Tanggal Date	Tema Pelatihan/Konferensi/ Workshop/Seminar Training/Conference/Workshop/Seminar Theme	Lokasi Location	Penyelenggara Organizer
13 Juni 2025 June 13, 2025	IHT-VIBES #4 :ESG 101 Deep Dive ESG Journey	Artotel	HUMI
18 Juni 2025 June 18, 2025	HT-VIBES #4 :Business Presentation	Manhattan Hotel	HUMI
2 Juli 2025 July 2, 2025	HIT-Expert #1 : Job Evaluation Metode Hay	BO	HUMI
7-8 Juli 2025 July 7 to 8, 2025	Green HRM for Sustainable Workforce	Online	KelasHR
11-12 Juli 2025 July 11 to 12, 2025	IHT-Vibes#7 Our Power for a Sustainable Growth	Neo Sentul	Dunamis
19 Juli 2025 July 19, 2025	Psikologi Rekrutmen Dalam Era Digital & AI Recruitment Psychology in the Digital and AI Era	Zoom	Kelas Hr
9 Oktober 2025 October 9, 2025	IHT X_PERT#2 AI for HR	MLC Lt 27	Better and Co
22-23 Oltober 2025 October 22 to 23, 2025	Aligning OKR With Strategy - Batch 6	Mercure Tendean	better & Co
10 November 2025 November 10, 2025	IHT-XPERT #5 - Awareness Cyber Security	Ruang Meeting Ekaputra-1, Lt. 27 Ekaputra-1 Meeting Room, 27th Floor	DRRC UI
27 November 2025 November 27, 2025	IHT XPERT #7 - Performance Appraisal HUMI Group	Universitas Trilogi, Kalibata	Pungki Purnadi
28 November 2025 November 28, 2025	Training Effective Leadership dan Sosialisasi Bantuan Pendidikan Karyawan, Kerjasama Grup Humpuss Effective Leadership Training and Employee Education Assistance Socialization, Humpuss Group Collaboration	Ruang Meeting Jakarta-Solo, PT Humpuss Lt. 29 Jakarta-Solo Meeting Room, PT Humpuss, 29th Floor	PT Humpuss, dengan Insulindo dan Universitas Borobudur PT Humpuss, in collaboration with Insulindo and Borobudur University

Komite Environment, Social, & Governance (ESG)

Komite ESG dibentuk dan bertanggung jawab kepada Dewan Komisaris. Pembentukannya ditujukan untuk mendukung pelaksanaan tugas Dewan Komisaris terkait pengawasan terhadap program HUMI dalam implementasi ESG yang dilakukan oleh HUMI dan entitas anak untuk aspek keberlanjutan, yang untuk selanjutnya melaporkan rekomendasi dan pendapatnya secara independen dan profesional kepada Dewan Komisaris. Pembentukan Komite ESG di Perseroan mengacu pada Surat Keputusan Dewan Komisaris No. 001/SK/Dekom-HUMI/I/2024 tanggal 19 Januari 2024 tentang Penetapan Susunan Komite Lingkungan, Sosial & Tata Kelola (Environmental, Social and Governance/ESG).

ESG Committee

The ESG Committee is established and accountable to the Board of Commissioners. Its establishment aims to support the Board of Commissioners in carrying out its supervisory duties over HUMI's programs in implementing ESG initiatives conducted by HUMI and its subsidiaries in relation to sustainability aspects, and to subsequently provide independent and professional recommendations and opinions to the Board of Commissioners. The establishment of the ESG Committee in the Company refers to the Board of Commissioners Decree No. 001/SK/Dekom-HUMI/I/2024 dated January 19, 2024 concerning the Determination of the Composition of the Environmental, Social & Governance (ESG) Committee.

Dasar Hukum

Dasar hukum yang menjadi acuan pembentukan Komite ESG Perseroan, antara lain:

1. Undang-Undang No. 16 tahun 2016 tentang Pengesahan Paris Agreement to the Unite Nations Framework Convention on Climate Change (Persetujuan Paris atas Konvensi Kerangka Kerja Perserikatan Bang-Bangsa mengenai Perubahan Iklim).

Legal Basis

The legal basis underlying the establishment of the Company's ESG Committee includes:

1. Law No. 16 of 2016 concerning the Ratification of the Paris Agreement to the United Nations Framework Convention on Climate Change.

Tanggal Date	Tema Pelatihan/Konferensi/ Workshop/Seminar Training/Conference/Workshop/Seminar Theme	Lokasi Location	Penyelenggara Organizer
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19 Juli 2025 July 19, 2025	Psikologi Rekrutmen Dalam Era Digital & AI Recruitment Psychology in the Digital and AI Era	Zoom	Kelas Hr
9 Oktober 2025 October 9, 2025	IHT X_PERT#2 AI for HR	MLC Lt 27	Better and Co
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Komite Environment, Social, & Governance (ESG)

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Dasar Hukum

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1. Undang-Undang No. 16 tahun 2016 tentang Pengesahan Paris Agreement to the Unite Nations Framework Convention on Climate Change (Persetujuan Paris atas Konvensi Kerangka Kerja Perserikatan Bang-Bangsa mengenai Perubahan Iklim).

Legal Basis

The legal basis underlying the establishment of the Company's ESG Committee includes:

1. Law No. 16 of 2016 concerning the Ratification of the Paris Agreement to the United Nations Framework Convention on Climate Change.

2. Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas.
3. Peraturan Presiden No. 111 Tahun 2022 tentang Pelaksanaan Pencapaian Tujuan Pembangunan Berkelanjutan.
4. Peraturan Otoritas Jasa Keuangan No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan Bagi Lembaga Jasa Keuangan, Emiten & Perusahaan Publik.
5. Anggaran Dasar PT Internasional Tbk. Humpuss Maritim
6. Surat Keputusan Dewan Komisaris HUMI tentang pembentukan Komite ESG.

Piagam Komite ESG

Komite ESG mengacu pada Piagam Komite ESG yang merupakan Landasan Kerja bagi Komite ESG. Piagam tersebut mengikat dan wajib dipatuhi oleh setiap anggota Komite ESG. Adapun isi dari Piagam Komite ESG mengatur hal-hal, antara lain:

1. Dasar Hukum.
2. Definisi.
3. Komposisi, Struktur dan Masa Jabatan.
4. Persyaratan Keanggotaan.
5. Tugas dan Tanggung Jawab.
6. Wewenang.
7. Tata Cara, Prosedur dan Penyelenggaraan Rapat.
8. Pelaporan.
9. Penanganan Pengaduan atau Pelaporan Sehubungan Dugaan Pelanggaran terkait Pelaporan Keuangan.
10. Penutup

Masa Jabatan Komite ESG

Masa jabatan anggota Komite tidak boleh lebih lama 5 (lima) tahun dan dapat diperpanjang kembali selama 5 (lima) tahun dengan tidak mengurangi hak Dewan Komisaris untuk memberhentikan sewaktu-waktu.

Masa jabatan anggota Komite tidak boleh melebihi masa jabatan Dewan Komisaris sebagaimana diatur dalam Anggaran Dasar dan hanya dapat dipilih kembali untuk periode berikutnya sebanyak 1 (satu) periode.

Apabila seorang Dewan Komisaris yang menjadi Ketua Komite ESG berhenti sebelum masa tugasnya sebagai Komisaris HUMI, maka Ketua Komite ESG digantikan oleh Komisaris lainnya.

