



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

DISTRIBUSI <i>DISTRIBUTION</i> ◇ DEWAN KOMISARIS <i>BOARD OF COMMISSIONERS</i> ◇ DIREKSI <i>BOARD OF DIRECTORS</i> ◇ VICE PRESIDENT ◇ ASSISTANT VICE PRESIDENT	PERIHAL <i>REGARDING</i> Peta Jalan Penerapan <i>Environment, Social and Governance Tahun 2025 – 2029</i> <i>Roadmap to the Implementation of Environment, Social and Governance Period of 2025-2029</i>	NOMOR: <i>NUMBER:</i> 013/PEDOMAN-GCG/IX/2025
- PERUBAHAN MENYELURUH ✓ PERUBAHAN SEBAGIAN - ENTIRE CHANGE ✓ PARTIAL CHANGE		TANGGAL MULAI BERLAKU: 01 September 2025 EFFECTIVE DATE: September 01, 2025

1. PENDAHULUAN PT Humpuss Maritim Internasional Tbk. (“HUMI”) memiliki komitmen untuk konsisten menerapkan prinsip <i>Environmental, Social, and Governance</i> (ESG) pada setiap aktivitas operasionalnya yang mendorong keberlangsungan, keterbukaan dan pengembangan karyawan di Perusahaan. Bagi HUMI, keberlanjutan adalah komitmen untuk mengintegrasikan strategi dan operasional HUMI Grup dengan alam (Nature), ekonomi (Economy), kesejahteraan (Wellbeing), dan masyarakat (Society). Faktor-faktor yang termaktub di atas untuk mengukur tanggung jawab dan keberlanjutan perusahaan, yang mana hasil pengukuran ESG sering dijadikan acuan oleh investor. ESG merupakan indikator seberapa baik manajemen mengelola risiko dan kinerja perusahaannya. Dalam ESG, indikator lingkungan hidup mencakup perubahan iklim, pemanasan global yang disebabkan oleh polusi, penggunaan energi dan air, serta limbah. Indikator sosial meliputi hak asasi manusia, keseimbangan gender, kemiskinan, akses terhadap fasilitas kesehatan; indikator tata kelola seperti korupsi, penyuapan, dan perlindungan pemegang saham. Komitmen HUMI untuk menerapkan ESG secara terencana, sistemik, dan berkelanjutan, sehingga tantangan terbesar dalam implementasi ESG adalah memberikan kesadaran, kepemilikan bersama, serta keterlibatan seluruh insan HUMI.	1. INTRODUCTION <i>PT Humpuss Maritim Internasional Tbk. (“HUMI”) is committed to consistently applying Environmental, Social, and Governance (ESG) principles in all of its operational activities, which promote sustainability, transparency, and employee development within the Company.</i> <i>For HUMI, sustainability is a commitment to integrate the strategies and operations of the HUMI Group with nature, the economy, wellbeing, and society.</i> <i>Factors included in measuring corporate responsibility and sustainability, where ESG measurement results are often used as a reference by investors. ESG is an indicator of how well management manages the company's risks and performance.</i> <i>In the ESG, environmental indicators include climate change, global warming caused by pollution, energy and water use, and waste. Social indicators include human rights, gender balance, poverty, access to health facilities; governance indicators such as corruption, bribery, and shareholder protection.</i> <i>Our Commitment, HUMI in the planned, systemic and continuous implementation and enforcement, the biggest challenge in ESG implementation is promoting the awareness, sense of belonging, as well as the involvement of all of HUMI persons.</i>
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	Menghadapi tantangan implementasi tersebut, dibutuhkan suatu “Peta Jalan” atau <i>Road Map</i> ESG yang menjadi pedoman bagi seluruh unit dan insan HUMI dalam memberikan dukungan dan kontribusi bagi terciptanya ESG yang efektif secara sistemik dan sistematis di Perseroan. Peta jalan diperoleh dari hasil penilaian materialitas sesuai dengan GRI Standards 2021, melalui Diskusi Kelompok Terfokus (<i>Focus Group Discussions/FGDs</i>) dengan tim ESG Task Force HUMI sebanyak 27 peserta dari unit bisnis terkait dan entitas lain yang relevan di HUMI pada 5 dan 6 November 2024, serta menyebarkan kuesioner kepada 113 responden dari pemangku kepentingan internal dan eksternal untuk mengevaluasi topik-topik terkait ESG yang penting bagi keberlanjutan HUMI. Kebijakan ini merupakan pembaharuan dari Pedoman No. 01/PEDOMAN-GCG/XII/2023 tentang <i>Roadmap Penerapan Economic, Social and Governance</i> tahun 2023-2027.		<i>In facing said implementation challenge, it is needed a ‘Road Map’ or ESG Road Map which serves as a guidance for all units and persons at HUMI in giving support and contribution for the creation of an effective ESG in a systemic and systematic manner at the Company.</i> <i>The roadmap was obtained from the results of materiality assessments in accordance with the GRI Standards 2021, through Focus Group Discussions (FGDs) with the HUMI ESG Task Force team consisting of 27 participants from relevant business units and other relevant entities at HUMI on November 5 and 6, 2024, as well as distributing questionnaires to 113 respondents from internal and external stakeholders to evaluate ESG-related topics that are important for HUMI's sustainability.</i> <i>This policy is an update to Guideline No. 01/PEDOMAN-GCG/XII/2023 concerning the Roadmap for the Implementation of Economic, Social and Governance for 2023-2027.</i>
2. DASAR HUKUM 1. Undang-Undang Republik Indonesia No. 40 tahun 2007 tentang Perseroan Terbatas. 2. Undang-Undang Republik Indonesia No. 8 tahun 1995 tentang Pasar Modal. 3. Peraturan Otoritas Jasa Keuangan (OJK) No. 21/POJK.04/2015 tentang Penerapan Pedoman Tata Kelola Perusahaan Terbuka.		2. LEGAL BASIS 1. Law of the Republic of Indonesia No. 40 of 2007 concerning Limited Liability Company. 2. Law of the Republic of Indonesia No. 8 of 1995 concerning the Capital Market. 3. Regulation of Financial Services Authority (OJK) No. 21/POJK.04/2015 concerning Stipulation of Corporate Governance of the Public Listed Company.	

