GRI 3-3]

In 2025 the Company implemented a strategic program in carrying out the commitment to the implementation of the Quality Management System, Occupational Health and Safety, Environmental Control, and Corporate Security which includes: [GRI 3-3]

1. **Contractor Safety Management Program**
   In its operations, the Company partners with the best vendors or contractors, selected transparently in accordance with the Company's policies and regulations. The Occupational Safety and Health performance of vendors or contractors will inevitably impact the Company's performance; therefore, it is necessary to regulate occupational safety and health, environmental control, and security through the implementation of the Contractor Safety Management System (CSMS). By 2024, the Company will have implemented a 100% full-cycle CSMS for all contracted work in accordance with the Organizational Work Procedures regarding CSMS as outlined in document number 020/TKO/HSSE/2021.

2. **HSSE Competency Training and Development Program**
   The Company recognizes that the HSSE competencies of its employees will have a positive impact on the Company's performance. To ensure employee competency, the Company implements employee selection criteria aligned with the required competencies as an initial step

memastikan pengelolaan risiko kerja. Dalam hal memastikan kompetensi dan menyetarakan pemahaman penerapan Kesehatan dan Keselamatan Kerja, Pengelolaan Lingkungan dan Pengamanan Perusahaan maka setiap pekerja bergabung dalam Operasional Perseroan harus mengikuti kegiatan Induksi QHSE yang tergabung dalam kegiatan induksi pekerja yang tertuang dalam Onboarding Manual Perseroan. Pada kelompok pekerja yang harus mendapatkan pengenalan dasar Keselamatan Kerja harus mengikuti program Training Basic Safety saat awal bergabung dengan Perseroan serta penyegaran berkala yang telah diprogramkan secara rutin. Dalam Operasional lapangan untuk peningkatan kompetensi dan pengetahuan pekerja terhadap aspek Kesehatan dan Keselamatan Kerja dilakukan program training dan sertifikasi kompetensi yang disesuaikan dengan kebutuhan Operasional dan ketentuan regulasi.Pada tahun 2025 secara Perseroan telah menyelenggarakan 12 (dua belas) skema sertifikasi komptensi QHSE personil yang meliputi sertifikasi keselamatan, pengelolaan lingkungan, dan keadaan darurat.

3. **Program Akuntabilitas QHSE**
   Perseroan menyadari bahwa tanggung jawab QHSE melekat kepada setiap pekerja sesuai dengan lingkup pekerjaan. Dalam memastikan tanggung jawab pengelolaan QHSE telah dialakukan perseroian telah menetapkan program Akuntabilitas QHSE yang mengatur tugas dan tanggung jawab setiap pekerja dalam pengelolaan QHSE dalam TKO Akuntabilitas QHSE yang tertuang pada dokumen Nomor 037/TKO/HSSE/2024. Untuk menunjang pelaksanaan program, Perseroan telah meluncurkan platform Akuntabiltias QHSE berbasi web yang dapat digunakan untuk pelaporan setiap pelaksanaan tugas dan tanggung jawab QHSE Pekerja. Program Ini terdiri dari : pengamatan keselamatan kerja, pelaporan bahaya, QHSE training, management walkthrough (MWT), dan inspeksi QHSE. Program ini terbutkti dalam menikatkan partisipasi dan kinreja QHSE pekerja di seluruh wilayah operasional perusahaan.

4. **Program pengelolaan risiko operasional HSE**
   Perseroan telah melakukan upaya-upaya dalam pengelolaan risiko HSE di seluruh kegiatan yang meliputi
   a. Melakukan identifikasi bahaya dan risiko serta menetapkan mitigasi risiko untuk seluruh kegiatan operasional perseroan. Identifikasi Bahay dan Risiko tertuang dalam dokumen *Hazard Identification*, *Risk Assessment Determining Control* (HIRADC)
   b. Melakukan evaluasi HSE secara berkala di seluruh kegiatan operasional untuk emmastikan mitigasi risiko telah diterapkan dengan maksimal. Evaluasi risiko dilakukan dengan kegiatan *Management Walkthrough*, inspeksi dan observasi HSE dan audit HSE.
   c. Melakukan investigasi secara menyeluruh terhadap kejadian di operasional perseroan. Hasil investigasi disusun dalam bentuk *lesson learn* sebagai acuan tindakan perbaikan.

in ensuring effective occupational risk management. To ensure competency and standardize understanding of the implementation of Occupational Health and Safety, Environmental Management, and Corporate Security, every employee joining the Company's operations must participate in the QHSE Induction program, which is integrated into the employee induction activities outlined in the Company's Onboarding Manual. Employees required to receive basic Occupational Safety training must participate in the Basic Safety Training program upon joining the Company, as well as periodic refresher courses scheduled on a routine basis. In field operations, to enhance employees' competencies and knowledge regarding Occupational Health and Safety, training programs and competency certification schemes are conducted, tailored to operational needs and regulatory requirements. By 2025, the Company had implemented 12 (twelve) QHSE personnel competency certification schemes, covering safety, environmental management, and emergency response.

3. **Program Akuntabilitas QHSE**
   The Company recognizes that QHSE responsibilities are inherent to every employee in accordance with the scope of their work. To ensure that QHSE management responsibilities are fulfilled, the Company has established a QHSE Accountability Program that outlines the duties and responsibilities of each employee in QHSE management, as set forth in the QHSE Accountability TKO documented in Document No. 037/TKO/HSSE/2024. To support the implementation of the program, the Company has launched a web-based QHSE Accountability platform that can be used to report on the fulfillment of each employee's QHSE duties and responsibilities. This program consists of: workplace safety observations, hazard reporting, QHSE training, management walkthroughs (MWT), and QHSE inspections. This program has proven effective in increasing employee participation and QHSE performance across the Company's entire operational area.

4. **Program pengelolaan risiko operasional HSE**
   The Company has implemented measures for HSE risk management across all its operations, including:
   a. Conducting hazard and risk identification and establishing risk mitigation measures for all of the company's operational activities. Hazard and risk identification is documented in the Hazard Identification, Risk Assessment, and Control Determination (HIRADC)
   b. Conducting periodic HSE evaluations across all operational activities to ensure that risk mitigation measures have been fully implemented. Risk evaluations are conducted through Management Walkthroughs, HSE inspections and observations, and HSE audits.
   c. Conducting thorough investigations into incidents occurring in the company's operations. Investigation results are compiled in the form of lessons learned to serve as a reference for corrective actions.

5. **Program Pengelolaan Lingkungan**
   Pengelolaan lingkungan yang dijalankan terdiri atas pemenuhan kepatuhan peraturan perundangan, pencegahan pencemaran dan perlindungan lingkungan hidup. Rangkaian kegiatan yang dijalankan tahun 2025 mencakup:
   a. Pemenuhan peraturan perundangan tahun 2025 mencakup kegiatan pemenuhan persyaratan pengelolaan lingkungan, pengukuran dan pelaporan kinerja lingkungan kepada pemerintah.
   b. Pencegahan pencemaran Kegiatan pencegahan pencemaran lingkungan dilakukan melalui kegiatan promosi, pendataan, pengukuran, dan *monitoring* pencemaran di seluruh unit operasi Perseroan.
   c. Perlindungan Lingkungan Hidup Kegiatan perlindungan lingkungan menjadi upaya Perseroan dalam meningkatkan kepedulian terhadap lingkungan. Beberapa rangkaian kegiatan yang dilakukan adalah pelaksanaan reduce, recycle dan reuse atas limbah atau sampah yang oleh unit operasi yang berbasi pada model sirkular ekonomi. Kegiatan ini telah berhasil mengelola sampah hingga 52% pada 4 unit Operasional pilot project ini.

   Dalam mengukur kinerja pengelolaan lingkungan, pada tahun 2025 Perseroan mengikutsertakan sembilan (9) unit Operasional Perseroan dalam kegiatan PERCA (Pertamina Environment Regulation Compliance Assurance) dan 2 unit Operasional Perseriona dalam kegiatan Program Penilaian Peringkat Kinerja Perusahaan (PROPER).

