



**PEDOMAN TATA KELOLA PERUSAHAAN
CORPORATE GOVERNANCE GUIDELINES
PT HUMPUSS MARITIM INTERNASIONAL TBK. & SUBSIDIARIES**

DISTRIBUSI <i>DISTRIBUTION</i> ◇ DIREKSI <i>BOARD OF DIRECTORS</i> ◇ GENERAL MANAGER ◇ MANAGER	PERIHAL <i>REGARDING:</i> Kebijakan Keberagaman Dewan Komisaris dan Direksi <i>Board of Commissioners and Board of Directors Diversity Policy</i>	NOMOR: <i>NUMBER:</i> 19/PEDOMAN-GCG/XII/2023
√PERUBAHAN MENYELURUH ▪ PERUBAHAN SEBAGIAN √ <i>ENTIRE CHANGE</i> - <i>PARTIAL CHANGE</i>		TANGGAL MULAI BERLAKU: 04 Desember 2023 <i>EFFECTIVE DATE:</i> December 04, 2023

1. PENDAHULUAN Keberagaman komposisi anggota Dewan Komisaris dan anggota Direksi merupakan kombinasi karakteristik secara individu, yang disesuaikan dengan kebutuhan PT Humpuss Maritim Internasional Tbk. ("HUMI"). Setiap anggota Dewan Komisaris dan anggota Direksi diangkat dengan memperhatikan keahlian, pengetahuan dan pengalaman yang sesuai pada pembagian tugas dan fungsi jabatan Dewan Komisaris dan Direksi serta pemahaman industri pelayaran dan integritasnya Keberagaman komposisi anggota Dewan Komisaris dan anggota Direksi Perseroan yang tepat dan sesuai dengan kebutuhan Perusahaan akan mendukung efektivitas pelaksanaan tugas dan tanggung jawab Dewan Komisaris dan Direksi serta menunjang pencapaian visi dan misi Perseroan untuk terus bertumbuh dan berkembang.	1. INTRODUCTION <i>The diversity in the composition of members of the Board of Commissioners and members of the Board of Directors is a combination of individual characteristics, which are tailored to the needs of PT Humpuss Maritim Internasional Tbk. ("Company").</i> <i>Each member of the Board of Commissioners and member of the Board of Directors is appointed by considering the appropriate expertise, knowledge and experience in the division of duties and functions of the Board of Commissioners and Board of Directors as well as understanding of the shipping industry and its integrity.</i> <i>The diversity of the composition of the members of the Board of Commissioners and the Board of Directors of the Company that is appropriate and in accordance with the needs of the Company will support the effectiveness of the implementation of the duties and responsibilities of the Board of Commissioners and the Board of Directors as well as support the achievement of the Company's vision and mission to continue to grow and develop.</i>
2. DASAR HUKUM 1. Peraturan Otoritas Jasa Keuangan (POJK) No. 21/POJK.04/2015 tentang Penerapan Pedoman Tata Kelola Perusahaan Terbuka. 2. Surat Edaran OJK No. 32/SEOJK.04/2015 tentang Pedoman Tata Kelola Perusahaan Terbuka. 3. Anggaran Dasar Perusahaan.	2. LEGAL BASIS 1. <i>Financial Services Authority Regulation Number 21/POJK.04/2015 concerning the Implementation for Guidelines of Governance of Public Company.</i> 2. <i>Circular Letter of Financial Services Authority Number 32/SEOJK.04/2015 concerning the Guidelines for the Governance of Public Company.</i> 3. <i>Company's Articles of Association.</i>

Paraf:

SL	CS	KESG	DR	KI

Halaman Page 1 dari from 4



**PEDOMAN TATA KELOLA PERUSAHAAN
CORPORATE GOVERNANCE GUIDELINES
PT HUMPUSS MARITIM INTERNASIONAL TBK. & SUBSIDIARIES**

DISTRIBUSI <i>DISTRIBUTION</i> ◇ DIREKSI <i>BOARD OF DIRECTORS</i> ◇ GENERAL MANAGER ◇ MANAGER	PERIHAL <i>REGARDING:</i> Kebijakan Keberagaman Dewan Komisaris dan Direksi <i>Board of Commissioners and Board of Directors Diversity Policy</i>	NOMOR: <i>NUMBER:</i> 19/PEDOMAN-GCG/XII/2023
✓PERUBAHAN MENYELURUH ▪ PERUBAHAN SEBAGIAN ✓ <i>ENTIRE CHANGE</i> - <i>PARTIAL CHANGE</i>		TANGGAL MULAI BERLAKU: 04 Desember 2023 EFFECTIVE DATE: December 04, 2023

