

|                 |                                           |
|-----------------|-------------------------------------------|
| Nomor Surat     | 086a/DU-HUMI/IV/2025                      |
| Nama Perusahaan | PT Humpuss Maritim Internasional Tbk      |
| Kode Emiten     | HUMI                                      |
| Lampiran        | 2                                         |
| Perihal         | Penyampaian Laporan Keberlanjutan dan ESG |

Merujuk pada pelaporan Laporan Tahunan Nomor 085/DU-HUMI/IV/2025, Dengan ini Perseroan Menyampaikan Laporan Keberlanjutan dan ESG tahun 2024 dengan periode tahun buku dari 01 Januari 2024 sampai dengan 31 Desember 2024 dalam bahasa Indonesia dan Inggris

Apakah Perseroan akan/telah melakukan panggilan Rapat Umum Pemegang Saham Tahunan? (Ya)

Perseroan melakukan panggilan Rapat Umum Pemegang Saham Tahunan pada tanggal 30 April 2025

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link [www.humi.co.id](http://www.humi.co.id) pada tanggal 30 April 2025

Apakah Perseroan tercatat di Bursa lain? (Tidak)

A. Kinerja Lingkungan (Environmental Performance)

Perseroan menyampaikan Keberlanjutan dan ESG Tahunan :

| E-01 Laporan Emisi Gas Rumah Kaca (GRK)                             |                       |
|---------------------------------------------------------------------|-----------------------|
| Laporan Emisi GRK Konsolidasi?                                      | Ya                    |
| Batasan Organisasi                                                  | Operasional/Finansial |
| Adakah anak perusahaan yang tidak diikutsertakan dalam laporan ini? | Tidak                 |

| Name                                                                | Total Emisi (tCO2e) |
|---------------------------------------------------------------------|---------------------|
| Kategori 1: Emisi GRK langsung dan pembuangan                       |                     |
| Emisi langsung dari pembakaran stasioner                            | 33.862              |
| Emisi langsung dari pembakaran bergerak                             | 0                   |
| Emisi langsung dari proses pengolahan                               | 0                   |
| Emisi fugitive langsung                                             | 0                   |
| Emisi langsung dari Land Use, Land Use Change and Forestry (LULUCF) | 0                   |
| Total Emisi Langsung (Scope 1)                                      | 33.862              |

**Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli**

|                                                                                         |              |
|-----------------------------------------------------------------------------------------|--------------|
| Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli                          | 339,8        |
| Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik) | 0            |
| <b>Total Emisi Tidak Langsung (Scope 2)</b>                                             | <b>339,8</b> |

**Kategori 3: Emisi GRK tidak langsung dari transportasi**

|                                        |        |
|----------------------------------------|--------|
| Transportasi dan distribusi hulu       | 0      |
| Perjalanan dinas                       | 0      |
| Transportasi dari klien dan pengunjung | 0      |
| Transportasi dan distribusi hilir      | 0      |
| Perjalanan Karyawan                    | 158,41 |

**Kategori 4: Emisi GRK tidak langsung dari produk yang digunakan oleh perusahaan**

|                                                                                                                  |   |
|------------------------------------------------------------------------------------------------------------------|---|
| Kegiatan yang berhubungan dengan energi yang tidak termasuk dalam emisi langsung dan emisi energi tidak langsung | 0 |
| Pembelian Barang dan Jasa                                                                                        | 0 |
| Capital equipment/goods                                                                                          | 0 |
| Limbah yang dihasilkan dalam kegiatan operasional                                                                | 0 |
| Aset Sewaan hulu                                                                                                 | 0 |

**Kategori 5: Emisi GRK tidak langsung yang terkait dengan penggunaan produk dari perusahaan**

|                                               |   |
|-----------------------------------------------|---|
| Investasi                                     | 0 |
| Penggunaan produk yang dijual                 | 0 |
| Perawatan akhir masa pakai produk yang dijual | 0 |
| Waralaba hilir                                | 0 |
| Aset Sewaan Hilir                             | 0 |
| Pengolahan produk yang dijual                 | 0 |

| Kategori 6: Emisi GRK tidak langsung dari sumber lainnya |          |
|----------------------------------------------------------|----------|
| Emisi atau pembuangan tidak langsung lainnya             | 0        |
| <b>Total Emisi Tidak Langsung (Scope 3)</b>              | 339,8    |
| <b>Total Emisi GRK (Scope 1 and 2)</b>                   | 34.201,8 |
| <b>Total Emisi GRK (Scope 1, 2 and 3)</b>                | 34.541   |
| Offsets/Credits                                          | 0        |
| Pembelian Renewable Energy Certificate (REC) (kWh)       | 0        |

|             |                                |                                                                        |         |
|-------------|--------------------------------|------------------------------------------------------------------------|---------|
| <b>E-02</b> | <b>Intensitas Emisi GRK</b>    | Total emisi dari Scope 1 dan 2 per unit pendapatan Perusahaan Tercatat | 265,21  |
| <b>E-03</b> | <b>Konsumsi Energi listrik</b> | Jumlah total energi yang dikonsumsi secara langsung (kWh or J)         | 390.569 |
|             |                                | Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))  | 0       |
|             |                                | Total konsumsi energi (kWh or J)                                       | 390.569 |
| <b>E-04</b> | <b>Konsumsi Air</b>            | Total konsumsi air (m3)                                                | 5,84    |
| <b>E-05</b> | <b>Limbah yang dihasilkan</b>  | Total limbah yang dihasilkan (ton)                                     | 1,44    |