6. **Program Well-being**
   Persero berkomitmen dalam kesehatan karyawan yang ditunjukan dalam program welbeing, yang terdiri dari Patra FIT yang focus terhadap pengelolaan Kesehatan fisik dan Patra RAMAH yang focus terhadap pengelolaan Kesehatan mental. Program Patra Fit dilaksanakan untuk mencegah timbulnya penyakit akibat kerja serta menunjang Kesehatan fisik pekerja. Program Patra Fit diawali dengan Analisa Kesehatan karyawan melalui MCU, lalu penyediana dokter perusahaan untuk memberikan konseling Kesehatan, dan program aktivitas fisik. Patra Ramah dilaksanakan untuk mencegah kelelahan mental pekerja yang dapat berdampak terhadap Kesehatan fisik dan kinerja. Pada program patra ramah, Perseroan menyediakan program asesmen sukarela serta fasilitas konseling oleh psikolog yang dapat dimanfaatkan oleh seluruh pekerja.

7. **Program Audit & Assessment QHSE**
   Kegiatan audit dilaksanakan secara internal dan eksternal. Kegiatan Internal Audit Sistem Manajemen Terintegrasi dilakukan untuk memastikan kesesuaian penerapan sistem manajemen yang telah ditetapkan yang mengacu pada ISO 9001:2015 terkait Sistem Manajemen Mutu, ISO 45001:2018 & SMK3 PP 50 Tahun 2012 terkait Sistem Manajemen Kesehatan dan Keselamatan Kerja, ISO 14001:2015 terkait Sistem Manajemen Lingkungan, ISO 37001: 2016 terkait Sistem Manajemen Anti Penyuapan, ISO 27001:2022 terkait

5. **Environmental Management Program**
   Environmental management consists of ensuring compliance with laws and regulations, preventing pollution, and protecting the environment. The series of activities to be carried out in 2025 includes:
   a. The fulfillment of laws and regulations includes activities to meet environmental management requirements and measure and report environmental performance to the government
   b. Pollution Prevention The environmental pollution prevention activities are carried out through promotion, data collection, measurement, and monitoring of pollution in all the Company's operating units.
   c. Environmental Protection The environmental protection activities are the Company's efforts to increase concern for the environment. Some of the activities carried out include the implementation of reduce, recycle, and reuse practices for waste by operational units based on the circular economy model. These activities have successfully managed to reduce waste by up to 52% across the four operational units involved in this pilot project.

   In measuring environmental management performance, in 2025 the Company included nine (9) of its operational units in the PERCA (Pertamina Environment Regulation Compliance Assurance) program and two operational units in the Corporate Performance Rating Program (PROPER).

6. **Well-being Program**
   Persero is committed to employee health, as demonstrated through its wellness programs, which consist of Patra FIT—focused on physical health management—and Patra RAMAH—focused on mental health management. The Patra FIT program is implemented to prevent work-related illnesses and support employees' physical health. The Patra FIT program begins with an employee health assessment via a medical check-up (MCU), followed by the provision of a company doctor to offer health counseling, and a physical activity program. Patra RAMAH is implemented to prevent mental fatigue among workers, which can impact both physical health and performance. Under the Patra RAMAH program, the Company offers voluntary assessment programs and counseling services provided by psychologists, which are available to all employees.

7. **QHSE Audit & Assessment Program**
   Audits are conducted both internally and externally. Internal audits of the Integrated Management System are performed to ensure compliance with the established management systems, which are based on ISO 9001:2015 for Quality Management Systems, ISO 45001:2018 and SMK3 PP 50 of 2012 for Occupational Health and Safety Management Systems, ISO 14001:2015 regarding Environmental Management Systems, ISO 37001:2016 regarding Anti-Bribery Management Systems, ISO 27001:2022 regarding

Sistem Manajemen Keamanan Informasi, dan ISO 41001: 2018 terkait Sistem Manajemen Fasilitas.

Kegiatan Audit Eksternal yang dilakukan

a. Surveillance Audit Sistem Manajemen Terintegrasi yang meliputi ISO 9001:2015, ISO 45001:2018, ISO 14001:2015, ISO 37001: 2016, ISO 27001:2022, ISO 41001: 2018 dan SMK3 PP 50 Tahun 2012 dari lembaga audit independen
b. Asesmen keselamatan dan proteksi kebakaran gedung dari lembaga independen
c. Pertamina (Persero) atas penerapan *Sustainability Pertamina Expectation for HSSE Management Excellence* (SUPREME)
d. Pertamina (Persero) atas penerapan atas penerapan *Fire Emergency Response Readiness Assessment Tools* (FERRAT)
e. Pertamina (Persero) atas penerapan atas penerapan *Medical Emergency Response Readiness Assessment Tools* (MERRAT)
f. Pertamina (Persero) atas penerapan atas penerapan Sistem Manajemen Pengamanan (SMP)

8. Program Peningkatan Berkelanjutan (Continuous Improvement Program)

Merupakan kegiatan pengembangan dan perbaikan program melalui hasil evaluasi kinerja yang telah dilakukan sehingga mampu menghasilkan gagasan, solusi, dan nilai baru bagi Perusahaan dengan tujuan mampu meningkatkan keuntungan perusahaan, penghematan dan penurunan cost serta peningkatan kualitas mutu bagi Perusahaan. Pelaksanaan Forum Sharing CIP Patra Jasa Grup 2025 diikuti oleh 23 Gugus terpilih dengan predikat 6 (enam) GOLD, 4 (empat) SILVER, 13 (tiga belas) BRONZE. Dalam pelaksanaan Annual Pertamina Quality Award 2025, Patra Jasa mengirimkan 5 (lima) Gugus CIP dan mendapatkan predikat SILVER dan memenangkan kategori 1st Place The Best Business Performance Excellence For Portfolio Subsidiary- Winning & kategori Best Emerging Sustainability Initiative

9. Program Promosi

Promosi dilakukan dengan pendekatan melalui kegiatan, media promosi dan sosialisasi. Kegiatan Bulan K3 Nasional digunakan sebagai promosi aktif kepada pekerja. Media promosi baik cetak maupun elektronik disiapkan untuk memberikan informasi-informasi keselamatan dan kesehatan kerja serta pengendalian lingkungan kepada Pekerja. Salah satu program promosi melalui media cetak atau elektronik adalah QHSE Tips dan QHSE Corner. Selain itu juga dilakukan kegiatan promosi melalui kegiatan sosialisasi dalam program BisiQHSE dengan menghadirkan narasumber yang kompeten baik secara internal maupun eksternal

10. Program Pengelolaan keadaan darurat

Perseroan telah menetapkan Sistem Tata kerja pengelolaan keadaan darurat dalam dokumen TKO Kesiapsiagaan dan Tanggap darurat nomor 004/TKO/HSSE/2023. Dalam

Information Security Management Systems, and ISO 41001:2018 regarding Facility Management Systems.

External Audit Activities Conducted

a. External Audit Activities Conducted Surveillance Audit of the Integrated Management System covering ISO 9001:2015, ISO 45001:2018, ISO 14001:2015, ISO 37001:2016, ISO 27001:2022, ISO 41001:2018, and SMK3 PP 50 of 2012 by an independent audit firm
b. Building safety and fire protection assessment by an independent firm
c. Pertamina (Persero) regarding the implementation of the Sustainability Pertamina Expectation for HSSE Management Excellence (SUPREME)
d. Pertamina (Persero) regarding the implementation of the Fire Emergency Response Readiness Assessment Tools (FERRAT)
e. Pertamina (Persero) for the implementation of the Medical Emergency Response Readiness Assessment Tools (MERRAT)
f. Pertamina (Persero) for the implementation of the Security Management System (SMP)

8. Program Peningkatan Berkelanjutan (Continuous Improvement Program)

This initiative involves the development and improvement of programs based on the results of performance evaluations, with the aim of generating new ideas, solutions, and value for the Company. The ultimate goals are to increase corporate profits, achieve cost savings and reductions, and enhance the Company's quality standards. The 2025 Patra Jasa Group CIP Sharing Forum was attended by 23 selected teams, with 6 (six) receiving GOLD, 4 (four) SILVER, and 13 (thirteen) BRONZE awards. In the 2025 Annual Pertamina Quality Award, Patra Jasa submitted 5 (five) CIP Teams and received a SILVER rating, winning the 1st Place category for The Best Business Performance Excellence for Portfolio Subsidiaries and the Best Emerging Sustainability Initiative category.