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4. Surat Edaran Otoritas Jasa Keuangan (SEOJK) No. 32/SEOJK.04/2015 tentang Pedoman Tata Kelola Perusahaan Terbuka. 5. Peraturan Otoritas Jasa Keuangan (OJK) No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten dan Perusahaan Publik 6. Pedoman Umum GCG Indonesia, dikeluarkan oleh Komite Nasional Kebijakan Governance 2006 (KNKG-2006). 7. Anggaran Dasar Perseroan beserta perubahannya. 8. Pedoman-Pedoman dan Manual Penerapan Tata Kelola Perusahaan. 9. Pedoman No. 01/PEDOMAN-GCG/XII/2023 tentang Roadmap Penerapan Economic, Social and Governance tahun 2023-2027.	4. <i>Financial Services Authority Circular Letter No. 32/SEOJK.04/2015 concerning Guidelines for Corporate Governance of the Public Listed Company.</i> 5. <i>Regulation of Financial Services Authority (OJK) No. 51/POJK.03/2017 concerning Sustainable Finance to Financial Services Institution, Issuer and Publicly Listed Companies.</i> 6. <i>General Guidelines of GCG Indonesia, issued by the National Committee of Governance Policy 2006 (KNKG-2006).</i> 7. <i>Articles of Association and its amendments.</i> 8. <i>Guidelines and Manual for Application of Corporate Governance.</i> 9. <i>Guideline No. 01/PEDOMAN-GCG/XII/2023 concerning the Roadmap for the Implementation of Economic, Social and Governance for 2023-2027.</i>
3. TUJUAN PENERAPAN ESG 1. Memaksimalkan nilai perusahaan dalam bentuk peningkatan kinerja (<i>high performance</i>) serta citra perusahaan yang baik (<i>good corporate image</i>). 2. Pada aspek Sosial, untuk menjalankan operasinya, HUMI mengoptimalkan keterampilan para karyawannya. Produk dan jasa serta aktivitas operasi dapat bermanfaat bagi masyarakat ataupun bahkan menimbulkan kerugian, sehingga aspek	3. THE OBJECTIVES OF ESG IMPLEMENTATION 1. <i>To maximize the Company's value in the form of performance improvement (high performance) as well as a good corporate image.</i> 2. <i>In Social aspect, to conduct the operations, HUMI's harness the talent and skills of their employees. Product and services and operating activities involved in production, may benefit society or cause harm, so the social aspect is very dominant to be</i>