2. Law No. 40 of 2007 concerning Limited Liability Companies.
3. Presidential Regulation No. 111 of 2022 concerning the Implementation of the Achievement of Sustainable Development Goals.
4. Financial Services Authority Regulation No. 51/POJK.03/2017 concerning the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies.
5. Articles of Association of PT Humpuss Maritim Internasional Tbk.
6. Board of Commissioners Decree of HUMI regarding the establishment of the ESG Committee.

ESG Committee Charter

The ESG Committee refers to the ESG Committee Charter, which serves as the working foundation of the ESG Committee. The Charter is binding and must be complied with by all members of the ESG Committee. The contents of the ESG Committee Charter include, among others:

1. Legal Basis.
2. Definitions.
3. Composition, Structure, and Term of Office.
4. Membership Requirements.
5. Duties and Responsibilities.
6. Authority.
7. Procedures, Methods, and Conduct of Meetings.
8. Reporting.
9. Handling of Complaints or Reporting Related to Alleged Violations in Financial Reporting.
10. Closing.

Term of Office of the ESG Committee

The term of office of Committee members shall not exceed 5 (five) years and may be extended for another 5 (five) years without prejudice to the right of the Board of Commissioners to dismiss them at any time.

The term of office of Committee members must not exceed the term of office of the Board of Commissioners as stipulated in the Articles of Association and may only be reappointed for one subsequent term.

If a member of the Board of Commissioners who serves as Chairman of the ESG Committee ceases to serve as a Commissioner of HUMI before the end of their term, the Chairman of the ESG Committee shall be replaced by another Commissioner.

Jumlah, Susunan, dan Komposisi Komite ESG

Jumlah susunan, dan komposisi anggota Komite ESG Perseroan telah diatur dalam Piagam Komite ESG, yang di antaranya mengatur bahwa jumlah Komite ESG terdiri dari paling sedikit terdiri dari 3 orang yang berasal dari Dewan Komisaris dan/atau anggota lainnya yang dapat berasal dari:

1. Anggota Dewan Komisaris.
2. Pihak yang berasal dari luar Perseroan dan/atau.
3. Pihak yang menduduki jabatan manajerial di bawah Direksi.

Tidak ada perubahan komposisi dan susunan Komite ESG pada tahun 2025. Adapun komposisi dan susunan Komite ESG HUMI per 31 Desember 2025 dan hingga tanggal laporan tahunan ini terbit, adalah sebagai berikut:

Number, Structure, and Composition of the ESG Committee

The number, structure, and composition of the Company's ESG Committee members are regulated in the ESG Committee Charter, which stipulates that the ESG Committee shall consist of at least 3 members, comprising members of the Board of Commissioners and/or other members who may come from:

1. Members of the Board of Commissioners.
2. Parties from outside the Company and/or
3. Parties holding managerial positions under the Board of Directors.

There were no changes in the composition and structure of the ESG Committee in 2025. The composition and structure of HUMI's ESG Committee as of December 31, 2025 and up to the date of this annual report are as follows:

Susunan Komite ESG
Composition of ESG Committee

Nama Name	Jabatan Position	Dasar Pengangkatan Basis of Appointment	Masa Jabatan Term of Office	Periode Jabatan Period of Service
21 Januari 2026 – Sekarang January 21, 2026 – Present				
Dedi Hudayana	Ketua Chairman	SK Dewan Komisaris Nomor 008/SK/Dekom-HUMI/1/2026 tanggal 21 Januari 2026 Board of Commissioners Decree No. 008/SK/Dekom-HUMI/I/2026 dated January 21, 2026	21 Januari 2026 s.d Sekarang January 21, 2026 – Present	Ke-1 1st
HM Roy Sembel	Anggota Member	SK Dewan Komisaris Nomor 008/SK/Dekom-HUMI/1/2026 tanggal 21 Januari 2026 Board of Commissioners Decree No. 008/SK/Dekom-HUMI/I/2026 dated January 21, 2026	21 Januari 2026 s.d Sekarang January 21, 2026 – Present	Ke-1 1st
Okty Saptarini M.	Anggota Member	SK Dewan Komisaris Nomor 008/SK/Dekom-HUMI/1/2026 tanggal 21 Januari 2026 Board of Commissioners Decree No. 008/SK/Dekom-HUMI/I/2026 dated January 21, 2026	21 Januari 2026 s.d Sekarang January 21, 2026 – Present	Ke-1 1st
1 Januari 2025 – 21 Januari 2026 January 1, 2025 – January 21, 2026				
Abdul Rachim Sofyan, SE, Ak	Ketua Chairman	SK Dewan Komisaris Nomor 001/SK/Dekom-HUMI/1/2024 tanggal 19 Januari 2024 Board of Commissioners Decree No. 001/SK/Dekom-HUMI/I/2024 dated January 19, 2024	19 Januari 2024 s.d 21 Januari 2026 January 19, 2024 – January 21, 2026	Ke-1 1st
HM Roy Sembel	Anggota Member	SK Dewan Komisaris Nomor 001/SK/Dekom-HUMI/1/2024 tanggal 19 Januari 2024 Board of Commissioners Decree No. 001/SK/Dekom-HUMI/I/2024 dated January 19, 2024	19 Januari 2024 s.d 21 Januari 2026 January 19, 2024 – January 21, 2026	Ke-1 1st
Okty Saptarini M.	Anggota Member	SK Dewan Komisaris Nomor 001/SK/Dekom-HUMI/1/2024 tanggal 19 Januari 2024 Board of Commissioners Decree No. 001/SK/Dekom-HUMI/I/2024 dated January 19, 2024	19 Januari 2024 s.d 21 Januari 2026 January 19, 2024 – January 21, 2026	Ke-1 1st

Profil Komite ESG

ESG Profile Committee

Dedi Hudayana
Ketua Komite ESG Periode 21 Januari 2026 - sekarang
Chairman of the ESG Committee

Profil beliau dapat dilihat pada bagian Profil Dewan Komisaris di Bab Profil Perusahaan pada laporan ini.
His profile can be found in the Board of Commissioners Profile section in the Company Profile chapter of this report.

Abdul Rachim Sofyan
Ketua Komite ESG Periode 1 Januari 2025 - 21 Januari 2026
Chairman of the ESG Committee for the period January 1, 2025 – January 21, 2026

Profil beliau dapat dilihat pada bagian Profil Dewan Komisaris di Bab Profil Perusahaan pada laporan ini.
His profile can be found in the Board of Commissioners Profile section in the Company Profile chapter of this report.

HM Roy Sembel
Anggota Komite ESG Periode Jabatan: 31 Maret 2023 s.d Sekarang
Member of the ESG Committee Term of Office: March 31, 2023 – Present

Profil beliau dapat dilihat pada bagian Profil Komite Nominasi dan Remunerasi di Bab Tata Kelola Perusahaan pada laporan ini.
His profile can be found in the Nomination and Remuneration Committee Profile section in the Corporate Governance chapter of this report.



Okty Saptarini M.

