

Organ Pendukung Direksi

Supporting Organs of The Board of Directors

Dalam melaksanakan tugas dan tanggung jawabnya, Direksi Perseroan dibantu oleh organ pendukung, yakni Sekretaris Perusahaan, Internal Audit, *Corporate Finance*, *Accounting & Investor Relations* dan *Corporate Pengembangan Usaha*.

The Company's Board of Directors is aided in carrying out its tasks and responsibilities by supporting organs, which include the Corporate Secretary, Internal Audit, Corporate Finance, Accounting & Investor Relations, and Corporate Business Development.

Sekretaris Perusahaan

Corporate Secretary

Pengangkatan Sekretaris Perusahaan di Perseroan mengacu pada Surat Keputusan Direksi No. 042/SK/DU-HUMI/X/2023 pada tanggal 26 Oktober 2023 tentang Pemberhentian dan Pengangkatan Sekretaris Perusahaan. Perseroan memiliki fungsi Sekretaris Perusahaan yang bertujuan untuk mendukung terciptanya reputasi perusahaan yang baik secara konsisten dan berkesinambungan melalui program komunikasi manajemen yang efektif kepada seluruh pemangku kepentingan. Fungsi utama Sekretaris Perusahaan adalah membantu Direksi dalam melaksanakan tata kelola perusahaan yang baik, mengadministrasikan dokumen kebijakan-kebijakan internal perusahaan dan risalah rapat Direksi.

The appointment of the Company Secretary follows Board of Directors Decree Number 042/SK/DU-HUMI/X/2023, dated October 26, 2023. The Company Secretary is responsible for maintaining a positive corporate reputation through successful communication programs with stakeholders. The Company Secretary's primary role is to support the Board of Directors in promoting corporate governance, managing internal policies, and maintaining meeting minutes.

Dasar Hukum

Pembentukan fungsi Sekretaris Perusahaan Perseroan mengacu pada:

1. POJK No. 35/POJK.04/2014 tentang Sekretaris Perusahaan Emiten atau Perusahaan Publik, diangkat dan diberhentikan oleh Direksi dan bertanggung jawab kepada Direksi.
2. SEOJK No. 21/POJK.04/2015 tentang Pedoman Tata Kelola Perusahaan.

Legal Basis

The establishment of the Corporate Secretary function refers to:

1. POJK Number 35/POJK.04/2014 concerning the Corporate Secretary of Issuers or Public Companies, appointed and dismissed by the Board of Directors and accountable to the Board of Directors.
2. SEOJK Number 21/POJK.04/2015 concerning Guidelines for Corporate Governance.

Struktur dan Kedudukan Sekretaris Perusahaan

Sekretaris Perusahaan Perseroan bertanggung jawab langsung kepada Direksi dan berada di bawah supervisi Direksi yang mempunyai tugas dan tanggung jawab antara lain bertindak sebagai mediator HUMI dengan para pemangku kepentingan seperti regulator, investor, dan masyarakat luas, khususnya hal yang terkait dengan Pasar Modal, serta yang bertanggung jawab untuk memastikan kepatuhan perusahaan terhadap peraturan perundang-undangan yang berlaku sebagai bagian dari implementasi tata kelola perusahaan yang baik. Manajemen menugaskan Okty Saptarini M. sebagai Sekretaris Perusahaan. Pengangkatan tersebut telah dilaporkan kepada OJK pada tanggal 27 Oktober 2023 dan diumumkan kepada publik melalui sistem SPE atau IDXNet (*e-reporting*) pada hari yang sama.

Structure and Position of the Corporate Secretary

The Corporation's Company Secretary reports to the Board of Directors and serves as a mediator with stakeholders, including regulators, investors, and the general public specifically matters related to the Capital Market, as well as responsible for ensuring the company's compliance with applicable regulations as part of implementing Good Corporate Governance (GCG). Okty Saptarini M. has been appointed as the Company Secretary. On October 27, 2023, the appointment was reported to the Financial Services Authority (OJK) and publicly published via the SPE system or IDXNet (*e-reporting*).

