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

<table>
<tr>
<td>DISTRIBUSI | DISTRIBUTION
◊ DIREKSI | BOARD OF DIRECTORS
◊ VICE PRESIDENT
◊ ASSISTANT VICE PRESIDENT</td>
<td rowspan="2">PERIHAL | REGARDING:
Kebijakan Rapat
Meeting Policy</td>
<td>NOMOR: | NUMBER:
011/PEDOMAN-GCG/IX/2025</td>
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<tr>
<td>- PERUBAHAN MENYELURUH
√PERUBAHAN SEBAGIAN

- ENTIRE CHANGE
√ PARTIAL CHANGE</td>
<td>TANGGAL MULAI BERLAKU:
01 September 2025

EFFECTIVE DATE:
September 01, 2025</td>
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<tr>
<td>1.</td>
<td>PENDAHULUAN

Penyelenggaraan Rapat bertujuan untuk meningkatkan kualitas dan efektivitas koordinasi di PT Humpuss Maritim Internasional Tbk. ("HUMI"), juga dengan Anak Usaha dan Unit Usaha, antar Anak Usaha dan Unit Usaha dan internal Anak Usaha dan Unit Usaha yang diharapkan mampu memberikan kontribusi optimal terhadap upaya pengembangan Perusahaan ke depan.

Penyelenggaraan Rapat ini akan semakin mendukung upaya HUMI untuk mencapai visi dan misinya.

Kebijakan ini merupakan pembaharuan dari kebijakan No. 16/PEDOMAN-GCG/XII/2023 tentang Pedoman Rapat.</td>
<td>1.</td>
<td>INTRODUCTION

The Meeting is to improve the quality and effectiveness of coordination at PT Humpuss Maritim Internasional Tbk. ("HUMI"), and with Subsidiaries and Business Units, between Subsidiaries and Business Units and internal Subsidiaries and Business Units which are expected to be able to provide optimal contributions to the Company's future development efforts.

The holding of the Meeting will further support HUMI's efforts to achieve its vision and mission.

This policy is an update to Policy No. 16/PEDOMAN-GCG/XII/2023 concerning Meeting Guidelines.</td>
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<td>2.</td>
<td>DASAR HUKUM
1. Surat Edaran Otoritas Jasa Keuangan No. 32 Tahun 2015 Tentang Pedoman Tata Kelola Perusahaan.
2. POJK No. 33/POJK.04/2014 tentang Direksi dan Dewan Komisaris Emiten atau Perusahan Publik.
3. Pedoman Penerapan Tata Kelola Perusahaan yang Baik PT Humpuss Maritim Internasional Tbk. No. 01/GCG/IX/2022.
4. Peraturan Perusahaan.
5. Pedoman Rapat No. 16/PEDOMAN-GCG/XII/2023</td>
<td>2.</td>
<td>LEGAL BASIS
1. Circular Letter of Financial Services Authority Number 32 of 2015 concerning Guidelines for Corporate Governance.
2. Financial Services Authority Regulation Number 33/POJK.04/2014 concerning the Board of Directors and the Board of Commissioners of Issuers or Public Companies.
3. Good Corporate Governance Guidelines PT Humpuss Maritim Internasional Tbk. No. 01/GCG/IX/2022.
4. Company Regulations.
5. Meeting Guidelines No. 16/PEDOMAN-GCG/XII/2023</td>
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Paraf:

SL	CS	KESG	DR	KI

3.	**PENGERTIAN** a. **"PERUSAHAAN"** dalam kebijakan ini adalah PT Humpuss Maritim Internasional Tbk. b. **"ANAK USAHA"** adalah Perusahaan yang sahamnya dimiliki oleh PT Humpuss Maritim Internasional Tbk. dan yang dikendalikan secara langsung dan tidak langsung oleh Perusahaan. c. **"UNIT USAHA"** adalah Perusahaan yang sahamnya dimiliki oleh Anak PT Humpuss Maritim Internasional Tbk. dan yang dikendalikan secara langsung dan tidak langsung oleh Perusahaan. d. **"RAPAT"**, adalah diskusi yang bersifat formal dengan tujuan untuk berkomunikasi, perencanaan, penetapan kebijakan, pengambilan keputusan, dan pemberian motivasi, dan setiap peserta rapat dapat sama-sama berkontribusi dalam pencapaian tujuan tertentu.	**3.**	***DEFINITIONS*** *a. **"COMPANY"** in this policy is PT Humpuss Maritim Internasional Tbk.* *b. **"SUBSIDIARY"** is a company whose shares are owned by PT Humpuss Maritim Internasional Tbk. and which are controlled directly and indirectly by the Company.* *c. **"BUSINESS UNIT"** is a company whose shares are owned by a subsidiary of PT Humpuss Maritim Internasional Tbk. and which are controlled directly and indirectly by the Company.* *d. **"MEETING"**, is a formal discussion with the purpose of communicating, planning, determining policies, making decisions, and providing motivation, and in each meeting the participant can contribute equally to the achievement of certain goals.*
4.	**JENIS RAPAT** 1. Rapat Dewan Komisaris Perusahaan: - Dewan Komisaris wajib mengadakan rapat secara berkala paling kurang 1 (satu) kali dalam 2 (dua) bulan. 2. Rapat Direksi Perusahaan: - Direksi wajib mengadakan rapat secara berkala paling kurang 1 (satu) kali dalam setiap bulan. 3. Rapat Gabungan Dewan Komisaris dan Direksi Perusahaan: a. **Rapat Kinerja**, adalah Rapat Gabungan yang dihadiri Direksi dan Dewan	**4.**	***THE TYPES OF MEETING*** *1. Meeting of the Board of Commissioners:* *- The Board of Commissioners is obligated to hold regular meetings at least 1 (one) time in 2 (two) months.* *2. Meeting of the Board of Directors:* *- The Board of Directors is obligated to hold regular meetings at least 1 (one) time in every month.* *3. Joint Meeting of the Board of Commissioners and the Board of Directors:* *a. **Performance Meeting**, is a Joint Meeting attended by the Board of Directors and*

	Komisaris atas undangan Direksi untuk membahas berbagai topik kinerja operasional kapal dan non kapal, dihadiri oleh Direksi Anak Usaha dan Unit Usaha Perusahaan. - Direksi wajib mengadakan rapat bersama Dewan Komisaris secara berkala paling kurang 1 (satu) kali dalam 4 (empat) bulan. - Rapat dipimpin oleh Direktur Utama Perusahaan, jika tidak hadir atau berhalangan hadir, maka Rapat dipimpin oleh Direktur Perusahaan. - Rapat Gabungan ini dikenal dengan Rapat Kinerja diadakan setiap Minggu ke-2 di bulan Januari, April, Juli, Oktober bertempat di Ruang Rapat Utama ataupun *video conference.* b. **Rapat Strategis**, adalah Rapat Gabungan yang dihadiri Direksi dan Dewan Komisaris atas undangan Dewan Komisaris untuk membahas berbagai topik isu strategis baik operasional maupun non operasional. - Dewan Komisaris wajib mengadakan rapat bersama Direksi secara berkala paling kurang 1 (satu) kali dalam 4 (empat) bulan. - Rapat dipimpin oleh Komisaris Utama Perusahaan, jika tidak hadir atau berhalangan hadir, maka Rapat dipimpin oleh Komisaris Perusahaan.	*the Board of Commissioners at the invitation of the Board of Directors to discuss various topics of ship and non-ship operational performance, attended by Directors of Subsidiaries and Company Units.* *- The Board of Directors is obligated to hold regular meetings with the Board of Commissioners at least 1 (one) times in 4 (four) months.* *- The meeting is chaired by the President Director of the Company, if not present or unable to attend, the Meeting is chaired by the Director of the Company.* *- This Joint Meeting, known as the Performance Meeting, is held every second on January, April, July, October at the Main Meeting Room or video conference.* *b. **Strategic Meeting,** is a Joint Meeting attended by the Board of Directors and the Board of Commissioners at the invitation of the Board of Directors to discuss various strategic issues, both operational and non-operational.* *- The Board of Commissioners is obligated to hold regular meetings with the Board of Directors at least 1 (one) time in 4 (four) months* *- The meeting is chaired by the President Director of the Company, if not present or unable to attend, the Meeting is chaired by the Commissioners of the Company.*

- Rapat Gabungan ini dikenal dengan Rapat Strategis diadakan setiap Minggu ke-IV di bulan Januari, April, Juli, Oktober bertempat di Ruang Rapat Utama ataupun *video conference*.