| E-06 Komitmen Perusahaan untuk mencapai target Net Zero Emission                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |      |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|
| Apakah Perusahaan memiliki komitmen pencapaian target net zero?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Ya   |
| Tahun berapa Perusahaan menargetkan pencapaian Net Zero emission yang dipublikasi?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 2050 |
| Mohon berikan deskripsi ringkas penjelasan dan tautan ke dokumentasi yang menjelaskan komitmen pencapaian target Net zero emission Perusahaan.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |      |
| Perusahaan berkomitmen untuk mencapai Net Zero Emission melalui berbagai inisiatif berkelanjutan. Langkah-langkah yang telah dilakukan meliputi pembentukan Tim Task Force ESG, penyusunan framework dan target tahunan, serta keanggotaan dalam United Nations Global Compact (UNGC) yang sejalan dengan tujuan Net Zero Emission. Selain itu, perusahaan turut berkontribusi dalam penanaman mangrove sebagai upaya restorasi ekosistem, serta menerapkan efisiensi energi dengan membatasi penggunaan listrik, termasuk pengaturan suhu AC di kantor dan penggunaan lampu LED hemat energi. Upaya ini mencerminkan dedikasi perusahaan dalam mengurangi jejak karbon dan mewujudkan operasional yang lebih ramah lingkungan |      |

| E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction) |                        |
|-------------------------------------------------------------------------------------|------------------------|
| Apakah Perusahaan memiliki komitmen mengurangi emisi?                               | Ya                     |
| Target pengurangan emisi GRK                                                        | 30 %                   |
|                                                                                     | 0 (tCO <sub>2</sub> e) |
| Tahun target untuk penurunan emisi GRK?                                             | 2030                   |

Apakah perusahaan memiliki manajemen yang mengawasi pengendalian iklim?

Tidak

Langkah-langkah yang sudah dilakukan dan penurunan emisi yang telah dicapai dibandingkan tahun sebelumnya.

Penjelasan:

Perusahaan berkomitmen untuk mencapai Net Zero Emission melalui berbagai inisiatif berkelanjutan. Langkah-langkah yang telah dilakukan meliputi pembentukan Tim Task Force ESG, penyusunan framework dan target tahunan, serta keanggotaan dalam United Nations Global Compact (UNGC) yang sejalan dengan tujuan Net Zero Emission. Selain itu, perusahaan turut berkontribusi dalam penanaman mangrove sebagai upaya restorasi ekosistem, serta menerapkan efisiensi energi dengan membatasi penggunaan listrik, termasuk pengaturan suhu AC di kantor dan penggunaan lampu LED hemat energi. Upaya ini mencerminkan dedikasi perusahaan dalam mengurangi jejak karbon dan mewujudkan operasional yang lebih ramah lingkungan

## B. Kinerja Sosial (Social Performance)

### S-01 Kesetaraan Gender

| Level Jabatan   | Laki-Laki      |                    | Perempuan      |                    |
|-----------------|----------------|--------------------|----------------|--------------------|
|                 | Jumlah pegawai | Persentasi pegawai | Jumlah pegawai | Persentasi pegawai |
| Entry-level     | 110            | 10.31 %            | 70             | 6.56 %             |
| Mid-level       | 426            | 39.93 %            | 7              | 6.56 %             |
| Senior-level    | 429            | 40.21 %            | 7              | 0.66 %             |
| Executive-level | 15             | 1.41 %             | 3              | 0.28 %             |
| Total Pegawai   | 980            | 91.85 %            | 87             | 8.15 %             |

### S-02 Jumlah level pegawai yang dimiliki oleh laki-laki dan perempuan berdasarkan kelompok umur

| Rentang Usia (tahun) | Level Jabatan |           |           |           |              |           |                 |           | Jumlah Pegawai |
|----------------------|---------------|-----------|-----------|-----------|--------------|-----------|-----------------|-----------|----------------|
|                      | Entry-level   |           | Mid-level |           | Senior-level |           | Executive-level |           |                |
|                      | Laki-Laki     | Perempuan | Laki-Laki | Perempuan | Laki-Laki    | Perempuan | Laki-Laki       | Perempuan |                |
| 18-25                | 45            | 8         | 7         | 0         | 26           | 0         | 0               | 0         | 86             |
| 25-35                | 35            | 40        | 227       | 0         | 257          | 0         | 0               | 0         | 559            |
| 35-45                | 14            | 17        | 138       | 3         | 97           | 4         | 3               | 1         | 277            |
| 45-55                | 15            | 5         | 33        | 4         | 25           | 1         | 4               | 1         | 88             |
| >55                  | 1             | 0         | 21        | 0         | 24           | 2         | 8               | 1         | 57             |

### S-03 Tingkat Pergantian Pegawai

|                                                | Jumlah Pegawai (dalam tahun pelaporan) | Percentage Pegawai (dalam tahun pelaporan) |
|------------------------------------------------|----------------------------------------|--------------------------------------------|
| Jumlah Pegawai resign/Pemutusan Hubungan Kerja | 14 Pegawai                             | 1,31 %                                     |
| Jumlah Pegawai Baru/pengganti                  | 277 Pegawai                            | 25,59 %                                    |

**S-04 Jumlah Pegawai Sementara**

|                                                                            | Jumlah Pegawai (dalam tahun pelaporan) | Percentage Pegawai (dalam tahun pelaporan) |
|----------------------------------------------------------------------------|----------------------------------------|--------------------------------------------|
| Jumlah Pegawai perusahaan yang dipegang oleh kontraktor dan/atau konsultan | 1.036 Pegawai                          | 100 %                                      |

**S-05 Pelatihan dan Pengembangan Pegawai**

| Rata-rata jam pelatihan per pegawai dalam tahun Pelaporan | Jumlah pegawai yang ikut serta dalam program pelatihan | Persentase jumlah pegawai yang ikut serta dalam pelatihan (%) |
|-----------------------------------------------------------|--------------------------------------------------------|---------------------------------------------------------------|
| 13,77 jam/pegawai                                         | 1.067                                                  | 100 %                                                         |