Anggota Komite ESG
January 19, 2024 – Present

Kewarganegaraan | Citizenship
Indonesia | Indonesian

Usia | Age
52 tahun | 52 years

Domisili | Domicile
Jakarta

Periode Jabatan: Term of Office:	19 Januari 2024 s.d Sekarang January 21, 2025 – Present
Dasar Pengangkatan Basis of Appointment	Menjabat sebagai Anggota Komite ESG berdasarkan Surat Keputusan Direksi Nomor 008/SK/Dekom-HUMI/1/2026 tanggal 21 Januari 2026 Serves as a Member of the ESG Committee based on the Board of Commissioners Decree No. 008/SK/Dekom-HUMI/I/2026 dated January 21, 2026
Pendidikan Education	• Sarjana (S1) Ilmu Komunikasi di Universitas Sahid, Jakarta (1995); • Magister Manajemen (S2) bidang Komunikasi di Universitas Trisakti, Jakarta (2010). • Bachelor's Degree (S1) in Communication Science, Universitas Sahid, Jakarta (1995); • Master of Management (S2) in Communication, Trisakti University, Jakarta (2010).
Sertifikasi Profesi Professional Certification	Standar Profesi Sekretaris Perusahaan Pendidikan Dasar 1 dan Dasar 2 Batch 2 - Indonesia Corporate Secretary Association (2023). Corporate Secretary Professional Standards Basic Level 1 and Basic Level 2 Batch 2 – Indonesia Corporate Secretary Association (2023).
Riwayat Profesi Riwayat Profesi	• Sekretaris Perusahaan PT Humpuss Maritim Internasional Tbk. (2023–2026). • Public Affairs Manager (2013-2015), Head of Community Development (2015-2018), Sekretaris Perusahaan (2018-2023) PT Humpuss Intermoda Transportasi Tbk, • Corporate Public Relations (1997-2010) PT Timor Distributor Nasional, PT Timor Putra Nasional, dan PT Intragolf Link Resort. • PT Balisani Sentrawisata (1995-1997). • Corporate Secretary, PT Humpuss Maritim Internasional Tbk. (2023–2026). • Public Affairs Manager (2013–2015), Head of Community Development (2015–2018), Corporate Secretary (2018–2023), PT Humpuss Intermoda Transportasi Tbk. • Corporate Public Relations (1997–2010), PT Timor Distributor Nasional, PT Timor Putra Nasional, and PT Intragolf Link Resort. • PT Balisani Sentrawisata (1995–1997).
Rangkap Jabatan Concurrent Positions	Di Dalam Grup Perseroan: Within the Company's Group: • Anggota Komite ESG GTSI (2021-sekarang), Direktur PT MCS Internasional (2026-sekarang). • Member of the ESG Committee of GTSI (2021–Present), Director of PT MCS Internasional (2026–Present). • Di Luar Perseroan: tidak ada Outside the Company: none
Hubungan Afiliasi Affiliation Relationships	Tidak ada hubungan afiliasi dengan anggota Direksi dan anggota Dewan Komisaris lainnya, serta pemegang saham utama/pengendali No affiliation with members of the Board of Directors, members of the Board of Commissioners, or the main/controlling shareholders.
Keanggotaan Organisasi Organizational Membership	• Asosiasi Emiten Indonesia - Anggota Komite Kajian Hukum Pasar Modal & GCG (2023-sekarang). • Indonesian National Shipowner Association - Wakil Sekretaris Umum (2023-sekarang). • Woman In Logistic abd Transport Indonesia – Anggota (2025 – sekarang) • Indonesia Society of Sustainability Professional – Anggota (2025 -sekarang) • Perhimpunan Hubungan Masyarakat - Anggota (2021-sekarang). • Indonesia Corporate Secretary Association - Anggota (2014-sekarang). • Indonesian Issuers Association – Member of the Capital Market Legal & GCG Study Committee (2023–Present). • Indonesian National Shipowners' Association – Deputy Secretary General (2023–Present). • Women in Logistics and Transport Indonesia – Member (2025–Present). • Indonesia Society of Sustainability Professionals – Member (2025–Present). • Public Relations Society of Indonesia – Member (2021–Present). • Indonesia Corporate Secretary Association – Member (2014–Present).

Pernyataan Independensi dan Persyaratan Komite ESG

Seluruh anggota Komite ESG memiliki komitmen dan integritas yang tinggi dengan kemampuan dan keahlian yang diperlukan di bidangnya untuk mendukung terselenggaranya tata kelola yang baik. Dalam melaksanakan tugas dan tanggung jawabnya, seluruh anggota Komite ESG telah memenuhi seluruh kriteria independensi dan mampu menjalankan tugas dan tanggung jawabnya secara *upervise*, menjunjung tinggi kepentingan Perseroan, dan tidak dapat dipengaruhi oleh pihak manapun.

Independence Statement and Requirements of the ESG Committee

All members of the ESG Committee possess strong commitment and integrity, with the necessary capabilities and expertise in their respective fields to support the implementation of good governance. In carrying out their duties and responsibilities, all members of the ESG Committee have fulfilled all independence criteria and are able to perform their duties and responsibilities independently, uphold the interests of the Company, and are not influenced by any party.

Pernyataan tentang Independensi Komite ESG
Statement on the Independence of the ESG Committee

Aspek Independensi Independence Aspect	Dedi Hudayana	HM Roy Sembel	Okty Saptarini M.	Abdul Rachim Sofyan, SE, Ak.*
Tidak mempunyai saham langsung maupun tidak langsung di HUMI. No direct or indirect share ownership in HUMI.	✓	✓	✓	✓
Keluarga tidak mempunyai saham langsung maupun tidak langsung di HUMI. Family members do not have direct or indirect share ownership in HUMI.	✓	✓	✓	✓
Tidak mempunyai hubungan Afiliasi dengan anggota Dewan Komisaris, anggota Direksi atau Pemegang Saham Utama HUMI. No affiliation with members of the Board of Commissioners, Board of Directors, or Major Shareholders of HUMI.	✓	✓	✓	✓
Tidak mempunyai hubungan usaha baik langsung maupun tidak langsung yang berkaitan dengan kegiatan usaha HUMI. No direct or indirect business relationship related to HUMI's business activities.	✓	✓	✓	✓
Tidak menjabat sebagai pengurus partai politik dan/atau calon/anggota legislative dan/atau merupakan calon atau menjabat sebagai kepala/wakil kepala pemerintahan daerah. Not serving as a political party official and/or candidate/member of the legislature and/or not a candidate or serving as a regional head/deputy regional head.	✓	✓	✓	✓

*Ketua Komite ESG Periode 1 Januari 2025 – 21 Januari 2026
*Chairman of the ESG Committee for the period January 1, 2025 – January 21, 2026

Selain memenuhi kriteria independensi, anggota Komite ESG juga mesti memenuhi persyaratan keanggotaan Komite ESG yang ditetapkan dalam Piagam Komite ESG adalah sebagai berikut:

1. Memiliki pengetahuan dan pengalaman di bidang ESG perusahaan.
2. Memiliki integritas tinggi dan independensi dalam pengambilan keputusan.
3. Memahami regulasi, standar, dan praktik terbaik ESG.
4. Anggota dapat berasal dari Dewan Komisaris atau pihak independen yang memiliki kompetensi khusus.

In addition to meeting independence criteria, members of the ESG Committee must also fulfill the membership requirements set forth in the ESG Committee Charter, as follows:

1. Having knowledge and experience in the Company's ESG field.
2. Possessing high integrity and independence in decision-making.
3. Understanding ESG regulations, standards, and best practices.
4. Members may come from the Board of Commissioners or independent parties with specific competencies.