9. Promotion Program

Promotions are carried out through activities, promotional materials, and outreach efforts. National Occupational Safety and Health Month activities are used as active promotion for employees. Both print and electronic promotional media are prepared to provide employees with information on occupational safety and health as well as environmental control. One of the promotional programs through print or electronic media is QHSE Tips and QHSE Corner. Additionally, promotional activities are conducted through outreach events in the BisiQHSE program by inviting competent speakers, both internal and external.

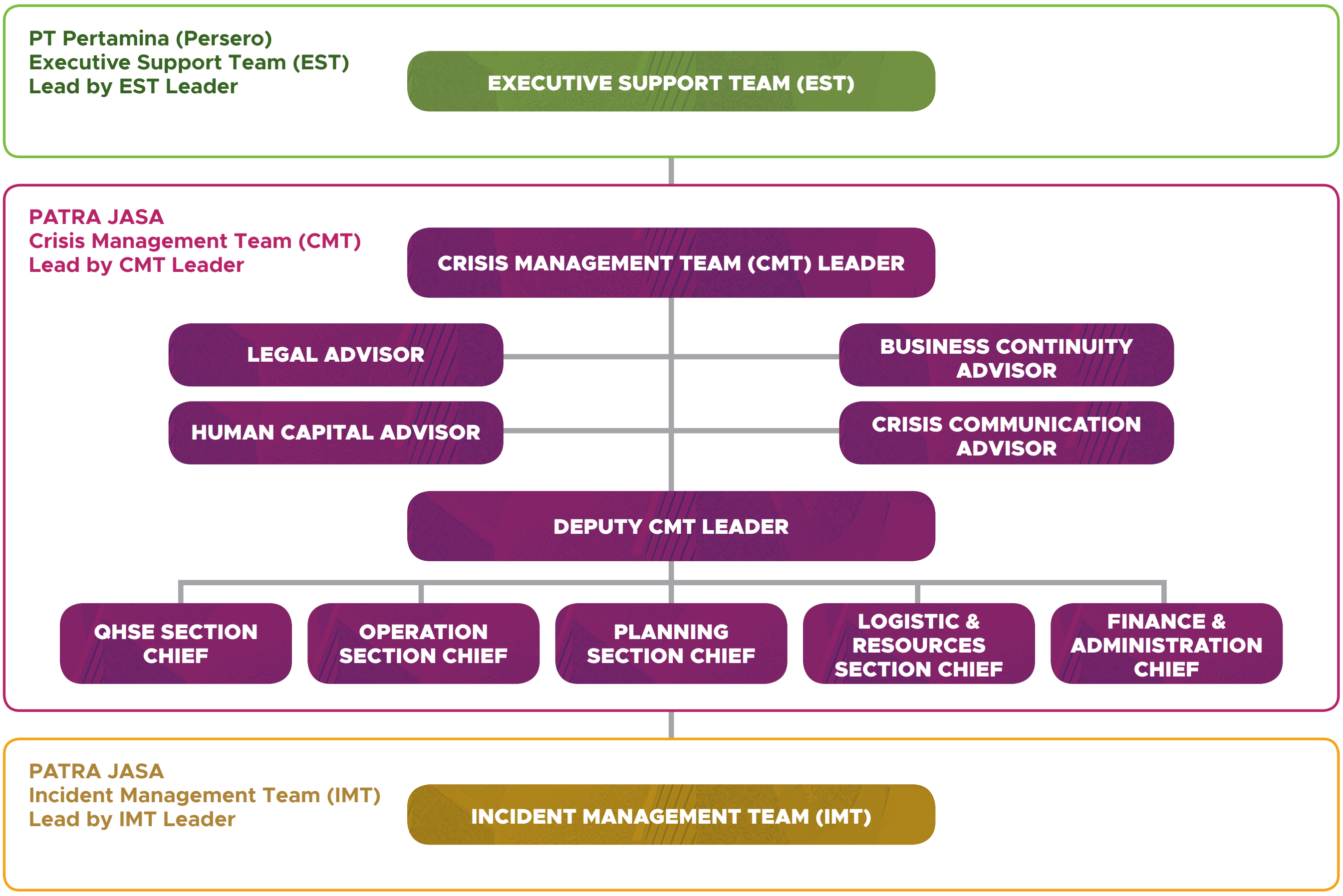
10. Emergency Management Program.

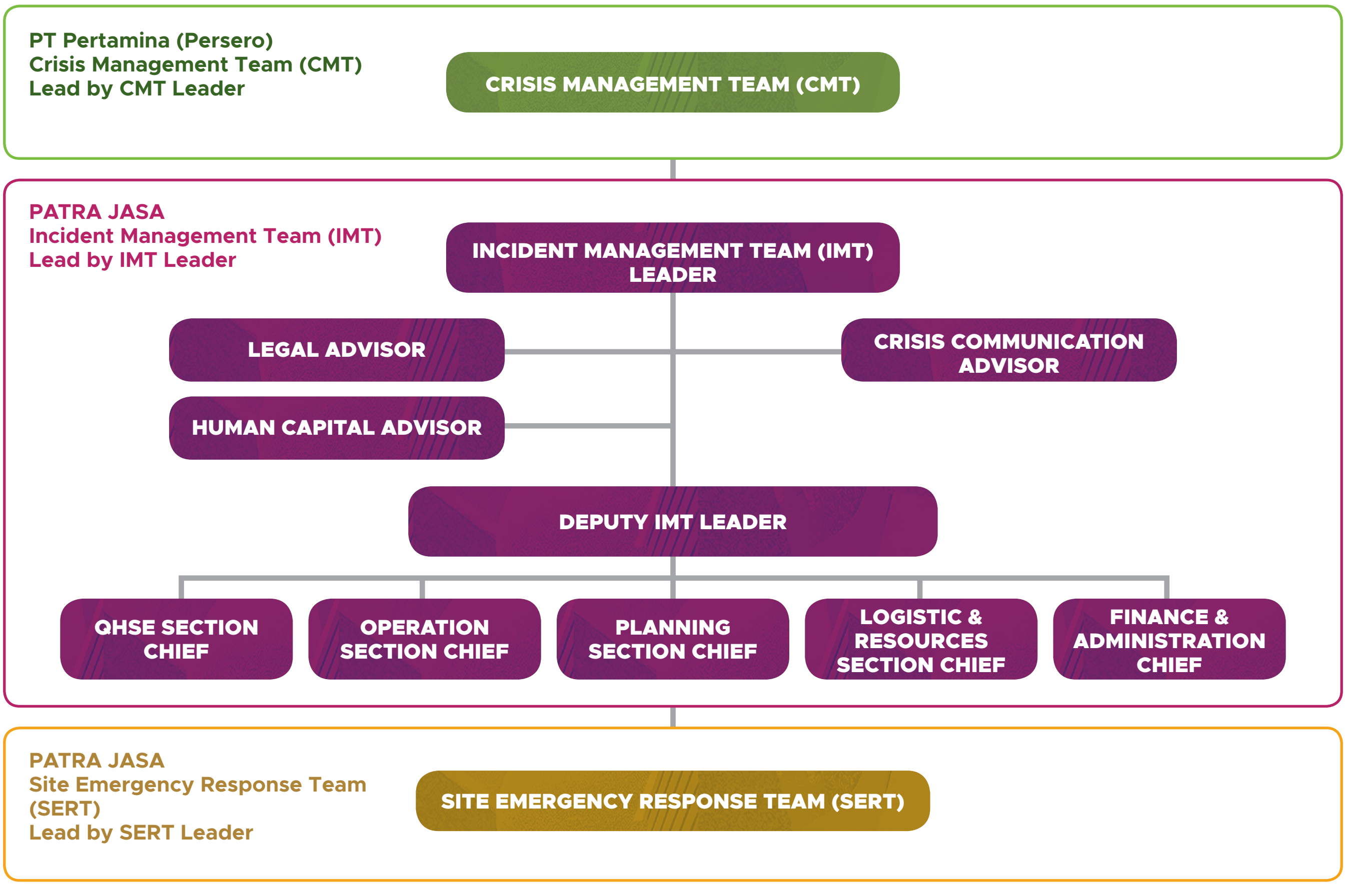
The Company has established an Emergency Management System in the Emergency Preparedness and Response TKO document No. 004/TKO/HSSE/2023. In managing pengelolaan Keadaan darurat unit operasi telah memiliki organisasi keadaan darurat, sarana dan prasaran dan kompetensi personil yang memadai. Dalam memastikan keadandalan sistem pengelolaan keadaan darurat, operasi telah melakukan inspeksi terhdap sarana dan preasanara secara konsisten serta melaksanakan latihan simulasi keadaan darurat secara rutin yang melibatkan seluruh pekerja dan penghuni di unit operasional perseroan.