4. **Rapat Komite**

   a. **Rapat Komite Audit**, membahas penerapan transparansi, akuntabilitas operasionnal dan pengelolaan keuangaan Perusahaan.

   - Rapat Komite Audit dilakukan secara berkala paling sedikit 4 (empat) kali dalam 1 (satu) tahun.
   - Pembahasan teknis pelaksanaan Rapat Komite Audit tertuang dalam Piagam Komite Audit.

   b. **Rapat Komite Nominasi & Remunerasi**, membahas terkait nominasi dan remunerasi terhadap anggota Direksi dan anggota Dewan Komisaris sesuai dengan prinsip-prinsip GCG.

   - Rapat Komite Nominasi & Remunerasi dilakukan secara berkala paling sedikit 4 (empat) kali dalam 1 (satu) tahun.
   - Pembahasan teknis pelaksanaan Rapat Komite Nominasi & Remunerasi tertuang dalam Piagam Komite Nominasi & Remunerasi.

   c. **Rapat Komite ESG**, membahas perkembangan kebijakan dan strategi

- This Joint Meeeting, known as the Strategic Meeting, is held every second on May, August, November at the Main Meeting Room or video conference.

4. Committee Meeting

   a. ***Audit Committee Meeting,*** *discussing the implementation of transparency, operational accountability and financial management of the Company.*

   - *Audit Committee Meeting is held periodically at least 4 (four) times in 1 (one) year.*
   - *The technical discussion of the implementation of the Audit Committee Meeting is contained in the Audit Committee Charter.*

   b. ***Nomination & Remuneration Committee Meeting,*** *discussing the nomination and remuneration of members of the Board of Directors and members of the Board of Commissioners in accordance with GCG principles.*

   - *Nomination & Remuneration Committee Meeting is held periodically at least 4 (four) times in 1 (one) year.*
   - *The technical discussion on the implementation of the Nomination & Remuneration Committee Meeting is contained in the Nomination & Remuneration Committee Charter.*

   c. ***ESG Committee Meeting,*** *discussing the Company's sustainability policy and*

	keberlanjutan Perusahaan. Komite juga meninjau kinerja lingkungan, social dan *governance*. ▪ Komite ESG menyelenggarakan rapat secara berkala sekurang-kurangnya 2 kali dalam 1 tahun. ▪ Rapat dipimpin oleh Ketua Komite ESG atau oleh anggota paling senior apabila Ketua Komite ESG tidak hadir.		*strategy developments. The Committee also reviews environmental, social, and governance performance.* • *The ESG Committee holds meetings at least twice a year.* • *Meetings are chaired by the Chair of the ESG Committee or by the most senior member if the Chair of the ESG Committee is absent.*
5.	**KETENTUAN PENYELENGGARAAN RAPAT** 1. Kehadiran anggota Dewan Komisaris dan anggota Direksi Perusahaan wajib diungkapkan dalam Laporan Tahunan Perusahaan. 2. Dewan Komisaris dan Direksi Perusahaan harus menjadwalkan rapat untuk tahun berikutnya sebelum berakhirnya tahun buku. 3. Bahan rapat disampaikan kepada peserta rapat paling lambat 5 (lima) hari sebelum rapat diselenggarakan. 4. Dalam hal terdapat rapat yang diselenggarakan di luar jadwal yang telah disusun, bahan rapat disampaikan kepada peserta rapat paling lambat sebelum rapat diselenggarakan. 5. Pengambilan keputusan Dewan Komisaris dan Direksi Perusahaan dilakukan berdasarkan musyawarah mufakat, dan dalam hal tidak tercapai keputusan musyawarah maka pengambilan keputusan dilakukan berdasarkan suara terbanyak, mengacu pada Anggaran Dasar Perusahaan yang berlaku.	**5.**	***REQUIREMENTS OF HOLDING THE MEETING*** *1. The attendance of members of the Board of Commissioners and members of the Board of Directors of the Company must be disclosed in the annual report of the Company.* *2. The Board of Commissioners and the Board of Directors of the Company must schedule a meeting for the following year before the end of the financial year.* *3. Meeting materials are submitted to meeting participants no later than 5 (five) days before the meeting is held.* *4. In terms of the meeting is held outside the schedule that has been prepared, the meeting materials are submitted to the meeting participants no later than before the meeting is held.* *5. Decision making of the Board of Commissioners and Board of Directors of the Company is carried out based on deliberation and consensus, and in terms of a deliberation decision is not reached, the decision is made based on the majority vote, referring to the applicable Articles of Association of the Company.*