Tugas dan Tanggung Jawab Komite ESG

Komite ESG memiliki tugas dan tanggung jawab yang mencakup sedikitnya hal-hal sebagai berikut :

1. Meninjau dan memberikan evaluasi dan rekomendasi atas roadmap ESG lima tahun yang disampaikan oleh Direksi.
2. Memantau implementasi program ESG dan pencapaian KPI.
3. Memberikan rekomendasi kepada Dewan Komisaris sehubungan dengan risiko serta peluang ESG setiap operasional.
4. Meninjau dan memberikan rekomendasi kepada Dewan Komisaris sehubungan dengan persetujuan Laporan Keberlanjutan.
5. Menyusun laporan periodik dan tahunan kepada Dewan Komisaris terkait kinerja ESG.
6. Memberikan masukan dalam pengambilan keputusan strategis yang berdampak pada keberlanjutan perusahaan.

Penanggungjawab utama terwujudnya pemenuhan aspek ESG Perusahaan adalah Direksi.

Wewenang Komite ESG

Komite ESG berwenang:
1. Mengakses informasi, dokumen, dan catatan yang diperlukan untuk pelaksanaan tugas.
2. Mengundang manajemen, auditor internal, atau pihak eksternal sebagai narasumber dalam rapat.
3. Memberikan rekomendasi langsung kepada Dewan Komisaris terkait kebijakan ESG.
4. Meminta dukungan sumber daya, termasuk tim pendukung, untuk menjalankan tugasnya.

Kebijakan dan Tingkat Kehadiran Komite ESG

Rapat Komite ESG telah diatur dalam Piagam Komite ESG, yakni Komite ESG wajib menyelenggarakan rapat sekurang-kurangnya 2 kali dalam 1 tahun dan dihadiri oleh sekurang-kurangnya 51% dari jumlah anggota. Rapat dapat diselenggarakan baik dengan kehadiran secara fisik maupun non-fisik. Rapat yang tidak dihadiri secara fisik dilakukan melalui media telekonferensi, video konferensi, atau sarana media elektronik lainnya yang memungkinkan semua peserta Rapat Komite saling melihat dan mendengar secara langsung, serta berpartisipasi dalam rapat.

Sepanjang tahun 2025, Komite ESG telah mengadakan rapat sebanyak 2 kali, dan aktivitas evaluasi dan pemantauan hasil dan tindak lanjut dari tugas Komite ESG. Frekuensi dan tingkat kehadiran anggota Komite ESG dalam Rapat Komite ESG adalah sebagai berikut:

Duties and Responsibilities of the ESG Committee

The ESG Committee has duties and responsibilities that include at least the following:

1. Reviewing and providing evaluation and recommendations on the five-year ESG roadmap submitted by the Board of Directors.
2. Monitoring the implementation of ESG programs and the achievement of KPIs.
3. Providing recommendations to the Board of Commissioners regarding ESG risks and opportunities in each operational activity.
4. Reviewing and providing recommendations to the Board of Commissioners regarding the approval of the Sustainability Report.
5. Preparing periodic and annual reports to the Board of Commissioners related to ESG performance.
6. Providing input in strategic decision-making that impacts the Company's sustainability.

The primary party responsible for ensuring the fulfillment of the Company's ESG aspects is the Board of Directors.

Authority of the ESG Committee

The ESG Committee is authorized to:
1. Access information, documents, and records necessary for the execution of its duties.
2. Invite management, internal auditors, or external parties as resource persons in meetings.
3. Provide direct recommendations to the Board of Commissioners regarding ESG policies.
4. Request resource support, including supporting teams, to carry out its duties.

Policies and Attendance Rate of the ESG Committee

ESG Committee meetings are regulated in the ESG Committee Charter, which stipulates that the ESG Committee must hold meetings at least twice a year and be attended by at least 51% of its members. Meetings may be conducted either physically or non-physically. Meetings not attended physically may be conducted via teleconference, video conference, or other electronic media that allow all participants to see and hear each other directly and participate in the meeting.

Throughout 2025, the ESG Committee held 2 meetings and carried out evaluation and monitoring activities on the results and follow-up of the ESG Committee's duties. The frequency and attendance rate of ESG Committee members at meetings are as follows:

Rekapitulasi Kehadiran Komite ESG
pada Rapat-Rapat Komite Tahun 2025

Nama dan Jabatan Name and Position	Jumlah Wajib Rapat Number of Required Meetings	Jumlah Kehadiran Number of Attendance	% Kehadiran Attendance %
Abdul Rachim Sofyan, SE, Ak. (Ketua) (Chairman)	2	2	100
HM Roy Sembel (Anggota) (Member)	2	2	100
Okty Saptarini M. (Anggota) (Member)	2	2	100
Rata-rata Kehadiran Average Attendance			**100**

Sepanjang tahun 2025, rapat Komite ESG telah membahas agenda-agenda rapat sebagai berikut:

Throughout 2025, ESG Committee meetings discussed the following agendas:

Agenda Rapat Komite ESG Tahun 2025
ESG Committee Meeting Agendas in 2025

Tanggal Rapat Meeting Date	Agenda Rapat Meeting Agenda	Peserta Rapat Meeting Participants
Januari 2025	• Penyusunan Laporan Kerja Komite ESG Tahun 2024. • Rencana Kerja Komite ESG Tahun 2025. • Pembahasan Materialitas Topik dan Roadmap ESG HUMI Grup. • Preparation of the ESG Committee Work Report for 2024. • ESG Committee Work Plan for 2025. • Discussion on the materiality of topics and ESG roadmap of the HUMI Group.	• Abdul Rachim Sofyan, SE, Ak. (Ketua) • HM Roy Sembel (Anggota) • Okty Saptarini M. (Anggota)
Februari 2025	Hasil Akhir Laporan Penilaian Implementasi GCG Tahun 2024 yang dilakukan secara Self-Assesment Final results of the 2024 GCG Implementation Assessment Report conducted through self-assessment	

Selama tahun 2025, Komite ESG melaksanakan kegiatan yang berfokus pada evaluasi dan/atau review atas laporan dan/atau hal-hal yang telah direncanakan pada awal tahun, yaitu sebagai berikut:

1. Efektivitas Program ESG HUMI Grup: Semua target *roadmap* KPI ESG tahun 2025 berhasil dipantau dan 83,32% *(Good)* tercapai sesuai target yang ditetapkan, yang diperoleh dari:

   a. Aktivitas ESG yang telah ditetapkan pada roadmap tahap-1 tahun 2025, sebanyak 73 Aktivitas, kemudian dituangkan ke dalam 100 target ESG, dimana terdiri dari:
      - *Environment*: 17 aktivitas dengan 24 target, terpenuhi 87,11%.
      - *Social*: 11 aktivitas dengan 16 target, terpenuhi 80,43%.
      - *Governance*: 16 aktivitas dengan 21 target, terpenuhi 91,03%.
      - *Holistic Implementation*: 29 aktivitas dengan 37 target, terpenuhi 76,81%.
2. Peningkatan Kepatuhan: Pemenuhan infrastruktur governansi ESG pada tahun 2025 menunjukkan 100% terpenuhi, dengan penerbitan:

During 2025, the ESG Committee carried out activities focused on evaluating and/or reviewing reports and/or matters that had been planned at the beginning of the year, as follows:

1. Effectiveness of HUMI Group ESG Programs: All ESG KPI roadmap targets for 2025 were successfully monitored, and 83.32% (“Good”) were achieved in accordance with the established targets, derived from:
   a. ESG activities set out in the phase-1 roadmap for 2025, totaling 73 activities, which were translated into 100 ESG targets, consisting of:
      - Environment: 17 activities with 24 targets, 87.11% achieved.
      - Social: 11 activities with 16 targets, 80.43% achieved.
      - Governance: 16 activities with 21 targets, 91.03% achieved.
      - Holistic Implementation: 29 activities with 37 targets, 76.81% achieved.
2. Compliance Improvement: Fulfillment of ESG governance infrastructure in 2025 reached 100%, supported by the issuance of:

a. *Environment*: Kebijakan Mutu, K3 dan Lingkungan, Prosedur Pemeliharaan Kebersihan Lingkungan Kerja, Prosedur Pengelolaan Limbah.

b. *Social*: Kebijakan Pelecehan Sosial dan/atau Non-Diskriminasi, Kebijakan Hak Asasi Manusia, Kebijakan Pekerja Anak dan Pekerja Paksa.

c. *Governance*: Pedoman Perilaku, Kebijakan Keberlanjutan, Kebijakan Anti Korupsi dan Anti-Fraud, Kebijakan Manajemen Risiko, *Board Manual*, Pedoman Kepatuhan.

a. Environment: Quality, Occupational Health & Safety, and Environmental Policy; Workplace Environmental Cleanliness Maintenance Procedure; Waste Management Procedure.

b. Social: Anti-Harassment and/or Non-Discrimination Policy; Human Rights Policy; Child Labor and Forced Labor Policy.

c. Governance: Code of Conduct; Sustainability Policy; Anti-Corruption and Anti-Fraud Policy; Risk Management Policy; Board Manual; Compliance Guidelines.

No.	Rencana Kerja 2025 2025 Work Plan	Implementasi 2025 2025 Implementation
1.	Mengkaji Laporan Penilaian Pelaksanaan GCG tahun buku 2024 secara self-assessment berdasarkan ACGS. Reviewing the GCG Implementation Assessment Report for fiscal year 2024 through self-assessment based on ACGS.	• Pada tahun 2025, Komite ESG telah mengkaji hasil penilaian implementasi GCG secara self-assessment oleh Departemen Legal & Compliance HUMI dan menilai secara umum pelaksanaan Governance dalam HUMI telah berjalan dengan baik dan selaras dengan peraturan yang berlaku dan sesuai standard yang ditetapkan oleh ACGS. • Tidak terpenuhinya/tersedianya dokumen governansi pada proses penilaian, tidak signifikan dan dapat ditangani/diperbaiki dengan tindakan normal dari Legal & Compliance. • In 2025, the ESG Committee reviewed the results of the GCG implementation assessment conducted through self-assessment by the HUMI Legal & Compliance Department and concluded that, in general, governance implementation within HUMI has been carried out properly, aligned with applicable regulations, and in accordance with ACGS standards. • Any unfulfilled or unavailable governance documents identified during the assessment process were not significant and could be addressed and rectified through normal actions by Legal & Compliance.
2.	Mengkaji Kebijakan Tata Kelola dan memberikan rekomendasi kepada Dewan Komisaris HUMI jika perlu dilakukan perubahan. Reviewing Governance Policies and providing recommendations to the HUMI Board of Commissioners if changes are necessary.	• Salah satu capaian penting dalam penguatan tata kelola di tahun berjalan adalah komitmen manajemen dalam memastikan tersedianya perangkat kebijakan yang relevan dan mutakhir. Hingga 31 Desember 2025, manajemen telah menerbitkan sebanyak 21 Pedoman Good Corporate Governance (GCG) serta 1 Petunjuk Pelaksanaan (Juklak) ESG, yang mencakup penerbitan pedoman baru maupun pembaruan pedoman yang disesuaikan dengan perkembangan regulasi, kebutuhan operasional, serta dinamika industri terkini. • Komite ESG memandang langkah ini sebagai fondasi strategis dalam memperkuat budaya kepatuhan, meningkatkan transparansi, serta memastikan seluruh aktivitas operasional perusahaan selaras dengan prinsip keberlanjutan. Dengan tersedianya roadmap ESG yang komprehensif dan adaptif, perusahaan memiliki landasan yang lebih kokoh untuk mencapai target ESG setiap tahunnya dan mendorong pencapaian roadmap secara jangka panjang. • One of the key achievements in strengthening governance during the year was management's commitment to ensuring the availability of relevant and up-to-date policy frameworks. As of December 31, 2025, management had issued 21 Good Corporate Governance (GCG) Guidelines and 1 ESG Implementation Guideline, covering both new issuances and updates aligned with regulatory developments, operational needs, and current industry dynamics. • The ESG Committee views this as a strategic foundation for strengthening a culture of compliance, enhancing transparency, and ensuring that all operational activities align with sustainability principles. With a comprehensive and adaptive ESG roadmap in place, the Company has a stronger foundation to achieve its annual ESG targets and support long-term roadmap realization.
3.	Laporan Penilaian Implementasi GCG Tahun 2025. GCG Implementation Assessment Report for 2025.	Manajemen HUMI telah menunjuk PT Mitra Bhadra Consultant (MBC) sebagai konsultan independen untuk menilai implementasi GCG tahun buku 2025 berdasarkan ASEAN Corporate Governance Scorecard (ACGS). Management of HUMI has appointed PT Mitra Bhadra Consultant (MBC) as an independent consultant to assess the implementation of GCG for fiscal year 2025 based on the ASEAN Corporate Governance Scorecard (ACGS).
4.		Pemantauan perkembangan HUMI ESG Roadmap yang merupakan panduan implementasi ESG dalam kegiatan operasional HUMI Grup hingga akhir tahun 2025, sekaligus digunakan sebagai rujukan dalam melakukan pengawasan atas di HUMI Grup. Monitoring the progress of the HUMI ESG Roadmap, which serves as a guideline for ESG implementation in the operational activities of the HUMI Group until the end of 2025, as well as a reference for supervisory activities within the HUMI Group.
5.		Pemantauan pengelolaan kegiatan-kegiatan Perusahaan yang terkait dengan implementasi ESG yang meliputi emission & energy management, ecological management, business integrity, health & wellbeing, maritime operation safeguard. Monitoring the management of Company activities related to ESG implementation, including emission & energy management, ecological management, business integrity, health & wellbeing, and maritime operation safeguard.

No.	Rencana Kerja 2025 2025 Work Plan	Implementasi 2025 2025 Implementation
6.		Melaporkan kegiatan Komite ESG HUMI kepada Dewan Komisaris HUMI termasuk rekomendasi perbaikan implementasi ESG di HUMI Grup. Reporting ESG Committee activities to the HUMI Board of Commissioners, including recommendations for improving ESG implementation within the HUMI Group.