	4. Pedoman Penerapan Tata Kelola Perusahaan yang Baik PT Humpuss Maritim Internasional Tbk. No. 01/GCG/IX/2022.		4. <i>Good Corporate Governance Guidelines</i> PT Humpuss Maritim Internasional Tbk. No. 01/GCG/IX/2022.
3. KEBERAGAMAN ANGGOTA DEWAN KOMISARIS Aspek keberagaman komposisi anggota Dewan Komisaris, terbagi menjadi:	3. THE DIVERSITY OF THE BOARD OF COMMISSIONERS' MEMBERS <i>Aspects of diversity in the composition of the members of the Board of Commissioners, are divided into:</i>		
1. Keahlian Anggota Dewan Komisaris memiliki keahlian yang beragam di bidang akuntansi, hukum dan pelayaran.	1. Skills <i>Members of the Board of Commissioners have various expertise in accounting, law and seafaring.</i>		
2. Pengalaman Kerja Anggota Dewan Komisaris memiliki pengalaman kerja yang beragam antara lain berasal dari profesional pada perusahaan pelayaran maupun lembaga keuangan nasional/multinasional, kantor hukum, konsultan, dosen dan pejabat pemerintahan.	2. Work Experience <i>Members of the Board of Commissioners have various work experiences, including from professionals in shipping companies and national/multinational financial institutions, law offices, consultants, lecturers and government officials.</i>		
3. Jenis Kelamin Mempertimbangkan keberagaman jenis kelamin dari anggota Dewan Komisaris.	3. Gender <i>Considering the gender diversity of members of the Board of Commissioners.</i>		
4. Usia Anggota Dewan Komisaris memiliki keberagaman jenjang usia.	4. Age <i>Members of the Board of Commissioners have various age levels.</i>		
5. Independensi a. Minimum 30% (tiga puluh persen) anggota Dewan Komisaris merupakan Komisaris Independen.	5. Independence a. <i>Minimum 30% (thirty percent) of the members of the Board of Commissioners is Independent Commissioners.</i>		

Paraf:

SL	CS	KESG	DR	KI



PEDOMAN TATA KELOLA PERUSAHAAN
CORPORATE GOVERNANCE GUIDELINES
PT HUMPUSS MARITIM INTERNASIONAL TBK. & SUBSIDIARIES

DISTRIBUSI <i>DISTRIBUTION</i> ◇ DIREKSI <i>BOARD OF DIRECTORS</i> ◇ GENERAL MANAGER ◇ MANAGER	PERIHAL <i>REGARDING:</i> Kebijakan Keberagaman Dewan Komisaris dan Direksi <i>Board of Commissioners and Board of Directors Diversity Policy</i>	NOMOR: <i>NUMBER:</i> 19/PEDOMAN-GCG/XII/2023
√PERUBAHAN MENYELURUH ▪ PERUBAHAN SEBAGIAN √ENTIRE CHANGE - PARTIAL CHANGE		TANGGAL MULAI BERLAKU: 04 Desember 2023 EFFECTIVE DATE: December 04, 2023