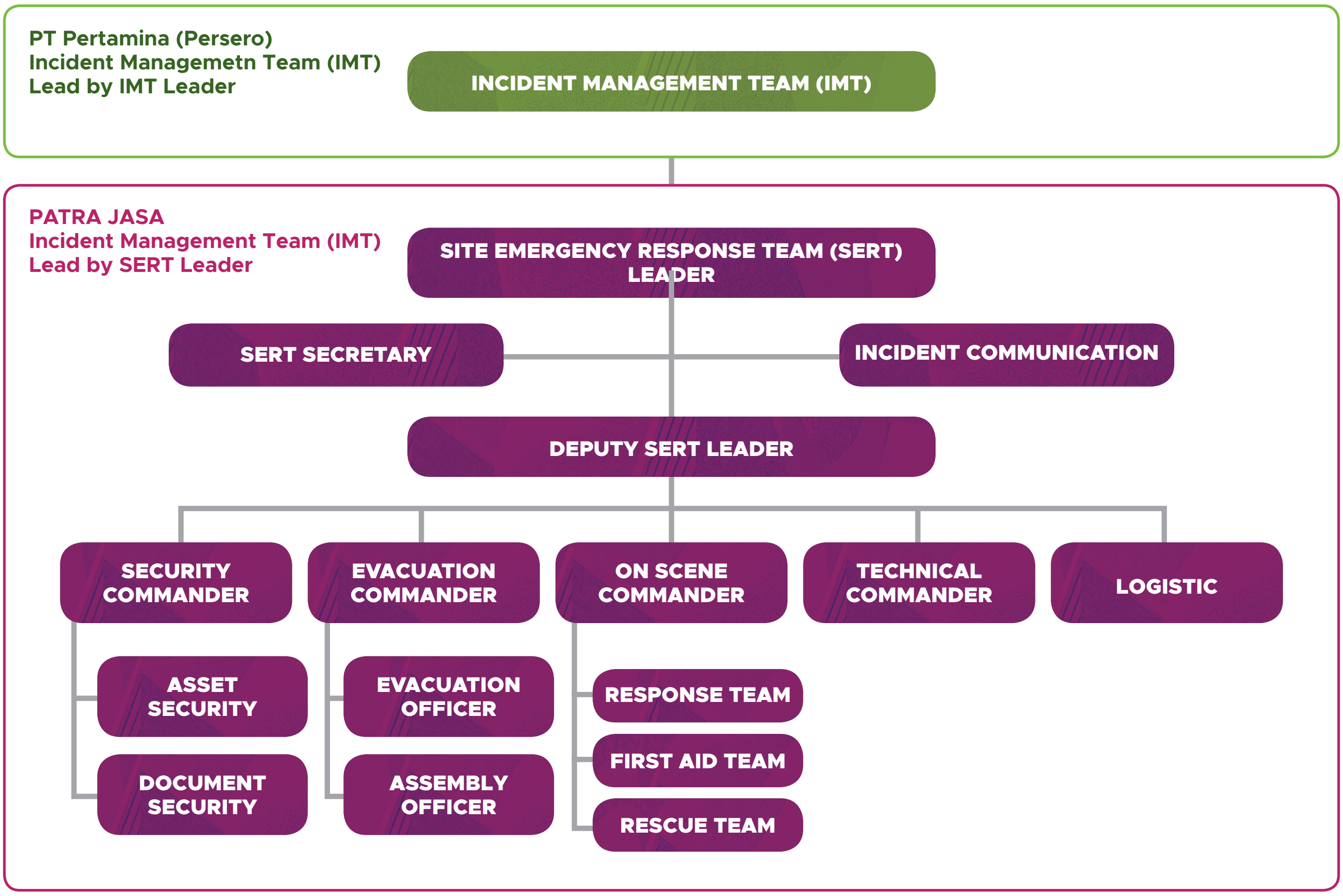
Organisasi keadaan darurat perseroan disusun secara bertingkat sesuai dengan skala kejadian.

emergencies, the operating unit has an emergency organization, adequate facilities and infrastructure, and competent personnel. To ensure the reliability of the emergency management system, the operations unit has consistently inspected facilities and infrastructure and routinely conducted emergency simulation drills involving all employees and occupants at the Company's operational units.

The company's emergency response organization is structured in tiers according to the scale of the incident.




PT Pertamina (Persero)
Crisis Management Team (CMT)
Lead by CMT Leader
CRISIS MANAGEMENT TEAM (CMT)
PATRA JASA
Incident Management Team (IMT)
Lead by IMT Leader
INCIDENT MANAGEMENT TEAM (IMT) LEADER
LEGAL ADVISOR
CRISIS COMMUNICATION ADVISOR
HUMAN CAPITAL ADVISOR
DEPUTY IMT LEADER
QHSE SECTION CHIEF
OPERATION SECTION CHIEF
PLANNING SECTION CHIEF
LOGISTIC & RESOURCES SECTION CHIEF
FINANCE & ADMINISTRATION CHIEF
PATRA JASA
Site Emergency Response Team (SERT)
Lead by SERT Leader
SITE EMERGENCY RESPONSE TEAM (SERT)


PT Pertamina (Persero)
Incident Managemetn Team (IMT)
Lead by IMT Leader
INCIDENT MANAGEMENT TEAM (IMT)
PATRA JASA
Incident Management Team (IMT)
Lead by SERT Leader
SITE EMERGENCY RESPONSE TEAM (SERT) LEADER
SERT SECRETARY
INCIDENT COMMUNICATION
DEPUTY SERT LEADER
SECURITY COMMANDER
EVACUATION COMMANDER
ON SCENE COMMANDER
TECHNICAL COMMANDER
LOGISTIC
ASSET SECURITY
DOCUMENT SECURITY
EVACUATION OFFICER
ASSEMBLY OFFICER
RESPONSE TEAM
FIRST AID TEAM
RESCUE TEAM

Kinerja HSSE 2025

Tahun 2025 Perseroan berhasil mendapatkan penghargaan atas kinerja QHSE dari OSH Asia's Summit 2025 untuk 3 kategori perseroan Excellence Company for Safety Management Fast Learning, The Most Safety Culture, dan The Best OSH in Construction Category. Penghargaan juga diberikan kepada Direktur Utama Patra Jasa, Ray SM Daulay, yang dinobatkan sebagai The Best CEO on OSH Culture.Perseroan juga mendapatkan predikat Platinum dalam penilaian Program pencegahan dan penangulangan HIV aid di tempat kerja (P2 HIV & AIDS) tahun 2025.

Selain itu perusahaan berhasil mempertahankan sertifikasi sistem manajemen ISO 41001:2018 terkait sistem manajemen fasilitas dari lembaga audit independen, dan mempertahankan sertifikasi sistem manajemen terintegrasi yang terdiri dari ISO 45001:2018 terkait Sistem Manajemen Kesehatan dan Keselamatan Kerja, ISO 14001:2015 terkait sistem manajemen lingkungan, ISO 37001:2016 terkait Sistem Manajemen Anti penyuapan, ISO 27001:2022 terkait sistem manajemen keamana informasi, dari lembaga audit independent. **[GRI 403-1]**

HSSE Performance 2025

In 2025, the Company received awards for its QHSE performance at the OSH Asia Summit 2025 in three categories: Excellence Company for Safety Management and Fast Learning, The Most Safety Culture, and The Best OSH in the Construction Category. An award was also presented to Patra Jasa's President Director, Ray SM Daulay, who was named "The Best CEO for OSH Culture." The Company also received a Platinum rating in the 2025 assessment of the Workplace HIV and AIDS Prevention and Control Program (P2 HIV & AIDS).

