2025 Laporan Keberlanjutan
Sustainability Report

PLN Indonesia Power Services

Strengthening **Sustainability** Governance through **Transparency, Reliability,** and **Trust**

Memperkuat Tata Kelola Keberlanjutan melalui Transparansi, Keandalan, dan Kepercayaan



PT PLN Indonesia Power Services

Penjelasan tema
Theme Explanation

Tahun 2025 menandai fase penguatan tata kelola keberlanjutan PLN IP Services melalui integrasi yang lebih erat antara strategi bisnis, pengelolaan risiko, kepatuhan, kinerja operasional, dan tanggung jawab terhadap pemangku kepentingan. Dalam menghadapi transisi energi, kompleksitas operasi, serta meningkatnya ekspektasi terhadap akuntabilitas perusahaan, PLN IP Services menempatkan sustainability governance sebagai fondasi untuk memastikan bahwa setiap inisiatif keberlanjutan dijalankan secara terarah, transparan, dan dapat dipertanggungjawabkan.

In 2025, PLN IP Services entered a more structured phase of sustainability governance, supported by stronger integration between business strategy, risk management, compliance, operational performance, and stakeholder accountability. As the Company navigated the energy transition, operational complexity, and rising expectations for responsible business conduct, sustainability governance became a critical foundation for ensuring that sustainability initiatives were implemented with clear direction, transparency, and accountability.

Transparansi menjadi elemen utama dalam membangun kredibilitas keberlanjutan. Perusahaan terus memperkuat kualitas kebijakan, pelaporan, pengungkapan informasi, serta mekanisme pemantauan kinerja ESG agar strategi keberlanjutan tidak berhenti pada pernyataan komitmen, tetapi tercermin dalam sistem kerja dan proses pengambilan keputusan. Melalui penguatan ESG Roadmap, maturity level sustainability, sistem manajemen, serta tata kelola perusahaan yang baik, PLN IP Services membangun kerangka keberlanjutan yang lebih terukur dan siap dikembangkan secara berkelanjutan.

Transparency serves as a key element in building sustainability credibility. The Company continued to strengthen policies, reporting quality, information disclosure, and ESG performance monitoring to ensure that sustainability commitments were reflected in business processes and decision-making. Through the enhancement of the ESG Roadmap, sustainability maturity framework, management systems, and good corporate governance practices, PLN IP Services developed a more measurable and scalable sustainability framework.

Keandalan juga menjadi bagian penting dari strategi keberlanjutan Perusahaan. Bagi PLN IP Services, reliability bukan hanya ukuran teknis dalam layanan energi, tetapi juga bentuk tanggung jawab sosial dan ekonomi karena pasokan listrik yang andal menopang aktivitas masyarakat, industri, pemerintahan, dan pertumbuhan wilayah. Oleh karena itu, upaya menjaga keandalan operasi, memperkuat keselamatan kerja, meningkatkan kompetensi SDM, serta mengelola dampak lingkungan menjadi bagian dari kontribusi Perusahaan dalam menciptakan nilai jangka panjang.

Reliability also remains central to the Company's sustainability agenda. For PLN IP Services, reliability is not only a technical measure of energy service performance, but also an economic and social responsibility. Reliable electricity supports communities, industries, public services, government activities, and regional growth. Accordingly, the Company's efforts to maintain operational reliability, strengthen occupational safety, develop human capital, and manage environmental impacts are integral to its long-term value creation.

Kepercayaan dibangun melalui konsistensi antara komitmen, tata kelola, dan pelaksanaan. PLN IP Services memperkuat aspek governance melalui penerapan GCG, kepatuhan, manajemen risiko, integritas, pengendalian internal, pengelolaan hubungan dengan vendor, serta pembentukan struktur implementasi ESG yang lebih formal. Dengan langkah tersebut, Perusahaan menegaskan bahwa keberlanjutan tidak hanya diletakkan pada program lingkungan dan sosial, tetapi juga pada cara Perusahaan mengelola keputusan, risiko, hubungan, dan akuntabilitas.

Trust is built through consistency between commitment, governance, and execution. PLN IP Services strengthened its governance foundation through good corporate governance, compliance, risk management, integrity, internal control, vendor governance, and a more formal ESG implementation structure. These initiatives demonstrate that sustainability is not limited to environmental and social programs, but is embedded in how the Company manages decisions, risks, relationships, and accountability.

Melalui tema "Memperkuat Tata Kelola Keberlanjutan melalui Transparansi, Keandalan, dan Kepercayaan," PLN IP Services menegaskan arah keberlanjutan tahun 2025 sebagai perjalanan membangun sistem yang lebih terbuka, layanan yang lebih andal, dan kepercayaan yang lebih kuat. Tema ini mencerminkan komitmen Perusahaan untuk memperkuat fondasi ESG, menjaga keberlanjutan operasi, memperluas manfaat sosial dan lingkungan, serta menciptakan nilai jangka panjang bagi pemegang saham, pelanggan, pekerja, masyarakat, mitra, dan lingkungan.

Through the theme "Strengthening Sustainability Governance through Transparency, Reliability, and Trust," PLN IP Services affirms its 2025 sustainability direction as a journey toward a more open system, more reliable services, and stronger stakeholder confidence. This theme reflects the Company's commitment to strengthening ESG foundations, sustaining operational excellence, expanding social and environmental benefits, and creating long-term value for shareholders, customers, employees, communities, partners, and the environment.

Strengthening Sustainability Governance through Transparency, Reliability, and Trust

Memperkuat Tata Kelola Keberlanjutan melalui Transparansi, Keandalan, dan Kepercayaan



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Ikhtisar Keuangan Keberlanjutan

Sustainability Performance Highlights



01

2025

Laporan Keberlanjutan

Sustainability Report

Ikhtisar Kinerja Keberlanjutan
Sustainability Performance Highlights [OJK B.1, B.2, B.3]

Pencapaian Kinerja Ekonomi
Economic Performance Achievement [OJK B.1]

155,93 GWh

Produksi Energi Listrik Pembangkit Milik Sendiri
Electricity Generated by Existing Power Plants

164,8 GWh

Supporting Produksi Energi Listrik Pembangkit EBT
Supporting Electricity Production from Renewable Energy Sources



Ikhtisar Pembangkit
Generator Overview

PLTU 27 Unit	Jumlah Kapasitas Total Capacity	12.114 MW
PLTA 3 Unit	Jumlah Kapasitas Total Capacity	1.217,0 MW
PLTD/G 4 Unit	Jumlah Kapasitas Total Capacity	965,80 MW
PLTMG 15 Unit	Jumlah Kapasitas Total Capacity	459 MW
PLTG/U 6 Unit	Jumlah Kapasitas Total Capacity	7.067 MW
PLTP 4 Unit	Jumlah Kapasitas Total Capacity	726,0 MW
PLTMH 1 Unit	Jumlah Kapasitas Total Capacity	12 MW

Indikator Indicator	Satuan Unit	2025	2024	2023
Berdasarkan Kapasitas* **Based on Capacity***				
PLTD/G PLTD/G	MW	965,80	150,80	149
PLTU PLTU	MW	12.114	11.569,0	8.839
PLTG/GU/MG PLTG/GU/MG	MW	7.526	7.725,5	7.767,35
PLTP PLTP	MW	726,0	726,0	386
PLTS PLTS	MW	-	-	-
PLTA PLTA	MW	1.217,00	1.276,36	1.107
PLHS PLHS	MW	3,5	3,5	-
BMPP BMPP	MW	107,36	107,4	-
PLTMH PLTMH	MW	12	0	0
Jumlah **Total**	**MW**	**22.671**	**21.558,6**	**18.248,4**
Berdasarkan Jumlah Unit* **Based on Numbers of unit***				
PLTU PLTU	Unit	27	27	18
PLTG/U PLTG/U	Unit	6	4	4
PLTD/G PLTD/G	Unit	4	5	5
PLTMG PLTMG	Unit	15	13	11
PLTP PLTP	Unit	4	4	2
PLTA PLTA	Unit	3	4	1
PLHS PLHS	Unit	1	1	0
Jaringan Distribusi Distribution Network	Unit	0	0	1
BMPP BMPP	Unit	2	2	1
PLTMH PLTMH	Unit	1	0	0
Jumlah **Total**	**Unit**	**63**	**60**	**43**

Indikator Indicator	Satuan Unit	2025	2024	2023
Produksi Energi Listrik Pembangkit Milik Sendiri Electricity Generated by Existing Power Plants	GWh	155,93	161,21	201,52
Kontribusi Produksi Energi Listrik Pembangkit EBT Contribution of Electricity Generated by NRE Power Plants	GWh	164,8	60,73	337,04
Kontribusi Produksi EPC PLTS Base Contribution of EPC PLTS Base Production	GWh	5,32	5,51	5,34
Penjualan Energi Listrik Electricity Sales	GWh	936,55	674,10	265,10
Kinerja Ketersediaan dan Keandalan Pembangkit Milik Sendiri **Availability and Reliability Performance of Existing Power Plants**				
Equivalent Availability Factor (EAF) Equivalent Availability Factor (EAF)	%	94,01	80,46	96,09
Scheduled Outage Factor (SOF) Scheduled Outage Factor (SOF)	%	5,59	19,04	3,35
Equivalent Forced Outage Rate (EFOR) Equivalent Forced Outage Rate (EFOR)	%	0,57	0,84	0,75

Pembangkit EBT yang Turut Dikelola
Renewable Energy Plants Operated

MRICA

PLTA — Pembangkit Listrik Tenaga Air
Hydroelectric Power Plant
310 MW

SAGULING

PLTA — Pembangkit Listrik Tenaga Air
Hydroelectric Power Plant
797 MW

JATIGEDE

PLTA — Pembangkit Listrik Tenaga Air
Hydroelectric Power Plant
110 MW

KAMOJANG

PLTP — Pembangkit Listrik Tenaga Panas Bumi
Geothermal Power Plant
375 MW

ULUMBU

PLTP — Pembangkit Listrik Tenaga Panas Bumi
Geothermal Power Plant
11 MW

ULUBELU

PLTP — Pembangkit Listrik Tenaga Panas Bumi
Geothermal Power Plant
220 MW

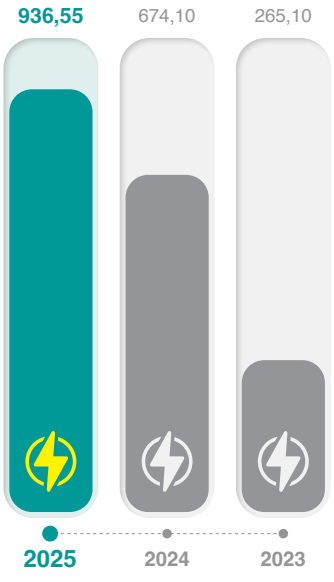
LAHENDONG

PLTP — Pembangkit Listrik Tenaga Panas Bumi
Geothermal Power Plant
120 MW



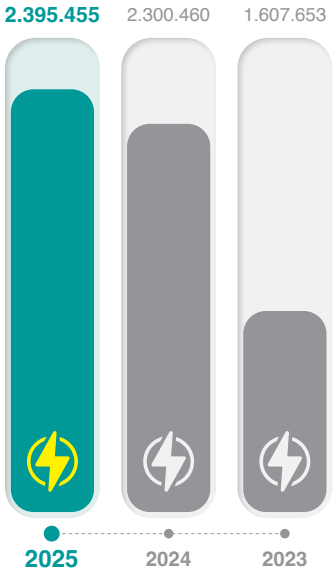
Indikator	Satuan Unit	2025	2024	2023
Kinerja Keuangan **Financial Performance**				
Aset Assets	Rp Juta Rp Million	1.852.261	1.428.802	1.117.351
Liabilitas Liabilities	Rp Juta Rp Million	813.609	481.864	218.264
Ekuitas Equity	Rp Juta Rp Million	1.038.652	946.938	899.087
Penjualan Tenaga Listrik Sales of Electricity	GWh	936,55	674,10	265,10
Pendapatan Usaha Revenue	Rp Juta Rp Million	2.395.455	2.300.460	1.607.653
Laba Tahun Berjalan Profit for the Year	Rp Juta Rp Million	144.910	80.873	91.097
Nilai Ekonomi Langsung yang Diperoleh Economic Value Directly Generated	Rp Juta Rp Million	2.036.158	2.157.839	1.716.386
Nilai Ekonomi Langsung yang di Distribusikan Economic Value Directly Distributed	Rp Juta Rp Million	1.926.163	1.922.821	1.614.584
Nilai Ekonomi Langsung yang Ditahan Economic Value Directly Retained	Rp Juta Rp Million	109.995	235.018	101.802
Dampak Ekonomi Tidak Langsung **Indirect Economic Impact**				
Pemasok Nasional National Suppliers	Penyedia Supplier	896	1.211	1.107
Pemasok Internasional International Suppliers	Penyedia Supplier	20,00	21,00	17
Total Pemasok Total Suppliers	Penyedia Supplier	916	1.232	1.124
Persentase Pemasok Nasional Percentage of National Suppliers	%	97,82%	98,30%	98,49%
Persentase Pemasok Internasional Percentage of International Suppliers	%	2,18%	1,70%	1,51%
Nilai Pengadaan Penyedia Lokal dan Nasional Procurement Value of Local and National Suppliers	Rp Juta Rp Million	1.149.434	1.233.002	1.053.370

Penjualan Tenaga Listrik (GWh)
Sales of Electricity (GWh)



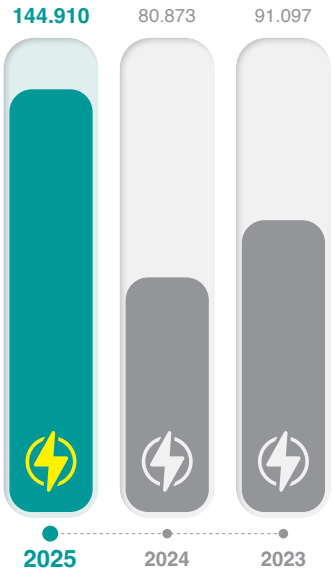
dalam GWh
in GWh

Pendapatan Usaha (Rp Juta)
Revenues (Rp Million)



dalam jutaan rupiah
in million of rupiah

Laba Tahun Berjalan (Rp Juta)
Profit for the Year (Rp Million)



dalam jutaan rupiah
in million of rupiah

Kinerja Lingkungan
Environmental Performance [OJK B.2]

Uraian Description	Satuan Unit	2025	2024	2023
Jumlah Konsumsi Air Total Water Consumption	m^3	942	1.168	2.402
PDAM PDAM	%	100%	100%	100%
Penggunaan Energi Tak Terbarukan Use of Non-Renewable Energy	GJ	46.380,59	69.267,23	60.849,95
Intensitas Energi Energy Intensity	GJ/GWh	49,52	429,67	301,95
Emisi Dihasilkan Generated Emission	Ton CO_2e	4.937,08	6.286,98	7.852,95
Volume Limbah B3 Hazardous Waste Volume	Ton	75,301	25,4795	454,28
Volume Limbah Non B3 Non-Hazardous Waste Volume	Ton	5,67	1,73	5,63

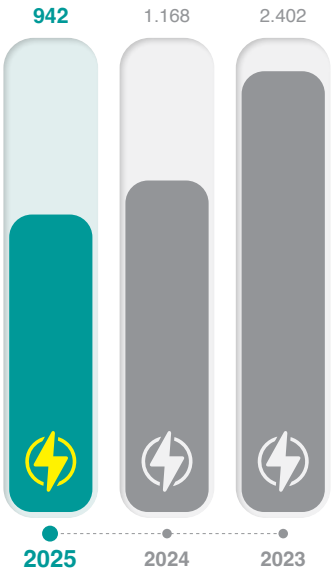
Pelestarian Keanekaragaman Hayati

Sampai dengan akhir tahun 2025, Perusahaan telah melakukan upaya pelestarian keanekaragaman hayati dengan mengelola area penghijauan seluas 713,4 m^2 dan telah melakukan penanaman pohon pada areal seluas 519,4 m^2, atau mencapai 72,81% dari total keseluruhan luas area penghijauan.

Biodiversity Conservation

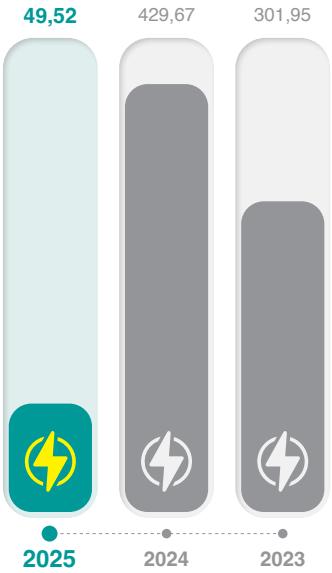
As of the end of 2025, the Company has made biodiversity conservation efforts by managing a greening area of 713.4 m^2 and has planted trees in an area of 519.4 m^2, or reaching 72.81% of the total greening area.

Jumlah Konsumsi Air (m^3)
Total Water Consumption (m^3)



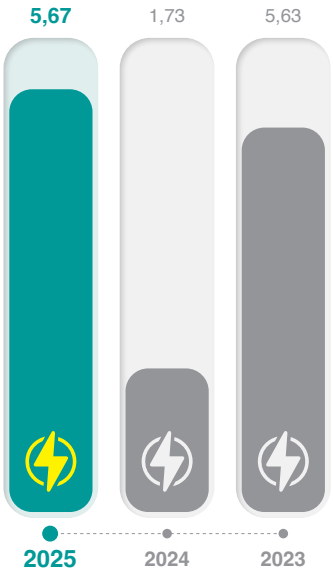
dalam m^3
in m^3

Intensitas Energi (GJ/GWh)
Energy Intensity (GJ/GWh)



dalam GJ/GWh
in GJ/GWh

Volume Limbah Non B3 (Ton)
Non-Hazardous Waste Volume (Ton)



dalam Ton
in Ton

Pencapaian Kinerja Sosial
Social Performance Achievement [OJK B.3]

2.204 (Rp Juta I Million)

Penyaluran Dana CSR/PKBL
Disbursement CSR Fund /
Community Development Program Budget

01

4.678 (Orang I People)

Pekerja yang Memperoleh Pelatihan
Employees Attended Training

02

2,8%

Tingkat Turnover Pegawai
The Employee Turnover Rate

02

Nol Kecelakaan
Zero Accident

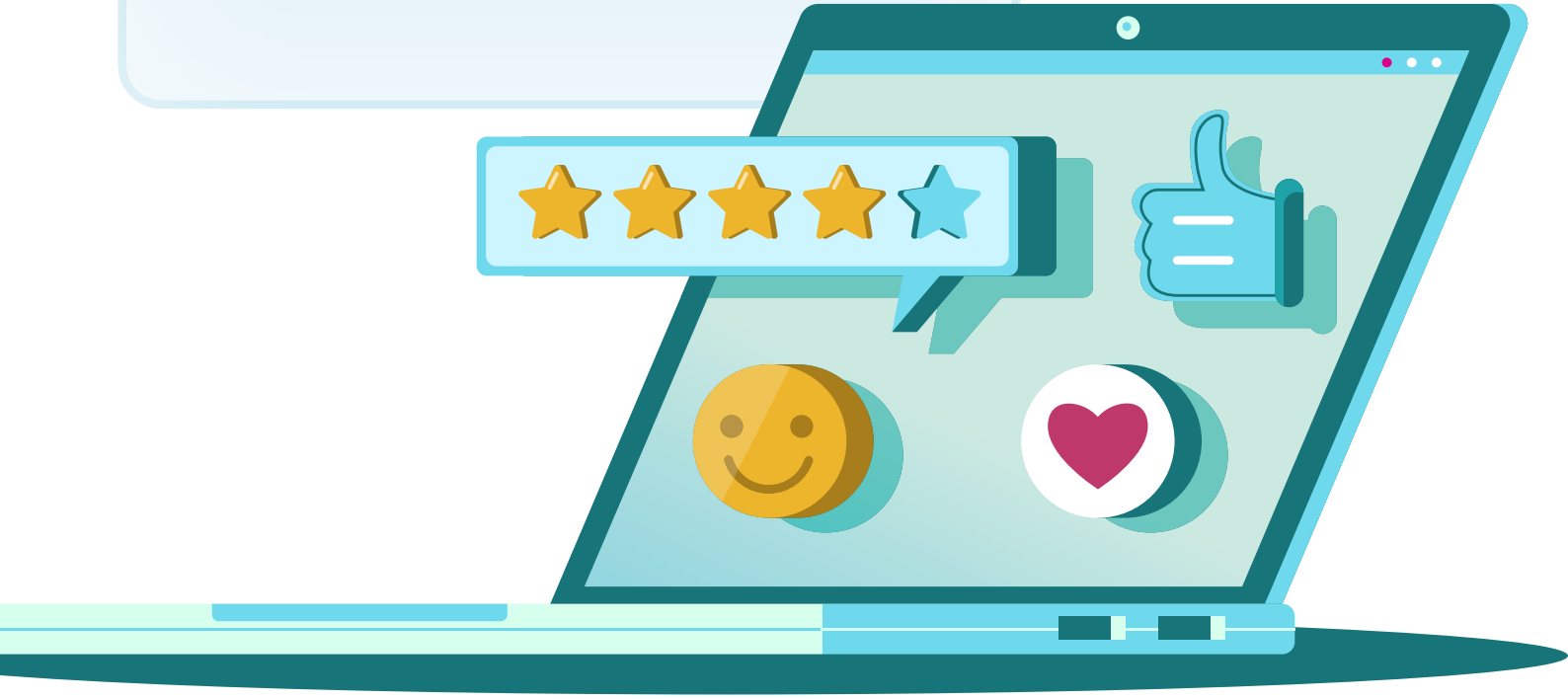


Uraian Description	Satuan Unit	2025	2024	2023
Pengelolaan Sumber Daya Manusia **Human Capital Management**				
Jumlah Karyawan Total Employees	Orang People	4.919	4.700	4.305
Jumlah Pegawai Wanita Total Female Employees	Orang People	342	320	287
Jumlah Pekerja yang Memperoleh Pelatihan Total Employees Attended Training	Orang People	4.678	4.283	4.289
Rata-rata Jam Pelatihan Setiap Pekerja Average Training Hours of Each Employee	Jam per karyawan Hours per employee	34	30	30
Biaya Pelatihan Training Cost	Millar Rupiah Billion Rupiah	26,53	20,02	22,5
Turnover Pegawai Employee Turnover	%	2,87%	3,36%	2,28%
Dana CSR/PKBL CSR/Community Development Program Budget	Rp Penuh Full Rp	2.024.188.738	2.273.862.000	1.451.857.384

Survei Kepuasan Pelanggan
Customer Satisfaction Survey

***Customer Satisfaction Index* (CSI) 2025 rata-rata yang dimiliki PT PLN Indonesia Power Services adalah 4,2776 atau sebesar 86,20%.**

PT PLN Indonesia Power Services' average Customer Satisfaction Index (CSI) for 2025 is 4.2776, or 86,20%.