	b. Masa jabatan Komisaris Independen sebanyak 2 (dua) periode berturut-turut.		b. <i>The term of service of the Independent Commissioner is 2 (two) consecutive periods.</i>
4.	KEBERAGAMAN ANGGOTA DIREKSI Aspek keberagaman komposisi anggota Direksi, terbagi menjadi: 1. Keahlian Anggota Direksi memiliki keahlian yang di bidang akuntansi, ekonomi, hukum, teknologi informasi, teknik kapal, pelayaran dan bisnis. 2. Pengalaman Kerja Anggota Direksi memiliki pengalaman kerja yang beragam antara lain berasal dari professional pada perusahaan pelayaran maupun lembaga keuangan nasional/multinasional, kantor hukum, konsultan, dosen, perencana manajemen kapal dan pendukungnya. 3. Jenis Kelamin Mempertimbangkan keberagaman jenis kelamin dari anggota Direksi. 4. Usia Anggota Direksi memiliki keberagaman jenjang usia, mulai dari 50 tahun. 5. Independensi a. Direktur Utama merupakan pihak yang independen terhadap pemegang saham pengendali dan pemegang saham utama. b. Mayoritas Direksi merupakan pihak yang independen terhadap pemegang	4.	<i>THE DIVERSITY OF THE BOARD OF DIRECTORS' MEMBERS</i> <i>Aspects of diversity in the composition of the members of the Board of Directors, are divided into:</i> 1. <i>Skills</i> <i>Members of the Board of Directors have various expertise in accounting, economy, law, information technology, ship engineering, seafaring and business.</i> 2. <i>Work Experience</i> <i>Members of the Board of Directors have various work experiences, including from professionals in shipping companies and national/multinational financial institutions, law offices, consultants, lecturers, ship management planners and their supporters.</i> 3. <i>Gender</i> <i>Considering the gender diversity of members of the Board of Commissioners.</i> 4. <i>Age</i> <i>Members of the Board of Directors have various age levels, ranging from 50th years.</i> 5. <i>Independence</i> a. <i>The President Director is an independent party to the controlling shareholder and the main shareholder.</i> b. <i>The majority of the Board of Directors is an independent party to the controlling shareholder and major shareholder.</i>

Paraf:

SL	CS	KESG	DR	KI
<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>

Halaman Page 3 dari from 4



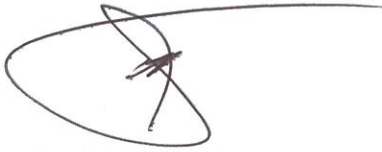
PEDOMAN TATA KELOLA PERUSAHAAN
CORPORATE GOVERNANCE GUIDELINES
PT HUMPUSS MARITIM INTERNASIONAL TBK. & SUBSIDIARIES

DISTRIBUSI <i>DISTRIBUTION</i> ◇ DIREKSI <i>BOARD OF DIRECTORS</i> ◇ GENERAL MANAGER ◇ MANAGER	PERIHAL <i>REGARDING:</i> Kebijakan Keberagaman Dewan Komisaris dan Direksi <i>Board of Commissioners and Board of Directors Diversity Policy</i>	NOMOR: <i>NUMBER:</i> 19/PEDOMAN-GCG/XII/2023
√PERUBAHAN MENYELURUH ▪ PERUBAHAN SEBAGIAN √ENTIRE CHANGE - PARTIAL CHANGE		TANGGAL MULAI BERLAKU: 04 Desember 2023 EFFECTIVE DATE: December 04, 2023

	saham pengendali dan pemegang saham utama.		
5.	IMPROVEMENT Setiap potensi terjadinya perubahan, ketidaksesuaian, penyimpangan terhadap implementasi prosedur ini maka harus ada pelaporan ke Sekretaris Perusahaan HUMI.	5.	IMPROVEMENT <i>Any potential changes, discrepancies, deviations from the implementation of this procedure must be reported to the Corporate Secretary of HUMI.</i>
6.	PENUTUP - Kebijakan ini disusun dengan penuh itikad baik dan sesuai prinsip-prinsip Perusahaan untuk mewujudkan tata kelola Perusahaan yang baik. - Seluruh organ Perusahaan dan karyawan wajib untuk menaati kebijakan ini. - Kebijakan ini dievaluasi secara berkala paling sedikit 1 (satu) kali dalam setahun dan dapat dilakukan revisi untuk menyesuaikan dengan peraturan perundangan yang berlaku, kondisi ekonomi saat ini dan masa depan, serta kebutuhan Perusahaan tanpa menghilangkan esensi dari tata kelola Perusahaan yang baik.	6.	CLOSING <i>This policy is arranged in good faith and in accordance with the Company's principles to realize good corporate governance.</i> <i>All organs of the Company and employees are required to comply with this policy.</i> <i>This policy is evaluated periodically at least 1 (one) time a year and can be revised to suit the prevailing laws and regulations, current and future economic conditions, and the needs of the Company without losing the essence of good corporate governance.</i>

Jakarta, 04 Desember | *December 2023*
PT Humpuss Maritim Internasional Tbk.


TIRTA HIDAYAT
Direktur Utama | *President Director*


A.R. SOFYAN
Komisaris Utama | *President Commissioner*

Paraf:

SL	CS	KESG	DR	KI
				

Halaman Page 4 dari from 4