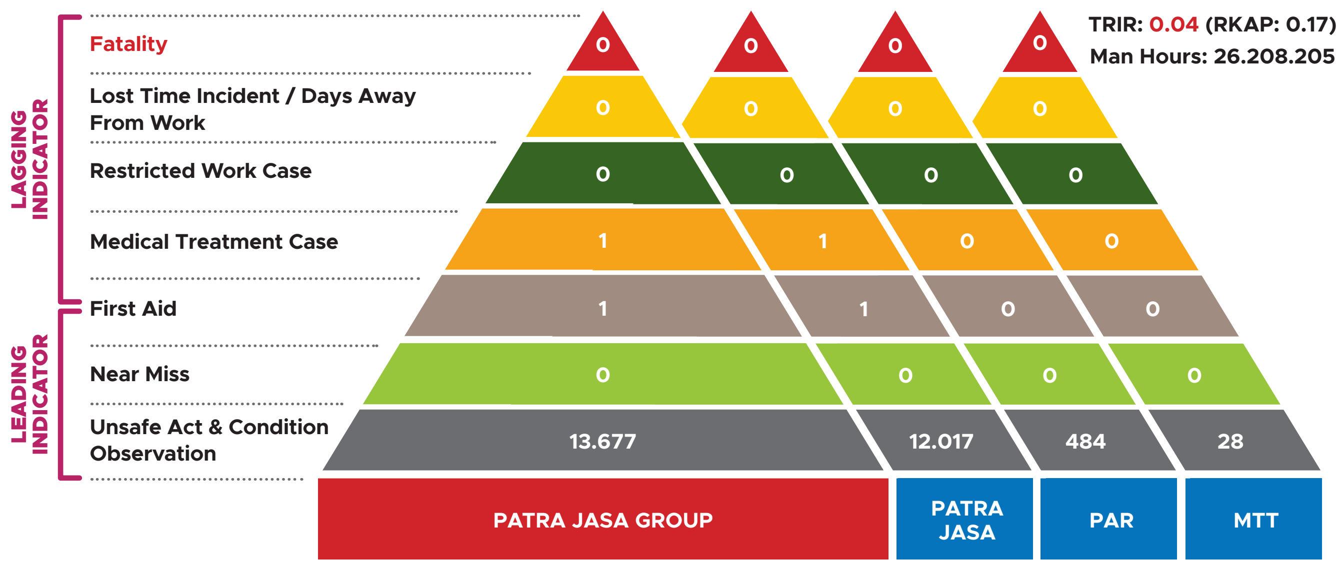
In addition, the company successfully maintained its ISO 41001:2018 certification for facility management systems from an independent audit firm, and retained its integrated management system certification, which includes ISO 45001:2018 for Occupational Health and Safety Management Systems, ISO 14001:2015 for environmental management systems, ISO 37001:2016 for Anti-Bribery Management Systems, and ISO 27001:2022 for information security management systems, from an independent audit firm. **[GRI 403-1]**

Piramida Personal Insiden PT Patra Jasa & Anak Perusahaan

Perseroan mencatatkan *zero* LTI (*Lost Time Injury*) sepanjang tahun 2025. Perusahaan mencatatkan 26.208.205 jam kerja aman. Dengan capaian tersebut, maka secara konsolidasi Perseroan mencatatkan kinerja *Total Recordable Incident* (TRIR) di akhir tahun 2025 sebesar 0,04 – jauh di bawah limit sebagaimana tercantum dalam kesepakatan kinerja yaitu 0,17.

Incident Pyramid for PT Patra Jasa and Its Subsidiaries

The Company recorded zero LTI (Lost Time Injury) incidents throughout 2025. The Company recorded 26,208,205 safe working hours. With this achievement, the Company recorded a consolidated Total Recordable Incident Rate (TRIR) of 0.04 at the end of 2025 well below the limit of 0.17 specified in the performance agreement.



Penggunaan Tenaga Kerja Lokal

Perusahaan senantiasa melakukan proses rekrutmen yang mengedepankan asas-asas keterbukaan, kewajaran dan kompetensi yang dimiliki oleh kandidat dengan memperhatikan ketersediaan tenaga kerja lokal/nasional. Pada 2025 lebih dari **85%** pekerja berasal dari masyarakat setempat di sekitar lokasi tempat usaha Perseroan dijalankan.

Local Labor Utilization

The Company always conducts a recruitment process that prioritizes the principles of transparency, fairness and competence of the candidates by taking into account the availability of local/national labor. BY 2025, more than 85% employees came from the local community, around the location where the Company operates.

Tingkat Kecelakaan Kerja

Perusahaan telah melaksanakan program kesiagaan dan penanggulangan keadaan darurat untuk mencegah terjadinya kecelakaan kerja. Implementasi program ini telah berhasil menurunkan tingkat kecelakaan kerja di Perseroan. Pada tahun 2025 tingkat keselamatan sebesar 100%.

Occupational Accident Rate

The Company has implemented an emergency preparedness response program to prevent workplace accidents. The implementation of this program has succeeded in reducing the level of work accidents in the Company. In 2025, the safety level was 100%.

Aspek Masyarakat

Community Aspect

Dampak Operasi Terhadap Masyarakat Sekitar [OJK F.23]

Perusahaan mengintegrasikan pemberdayaan masyarakat ke dalam strategi pertumbuhan bisnis guna menciptakan manfaat berkelanjutan bagi seluruh pemangku kepentingan. Melalui program Tanggung Jawab Sosial dan Lingkungan (TJSL), Perseroan menyelaraskan rencana pengembangan usaha dengan kondisi lingkungan di sekitar wilayah operasional. [GRI 3-3]

Sepanjang tahun 2025, Perseroan mengidentifikasi beberapa dampak operasional yang timbul dari aktivitas perusahaan, antara lain potensi perubahan persepsi publik, penurunan kualitas udara, serta peningkatan intensitas kebisingan yang berkaitan dengan aktivitas pembangunan atau renovasi infrastruktur. Guna menekan dampak tersebut, khususnya pada unit Grha Pertamina, Perusahaan menjalankan langkah-langkah mitigasi sebagai berikut:

1. Stimulasi Ekonomi Masyarakat Lokal Sekitar Grha Pertamina: Kehadiran gedung perkantoran Grha Pertamina meningkatkan aktivitas ekonomi lokal dengan meningkatkan permintaan akan barang dan jasa, seperti restoran, kafe, toko, penyewaan tempat tinggal, layanan transportasi dan lainnya.
2. Peningkatan Nilai Properti: Lokasi yang dekat dengan gedung perkantoran biasanya memiliki nilai properti yang lebih tinggi, yang dapat menguntungkan pemilik properti di sekitarnya.
3. Program Sosial dan Pengembangan Komunitas: Sebagian besar perusahaan Pertamina Group yang berkantor di Grha Pertamina memiliki program-program sosial dan pengembangan komunitas yang ditujukan untuk mendukung masyarakat sekitar, seperti program pendidikan, kesehatan, dan lingkungan.

The Impact of Operations on the Surrounding Community [OJK F.23]

The company integrates community empowerment into its business growth strategy to create sustainable benefits for all stakeholders. Through its Social and Environmental Responsibility (SER) program, the company aligns its business development plans with the environmental conditions in the areas surrounding its operations. [GRI 3-3]

Throughout 2025, the Company identified several operational impacts arising from its activities, including potential shifts in public perception, a decline in air quality, and increased noise levels associated with infrastructure construction or renovation activities. To mitigate these impacts, particularly at the Grha Pertamina facility, the Company implemented the following mitigation measures:

1. Economic Stimulation for Local Communities Surrounding Grha Pertamina: The presence of Graha Pertamina office building boosts local economic activities through increased demand for goods and services, such as restaurants, cafes, shops, residential rentals, transportation services and others.
2. Increased Property Value : Locations close to office buildings usually have higher property values which can benefit surrounding property owners.
3. Program Sosial dan Pengembangan Komunitas: Most Pertamina Group companies with offices in Graha Pertamina have social and community development programs aimed at supporting the surrounding community, such as education, health, and environmental programs.