Penghargaan dan Sertifikasi
Awards & Certifications

Penghargaan
Award



Kepatuhan Regulasi Terbaik Peringkat Diamond

Bidang Penghargaan
Award Scope : *Indonesia Regulatory Compliance Awards 2025 (IRCA)*

Lembaga/Badan (yang memberikan)
Institution/Body (who present) : Hukum Online

Tahun perolehan
Year : 2025
2025

Penghargaan
Award



Best O&M Company in Renewable Energy

Bidang Penghargaan
Award Scope : *IBEA Award*

Lembaga/Badan (yang memberikan)
Institution/Body (who present) : Majalah Listrik Indonesia

Tahun perolehan
Year : 2025
2025

Penghargaan
Award



Indonesia Most Innovative in House Counsel

Bidang Penghargaan
Award Scope : *Indonesia Regulatory Compliance Awards 2025 (IRCA)*

Lembaga/Badan (yang memberikan)
Institution/Body (who present) : Hukum Online

Tahun perolehan
Year : 2025
2025

Penghargaan
Award



Gold Rank

Bidang Penghargaan
Award Scope : *Vision Award 2025*

Lembaga/Badan (yang memberikan)
Institution/Body (who present) : LACP

Tahun perolehan
Year : 2025
2025

Penghargaan
Award



Top 100 Regional Ranking: 58 (Asia-Pacific)

Bidang Penghargaan
Award Scope : *Vision Award 2025*

Lembaga/Badan (yang memberikan)
Institution/Body (who present) : LACP

Tahun perolehan
Year : 2025
: 2025

Penghargaan
Award



Country-Based Honors: Top 20 Indonesian Reports of 2024

Bidang Penghargaan
Award Scope : *Vision Award 2025*

Lembaga/Badan (yang memberikan)
Institution/Body (who present) : LACP

Tahun perolehan
Year : 2025
: 2025

Penghargaan
Award



Technical Achievement Award

Bidang Penghargaan
Award Scope : *Vision Award 2025*

Lembaga/Badan (yang memberikan)
Institution/Body (who present) : LACP

Tahun perolehan
Year : 2025
: 2025

Penghargaan
Award



Top GRC Award 2025

Bidang Penghargaan
Award Scope : 1. *TOP GRC Awards 2025 – Recipient of the #5 Star Award*
2. *The Most Committed GRC Leader 2025*
3. *The High Performing Board of Commissioner on GRC 2025.*

Lembaga/Badan (yang memberikan)
Institution/Body (who present) : Business News

Tahun perolehan
Year : 2025
2025

Penghargaan
Award



Gold Rank

Bidang Penghargaan Award Scope	: *ASRRAT*
Lembaga/Badan (yang memberikan) Institution/Body (who present)	: NCCR
Tahun perolehan Year	: 2025 2025

Penghargaan
Award



TOP DIGITAL Implementation 2025 # Stars 5

Bidang Penghargaan Award Scope	: *TOP DIGITAL Implementation 2025 # Stars 5*
Lembaga/Badan (yang memberikan) Institution/Body (who present)	: Top Digital Award 2025
Tahun perolehan Year	: 2025 2025

Penghargaan
Award



TOP Leader on Digital Implementation 2025

Bidang Penghargaan Award Scope	: *Top Digital Award 2025*
Lembaga/Badan (yang memberikan) Institution/Body (who present)	: Business News
Tahun perolehan Year	: 2025 2025

Penghargaan
Award



Program Pencegahan dan Penanggulangan HIV-AIDS Tahun 2025

Bidang Penghargaan Award Scope	: HIV -AIDS
Lembaga/Badan (yang memberikan) Institution/Body (who present)	: Menteri Ketenagakerjaan Republik Indonesia
Tahun perolehan Year	: 2025 2025

Penghargaan
Award



PROPER Biru Tahun 2025

Bidang Penghargaan Award Scope	: PROPER Biru Tahun 2025
Lembaga/Badan (yang memberikan) Institution/Body (who present)	: Kementerian Lingkungan Hidup dan Kehutanan (KLHK) RI Ministry of Environment and Forestry of RI
Tahun perolehan Year	: 2025 2025

Sertifikasi
Certifications



ISO 45001:2018

Bidang Sertifikasi
Scope of Certifications

Provision of Electricity Generation and Supply

Lembaga/Badan (yang memberikan)
Institution/Body (who present)

PT BVI

Tahun perolehan Year	**Masa berlaku** Validity period
02 Januari 2020 January 2, 2020	29 Januari 2026 January 29, 2026

Sertifikasi
Certifications



ISO 9001:2015

Bidang Sertifikasi
Scope of Certifications

Provision of Office Management Power Supply Activity, Manpower Supply for Operation Maintenance, Repair and Overhaul Services

Lembaga/Badan (yang memberikan)
Institution/Body (who present)

PT BVI Transfer ke PT BSI

Tahun perolehan Year	**Masa berlaku** Validity period
23 September 2020 September 23, 2020	2025

Sertifikasi
Certifications



ISO 14001:2015

Bidang Sertifikasi
Scope of Certifications

Provision of Electricity Generation and Supply

Lembaga/Badan (yang memberikan)
Institution/Body (who present)

PT BVI

Tahun perolehan Year	**Masa berlaku** Validity period
6 November 2020 November 6, 2020	5 November 2026 November 5, 2026

Sertifikasi
Certifications



ISO 37001:2016

Bidang Sertifikasi
Scope of Certifications

Information *Security Management System Anti Bribery Management System/ Sistem Manajemen Anti Penyuapan (SMAP)*
Anti Bribery Management System (SMAP)

Lembaga/Badan (yang memberikan)
Institution/Body (who present)

PT BSI

Tahun perolehan Year	**Masa berlaku** Validity period
2024	2027

Sertifikasi
Certifications



Sertifikat Sistem Manajemen Keselamatan dan Kesehatan Kerja

Occupational Health and Safety Management System Certificate

Bidang Sertifikasi
Scope of Certifications

Keselamatan dan Kesehatan Kerja (K3)
Occupational Health and Safety (OHS)

Lembaga/Badan (yang memberikan)
Institution/Body (who present)

Kementerian Ketenagakerjaan RI Ministry of Labor of the Republic of Indonesia

Tahun perolehan Year	**Masa berlaku** Validity period
2025	2027

Peristiwa Penting 2025
Important Events in 2025

Januari I January



10-11 Januari January 2025

PLN IP Services Menggelar Workshop K3L dengan Meningkatkan Kapasitas SDM untuk Mendukung SMK3 dan Manajemen Lingkungan

PLN IP Services Holds an Occupational Safety, Health, and Environment (K3L) Workshop to Enhance Human Resource Capacity in Support of the Occupational Safety, Health, and Environment Management System (SMK3) and Environmental Management

PLN IP Services menyelenggarakan Workshop K3L dalam rangka Bulan Keselamatan dan Kesehatan Kerja (K3) Nasional 2025 dengan tema "Penguatan Kapasitas Sumber Daya Manusia dalam Mendukung Sistem Manajemen K3 (SMK3) dan Manajemen Lingkungan." Kegiatan ini bertujuan untuk memperkuat budaya K3L, meningkatkan kompetensi sumber daya manusia, serta mendorong penerapan sistem manajemen keselamatan dan lingkungan yang unggul di seluruh unit pembangkit.

PLN IP Services organized an OHS Workshop as part of the 2025 National Occupational Safety and Health (OSH) Month with the theme "Strengthening Human Resource Capacity to Support the Occupational Safety and Health Management System (SMK3) and Environmental Management." This activity aims to strengthen the K3L culture, improve human resource competencies, and encourage the implementation of superior safety and environmental management systems across all power generation units.



14 Januari January 2025

PLN IP Services Mendorong Penguatan Budaya K3 untuk Mewujudkan Zero Harm Zero Loss pada Bulan K3 Nasional 2025

PLN IP Services Promotes Strengthening the OSH Culture to Achieve Zero Harm Zero Loss During National OSH Month 2025

PLN Indonesia Power Services menyelenggarakan Apel Bulan K3 Nasional 2025 secara hybrid dengan tema penguatan kapasitas sumber daya manusia dalam mendukung penerapan Sistem Manajemen K3 (SMK3) menuju produktivitas dan budaya kerja "Zero Harm Zero Loss." Kegiatan ini juga diisi dengan penandatanganan Komitmen Bersama K3, peluncuran 7 Rules HSE dan E-Safety Report, serta pemberian penghargaan Excellent HSE Performance 2024 kepada unit-unit berprestasi.

PLN Indonesia Power Services held a hybrid National OSH Month 2025 Rally with the theme of strengthening human resource capacity to support the implementation of the Occupational Safety and Health Management System (OSHMS) toward productivity and a "Zero Harm Zero Loss" work culture. The event also featured the signing of a Joint OSH Commitment, the launch of the 7 HSE Rules and the E-Safety Report, as well as the presentation of the 2024 Excellent HSE Performance awards to high-performing units.



15 Januari January 2025

PLN IP Services Raih Penghargaan EBTKE, Bukti Komitmen pada Energi Berkelanjutan

PLN IP Services Wins EBTKE Award, Demonstrating Commitment to Sustainable Energy

PLN Indonesia Power Services melalui Unit Berau meraih penghargaan pada ajang Apresiasi Kinerja Stakeholder EBTKE yang diselenggarakan oleh Direktorat Jenderal EBTKE Kementerian ESDM dalam kategori Efisiensi Energi. Penghargaan ini mencerminkan komitmen Perseroan dalam mendukung transisi energi nasional, meningkatkan efisiensi energi, serta mendorong pengembangan energi baru dan terbarukan yang berkelanjutan.

PLN Indonesia Power Services, through its Berau Unit, received an award at the EBTKE Stakeholder Performance Appreciation event organized by the Directorate General of EBTKE of the Ministry of Energy and Mineral Resources in the Energy Efficiency category. This award reflects the Company's commitment to supporting the national energy transition, improving energy efficiency, and promoting the development of sustainable new and renewable energy.



22 Januari January 2025

PLN IP Services Adakan Donor Darah untuk Tingkatkan Kesehatan dan Kepedulian Sosial pada Bulan K3 Nasional

PLN IP Services Holds Blood Drive to Promote Health and Social Responsibility During National Occupational Safety and Health Month

Dalam rangka memperingati Bulan K3 Nasional 2025, PLN IP Services bekerja sama dengan Palang Merah Indonesia (PMI) menyelenggarakan kegiatan donor darah di Kantor Pusat dan seluruh unit kerja Perseroan. Kegiatan ini merupakan wujud kepedulian sosial serta komitmen Perseroan dalam mendukung kesehatan, keselamatan, dan terciptanya lingkungan kerja yang sehat dan produktif.

To commemorate National Occupational Safety and Health Month 2025, PLN IP Services, in collaboration with the Indonesian Red Cross (PMI), is organizing blood drives at the Company's headquarters and all of its operational units. This initiative reflects the Company's social responsibility and commitment to supporting health, safety, and the creation of a healthy and productive work environment.

Februari I Februari



21 Februari February 2025

PLN IP dan PLN IP Services Berkolaborasi Gelar IP Pintar 2025 dalam Mendukung Pendidikan

PLN IP and PLN IP Services Collaborate to Launch IP Pintar 2025 in Support of Education

PLN Indonesia Power bersama PLN Indonesia Power Services kembali menyelenggarakan Program IP Pintar (Internship, Assessment, and Certification) 2025 sebagai bentuk komitmen dalam mendukung dunia pendidikan dan pengembangan kompetensi siswa SMK di Indonesia. Program ini diikuti oleh 150 siswa dari 34 SMK yang akan menjalani pembelajaran dan pelatihan di 22 unit kerja PLN Indonesia Power guna meningkatkan kesiapan kerja dan kompetensi industri.

PLN Indonesia Power and PLN Indonesia Power Services are once again organizing the IP Pintar (Internship, Assessment, and Certification) 2025 Program as a demonstration of their commitment to supporting education and the development of vocational high school students' competencies in Indonesia. This program involves 150 students from 34 vocational high schools who will undergo learning and training at 22 PLN Indonesia Power work units to improve their work readiness and industrial competencies.



22 Februari February 2025

Sambut Bulan Suci, PLN IP Services Gelar Tarhib Ramadhan dan Berbagi Keberkahan

In Celebration of the Month of Ramadan, PLN IP Services Holds a Tarhib Ramadan Event and Shares Blessings

PLN IP Services menyelenggarakan acara Tarhib Ramadhan bersama Ustadz Tino Wardani yang diikuti oleh seluruh pegawai sebagai momentum mempererat kebersamaan dan menyambut bulan suci Ramadhan. Kegiatan ini juga diisi dengan santunan kepada anak yatim sebagai wujud kepedulian sosial dan komitmen Perseroan dalam mengamalkan nilai-nilai kebersamaan dan kebermanfaatan bagi masyarakat.

PLN IP Services organized a Tarhib Ramadhan event with Ustadz Tino Wardani, attended by all employees as a moment to strengthen unity and welcome the holy month of Ramadhan. The event also included a donation to orphans as a manifestation of the Company's social responsibility and commitment to upholding the values of unity and community service.

Maret I March



13 Maret March 2025

PLN IP Services mengadakan Kajian Ramadhan dalam Rangka Mempererat Kebersamaan

PLN IP Services Holds a Ramadan Seminar to Strengthen Unity

PLN IP Services menyelenggarakan Kajian Ramadan 1446 H bertema "Syukur Menyinari Hati, Berkah Menyertai Langkah" yang diikuti oleh seluruh pegawai secara hybrid sebagai upaya memperkuat nilai spiritual, integritas, dan kebersamaan di lingkungan Perseroan. Kegiatan ini juga dirangkaikan dengan penyerahan santunan kepada Yayasan Cinta Qur'an sebagai wujud kepedulian sosial dan komitmen Perseroan dalam berbagi keberkahan di bulan Ramadan.

PLN IP Services organized a Ramadan Seminar for the year 1446 H with the theme "Gratitude Illuminates the Heart, Blessings Accompany Our Steps," attended by all employees in a hybrid format as an effort to strengthen spiritual values, integrity, and unity within the Company. This event was also combined with the presentation of donations to the Cinta Qur'an Foundation as a manifestation of the Company's social responsibility and commitment to sharing blessings during the month of Ramadan.

Mei I May



9 Mei May 2025

PLN IP Services Memperoleh Penghargaan Diamond di IRCA 2025 atas Kepatuhan Regulasi yang Strategis dan Tata Kelola Unggul

PLN IP Services Receives Diamond Award at IRCA 2025 for Strategic Regulatory Compliance and Excellent Governance

PLN Indonesia Power Services meraih penghargaan kategori "Diamond" Most Strategic Enterprise in Regulatory Compliance – Electricity Prosper A pada ajang Indonesia Regulatory Compliance Awards (IRCA) 2025 yang diselenggarakan oleh Hukum Online. Penghargaan ini mencerminkan komitmen Perseroan dalam menerapkan kepatuhan hukum dan tata kelola perusahaan yang baik secara berkelanjutan sebagai bagian dari strategi bisnis perusahaan.

PLN Indonesia Power Services received the "Diamond" award in the category of "Most Strategic Enterprise in Regulatory Compliance – Electricity Prosper A" at the Indonesia Regulatory Compliance Awards (IRCA) 2025, organized by Hukum Online. This award reflects the Company's commitment to continuously implementing legal compliance and good corporate governance as part of its business strategy.

Juni I June



10 Juni June 2025

Semangat Berbagai Idul Adha, PLN IP Services Tebar Manfaat Lewat Berkurban

Semangat Berbagi Idul Adha, PLN IP Services Spreads Goodwill Through Sacrificial Offerings

Dalam rangka Hari Raya Iduladha 1446 H, PLN IP Services menyalurkan 89 hewan kurban yang didistribusikan melalui unit-unit kerja di berbagai wilayah operasional perusahaan. Kegiatan ini merupakan wujud komitmen Perseroan dalam menjalankan tanggung jawab sosial serta mempererat hubungan dengan masyarakat di sekitar wilayah operasional.

In celebration of Eid al-Adha 1446 H, PLN IP Services distributed 89 sacrificial animals through its operational units across the company's service areas. This initiative reflects the Company's commitment to fulfilling its social responsibilities and strengthening ties with communities in the areas where it operates.



13 Juni June 2025

Peringati Hari Lingkungan Hidup, PLN IP Services Unit PLTD Tenau dan PLN UIW NTT Gelar Aksi "ZERO WASTE WARRIORS" di Ekowisata Mangrove Oesapa

Commemorating World Environment Day, PLN IP Services' Tenau PLTD Unit and PLN UIW NTT Host "ZERO WASTE WARRIORS" Event at Oesapa Mangrove Ecotourism Site

PLN Indonesia Power Services melalui Unit PLTD Tenau bersama PT PLN (Persero) UIW NTT menyelenggarakan kegiatan lingkungan bertajuk "ZERO WASTE WARRIORS" di kawasan Ekowisata Mangrove Oesapa, Kupang, dalam rangka memperingati Hari Lingkungan Hidup. Kegiatan ini merupakan bentuk komitmen Perseroan terhadap pelestarian lingkungan pesisir melalui aksi bersih-bersih sampah plastik dan peningkatan kesadaran lingkungan bagi pegawai dan masyarakat sekitar.

PLN Indonesia Power Services, through the Tenau PLTD Unit, together with PT PLN (Persero) UIW NTT, organized an environmental event titled "ZERO WASTE WARRIORS" at the Oesapa Mangrove Ecotourism area in Kupang to commemorate World Environment Day. This event represents the Company's commitment to coastal environmental conservation through plastic waste cleanup efforts and raising environmental awareness among employees and the surrounding community.

Juli I July



3 Juli July 2025

Konsisten Dukung Energi Terbarukan PLN IP Services Memperoleh Penghargaan The Best O&M Company in Renewable Energy di IBEA 2025

Consistently Supporting Renewable Energy: PLN IP Services Wins "The Best O&M Company in Renewable Energy" Award at IBEA 2025

PLN Indonesia Power Services meraih penghargaan "The Best O&M Company on Renewable Energy" pada ajang Indonesia Best Electricity Award (IBEA) 2025 sebagai pengakuan atas keunggulan layanan operasi dan pemeliharaan pembangkit energi baru dan terbarukan. Perseroan juga menjadi finalis kategori "The Best EPC Company on Renewable Energy", yang mencerminkan komitmen dalam mendukung transisi energi melalui penguatan teknologi, pengembangan SDM, dan ekspansi bisnis regional.

PLN Indonesia Power Services received the "The Best O&M Company in Renewable Energy" award at the Indonesia Best Electricity Award (IBEA) 2025 in recognition of its excellence in the operation and maintenance of new and renewable energy power plants. The company was also a finalist in the "The Best EPC Company in Renewable Energy" category, reflecting its commitment to supporting the energy transition through technological advancement, human resource development, and regional business expansion.



4 Juli July 2025

PLN IP Services Unit Nusa Penida Dukung Pengelolaan Sampah di Kawasan Suci Melalui Program CSR

PLN IP Services Nusa Penida Unit Supports Waste Management in Sacred Areas Through a CSR Program

PLN IP Services Unit Nusa Penida menyalurkan bantuan tempat sampah di kawasan Pura Dalem Ped dan Pura Goa Giri Putri sebagai bagian dari program Corporate Social Responsibility (CSR). Kegiatan ini merupakan wujud komitmen Perseroan dalam mendukung pelestarian lingkungan, menjaga kebersihan kawasan suci, serta memperkuat hubungan harmonis dengan masyarakat sekitar wilayah operasional.

PLN IP Services' Nusa Penida Unit distributed trash bins in the areas of Pura Dalem Ped and Pura Goa Giri Putri as part of its Corporate Social Responsibility (CSR) program. This initiative reflects the Company's commitment to supporting environmental conservation, maintaining the cleanliness of sacred sites, and strengthening harmonious relations with communities in the vicinity of its operational areas.