Inisiatif ESG Tahun 2025

HUMI melakukan inisiatif ESG sepanjang tahun 2025 sebagai berikut:

2025 ESG Initiative

HUMI implemented the following ESG initiatives throughout 2025:

No	Inisiatif/Nama Acara Initiative/Event Name	Point Terkait ESG ESG-Related Points	Hasil Evaluasi Evaluation Results
1	HUMI FUN RUN	• Penggunaan kaos daur ulang untuk kostum lari • Bekerja sama dengan Trash Ranger untuk waste management • Edukasi pemilahan sampah di ruang publik • Use of recycled shirts for running outfits • Collaboration with Trash Ranger for waste management • Waste sorting education in public spaces	HUMI Fun Running 2025 tidak hanya menjadi ajang olahraga bersama, tetapi juga merepresentasikan komitmen perusahaan dalam mengintegrasikan prinsip Environmental, Social, and Governance (ESG) ke dalam aktivitas engagement publik. Dari sisi Environmental, penggunaan jersey berbahan daur ulang serta kolaborasi dengan komunitas pengelolaan sampah menunjukkan upaya konkret dalam mengurangi dampak lingkungan dan meningkatkan kesadaran sustainability di kalangan peserta. Dari aspek Social, kegiatan ini memperkuat hubungan antara karyawan, mitra, dan masyarakat melalui partisipasi inklusif, sekaligus mendorong gaya hidup sehat sebagai bagian dari wellbeing culture perusahaan. Sementara itu, dari sisi Governance, penyelenggaraan event yang terstruktur, transparan, dan berbasis evaluasi mencerminkan komitmen terhadap perbaikan berkelanjutan. Meskipun demikian, hasil evaluasi menunjukkan perlunya peningkatan pada aspek keselamatan rute dan kenyamanan peserta, yang menjadi bagian penting dalam penyempurnaan implementasi ESG ke depan. HUMI Fun Run 2025 was not only a sports event but also reflected the Company's commitment to integrating Environmental, Social, and Governance (ESG) principles into public engagement activities. From an Environmental perspective, the use of recycled jerseys and collaboration with waste management communities demonstrated concrete efforts to reduce environmental impact and raise sustainability awareness among participants. From a Social perspective, the event strengthened relationships among employees, partners, and the community through inclusive participation, while promoting a healthy lifestyle as part of the Company's wellbeing culture. From a Governance perspective, the structured, transparent, and evaluation-based execution of the event reflected a commitment to continuous improvement. However, the evaluation indicated the need for improvements in route safety and participant comfort, which are important aspects for enhancing ESG implementation in the future.
2	Partisipasi dalam Titian Karir ITB Participation in ITB Career Days	• Tema seminar dan booth tentang ESG untuk meningkatkan awareness terhadap implementasi ESG di HUMI • Penggunaan souvenir ramah lingkungan untuk exhibition • Menggunakan booth yang dapat dipakai ulang untuk kegiatan exhibition berikutnya • Vest sebagai kostum untuk exhibitors yang dapat dipakai berulang • ESG-themed seminar and booth to increase awareness of ESG implementation at HUMI • Use of environmentally friendly souvenirs for exhibitions • Reusable booth for future exhibitions • Reusable vests as exhibitor uniforms	Partisipasi HUMI dalam Titian Karier ITB 2025 mencerminkan pendekatan strategis perusahaan dalam membangun pipeline talenta yang selaras dengan prinsip ESG. Dari sisi Social, kegiatan ini memberikan akses informasi karier yang inklusif kepada mahasiswa dan alumni, sekaligus memperkenalkan budaya kerja dan program pengembangan SDM di HUMI. Hal ini mendukung penciptaan nilai jangka panjang melalui pengembangan human capital. Dari aspek Environmental, integrasi narasi sustainability dalam materi booth dan presentasi memperkuat awareness generasi muda terhadap pentingnya praktik bisnis berkelanjutan. Sementara itu, dari sisi Governance, kegiatan ini menunjukkan komitmen perusahaan dalam menjalankan employer branding secara transparan dan terstruktur, termasuk dalam pengelolaan proses rekrutmen dan tindak lanjut kandidat. Tingginya jumlah pelamar dan antusiasme peserta menunjukkan keberhasilan strategi ini, dengan peluang pengembangan lebih lanjut melalui program engagement kampus yang berkelanjutan dan optimalisasi platform digital. HUMI's participation in ITB Career Days 2025 reflected the Company's strategic approach in building a talent pipeline aligned with ESG principles. From a Social perspective, the activity provided inclusive access to career information for students and alumni while introducing HUMI's work culture and Human Capital development programs, supporting long-term value creation. From an Environmental perspective, integrating sustainability narratives into booth materials and presentations increased awareness among younger generations regarding sustainable business practices. From a Governance perspective, the activity demonstrated the Company's commitment to transparent and structured employer branding, including recruitment processes and candidate follow-ups. The high number of applicants and participant enthusiasm indicated the success of this strategy, with opportunities for further development through sustained campus engagement programs and digital platform optimization.

No	Inisiatif/Nama Acara Initiative/Event Name	Point Terkait ESG ESG-Related Points	Hasil Evaluasi Evaluation Results
3	HUMI X Pantai. Bersih-bersih Edition HUMI X Beach Clean-Up Edition	• Bersih-bersih sampah di lingkungan pesisir pantai • Edukasi mengenai Mangrove dan lingkungan secara umum • Coastal waste clean-up activities • Education on mangroves and environmental awareness	
4	Partisipasi Indonesia Maritim Week 2025 Participation in Indonesia Maritime Week 2025	• Tema exhibition tentang ESG untuk meningkatkan awareness terhadap implementasi ESG di ruang publik • Edukasi pemilahan sampah melalui games • Souvenir ramah lingkungan • ESG-themed exhibition to increase public awareness of ESG implementation • Waste sorting education through games • Environmentally friendly souvenirs	Keikutsertaan HUMI dalam Indonesia Maritime Week 2025 merupakan langkah strategis dalam memperkuat positioning perusahaan sebagai pelaku industri maritim yang berorientasi pada keberlanjutan. Dari aspek Environmental, penyampaian ESG Roadmap serta program keberlanjutan melalui booth exhibition menjadi sarana edukasi publik mengenai komitmen perusahaan terhadap pengelolaan lingkungan. Dari sisi Social, interaksi langsung dengan berbagai pemangku kepentingan, termasuk pemerintah, industri, dan masyarakat, memperluas engagement sekaligus membuka peluang kolaborasi strategis. Selain itu, kegiatan ini juga berkontribusi pada employer branding dengan menarik talenta muda yang memiliki awareness terhadap isu sustainability. Pada aspek Governance, partisipasi dalam forum industri ini mencerminkan transparansi perusahaan dalam menyampaikan kinerja dan inisiatif ESG kepada publik. Tingginya minat pengunjung serta respons positif terhadap laporan keberlanjutan menunjukkan efektivitas komunikasi ESG HUMI, dengan peluang peningkatan pada integrasi lintas divisi untuk memperkuat pesan yang disampaikan. HUMI's participation in Indonesia Maritime Week 2025 was a strategic step in strengthening the Company's positioning as a sustainability-oriented maritime industry player. From an Environmental perspective, presenting the ESG Roadmap and sustainability programs through exhibition booths served as a public education platform on environmental management commitments. From a Social perspective, direct interaction with stakeholders, including government, industry players, and the public, expanded engagement and opened opportunities for strategic collaboration. The activity also contributed to employer branding by attracting young talent with sustainability awareness. From a Governance perspective, participation in this industry forum reflected transparency in communicating ESG performance and initiatives. High visitor interest and positive responses to the sustainability report demonstrated effective ESG communication, with opportunities to improve cross-division integration to strengthen messaging.
5	Dari HUMI untuk Indonesia - HUT RI From HUMI for Indonesia – Independence Day Celebration	*Employee well-being* Employee well-being	Perayaan HUT RI ke-80 menjadi platform untuk memperkuat nilai kebangsaan sekaligus mempererat sinergi internal perusahaan. Dalam konteks Social, kegiatan ini berperan penting dalam membangun kebersamaan, meningkatkan kolaborasi antar karyawan, serta menciptakan lingkungan kerja yang inklusif dan positif. Berbagai lomba dan aktivitas kreatif turut mendorong partisipasi aktif serta meningkatkan moral karyawan. Dari sisi Governance, pelaksanaan kegiatan berbasis kolaborasi antar anak usaha mencerminkan praktik koordinasi dan manajemen internal yang terintegrasi, meskipun masih terdapat tantangan dalam aspek operasional seperti pengelolaan konsumsi dan kesiapan panitia. Sementara kontribusi terhadap aspek Environmental masih terbatas, kegiatan ini tetap memiliki potensi untuk dikembangkan lebih lanjut dengan mengintegrasikan elemen ramah lingkungan pada pelaksanaan di masa mendatang. Secara keseluruhan, event ini menunjukkan peran penting aktivitas internal dalam mendukung pilar sosial ESG perusahaan. The 80th Independence Day celebration served as a platform to strengthen national values and internal synergy. From a Social perspective, the activity fostered togetherness, enhanced collaboration among employees, and created an inclusive and positive work environment. Various competitions and creative activities encouraged active participation and boosted employee morale. From a Governance perspective, the collaborative implementation across subsidiaries reflected integrated coordination and internal management practices, although challenges remained in operational aspects such as catering management and committee readiness. While the Environmental contribution was still limited, the event holds potential for future development by integrating environmentally friendly elements. Overall, this event highlighted the importance of internal activities in supporting the Company's ESG social pillar.