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sosial sangatlah dominan untuk menjadi perhatian. Dengan menerapkan standar yang tinggi untuk praktik lingkungan kerja yang sehat, aman dan saling menghargai serta dimotori oleh SDM yang terus dikembangkan secara berkelanjutan, keragaman, handal dan kompeten dan prinsip-prinsip Hak Asasi Manusia. 3. Pada aspek Lingkungan, bisnis bergantung pada sumber daya alam dan aset fisik untuk menjalankan operasinya. Aset yang dimiliki oleh HUMI dan layanan yang dijalankan dalam operasi HUMI berdampak langsung atau tidak langsung terhadap lingkungan. HUMI mendukung agenda transisi iklim nasional dengan mengurangi jejak karbon secara signifikan melalui efisiensi bahan bakar, dan pengelolaan limbah yang berkelanjutan. Kami juga akan meningkatkan kontribusi dalam pelestarian lingkungan laut dan mendukung inisiatif global terkait mitigasi perubahan iklim. 4. Pada aspek Tata Kelola, mengakui adanya hak-hak <i>stakeholders</i> (internal maupun eksternal) yang ditetapkan melalui kesepakatan bersama serta mendorong kerja sama yang aktif untuk menciptakan kesinambungan Perseroan, dalam membuat keputusan dan menjalankan tindakan dilandasi dengan nilai etika/moral yang tinggi dan kepatuhan terhadap peraturan perundang-undangan yang berlaku, serta kesadaran akan adanya tanggungjawab sosial perusahaan. Kami akan memastikan bahwa setiap pengambilan keputusan dan proses operasional didasarkan pada prinsip-prinsip	<i>considered. By implementing high standards for healthy, safe, and mutually respectful workplace practices, driven by a workforce that is continuously developed in a sustainable manner, diverse, reliable, and competent, and guided by the principles of human rights.</i> 3. <i>In Environment aspect that business rely on natural resources and physical assets to perform their operations. Assets owned by HUMI and the services carried out in HUMI's operations have directly or indirectly impact the environment. HUMI supports the national climate transition agenda by significantly reducing its carbon footprint through fuel efficiency and sustainable waste management. We will also increase our contribution to marine conservation and support global initiatives related to climate change mitigation.</i> 4. <i>In Governance aspect, to recognize the existence of stakeholders' rights (both internal and external) defined by a mutual agreement as well as encouraging an active cooperation to create the Company's continuity, in making a decision and taking an act it is based on a high ethics/moral value and compliance with the applicable statutory regulation, as well as the awareness of the Company's social responsibility. We will ensure that every decision and operational process is based on sustainability principles and complies with national and international standards and regulations, and enforce anti-</i>
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	keberlanjutan serta patuh terhadap standar dan regulasi nasional dan internasional dan menegakkan praktik anti korupsi dan anti-fraud dalam operasional Perusahaan. 5. Mengedepankan prinsip keterbukaan (<i>disclosure principle</i>), mendorong pengelolaan perusahaan secara profesional serta efisien untuk mengembangkan produk Perseroan di Pasar Modal. 6. Dewan Komisaris dan Direksi memastikan penerapan pedoman strategis Perseroan, pengawasan yang efektif terhadap manajemen dan tanggung jawab Dewan Komisaris dan Direksi kepada Perseroan dan Pemegang Saham.		<i>corruption and anti-fraud practices in the Company's operations.</i> 5. <i>To prioritize disclosure principle, encourage a professional and efficient corporate management to develop the Company's products in Capital market.</i> 6. <i>The Board of Commissioners and Board of Directors to ensure the implementation of the Company's strategic guidance, an effective supervision on the management and The Board of Commissioners and Board of Directors' responsibility to the Company and Shareholders.</i>
4.	PRINSIP STRATEGI DAN PETA JALAN ESG Prinsip strategi dan peta jalan ESG HUMI dibentuk berdasarkan sembilan topik material yang telah diidentifikasi. Dengan menggunakan pendekatan atas strategi ESG merujuk pada standar global yaitu <i>International Financial Reporting Standards (IFRS)</i>. Pengembangan peta jalan ESG telah mempertimbangkan kepatuhan terhadap peraturan Indonesia yang berlaku serta standar, <i>framework</i>, dan persyaratan nasional dan global lainnya seperti MARPOL, SOLAS. Prinsip strategi dan peta jalan ESG membentuk <i>visi, misi, unique sustainability value proposition (USVP)</i>, ESG Rumah Strategi (<i>Strategy House</i>).	4.	ESG STRATEGY PRINCIPLES AND ROADMAP <i>HUMI's ESG strategy and roadmap principles are based on nine material topics that have been identified. The ESG strategy approach refers to global standards, namely International Financial Reporting Standards (IFRS). The development of the ESG roadmap has taken into account compliance with applicable Indonesian regulations as well as other national and global standards, frameworks, and requirements such as MARPOL and SOLAS.</i> <i>The ESG strategy principles and roadmap form the vision, mission, unique sustainability value proposition (USVP), and ESG Strategy House.</i>

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VISI | VISION :

Untuk menjadi pemimpin dalam transportasi maritim berkelanjutan dengan menanamkan ESG sebagai inti dari operasional.