**S-06 Jumlah Kecelakaan Kerja**

| Frekuensi kecelakaan kerja dari total pegawai | Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai (%) |
|-----------------------------------------------|--------------------------------------------------------------------------------------------------|
| 0                                             | 0 %                                                                                              |

**S-07 Jumlah Kejadian Pelanggaran Hak Asasi Manusia**

|                                                            |   |
|------------------------------------------------------------|---|
| Jumlah pelanggaran hak asasi manusia dalam tahun Pelaporan | 0 |
|------------------------------------------------------------|---|

**Kebijakan Perusahaan terkait Pekerja**

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |       |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|
| <b>S-08 Perusahaan memiliki kebijakan terkait pelecehan seksual dan/atau non-diskriminasi?</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Ya    |
| Mengacu pada Petunjuk Pelaksanaan Peraturan Perusahaan PT Humpuss Maritim Internasional Tbk No 001/PP-HUMI/II/2023, Perusahaan berkomitmen untuk menindak segala bentuk perbuatan asusila atau pelecehan seksual atau perbuatan yang menimbulkan skandal. <a href="https://drive.google.com/file/d/1Rifq9KG7YMCXpShW5Mv-R1ujvxnocnqR/view?usp=sharing">https://drive.google.com/file/d/1Rifq9KG7YMCXpShW5Mv-R1ujvxnocnqR/view?usp=sharing</a>                                                                                                                   |       |
| <b>S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Ya    |
| Mengacu pada Peraturan Perusahaan PT Humpuss Maritim Internasional Tbk No 001/PP-HUMI/II/2023, Perusahaan berkomitmen untuk memenuhi Hak Asasi Manusia melalui Pasal 4 mengenai upaya perusahaan dalam memenuhi kewajibannya. Perseroan berupaya untuk dapat memenuhi hal-hak para karyawan sebagaimana telah diatur Undang-undang no 13 Tahun 2003 tentang Ketenagakerjaan <a href="https://drive.google.com/file/d/1Rifq9KG7YMCXpShW5Mv-R1ujvxnocnqR/view?usp=sharing">https://drive.google.com/file/d/1Rifq9KG7YMCXpShW5Mv-R1ujvxnocnqR/view?usp=sharing</a> |       |
| <b>S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Tidak |
| tidak ada                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |       |
| <b>S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?</b>                                                                                                                                                                                                                                                                                                                                                                                     | Ya    |
| Mengacu kepada Kebijakan Mutu, Kesehatan Keselamatan Kerja (K3) dan Lingkungan dan Kebijakan Perusahaan pada 6 Januari 2025, Perusahaan berkomitmen dan berperan aktif dalam melakukan pencegahan dan perlindungan terhadap lingkungan, efisiensi energi dan melakukan identifikasi terhadap                                                                                                                                                                                                                                                                    |       |

dampak lingkungan. Perusahaan juga berkomitmen untuk melakukan pencegahan kecelakaan kerja dan penyakit akibat kerja.

[https://drive.google.com/file/d/15u3JAVIWIY0D\\_aDr7f2I6FA0w-u3CPSF/view?usp=sharing](https://drive.google.com/file/d/15u3JAVIWIY0D_aDr7f2I6FA0w-u3CPSF/view?usp=sharing)

## Corporate Social Responsibility (CSR)

|                                                                                                                               |       |
|-------------------------------------------------------------------------------------------------------------------------------|-------|
| <b>S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?</b> | Tidak |
| Tidak ada                                                                                                                     |       |

## C. Kinerja Tata Kelola (Governance Performance)

### G-01 Keberagaman Manajemen dan Independensi (Board Diversity and Independence)

| Tipe Manajemen Perusahaan | Jumlah | Laki-laki | Perempuan | Pihak Independen |
|---------------------------|--------|-----------|-----------|------------------|
| Komisaris                 | 0      | 1         | 0         | 1                |
| Direksi                   | 0      | 2         | 0         | 0                |

### G-02 Total kehadiran direksi dan komisaris ke rapat dewan

|                                           | Jumlah rapat dewan (di tahun pelaporan) | Rata-rata persentase kehadiran direksi/komisaris dalam rapat dewan |
|-------------------------------------------|-----------------------------------------|--------------------------------------------------------------------|
| Jumlah kehadiran direksi ke rapat dewan   | 9                                       | 100 %                                                              |
| Jumlah kehadiran komisaris ke rapat dewan | 54                                      | 94 %                                                               |