September I September



8 September / September 2025

Top #5 Star GRC PLN IP Services Sabet 3 Penghargaan Bukti Kuatnya Tata Kelola Perusahaan

PLN IP Services Wins 3 Top #5 Star GRC Awards, Demonstrating Strong Corporate Governance

PLN Indonesia Power Services meraih penghargaan Top GRC Awards 2025 #5 Star sebagai bentuk pengakuan atas konsistensi perusahaan dalam menerapkan tata kelola, manajemen risiko, dan kepatuhan secara berkelanjutan. Selain itu, perusahaan juga memperoleh penghargaan The High Performing Board of Commissioner on GRC 2025 serta The Most Committed GRC Leader 2025 yang diberikan kepada Direktur Utama PLN IP Services, Hari Cahyono.

PLN Indonesia Power Services received the 2025 Top GRC Awards #5 Star in recognition of the company's consistent and sustainable implementation of corporate governance, risk management, and compliance. In addition, the company also received the 2025 High-Performing Board of Commissioners on GRC Award and the 2025 Most Committed GRC Leader Award, presented to PLN IP Services CEO Hari Cahyono.



9 September / September 2025

Coffee Morning PLN IP Services Menyatukan Kebersamaan, Menyalakan Semangat Grit dan Syukur

PLN IP Services Coffee Morning: Fostering Unity, Igniting Grit and Gratitude

PLN IP Services kembali menyelenggarakan kegiatan Coffee Morning sebagai sarana mempererat silaturahmi, memperkuat kebersamaan, serta menumbuhkan budaya kerja yang positif di lingkungan perusahaan. Melalui kegiatan ini, PLN IP Services mendorong insan perusahaan untuk menumbuhkan kegigihan, menjaga integritas, dan memperkuat semangat kolaborasi guna mendukung keberlanjutan bisnis perusahaan.

PLN IP Services once again held a Coffee Morning event as a means to strengthen relationships, foster a sense of togetherness, and cultivate a positive work culture within the company. Through this event, PLN IP Services encourages employees to cultivate perseverance, maintain integrity, and strengthen the spirit of collaboration to support the company's business sustainability.



18 September / September 2025

80 Tahun PMI Tebarkan Kebaikan Lewat Donor Darah Bersama PLN IP Services

80 Years of PMI Spreading Goodness Through Blood Donation with PLN IP Services

PLN Indonesia Power Services menyelenggarakan kegiatan donor darah dalam rangka memperingati Hari PMI ke-80 bekerja sama dengan PMI Kota Tangerang dengan target 100 pendonor. Kegiatan ini merupakan wujud kepedulian sosial perusahaan sekaligus upaya memperkuat semangat kebersamaan, solidaritas, dan kontribusi kemanusiaan di lingkungan kerja.

PLN Indonesia Power Services organized a blood donation drive to commemorate the 80th Anniversary of the Indonesian Red Cross (PMI) in collaboration with the PMI of Tangerang City, with a target of 100 donors. This activity reflects the company's social responsibility and serves as an effort to strengthen the spirit of togetherness, solidarity, and humanitarian contribution within the workplace.



25 September / September 2025

PLN IP Services Gelar SPKI 2025 Wujudkan Inovasi Berkelanjutan

PLN IP Services Holds SPKI 2025 to Foster Sustainable Innovation

PLN Indonesia Power Services menyelenggarakan Seleksi Penghargaan Karya Inovasi (SPKI) 2025 bertema "Innovation For High Quality Growth" sebagai upaya memperkuat budaya inovasi dan meningkatkan daya saing perusahaan di tengah transisi energi. Kegiatan yang diikuti 31 unit kerja dengan 76 karya inovasi ini menghasilkan PLTU Kalbar 1 sebagai Juara 1, serta menjadi wadah pengembangan inovasi berkelanjutan di lingkungan PLN IP Services.

PLN Indonesia Power Services is hosting the 2025 Innovation Award Selection (SPKI) under the theme "Innovation for High-Quality Growth" as part of its efforts to strengthen a culture of innovation and enhance the company's competitiveness amid the energy transition. The event, which involved 31 work units and 76 innovation projects, named the Kalbar 1 Coal-Fired Power Plant as the First Place Winner and serves as a platform for fostering sustainable innovation within PLN IP Services.



26 September September 2025

Fun Run, Fun Energy PLN IP Services Ikut Serta InPower Fun Run 2025

Fun Run, Fun Energy: PLN IP Services Participates in the InPower Fun Run 2025

PLN Indonesia Power Services berpartisipasi dalam kegiatan InPower Fun Run 2025 PLN Indonesia Power sebagai bentuk dukungan terhadap budaya hidup sehat, sportivitas, dan kebersamaan di lingkungan perusahaan. Kegiatan ini juga menjadi simbol komitmen PLN IP Services dalam mendukung perjalanan transisi energi berkelanjutan melalui semangat kolaborasi dan wellness pegawai.

PLN Indonesia Power Services participated in the InPower Fun Run 2025 organized by PLN Indonesia Power as a form of support for a culture of healthy living, sportsmanship, and camaraderie within the company. This event also symbolizes PLN IP Services' commitment to supporting the journey toward sustainable energy transition through the spirit of collaboration and employee wellness.

Oktober I October



3 Oktober October 2025

Nyalakan Semangat HLN ke-80 PLN IP Services Resmi Luncurkan Energy Kalcer On The Move: Run & Walk

Igniting the Spirit of the 80th National Electricity Day, PLN IP Services Officially Launches "Energy Kalcer On The Move: Run & Walk"

PLN Indonesia Power Services meluncurkan program "Energy Kalcer On The Move: Run & Walk" bekerja sama dengan PLN IP Services Runner dengan target challenge 80 KM dalam rangka memperingati Hari Listrik Nasional ke-80. Program ini merupakan bagian dari implementasi wellness pegawai untuk mendorong gaya hidup sehat, memperkuat kebersamaan, serta meningkatkan produktivitas dan semangat kerja insan perusahaan.

PLN Indonesia Power Services launched the "Energy Kalcer On The Move: Run & Walk" program in collaboration with PLN IP Services Runner, with a 80-km challenge target to commemorate the 80th National Electricity Day. This program is part of the employee wellness initiative to promote a healthy lifestyle, strengthen camaraderie, and boost productivity and work morale among company staff.



3 Oktober October 2025

Inovasi dan Integritas, PLN IP Services Kembali Ukir Prestasi Raih Penghargaan Most Innovative In-House Counsel Team 2025 di Sektor MRO

Innovation and Integrity: PLN IP Services Achieves Another Milestone by Winning the "Most Innovative In-House Counsel Team 2025" Award in the MRO Sector

PLN Indonesia Power Services meraih penghargaan "Indonesia's Most Innovative In-House Counsel Team 2025" pada sektor Maintenance Repair & Overhaul (MRO) dalam ajang In-House Counsel Awards (IHCA) 2025. Penghargaan ini menjadi pengakuan atas inovasi serta kontribusi strategis Departemen Legal dan Kepatuhan PLN IP Services dalam mendukung tata kelola, kepatuhan hukum, dan keberlanjutan bisnis perusahaan.

PLN Indonesia Power Services received the "Indonesia's Most Innovative In-House Counsel Team 2025" award in the Maintenance, Repair & Overhaul (MRO) sector at the 2025 In-House Counsel Awards (IHCA). This award recognizes the innovation and strategic contributions of the Legal and Compliance Department at PLN IP Services in supporting corporate governance, legal compliance, and business sustainability.



6 Oktober October 2025

Bangun Generasi Unggul PLN IP Services & SMKN 1 Cirebon Kolaborasi Cetak Tenaga Pendidik Berkompeten di Bidang Kelistrikan

Building a Generation of Excellence: PLN IP Services & SMKN 1 Cirebon Collaborate to Train Competent Educators in the Field of Electrical Engineering

PLN Indonesia Power Services melalui Tim MRO Services memberikan pelatihan kepada guru produktif Teknik Kelistrikan SMKN 1 Cirebon terkait penggunaan insulation tester dan Ingress Protection (IP) test. Kegiatan ini merupakan bentuk kontribusi perusahaan dalam mendukung peningkatan kompetensi tenaga pendidik vokasi serta penguatan kualitas pendidikan dan keselamatan kerja di bidang ketenagalistrikan.

PLN Indonesia Power Services, through its MRO Services Team, provided training to vocational teachers in the Electrical Engineering program at SMKN 1 Cirebon on the use of insulation testers and Ingress Protection (IP) testing. This initiative represents the company's contribution to enhancing the competencies of vocational educators and strengthening the quality of education and workplace safety in the electrical sector.



8 Oktober October 2025

Perkuat Budaya K3 PLN IP Services Gelar Pelatihan ISO 45001:2018 & Auditor Internal

To Strengthen the Occupational Safety and Health Culture, PLN IP Services Holds ISO 45001:2018 & Internal Auditor Training

PLN Indonesia Power Services menyelenggarakan pelatihan Overview ISO 45001:2018 & Internal Auditor Training Based on ISO 19011:2018 bagi tim K3 unit sebagai upaya memperkuat penerapan budaya keselamatan dan kesehatan kerja di seluruh operasional perusahaan. Kegiatan ini bertujuan meningkatkan kompetensi penerapan SMK3 dan kemampuan audit internal guna mendukung perbaikan berkelanjutan serta penguatan budaya safety di lingkungan kerja.

PLN Indonesia Power Services organized an ISO 45001:2018 Overview & Internal Auditor Training Based on ISO 19011:2018 for the unit's OSH team as part of efforts to strengthen the implementation of occupational safety and health culture across the company's operations. This initiative aims to enhance competencies in implementing the Occupational Safety and Health Management System (OSHMS) and internal audit capabilities to support continuous improvement and the reinforcement of a safety culture in the workplace.



9 Oktober October 2025

Raih 4 Prestasi Internasional PLN IP Services Buktikan Komitmen Good Corporate Governance (GCG) & Transparansi Perusahaan

PLN IP Services Wins 4 International Awards, Demonstrating Its Commitment to Good Corporate Governance (GCG) and Corporate Transparency

PLN IP Services meraih empat penghargaan internasional dalam Vision Award LACP Annual Report Competition 2025 atas Laporan Tahunan 2024. Pencapaian ini mencerminkan komitmen Perseroan terhadap penerapan GCG, transparansi, dan penguatan daya saing global.

PLN IP Services has won four international awards at the LACP Annual Report Competition 2025 for its 2024 Annual Report. This achievement reflects the Company's commitment to implementing GCG, transparency, and strengthening global competitiveness.



13 Oktober October 2025

From Awareness to Action, PLN IP Services Gelar Risk Culture 2025 Bangun Fondasi Keberlanjutan Bisnis

From Awareness to Action: PLN IP Services Hosts Risk Culture 2025 to Build the Foundation for Business Sustainability

PLN Indonesia Power Services menyelenggarakan Risk Culture 2025 bertema "From Awareness, to Action" guna memperkuat budaya risiko dan implementasi Enterprise Risk Management (ERM) berbasis ISO 31000. Kegiatan ini menegaskan komitmen Perseroan dalam membangun budaya sadar risiko untuk mendukung keberlanjutan bisnis dan keandalan operasional.

PLN Indonesia Power Services hosted Risk Culture 2025 under the theme "From Awareness to Action" to strengthen its risk culture and the implementation of ISO 31000-based Enterprise Risk Management (ERM). This initiative underscores the Company's commitment to fostering a risk-aware culture to support business sustainability and operational reliability.



24 Oktober October 2025

Transformasi Harmonis untuk Keberlanjutan, PLN IP Services Resmi Menandatangani PKB 2025-2027

Harmonious Transformation for Sustainability: PLN IP Services Officially Signs the 2025–2027 Collective Bargaining Agreement

PLN IP Services melaksanakan Penandatanganan PKB Periode 2025–2027 sebagai bentuk kesepakatan hubungan industrial antara manajemen dan Serikat Pekerja. Kesepakatan ini menegaskan komitmen perusahaan dalam menciptakan hubungan kerja yang harmonis, produktif, dan berkelanjutan untuk mendukung kesejahteraan pegawai dan keberlanjutan bisnis.

PLN IP Services held the signing ceremony for the 2025–2027 Collective Bargaining Agreement as a form of industrial relations agreement between management and the Labor Union. This agreement reaffirms the company's commitment to fostering harmonious, productive, and sustainable working relationships to support employee well-being and business sustainability.



27 Oktober October 2025

Coffee Morning Spesial HLN ke-80, PLN IP Services Hadirkan Inovasi dan Kolaborasi

80th National Electricity Day Special Coffee Morning: PLN Indonesia Power Services Showcases Innovation and Collaboration

PLN Indonesia Power Services memperingati Hari Listrik Nasional (HLN) ke-80 melalui Coffee Morning serta peluncuran fitur NyaMan pada aplikasi COMES untuk memperkuat komunikasi dua arah dan budaya kerja kolaboratif. Kegiatan ini juga diisi program Energy Kalcer On The Move yang menumbuhkan gaya hidup sehat serta kontribusi terhadap keberlanjutan lingkungan.

PLN Indonesia Power Services commemorated the 80th National Electricity Day (HLN) with a Coffee Morning event and the launch of the NyaMan feature on the COMES app to strengthen two-way communication and a collaborative work culture. The event also featured the "Energy Kalcer On The Move" program, which promotes a healthy lifestyle and contributes to environmental sustainability.

November I November



2 November November 2025

PLN IP Services Dukung Transisi Energi Lewat Partisipasi di PLN Electric Run 2025

PLN IP Services Supports the Energy Transition Through Participation in the PLN Electric Run 2025

PLN Indonesia Power Services berpartisipasi dalam PLN Electric Run 2025 melalui komunitas IP Services Runner sebagai bagian dari dukungan terhadap transisi energi dan gaya hidup sehat. Kegiatan ini menegaskan komitmen perusahaan dalam mendorong pengurangan emisi karbon serta mendukung inisiatif energi hijau dan keberlanjutan PLN Group.

PLN Indonesia Power Services participated in the PLN Electric Run 2025 through the IP Services Runner community as part of its support for the energy transition and a healthy lifestyle. This initiative underscores the company's commitment to promoting carbon emission reduction and supporting the PLN Group's green energy and sustainability initiatives.



12 November November 2025

Sinergi untuk Keberlanjutan, PLN IP Services Perkuat Komitmen Integritas di Vendor Gathering 2025

Synergy for Sustainability: PLN IP Services Reinforces Commitment to Integrity at the 2025 Vendor Gathering

PLN Indonesia Power Services menyelenggarakan Vendor Gathering 2025 bertema "Partnering with Integrity for Sustainable Business & Accelerated Energy Transition" untuk memperkuat sinergi dengan mitra kerja berbasis integritas dan kepatuhan. Kegiatan ini menegaskan komitmen perusahaan dalam membangun ekosistem kemitraan yang transparan, profesional, dan berkelanjutan guna mendukung transisi energi nasional.

PLN Indonesia Power Services hosted the 2025 Vendor Gathering under the theme "Partnering with Integrity for Sustainable Business & Accelerated Energy Transition" to strengthen synergy with business partners based on integrity and compliance. This event underscores the company's commitment to building a transparent, professional, and sustainable partnership ecosystem to support the national energy transition.



24 November 2025

Keselamatan Menjadi Komitmen Bersama PLN IP Services Berbagi Pengalaman Terbaik HSE di Forum Pertamina EP Cepu

Safety Is a Shared Commitment: PLN IP Services Shares Best HSE Practices at the Pertamina EP Cepu Forum

PLN Indonesia Power Services menjadi pembicara dalam HSSE Contractor Forum PT Pertamina EP Cepu Zona 12 dengan materi penguatan budaya HSE melalui digitalisasi dan keberlanjutan bisnis. Kegiatan ini menegaskan komitmen perusahaan dalam penerapan standar keselamatan, kesehatan, dan lingkungan serta penguatan posisi sebagai penyedia solusi energi yang andal dan berkelanjutan.

PLN Indonesia Power Services served as a speaker at the HSSE Contractor Forum of PT Pertamina EP Cepu Zone 12, presenting on strengthening HSE culture through digitalization and business sustainability. This event underscores the company's commitment to implementing safety, health, and environmental standards, as well as reinforcing its position as a reliable and sustainable energy solutions provider.



27 November 2025

Green Energy: The Way of Life PLN IP Services Perkuat Transformasi Budaya Berkelanjutan untuk Menyalakan Energi Hijau

Green Energy: The Way of Life PLN IP Services Strengthens Sustainable Cultural Transformation to Power Green Energy

PLN Indonesia Power Services menyelenggarakan Culture Fest 2025 bertema "Green Energy: The Way of Life" sebagai upaya memperkuat budaya perusahaan berbasis kolaborasi, integritas, dan gaya hidup energi hijau. Kegiatan ini menegaskan komitmen perusahaan dalam mendorong transformasi budaya kerja yang adaptif, efisien, dan berkelanjutan di seluruh insan perusahaan.

PLN Indonesia Power Services is hosting Culture Fest 2025 under the theme "Green Energy: The Way of Life" as part of its efforts to strengthen a corporate culture rooted in collaboration, integrity, and a green energy lifestyle. This event underscores the company's commitment to driving an adaptive, efficient, and sustainable transformation of work culture across the entire organization.



28 November 2025

Gold Rank ASRRAT 2025 PLN IP Services Torehkan Capaian Keberlanjutan Dua Tahun Beruntun

PLN IP Services Earns ASRRAT 2025 Gold Rank, Marking Two Consecutive Years of Sustainability Achievements

PLN Indonesia Power Services meraih Gold Rank ASRRAT 2025 untuk kedua kalinya secara berturut-turut atas komitmen dalam penerapan praktik keberlanjutan berbasis ESG. Pencapaian ini menegaskan konsistensi perusahaan dalam mengintegrasikan aspek lingkungan, sosial, dan tata kelola ke dalam operasional bisnis yang berkelanjutan.

PLN Indonesia Power Services has earned the ASRRAT 2025 Gold Rank for the second consecutive year for its commitment to implementing ESG-based sustainability practices. This achievement underscores the company's consistency in integrating environmental, social, and governance aspects into its sustainable business operations.

Desember I December



4 Desember December 2025

Transformasi Digital PLN IP Services sabet TOP DIGITAL Implementation 2025 #Stars5

PLN IP Services' Digital Transformation Wins TOP DIGITAL Implementation 2025 #Stars5

Di penghujung tahun 2025, PLN Indonesia Power Services (PLN IP Services) kembali membuktikan peran strategisnya dalam mengakselerasi transformasi dan digitalisasi bisnis. Konsistensi perusahaan dalam mengimplementasikan berbagai solusi digital berhasil mengantarkan PLN IP Services meraih prestasi gemilang pada ajang Top Digital Awards 2025. Top Digital Awards merupakan ajang penghargaan tahunan yang diselenggarakan oleh Majalah IT Works, mengusung tema "Driving Operational Excellence Through Intelligent Digital Transformation", yang menekankan pentingnya pemanfaatan teknologi cerdas untuk meningkatkan efektivitas operasional.

At the end of 2025, PLN Indonesia Power Services (PLN IP Services) once again demonstrated its strategic role in accelerating business transformation and digitalization. The company's consistency in implementing various digital solutions successfully led PLN IP Services to achieve a remarkable feat at the Top Digital Awards 2025. The Top Digital Awards is an annual awards ceremony organized by IT Works Magazine, featuring the theme "Driving Operational Excellence Through Intelligent Digital Transformation," which emphasizes the importance of leveraging smart technology to enhance operational effectiveness.



5 Desember December 2025

PLN IP Services Kawal Keandalan Listrik Sumut dan Hadir Menguatkan Insan Pembangkit serta Warga yang Terdampak Bencana

PLN IP Services Ensures Reliable Power Supply in North Sumatra and Supports Power Plant Staff and Affected Residents

PLN IP Services merespons cepat banjir di Sumatera Utara dengan memastikan keandalan operasional PLTU Labuhan Angin dan PLTU Pangkalan Susu tetap terjaga melalui peninjauan langsung manajemen. Selain menjaga keandalan listrik, perusahaan juga menyalurkan bantuan kemanusiaan bagi masyarakat dan pegawai terdampak sebagai wujud kepedulian sosial di tengah bencana.

PLN IP Services responded swiftly to the floods in North Sumatra by ensuring the operational reliability of the Labuhan Angin and Pangkalan Susu coal-fired power plants remained intact through on-site management inspections. In addition to maintaining power reliability, the company also distributed humanitarian aid to affected communities and employees as a demonstration of social responsibility during the disaster.



12 Desember December 2025

PLN IP Services Dukung Aksi Lingkungan di HUT ke-13 PLN Indonesia Power UBP Lontar

PLN IP Services Supports Environmental Initiatives at the 13th Anniversary of PLN Indonesia Power UBP Lontar

PLN Indonesia Power Services berpartisipasi dalam kegiatan "Tunas Hijau & Aksi Bersih Pantai" di UBP Lontar melalui penanaman mangrove dan pembersihan lingkungan pesisir. Kegiatan ini mencerminkan komitmen perusahaan dalam mendukung keberlanjutan lingkungan dan transisi energi melalui kolaborasi serta tanggung jawab sosial.

PLN Indonesia Power Services participated in the "Tunas Hijau & Aksi Bersih Pantai" event at UBP Lontar by planting mangroves and cleaning up the coastal environment. This initiative reflects the company's commitment to supporting environmental sustainability and the energy transition through collaboration and social responsibility.