Masa Jabatan dan Domisili

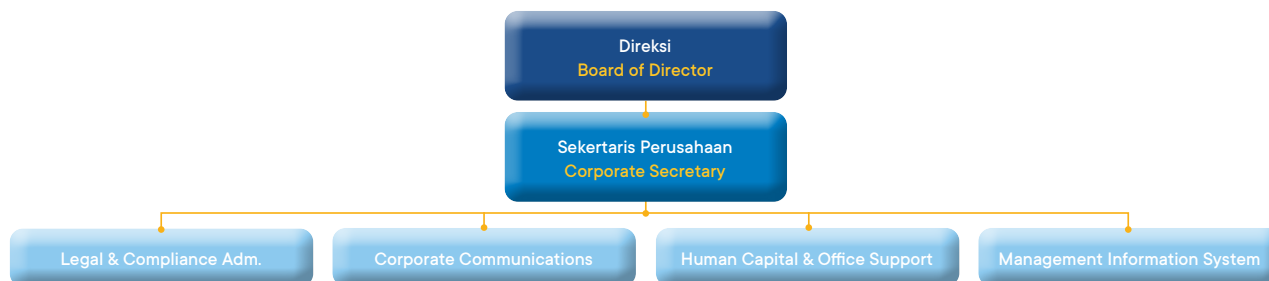
Okty Saptarini M. menjabat sebagai Sekretaris Perusahaan efektif sejak 26 Oktober 2023 hingga saat ini. Beliau berdomisili di Jakarta, Indonesia.

Term of Office and Domicile

Okty Saptarini M. has served as the Company Secretary effectively since October 26, 2023, until the present. She resides in Jakarta, Indonesia.

Struktur Unit Kerja Sekretaris Perusahaan

The Structure of the Corporate Secretary's Work Unit



Profil Sekretaris Perusahaan

Menjabat sebagai Sekretaris Perusahaan berdasarkan Surat Keputusan Direksi No. 42/SK/DU-HUMI/X/2023 tanggal 26 Oktober 2023.

Serving as the Corporate Secretary based on Board of Directors Decree Number 42/SK/DU-HUMI/X/2023 dated October 26, 2023.

Sekretaris Perusahaan
Corporate Secretary

Menjabat sejak: 26 Oktober 2023
In the Office Since: October 26, 2023

50 tahun
50 years old

WNI
Indonesian

Berdomisili di Kotamadya, DKI Jakarta, Indonesia
Domiciled in DKI Jakarta, Indonesia

Okty Saptarini M.

Riwayat Pendidikan

Sarjana (S1) Ilmu Komunikasi di Universitas Sahid, Jakarta (1995), dan Magister Manajemen (S2) bidang Komunikasi di Universitas Trisakti, Jakarta (2010).

Education

Bachelor of Communication Studies from Sahid University, Jakarta (1995); and Master of Management in Communication from Trisakti University, Jakarta (2010).

Riwayat Pekerjaan

Mengawali karirnya di PT Balisani Sentrawisata (1995-1997). Mulai berkarir di area *Corporate Public Relations* (1997-2010) di PT Timor Distributor Nasional, PT Timor Putra Nasional, dan PT Intragolf Link Resort. Bergabung di PT Humpuss Intermoda Transportasi Tbk, memegang posisi manajerial seperti *Public Affairs Manager* (2013-2015), *Head of Community Development* (2015-2018), dan menjabat sebagai Sekretaris Perusahaan (2018-2023).

Professional History

Began her career at PT Balisani Sentrawisata (1995-1997). Transitioned to Corporate Public Relations (1997-2010) at PT Timor Distributor Nasional, PT Timor Putra Nasional, and PT Intragolf Link Resort. Joined PT Humpuss Intermoda Transportasi Tbk, holding managerial positions such as Public Affairs Manager (2013-2015), Head of Community Development (2015-2018), and served as Corporate Secretary (2018-2023).

Rangkap Jabatan

Di Dalam Grup Perseroan:

- Anggota Komite ESG HITS (15 juli 2021-sekarang)
- Anggota Komite ESG GTSI (11 Juni 2021-sekarang)

Di Luar Perseroan: Tidak Ada

Concurrent Position

Within the Company Group:

- HITS ESG Committee Member (July 15, 2021-present)
- GTSI ESG Committee Member (June 11, 2021-present)

Outside the Company: None

Standarisasi Profesi

- Standar Profesi Sekretaris Perusahaan Pendidikan Dasar 1 Batch 2 - Indonesia Corporate Secretary Association (2023).
- Standar Profesi Sekretaris Perusahaan Pendidikan Dasar 2 Batch 2 - Indonesia Corporate Secretary Association (2023).