Kebijakan mengenai manajemen lainnya

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |    |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|
| <b>G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Ya |
| Mengacu pada Pedoman No. 02/GCG/IX/2022 tentang Pedoman Dewan Komisaris dan No. 03/GCG/IX/2022 tentang Pedoman Direksi ( <a href="https://drive.google.com/file/d/1WhSTSOPfIrWWxtelyZbz_AVbL08jwPh3/view?usp=drive_link">https://drive.google.com/file/d/1WhSTSOPfIrWWxtelyZbz_AVbL08jwPh3/view?usp=drive_link</a> ) yang mengatur hak dan kewajiban, serta tugas dan tanggung jawab Direksi dan Dewan Komisaris yang diatur secara terpisah.                                                                                                                                                                                                                                                           |    |
| <b>G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Ya |
| <p>ya, mengacu pada Pedoman No. 23/PEDOMAN-GCG/XII/2023 tentang Kebijakan Penilaian Dewan Komisaris dan Direksi, Penilaian Direksi dan Dewan Komisaris dilakukan berdasarkan kriteria tertentu yang telah ditetapkan dengan mempertimbangkan tugas dan tanggung jawab yang sesuai dengan peraturan perundang-undangan dan Anggaran Dasar</p> <p>Penilaian Kinerja Direksi dan Dewan Komisaris dilakukan secara self assesment setiap tahun untuk menilai kinerja Dewan Komisaris secara kolegal.</p> <p><a href="https://drive.google.com/file/d/19GevGLsrxrNeqJIVfSEgmNhoLbT7QZCzt/view?usp=drive_link">https://drive.google.com/file/d/19GevGLsrxrNeqJIVfSEgmNhoLbT7QZCzt/view?usp=drive_link</a></p> |    |
| <b>G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Ya |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |    |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|
| <p>Ya, mengacu pada Pedoman No. 21/PEDOMAN-GCG/XII/2023 tentang Program Pelatihan atau Orientasi Dewan Komisaris dan Direksi yang dilakukan melalui program pelatihan dan orientasi pada bidang yang relevan dan sesuai kebutuhan pelatihan anggota Direksi dan Dewan Komisaris berdasarkan hasil assesment baik dari eksternal dan/atau Internal.</p> <p>Pelatihan juga meliputi terkait dengan pelatihan Tata Kelola Perusahaan yang Baik, Risk Management dan program latihan lainnya yang relevan dengan tugas Direksi dan Dewan Komisaris.</p>                                                                                                                                                    |    |
| <b>G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Ya |
| <p>Kriteria khusus dalam pemilihan Direksi dan Dewan Komisaris tertuang dalam Pedoman No. 03/GCG/IX/2022 dan Pedoman No. 02/GCG/IX/2022 tentang Pedoman Dewan Komisaris dan Direksi yang dilakukan melalui Proses nominasi anggota Direksi dan Dewan Komisaris oleh Komite Nominasi dan Remunerasi dalam hal telah memenuhi persyaratan Hukum dan Persyaratan Khusus yang diatur lebih lanjut dalam Pedoman</p>                                                                                                                                                                                                                                                                                        |    |
| <b>G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Ya |
| <p>Perusahaan memiliki kebijakan mengenai Kode Etik yang dituangkan dalam Kebijakan No. 001/PEDOMAN-GCG/X/2024 tentang Pedoman Perilaku dan Kebijakan No. 02/PEDOMAN-GCG/XII/2023 yang mengatur lebih lanjut terkait komitmen perusahaan untuk menaati dan menerapkan standar etika dan perilaku yang tinggi yang mana Pedoman ini wajib diketahui, dipahami dan dilaksanakan oleh Dewan Komisaris, Direksi dan Karyawan dengan penuh tanggung jawab dan tanpa pengecualian dengan membuat pernyataan Dewan Komisaris, Direksi dan Karyawan yang dilakukan setiap tahunnya yang memuat keadaan atau situasi yang memungkinkan timbulnya pelanggaran/ketidak patuhan terhadap kode etik perusahaan.</p> |    |
| <b>G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Ya |
| <p>Perusahaan memiliki kebijakan mengenai Perdagangan oleh Orang Dalam yang dituangkan dalam kebijakan No. 08/PEDOMAN-GCG/XII/2023 untuk menghindari benturan kepentingan antara Perusahaan dengan Pihak-pihak tertentu dan untuk memastikan perdagangan efek Perseroan yang wajar serta melindungi Perseroan dalam melaksanakan corporate action atau aksi korporasi, perlu diatur pengumuman informasi material yang tidak atau belum menjadi informasi publik atau rahasia oleh setiap pihak yang memiliki akses atas informasi material atau informasi rahasia.</p>                                                                                                                                |    |
| <b>G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Ya |
| <p>Pencegahan terkait adanya Konflik Kepentingan diatur dalam Pedoman Perilaku No. 001/PEDOMAN-GCG/X/2024 tentang Pedoman Perilaku dimana seluruh karyawan yang bekerja di Perusahaan wajib untuk menghindari terjadinya benturan kepentingan antara kepentingan pribadi atau golongan dengan kepentingan perusahaan baik secara langsung maupun tidak langsung</p>                                                                                                                                                                                                                                                                                                                                    |    |

## D. Lain-lain

Keselarasan Laporan Keberlanjutan/Tahunan dengan Metrik ESG

| Kinerja    | Kode | Nama Metrik                                                                                                                     | Halaman di Laporan Keberlanjutan/Tahunan |
|------------|------|---------------------------------------------------------------------------------------------------------------------------------|------------------------------------------|
| Lingkungan | E-01 | Laporan Emisi Gas Rumah Kaca                                                                                                    | 79                                       |
|            | E-02 | Intensitas Emisi Gas Rumah Kaca                                                                                                 | 79                                       |
|            | E-03 | Konsumsi Energi Listrik                                                                                                         | 83                                       |
|            | E-04 | Konsumsi Air                                                                                                                    | 84                                       |
|            | E-05 | Limbah yang Dihasilkan                                                                                                          | 86                                       |
|            | E-06 | Komitmen Perusahaan untuk Mencapai Target Net Zero Emission                                                                     | 79                                       |
|            | E-07 | Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca                                                                       | 79                                       |
| Sosial     | S-01 | Kesetaraan Gender                                                                                                               | 108                                      |
|            | S-02 | Pegawai Berdasarkan Gender dan Kelompok Umur                                                                                    | 102                                      |
|            | S-03 | Tingkat Pergantian Pegawai                                                                                                      | 103                                      |
|            | S-04 | Jumlah Pegawai Sementara                                                                                                        | 101                                      |
|            | S-05 | Pelatihan dan Pengembangan Pegawai                                                                                              | 115                                      |
|            | S-06 | Jumlah Kecelakaan Kerja                                                                                                         | 99                                       |
|            | S-07 | Kejadian Pelanggaran Hak Asasi Manusia                                                                                          | 106                                      |
|            | S-08 | Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi                                                                           | 106                                      |
|            | S-09 | Kebijakan Mengenai Hak Asasi Manusia                                                                                            | 106                                      |
|            | S-10 | Kebijakan Pekerja Anak dan/atau Pekerja Paksa                                                                                   | 106                                      |
|            | S-11 | Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan | 93                                       |
|            | S-12 | Pencegahan Konflik Kepentingan                                                                                                  | 121                                      |