No	Inisiatif/Nama Acara Initiative/Event Name	Point Terkait ESG ESG-Related Points	Hasil Evaluasi Evaluation Results
6	HUT HUMI Ke 9 HUMI 9th Anniversary	• Keterlibatan karyawan dalam program Donor Darah • HUMI Eco-adventure: activity dengan daun-daun kering • Employee involvement in blood donation programs • HUMI Eco-adventure: activities using dried leaves	Perayaan HUT HUMI ke-9 dengan tema "Synergy" menjadi refleksi nyata dari integrasi ESG dalam budaya perusahaan. Dari perspektif Social, rangkaian kegiatan seperti Eco Adventure bersama anak panti asuhan, donor darah, serta berbagai aktivitas internal mencerminkan komitmen perusahaan dalam menciptakan dampak sosial yang positif serta memperkuat employee engagement. Inisiatif ini juga mendukung pengembangan budaya kolaboratif lintas entitas dalam grup. Dari sisi Environmental, kegiatan yang mengedepankan edukasi dan kesadaran lingkungan menjadi bagian dari upaya internalisasi nilai keberlanjutan. Sementara pada aspek Governance, pelaksanaan berbagai program berbasis kompetisi, challenge, dan evaluasi menunjukkan adanya sistem manajemen kegiatan yang terukur dan partisipatif. Tingkat kepuasan karyawan yang relatif tinggi menunjukkan keberhasilan program ini, meskipun terdapat ruang perbaikan dalam desain kegiatan dan peningkatan kualitas pelaksanaan untuk memastikan keberlanjutan dampak ESG secara lebih optimal. The 9th HUMI Anniversary celebration with the theme "Synergy" represented a tangible integration of ESG into corporate culture. From a Social perspective, activities such as Eco Adventure with orphanages, blood donation, and various internal programs reflected the Company's commitment to creating positive social impact and strengthening employee engagement. These initiatives also supported collaborative culture development across group entities. From an Environmental perspective, activities emphasizing environmental education and awareness contributed to internalizing sustainability values. From a Governance perspective, the implementation of programs involving competitions, challenges, and evaluations demonstrated structured and participatory management systems. The relatively high level of employee satisfaction indicated the program's success, although there remains room for improvement in activity design and execution quality to ensure more optimal ESG impact sustainability.

Evaluasi Komite ESG Atas Penerapan ESG

Rekomendasi ini disusun dalam rangka mendukung implementasi ESG jangka menengah sekaligus memastikan kesiapan HUMI dalam menghadapi tuntutan regulasi dan ekspektasi pasar, maka HUMI perlu mengambil langkah-langkah berikut:

1. Perluasan penggunaan bahan bakar ramah lingkungan pada seluruh armada, khususnya pada armada-armada baru telah dilengkapi dengan teknologi ramah lingkungan (pengurangan emisi melalui teknologi equipment ataupun bahan bakar).
2. Implementasi sistem digital monitoring ESG terintegrasi, dari mulai kapal hingga kantor pusat.
3. Penguatan pelatihan dan awareness ESG untuk seluruh level manajemen.
4. Kesiapan Departemen Accounting untuk HUMI dan Anak Usaha dalam rangka implementasi IFRS yang akan efektif per tanggal 1 Januari 2027.

Evaluation of the ESG Committee on ESG Implementation

These recommendations are prepared to support the medium-term implementation of ESG and to ensure HUMI's readiness in facing regulatory demands and market expectations. Therefore, HUMI needs to take the following steps:

1. Expanding the use of environmentally friendly fuels across all fleets, particularly ensuring that new fleets are equipped with environmentally friendly technologies (emission reduction through equipment technology and/or fuel).
2. Implementing an integrated ESG digital monitoring system, from vessels to the head office.
3. Strengthening ESG training and awareness across all levels of management.
4. Ensuring the readiness of the Accounting Department for HUMI and its Subsidiaries in preparation for the implementation of IFRS, which will become effective on January 1, 2027.

Pelatihan dan Peningkatan Kompetensi Komite ESG tahun 2025

Untuk menunjang Komite ESG dalam melaksanakan tugas dan tanggung jawabnya, Perseroan memberikan kesempatan kepada anggota Komite ESG untuk mengikuti program pelatihan dan pengembangan kompetensi, baik yang diselenggarakan oleh internal Perseroan ataupun pihak eksternal.

Sepanjang tahun 2025, anggota ESG telah mengikuti program pelatihan dan pengembangan kompetensi sebagai berikut:

Training and Competency Development of the ESG Committee in 2025

To support the ESG Committee in carrying out its duties and responsibilities, the Company provides opportunities for ESG Committee members to participate in training and competency development programs, both organized internally by the Company and by external parties.