To become a leader in sustainable maritime transportation by embedding ESG at the core of operations.

USVP (Unique Sustainability Value Proposition):

Dengan komitmen untuk mengintegrasikan prinsip-prinsip ESG ke dalam aspek operasional, HUMI menghadirkan solusi jangka panjang yang memberikan nilai untuk lingkungan, komunitas, dan seluruh pemangku kepentingan.

With a commitment to integrate ESG principles into every operational aspects, HUMI delivers long-term solutions that create values to the environment, communities, and all stakeholders.

MISI | MISSION :

- Mengurangi jejak karbon dan mengelola limbah secara berkelanjutan seraya **melestarikan lingkungan laut** dan mendukung upaya mitigasi perubahan iklim global.
- Menciptakan **lingkungan kerja yang sehat, aman, dan inklusif** dengan modal manusia yang beragam dan kompeten serta menjunjung tinggi prinsip-prinsip hak asasi manusia.
- Menerapkan **tata Kelola perusahaan yang baik, transparan, akuntabel, dan etis** yang berakar pada keberlanjutan serta kepatuhan terhadap regulasi dan praktik anti korupsi.
- *Reducing carbon footprint and managing waste sustainably while **preserving marine environments** and supporting global climate change mitigation.*
- *Creating a **healthy, safe, and inclusive work environment** with diverse, competent human resources upholding human rights principles.*
- *Implementing a **transparent, accountable, and ethical governance rooted in sustainability and compliance with regulations and anti-corruption practices.***

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HUMI ESG HOUSE STRATEGY

HUMI's ESG Strategy



5. RENCANA IMPLEMENTASI PENERAPAN ESG

Implementasi Penerapan ESG dilakukan berdasarkan dari sembilan topik material yang sesuai dengan GRI Standards 2021 yang dilakukan dengan Tim ESG Task Force HUMI. yang menghasilkan Peta jalan ESG HUMI adalah sebagai berikut:

5. IMPLEMENTATION PLAN ON THE ESG IMPLEMENTATION

ESG implementation is based on nine material topics in accordance with the 2021 GRI Standards, conducted with the HUMI ESG Task Force team. Therefore, HUMI's ESG Roadmap is as follows:

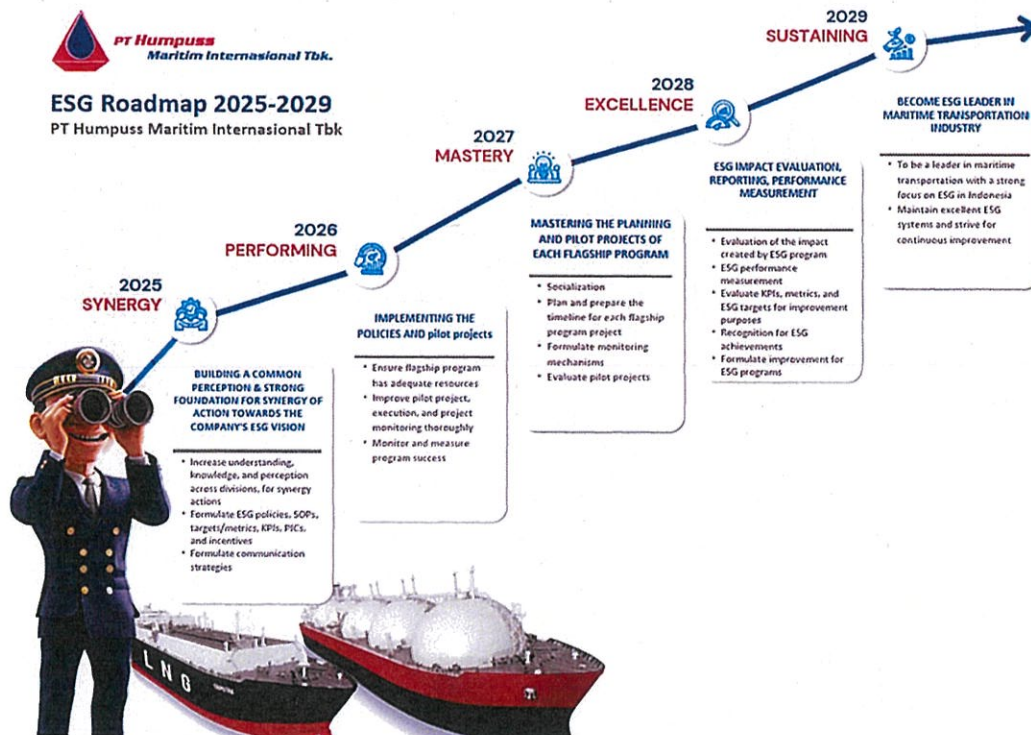
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Roadmap ESG HUMI