|             |      |                                                      |     |
|-------------|------|------------------------------------------------------|-----|
| Tata-kelola | G-01 | Keberagaman Manajemen dan Independensi               | 190 |
|             | G-02 | Total Kehadiran Direksi dan Komisaris ke Rapat Dewan | 178 |
|             | G-03 | Kebijakan Pemisahan Chairman of the Board dan CEO    | 0   |
|             | G-04 | Kebijakan Penilaian Dewan Direksi dan Komisaris      | 193 |
|             | G-05 | Kebijakan Pelatihan Dewan Direksi dan Komisaris      | 187 |
|             | G-06 | Kriteria Khusus Pemilihan Dewan                      | 195 |
|             | G-07 | Kode Etik dan/atau Anti-Korupsi                      | 260 |
|             | G-08 | Kebijakan Perlakuan Adil terhadap Pemegang Saham     | 150 |
|             | G-09 | Pencegahan Konflik Kepentingan                       | 186 |

Standar Internasional yang Diacu dan Verifikasi Pihak Ketiga

|                                                     |                                |
|-----------------------------------------------------|--------------------------------|
| Keselarasan dengan kerangka pelaporan keberlanjutan |                                |
| <input checked="" type="checkbox"/> Ya              | <input type="checkbox"/> Tidak |
| <input checked="" type="checkbox"/> GRI             |                                |
| <input type="checkbox"/> TCFD                       |                                |
| <input type="checkbox"/> CDP                        |                                |
| <input type="checkbox"/> IFRS S1                    |                                |
| <input type="checkbox"/> IFRS S2                    |                                |
| <input type="checkbox"/> SASB                       |                                |
| <input type="checkbox"/> Others, please specify     |                                |

| Assurance dan validasi pihak ketiga                                                                                           |                   |                   |  |  |  |
|-------------------------------------------------------------------------------------------------------------------------------|-------------------|-------------------|--|--|--|
| <input checked="" type="checkbox"/> Ya                                                                                        |                   |                   |  |  |  |
| <table border="1"> <tr> <th>Nama pihak ketiga</th> <th>Lingkup pekerjaan</th> </tr> <tr> <td> </td> <td> </td> </tr> </table> | Nama pihak ketiga | Lingkup pekerjaan |  |  |  |
| Nama pihak ketiga                                                                                                             | Lingkup pekerjaan |                   |  |  |  |
|                                                                                                                               |                   |                   |  |  |  |

Demikian untuk diketahui.

Hormat Kami,

**PT Humpuss Maritim Internasional Tbk**

Okty Saptarini  
Corporate Secretary

PT Humpuss Maritim Internasional Tbk  
Gedung Mangkuluhur City Tower One Lt. 27  
Telepon : +62 21 509 33159, Fax : , www.humi.co.id

|                   |                                                             |
|-------------------|-------------------------------------------------------------|
| Nama Pengirim     | Okty Saptarini                                              |
| Jabatan           | Corporate Secretary                                         |
| Tanggal dan Waktu | 30-04-2025 23:34                                            |
| Lampiran          | 1. 1_DU 086_Pengantar_Laporan_Keberlanjutan_HUMI 300425.pdf |
|                   | 2. 1_HUMI - SR 2024.pdf                                     |

Dokumen ini merupakan dokumen resmi PT Humpuss Maritim Internasional Tbk yang tidak memerlukan tanda tangan karena dihasilkan secara elektronik oleh sistem pelaporan elektronik. PT Humpuss Maritim Internasional Tbk bertanggung jawab penuh atas informasi yang tertera didalam dokumen ini.

|                           |                                      |
|---------------------------|--------------------------------------|
| Letter / Announcement No. | 086a/DU-HUMI/IV/2025                 |
| Issuer Name               | PT Humpuss Maritim Internasional Tbk |
| Issuer Code               | HUMI                                 |
| Attachment                | 2                                    |
| Subject                   | Submission of Sustainability Report  |

Referring to the Annual Report Report Number 085/DU-HUMI/IV/2025 , with this The Company hereby submit Sustainability Report 2024 for the period of 01 January 2024 to 31 December 2024 in Indonesia dan Inggris

Will the Company be/has summons for the Annual General Meeting of Shareholders? (Yes)

The Company made invitations to the Annual General Meeting of Shareholders on 30 April 2025

The information referred above has been published on the Company's website [www.humi.co.id](http://www.humi.co.id) at 30 April 2025

Is the Company listed on another Stock Exchange? (No)

A. Environmental Performance

The Company submits its Annual Sustainability and ESG Report:

| E-01 Greenhouse Gas (GHG) Emission Report             |                       |
|-------------------------------------------------------|-----------------------|
| Consolidated GHG Emission Report?                     | Yes                   |
| Organizational Boundaries                             | Operasional/Finansial |
| Any subsidiaries that are not included in the report? | No                    |

| Name                                                                  | Total emission (tCO2e) |
|-----------------------------------------------------------------------|------------------------|
| Category 1: Direct GHG emissions and removals                         |                        |
| Direct emissions from stationary combustion                           | 33.862                 |
| Direct emissions from mobile combustion                               | 0                      |
| Direct emissions from processes                                       | 0                      |
| Direct fugitive emissions                                             | 0                      |
| Direct emissions from Land Use, Land Use Change and Forestry (LULUCF) | 0                      |
| Total Direct Emissions (Scope 1)                                      | 33.862                 |