19 Desember December 2025

Apel Siaga NATARU PLN IP Services Siap Jaga Keandalan Listrik Nasional

PLN IP Services Holds Christmas and New Year Readiness Ceremony to Ensure National Power Supply Reliability

PLN Indonesia Power Services melaksanakan Apel Siaga Natal 2025 dan Tahun Baru 2026 untuk memastikan kesiapan operasional seluruh pembangkit dalam menjaga keandalan pasokan listrik nasional. Kegiatan ini menegaskan komitmen perusahaan dalam mendukung kontinuitas layanan listrik melalui penguatan kesiapan sistem, keselamatan kerja, dan respons cepat di seluruh wilayah operasional.

PLN Indonesia Power Services held a Christmas 2025 and New Year 2026 Readiness Briefing to ensure the operational readiness of all power plants in maintaining the reliability of the national electricity supply. This event emphasized the company's commitment to supporting the continuity of electricity services through enhanced system readiness, workplace safety, and rapid response across all operational areas.



Tentang Laporan
About the Report



02

2025

Laporan Keberlanjutan

Sustainability Report

Tentang Laporan Keberlanjutan
About the Sustainability Report



Selamat datang di Laporan Keberlanjutan (*Sustainability Report*) PT PLN Indonesia Power Services (selanjutnya dalam laporan ini disebut 'Kami', 'Perusahaan' atau 'Perseroan') Tahun Buku 2025.

Tahun 2025, PT PLN Indonesia Power Services telah menerbitkan Laporan Keberlanjutan ketiga. Laporan ini merupakan sebuah media untuk menyampaikan informasi kepada segenap pemangku kepentingan terkait pencapaian, kinerja, komitmen, inisiatif program dan pengelolaan dampak dari kegiatan operasi Perusahaan. Laporan Keberlanjutan ini juga berisi gagasan dan strategi keberlanjutan di masa mendatang yang menggambarkan peran Kami dalam mendukung tercapainya Tujuan Pembangunan Berkelanjutan (*Sustainable Development Goals* – SDGs). PT PLN Indonesia Power Services berkomitmen untuk terus menerbitkan Laporan Keberlanjutan setiap tahun bersamaan dengan Laporan Tahunan. [GRI 2-3] [OJK C.6]

Welcome to the Sustainability Report of PT PLN Power Services (hereinafter in this report referred to as 'We', 'the Company', or 'the Company') 2025 Financial Year.

The year of 2025, PT PLN Indonesia Power Services published the third Sustainability Report. This report is a media to provide information to all stakeholders related to achievement, performance, commitment, program initiative, and management impact from operational activity of the Company. This Sustainability Report also contains ideas and sustainability strategies in the future to describe Our contribution in supporting in the achievement of goals of Sustainable Development Goals (SDGs). PT PLN Indonesia Power Services committed to continue publishing the Sustainability Report annually together with the Annual Report. [GRI 2-3] [OJK C.6]

Kami telah melakukan pelaporan yang telah disesuaikan dengan *Global Reporting Initiatives Standard* (GRI Standards) agar memungkinkan kami untuk memberikan gambaran komprehensif mengenai dampak paling signifikan terhadap perekonomian, lingkungan, dan masyarakat, termasuk dampak terhadap hak asasi manusia, dan bagaimana kami mengelola dampak-dampak tersebut.

We have conducted customised reporting by the Global Reporting Initiatives Standard (GRI Standards) to enable us to provide a comprehensive picture of our most significant impacts on the economy, environment, and society, including impacts on human rights, and how we manage these impacts.

Penyusunan Laporan Keberlanjutan mengacu:

1. PT PLN Indonesia Power Services telah melaporkan sesuai dengan (*In Accordance*) GRI Standards untuk periode 1 Januari 2025– 31 Desember 2025.
2. Peraturan Otoritas Jasa Keuangan No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten dan Perusahaan Publik.
3. Surat Edaran Otoritas Jasa Keuangan No.16/SEOJK.04/2021 tentang Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik. [GRI: 1]

Preparation of this Sustainability Report refers to:

1. PT PLN Indonesia Power Services has reported in accordance with the GRI Standards for the period January 1, 2025, to December 31, 2025.
2. The Financial Services Authority Regulation No. 51/POJK.03/2017 concerning the Implementation of Sustainability Finance for Financial Services Institutions, Issuers and Public Companies.
3. Circular Letter of the Financial Services Authority No.16/SEOJK.04/2021 concerning the Form and Content of the Annual Report of Issuers or Public Companies. [GRI: 1]

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Semua informasi yang terpenuhi dalam laporan ini ditandai dengan pencantuman kode indeks GRI Standar dan kode SEOJK No. 16/SOJK.04/2021 di belakang kalimat atau alinea yang relevan. Data lengkap kecocokan informasi Perseroan dengan Indeks Konten GRI Standar dan SEOJK No. 16/SOJK.04/2021 disajikan pada bagian belakang laporan ini. [OJK G.4]

All information fulfilled in this report is indicated by the inclusion of the GRI Standard index code and SEOJK No. 16/SOJK.04/2021 code behind the relevant sentence or paragraph. Complete data on the Company's information compliance with the GRI Standard Content Index and SEOJK No. 16/SOJK.04/2021 is presented at the back of this report. [OJK G.4]

Verifikasi Pihak Independen

Independent Party Verification [OJK G.1] [GRI 2-5]

Untuk laporan tahun ini, Perusahaan tidak menggunakan jasa verifikator; namun, Perusahaan berencana untuk menggunakan jasa assurer di tahun buku berikutnya guna meningkatkan kualitas dan kredibilitas Laporan Keberlanjutan Perusahaan.

For this year's report, the Company has not used the services of a verifier; however, the Company plans to use the services of an assurer in the next financial year to improve the quality and credibility of the Company's Sustainability Report.

Penentuan Topik Material & *Boundary*

Determination of Material Topics & Boundary [GRI 3-1]

Isi dari laporan keberlanjutan ini mengacu pada empat prinsip pelaporan keberlanjutan yang mencakup keterlibatan pemangku kepentingan, konteks keberlanjutan, materialitas dan kelengkapan. Kami memiliki proses tahapan dalam hal penentuan topik material yang disesuaikan dalam *Sustainability Roadmap* Perusahaan 2024 - 2028, tahapan tersebut antara lain adalah:

1. **Tahap *Preliminary***
   Kami memulai proses penyusunan Laporan dengan memetakan hal yang berasal dari aspirasi terhadap Perusahaan. Pada tahapan ini sedikitnya ada 2 (dua) sub kegiatan yang dilakukan oleh Perusahaan:
   a. Menampung aspirasi dari manajemen atau *top management* atas keinginan, harapan dan penugasan yang diamanatkan kepada Perusahaan, maupun dari regulasi-regulasi nasional maupun internasional yang diwajibkan kepada entitas perusahaan publik; dan
   b. Menyiapkan proposal studi berupa usulan dari penerjemahan atas keinginan, harapan dan penugasan yang diamanatkan kepada Perusahaan.

2. **Tahap *Kick Off Session***
   Dalam tahap *kick-off session* ini, dilakukan paparan perencanaan kegiatan keseluruhan yang akan dilakukan metode pelaksanaan kegiatan yang akan dipergunakan, *output* dan *deliverables* yang diperoleh, serta kemungkinan kendala yang bisa dihadapi. Di dalam tahap ini terdapat sedikitnya 2 (dua) sub kegiatan, yaitu:
   a. *Internal half-day meeting* dengan sejumlah staf internal perusahaan yang merepresentasikan keterwakilan dari setiap unit kerja Perusahaan yang terkait, dan
   b. Dilanjutkan dengan diskusi khusus mengenai kebutuhan data, informasi dan *baseline* studi yang dimiliki Perusahaan yang akan dipergunakan dalam penyusunan ESG *roadmap*.

The content of this sustainability report refers to the four principles of sustainability reporting covering stakeholder engagement, sustainability context, materiality, and completeness. We have a phased process in terms of determining material topics that are adjusted in the Company's Sustainability Roadmap 2024 - 2028 the phases include:

1. **Preliminary Phase**
   We started the process of preparing the Report by mapping out the aspirations of the Company. At this phase, there are at least 2 (two) sub-activities conducted by the Company:
   a. Accommodate the aspirations of the management or top management for the wishes, expectations, and assignments mandated to the Company, as well as from national and international regulations required for public company entities; and
   b. Prepare study proposals in the form of proposals from the translation of the wishes, expectations, and assignments mandated to the Company.

2. **Kick Off Session Phase**
   In this kick-off session, the overall planning of the activities to be conducted, the method of implementation of the activities to be used, the outputs and deliverables to be obtained, and the possible obstacles that could be encountered were explained. In this phase there are at least 2 (two) sub-activities, namely:

   a. Internal half-day meetings with several Company's internal staff representing each of the Company's relevant work units, and

   b. Followed by a special discussion on the needs of data, information, and baseline studies owned by the Company that will be used in the preparation of the ESG roadmap.

3. **Tahap *Desk Analysis***

Tahapan ini melibatkan pemangku kepentingan Perusahaan baik dari internal maupun external, 2 (dua) sub kegiatan, yaitu:

a. Penyebaran kuesioner/angket melalui metode tautan *google form* bagi staf internal yang merepresentasikan setiap unit kerja Perusahaan yang terkait, serta para pemangku kepentingan lainnya yang bisa berasal dari eksternal Perusahaan.

b. Melakukan *desk working* yang dimulai dengan *scoping* atas sejumlah data, informasi, beberapa *baseline study*, termasuk data isian responden melalui tautan *google form*. Kemudian hasil *scoping* akan dianalisis menggunakan metode pembobotan kriteria mengacu kepada kriteria ESG *ratings provider (Sustainalytics)*, Peraturan Menteri LHK terkait dan sejumlah regulasi nasional lainnya. Selanjutnya, berdasarkan hasil *scoping* dari data isian kuesioner oleh responden terhadap setiap topik material ESG, maka akan dihasilkan sebuah daftar peringkat akhir menurut versi penilaian responden, sehingga akan diperoleh daftar topik material yang memiliki 'gap negatif', 'gap positif', dan 'tidak memiliki gap' atau 'gap netral'.

4. **Tahap *Forum Group Discussion* (FDG)**

Tujuan dari tahapan kegiatan FGD atau tahap konfirmasi ini adalah untuk memperoleh input, masukan dan tambahan informasi baru untuk menjadi bahan masukan baru bagi revisi atau perbaikan *roadmap* ESG Perusahaan. Hasil dari FGD ini akan menghasilkan sebuah perbaikan terhadap draft ESG *roadmap* yang telah disusun sebelumnya.

5. **Tahap Presentasi Akhir**

Tahap ini merupakan paparan akhir, Dalam tahap presentasi akhir ini, data, informasi dan tambahan informasi baru yang sebelumnya belum diperoleh diharapkan telah menjadi masukan dalam revisi *draft roadmap* sebelumnya. Termasuk di dalam tahap ini adalah sub kegiatan prediksi ESG *ratings* berdasarkan kondisi eksisting Perusahaan.

3. **Desk Analysis Phase**

This phase involves both internal and external stakeholders of the Company, 2 (two) sub-activities, namely:

a. Distribution of questionnaires through the Google form link method for internal staff who represent each of the Company's related work units, and other stakeholders who can come from outside the Company.

b. Conducting desk work that begins with scoping several data, information, and some baseline studies, including data filled in by respondents through Google form links. Then the scoping results will be analyzed using the criteria weighting method referring to the ESG rating provider criteria (Sustainalytics), the relevant Minister of Environment and Forestry Regulations, and several other national regulations. Furthermore, based on the scoping results of the questionnaire data filled in by respondents on each ESG material topic, a final ranking list will be produced according to the respondent's assessment version, so that a list of material topics that have a 'negative gap', 'positive gap', and 'no gap' or 'neutral gap' will be obtained.

4. **Forum Group Discussion (FDG) Phase**

The purpose of this FGD or confirmation phase is to obtain input, feedback, and additional new information to become new input material for the revision or improvement of the Company's ESG roadmap. The results of this FGD will result in an improvement to the draft ESG roadmap previously prepared.

5. **Final Presentation Phase**

This phase is the final presentation, In this final presentation phase, data, information, and additional new information not previously obtained are expected to have become input in the revision of the previous roadmap draft. Included in this phase is the ESG ratings prediction sub-activity based on the Company's existing conditions.

Secara umum proses penentuan topik material Perusahaan dapat digambarkan sebagai berikut:

In general, the process of determining the Company's material topics can be described as follows:

Preliminary

- **Penugasan: Target, harapan & mandat dari PLN IP Services terkait ESG**
  Assignment: Target, expectation, & mandate from PLN IP Services on ESG
- **Proposal Studi dari BGK**
  Study Proposal from BGK

Kick Off Session

- **Kick-off: Internal half-day meeting ESG roadmap & ESF ratings**
  Kick-off: Internal half-day meeting ESG roadmap & ESF ratings
- **Diskusi kebutuhan data baseline**
  Discussion of baseline data needs

Desk Analysis

- **Penyebaran kuesioner/angket, kebutuhan data/study baseline**
  Distribution of questionnaire, study baseline
- **Scooping, Analysis, Sintesis ESG roadmap**
  Scooping, Analysis, Sintesis ESG roadmap

FGD

- **Paparan draft ESG roadmap**
  Presentation of ESG roadmap draft
- **Diskusi atas draft ESG roadmap**
  Discussion of ESG roadmap draft

Report Finalization

- **Finalisasi ESG roadmap**
  ESG roadmap finalization
- **Finalisasi laporan akhir pekerjaan**
  Finalization of the final work report

Setelah dilakukan pemantauan, Perusahaan menetapkan topik material dan tingkat materialitasnya. Berikut ini bagan arus penentuan topik material: [GRI 3-3]

After monitoring, the Company determines material topics and levels of materiality. The following is a flowchart for determining material topics: [GRI 3-3]

Tahap 1 Stage 1	Tahap 2 Stage 2	Tahap 3 Stage 3	Tahap 4 Stage 4
Memahami konteks keberlanjutan Perusahaan. Understanding the context of the Company's sustainability.	Mengidentifikasi dampak aktual dan potensial. Identifying actual and potential impacts.	Menilai dampak aktual dan potensial. Assessing actual and potential impacts.	Memprioritaskan dampak yang paling signifikan untuk dilaporkan. Prioritising the most significant impacts for reporting.

Daftar Topik material adalah sebagai berikut: [GRI 3-2]

The list of material Topics is as follows: [GRI 3-2]

Topik Material Material Topics	Mengapa Topik ini Material Why the Topic is Material	Pengungkapan Disclosure	Topik *Boundary* Boundary Topic	
		GRI Standards	PLN Indonesia Power Services	Diluar Perusahaan Outside the Company
Kinerja Ekonomi I Economic Performance				
Kinerja Ekonomi Economic Performance	Berdampak signifikan bagi pemangku kepentingan Significant impact to stakeholders	GRI 201-1, 201-2, 201-3, 201-4	√	-
Rasio standar upah pegawai *entry-level* berdasarkan jenis kelamin terhadap upah minimum regional Ratios of standard entry level wage by gender compared to local minimum wage	Berdampak signifikan bagi pegawai Significant impact to employee	GRI 202-1, 202-2	√	-
Dampak Ekonomi Tidak Langsung Indirect Economic Impact	Berdampak signifikan bagi pemangku kepentingan. Significant impact to stakeholders	GRI 203-1, 203-2	-	√
Anti Korupsi Anti-Corruption	Berdampak signifikan kepada keberlanjutan Significant Impact on sustainability.	GRI 205-1, 205-2, 205-3	√	√
Kinerja Lingkungan I Environmental Performance				
Penggunaan Material Material Utilize				
Penggunaan Material Material Utilize	Berdampak signifikan bagi keberlanjutan Perusahaan, lingkungan dan kesehatan masyarakat Significant Impact on the sustainability of the Company, environment and community	GRI 301-1, 301-2, 301-3	√	-
Energi Energy	Berdampak signifikan bagi keberlanjutan lingkungan dan kesehatan masyarakat. Have significant impacts on the sustainability of the environment and the community	GRI 302-1, 302-2, 302-3, 302-4, 302-5	√	√
Sumber Daya Air dan Air Limbah Water Resources and Effluent	Berdampak signifikan bagi keberlanjutan lingkungan dan kesehatan masyarakat. Have significant impacts on the sustainability of the environment and the community.	GRI 303-1, 303-2, 303-3, 303-4, 303-5	√	√
Keanekaragaman Hayati Biodiversity	Berdampak signifikan bagi keberlanjutan lingkungan dan kesehatan masyarakat. Have significant impacts on the sustainability of the environment and the community.	GRI 304-1, 304-2, 304-3, 304-4	√	√

Topik Material Material Topics	Mengapa Topik ini Material Why the Topic is Material	Pengungkapan Disclosure	Topik *Boundary* Boundary Topic	
		GRI Standards	PLN Indonesia Power Services	Diluar Perusahaan Outside the Company
Emisi Emission	Berdampak signifikan bagi keberlanjutan lingkungan dan kesehatan masyarakat. Have significant impacts on the sustainability of the environment and the community.	GRI 305-1, 305-2, 305-3, 305-4, 305-5, 305- 6, 305-7	√	√
Limbah Waste	Berdampak signifikan bagi keberlanjutan lingkungan dan kesehatan masyarakat. Have significant impacts on the sustainability of the environment and the community.	GRI 306-1, 306-2, 306-3, 306-4, 306-5	√	√
Kinerja Sosial I Social Performance				
Kepegawaian Employment	Berdampak signifikan bagi pegawai dan mitra kerja. Significant impact to employee and partners.	GRI 401-1, 401-2, 401-3	√	√
Pengelolaan Keselamatan dan Kesehatan Kerja Occupational Health and Safety Management	Berdampak signifikan bagi pegawai dan mitra kerja (kontraktor). Significant impact to employee and partners (contractors).	GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403- 6, 403-7, 403-8, 403-9, 403-10	√	√
Pengembangan Kompetensi dan Karir Pegawai Employee Competency and Career Development	Berdampak signifikan bagi pegawai Significant impact to employee.	GRI 404-1, 404-2, 404-3	√	-
Keberagaman dan Kesetaraan Peluang Diversity and Equal Opportunities	Berdampak signifikan bagi pegawai Significant impact to employee.	GRI 405-1, 405-2	√	-
Pemberdayaan Masyarakat Community Empowerment	Berdampak signifikan bagi masyarakat Significant impact to community	GRI 413-1, 413-2	√	√

Perseroan telah melakukan *Materiality Assessment* yang menghasilkan beberapa poin materialitas yang dapat di *highlight* pada laporan keberlanjutan PT PLN Indonesia Power Services dengan hasil Perseroan masih menetapkan 15 topik material. Perseroan tidak melakukan penyajian ulang (*restatement*) atas informasi tahun sebelumnya. [GRI 2-4]

The Company conducted a Materiality Assessment that resulted in several materiality points highlighted in the sustainability report of PT PLN Indonesia Power Services with the result that the Company still determines 15 material topics. The Company did not restate the information of the previous year. [GRI 2-4]

Pada laporan keberlanjutan yang ke-3 (ketiga) ini, Perseroan belum mengungkapkan GRI Sektoral Standard yang mana sesuai dengan bisnis Perusahaan bergerak pada bidang *supply* energi listrik dan pengelolaan sumber daya manusia dalam bidang kelistrikan serta belum

In this 3rd sustainability report, the Company has not disclosed the GRI Sectoral Standard which is in accordance with the Company's business in the field of electrical energy supply and human resource management in the electricity sector and has not referred to IFRS S1

mengacu kepada IFRS S1 dan IFRS S2. Perusahaan berkomitmen terus meningkatkan standar pelaporan pada tahun-tahun mendatang sebagai langkah Perusahaan mendukung kinerja ESG di kancah global dan nasional.

Perusahaan tidak memiliki entitas lain yang beroperasi dalam ruang lingkup atau di bawah kepemilikan Perusahaan. Oleh karena itu, tidak terdapat laporan keuangan konsolidasian yang diaudit, maupun informasi keuangan yang disimpan di catatan publik, baik dalam pelaporan finansial maupun keberlanjutan. Seluruh informasi finansial dalam pelaporan keberlanjutan ini hanya mencakup kinerja entitas utama, yang sepenuhnya mencerminkan kinerja Perusahaan. [GRI 2-2]

and IFRS S2. The Company is committed to continuing to improve reporting standards in the coming years as a step for the Company to support ESG performance in the global and national.

The Company has no other entities operating within the scope or under the ownership of the Company. Therefore, there are no audited consolidated financial statements, nor financial information filed in public records, in either financial or sustainability reporting. All financial information in this sustainability reporting includes only the performance of the main entity, fully reflects the performance of the Company. [GRI 2-2]

Tingkat Materialitas
Materiality Level

Penilaian materialitas ESG (ESG *materiality assessment*) adalah proses identifikasi terhadap isu-isu ESG (*environmental, social, governance*) yang paling dirasakan relevan dan kritikal bagi keberlangsungan operasional, keberhasilan, maupun bagi pemangku kepentingan (*stakeholder*) Perseroan. Prosesi ini, setidaknya akan melibatkan penilaian terhadap berbagai faktor yang sangat mempengaruhi Perseroan dilihat dari 2 (dua) sudut pandang atau lensa yang berbeda, yaitu:

1. *Internal Lens*, yaitu bagaimana melihat isu-isu ESG yang paling penting bagi perusahaan, seperti praktik-praktik bisnis yang bertanggungjawab, perlakuan terhadap karyawan dan vendor, dedikasi terhadap inisiatif keberlanjutan, serta aktivitas lainnya yang termasuk dalam kerangka ESG. Dalam hal ini bagaimana perusahaan melihat topik-topik ESG memberikan benefit bagi dirinya sendiri;
2. *External Lens*, yaitu bagaimana melihat isu-isu ESG yang paling penting bagi *stakeholder* perusahaan, seperti aspek pengelolaan lingkungan hidup, aspek hubungan (*relationship*) dengan masyarakat, dan tata kelola perusahaan yang baik. Dalam hal ini bagaimana perusahaan melihat topik-topik ESG yang dikerjakan secara konsisten memberikan benefit bagi stakeholder di luar perusahaan.