	Praktik ESG di Perseroan, dituangkan dalam peta jalan tahun 2025 – 2029: Membentuk ESG sebagai CULTURE di HUMI dan Anak Usaha, menjalankan operasional melalui pendekatan ESG sehingga tercipta nilai tambah yang terus berkelanjutan.	<i>Improvement on ESG practice at the Company, is spelled out in the Roadmap of 2025-2029:</i> Shape ESG as CULTURE at HUMI and Subsidiaries in its operation through ESG approach so that it is created an added value and sustainable.
6.	PENETAPAN MATERIALITAS ESG PILAR STRATEGI KEBERLANJUTAN HUMI GRUP Sebagai komitmen HUMI terhadap transparansi dan praktik bisnis yang bertanggung jawab,	6. DETERMINING ESG MATERIALITY HUMI GROUP'S SUSTAINABILITY STRATEGY PILLARS <i>As part of HUMI's commitment to transparency and responsible business</i>

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penting untuk HUMI untuk membahas isu-isu berkelanjutan yang paling relevan dan signifikan yang mempengaruhi operasi dan pemangku kepentingan HUMI. Topik Materialitas didasarkan pada hasil penilaian materialitas sesuai dengan GRI Standards 2021, yang telah dilakukan proses peninjauan internal dan telah ditetapkan 9 (sembilan) topik material yang telah diidentifikasi oleh HUMI adalah sebagai berikut:	<i>practices, it is essential for HUMI to address the most relevant and significant sustainability issues affecting its operations and stakeholders.</i> <i>The materiality topics are based on the results of a materiality assessment in accordance with the 2021 GRI Standards. This internal review process has identified nine material topics as follows:</i>
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TOPIK MATERIAL YANG TERIDENTIFIKASI IDENTIFIED MATERIAL TOPICS	PENJELASAN TOPIK TOPIC DESCRIPTION	LINGKUP DATA SCOPE OF DATA
1. <i>Emission and Energy Management</i>	Pengelolaan emisi dan energi mencakup pengurangan emisi gas rumah kaca (GHG), efisiensi penggunaan energi, transisi ke sumber energi terbarukan, dan kepatuhan terhadap regulasi terkait seperti IMO 2020. <i>Emissions and energy management includes reducing greenhouse gas (GHG) emissions, improving energy efficiency, transitioning to renewable energy sources, and complying with relevant regulations such as IMO 2020.</i>	• GHG and non-GHG emission • Energy Consumption
2. <i>Ecological Impacts</i>	Dampak ekologis meliputi perlindungan keanekaragaman hayati, Pengelolaan sumber daya alam yang berkelanjutan, pencegahan pencemaran laut, serta mitigasi risiko terhadap ekosistem perairan dan pesisir. <i>Ecological impacts include protecting biodiversity, sustainable management of</i>	• Fleet implementing ballast water • Volume of spills • Konservasi laut dan pesisir Marine and coastal conservation