|                                                                                                     |        |
|-----------------------------------------------------------------------------------------------------|--------|
| <b>Category 2: Indirect GHG emissions from imported energy</b>                                      |        |
| Indirect emissions from imported/purchased electricity consumption                                  | 339,8  |
| Indirect emissions from imported/purchased network energy consumption (excluding electricity)       | 0      |
| Total Indirect Emissions (Scope 2)                                                                  | 339,8  |
| <b>Category 3: Indirect GHG emissions from transportation</b>                                       |        |
| Upstream transport and distribution                                                                 | 0      |
| Business travels                                                                                    | 0      |
| Transportation of clients and visitors                                                              | 0      |
| Downstream transportation and distribution                                                          | 0      |
| Employee commuting                                                                                  | 158,41 |
| <b>Category 4: Indirect GHG emissions from products used by Organization</b>                        |        |
| Energy related activities not included in direct emissions and energy indirect emissions            | 0      |
| Purchased goods and services                                                                        | 0      |
| Capital equipment/goods                                                                             | 0      |
| Waste generated in operations                                                                       | 0      |
| Upstream leased assets                                                                              | 0      |
| <b>Category 5: Indirect GHG Emissions associated with the use of products from the Organization</b> |        |
| Investments                                                                                         | 0      |
| Use of sold products                                                                                | 0      |
| End of life treatment of sold products                                                              | 0      |
| Downstream franchises                                                                               | 0      |
| Downstream leased assets                                                                            | 0      |
| Processing of sold products                                                                         | 0      |

| Category 6: Indirect GHG emissions from other sources |          |
|-------------------------------------------------------|----------|
| Other indirect emissions or removals                  | 0        |
| Total GHG Emissions (Scope 1 and 2)                   | 339,8    |
| Total GHG Emissions (Scope 1 and 2)                   | 34.201,8 |
| Total GHG Emissions (Scope 1, 2 and 3)                | 34.541   |
| Offsets/Credits                                       | 0        |
| REC Purchases (kWh)                                   | 0        |

|      |                         |                                                                                 |         |
|------|-------------------------|---------------------------------------------------------------------------------|---------|
| E-02 | GHG Emissions Intensity | Total scope 1 and 2 emissions produced per revenue of listed compant (tCO2e/Rp) | 265,21  |
| E-03 | Electricity Consumption | Total amount of energy directly consumed (kWh or J)                             | 390.569 |
|      |                         | Total amount of energy indirectly consumed (kWh or J)                           | 0       |
|      |                         | Total energy consumption (kWh or J)                                             | 390.569 |
| E-04 | Water Consumption       | Total water consumed (m3)                                                       | 5,84    |
| E-05 | Waste Generation        | Total waste generated (ton)                                                     | 1,44    |

| E-06 Company commitment to Net Zero Emission Target                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |      |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|
| Does the Company have a net zero emission target commitment?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Yes  |
| What year is the Company's net zero emission published target?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 2050 |
| Please provide a brief description and a link to documentation explaining the Company's commitment in achieving net zero emission target.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |      |
| <p>The company is committed to achieving Net Zero Emission through various sustainable initiatives. The steps taken include the formation of an ESG Task Force Team, the development of a framework and annual targets, and membership in the United Nations Global Compact (UNGC) in alignment with Net Zero Emission goals. Additionally, the company contributes to mangrove planting as part of ecosystem restoration efforts and implements energy efficiency measures by limiting electricity consumption, including adjusting office AC temperatures and using energy-efficient LED lighting. These efforts reflect the company's dedication to reducing its carbon footprint and fostering more environmentally friendly operations.</p> |      |

| E-07 Company Commitment to GHG Emission Reduction Target |           |
|----------------------------------------------------------|-----------|
| Does the Company commit to reducing GHG emission?        | Ya        |
| What is the Company's GHG emission reduction target?     | 30 %      |
|                                                          | 0 (tCO2e) |
| Targeted year in achieving GHG reduction target?         | 2030      |

Does the Listed Company has measures on monitoring in enacting climate policy?

No

Steps that have been taken and emission reductions that have been achieved compared to the previous year

HUMI has established an ESG Task Force Team, consisting of the Board of Directors and Senior Management, to ensure that the commitment to climate control through environmental aspects is consistently upheld. The presence of this team reinforces Management's active role in integrating sustainability principles into the company's strategies and operation

## B. Kinerja Sosial (Social Performance)

### S-01 Gender Diversity

| Job positions   | Men                 |                         | Women               |                         |
|-----------------|---------------------|-------------------------|---------------------|-------------------------|
|                 | Number of employees | Percentage of employees | Number of employees | Percentage of employees |
| Entry-level     | 110                 | 10.31 %                 | 70                  | 6.56 %                  |
| Mid-level       | 426                 | 39.93 %                 | 7                   | 6.56 %                  |
| Senior-level    | 429                 | 40.21 %                 | 7                   | 0.66 %                  |
| Executive-level | 15                  | 1.41 %                  | 3                   | 0.28 %                  |
| Total Pegawai   | 980                 | 91.85 %                 | 87                  | 8.15 %                  |

### S-02 Employees Level by Gender and Age Group

| Age group<br>(years) | Job levels  |       |           |       |              |       |                 |       | Number of<br>employees |
|----------------------|-------------|-------|-----------|-------|--------------|-------|-----------------|-------|------------------------|
|                      | Entry-level |       | Mid-level |       | Senior-level |       | Executive-level |       |                        |
|                      | Men         | Women | Men       | Women | Men          | Women | Men             | Women |                        |
| 18-25                | 45          | 8     | 7         | 0     | 26           | 0     | 0               | 0     | 86                     |
| 25-35                | 35          | 40    | 227       | 0     | 257          | 0     | 0               | 0     | 559                    |
| 35-45                | 14          | 17    | 138       | 4     | 97           | 4     | 3               | 1     | 277                    |
| 45-55                | 15          | 5     | 33        | 4     | 25           | 1     | 4               | 1     | 88                     |
| >55                  | 1           | 0     | 21        | 0     | 24           | 2     | 8               | 1     | 57                     |