	6. Hasil rapat Dewan Komisaris dan Direksi Perusahaan wajib dituangkan dalam risalah rapat, ditandatangani oleh seluruh anggota Dewan Komisaris dan Direksi Perusahaan yang hadir, dan disampaikan kepada seluruh anggota Dewan Komisaris dan Direksi Perusahaan.		*6. The meeting result of the Board of Commissioners and the Board of Directors of the Company must be stated in the minutes of meeting, signed by all members of the Board of Commissioners and Directors of the Company who are present, and submitted to all members of the Board of Commissioners and the Board of Directors of the Company.*
	7. Hasil rapat Dewan Komisaris bersama Direksi Perusahaan wajib dituangkan dalam Risalah Rapat, ditandatangani oleh seluruh anggota Dewan Komisaris dan Direksi yang hadir, dan disampaikan kepada seluruh anggota Dewan Komisaris dan Direksi Perusahaan, termasuk yang tidak hadir.		*7. The results of the meeting between the Board of Commissioners and the Board of Directors of the Company must be stated in the Minutes of Meeting, signed by all members of the Board of Commissioners and Board of Directors who are present, and submitted to all members of the Board of Commissioners and Directors of the Company, including who are not present.*
	8. Dalam hal terdapat anggota Dewan Komisaris dan atau Direksi Perusahaan yang tidak menandatangani hasil rapat maka yang bersangkutan wajib menyebutkan alasannya secara tertulis dalam surat tersendiri yang dilekatkan pada risalah rapat.		*8. In terms of the member of the Board of Commissioners and/or Board of Directors of the Company does not sign the results of the meeting, the person concerned must state the reasons in writing in a separate letter attached to the minutes of the meeting.*
	9. Risalah rapat sebagaimana dimaksud wajib didokumentasikan: - Singkat; - Risalah dikirimkan melalui e-mail pada hari yang sama kepada Dewan Komisaris dan Direksi Perusahaan; - Berbentuk matrix dengan 7 kolom, yaitu:		*9. Minutes of Meeting as mentioned must be documented:* *- Short;* *- Minutes are sent via e-mail on the same day to the Board of Commissioners and Directors of the Company;* *- In the form of a matrix with 7 columns, namely:*

Isu | *Issue*	Tingkat Risiko | *Risk Level*	Terjadi Kapan | *When It Occurs*	Status Saat Ini | *Current Status*	*Follow Up*	Target Tanggal | *Target Date*	*PIC*