Standarisasi Profesi

- Basic Education Corporate Secretary Professional Standards 1 Batch 2 - Indonesia Corporate Secretary Association (2023).
- Basic Education Corporate Secretary Professional Standards 2 Batch 2 - Indonesia Corporate Secretary Association (2023).

Keanggotaan Organisasi

- Asosiasi Emiten Indonesia - Anggota Komite Kajian Hukum Pasar Modal & GCG (2023-sekarang).
- Indonesian National Ship Owner Association - Wakil Sekretaris Umum (2023-sekarang).
- Perhimpunan Hubungan Masyarakat - Anggota (2021 - sekarang)
- Indonesia Corporate Secretary Association - Anggota (2014 - sekarang)

Organizational Membership

- Indonesian Issuers Association - Member of the Capital Market & GCG Legal Review Committee (2023-present).
- Indonesian National Ship Owner Association - Deputy General Secretary (2023-present).
- Public Relations Association - Member (2021-present)
- Indonesia Corporate Secretary Association - Member (2014-present)

Lingkup Tugas dan Tanggung Jawab Sekretaris Perusahaan

Sesuai fungsi yang diembannya, Sekretaris Perusahaan memiliki tugas dan tanggung jawab, antara lain:

1. Pengelolaan program internalisasi Visi, Misi dan Nilai Perusahaan dalam rangka implementasi dari kebijakan pengelolaan dan program penerjemahan Visi, Misi, dan Nilai Perusahaan.
2. Pengelolaan *stakeholders mapping*, *stakeholder relationship program* dalam rangka untuk mengimplementasikan kebijakan *stakeholders engagement* sesuai dengan target dan tujuan yang ditetapkan oleh Perusahaan.
3. Pengelolaan implementasi dari *Road Map Program Sustainability* Perusahaan (SP), kebijakan SP, SP *quarterly meeting* dan kepatuhan dalam penyusunan *Sustainability Report* ke regulator sehingga program-program yang tertuang dalam *roadmap* dapat terlaksana sebagaimana rencana Perusahaan dan sesuai dengan ketentuan yang tertuang di Peraturan Pasar Modal.
4. Pengelolaan *database* Pemegang Saham Perusahaan, memonitor pergerakan saham dan kompetitor baik secara bulanan, triwulan dan tahunan dalam bentuk laporan ke manajemen dalam rangka untuk memenuhi program pengelolaan daftar Pemegang Saham.
5. Pengelolaan komunikasi eksternal melalui media relations serta pelaksanaan kegiatan *event management* baik untuk kebutuhan internal maupun eksternal.
6. Penyusunan *roadmap* tata kelola dan internalisasinya serta asesmen tata kelola setiap tahun, pelaksanaan Paparan Publik dan RUPS, pengaturan Rapat Direksi, Komisaris dan gabungan keduanya serta laporan kepatuhan yang ditetapkan oleh OJK, termasuk Laporan Tahunan, Keterbukaan Informasi Perusahaan dalam rangka untuk memenuhi seluruh kepatuhan perusahaan terhadap peraturan dan perundang-undangan Pasar Modal.
7. Penanganan litigasi, *legal counsel program* serta *compliance administration program* yang dimanfaatkan oleh internal Perusahaan sebagai upaya pelayanan hukum yang terintegrasi.
8. Efektivitas organisasi, program pengembangan SDM, program remunerasi dan retention serta hubungan industrial dalam rangka tercapainya organisasi yang efektif dan SDM yang produktif bagi *holding* dan anak usaha/unit usaha.
9. Pengelolaan dan pengkinian kebijakan IT, rencana *security system* dan implementasi keamanan sistem, pemakaian *hardware*, optimalisasi *software* dan *license* agar pengaplikasian sistem informasi di HITS dan anak usaha/unit usaha dapat menunjang kelancaran operasi perusahaan serta *helpdesk hardware* dan *software* dalam rangka untuk mencapai peningkatan kepuasan *user ICT*.
10. Program pengadaan barang dan jasa, laporan identifikasi aset, optimalisasi penggunaan gudang, lingkungan kerja yang kondusif, efektivitas pemanfaatan *outsourcing* dan pengelolaan vendor sebagai upaya untuk pengelolaan program umum yang optimal.
11. Pengelolaan program budaya perusahaan agar tingkat *awareness* karyawan terhadap budaya perusahaan ditingkatkan dan menghasilkan tingkat loyalitas ke perusahaan (*sense of belonging*).