### S-03 Employees Turnover

|                                     | Number of employees (in reporting year) | Percentage (in reporting year) |
|-------------------------------------|-----------------------------------------|--------------------------------|
| Number of employees resigned        | 14 Employees                            | 1,31 %                         |
| Number of newly appointed Employees | 277 Employees                           | 25,59 %                        |

### S-04 Temporary Worker

|  | Number of employees (in reporting year) | Percentage (in reporting year) |
|--|-----------------------------------------|--------------------------------|
|--|-----------------------------------------|--------------------------------|

|                                                                |                 |       |
|----------------------------------------------------------------|-----------------|-------|
| Total company headcount held by contractors and/or consultants | 1.036 Employees | 100 % |
|----------------------------------------------------------------|-----------------|-------|

#### S-05 Employee Training and Development

| Average training hour per employee (in reporting year) | Total employee attending company training program | Percentage of employee attending company training program (%) |
|--------------------------------------------------------|---------------------------------------------------|---------------------------------------------------------------|
| 13,77 hours/employee                                   | 1.067                                             | 100 %                                                         |

#### S-06 Injury Rate

| Frequency of work-related accidents of total Employees (in reporting year) | Percentage of serious work-related accidents resulting in serious and fatal injuries from total employees (%) |
|----------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|
| 0                                                                          | 0 %                                                                                                           |

#### S-07 Incidents Regarding Human Rights Abuse

|                                                                      |   |
|----------------------------------------------------------------------|---|
| Number of incidents regarding human rights abuse (in reporting year) | 0 |
|----------------------------------------------------------------------|---|

#### Company Policy Regarding Employees

|                                                                                           |     |
|-------------------------------------------------------------------------------------------|-----|
| S-08 Does the company has a policy regarding sexual harassment and/or non-discrimination? | Yes |
|-------------------------------------------------------------------------------------------|-----|

|                                                            |     |
|------------------------------------------------------------|-----|
| S-09 Does the company has a policy regarding human rights? | Yes |
|------------------------------------------------------------|-----|

|                                                                                |    |
|--------------------------------------------------------------------------------|----|
| S-10 Does the company have a policy regarding child labor and/or forced labor? | No |
|--------------------------------------------------------------------------------|----|

|                                                                                                                                               |     |
|-----------------------------------------------------------------------------------------------------------------------------------------------|-----|
| S-11 Does the company have a company policy regarding occupational health and safety as well as a safe working environment for all employees? | Yes |
|-----------------------------------------------------------------------------------------------------------------------------------------------|-----|

#### Corporate Social Responsibility (CSR)

|                                                                                                                              |    |
|------------------------------------------------------------------------------------------------------------------------------|----|
| S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations? | No |
|------------------------------------------------------------------------------------------------------------------------------|----|

## C. Governance Performance

### G-01 Board Diversity and Independence

| Type of Company Board | Number of seats on Company | Seats Occupied by Men | Seats Occupied by Women | Seats Occupied by Independent Party |
|-----------------------|----------------------------|-----------------------|-------------------------|-------------------------------------|
| Commissioners         | 0                          | 1                     | 0                       | 1                                   |
| Directors             | 0                          | 2                     | 0                       | 0                                   |

### G-02 Board Meeting Attendance

|                                          | Number of board meetings (in reporting year) | Percentage of board meeting attendances (in reporting year) |
|------------------------------------------|----------------------------------------------|-------------------------------------------------------------|
| Director Attendance to Board Meetings    | 9                                            | 100 %                                                       |
| Comissioner Attendance to Board Meetings | 54                                           | 94 %                                                        |

Other governmental-related policy

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |     |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|
| <b>G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Yes |
| Referring to Guidelines No. 02/GCG/IX/2022 on Board of Commissioners Guidelines and No. 03/GCG/IX/2022 on Directors Guidelines ( <a href="https://drive.google.com/file/d/1WhSTSOPFIrWWxtelyZbz_AVbL08jwPh3/view?usp=drive_link">https://drive.google.com/file/d/1WhSTSOPFIrWWxtelyZbz_AVbL08jwPh3/view?usp=drive_link</a> ) which regulates the rights and obligations, as well as the duties and responsibilities of the Board of Directors and Board of Commissioners which are regulated separately.                                                                                                                                                                                                                                                                                                                |     |
| <b>G-04 Does the company has a policy regarding board appraisal?</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Yes |
| <p>Yes, referring to Guideline No. 23/PEDOMAN-GCG/XII/2023 on the Assessment Policy of the Board of Commissioners and the Board of Directors, the Assessment of the Board of Directors and the Board of Commissioners is carried out based on certain predetermined criteria by considering the duties and responsibilities in accordance with the laws and regulations and the Articles of Association.</p> <p>Performance Assessment of the Board of Directors and the Board of Commissioners is carried out by self-assessment every year to assess the performance of the Board of Commissioners collegially</p> <p><a href="https://drive.google.com/file/d/19GevGLsrxrNeqJIVfSEgmNhoLbT7QZCzt/view?usp=drive_link">https://drive.google.com/file/d/19GevGLsrxrNeqJIVfSEgmNhoLbT7QZCzt/view?usp=drive_link</a></p> |     |
| <b>G-05 Does the company has a policy regarding board training and development?</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Yes |
| <p>Yes, referring to Guideline No. 21/PEDOMAN-GCG/XII/2023 on the Training or Orientation Program of the Board of Commissioners and Board of Directors which is carried out through training and orientation programs in relevant fields and according to the training needs of members of the Board of Directors and Board of Commissioners based on the results of assessments both from external and / or internal.</p> <p>Training also includes training related to Good Corporate Governance, Risk Management and other training programs relevant to the duties of the Board of Directors and Board of Commissioners.</p>                                                                                                                                                                                        |     |
| <b>G-06 Does the company has a criteria regarding board appointment and re-election?</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Yes |
| <p>Specific criteria in the selection of the Board of Directors and Board of Commissioners are set forth in Guideline No. 03/GCG/IX/2022 and Guideline No. 02/GCG/IX/2022 on the Guidelines for the Board of Commissioners and Board of Directors.</p> <p>which is carried out through the nomination process of members of the Board of Directors and Board of</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                     |     |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |     |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|
| Commissioners by the Nomination and Remuneration Committee in the event that they have fulfilled the Legal requirements and Special Requirements as further stipulated in the Guidelines.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |     |
| <b>G-07 Does the company has a policy regarding ethics and/or anti-corruption?</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Yes |
| he company has a policy regarding the Code of Ethics as outlined in Policy No. 001/PEDOMAN-GCG/X/2024 concerning the Code of Conduct and Policy No. 02/PEDOMAN-GCG/XII/2023 which further regulates the company's commitment to comply with and implement high ethical and behavioral standards which these Guidelines must be known, understood and implemented by the Board of Commissioners, Directors and Employees with full responsibility and without exception by making a statement of the Board of Commissioners, Directors and Employees conducted annually which contains circumstances or situations that allow violations / non-compliance with the company's code of ethics. |     |
| <b>G-08 Does the company has a policy regarding equitable treatment of shareholders?</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Yes |
| The Company has a policy regarding the Trading Policy by Inside in Policy No. 08/PEDOMAN-GCG/XII/2023 to avoid any conflict of interest between company and any certain parties and to ensure fair trading of the Company securities, and to protect the company in carrying out any corporate action, it is necessary to regulate the use of any material information and/or confidential information which is not or has not been disclosed as public information by any internal party that has access to any material information and/or confidential information                                                                                                                       |     |
| <b>G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Yes |
| Prevention related to Conflict of Interest is regulated in Code of Conduct No. 001/PEDOMAN-GCG/X/2024 on Code of Conduct concerning Code of Conduct where all employees working in the Company are required to avoid conflicts of interest between personal or group interests with the interests of the company either directly or indirectly.                                                                                                                                                                                                                                                                                                                                             |     |