Mekanisme dan Pengaduan Masyarakat

[OJK F.16] [OJK F.24] [GRI 2-26]

Dalam upaya membina hubungan baik dengan penyewa/warga, dan instansi yang berwenang di sekitar lokasi kegiatan, membatasi kegiatan pembangunan/renov tidak dilakukan pada malam hari, kendaraan pengangkut material dilengkapi dengan terpal penutup yang baik.

Untuk saluran pengaduan di bidang pengembangan sosial dan kemasyarakatan dapat disampaikan melalui media pengaduan yaitu: website resmi perusahaan, email: customer.care@patra-jasa.com, dan telepon: 021-5217-232.

Mechanism and Public Complaints

[OJK F.16] [OJK F.24] [GRI 2-26]

To maintain good relations with tenants, residents and authorized agencies around the activity location, restrictions are applied to construction and renovation activities, including prohibiting work at night and ensuring that material transportation vehicles are covered with tarpaulins.

For complaints in the field of social and community development can be submitted through the complaint media: official company website, email: customer.care@patra-jasa.com, and telephone: 021-5217-232

Kegiatan Tanggung Jawab Sosial Lingkungan (TJSL) [OJK F.25]

Perseroan melaksanakan beberapa program tanggung jawab sosial terhadap pengembangan sosial dan kemasyarakatan diantaranya:

Environmental Social Responsibility (CSR)

[OJK F.25]

The Company implements several social responsibility programs towards social and community development including:

No	Program CSR 2025 CSR Program 2025	Jumlah Realisasi Dana (Rp) Amount of Funds Disbursed (Rp)
1	Program Makan Bergizi Gratis di SDN Katulampa 02 Bogor / Free Nutritious Meal Program at SDN Katulampa 02 in Bogor	Rp 21.000.000
2	Patra Mengajar Dalam Rangka HUT Patra Jasa ke 50 Tahun / Patra Holds a Teaching Event to Celebrate Patra Jasa's 50th Anniversary	Rp 64.222.532
3	Pelatihan dan pembinaan tour guide (sertifikasi) untuk Masyarakat di Sekitar The Patra Bali Resort & Villas / Training and mentoring for tour guides (certification) for the local community around The Patra Bali Resort & Villas	Rp 100.000.000
4	Pelatihan & Sertifikasi Layak Pangan dan Standar Higienis pada produk Makanan dan Minuman di Wilayah Unit Patra Cirebon Hotel & Convention / Training & Certification in Food Safety and Hygiene Standards for Food and Beverage Products in the Patra Cirebon Hotel & Convention Area	Rp 150.000.000
5	Pelatihan & Sertifikasi Layak Pangan dan Standar Higienis pada produk Makanan dan Minuman di Wilayah Unit Patra Bandung Hotel / Training & Certification in Food Safety and Hygiene Standards for Food and Beverage Products at the Patra Bandung Hotel	Rp 150.000.000
6	Workshop Bluefood sebagai Solusi Ketahanan Pangan Hadapi Masa Paceklik Berkolaborasi dengan Pertamina International Shipping di Desa Kenalan, Bali / Bluefood Workshop as a Solution for Food Security During Times of Scarcity, in Collaboration with Pertamina International Shipping in Kenalan Village, Bali	Rp 5.000.000

Biaya

Pada tahun 2025, Patra Jasa telah mengeluarkan anggaran untuk program TJSL terkait pilar ekonomi sebesar **Rp 490.222.532** juta.

Costs

In 2025, Patra Jasa allocated a budget of **Rp 490,222,532** million for CSR programs related to the economic pillar.

Tanggung Jawab Pengembangan Produk/Jas Berkelanjutan

a. **Inovasi dan Pengembangan Produk/Jasa Keuangan Berkelanjutan [OJK F.26]**

   Perseroan berkomitmen penuh pada inovasi dan peningkatan kualitas layanan di sektor properti guna menghadirkan standar keamanan dan kenyaman tinggi bagi konsumen terutama saat menggunakan dan berkunjung pada properti milik perusahaan.

Responsibility for Sustainable Product/Service Development

a. **Innovation and Development of Sustainable Finance Products/Services [OJK F.26]**

   The Company is fully committed to innovation and improving service quality in the real estate sector to provide high standards of safety and comfort for customers, especially when using or visiting the Company's properties.

Dalam merealisasikan visi tersebut, fungsi Pengembangan Bisnis dan Strategi Korporasi telah menyampaikan usulan rencana pengembangan aset Perusahaan yang tertuang dalam Rencana Jangka Panjang Perusahaan (RJPP) 2024–2025 Suplemen 2034, hasil kolaborasi intensif dengan konsultan global BCG yang bertujuan untuk mengoptimalkan nilai aset perusahaan dan grup secara berkelanjutan, serta RJPP dijadikan panduan utama dalam memastikan seluruh aset perusahaan dan grup dikelola secara inovatif untuk menjawab tantangan pasar di masa depan.

b. **Produk/Jasa yang Sudah Dievaluasi Keamanannya bagi Pelanggan**

Perseroan melakukan evaluasi secara berkala sebagai langkah utama menciptakan keselamatan dan kenyamanan pengguna property sekaligus meningkatkan citra Perseroan. Di bidang pelayanan informasi, Perseroan meningkatkan berbagai macam layanan dalam mempermudah akses informasi kepada pengguna jasa Perseroan melalui saluran dan media komunikasi, berikut disajikan jumlah pertanyaan dan keluhan dari pelanggan.

Informasi Pelayanan

Perseroan memberikan kemudahan bagi pelanggan untuk mengakses informasi baik mengenai layanan maupun hal lainnya yang dibutuhkan melalui *website* Perseroan dan media lainnya. Selain itu, Perseroan juga melaksanakan survey kepuasan pelanggan hotel secara rutin melalui Kuesioner *Guest Comment* sebagai sarana sosialiasi layanan maupun media untuk berinteraksi secara langsung sehingga Perseroan dapat menggali keinginan dan harapan pelanggan untuk proses peningkatan dan perbaikan kualitas layanan.

Perseroan menyediakan sarana yang dapat digunakan oleh pelanggan untuk menyampaikan pengaduan atas layanan yang diberikan. Hal ini juga menjadi salah satu upaya Perseroan untuk mendapatkan informasi yang dapat ditindaklanjuti untuk meningkatkan kualitas layanan. Pengaduan pelanggan dapat disampaikan melalui sosial media Patra Jasa (Instagram @patra.jasa & Facebook@pajas.pt). Setiap pengaduan pelanggan melalui akun media sosial resmi akan diterima oleh Corporate Secretary dan akan ditindaklanjuti oleh fungsi terkait.

Pengalaman dan Kepuasan Pelanggan

Perseroan menyusun rencana program tanggung jawab Perseroan terhadap pelanggan untuk membangun reputasi dan citra Perseroan serta meningkatkan loyalitas pelanggan. Beberapa kegiatan yang direncanakan antara lain adalah dengan pemenuhan rekomendasi hasil survey pelanggan tahun 2025, yaitu perseroan perlu melakukan upaya untuk meningkatkan kepuasan pelanggan dengan cara merespons atribut-atribut layanan yang memiliki tingkat kepuasan di bawah rata-rata dan tingkat kepentingan yang tinggi di mata pelanggan, diantaranya terkait kondisi fasilitas hotel dan *food & beverages*. Untuk unit *property investment*, yang menjadi perhatian utama

In realizing this vision, the Business Development and Corporate Strategy function has submitted a proposal for the Company's asset development plan, as outlined in the 2024–2025 Long-Term Corporate Plan (RJPP) with the 2034 Supplement, the result of intensive collaboration with global consulting firm BCG aimed at sustainably optimizing the value of the Company's and the Group's assets, with the RJPP serving as the primary guide to ensure that all Company and Group assets are managed innovatively to address future market challenges.

b. **Products/Services Which Have Been Evaluated for Customer Safety**

The Company conducts regular evaluations as the main step to create safety and comfort for property users while improving the Company's image. In the field of information services, the Company improves various services to facilitate access to information to users of the Company's services through communication channels and media. The following presents the number of questions and complaints from customers.