The Scope of Duties and Responsibilities of the Corporate Secretary

In accordance with its function, the Corporate Secretary has duties and responsibilities, including:

1. Managing the internalization program of the Company's Vision, Mission, and Values in order to implement management policies and translation programs of the Company's Vision, Mission, and Values.
2. Managing *stakeholders mapping*, *stakeholder relationship programs* to implement *stakeholder engagement* policies according to the targets and objectives set by the Company.
3. Managing the implementation of the Company's Sustainability Program Roadmap (SP), SP policies, SP quarterly meetings, and compliance in preparing Sustainability Reports to regulators so that the programs outlined in the roadmap can be implemented according to the Company's plans and in accordance with the provisions of the Capital Market Regulations.
4. Managing the Company's Shareholder database, monitoring stock movements and competitors on a monthly, quarterly, and annual basis in the form of reports to management in order to fulfill the Shareholder list management program.
5. Managing external communication through media relations and implementing event management activities for both internal and external needs.
6. Preparation of governance roadmap and its internalization, as well as annual governance assessment, implementation of Public Exposure and General Meeting of Shareholders (RUPS), regulation of Board of Directors, Commissioners, and their combination, as well as compliance reporting stipulated by the Financial Services Authority (OJK), including Annual Reports, Corporate Information Disclosure in order to fulfill all company compliance with Capital Market regulations and laws.
7. Handling of litigation, legal counsel program, and compliance administration program utilized by the Company as efforts for integrated legal services.
8. Organizational effectiveness, human resources development program, remuneration and retention program, as well as industrial relations to achieve effective organization and productive human resources for the holding and subsidiaries/business units.
9. Management and updating of IT policies, security system plans and implementation, hardware usage, software optimization and licensing to ensure the application of information systems in HITS and subsidiaries/business units can support the smooth operation of the company as well as hardware and software helpdesk to achieve increased user ICT satisfaction.
10. Procurement program for goods and services, asset identification report, optimization of warehouse usage, conducive work environment, effectiveness of outsourcing utilization, and vendor management as efforts for optimal management of general programs.
11. The management of corporate cultural programs aims to increase employees' awareness of company culture and generate a sense of loyalty to the company (*sense of belonging*).

Laporan Pelaksanaan Tugas Sekretaris Perusahaan Tahun 2023

Pada tahun 2023, Sekretaris Perusahaan telah melaksanakan tugas dan tanggung jawab sesuai fungsi yang diemban, sebagai berikut:

1. Melakukan pembaharuan situs web HUMI menyesuaikan dengan POJK No. 8/POJK.04/2015 untuk semakin meningkatkan kualitas dan kemudahan akses keterbukaan informasi bagi seluruh pemangku kepentingan.
2. Melakukan *monitoring* dan penyampaian laporan pergerakan saham secara harian serta menyiapkan Analisa Laporan Keuangan dan Saham HUMI dengan peers di industri yang sama.
3. Mengikuti Sosialisasi Peraturan kepada Emiten Baru yang diselenggarakan oleh OJK pada tanggal 16 November 2023.
4. Mengikuti perkembangan pasar modal khususnya peraturan perundang-undangan yang berlaku di pasar modal, antara lain memastikan kepatuhan atas peraturan baru yang dikeluarkan oleh OJK, BEI, dan regulator lain yang terkait dengan pasar modal dan menyampaikan informasi tersebut serta memberi masukan kepada Direksi dan Dewan Komisaris, di antaranya:
 - POJK No. 9 Tahun 2023 tentang Penggunaan Jasa Akuntan Publik dan Kantor Akuntan Publik dalam Kegiatan Jasa Keuangan.
5. Menyelenggarakan dan menghadiri rapat Dewan Komisaris yang dihadiri oleh Direksi sebanyak 3 kali serta membuat risalah rapat dan daftar hadirnya.
6. Menyampaikan laporan berkala dan laporan insidentil kepada regulator sesuai ketentuan yang berlaku.
7. Melakukan keterbukaan informasi kepada masyarakat sesuai dengan ketentuan yang berlaku.
8. Mengadministrasikan, mendistribusikan serta menindaklanjuti surat masuk yang diterima HUMI dan ditujukan kepada Direksi dan/atau Dewan Komisaris, khususnya surat yang diterima dari OJK, Bursa Efek Indonesia (BEI), dan Kustodian Sentral Efek Indonesia (KSEI).
9. Kegiatan Sekretaris Perusahaan pada aspek Human Capital, telah dilaksanakan antara lain:
 - *Reengineering* Organisasi melalui refreshment Business Process dari setiap Perusahaan yang menghasilkan Struktur Organisasi baru hingga *Job Evaluation* setiap jabatan.
 - Program pengembangan karyawan melalui pelatihan dengan berbagai topik baik teknis maupun manajerial untuk setiap jabatan.
10. Dalam pengelolaan umum, HUMI memberikan kesempatan yang sama kepada semua pihak untuk menjadi mitra dalam proses pengadaan barang dan jasa, sesuai dengan persyaratan yang ditetapkan. Semua ketentuan dan informasi mengenai pengadaan barang dan jasa, termasuk syarat teknis administrasi pengadaan, tata cara evaluasi, hasil evaluasi, penetapan calon penyedia barang dan jasa, sifatnya terbuka bagi peserta penyedia barang dan jasa yang berminat.
11. Dalam pengelolaan *Information Technology*, melanjutkan implementasi otomasi khususnya di Divisi Keuangan dan *Accounting* yang dapat membantu proses pengambilan keputusan Manajemen untuk mengevaluasi bisnis lebih cepat.

Report on the Implementation of Duties of the Corporate Secretary for the Year 2023

In the year 2023, the Company Secretary has carried out duties and responsibilities in accordance with the functions entrusted, as follows:

1. Updating the HUMI website in accordance with POJK Number 8/POJK.04/2015 to further enhance the quality and ease of access to information openness for all stakeholders.
2. Monitoring and daily reporting of stock movements and preparing Financial and Stock Analysis of HUMI with peers in the same industry.
3. Participating in the Regulation Socialization for New Issuers organized by the OJK on November 16, 2023.
4. Keeping abreast of developments in the capital market, especially the legislation applicable to the capital market, including ensuring compliance with new regulations issued by the OJK, IDX, and other regulators related to the capital market, and conveying this information and providing input to the Board of Directors and Board of Commissioners, including:
 - POJK No. 9 of 2023 regarding the Use of Public Accountant Services and Public Accountant Offices in Financial Services Activities.
5. Organizing and attending Board of Commissioners meetings attended by the Board of Directors three times and preparing meeting minutes and attendance lists.
6. Submitting periodic reports and incident reports to the relevant regulators as required.
7. Providing information transparency to the public in accordance with applicable regulations.
8. Administering, distributing, and following up on incoming correspondence received by the Corporate Secretary and addressed to the Board of Directors and/or Board of Commissioners, especially letters received from the Financial Services Authority (OJK), the Indonesia Stock Exchange (BEI), and the Indonesian Central Securities Depository (KSEI).
9. Corporate Secretary activities in the Human Capital aspect, including:
 - Reengineering the organization through refreshing Business Processes of each Company resulting in a new Organizational Structure to Job Evaluation for each position.
 - Employee development programs through training on various topics, both technical and managerial, for each position.
10. In general management, HUMI provides equal opportunities for all parties to become partners in the procurement process of goods and services, in accordance with established requirements. All provisions and information regarding the procurement of goods and services, including technical requirements, administrative procurement procedures, evaluation procedures, evaluation results, determination of prospective suppliers of goods and services, are open to interested participants.
11. In the management of Information Technology, the continuation of automation implementation, especially in the Finance and Accounting Division, can aid Management decision-making processes to evaluate businesses more swiftly.