6.	**BENTURAN KEPENTINGAN** Apabila terjadi sesuatu hal dimana kepentingan Perseroan bertentangan dengan kepentingan pribadi salah seorang anggota Direksi, maka Perseroan akan diwakili oleh anggota Direksi lainnya yang tidak mempunyai benturan kepentingan, dan dalam hal Perseroan mempunyai kepentingan yang bertentangan dengan kepentingan seluruh anggota Direksi, maka dalam hal ini Perseroan akan diwakili oleh Dewan Komisaris atau seorang yang ditunjuk oleh Dewan Komisaris. Dalam hal tidak ada anggota Dewan Komisaris, maka Rapat mengangkat seorang atau lebih untuk mewakili Perseroan dalam menjalankan tugas tersebut di atas.	**6.**	***CONFLICT OF INTEREST*** *In the event that the interests of the Company 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 who does not have a conflict of interest, and in the event that the Company has interests that conflict with the interests of all members of the Board of Directors, in this case the Company will be represented by the Board of Commissioners or a person appointed by the Board of Commissioners. In the event that there is no member of the Board of Commissioners, the Meeting shall appoint one or more persons to represent the Company in carrying out the above duties.*\
7.	**PEJABAT YANG BERWENANG** Pejabat Pengawas Ketaatan kebijakan ini adalah Direktur Utama, tugas tanggung jawab pemantauan dan kontrol berada pada *Corporate Secretary* HUMI.	**7.**	***AUTHORIZED OFFICERS*** *supervisory compliance officer of this policy is the President Director, the Corporate Secretary of HUMI's has responsibility to monitor and control.*

8.	**JADWAL RAPAT** Jadwal Rapat berkala lingkup pejabat struktural sebagai berikut:	**8.**	***MEETING SCHEDULE*** *The schedules for periodic meetings of structural officers are as follows:*

No.	Kegiatan Rapat | *Meeting Activities*	Waktu | *Time*
1	Rapat Dewan Komisaris Perusahaan *Meeting of the Board of Commissioners of the Company*	Setiap Minggu ke I *Every First Week*
2	Rapat Direksi Perusahaan *Meeting of the Board of Directors of the Company*	Setiap Minggu ke I *Every First Week*
3	Rapat Isu Strategis - Rapat Dewan Komisaris mengundang Direksi *Meeting of The Board of Strategically Meeting - Commissioners Inviting the Board of Directors of the Company*	Triwulanan, Setiap Minggu ke IV *Quarterly, Every Second Week*
4	Rapat Kinerja - Rapat Direksi Mengundang Dewan Komisaris Perusahaan *Performance Meeting - Meeting of The Board of Directors Inviting the Board of Commissioners of the Company*	Triwulanan, Setiap Minggu ke II *Quarterly, Every Second Week*
5	Rapat Direksi Masing-Masing Anak Usaha dan Unit Usaha *Meeting of the Board of Directors of Each Subsidiary and Business Unit*	Setiap Minggu ke I *Every First Week*
6	Rapat Dewan Komisaris & Direksi Masing-Masing Anak Usaha dan Unit Usaha *Meeting of the Board of Commissioners & the Board of Directors of Each Subsidiary and Business Unit*	Sebelum Rapat Kinerja *Before Performace Meeting*
7	Rapat Dewan Komisaris Masing-Masing Anak Usaha dan Unit Usaha *Meeting of the Board of Commissioners of Each Subsidiary and Business Unit*	Situasional *Situational*
8	Rapat Komite Perusahaan *Committee Meeting of Companies*	Situasional *Situational*

8.	**SANKSI** Pelanggaran dari kebijakan ini yang dapat berakibat pada perselisihan hubungan industrial dapat dikenakan sanksi administratif dan atau	**8.**	***SANCTIONS*** *Violation of this policy which may result in industrial relations disputes may be subject to administrative sanctions and or dismissal of the*

	pemecatan pada yang bersangkutan melalui mekanisme yang berlaku pada peraturan Perusahaan dan peraturan perundangan yang berlaku.		*person concerned through the applicable mechanism in the Company's regulations and applicable laws and regulations.*
9.	**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.	**9.**	***CLOSING*** • *This policy is arranged in good faith and in accordance with the Company's principles to realize good corporate governance.* • *All organs of the Company and employees are required to comply with this policy.* • *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.*

Jakarta, September 2025 | *September* , 2025
PT Humpuss Maritim Internasional Tbk.

TIRTA HIDAYAT
Direktur Utama | *President Director*

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

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