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		<i>natural resources, preventing marine pollution, and mitigating risks to aquatic and coastal ecosystems.</i>	
3.	<i>Compliance to Law and Regulations</i>	Kepatuhan terhadap hukum dan peraturan meliputi aspek lingkungan, sosial dan tata Kelola, termasuk regulasi maritim internasional yang ketat. <i>Compliance with laws and regulations covers environmental, social, and governance aspects, including strict international maritime regulations.</i>	Regulasi aspek lingkungan, hak asasi manusia, dan tata kelola <i>Regulations on environmental aspects, human rights, and governance</i>
4.	<i>Maritime Safety and Operational Risk Management</i>	Pengelolaan keselamatan maritim mencakup pencegahan kecelakaan, Pengelolaan risiko operasional, dan perlindungan terhadap lingkungan serta karyawan selama kegiatan operasional. <i>Maritime safety management includes accident prevention, operational risk management, and protection of the environment and employees during operational activities.</i>	<i>Operational risk management</i> <i>Maritime safety management (SOLAS)</i>
5.	<i>Occupational Health and Safety</i>	Kesehatan dan keselamatan kerja meliputi perlindungan karyawan dari risiko kecelakaan dan penyakit akibat kerja, khususnya dalam lingkungan operasional yang berisiko tinggi seperti maritim. <i>Occupational health and safety includes protecting employees from the risk of accidents and occupational diseases, particularly in high-risk operational environments such as maritime.</i>	- Keselamatan Karyawan <i>Employee Safety</i> - Kesejahteraan Karyawan <i>Employee Welfare</i>

Paraf:

SL	SS	CS	KESG	DR	KI
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6.	<i>Maritime Cyber Security Management</i>	Keamanan siber maritime mencakup perlindungan data, system navigasi, dan teknologi operasional dari ancaman dunia maya yang dapat mengganggu operasional atau membahayakan keselamatan. <i>Maritime cybersecurity encompasses the protection of data, navigation systems, and operational technology from cyber threats that could disrupt operations or endanger safety.</i>	• <i>Cyber Attack</i> • <i>Regulasi Cyber Security</i>
7.	<i>Sustainable Human Capital Management</i>	Pengelolaan modal manusia berkelanjutan mencakup pelatihan, pengembangan keterampilan, inklusivitas, kesetaraan, dan kesejahteraan karyawan untuk memastikan keberlanjutan tenaga kerja. <i>Sustainable human capital management encompasses training, skills development, inclusivity, equality, and employee welfare to ensure workforce sustainability.</i>	• <i>Recruitment</i> • <i>Equal & Opportunity</i> • <i>Training & Education</i> • <i>Workforce Diversity & Inclusion</i> • <i>Employee Benefits</i>
8.	<i>Business Ethics & Integrity</i>	Etika bisnis dan integritas mencakup antikorupsi, transparansi, kepatuhan terhadap prinsip tata Kelola yang baik, dan integritas dalam seluruh aspek operasional. <i>Business ethics and integrity encompass anti-corruption, transparency, compliance with good governance principles, and integrity in all aspects of operations.</i>	• <i>Etika Bisnis Business Ethics</i> • <i>Anti Korupsi Anti-Corruption</i> • <i>Good Corporate Governance</i>
9	<i>Waste Management</i>	Pengelolaan limbah meliputi pencegahan, pengurangan, daur ulang, dan pembuangan limbah secara bertanggung jawab untuk meminimalkan dampak lingkungan. <i>Waste management includes prevention, reduction, recycling, and responsible</i>	• <i>Limbah Padat Solid Waste</i> • <i>Limbah Cair Liquid Waste</i>

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	<i>disposal of waste to minimize environmental impact.</i>	
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7. PENUTUP - Kebijakan ini disusun dengan penuh itikad baik dan sesuai prinsip-prinsip Perusahaan untuk mewujudkan tata kelola Perseroan yang baik. - Terhitung sejak Kebijakan ini berlaku efektif maka Kebijakan No. 01/PEDOMAN-GCG/VIII/2023 tentang <i>Roadmap Penerapan Economic, Social and Government</i> tahun 2023-2027, dinyatakan tidak lagi berlaku. - Seluruh organ Perseroan 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 Perseroan tanpa menghilangkan esensi dari tata kelola Perseroan yang baik.	7. CLOSING <i>This policy is duly prepared in good faith and in accordance with the Company's principles to realize good corporate governance.</i> <i>Effective from the time this Policy comes into effect, Policy No. 01/PEDOMAN-GCG/VIII/2023 concerning the Roadmap for Implementing Economic, Social and Government 2023-2027 is declared no longer valid.</i> <i>All of the Company's organs and employees are required to obey this policy.</i> <i>This policy is evaluated regularly of at least 1 (one) time each year and can be made a revision in order to adjust it to the applicable statutory regulation, the current and future economic conditions, as well as the Company's need without eliminating the essence of the good corporate governance.</i>
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Jakarta, September 2025 | *September. , 2025*
PT Humpuss Maritim Internasional Tbk.



TIRTA HIDAYAT
Direktur Utama | *President Director*

AR SOFYAN
Komisaris Utama | *President Commissioner*

Paraf:

SL	SS	CS	KESG	DR	KI