Pengembangan Kompetensi

Competency Development

Tanggal Date	Tema Pelatihan/Konferensi/Workshop/Seminar Training Theme/Conference/Workshop/Seminar	Lokasi Location	Penyelenggara Organized
Okty Saptarini M., Sekretaris Perusahaan/Corporate Secretary			
12 Januari 2023 January 12, 2023	Pendalaman POJK 14/04/2022 tentang Laporan Keuangan Berkala Emiten Deepening POJK 14/04/2022 on Periodic Financial Reports of Issuers	Zoom	ICSA - OJK
19 Januari 2023 January 19, 2023	Membuka Peluang melalui Peningkatan ESG Rating Opening Opportunities through Improved ESG Rating	Zoom	IDX-PWC
21 Januari 2023 January 21, 2023	HC Outlook 2023 - Fact, Trend and Prognostic	Zoom	AHCA Unika Atmajaya
24 Januari 2023 January 24, 2023	From Culture to Performance	Zoom	ACT
31 Januari 2023 January 31, 2023	Roadmap Pasar Modal Indonesia 2023-2027 dan Apresiasi Hasil Penilaian ASEAN Corporate Governance Scorecard (ACGS) Tahun 2021 Roadmap Indonesian Capital Market 2023-2027 and Appreciation of ASEAN Corporate Governance Scorecard (ACGS) 2021 Assessment Results.	Zoom	IDX
31 Januari 2023 January 31, 2023	CEO Luncheon Forum: Aligning Human Resource and Business Strategy to Stimulate Corporate Innovative Ecosystem to Navigate Through Uncertain Dynamics	Jakarta	Kadin Indonesia
16 Februari 2023 February 16, 2023	Mitigating Risks Improving Productivity & Creating Sustainable Employability	Jakarta	SWA
22 Februari 2023 February 22, 2023	Sosialisasi Pedoman Umum Governansi Korporat Indonesia dan Penyelenggaraan Annual Report Award 2023 ocialization of the General Guidelines for Corporate Governance in Indonesia and the Implementation of the Annual Report Award 2023.	Zoom	IICD
27 Februari 2023 February 27, 2023	Dengar Pendapat Konsep Peraturan Bursa Nomor I-I tentang Pemecahan Saham dan Penggabungan Saham oleh Perusahaan Tercatat yang Menerbitkan Efek Bersifat Ekuitas Listen Session on the Concept Opinion of Stock Exchange Regulation Number I-I regarding Stock Split and Merger by Listed Companies Issuing Equity Securities	Zoom	IDX
14 Maret 2023 March 14, 2023	Pelaksanaan RUPS melalui eASY.KSEI Implementation of the GMS through eASY.KSEI	Zoom	ICSA
14 Maret 2023 March 14, 2023	Series 2 : Introduction: Gender Equality and Women Empowerment Principles: How to Implement in Business Sectors.	Zoom	IDX
12 Mei 2023 May 12, 2023	SIRD series 46, CSR dan SDGs Berdampingan, Bangkit dari Keterpurukan, Menjemput Kesejahteraan SIRD series 46, CSR and SDGs Side by Side, Rising from Adversity, Bringing Prosperity	Zoom	SRID
16 Mei 2023 May 16, 2023	KSEI : Sosialisasi EASY KSEI : EASY Socialization	Zoom	KSEI
27-28 Mei 2023 May 27-28, 2023	#IHT 3 : Growth Mindset	Jakarta	In-House
30 Mei 2023 May 30, 2023	Effective Risk Management for Corporate Secretary	Zoom	ICSA
26 Juni 2023 June 26, 2023	Sosialisasi Peraturan Nomor I-L tentang Suspensi Efek, Peraturan Nomor I-X Socialization of Regulation Number I-L concerning Securities Suspension, Regulation Number I-X	Zoom	IDX
14 Juli 2023 July 14, 2023	IABC Indonesia Mid-Year Outlook "Sustainability Today, Legacy for Tomorrow"	Jakarta	IABC
22 Juli 2023 July 22, 2023	Competency Based	Jakarta	PPA
31 Juli 2023 July 31, 2023	Workshop Pendalaman dan Updating POJK : POJK No. 43/POJK.04/2020, POJK No. 14/2019, POJK No. 49/2020, POJK No. 31/2017 POJK Deepening and Updating Workshop: POJK No. 43/POJK.04/2020, POJK No. 14/2019, POJK no. 49/2020, POJK no. 31/2017	Zoom	AEI
10 Agustus 2023 August 10, 2023	#IHT 5 : Job Evaluation in Making Job Grading	Jakarta	In-House