ESG materiality assessment is the process of identifying ESG (environmental, social, governance) issues that are most relevant and critical to the Company's operational sustainability, success, and stakeholders. This procession, at least will involve the assessment of various factors that greatly affect the Company seen from 2 (two) different perspectives or lenses, namely:

1. Internal Lens, how the company sees the ESG issues most important to the company, such as responsible business practices, treatment of employees and vendors, dedication to sustainability initiatives, and other activities that fall under the ESG framework. In this case, how the company sees ESG topics providing benefits for itself;

2. External Lens, how to see ESG issues most important to the stakeholders of the company, such as aspects of environmental management, aspects of relationships with the community, and good corporate governance. In this case, how the company sees ESG topics carried out consistently provides benefits to stakeholders outside the company.

Penilaian kondisi terkini dari perusahaan merupakan bagian dari kegiatan penilaian kesenjangan (*gap*) materialitas perusahaan menurut para pemangku kepentingan terhadap kepentingan (urgensi) dan pencapaian (kinerja) perusahaan atas isu atau topik material ESG, disandingkan dengan standar dari setidaknya 3 (tiga) lembaga ESG *ratings provider*. Berdasarkan persandingan tersebut akan ditemui kesenjangan (*gap*) antara penilaian menurut para pemangku kepentingan yang ditetapkan oleh perusahaan dan acuan standar dari ketiga lembaga ESG rating provider diantaranya adalah:

a. **Kesenjangan (*gap*) negatif** adalah gap yang terjadi karena rangking isu material hasil penilaian responden posisinya berada lebih rendah dibandingkan rangking menurut standar acuan dari ketiga lembaga pemeringkat ESG yang berlaku. Berapapun selisih rangkingnya adalah tetap sebagai gap negatif;
b. **Kesenjangan (*gap*) positif** adalah gap yang terjadi karena rangking isu material hasil penilaian responden posisinya berada lebih tinggi dibandingkan rangking menurut standar acuan dari ketiga lembaga pemeringkat ESG yang berlaku. Berapapun selisih rangkingnya adalah tetap sebagai gap positif;

c. **Kesenjangan (*gap*) netral atau tidak memiliki gap** adalah kondisi dimana rangking isu material hasil penilaian berada pada posisi yang sama (setara) dengan rangking menurut standar acuan dari ketiga lembaga pemeringkat ESG yang berlaku. Dalam hal ini tidak terjadi perubahan rangking, apakah menjadi lebih tinggi atau menjadi lebih rendah (rangking tetap sama).

Kesenjangan (*gap*) selanjutnya akan "ditumpangsusunkan" (*overlay*) dengan seluruh data, informasi dan konteks yang tengah dihadapi, dimiliki dan diperoleh perusahaan pada kondisi saat ini. *Gap* yang diperoleh, mencerminkan kondisi terkini dari perusahaan atas isu atau topik material dari ESG. Dalam prosesi selanjutnya, *Gap* ini akan menjadi input utama penyusunan *roadmap* ESG perusahaan.

The assessment of the current condition of the company is part of the activity of assessing the gap of the materiality of the company according to stakeholders on the interests (urgency) and achievements (performance) of the company on material ESG issues or topics, compared to the standards of at least 3 (three) ESG rating providers. Based on the comparison, there will be a gap between the stakeholder assessment set by the company and the standard reference of the three ESG rating providers, including:

a. **Negative Gap** is a gap created because the ranking of material issues as assessed by respondents is lower than the ranking according to the reference standards of the three applicable ESG rating agencies. Whatever the difference in ranking is, it is still a negative gap;

b. **Positive Gap** is a gap caused by the ranking of material issues as assessed by the respondents is higher than the ranking according to the reference standards of the three applicable ESG rating agencies. Whatever the difference in ranking is, it is still a positive gap;

c. **No Gap or Gap neutral** is a condition where the ranking of material issues resulting from the assessment is in the same position (equivalent) as the ranking according to the reference standards of the three applicable ESG rating agencies. In this case, there is no change in the ranking, whether it becomes higher or lower (the ranking remains the same).

The gaps will then be "overlaid" with all the data, information, and context that the company is encountering, owning, and obtaining in its current state. The gap obtained reflects the current condition of the company on material ESG issues or topics. In the next procession, this Gap will be the main input for the preparation of the company's ESG roadmap.

Dari proses yang telah dilakukan oleh Perseroan didapatkan tingkat materialitas topik/isu yang dilaporkan sebagaimana digambarkan pada grafik di bawah ini:

From the process conducted by the Company, the materiality level of the reported topics/issues is obtained as illustrated in the graph below:



Aspek Ekonomi
Economic Aspect

1. Kinerja Ekonomi
   Economic Performance
2. Rasio standar upah pegawai *entry-level* berdasarkan jenis kelamin terhadap upah minimum regional
   Ratios of standard entry level wage by gender compared to local minimum wage
3. Dampak Ekonomi Tidak Langsung
   Indirect Economic Impact
4. Anti Korupsi
   Anti Corruption

Aspek Lingkungan
Environmental Aspect

5. Penggunaan Material
   Material Usage
6. Energi
   Energy
7. Sumber Daya Air dan Air Limbah
   Water Resources and Wastewater
8. Keanekaragaman Hayati
   Biodiversity
9. Emisi
   Emissions
10. Limbah
    Waste

Aspek Sosial
Social Aspect

11. Kepegawaian
    Employment
12. Kesehatan dan Keselamatan kerja
    Occupational Health and Safety
13. Pengembangan Kompetensi dan Karir Karyawan
    Competency Development and Employee Carrier
14. Keberagaman dan Kesetaraan Peluang
    Diversity and Equal Opportunity
15. Pemberdayaan Masyarakat
    Community Empowerment

Perseroan telah melakukan *Materiality Assessment* yang menghasilkan beberapa poin materialitas yang dapat di *highlight* pada laporan tahun ini.

The Company conducted a Materiality Assessment that resulted in several materiality points that can be highlighted in this year report.



Strategi Keberlanjutan
Sustainability Strategy



03

2025

Laporan Keberlanjutan

Sustainability Report



Strategi Keberlanjutan
Sustainability Strategy [A.1] [2-22]

Tahun buku 2025 menjadi periode penting bagi PLN Indonesia Power Services dalam memperkuat makna keberlanjutan sebagai bagian dari strategi pertumbuhan, bukan sekadar pemenuhan kewajiban pelaporan. Perseroan menjalankan perannya di tengah kebutuhan keandalan listrik yang terus meningkat, percepatan transisi energi, perluasan layanan jasa energi, dan tuntutan tata kelola yang semakin transparan. Dalam konteks tersebut, keberlanjutan dipahami sebagai kemampuan Perseroan untuk menjaga keandalan layanan hari ini, sekaligus menyiapkan model bisnis yang lebih adaptif, rendah karbon, terdigitalisasi, dan bernilai bagi pemangku kepentingan di masa depan.

Arah keberlanjutan Perseroan berpijak pada visi “Menjadi Perusahaan Tepercaya dalam Penyediaan Solusi Bidang Energi di Pasar Global” dan misi “Menyediakan Solusi Layanan Energi yang Terbaik, Terkini dan Terintegrasi.” Visi dan misi tersebut diterjemahkan ke dalam strategi yang menghubungkan keunggulan teknis, penguatan operasi, perluasan pasar, pengembangan sumber daya manusia, pengelolaan risiko, dan penerapan prinsip Environmental, Social, and Governance. Dengan landasan tersebut, PLN IP Services menempatkan keberlanjutan sebagai cara perusahaan mengambil keputusan, menjalankan layanan, membangun hubungan dengan pemangku kepentingan, dan menciptakan nilai jangka panjang.

Fiscal year 2025 marked an important period for PLN Indonesia Power Services in strengthening sustainability as a core element of its growth strategy, rather than as a stand-alone reporting requirement. The Company operated in an environment shaped by increasing demand for reliable electricity, accelerating energy transition, expanding energy services, and rising expectations for transparent and accountable governance. Within this context, sustainability was defined as the Company’s ability to maintain reliable services today while preparing a more adaptive, lower-carbon, digitally enabled, and stakeholder-oriented business model for the future.

The Company’s sustainability direction is anchored in its vision: “To become a trusted company in providing energy solutions in the global market,” and its mission: “To provide the best, most advanced, and integrated energy service solutions.” These statements are translated into a strategy that connects technical excellence, operational reliability, market expansion, human capital development, risk management, and the application of Environmental, Social, and Governance principles. Through this foundation, PLN IP Services positions sustainability as part of how the Company makes decisions, delivers services, engages stakeholders, and creates long-term value.

Pada tahun buku 2025, strategi keberlanjutan PLN IP Services diarahkan untuk memperkuat integrasi ESG ke dalam model bisnis jasa energi, menjaga keandalan layanan sebagai fondasi keberlanjutan ekonomi, memperluas kontribusi sosial dan lingkungan di wilayah operasi, memperkuat tata kelola keberlanjutan, serta menyiapkan transisi portofolio menuju solusi energi yang lebih rendah karbon, terdigitalisasi, dan berdaya saing. Arah tersebut menunjukkan bahwa Perseroan tidak hanya merespons kebutuhan bisnis tahun berjalan, tetapi juga menyiapkan kemampuan organisasi untuk menghadapi perubahan regulasi, kebutuhan pelanggan, perkembangan teknologi, tuntutan dekarbonisasi, serta ekspektasi pemangku kepentingan terhadap bisnis energi yang lebih bertanggung jawab.

Prinsip Utama Strategi Keberlanjutan

Dalam konteks keberlanjutan, strategi tahun buku 2025 diimplementasikan melalui lima prinsip utama.

1. PLN IP Services memperkuat keandalan layanan energi sebagai fondasi keberlanjutan ekonomi. Keandalan menjadi dasar karena layanan energi yang stabil menopang kegiatan rumah tangga, industri, pemerintahan, fasilitas publik, dan aktivitas ekonomi di wilayah operasi.

2. Perseroan mengintegrasikan ESG ke dalam perencanaan, pengambilan keputusan, pelaksanaan program, pemantauan, dan pelaporan. Integrasi ini memastikan bahwa aspek lingkungan, sosial, dan tata kelola tidak berjalan sebagai program terpisah, tetapi melekat pada proses bisnis.
3. Perseroan memperluas kontribusi pada transisi energi melalui penguatan layanan energi baru terbarukan, efisiensi energi, solusi hybrid, dan digitalisasi operasi. Pendekatan ini memberi ruang bagi Perseroan untuk menjaga kebutuhan reliability sambil membangun jalur bisnis yang semakin rendah karbon.
4. Perseroan memperkuat TJSL dan CSR agar lebih berbasis kebutuhan, data, dampak, dan keterhubungan dengan wilayah operasi. Program sosial diarahkan untuk bergerak dari kegiatan bantuan menuju pemberdayaan dan penciptaan manfaat yang lebih terukur.

5. Perseroan memperkokoh tata kelola, kepatuhan, manajemen risiko, integritas, dan pengendalian internal sebagai dasar kredibilitas keberlanjutan. Tanpa tata kelola yang kuat, agenda lingkungan dan sosial tidak akan memiliki legitimasi yang memadai.

In fiscal year 2025, PLN IP Services' sustainability strategy focused on strengthening ESG integration within its energy services business model, maintaining service reliability as the foundation of economic sustainability, expanding social and environmental contributions across operational areas, reinforcing sustainability governance, and preparing the Company's portfolio transition toward lower-carbon, digitally enabled, and competitive energy solutions. This direction reflects the Company's commitment not only to addressing current business needs, but also to building organizational capabilities that respond to regulatory developments, customer expectations, technology shifts, decarbonization pathways, and stakeholder expectations for a more responsible energy business.

Core Principles of the Sustainability Strategy

The Company implemented its 2025 sustainability strategy through five core principles.

1. PLN IP Services strengthened energy service reliability as the foundation of economic sustainability. Reliable energy services are essential to households, industries, public services, government activities, and regional economic development. For the Company, operational reliability is not only a technical obligation, but also a direct contribution to economic and social resilience.
2. The Company integrated ESG considerations into planning, decision-making, program implementation, monitoring, and reporting. This approach ensures that environmental, social, and governance aspects are embedded in business processes rather than treated as separate initiatives.
3. The Company expanded its contribution to the energy transition through renewable energy services, energy efficiency, hybrid solutions, and operational digitalization. This approach allows the Company to maintain reliability in areas that require immediate energy support while gradually building a lower-carbon business pathway.
4. The Company strengthened its Social and Environmental Responsibility and CSR programs to become more needs-based, data-informed, impact-oriented, and connected to operational areas. Social programs are expected to move beyond charitable activities and become instruments for empowerment, capability building, and long-term community value creation.
5. The Company reinforced governance, compliance, risk management, integrity, and internal control as the foundation of credible sustainability. Strong governance provides the legitimacy and accountability required for environmental and social initiatives to be implemented effectively.

Seluruh prinsip tersebut menjadi kerangka bagi Perseroan untuk memastikan bahwa keberlanjutan tidak hanya menjadi atribut komunikasi, tetapi menjadi bagian inheren dari model bisnis, proses kerja, sistem nilai, dan tata kelola Perusahaan. Dalam praktiknya, Perseroan menjaga keseimbangan antara kebutuhan menjaga pasokan listrik yang andal, tuntutan efisiensi dan pertumbuhan usaha, kewajiban kepatuhan lingkungan, perlindungan pekerja, hubungan dengan komunitas, serta kesiapan menghadapi agenda transisi energi. Keseimbangan ini penting karena PLN IP Services beroperasi pada sektor jasa energi yang langsung berhubungan dengan keandalan sistem ketenagalistrikan, kebutuhan ekonomi wilayah, dan kualitas hidup masyarakat.

Together, these principles ensure that sustainability is not merely a communication attribute, but an integral part of the Company's business model, operating processes, values, and governance system. In practice, PLN IP Services seeks to balance the need for reliable power supply, business growth, operational efficiency, environmental compliance, workforce protection, community engagement, and readiness for the energy transition. This balance is important because PLN IP Services operates in the energy services sector, which is directly linked to the reliability of the power system, regional economic needs, and the quality of life of the community.

Kerangka ESG dan Roadmap Keberlanjutan

Sebagai wujud komitmen manajemen terhadap keberlanjutan, Perseroan melanjutkan penggunaan ESG Roadmap sebagai peta arah strategis. Roadmap ini menempatkan visi, misi, nilai, kebijakan, manajemen risiko, standar, sertifikasi, program kerja, serta pelaporan sebagai satu bangunan keberlanjutan yang saling terhubung. Pilar Environmental, Social, and Governance dijabarkan ke dalam topik material, kriteria, target, program kerja, serta tahapan implementasi yang dapat dipantau dari tahun ke tahun. Dengan pendekatan tersebut, Perseroan dapat menghubungkan arah strategis dengan program operasional, serta memastikan bahwa agenda keberlanjutan bergerak secara sistematis, bukan sporadis.

ESG Framework and Sustainability Roadmap

As part of management's commitment to sustainability, the Company continued to use its ESG Roadmap as a strategic guide. The roadmap connects vision, mission, corporate values, policies, risk management, standards, certifications, work programs, and reporting into a structured sustainability architecture. The Environmental, Social, and Governance pillars are translated into material topics, criteria, targets, work programs, and implementation stages that can be monitored over time.

Pada pilar Environmental, Perseroan mengarahkan strategi pada pengendalian perubahan iklim, pengurangan jejak karbon dan jejak lingkungan, efisiensi penggunaan sumber daya dan energi, serta perlindungan keanekaragaman hayati. Pada tahun buku 2025, arah tersebut diperkuat melalui implementasi sistem manajemen lingkungan, pencapaian kepatuhan lingkungan, penyusunan laporan keberlanjutan, serta penguatan program lingkungan yang terhubung dengan wilayah operasi. Perseroan memahami bahwa pengelolaan lingkungan pada sektor jasa energi harus bergerak dari kepatuhan menuju pengendalian dampak, dari pengendalian dampak menuju efisiensi, dan dari efisiensi menuju kontribusi terhadap transisi energi.

Under the Environmental pillar, the Company's strategy focuses on climate change management, carbon and environmental footprint reduction, resource and energy efficiency, and biodiversity protection. In fiscal year 2025, this direction was supported through the implementation of environmental management systems, environmental compliance initiatives, sustainability reporting, and environmental programs linked to operational areas. The Company recognizes that environmental management in the energy services sector must move from compliance to impact control, from impact control to efficiency, and from efficiency to contribution toward the energy transition.

Pada pilar Social, Perseroan mengarahkan strategi pada peningkatan keterlibatan komunitas, penguatan kesehatan dan keselamatan kerja, pengembangan sumber daya manusia, retensi karyawan, serta inovasi sosial. Perseroan memandang aspek sosial sebagai fondasi hubungan jangka panjang antara perusahaan, pekerja, pelanggan, mitra, dan masyarakat. Oleh karena itu, TJSL dan CSR diarahkan agar tidak berhenti pada kegiatan filantropi, tetapi berkembang menjadi program yang berbasis social mapping, rencana strategis, rencana kerja tahunan, monitoring, evaluasi, dan pengukuran manfaat. Dengan cara ini, program sosial dapat lebih relevan dengan kebutuhan masyarakat dan lebih selaras dengan kompetensi inti Perseroan di bidang energi.

Under the Social pillar, the Company's strategy focuses on community engagement, occupational health and safety, human capital development, employee retention, and social innovation. The Company views the social dimension as the foundation of long-term relationships with employees, customers, partners, and communities. Accordingly, TJSL and CSR programs are directed to become more structured through social mapping, strategic planning, annual work planning, monitoring, evaluation, and benefit measurement.

Pada pilar Governance, Perseroan mengarahkan strategi pada penguatan etika perusahaan, kepatuhan, manajemen risiko, anti-penyuapan, keterbukaan informasi, keamanan digital, serta efektivitas pengendalian internal. Pilar ini menjadi fondasi karena keberlanjutan tidak dapat dikelola secara kredibel tanpa tata kelola yang baik. Pada tahun buku 2025, penguatan governance dilakukan melalui pembaruan kebijakan tata kelola, penerapan GCG, penguatan budaya risiko, penguatan kepatuhan, pengelolaan hubungan dengan vendor, serta integrasi tata kelola ke dalam sistem kerja perusahaan. Dengan demikian, governance berfungsi sebagai pengikat antara strategi, pelaksanaan, pengawasan, dan pertanggungjawaban.

Under the Governance pillar, the Company's strategy focuses on business ethics, compliance, risk management, anti-bribery, information disclosure, digital security, and effective internal control. Governance is the foundation that enables sustainability to be managed credibly. In 2025, governance strengthening was carried out through policy updates, GCG implementation, risk culture enhancement, compliance reinforcement, vendor governance, and the integration of governance principles into business processes.

PLN IP Services juga menempatkan Maturity Level Sustainability sebagai alat untuk menginternalisasikan ESG ke seluruh lini proses bisnis. Kerangka ini membantu Perseroan membaca posisi keberlanjutan melalui kriteria dan indikator yang mencakup environmental management, community relations, climate change management, land use and biodiversity, resource use, product governance, financial atau loan implementation, human capital management, serta gender, equality, diversity, and social inclusion. Melalui kerangka ini, Perseroan dapat menilai perjalanan keberlanjutan secara bertahap, mulai dari komitmen, baseline, target, perencanaan, inisiatif program, pencapaian implementasi, sampai konsistensi penerapan.

PLN IP Services also uses the Sustainability Maturity Level framework as a tool to internalize ESG across business processes. This framework enables the Company to assess its sustainability progress through criteria and indicators covering environmental management, community relations, climate change management, land use and biodiversity, resource use, product governance, financial or loan implementation, human capital management, and gender, equality, diversity, and social inclusion. Through this framework, the Company can monitor its sustainability journey from commitment and baseline setting to target development, program implementation, performance achievement, and implementation consistency.

Target Jangka Panjang Keberlanjutan

Target jangka panjang keberlanjutan Perseroan ditetapkan sebagai bagian integral dari transformasi peran PLN IP Services dalam ekosistem energi nasional dan regional. Target ini diarahkan untuk memperkuat daya saing bisnis, meningkatkan ketahanan operasi, memperluas kontribusi terhadap transisi energi, dan membangun tata kelola ESG yang semakin matang.

Perseroan menyadari bahwa keberlanjutan jangka panjang tidak hanya ditentukan oleh kemampuan memperoleh proyek, tetapi juga oleh kemampuan mengelola risiko, menjaga kualitas layanan, membangun kepercayaan pelanggan, melindungi pekerja, menjaga lingkungan, dan memberi manfaat bagi masyarakat.

Secara garis besar, target jangka panjang keberlanjutan Perseroan didefinisikan dalam lima fokus utama.