**D. Other**

## Alignment of Sustainability/Annual Reports with ESG Metrics

| Kinerja     | Kode | Metric Name                                                                                               | Pages in the Sustainability/Annual Report |
|-------------|------|-----------------------------------------------------------------------------------------------------------|-------------------------------------------|
| Environment | E-01 | Greenhouse Gas Emission Report                                                                            | 79                                        |
|             | E-02 | Greenhouse Gas Emission Intensity                                                                         | 79                                        |
|             | E-03 | Electricity Consumption                                                                                   | 83                                        |
|             | E-04 | Water Consumption                                                                                         | 84                                        |
|             | E-05 | Waste Generated                                                                                           | 86                                        |
|             | E-06 | Company Commitment to Achieving Net Zero Emission Target                                                  | 79                                        |
|             | E-07 | Company Commitment to Reduce Emission                                                                     | 79                                        |
| Social      | S-01 | Gender Equality                                                                                           | 108                                       |
|             | S-02 | Employees by Gender and Age Group                                                                         | 102                                       |
|             | S-03 | Employee Turnover Rate                                                                                    | 103                                       |
|             | S-04 | Number of Temporary Officers                                                                              | 101                                       |
|             | S-05 | Employee Training and Development                                                                         | 115                                       |
|             | S-06 | Number of Work Accidents                                                                                  | 99                                        |
|             | S-07 | Human Rights Violation Incidents                                                                          | 106                                       |
|             | S-08 | Sexual Harassment and/or Non-Discrimination Policy                                                        | 106                                       |
|             | S-09 | Policy on Human Rights                                                                                    | 106                                       |
|             | S-10 | Child Labor and/or Forced Labor Policy                                                                    | 106                                       |
|             | S-11 | Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees. | 93                                        |
|             | S-12 | Corporate Social Responsibility                                                                           | 121                                       |

|            |      |                                                                   |     |
|------------|------|-------------------------------------------------------------------|-----|
| Governance | G-01 | Management Diversity and Independence                             | 190 |
|            | G-02 | Total Attendance of Directors and Commissioners to Board Meetings | 178 |
|            | G-03 | Chairman of the Board and CEO Separation Policy                   | 0   |
|            | G-04 | Board of Directors and Commissioners Assessment Policy            | 193 |
|            | G-05 | Board of Directors and Commissioners Training Policy              | 187 |
|            | G-06 | Special Criteria for Election of the Board                        | 195 |
|            | G-07 | Code of Ethics and/or Anti-Corruption                             | 260 |
|            | G-08 | Fair Treatment Policy for Shareholders                            | 150 |
|            | G-09 | Conflict of Interest Prevention Policy                            | 186 |

Referenced International Standards and Third Party Verification

Alignment with sustainability reporting framework

☒ Yes
☐ No

☒ GRI
☐ TCFD
☐ CDP
☐ IFRS S1
☐ IFRS S2
☐ SASB
☐ Others, please specify

null

Third-party assurance and/or validation

☒ Yes

|                                      |               |
|--------------------------------------|---------------|
| Name of third-party service provider | Scope of Work |
|                                      |               |

Thus to be informed accordingly.

Respectfully,

PT Humpuss Maritim Internasional Tbk

Okty Saptarini  
Corporate Secretary

PT Humpuss Maritim Internasional Tbk  
Gedung Mangkuluhur City Tower One Lt. 27  
Phone : +62 21 509 33159, Fax : , www.humi.co.id

|               |                                                             |
|---------------|-------------------------------------------------------------|
| Sender Name   | Okty Saptarini                                              |
| Function      | Corporate Secretary                                         |
| Date and Time | 30-04-2025 23:34                                            |
| Attachment    | 1. 1_DU 086_Pengantar_Laporan_Keberlanjutan_HUMI 300425.pdf |
|               | 2. 1_HUMI - SR 2024.pdf                                     |

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