Pengembangan Kompetensi

Competency Development

Tanggal Date	Tema Pelatihan/Konferensi/Workshop/Seminar Training Theme/Conference/Workshop/Seminar	Lokasi Location	Penyelenggara Organized
19-26 Agustus - 2 September 2023 August 19-26 till September 2, 2023	Workshop Pendidikan Dasar 1 Batch 2, Standar Profesi Sekretaris Perusahaan Basic Education Workshop 1 Batch 2, Company Secretary Professional Standard	Zoom	ICSA
22-24 Agustus 2023 August 22-24, 2023	Sekolah CEO #33 CEO School #33	Holiday Inn	BisnisHack
30 Agustus 2023 August 30, 2023	Diskusi terkait Peraturan Pencatatan dan Pengenalan Sistem Sarana Pelaporan SPE - IDXnet dan Laporan Keuangan Berbasis XBRL Discussion on the Regulation of Recording and Introduction of the Reporting Facility System SPE - IDXnet and XBRL-based Financial Reports	Zoom	IDX
14 September 2023 September 14, 2023	Dinamika Ekonomi Politik & Implikasinya terhadap Dunia Bisnis The Dynamics of Political Economy & Its Implications for the Business World	Jakarta	AEI
14 September 2023 September 14, 2023	Public Relations Progression Path	Zoom	EGA Briefings
20 September 2023 September 20, 2023	Maximizing the Impact of ESG	Jakarta	Mitra Bhadra Consulting
26 September 2023 September 26, 2023	Katadata Sustainability Action for The Future Economy (SAFE) Forum 2023	Jakarta	Katadata
13-14 Oktober 2023 October 13-14, 2023	#IHT6 : HUMI SuperLeader Bootcamp	Bogor	In-House
20-21 Oktober 2023 October 20-21, 2023	#IHT6 : HUMI SuperTeam Bootcamp	Bogor	In-House
23 Oktober 2023 October 23, 2023	Sosialisasi Surat Edaran Otoritas Jasa Keuangan (SEOJK) Nomor 13/SEOJK.04/2023 Dissemination of Financial Services Authority Circular Letter (SEOJK) Number 13/SEOJK.04/2023	Zoom	OJK
24 Oktober 2023 October 24, 2023	Sosialisasi Peraturan Otoritas Jasa Keuangan (POJK) Nomor 14/POJK.04/2023 dan Surat Edaran Otoritas Jasa Keuangan (SEOJK) Nomor 12/SEOJK.04/2023 Socialization of Financial Services Authority Regulation (POJK) Number 14/POJK.04/2023 and Financial Services Authority Circular Letter (SEOJK) Number 12/SEOJK.04/2023.	Zoom	OJK
25 Oktober 2023 October 25, 2023	From HR to PR: The Employer Branding Strategies Branding Strategies	Jakarta	Universitas Prasetya Mulya
4-25 November 2023 November 4-25, 2023	Workshop Pendidikan Dasar 2 Batch 2, Standar Profesi Sekretaris Perusahaan Basic Education Workshop 2 Batch 2, Company Secretary Professional Standards	Zoom	ICSA
9 November 2023 November 9, 2023	ASEAN Corporate Governance Scorecard Revised October 2023	Zoom	ICSA
14 November 2023 November 14, 2023	#IHT7 : ESG & Company Productivity	Jakarta	In-House
16 November 2023 November 16, 2023	Sosialisasi Peraturan kepada Emiten Baru Socialization of Regulations to New Issuers	Jakarta	OJK
21-22 November 2023 November 21-22, 2023	Employee Evolution 2023 : Corporate Wellness & Employee Well-Being Communication, Professional Look, Team Performance & Leadership	Zoom	TujuhHub
23 November 2023 November 23, 2023	Sosialisasi POJK No. 15 : RUPS Socialization of POJK No. 15: General Meeting of Shareholders (GMS)	Zoom	ICSA - OJK
27 November 2023 November 27, 2023	Sosialisasi Peraturan Otoritas Jasa Keuangan (POJK) Nomor 9 Tahun 2023 tentang Penggunaan Jasa Akuntan Publik Dan Kantor Akuntan Publik Dalam Kegiatan Jasa Keuangan Socialization of Financial Services Authority Regulation (POJK) Number 9 of 2023 concerning the Use of Public Accountant Services and Public Accountant Offices in Financial Services Activities	Zoom	OJK
28 November 2023 November 28, 2023	Tindak Pidana Korporasi dalam Undang-Undang (UU) Nomor 1 Tahun 2023 tentang Kitab Undang-Undang Hukum Pidana Criminal Acts of Corporations in Law Number 1 of 2023 concerning the Criminal Code	Artotel	ICSA