1. Perseroan berupaya menjadi penyedia jasa energi terintegrasi berbasis keberlanjutan yang andal pada skala nasional dan regional.
2. Perseroan memperkuat portofolio layanan yang mendukung energi baru terbarukan, efisiensi energi, operasi dan pemeliharaan yang andal, serta solusi energi berbasis digital.
3. Perseroan mendorong pengurangan dampak lingkungan secara bertahap melalui efisiensi sumber daya, pengelolaan emisi, pengelolaan limbah, dan penguatan sistem manajemen lingkungan.
4. Perseroan memperkuat TJSL, CSR, K3, pengembangan SDM, dan hubungan dengan komunitas sebagai dasar keberlanjutan sosial.
5. Perseroan memperkokoh tata kelola ESG, manajemen risiko, kepatuhan, integritas, keamanan digital, dan kualitas pelaporan sebagai dasar akuntabilitas.

Target-target jangka panjang tersebut diselaraskan dengan peta jalan transformasi PLN Group, arah transisi energi nasional, Sustainable Development Goals, serta target dekarbonisasi menuju Net Zero Emission. Bagi Perseroan, kontribusi terhadap SDGs tidak hanya dijalankan melalui program lingkungan, tetapi juga melalui penyediaan layanan energi yang andal, penguatan infrastruktur, inovasi jasa energi, pengembangan kompetensi SDM, peningkatan keselamatan kerja, serta pengelolaan komunitas di sekitar wilayah operasi. Dengan demikian, keberlanjutan Perseroan bergerak dalam hubungan yang saling menguatkan antara bisnis, manusia, lingkungan, dan tata kelola.

Long-Term Sustainability Targets

The Company's long-term sustainability targets are an integral part of PLN IP Services' transformation within the national and regional energy ecosystem. These targets are designed to strengthen business competitiveness, enhance operational resilience, expand the Company's contribution to the energy transition, and build more mature ESG governance.

The Company recognizes that long-term sustainability is not determined solely by its ability to secure projects. It is also shaped by the Company's ability to manage risks, maintain service quality, build customer trust, protect employees, safeguard the environment, and create value for communities.

The Company's long-term sustainability targets are defined across five focus areas:

1. To become a reliable, integrated energy services provider with a strong sustainability orientation at the national and regional levels.
2. To strengthen a service portfolio that supports renewable energy, energy efficiency, reliable operations and maintenance, and digitally enabled energy solutions.
3. To gradually reduce environmental impacts through resource efficiency, emissions management, waste management, and strengthened environmental management systems.
4. To strengthen TJSL, CSR, occupational health and safety, human capital development, and community relations as the foundation of social sustainability.
5. To reinforce ESG governance, risk management, compliance, integrity, digital security, and reporting quality as the basis of accountability.

These long-term targets are aligned with the PLN Group transformation roadmap, the national energy transition agenda, the Sustainable Development Goals, and the long-term decarbonization pathway toward Net Zero Emissions. For PLN IP Services, contribution to the SDGs is not limited to environmental programs. It also includes reliable energy services, infrastructure support, energy service innovation, workforce capability development, occupational safety, and community engagement around operational areas.

Prioritas Keberlanjutan Tahun Buku 2025

Untuk menjamin kesinambungan menuju tujuan jangka panjang, Perseroan menetapkan prioritas keberlanjutan tahun buku 2025 yang bersifat strategis, operasional, dan adaptif terhadap dinamika sektor energi. Prioritas ini difokuskan pada penguatan fondasi ESG, penguatan reliability, penguatan TJSL, penguatan sistem manajemen, serta pengembangan kesiapan transisi energi. Pada tahun buku 2025, keberlanjutan Perseroan dijalankan melalui agenda yang menghubungkan operasi, lingkungan, sosial, tata kelola, dan pengembangan bisnis.

Prioritas keberlanjutan tahun buku 2025 meliputi enam fokus utama.

1. **Memperkuat reliability layanan energi sebagai dasar keberlanjutan ekonomi**
   Perseroan menjalankan fungsi layanan operasi dan pemeliharaan, sewa pembangkit, serta penguatan keandalan sistem kelistrikan di berbagai wilayah dengan kebutuhan pasokan yang tinggi. Strategi ini memiliki makna keberlanjutan karena listrik yang andal menjadi prasyarat bagi aktivitas rumah tangga, pemerintahan, industri, fasilitas publik, dan pertumbuhan ekonomi wilayah.

2. **Memperkuat implementasi ESG tahun berjalan**
   Pada pilar lingkungan, Perseroan mengarahkan program pada sistem manajemen lingkungan, kepatuhan lingkungan, dan penyusunan laporan keberlanjutan. Pada pilar sosial, Perseroan mengarahkan program pada CSR, TJSL, K3, pengembangan SDM, dan hubungan komunitas. Pada pilar tata kelola, Perseroan mengarahkan program pada pembaruan kebijakan, penerapan GCG, penguatan kepatuhan, pengendalian gratifikasi, benturan kepentingan, pedoman etika perusahaan, serta sistem manajemen anti-penyuapan dan mutu.

3. **Memperkuat TJSL dan CSR agar lebih terencana, relevan, dan berdampak**
   Perseroan mengarahkan program sosial pada penguatan kebijakan CSR/TJSL, social mapping, penyusunan rencana strategis lima tahunan, rencana kerja tahunan, pelaksanaan program, monitoring, evaluasi, analisis manfaat, serta pelaporan publik. Arah ini penting karena program sosial yang baik harus dimulai dari pemahaman terhadap kebutuhan masyarakat dan diakhiri dengan evaluasi manfaat.

Sustainability Priorities for Fiscal Year 2025

To ensure continuity toward its long-term objectives, PLN IP Services established 2025 sustainability priorities that were strategic, operational, and adaptive to changes in the energy sector. These priorities focused on ESG foundation building, reliability enhancement, TJSL strengthening, management system improvement, and readiness for the energy transition.

The Company's 2025 sustainability priorities were organized into six focus areas.

1. **Strengthening energy service reliability as the basis of economic sustainability**
   The Company provided operations and maintenance services, power plant leasing, and reliability support across areas with critical electricity needs. This priority has a strong sustainability dimension because reliable electricity supports households, industries, public facilities, government services, and regional economic activity.

2. **Strengthening ESG implementation during the year**
   Under the environmental pillar, the Company focused on environmental management systems, environmental compliance, and sustainability reporting. Under the social pillar, the Company focused on CSR, TJSL, occupational health and safety, human capital development, and community relations. Under the governance pillar, the Company focused on policy updates, GCG implementation, compliance strengthening, gratification control, conflict-of-interest management, code of conduct reinforcement, anti-bribery management, and quality management systems.

3. **Improving TJSL and CSR to become more structured, relevant, and impactful**
   The Company directed its social programs toward CSR/TJSL policy strengthening, social mapping, five-year strategic planning, annual work planning, program implementation, monitoring, evaluation, benefit analysis, and public reporting. This approach ensures that social programs begin with a clear understanding of community needs and end with an evaluation of benefits delivered.

4. **Memperkuat kesehatan dan keselamatan kerja sebagai bagian dari keberlanjutan sosial**
   Perseroan memandang K3 sebagai budaya perlindungan manusia dan sebagai syarat utama keberlanjutan operasi. Karena itu, strategi K3 diarahkan pada review kebijakan, pembaruan HIRADC/JSA, analisis insiden dan near miss, penguatan pelatihan, pengendalian risiko kerja, audit internal, sertifikasi dan surveillance sistem manajemen K3, pelaporan kinerja K3, serta penyempurnaan aplikasi HSE.

5. **Memperkuat tata kelola keberlanjutan melalui GCG, risk culture, compliance, pengendalian internal, dan integritas rantai pasok**
   Perseroan menempatkan tata kelola sebagai penentu kredibilitas seluruh agenda ESG. Strategi ini dijalankan melalui pembaruan kebijakan, penguatan Board Manual, GCG Code, Code of Conduct, kebijakan gratifikasi, benturan kepentingan, Corporate Sustainability Policy, penguatan WBS, penguatan SMAP, penguatan hubungan dengan vendor, serta pengelolaan risiko.

6. **Menyiapkan transisi portofolio menuju solusi energi yang lebih rendah karbon dan terdigitalisasi**
   Perseroan menyadari bahwa kebutuhan reliability di sejumlah wilayah masih memerlukan dukungan pembangkit eksisting, termasuk sistem isolated yang membutuhkan solusi cepat dan andal. Namun, Perseroan juga mengarahkan strategi jangka menengah untuk memperkuat solusi energi baru terbarukan, PLTS, smart hybrid, EV charging, digitalisasi operasi, dan efisiensi energi.

Pengelolaan Risiko Keberlanjutan

Dalam implementasinya, Perseroan memandang pengelolaan risiko sebagai pilar utama strategi keberlanjutan. Risiko keberlanjutan tidak hanya terbatas pada risiko lingkungan, tetapi juga mencakup risiko operasional, finansial, sosial, tata kelola, reputasi, kepatuhan, perubahan teknologi, keamanan digital, serta perubahan ekspektasi pemangku kepentingan. Oleh karena itu, Perseroan menerapkan pendekatan proaktif, terintegrasi, dan partisipatif dalam mengidentifikasi, memitigasi, memantau, serta melaporkan risiko yang dapat memengaruhi kesinambungan usaha.

4. **Strengthening occupational health and safety as part of social sustainability**
   The Company views occupational health and safety as both a human protection culture and a prerequisite for sustainable operations. The strategy includes policy reviews, HIRADC/JSA updates, incident and near-miss analysis, training, workplace risk control, internal audits, certification and surveillance of occupational health and safety management systems, safety performance reporting, and improvement of HSE digital tools.

5. **Strengthening sustainability governance through GCG, risk culture, compliance, internal control, and supply chain integrity**
   The Company positions governance as the credibility foundation of all ESG initiatives. This priority includes updates to the Board Manual, GCG Code, Code of Conduct, gratification policy, conflict-of-interest policy, Corporate Sustainability Policy, Whistleblowing System, anti-bribery management system, vendor governance, and risk management.

6. **Preparing the portfolio transition toward lower-carbon and digitally enabled energy solutions**
   The Company recognizes that reliability needs in certain areas may still require existing power generation support, including isolated systems that require fast and dependable solutions. At the same time, the Company continues to direct its medium-term strategy toward renewable energy solutions, solar PV, smart hybrid systems, EV charging, operational digitalization, and energy efficiency.

Sustainability Risk Management

The Company views risk management as a core pillar of its sustainability strategy. Sustainability risks are not limited to environmental risks. They also include operational, financial, social, governance, reputational, compliance, technology, digital security, and stakeholder expectation risks. Accordingly, the Company applies a proactive, integrated, and participatory approach to identifying, mitigating, monitoring, and reporting risks that may affect business continuity.

Pada tahun buku 2025, Perseroan mengidentifikasi tujuh kategori risiko keberlanjutan yang relevan dengan transformasi perusahaan.

1. **Risiko ketergantungan pada portofolio reliability berbasis pembangkit eksisting**

   Risiko ini dimitigasi melalui penguatan solusi EBT, hybrid system, efisiensi energi, dan digitalisasi.

2. **Risiko kualitas pertumbuhan**
   Risiko ini dikendalikan melalui disiplin biaya, pengendalian kontrak, pengelolaan working capital, dan evaluasi proyek.
3. **Risiko keterbukaan data**
   Risiko ini dijawab melalui penguatan sistem pelaporan dan peningkatan kualitas disclosure keberlanjutan.
4. **Risiko kepatuhan lingkungan dan K3**

   Risiko ini dikelola melalui sistem manajemen, audit, pelatihan, pengendalian dokumen, dan pemantauan berkala.
5. **Risiko sosial dan komunitas**
   Risiko ini dimitigasi melalui social mapping, komunikasi pemangku kepentingan, dan program TJSL berbasis kebutuhan.
6. **Risiko tata kelola dan integritas**
   Risiko ini dikelola melalui GCG, WBS, SMAP, pengendalian gratifikasi, manajemen benturan kepentingan, dan integritas vendor.
7. **Risiko keamanan digital**
   Risiko ini dijawab melalui penguatan tata kelola TI, perlindungan data, literasi digital, dan sistem keamanan informasi.

Melalui pengelolaan risiko tersebut, Perseroan berupaya memastikan bahwa strategi keberlanjutan tidak hanya bersifat normatif, tetapi juga responsif terhadap tantangan nyata yang dihadapi perusahaan. Perseroan memahami bahwa keberlanjutan memerlukan kemampuan untuk membaca perubahan, mengelola ketidakpastian, dan mengubah risiko menjadi peluang perbaikan. Karena itu, strategi keberlanjutan dijalankan secara lintas fungsi dan terhubung dengan perencanaan bisnis, pengadaan, operasi, keuangan, SDM, hukum, K3L, teknologi informasi, dan komunikasi perusahaan.

In fiscal year 2025, PLN IP Services identified seven key categories of sustainability risks relevant to its transformation.

1. **Risk of dependency on reliability-oriented portfolios based on existing power generation assets**
   This risk is mitigated through renewable energy solutions, hybrid systems, energy efficiency, and digitalization.
2. **Growth quality risk**
   This risk is managed through cost discipline, contract control, working capital management, and project evaluation.
3. **Data disclosure risk**
   This risk is addressed through stronger reporting systems and improved sustainability disclosure quality.
4. **Environmental and occupational health and safety compliance risk**
   This risk is managed through management systems, audits, training, document control, and periodic monitoring.
5. **Social and community risk**
   This risk is mitigated through social mapping, stakeholder communication, and needs-based TJSL programs.
6. **Governance and integrity risk**
   This risk is managed through GCG, the Whistleblowing System, anti-bribery management, gratification control, conflict-of-interest management, and vendor integrity.
7. **Digital security risk**
   This risk is addressed through stronger IT governance, data protection, digital literacy, and information security systems.

Through this risk management approach, the Company seeks to ensure that its sustainability strategy is not merely normative, but responsive to the actual challenges facing the business. PLN IP Services recognizes that sustainability requires the ability to understand change, manage uncertainty, and transform risk into opportunities for improvement. Therefore, sustainability strategy is implemented across functions and linked to business planning, procurement, operations, finance, human capital, legal, HSE, information technology, and corporate communications.

Penguatan Kelembagaan ESG

Sebagai penguatan kelembagaan, Perseroan menyiapkan struktur implementasi ESG yang lebih formal untuk periode berikutnya. Pembentukan Tim Implementasi Environmental, Social, and Governance untuk periode 2026–2030 menunjukkan bahwa Direksi memperkuat tata kelola keberlanjutan melalui pembagian peran yang lebih jelas.

Struktur tersebut mencakup peran pimpinan, ketua, wakil ketua, sekretaris, koordinator bidang Lingkungan, koordinator bidang Sosial, koordinator bidang Tata Kelola, serta anggota lintas fungsi. Melalui struktur ini, Perusahaan memiliki mekanisme untuk menyusun rencana kerja, menetapkan target dan KPI, memantau kemajuan, mengelola data, menyusun laporan, mengidentifikasi risiko, serta mengarahkan upaya perbaikan berkelanjutan.

Struktur kelembagaan ini juga memperkuat prinsip bahwa ESG bukanlah tanggung jawab satu fungsi saja. Ini merupakan agenda lintas fungsi yang melibatkan bagian operasional, keuangan, pengadaan, hukum, sumber daya manusia, teknik, HSE, sekretaris perusahaan, manajemen risiko, serta unit-unit terkait lainnya.

Hasil yang Ingin Dicapai

Hasil yang ingin dicapai dari penerapan strategi keberlanjutan tahun buku 2025 mencakup lima dimensi utama.

1. Perseroan ingin memperkuat posisinya sebagai penyedia solusi energi yang andal, terintegrasi, dan relevan dengan kebutuhan transisi energi.
2. Perseroan ingin meningkatkan ketahanan usaha melalui penguatan reliability, diversifikasi portofolio, pengembangan layanan EBT, dan digitalisasi operasi.
3. Perseroan ingin memperkuat kontribusi sosial melalui TJSL, CSR, K3, pengembangan SDM, hubungan industrial, serta pemberdayaan komunitas di wilayah operasi.
4. Perseroan ingin meningkatkan kualitas pengelolaan lingkungan melalui kepatuhan, sistem manajemen, efisiensi sumber daya, pengelolaan emisi, pengelolaan limbah, dan perlindungan keanekaragaman hayati.
5. Perseroan ingin memperkuat tata kelola keberlanjutan melalui GCG, kepatuhan, manajemen risiko, integritas, keamanan digital, dan pelaporan yang semakin kredibel.

ESG Institutional Strengthening

As part of institutional strengthening, the Company prepared a more formal ESG implementation structure for the subsequent period. The establishment of the Environmental, Social, and Governance Implementation Team for 2026–2030 reflects the Board of Directors' commitment to strengthening sustainability governance through clearer roles and responsibilities.

The structure includes a steering role, chairperson, deputy chairpersons, secretary, Environmental pillar coordinator, Social pillar coordinator, Governance pillar coordinator, and cross-functional members. Through this structure, the Company has a mechanism to prepare work plans, set targets and KPIs, monitor progress, manage data, prepare reports, identify risks, and direct continuous improvement.

This institutional structure also reinforces the principle that ESG is not the responsibility of one function alone. It is a cross-functional agenda involving operations, finance, procurement, legal, human capital, engineering, HSE, corporate secretary, risk management, and other relevant units.

Expected Outcomes

The implementation of the 2025 sustainability strategy is expected to deliver outcomes across five dimensions.

1. The Company aims to strengthen its position as a reliable and integrated energy solutions provider that remains relevant to the energy transition.
2. The Company aims to enhance business resilience through reliability improvement, portfolio diversification, renewable energy services, and operational digitalization.
3. The Company aims to strengthen social contribution through TJSL, CSR, occupational health and safety, human capital development, industrial relations, and community empowerment in operational areas.
4. The Company aims to improve environmental management through compliance, management systems, resource efficiency, emissions management, waste management, and biodiversity protection.
5. The Company aims to strengthen sustainability governance through GCG, compliance, risk management, integrity, digital security, and increasingly credible reporting.

Secara menyeluruh, strategi keberlanjutan tahun buku 2025 menegaskan bahwa PLN IP Services berada dalam fase penguatan fondasi dan transisi portofolio. Perseroan tetap menjaga peran utamanya dalam mendukung keandalan sistem ketenagalistrikan, terutama pada wilayah yang membutuhkan dukungan operasi cepat dan andal. Pada saat yang sama, Perseroan menyiapkan kemampuan baru untuk bergerak menuju solusi energi yang lebih rendah karbon, efisien, digital, dan berbasis tata kelola yang lebih matang. Dengan arah tersebut, keberlanjutan menjadi jembatan antara kebutuhan bisnis hari ini dan kesiapan perusahaan menghadapi masa depan energi.

Overall, the 2025 sustainability strategy confirms that PLN IP Services is in a phase of foundation strengthening and portfolio transition. The Company continues to play a critical role in supporting the reliability of the electricity system, particularly in areas that require fast and dependable operational support. At the same time, the Company is building new capabilities to move toward lower-carbon, efficient, digital, and better-governed energy solutions.

Dengan demikian, PLN IP Services memandang strategi keberlanjutan bukan sebagai pelengkap laporan, melainkan sebagai kerangka strategis untuk menciptakan nilai jangka panjang. Perseroan akan terus memperkuat integrasi ESG ke dalam proses bisnis, menjaga keandalan layanan, memperluas manfaat sosial dan lingkungan, memperkuat tata kelola, serta meningkatkan kualitas pelaporan. Melalui strategi ini, PLN IP Services berupaya memperkuat kontribusinya sebagai perusahaan jasa energi yang tidak hanya andal secara operasional, tetapi juga bertanggung jawab terhadap manusia, masyarakat, lingkungan, pemangku kepentingan, dan masa depan energi berkelanjutan.

PLN IP Services therefore views sustainability strategy not as an appendix to reporting, but as a strategic framework for long-term value creation. The Company will continue to strengthen ESG integration across business processes, maintain service reliability, expand social and environmental benefits, reinforce governance, and improve reporting quality. Through this strategy, PLN IP Services seeks to strengthen its contribution as an energy services company that is not only operationally reliable, but also accountable to people, communities, the environment, stakeholders, and the future of sustainable energy.



Hierarki Bangunan ESG *Roadmap* Dari PT PLN Indonesia Power Services

Hierarchy Building ESG Roadmap of PT PLN Indonesia Power Services



Dalam perjalanan menuju keberlanjutan, PT PLN Indonesia Power Services telah membentuk fondasi kokoh yang memperkuat komitmen mereka terhadap praktik-praktik bisnis yang bertanggung jawab dan berkelanjutan. Seperti sebuah bangunan megah, strategi keberlanjutan perusahaan ini didasarkan pada prinsip-prinsip yang kuat, menopang struktur ESG *roadmap* mereka dengan kokoh.

On the road to sustainability, PT PLN Indonesia Power Services has established a solid foundation that strengthens its commitment to responsible and sustainable business practices. Like a grand building, the sustainability strategy of the company is based on strong principles, solidly supporting the structure of its ESG roadmap.

Seperti pondasi yang kokoh bagi sebuah bangunan, 'syarat keharusan' menjadi landasan utama dari platform ESG yang kita bangun. Di sinilah komitmen mendalam Dewan Komisaris dan/atau Dewan Direksi, bersama dengan pernyataan visi, misi, dan nilai-nilai yang jelas, membentuk fondasi yang tak tergoyahkan bagi perusahaan.