Service Information

The Company makes it easy for customers to access information both about services and other things needed through the Company's website and other media. In addition, the Company also conducts regular hotel customer satisfaction surveys through the Guest Comment Questionnaire as a means of socializing services and media to interact directly so that the Company can explore customer desires and expectations for the process of improving and improving service quality.

The Company provides facilities that can be used by customers to submit complaints about the service provided. This is also one of the Company's efforts to obtain information that can be followed up to improve service quality. Customer complaints can be submitted through Patra Jasa Social Media (Instagram@patra.jasa & Facebook@Pajas.pt). Any customer complaints through official social media accounts will be received by the corporate secretary and will be followed up by the relevant functions.

Customer Experience and Satisfaction

The Company is developing a corporate social responsibility program for customers to build the Company's reputation and image and enhance customer loyalty. Some of the planned activities include addressing the recommendations from the 2025 customer survey, namely that the Company needs to make efforts to improve customer satisfaction by addressing service attributes with below-average satisfaction levels and high importance in the eyes of customers, including those related to hotel facilities and food & beverages. For the property investment unit, the primary focus is on expanding the parking area at the Patra Jasa Office Tower and adding supporting facilities in the ialah ekspansi area parkir gedung Patra Jasa Office Tower, penambahan fasilitas pendukung di area kawasan perkantoran seperti kantin, *meeting room* dan sarana olah raga. Untuk unit perumahan dilakukan renovasi untuk melakukan peremajaan pada hunian, peremajaan area taman, meningkatkan sektor keamanan dengan membuat *gate* kawasan.

Perseroan melaksanakan beberapa program tanggung jawab terhadap pelanggan untuk memenuhi hak dan harapan pelanggan serta sebagai wujud kontribusi terhadap Tujuan Pembangunan Berkelanjutan (TPB) diantaranya:

1. Penerapan protokol Kesehatan yang ketat dan disiplin serta bersertifikasi CHSE Kemenparekraf dan standar Pertamina.
2. *Chef Gathering* sebagai standarisasi menu, presentasi menu, dan *signature dish* setiap unit hotel.
3. Percepatan proses Investasi Non-BD untuk mempertahankan performa agar tetap dapat kompetitif.
4. *In-House Training* sebagai *refreshment* untuk *frontliners* yang memberikan pelayanan secara langsung kepada pelanggan seperti *Front Office, FB Service, Housekeeping*, dan *Engineering*.
5. Melaksanakan training dan sertifikasi untuk pekerja sesuai dengan bidang keahlian untuk meningkatkan skill dalam melakukan pekerjaan. Pada tahun 2025 tercatat sebanyak 30 sertifikasi profesi dan 58 pelatihan (*upskilling*) telah dilaksanakan untuk pekerja.
6. Membangun sistem digital untuk melakukan *support* kegiatan operasional bisnis, seperti sistem keuangan, sistem *complaint handling & preventive inspection*.
7. Melakukan kerjasama dengan gedung di area unit perkantoran, sebagai *sublease* perkantoran. Hal ini dilakukan untuk memenuhi demand dari *tenant/customer* dengan keterbatasan *available space* pada gedung eksisting yang sudah mencapai okupansi 100%.

office complex, such as a cafeteria, meeting rooms, and sports facilities. For the residential unit, renovations will be carried out to revitalize the housing units, revitalize the garden areas, and enhance security by installing a gated community.

The Company implements several customer responsibility programs to meet customer rights and expectations as well as a form of contribution to the Sustainable Development Goals (SDGs) including:

1. Strict and disciplined implementation of Health Protocols and certified by CHSE of the Ministry of Tourism and Pertamina's standard.
2. Chef Gathering to standardize the menu, menu presentation, and signature dish of each hotel unit.
3. Accelerate Non-BD Investment process to maintain performance to remain competitive.
4. In - House Training as refreshment for frontliner who provide direct services to customers such as Front Office, FB Service, Housekeeping and Engineering.
5. Conducting training and certification programs for employees in their respective fields of expertise to enhance their job skills. By 2025, a total of 30 professional certifications and 58 upskilling training sessions had been conducted for employees.
6. Developing digital systems to support business operations, such as financial systems, complaint handling systems, and preventive inspection systems.
7. Collaborating with buildings in the office complex area to arrange office subleases. This is done to meet tenant/customer demand given the limited available space in existing buildings that have reached 100% occupancy.

Survei Kepuasan Pelanggan

Perseroan melaksanakan survei kepuasan pelanggan secara berkala dengan tujuan untuk mengidentifikasi tanggapan, respon dan harapan pelanggan terhadap masing-masing layanan yang telah diberikan. Tahun 2025, Perseroan telah melakukan pengukuran kepuasan pelanggan hotel dengan indeks hasil survei kepuasan pelanggan sebesar **4,48 dari skala 5**, pelanggan *multiservices* dengan indeks kepuasan **4,47 dari skala 5**, serta *property investment* dengan indeks kepuasan **4,37 dari skala 5.**

Selain itu, Patra Jasa melakukan survei kepuasan untuk pelanggan properti jual setiap 1 bulan sekali. Hasil survei berupa penilaian responden yang diterima Apartemen Amarta setelah dibobotkan berdasarkan skala likert mencapai skor akhir sebesar 4,60 dari skala 5. Rincian atas skor tersebut dapat ditinjau sebagai berikut:

1. Hasil survei kepuasan pelanggan atas lokasi mendapatkan skor 4,56 dari 5, hal ini menunjukkan tingkat kepuasan *tenant* yang tinggi atas lokasi area premium di area Jalan Palagan;
2. Hasil survei kepuasan pelanggan atas premises mendapatkan skor 4,58 dari 5, hal ini disebabkan oleh skor kondisi bangunan yang hanya mendapatkan 4,96 dari hasil penilaian tenant yang menunjukkan sudah ada peningkatan atas kondisi aset bangunan yang ada di amarta;
3. Hasil survei kepuasan pelanggan atas *services* mendapatkan skor 4,60 dari 5, hal ini telah melebihi nilai minimal indikator kepuasan pelanggan di angka 4,0;
4. Hasil survei kepuasan pelanggan atas *facilities* mendapatkan skor 4,56 dari 5 sehingga dapat menjadi perhatian khusus untuk menaikkan ke angka minimal indikator kepuasan pelanggan di angka 4,0.

Customer Satisfaction Survey

The Company conducts periodic customer satisfaction surveys to identify customer feedback, responses, and expectations regarding each service provided. In 2025, the Company measured hotel customer satisfaction, achieving a customer satisfaction survey index of **4.48 on a scale of 5**; multiservices customer satisfaction with an index of **4.47 on a scale of 5**; and property investment satisfaction with an index of **4.37 on a scale of 5**.

In addition, Patra Jasa conducts a customer satisfaction survey for property buyers once a month. The survey results, which consist of respondents' ratings for Amarta Apartments—weighted on a Likert scale yielded a final score of 4.60 out of 5. The breakdown of this score is as follows:

1. The customer satisfaction survey results for the location scored 4.56 out of 5, indicating a high level of tenant satisfaction with the premium location on Jalan Palagan;
2. The customer satisfaction survey results for the premises scored 4.58 out of 5; this is due to the building condition score, which received only 4.96 from tenant evaluations, indicating that there has been an improvement in the condition of the building assets at Amarta;
3. The customer satisfaction survey results for services received a score of 4.60 out of 5, exceeding the minimum customer satisfaction indicator of 4.0;
4. The customer satisfaction survey results for facilities received a score of 4.56 out of 5, which warrants special attention to raise it to the minimum customer satisfaction indicator of 4.0.