Pengembangan Kompetensi

Competency Development

Tanggal Date	Tema Pelatihan/Konferensi/Workshop/Seminar Training Theme/Conference/Workshop/Seminar	Lokasi Location	Penyelenggara Organized
13 Desember 2023 December 13, 2023	Dialog "Mengintegrasikan ESG dalam Rencana Dekarbonisasi: Tantangan dan Peluang Peningkatan Kinerja Keberlanjutan" Integrating ESG into Decarbonization Plans: Challenges and Opportunities for Sustainable Performance Enhancement	Jakarta	AEI
14 Desember 2023 December 14, 2023	Economic Outlook 2024 Penguatan Ekonomi Indonesia Economic Outlook 2024: Strengthening Indonesia's Economy	Zoom	ICSA
19 Desember 2023 December 19, 2023	ESG Talks : Kolaborasi Lestarkan Bumi untuk Visi Net Zero Emission ESG Talks: Collaborating to Preserve the Earth for the Net Zero Emission Vision	Jakarta	ICSA
20 Desember 2023 December 12, 2023	Sosialisasi Kriteria ACGS 2023 dan Persiapan Penilaian ACGS 2024 Socialization of the ACGS 2023 Criteria and Preparation for the Assessment of ACGS 2024	Zoom	BEI
29 Desember 2023 December 29, 2023	2023 Review + 2024 Outlook: Impact Matters	Zoom	Social Investment

Pelaksanaan Keterbukaan Informasi Tahun 2023

Terhitung sejak HUMI tercatat di Bursa Efek Indonesia tanggal 09 Agustus 2023, Sekretaris Perusahaan telah menyampaikan informasi kepada masyarakat melalui media massa, situs web BEI dan situs web HUMI dengan menggunakan Bahasa Indonesia dan Inggris, serta menyampaikan laporan secara berkala maupun insidental kepada BEI dan OJK sebagai berikut:

Implementation of Information Disclosure in 2023

Since HUMI's listing on the Indonesia Stock Exchange on August 9, 2023, the Company Secretary has communicated with the public via mass media, the IDX website, and the HUMI website in both Indonesian and English, as well as providing periodic and incidental reports to the IDX and OJK, as follows:

No.	Jenis Laporan Report Type	Tujuan Objective	Periode Laporan Reporting Period	Jumlah Total
Laporan Berkala Periodic Report				
1	Laporan Keuangan Financial Statements	OJK & BEI	Tahunan dan Triwulan Annually and Quarterly	1
2	Laporan Registrasi Pemegang Efek. Securities Holder Registration Report	BEI	Bulanan Monthly	4
3	Laporan Tahunan & Laporan Keberlanjutan Annual Report & Sustainability Report	OJK & BEI	Tahunan Annually	-
4	KAP/AP KAP/AP	OJK & BEI	Tahunan Annually	2.
5	Paparan Publik Public Expose	BEI	Tahunan Annually	-
6	RUPS GMS	OJK & BEI	Tahunan dan Situasional Annually and Situational	-
7	Transaksi Transaction	OJK & BEI	Situasional Situational	-
Laporan Insidental Incidental Report				
1	Laporan Informasi Material Material Information Report	OJK & BEI	Situasional Situational	10
2	Perubahan Organ Dewan Komisaris dan Direksi Changes in the Organs of the Board of Commissioners and Directors	OJK & BEI	Situasional Situational	1.
3	Tanggapan Permintaan Penjelasan Response to Request for Explanation	BEI	Situasional Situational	-.