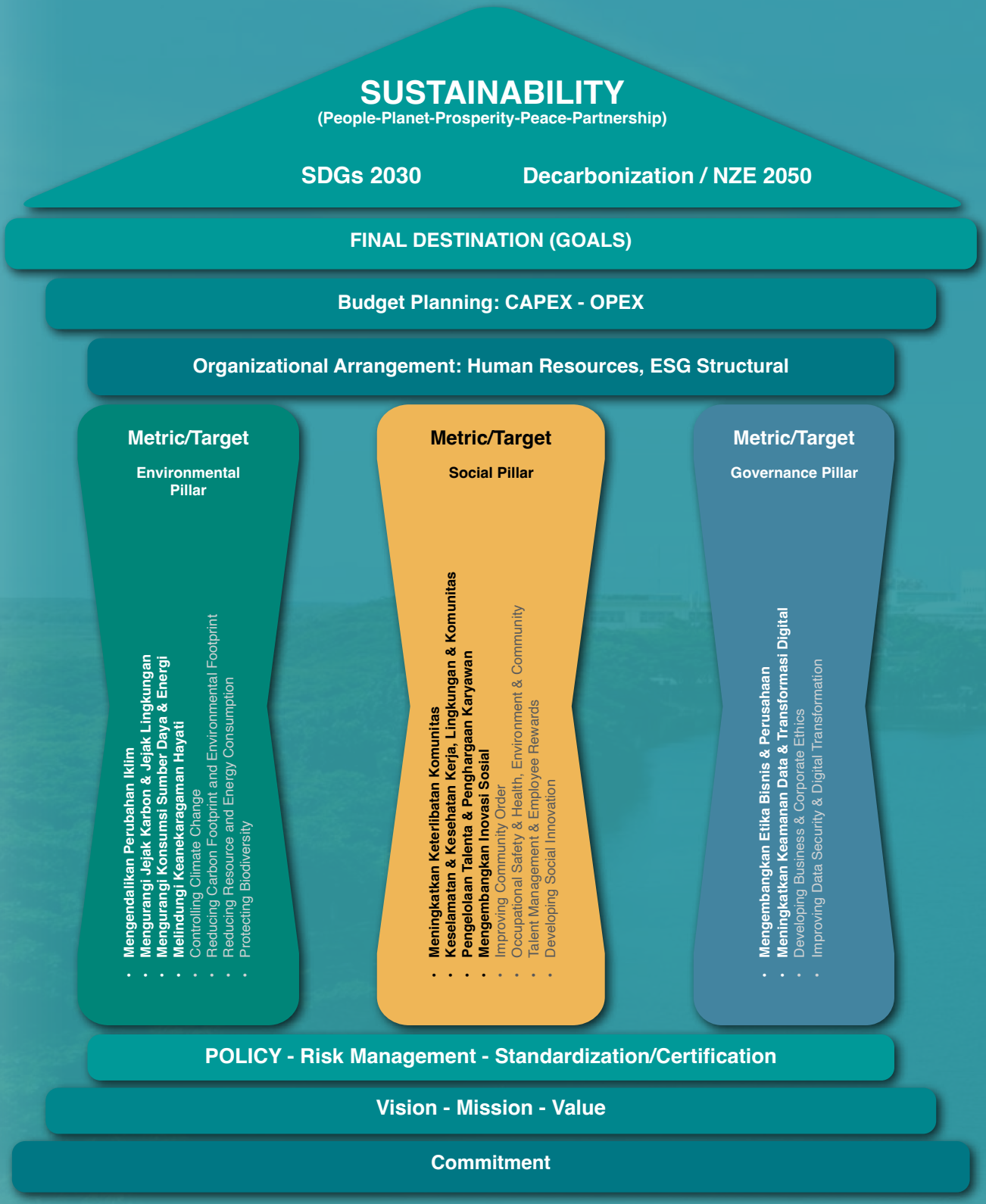
Like the solid foundation of a building, the 'imperative' is the cornerstone of our ESG platform. This is where the deep commitment of the Board of Commissioners and/or Board of Directors, together with a clear statement of vision, mission, and values, form an unshakeable foundation for the company.

Komitmen ini bukan hanya sekedar janji, melainkan sebuah kesepakatan yang mendalam untuk melaksanakan praktik-praktik berkelanjutan yang terpadu dalam setiap aspek operasional. Ditambah lagi dengan kebijakan yang jelas, manajemen risiko yang cermat, serta standar dan sertifikasi yang mengukuhkan konsistensi dan transparansi, PT PLN Indonesia Power Services membangun dasar yang tangguh untuk mencapai tujuan-tujuan keberlanjutan. [GRI 2-23, 2-24]

This commitment is not just a pledge, but a deep agreement to implement integrated sustainable practices in every aspect of operations. Coupled with clear policies, rigorous risk management, and standards and certifications for consistency and transparency, PT PLN Indonesia Power Services is establishing a solid foundation for achieving sustainability goals. [GRI 2-23, 2-24]

Berikut gambaran terkait Hierarki ESG *Roadmap* PT PLN Indonesia Power Services.

The following is an overview of PT PLN Indonesia Power Services's ESG Roadmap Hierarchy.





Laporan Direksi
Board of Director's Report

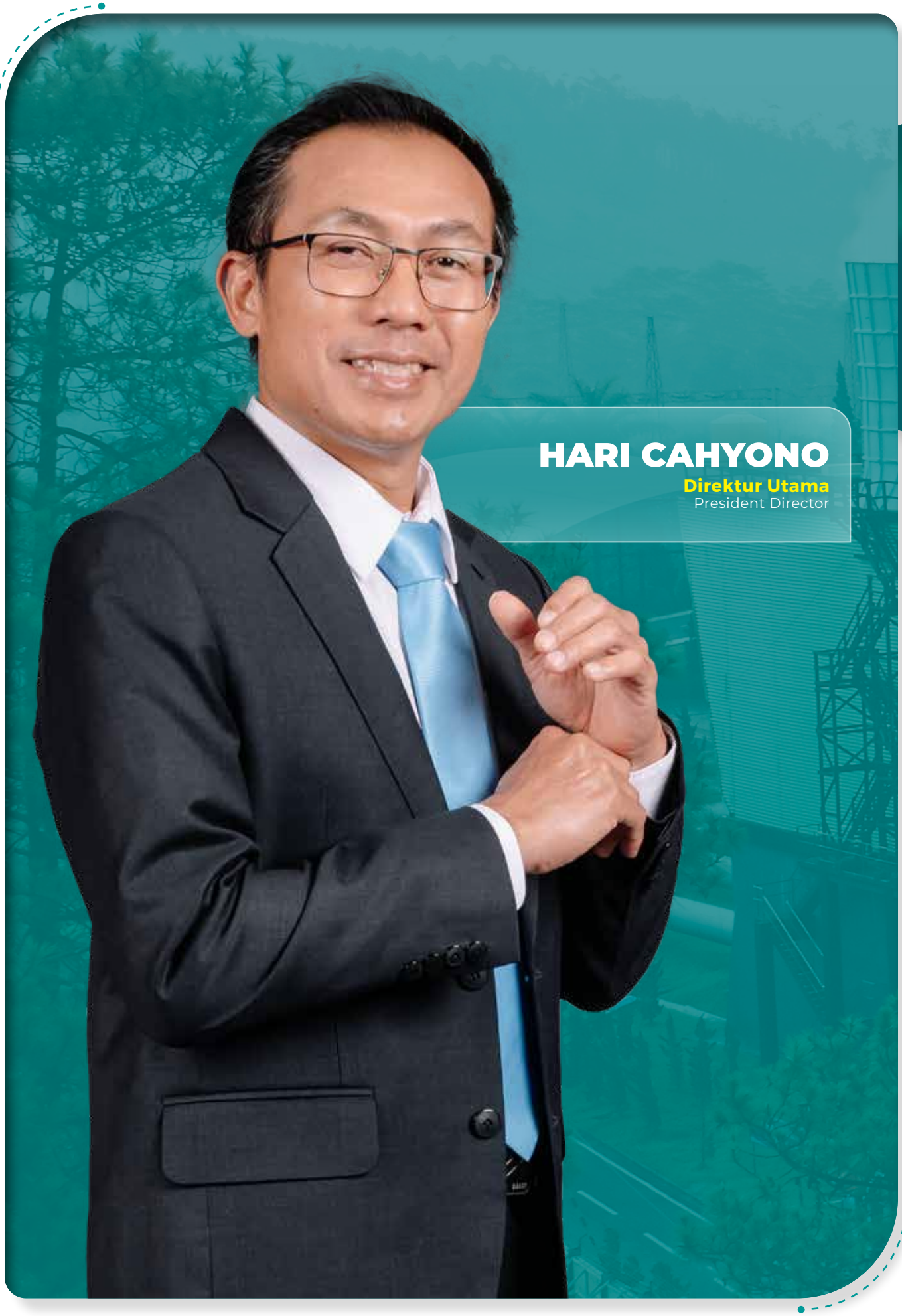


04

2025

Laporan Keberlanjutan

Sustainability Report



HARI CAHYONO

Direktur Utama
President Director

Penjelasan Direksi
Director's Explanation [D.1]

Keberlanjutan 2025 kami arahkan sebagai jembatan antara keandalan energi hari ini dan masa depan rendah karbon. Melalui ESG, TJSL, K3, dan tata kelola yang kredibel, PLN IP Services memperkuat manfaat bagi manusia, lingkungan, dan bisnis.

We positioned sustainability in 2025 as a bridge between today's energy reliability and a lower-carbon future. Through ESG, social responsibility, occupational safety, and credible governance, PLN IP Services strengthened value for people, the environment, and the business.

Para Pemegang Saham dan Pemangku Kepentingan yang Terhormat,
Dear shareholders and stakeholders,

Puji syukur kami panjatkan ke hadirat Tuhan Yang Maha Esa. Atas rahmat dan karunia-Nya, PT PLN Indonesia Power Services (PLN IP Services) dapat melalui tahun 2025 dengan tetap menjaga arah pertumbuhan, keandalan layanan, dan komitmen terhadap keberlanjutan. Di tengah dinamika sektor energi, perubahan kebutuhan pelanggan, tuntutan tata kelola, serta meningkatnya perhatian terhadap aspek lingkungan dan sosial, Perseroan terus memperkuat perannya sebagai penyedia solusi layanan energi yang adaptif, bertanggung jawab, dan berorientasi jangka panjang.

Bagi Direksi, keberlanjutan bukan sekadar pemenuhan kewajiban pelaporan, melainkan bagian dari cara Perseroan mengelola bisnis, risiko, manusia, lingkungan, dan hubungan dengan pemangku kepentingan. Sepanjang tahun 2025, agenda keberlanjutan diarahkan untuk memperkuat kesinambungan ekonomi, pengendalian dampak lingkungan, manfaat sosial, keselamatan dan kesehatan kerja, pengembangan sumber daya manusia, serta tata kelola perusahaan yang baik. Penjelasan ini disampaikan sebagai bentuk transparansi atas kebijakan, kinerja, tantangan, dan strategi Perseroan dalam memperkuat keberlanjutan.

Our praise and gratitude to the Lord almighty for his grace and tremendous blessing, PT PLN Indonesia Power Services (PLN IP Services) is able to navigate 2025 in maintaining the growth trajectory, service reliability, and unwavering commitment to sustainability. Amidst the evolving energy landscape, changing customer needs, increasing governance expectations, and growing attention to environmental and social issues, the Company has continued to strengthen its role as a trusted provider of integrated energy service solutions that are adaptive, responsible, and focused on creating long-term value.

For the Board of Directors, sustainability beyond regulatory compliance or reporting obligations, this is the way the Company manages its business, risks, people, environmental impacts, and relationships with stakeholders. Throughout 2025, the Company's sustainability agenda focused on strengthening long-term economic resilience, mitigating environmental impacts, generating positive social value, enhancing occupational health and safety, developing human capital, and reinforcing good corporate governance. This reflects the Company's commitment to transparency by providing stakeholders with a comprehensive overview of its sustainability policies, performance, challenges, and strategic priorities.

Kebijakan untuk Merespon Tantangan dalam Pemenuhan Strategi Keberlanjutan
Policies to Respond to Challenges In Fulfilling Sustainability Strategies[D.1.a]

Nilai Keberlanjutan yang Dianut Perusahaan dan Cara Nilai-Nilai Keberlanjutan Dikembangkan dan Disetujui

Direksi memandang keberlanjutan sebagai bagian yang melekat dalam fungsi pengurusan PT PLN Indonesia Power Services. Keberlanjutan tidak ditempatkan sebagai kegiatan tambahan di luar bisnis inti, melainkan sebagai sistem nilai, sistem kendali, dan sistem kerja yang menentukan cara Perseroan tumbuh, mengambil keputusan, serta menjaga hubungan dengan pemangku kepentingan. Keberlanjutan menjadi jembatan antara kesinambungan ekonomi, pengelolaan lingkungan, tanggung jawab sosial, dan tata kelola perusahaan yang baik.

Nilai keberlanjutan Perseroan berangkat dari kesadaran bahwa bisnis layanan energi berada di tengah perubahan besar sektor ketenagalistrikan. Transisi energi, keandalan pasokan, efisiensi sumber daya, perkembangan teknologi, serta perhatian terhadap dampak sosial dan lingkungan menuntut Perseroan untuk andal secara operasional sekaligus bertanggung jawab secara ekologis, sosial, dan tata kelola. Keberlanjutan dikembangkan sebagai fondasi agar pertumbuhan usaha tetap relevan dan berdaya tahan.

Sepanjang tahun 2025, Direksi memperkuat agenda keberlanjutan melalui dua jalur. Jalur pertama adalah pelaksanaan program ESG tahun berjalan pada pilar lingkungan, sosial, dan tata kelola. Jalur kedua adalah penyiapan fondasi jangka menengah melalui pembaruan arah kebijakan, penajaman roadmap, pembentukan struktur implementasi, dan penguatan sistem pelaporan. Proses ini didukung kebijakan keberlanjutan berbasis ESG dan Roadmap ESG 2024-2028 yang terus direviu agar selaras dengan perkembangan bisnis, kemampuan finansial, ketersediaan SDM, rebranding Perseroan, serta tuntutan tata kelola pasca-rebranding.

The Company's Adopted Sustainability Values and The Process of Their Development and Approval

The Board of Directors sees sustainability as a part of our stewardship responsibilities at PT PLN Indonesia Power Services (PLN IP Services). Rather than being treated as a supplementary initiative beyond the Company's core business, sustainability is embedded in the Company's values, governance framework, and operating model, shaping how the Company grows, makes strategic decisions, and engages with its stakeholders. Sustainability is the foundation for balancing long-term economic resilience, environmental stewardship, social responsibility, and sound corporate governance.

The Company's sustainability approach relied on the awareness that the energy services industry is operating amid a profound transformation of the power sector. The energy transition, a reliable electricity supply, resource efficiency, technological development, and increasing expectations regarding environmental and social impacts require the Company to deliver operational excellence and also upholds the highest standards of environmental, social, and governance (ESG) responsibility. Accordingly, sustainability has been established as a strategic foundation to ensure that the Company's growth is always resilient and relevant.

During 2025, the Board of Directors strengthened the Company's sustainability agenda by two strategic approaches. The first focused on the implementation of the Company's annual ESG initiatives across the environmental, social, and governance pillars. The second emphasized building a strong medium-term foundation by refining strategic policies, enhancing the ESG roadmap, establishing implementation governance structures, and strengthening sustainability reporting systems. This process is supported by an ESG-based sustainability policy and the 2024-2028 ESG Roadmap, which is continuously reviewed to align with business developments, financial capabilities, human resource availability, the Company's rebranding, and post-rebranding governance requirements.

Respon Perusahaan Terhadap Potensi dari Isu-Isu Keberlanjutan yang Dihadapi Oleh Perusahaan Terkait dengan Keberlanjutan

Direksi menyadari bahwa isu keberlanjutan bergerak semakin kompleks. Perubahan regulasi, transisi energi, risiko iklim, efisiensi sumber daya, perkembangan teknologi, harapan pelanggan terhadap solusi energi

Company Responses to The Potential Sustainability Issues Encountered by Companies Related to Sustainability

The Board of Directors realizes that sustainability issues are becoming increasingly complex. Regulatory changes, energy transition, climate risks, resource efficiency, technological developments, customer expectations for

berkelanjutan, serta ekspektasi publik terhadap praktik bisnis etis menjadi lanskap yang harus direspons secara terarah. Dalam konteks tersebut, PLN IP Services mengembangkan pendekatan keberlanjutan yang tidak hanya reaktif, tetapi juga antisipatif.

Respons Perseroan dimulai dari menjaga fondasi ekonomi. Pembahasan RKAP, RJPP 2026-2030, simulasi prognosa, revisi rencana kerja, pengelolaan anak perusahaan dan perusahaan patungan, serta pengembangan portofolio bisnis menunjukkan bahwa kesinambungan usaha menjadi dasar agenda keberlanjutan. Perseroan hanya dapat memberi manfaat sosial dan lingkungan secara konsisten apabila memiliki kapasitas usaha, daya saing, keandalan operasi, dan struktur organisasi yang kuat.

Dalam membaca arah transisi bisnis energi, Direksi mendorong penguatan jasa Operation and Maintenance (O&M), layanan ketenagalistrikan, kerja sama strategis, portofolio beyond kWh, pengembangan PLTS, inisiatif smart hybrid, serta penyusunan roadmap ESG. Langkah ini menghubungkan keberlanjutan ekonomi dengan kemampuan Perseroan beradaptasi terhadap perubahan regulasi, teknologi, pasar, dan kebutuhan pelanggan.

Pengelolaan dampak lingkungan diperkuat melalui sistem manajemen, kepatuhan, pelaporan, dan aksi nyata di wilayah operasi. Implementasi ESG tahun 2025 mencakup sertifikasi ISO 14001 untuk PLTD Nusa Penida, pencapaian PROPER Biru PLTD Nusa Penida, serta penyusunan Laporan Keberlanjutan. Perseroan juga menggerakkan aksi Zero Waste Warriors, program pengelolaan sampah, aksi lingkungan di unit operasi, dan kampanye budaya green energy. Melalui langkah tersebut, pengelolaan lingkungan diarahkan bergerak dari kebijakan menuju data, program, dan perbaikan berkelanjutan.

Dimensi sosial dijawab melalui penguatan TJSL, CSR, K3, kesehatan kerja, hubungan industrial, pengembangan SDM, dan hubungan dengan masyarakat. Social mapping di PLTU Sintang, PLTD Nusa Penida, dan PLTD Tenau menjadi fondasi untuk memahami konteks sosial masyarakat, mengidentifikasi kebutuhan prioritas, dan menghindari program berbasis asumsi sepihak. Dengan pendekatan ini, TJSL dan CSR diarahkan bergerak dari filantropi menuju pemberdayaan dan manfaat yang lebih berkelanjutan.

sustainable energy solutions, and public expectations for ethical business practices are a landscape that must be responded to in a targeted manner. In this context, PLN IP Services is developing a sustainability approach that is not only reactive, but also anticipatory.

The Company's response starts from maintaining the economic foundation. Discussion of the Company's Budget Plan, Company's Long Term Plan 2026-2030, prognosis simulations, revision of work plans, management of subsidiaries and joint ventures, as well as business portfolio development shows that business continuity is the basis of the sustainability agenda. A company can only provide social and environmental benefits consistently if it has business capacity, competitiveness, operational reliability and a strong organizational structure.

In reading the direction of the energy business transition, the Board of Directors encourages strengthening Operation and Maintenance (O&M) services, electricity services, strategic cooperation, beyond kWh portfolios, Solar Power Plant development, smart hybrid initiatives, as well as preparing an ESG roadmap. This step links economic sustainability with the Company's ability to adapt to changes in regulations, technology, markets and customer needs.

Environmental impact management is strengthened through management systems, compliance, reporting and real action in operational areas. ESG implementation in 2025 includes ISO 14001 certification for Diesel Power Plant Nusa Penida, achieving Blue PROPER for Diesel Power Plant Nusa Penida, as well as preparing a Sustainability Report. The company also carries out Zero Waste Warriors actions, waste management programs, environmental actions in operating units, and green energy culture campaigns. Through these steps, environmental management is directed to move from policy to data, programs and continuous improvement.

The social dimension is answered through strengthening CSR, OHS, occupational health, industrial relations, human resource development and relations with the community. Social mapping at Steam Power Plant Sintang, Diesel Power Plant Nusa Penida, and Diesel Power Plant Tenau is the foundation for understanding the social context of society, identifying priority needs, and avoiding programs based on one-sided assumptions. With this approach, CSR are directed to move from philanthropy towards empowerment and more sustainable benefits.

Komitmen Pimpinan dalam Menerapkan Keuangan Berkelanjutan

Komitmen kami diperkuat melalui penetapan Keputusan Direksi PT PLN Indonesia Power Services Nomor 0003.K/DIR/2026 tentang Pembentukan Tim Implementasi Environmental, Social, and Governance (ESG) di Lingkungan PT PLN Indonesia Power Services Tahun 2026-2030. Kebijakan ini menegaskan bahwa penerapan ESG dilakukan untuk mendukung pencapaian kinerja berkelanjutan dan peningkatan nilai perusahaan secara terintegrasi, sistematis, terukur, serta selaras dengan Rencana Jangka Panjang Perusahaan dan Rencana Kerja dan Anggaran Perusahaan. Dengan adanya keputusan tersebut, agenda ESG memperoleh dasar formal sebagai bagian dari sistem pengurusan dan pengendalian perusahaan.