Surat Pernyataan Anggota Dewan Komisaris Tentang Tanggung Jawab atas Laporan Keberlanjutan 2025 PT Patra Jasa

Statement of the Board of Commissioners Regarding Responsibility for the 2025 Sustainability Report of PT Patra Jasa

Kami yang bertanda tangan di bawah ini menyatakan bahwa semua informasi dalam Laporan Keberlanjutan PT Patra Jasa tahun 2025 telah dimuat secara lengkap dan bertanggung jawab penuh atas kebenaran isi Laporan Keberlanjutan Perusahaan.

Demikian pernyataan ini dibuat dengan sebenarnya.

We, the undersigned, hereby declare that all information contained in the 2025 Sustainability Report of PT Patra Jasa has been presented in full and that we take full responsibility for the accuracy and correctness of the contents of the Company's Sustainability Report.

This statement is made truthfully and to the best of our knowledge.

Jakarta,
April / April 2026

Dewan Komisaris
Board of Commissioners

ADITYA GRIADI
Komisaris Utama
President Commissioner

SURONO
Komisaris
Commissioner

NAZALI LEMPO
Komisaris Independen
Independent Commissioner

SURYO TRIDOSO EKO SAPTO HANDONO
Komisaris Independen
Independent Commissioner

Surat Pernyataan Anggota Direksi Tentang Tanggung Jawab atas Laporan Keberlanjutan 2025 PT Patra Jasa

Statement of the Board of Directors Regarding Responsibility for the 2025 Sustainability Report of PT Patra Jasa

Kami yang bertanda tangan di bawah ini menyatakan bahwa semua informasi dalam Laporan Keberlanjutan PT Patra Jasa tahun 2025 telah dimuat secara lengkap dan bertanggung jawab penuh atas kebenaran isi Laporan Keberlanjutan Perusahaan.

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Demikian pernyataan ini dibuat dengan sebenarnya.

This statement is made truthfully and to the best of our knowledge.

Jakarta,
April / April 2026

Direksi
Board of Directors

RAY SYAPUTRA MUDA DAULAY
Direktur Utama
President Director

MUHAMMAD INDHARTO RUSMAN
Direktur Strategi dan Pengembangan Bisnis
Director of Strategy and Business Development

DANI NOOR ACHMAD SULAEMAN
Direktur Properti
Director of Property

RIZKY MAHESA DWIYANA
Direktur Hospitality dan Multi Services
Director of Hospitality and Multi Services

KURNIA PINAYUNGAN
Direktur Keuangan dan Umum
Director of Finance and General Affairs

Lain-Lain
Others

Verifikasi Tertulis dari Pihak Independen [OJK G.1]
Written Verification from an Independent Party [OJK G.1]

Laporan Keberlanjutan ini *belum diverifkasi oleh Penyedia Jasa Assurance (Assurance Services Provider*). Namun demikian, Patra Jasa menjamin bahwa seluruh informasi yang diungkapkan dalam laporan ini adalah benar, akurat, dan faktual.

This Sustainability Report has not been verified by an Assurance Service Provider. However, Patra Jasa guarantees that all information disclosed in this report is true, accurate, and factual.

Lembar Umpan Balik [OJK G.2]
Feedback Form [OJK G.2]

Kami mohon kesediaan para pemangku kepentingan untuk memberikan umpan balik setelah membaca Laporan Keberlanjutan ini dengan mengirim email atau mengirim formulir ini melalui fax atau pos.

We would like to ask all stakeholders to kindly provide feedback after reading this sustainability report by sending email or send this form by fax or mail.

DATA DIRI / PERSONAL DATA

Nama / Name : ....

Institusi/Perusahaan / Institution/Company : ....

Telp/HP / Phone : ....

GOLONGAN PEMANGKU KEPENTINGAN / CATEGORY OF STAKEHOLDERS

- O Pelanggan / Customer
- O Karyawan / Employee
- O Pemegang saham / Shareholder
- O Pemerintah dan DPR / Government and Parliament Members
- O Mitra kerja / Work Partner
- O Media massa / Mass Media
- O Masyarakat / Public

Mohon pilih jawaban yang paling sesuai
(beri tanda ✓) di dalam kotak yang tersedia:

1. Laporan ini bermanfaat:
   This report is helpful:
   - O Sangat Tidak Setuju / Strongly Disagree
   - O Tidak Setuju / Disagree
   - O Netral / Neutral
   - O Setuju / Agree
   - O Sangat Setuju / Strongly Agree

2. Laporan ini menggambarkan kinerja Perseroan dalam pembangunan keberlanjutan:
   This report describes the Company's performance in sustainable development:
   - O Sangat Tidak Setuju / Strongly Disagree
   - O Tidak Setuju / Disagree
   - O Netral / Neutral
   - O Setuju / Agree
   - O Sangat Setuju / Strongly Agree

3. Laporan ini mudah dimengerti:
   This report is easy to understand:
   - O Sangat Tidak Setuju / Strongly Disagree
   - O Tidak Setuju / Disagree
   - O Netral / Neutral
   - O Setuju / Agree
   - O Sangat Setuju / Strongly Agree

4. Laporan ini menarik:
   This report is interesting:
   - O Sangat Tidak Setuju / Strongly Disagree
   - O Tidak Setuju / Disagree
   - O Netral / Neutral
   - O Setuju / Agree
   - O Sangat Setuju / Strongly Agree

5. Laporan ini meningkatkan kepercayaan Anda pada keberlanjutan Perseroan:
   This report increases your confidence in the Company's sustainability:
   - O Sangat Tidak Setuju / Strongly Disagree
   - O Tidak Setuju / Disagree
   - O Netral / Neutral
   - O Setuju / Agree
   - O Sangat Setuju / Strongly Agree

Mohon mengisi dan memberikan pendapat dengan menjawab pernyataan berikut:
Please fill in and give your opinion by answering the following statements:

1. Bagian laporan mana yang paling bermanfaat:
   The most helpful part of the report:

2. Bagian laporan mana yang paling menarik:
   The most interesting part of the report:

3. Bagian laporan mana yang dinilai pengungkapannya masih kurang dan perlu ditambahkan:
   The part of the report considered to be lacking in its disclosure and needs to be improved:

4. Mohon berikan saran/usul/komentar atas laporan ini:
   Please give your suggestions/inputs/comments on this report:

Terima kasih atas partisipasi Anda. Mohon lembar umpan balik ini dikirimkan ke:
Thank you for your participation. Please send this feedback form to:

Sekretaris Perusahaan / Corporate Secretary
PT Patra Jasa
Patra Jasa Office Tower Lantai 3A
Jl. Jend. Gatot Subroto Kav. 32–34
Jakarta 12950, Indonesia

Website : www.patra-jasa.com
Email : sekper.pj@patra-jasa.com

Tanggapan Terhadap Umpan Balik Laporan Tahun Sebelumnya [OJK G.3]
Response to The Previous Year's Report's Feedback [OJK G.3]

Selama tahun 2025, Patra Jasa tidak mendapat tanggapan dari pemangku kepentingan setelah diterbitkannya Laporan Keberlanjutan Tahun 2023. Dengan demikian, dalam laporan ini tidak terdapat informasi secara spesifik tentang tindak lanjut yang diambil Perusahaan atas tanggapan dari pemangku kepentingan tahun sebelumnya. Namun demikian, Perseroan berupaya untuk menyempurnakan laporan tahun 2025 sehingga memenuhi panduan GRI Universal Standards 2021 dan POJK No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten dan Perusahaan Publik.

Throughout 2025, Patra Jasa does not receive any response from stakeholders after the issuance of the 2023 Sustainability Report. Therefore, this report does not contain specific information about the follow-up actions taken by the Company on stakeholders' responses in the previous year. However, the Company has improved the quality of the 2025 report so it meets the 2021 GRI Universal Standards guidelines and POJK No. 51/POJK.03/2017 on the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies.

Daftar Pengungkapan Sesuai POJK 51/POJK.03/2017 & SEOJK 16/SEOJK.04/2021 [OJK G.4]
Disclosure Index Per POJK 51/POJK.03/2017 & SEOJK 16/SEOJK.04/2021 [OJK G.4]

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2025

Laporan Keberlanjutan
Sustainability Report

PATRAJASA

TERUS TUMBUH,
TULUS MELAYANI

2025 Laporan Keberlanjutan Sustainability Report

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