Throughout 2025, ESG Committee members participated in the following training and competency development programs:

Tanggal Date	Tema Pelatihan/Konferensi/ Workshop/Seminar Training/Conference/Workshop/Seminar Theme	Lokasi Location	Penyelenggara Organizer
Dedi Hudayana, Ketua ESG Dedi Hudayana, Chairman of the ESG Committee			
Pendidikan ataupun pelatihan yang diikuti oleh Dedi Hudayana sebagai Ketua Komite ESG sepanjang tahun 2025 dapat dilihat di bagian Pelatihan dan Peningkatan Kompetensi Dewan Komisaris. The education and training programs attended by Dedi Hudayana as Chairman of the ESG Committee throughout 2025 are presented in the Board of Commissioners Training and Competency Development section.			
Okty Saptarini M, Anggota Komite ESG Okty Saptarini M, Member of the ESG Committee			
5 Januari 2025 January 5, 2025	Tantangan Implementasi ISO 26000 Tentang Tanggung Jawab Sosial dan Lingkungan di Indonesia Challenges in the Implementation of ISO 26000 on Social and Environmental Responsibility in Indonesia	Zoom	KBM
21 Januari 2025 January 21, 2025	Decoding the New Era of Investor Relations	Main Hall	IDX - KitaComm - RAC
22 Januari 2025 January 22, 2025	Sosialiasi implementasi ESG Reporting di Form E020 SPE-IDXnet Socialization of the Implementation of ESG Reporting in Form E020 of SPE-IDXnet	Zoom	IDX
17 Februari 2025 February 17, 2025	IHT-VIBES#2 : HUMI Value Our Power for a Sustainable Growth	Artotel Hotel	In-House
21 Februari 2025 February 21, 2025	The Implementation of the Sustainability Disclosure and Reporting	Zoom	Prodi Ukrida
4 Maret 2025 March 4, 2025	ESG TALK SERIES #2: Integrating PROPER Standards into Sustainability Strategies	Zoom	AEI
7 Maret 2025 March 7, 2025	SIRD #75 – Implementing IFRS S2 in Indonesia's Energy Sector: Assess and Prepare for Reporting on Climate	Zoom	Social Investment
16 April 2025 April 16, 2025	Cost Efficiency Business Masterclass	Hotel Hilton Garden In	UKM Expert ID
28 April 2025 April 28, 2025	Pengenalan Human Rights Due Diligence (HRDD)	Zoom	CESGS
13 Juni 2025 June 13, 2025	IHT-VIBES#4 : ESG 101 & Deep Dive Implementing ESG Roadmap	Artotel Hotel	In-House
18 Juni 2025 June 18, 2025	IHT-VIBES#5 : Business Presentation	Manhattan Hotel	In-House
8 Juli 2025 July 8, 2025	Seminar Emiten 2025, Navigating Global Dynamics : The Resilience of Indonesia's Economic and Financial Systems	Ritz Carlton, PP	KSEI
7-8 Juli 2025 July 7 to 8, 2025	Green HRM for Sustainable Workforce	Zoom	Kelas HR
17-18 Juil 2025 July 17 to 18, 2025	IHT-VIBES#7 : HUMI Values, Program Culture Leader	Bogor	In-House
21 Jul i2025 July 21, 2025	IHT-Introducing TMSA 3	MLC lantai 26 MLC, 26th floor	In-House
31 Juli 2025 July 31, 2025	Webinar Penerapan dan Pemahaman POJK Nomor 14 Tahun 2025 Webinar on the Implementation and Understanding of OJK Regulation No. 14 of 2025	Zoom	AEI
19 Agustus 2025 August 19, 2025	Elevate Employer Branding with AI	Zoom	MarkPlus Institute
19 September 2025 September 19, 2025	ESG TALK SERIES #6: IFRS S2 Governance: The Strategic Role of ESG Committees	Zoom	CESGS - Centre for Environmental, Social & Governance Studies
24 September 2025 September 24, 2025	Webinar Healthy Culture Formula	Zoom	Aksoro
1 Oktober -10 Desember 2025 October 1 to December 10, 2025	IHT-LEAD#3: Directorship Program	Kampus ITB, Jakarta ITB Campus, Jakarta	In-House & SBM ITB
9 Oktober 2025 October 9, 2025	IHT-XPERT#2: AI For HR	MLC lantai 27 MLC, 27th Floor	In-House

Tanggal Date	Tema Pelatihan/Konferensi/ Workshop/Seminar Training/Conference/Workshop/Seminar Theme	Lokasi Location	Penyelenggara Organizer
16 Oktober 2025 October 16, 2025	Ocean Centre Workshop#4: Membangun Kapasitas Keselamatan di Industri Kelautan Ocean Centre Workshop #4: Building Safety Capacity in the Maritime Industry	HTMTC	Ocean Centre Indonesia
17 Oktober 2025 October 17, 2025	Etika & Profesionalisme sebagai Narasumber Ethics & Professionalism as a Speaker	Kampus ITB, Jakarta ITB Campus, Jakarta	Direktorat Pendidikan Profesional Berkelanjutan ITB & Better and Co ITB Directorate of Continuing Professional Education & Better and Co
22 Oktober 2025 October 22, 2025	From Sea to Sustainability, HUMI Dialoque sebagai Narasumber From Sea to Sustainability, HUMI Dialogue as a Speaker	Kampus ITB, Bandung ITB Campus, Bandung	ITB
7 November 2025 November 7, 2025	Rated for Growth: Rating, Reputasi, dan Daya Saing Emiten di Era Keberlanjutan Rated for Growth: Ratings, Reputation, and Issuer Competitiveness in the Era of Sustainability	Main Hall	AEI
10 November 2025 November 10, 2025	IHT-XPERT#5 : Awareness ISO/IEC 27001: Sistem Manajemen Keamanan Informasi (ISMS)	MLC lantai 26	In-House
11 November 2025 November 11, 2025	Hoyer Technical Day	Shangrila Hotel	INSA
27 November 2025 November 27, 2025	IHT XPERT#7 - Performance Appraisal HUMI Group	HTMTC	In-House
1 Desember 2025 December 1, 2025	Webinar "Membangun Sistem Shistleblowing yang Efektif dan Berintegritas Berbasis ISO 37002:2021" Webinar: "Building an Effective and Integrity-Driven Whistleblowing System Based on ISO 37002:2021"	Zoom	ICSA
3 Desember 2025 December 3, 2025	Finance for Non-Finance : Memahami Angka untuk Komunikasi yang Efektif Finance for Non-Finance: Understanding Numbers for Effective Communication	Artotel Jakarta	ICSA
4 Desember 2025 December 4, 2025	Responsible Business Forum 2025 : Anti-Corruption at the Heart of ESG: Driving Sustainable Development and Impact Investment	Main Hall	UN Global Compact Network Indonesia
9 Desember 2025 December 9, 2025	IDX-GRI-AEI : Human Rights Due Diligence	Zoom	GRI-AEI

Rencana Kerja Tahun 2026

Pada tahun 2026, Komite ESG berencana kerja untuk menjalankan beberapa hal di antaranya, sebagai berikut:

1. Integrasi ESG lebih mendalam dalam pengambilan keputusan strategis perusahaan.
2. Ekspansi program keberlanjutan ke seluruh armada dan anak usaha operasional.
3. Adopsi teknologi digital untuk pemantauan real-time indikator ESG.
4. Peningkatan pelaporan ESG sesuai standar GRI dan regulasi OJK terbaru.
5. Mengkaji Kebijakan Tata Kelola dan memberikan rekomendasi kepada Dewan Komisaris jika perlu dilakukan perubahan.
6. Laporan Penilaian Mandiri (Self-Assessment) Pelaksanaan Tata Kelola secara berkala untuk posisi Juni 2026 dan Desember 2026.

Work Plan for 2026

In 2026, the ESG Committee plans to carry out several initiatives, including the following:

1. Deeper integration of ESG into the Company's strategic decision-making.
2. Expansion of sustainability programs across all fleets and operational subsidiaries.
3. Adoption of digital technology for real-time monitoring of ESG indicators.
4. Enhancement of ESG reporting in accordance with GRI standards and the latest OJK regulations.
5. Reviewing governance policies and providing recommendations to the Board of Commissioners if changes are necessary.
6. Conducting periodic self-assessment reports on governance implementation for the positions as of June 2026 and December 2026.