Tim Implementasi ESG memiliki mandat untuk menghubungkan arah strategis, rencana kerja, target, KPI, pelaksanaan program, monitoring, evaluasi, pengelolaan data, pelaporan, dan tindak lanjut perbaikan. Struktur tim mencakup pengarah, ketua, wakil ketua, sekretaris, koordinator pilar Environmental, Social, dan Governance, serta anggota lintas unit kerja. Pembagian peran ini memperkuat koordinasi antara fungsi operasi, keuangan, pengadaan, legal, SDM, engineering, K3L, sekretariat perusahaan, risiko, dan unit terkait lainnya, sehingga ESG tidak menjadi agenda fungsi tertentu, melainkan kerja kolektif lintas organisasi.

Dalam pelaksanaannya, Tim Implementasi ESG wajib mengacu pada prinsip Good Corporate Governance, menjunjung integritas dan kepatuhan terhadap ketentuan yang berlaku, serta menerapkan transparansi dan akuntabilitas. Direksi memandang penguatan struktur ini sebagai langkah penting untuk memastikan bahwa keberlanjutan tidak hanya hadir dalam kebijakan dan laporan, tetapi juga menjadi sistem kerja yang dapat direncanakan, diukur, dievaluasi, dan dipertanggungjawabkan.

Pencapaian Kinerja Keberlanjutan

Sepanjang tahun 2025, PLN IP Services bergerak menuju pengelolaan keberlanjutan yang lebih terstruktur, terintegrasi, dan strategis. Kesinambungan usaha dijaga melalui perencanaan dan pengembangan bisnis yang bertanggung jawab. Kinerja lingkungan diperkuat melalui sistem manajemen, kepatuhan, pelaporan, dan aktivitas lingkungan. Ruang sosial diperkuat melalui social mapping, rencana strategis TJSL, monitoring program,

Leadership Commitment to Implementing Sustainable Finance

Our commitment is strengthened through the stipulation of the Decree of the Directors of PT PLN Indonesia Power Services Number 0003.K/DIR/2026 concerning the Formation of an Environmental, Social and Governance (ESG) Implementation Team within the PLN IP Services Environment for 2026-2030. This policy emphasizes that the implementation of ESG is carried out to support the achievement of sustainable performance and increase company value in an integrated, systematic, measurable manner, and in line with the Company's Long Term Plan and the Company's Work Plan and Budget. With this decision, the ESG agenda gained a formal basis as part of the company's management and control system.

The ESG Implementation Team has the mandate to link strategic direction, work plans, targets, KPIs, program implementation, monitoring, evaluation, data management, reporting and follow-up improvements. The team structure includes a director, chairman, deputy chairman, secretary, Environmental, Social and Governance pillar coordinator, as well as members from across work units. This division of roles strengthens coordination between operations, finance, procurement, legal, HR, engineering, OHSE, company secretariat, risk and other related units, so that ESG does not become an agenda for certain functions, but rather collective work across organizations.

In its implementation, the ESG Implementation Team is required to refer to the principles of Good Corporate Governance, uphold integrity and compliance with applicable regulations, and implement transparency and accountability. The Board of Directors views strengthening this structure as an important step to ensure that sustainability is not only present in policies and reports, but also becomes a work system that can be planned, measured, evaluated and accounted for.

Sustainability Performance Achievements

Throughout 2025, PLN IP Services is moving towards more structured, integrated and strategic sustainability management. Business continuity is maintained through responsible business planning and development. Environmental performance is strengthened through management systems, compliance, reporting and environmental activities. Social space is strengthened through social mapping, TJSL strategic plans, program

evaluasi program, rencana analisis SROI, IP Pintar, donor darah, hewan kurban, bantuan tanggap bencana, Safari Ramadan, dan dukungan sosial di wilayah operasi.

monitoring, program evaluation, SROI analysis plans, IP Pintar, blood donations, sacrificial animals, disaster response assistance, Ramadan Safaris, and social support in operational areas.

Perseroan juga mempertautkan agenda sosial dan lingkungan melalui circular economy, pengelolaan limbah plastik dengan prinsip 3R, serta daur ulang seragam dan kain menjadi produk guna ulang. Di dalam organisasi, keberlanjutan diperkuat melalui pengembangan karier, retensi karyawan, diagnosis kecakapan SDM, pelatihan, kesiapan SDM untuk mendukung bisnis solusi energi rendah karbon, serta penandatanganan PKB 2025-2027. Keselamatan dan kesehatan kerja ditempatkan sebagai fondasi perlindungan manusia melalui sertifikasi ISO 45001 untuk PLTD Nusa Penida dan penguatan budaya K3.

The company also links social and environmental agendas through a circular economy, managing plastic waste using the 3R principle, and recycling uniforms and fabrics into reusable products. Within the organization, sustainability is strengthened through career development, employee retention, HR skills diagnosis, training, HR readiness to support the low-carbon energy solutions business, as well as signing the 2025-2027 Collective Labour Agreement. Occupational safety and health are placed as the foundation of human protection through ISO 45001 certification for Diesel Power Plant Nusa Penida and strengthening OHS culture.

Tata kelola menjadi simpul yang mengikat seluruh capaian tersebut. Hasil Assessment GCG Tahun Buku 2025 dengan klasifikasi “Sangat Baik” memperkuat posisi GCG sebagai fondasi keberlanjutan Perseroan. Direksi memandang hasil tersebut sebagai validasi sistem pengurusan yang telah berjalan, sekaligus dorongan untuk memperkuat dokumentasi, kualitas keputusan, keterbukaan informasi, pengendalian internal, manajemen risiko, dan hubungan pemangku kepentingan.

Governance is the knot that ties all these achievements together. The results of the GCG Assessment for 2025 Fiscal Year with the classification “Very Good” strengthen GCG’s position as the foundation for the Company’s sustainability. The Board of Directors views these results as validation of the current management system, as well as encouragement to strengthen documentation, decision quality, information disclosure, internal control, risk management and stakeholder relations.

Tantangan dalam Menerapkan PLN IP Services Berkelanjutan

Direksi menyadari bahwa keberlanjutan merupakan perjalanan bertahap. Fondasi kebijakan, struktur implementasi, sistem manajemen, sertifikasi, program sosial, program lingkungan, dan capaian tata kelola yang telah dibangun perlu terus dikonsolidasikan agar menghasilkan dampak yang lebih terukur. Tantangan utama adalah memastikan agenda keberlanjutan hidup dalam proses bisnis, budaya kerja, sistem data, dan pengambilan keputusan harian.

Kebutuhan penguatan data outcome menjadi perhatian penting. Program lingkungan, sosial, K3, dan tata kelola perlu dilengkapi dengan metrik yang dapat diverifikasi, seperti emisi, energi, air, limbah, capaian K3, penerima manfaat TJSL, nilai ekonomi program, social mapping, SROI, serta kontribusi terhadap SDGs. Dengan data yang lebih kuat, keberlanjutan dapat dibuktikan sebagai penciptaan nilai yang terukur.

Challenges In Implementing Sustainable PLN IP Services

The Board of Directors realizes that sustainability is a gradual journey. The policy foundations, implementation structures, management systems, certification, social programs, environmental programs and governance achievements that have been built need to continue to be consolidated in order to produce more measurable impacts. The main challenge is ensuring the sustainability agenda lives on in business processes, work culture, data systems and daily decision making.

The need to strengthen outcome data is an important concern. Environmental, social, OHS and governance programs need to be equipped with verifiable metrics, such as emissions, energy, water, waste, OHS achievements, CSER beneficiaries, program economic value, social mapping, SROI, and contribution to SDGs. With stronger data, sustainability can be proven to create measurable value.

Dengan kesadaran tersebut, komitmen diperkuat untuk menjadikan PLN IP Services sebagai perusahaan layanan energi yang berdaya tahan. Keberlanjutan diarahkan menjadi sistem kerja yang menghasilkan nilai ekonomi, menekan risiko lingkungan, memperkuat manfaat, dan memastikan tata kelola.

With this awareness, the commitment is strengthened to make PLN IP Services a resilient energy services company. Sustainability is aimed at becoming a work system that produces economic value, reduces environmental risks, strengthens benefits, and ensures governance.

Penerapan Keuangan Berkelanjutan [D.1.b]
The Implementation of Sustainable Finance [D.1.b]

Bidang Ekonomi

Pada tahun 2025, PLN IP Services mencatatkan pendapatan usaha sebesar Rp2,40 triliun, mengalami perubahan dibandingkan dengan tahun 2024 yang sebesar Rp2,30 triliun. Struktur pendapatan usaha Perseroan masih didukung oleh portofolio utama jasa Operation and Maintenance (O&M), Maintenance, Repair and Overhaul (MRO) Services, penjualan tenaga listrik, serta portofolio layanan energi lainnya yang terus dikembangkan sejalan dengan kebutuhan pasar dan arah transformasi bisnis Perseroan.

Economic Sector

In 2025, PLN IP Services recorded operating revenues of IDR 2.40 trillion, compared to 2024 which was Rp2.30 trillion. The Company's business revenue structure is still supported by the main portfolio of Operation and Maintenance (O&M), Maintenance, Repair and Overhaul (MRO) Services, electricity sales, as well as a portfolio of other energy services which continue to be developed in line with market needs and the direction of the Company's business transformation.

Dari total pendapatan usaha tahun 2025, portofolio jasa O&M berkontribusi sebesar 75,63%, diikuti oleh MRO Services sebesar 12,58%, penjualan tenaga listrik sebesar 9,14%, dan sewa pembangkit listrik sebesar 2,65%. Komposisi tersebut menunjukkan bahwa Perseroan tetap menjaga kekuatan bisnis inti, sekaligus terus membuka ruang pertumbuhan melalui layanan yang lebih adaptif terhadap kebutuhan pelanggan, efisiensi operasi, dan transisi energi.

From the total business revenue in 2025, O&M services portfolio contributed 75.63%, followed by MRO Services at 12.58%, electricity sales at 9.14%, and power plant rental at 2.65%. This composition shows that the Company continues to maintain the strength of its core business, continuing to open up space for growth through services that are more adaptive to customer needs, operational efficiency and the energy transition.

Perseroan juga menyalurkan nilai ekonomi kepada para pemangku kepentingan sebesar Rp1,93 triliun, yang digunakan antara lain untuk mendukung biaya operasional, pembayaran kepada pemasok, remunerasi pekerja, kewajiban perpajakan kepada negara, serta kontribusi sosial dan lingkungan. Kontribusi PLN IP Services terhadap penerimaan negara melalui pajak tercatat sebesar Rp80,17 miliar, dibandingkan dengan tahun 2024 sebesar Rp66,24 miliar. Dari sisi operasional, produksi energi listrik mencapai 936,55 GWh, dengan total energi terjual sebesar 936,55 GWh. Produktivitas pegawai tercatat sebesar Rp496,47 juta per pegawai, mencerminkan hubungan antara kinerja ekonomi, kapasitas SDM, dan efektivitas pengelolaan usaha.

The company also distributed economic value to stakeholders amounting to Rp1.93 trillion, which was used, among other things, to support operational costs, payments to suppliers, worker remuneration, tax obligations to the state, as well as social and environmental contributions. PLN IP Services' contribution to state revenue through taxes was recorded at IDR 80.17 billion, compared to Rp66.24 billion in 2024. From the operational side, electrical energy production reached 936.55 GWh, with total energy sold of 936.55 GWh. Employee productivity was recorded at Rp496.47 million per employee, reflecting the relationship between economic performance, human resource capacity and business management effectiveness.

Bidang Lingkungan

Dalam komitmennya terhadap pelestarian lingkungan, PLN IP Services mencatat penggunaan energi sebesar 46.380,59 GJ selama tahun 2025, dibandingkan dengan tahun 2024 sebesar 69.267,23 GJ. Konsumsi

Environmental Sector

In its commitment to environmental preservation, PLN IP Services recorded energy usage of 46,380.59 GJ during 2025, compared to 2024 of 69,267.23 GJ. This energy consumption comes from the use of internal electricity

energi tersebut berasal dari penggunaan listrik internal serta bahan bakar, termasuk HSD, MFO, dan sumber energi lain yang digunakan dalam kegiatan operasional Perseroan. Intensitas konsumsi energi tahun 2025 tercatat sebesar 49,52 GJ/GWh, dibandingkan dengan tahun 2024 sebesar 429,67 GJ/GWh.

and fuel, including HSD, MFO, and other energy sources used in the Company's operational activities. Energy consumption intensity in 2025 was recorded 49.52 GJ/GWh, compared to 2024 of 429.67 GJ/GWh.

Sejalan dengan dukungan terhadap target Net Zero Emission (NZE) tahun 2060 dan penguatan pengelolaan dampak lingkungan, Perseroan mencatat intensitas emisi karbon sebesar 5,27 ton CO_2e/GWh pada tahun 2025, dibandingkan dengan tahun 2024 sebesar 41,70 ton CO_2e/GWh. Pengukuran dan pemantauan emisi menjadi bagian penting dalam membangun sistem pengelolaan lingkungan yang lebih berbasis data, sehingga Perseroan dapat mengidentifikasi ruang perbaikan, meningkatkan efisiensi, dan memperkuat pengendalian dampak operasional.

In line with support for the 2060 Net Zero Emission (NZE) target and strengthening environmental impact management, the Company recorded a carbon emissions intensity of 5.27 tonnes CO_2e/GWh in 2025, compared to 2024 of 41.70 tonnes CO_2e/GWh. Measuring and monitoring emissions is an important part of building a more data-based environmental management system, so the Company can identify room for improvement, increasing efficiency and strengthening operational impact control.

Pengelolaan limbah juga menjadi perhatian utama Perseroan. Pada tahun 2025, total limbah B3 yang dihasilkan tercatat sebesar 75,30 ton, sedangkan limbah non-B3 sebesar 5,67 ton. Sebagai pembanding, pada tahun 2024 total limbah B3 tercatat sebesar 53,29 ton dan limbah non-B3 sebesar 1,73 ton. Seluruh limbah dikelola melalui mekanisme yang sesuai dengan ketentuan peraturan perundang-undangan, termasuk kerja sama dengan pihak ketiga yang memiliki izin resmi, guna memastikan proses penyimpanan, pengangkutan, pemanfaatan, pengolahan, maupun pemusnahan limbah berjalan aman dan sesuai regulasi.

Waste management is also the Company's main concern. In 2025, the total B3 waste produced will be recorded at 75.30 tonnes, while non-B3 waste will amount to 5.67 tonnes. As a comparison, in 2024 the total Hazardous waste will be recorded 53.29 tonnes and non-hazardous waste was 1.73 tonnes. All waste has been managed through mechanisms that comply with statutory provisions, including collaboration with third parties who have official permits, to ensure that the process of storing, transporting, utilizing, processing and destroying waste is safe and in accordance with regulations.

Sebagai bagian dari kontribusi terhadap lingkungan berkelanjutan, Perseroan mengalokasikan dana sebesar Rp2,52 miliar untuk kegiatan pengelolaan lingkungan dan penghijauan. Pada tahun 2024, alokasi dana kegiatan pengelolaan lingkungan dan penghijauan tercatat sebesar Rp4,15 miliar, dengan realisasi area penghijauan seluas 519,4 m² atau 72,81% dari total area yang direncanakan. Pada tahun 2025, realisasi area penghijauan mencapai 713,4 m² atau 73% dari target yang ditetapkan.

As part of its contribution to a sustainable environment, the Company allocated funds amounting to Rp2.52 billion for environmental management and greening activities. In 2024, the allocation of funds for environmental management and greening activities was recorded Rp4.15 billion, with a realized greening area of 519.4 m² or 72.81% of the total planned area. In 2025, the realization of the greening area will reach 713.4 m² or 73% of the target set.

Bidang Sosial

Dalam bidang sosial, PLN IP Services didukung oleh total 4.919 pegawai pada tahun 2025, dibandingkan dengan tahun 2024 sebanyak 4.700 pegawai. Komposisi pegawai Perseroan berasal dari berbagai kelompok usia, jenis kelamin, jenjang pendidikan, dan latar belakang keahlian. Keragaman tersebut menjadi modal penting dalam mendukung keberlanjutan bisnis, terutama dalam menghadapi kebutuhan layanan energi yang semakin kompleks dan tuntutan kompetensi yang terus berkembang.

Social Sector

In the social sector, PLN IP Services was supported by a total of 4,919 employees in 2025, compared to 4,700 employees in 2024. The composition of the Company's employees comes from various age groups, gender, educational levels and expertise backgrounds. This diversity is an important asset in supporting business sustainability, especially in facing increasingly complex energy service needs and growing competency demands.

Perseroan secara konsisten mengembangkan kompetensi SDM melalui pelatihan, sertifikasi, seminar, workshop, dan program pengembangan kapasitas lainnya. Sepanjang tahun 2025, program pengembangan SDM diikuti oleh 4.678 pegawai, dengan total realisasi anggaran sebesar Rp26,53 miliar. Sebagai pembanding, pada tahun 2024 kegiatan pengembangan SDM diikuti oleh 4.283 pegawai dengan realisasi anggaran sebesar Rp20,02 miliar. Investasi pada pengembangan SDM menjadi bagian dari strategi Perseroan untuk menjaga kesiapan organisasi, meningkatkan produktivitas, dan memperkuat kemampuan pekerja dalam mendukung bisnis solusi energi yang lebih berkelanjutan.

The Company consistently develops HR competencies through training, certification, seminars, workshops and other capacity development programs. Throughout 2025, the HR development program will be attended by 4,678 employees, with a total budget realization of Rp26.53 billion. As a comparison, in 2024 HR development activities will be attended by 4,283 employees with a realized budget of Rp20.02 billion. Investment in human resource development is part of the Company's strategy to maintain organizational readiness, increase productivity, and strengthen employee capabilities in supporting a more sustainable energy solutions business.

Tingkat kepuasan dan keterlibatan pegawai juga menjadi indikator penting dalam mengukur kualitas hubungan Perseroan dengan insan perusahaan. Pada tahun 2025, Employee Experience Survey tercatat sebesar 82%, Hasil tersebut menjadi dasar bagi Perseroan untuk terus memperkuat budaya kerja, komunikasi internal, pengembangan karier, dan lingkungan kerja yang sehat.

The level of employee satisfaction and involvement is also an important indicator in measuring the quality of the Company's relationship with company personnel. In 2025, the Employee Experience Survey was recorded at 82%. These results are the basis for the Company to continue to strengthen work culture, internal communication, career development and a healthy work environment.

Perseroan juga mempertahankan komitmen terhadap keselamatan dan kesehatan kerja melalui pelatihan tanggap darurat, penyediaan alat keselamatan kerja, evaluasi berkala pelaksanaan K3, pemeriksaan kesehatan, serta penguatan budaya keselamatan di unit kerja. Sepanjang tahun 2025, berhasil mencapai zero accident, serta tidak terdapat penyakit yang ditimbulkan akibat kerja. Sebagai bagian dari kontribusi sosial kepada masyarakat, Perseroan menyalurkan dana TJSL sebesar Rp2,02 miliar pada tahun 2025, dibandingkan dengan tahun 2024 sebesar Rp2,27 miliar. Program tersebut mencakup pemberdayaan masyarakat, pendidikan, kesehatan, lingkungan, pengembangan UMKM, pelatihan keterampilan, dan dukungan sosial di wilayah operasi Perseroan.

The Company also maintains its commitment to occupational safety and health through emergency response training, providing work safety equipment, regular evaluation of OHS implementation, health checks, and strengthening safety culture in work units. Throughout 2025, we have succeeded in achieving zero accidents, and there are no work-related illnesses. As part of its social contribution to society, the Company distributed CSR funds amounting to Rp2.02 billion in 2025, compared to Rp2.27 billion in 2024. The programs include community empowerment, education, health, environment, MSME development, skills training and social support in the Company's operational areas.

Prestasi dan Tantangan Termasuk Peristiwa Penting

Sepanjang tahun 2025, PLN IP Services mencatat berbagai prestasi dan peristiwa penting yang memperkuat arah keberlanjutan Perseroan. Capaian tersebut mencerminkan upaya Direksi dalam menyeimbangkan keandalan operasi, penguatan tata kelola, pengembangan sosial, pengendalian lingkungan, serta kesiapan organisasi menghadapi transisi energi.

Dari sisi tata kelola, Perseroan memperoleh sejumlah pengakuan atas konsistensi penerapan kepatuhan, manajemen risiko, transparansi, dan digitalisasi, antara lain Kepatuhan Regulasi Terbaik Peringkat Diamond

Achievements and Challenges, Including Significant Events

Throughout 2025, PLN IP Services recorded various achievements and important events that strengthened the Company's sustainability direction. This achievement reflects the Board of Directors' efforts in balancing operational reliability, strengthening governance, social development, environmental control, and organizational readiness to face the energy transition.

In terms of governance, the Company received some recognitions for the consistent implementation of compliance, risk management, transparency and digitalization, including Best Regulatory Compliance,

dalam Indonesia Regulatory Compliance Awards 2025, Indonesia Most Innovative In-House Counsel, Top GRC Awards 2025 #5 Star, Best BOD, Best BOC, penghargaan Vision Award 2025 dari LACP, serta TOP DIGITAL Implementation 2025 # Stars 5. Penghargaan tersebut memperkuat pesan bahwa keberlanjutan membutuhkan tata kelola yang tertib, adaptif, dan dapat dipertanggungjawabkan.

Diamond Rank in the Indonesia Regulatory Compliance Awards 2025, Indonesia Most Innovative In-House Counsel, Top GRC Awards 2025 #5 Star, Best BOD, Best BOC, Vision Award 2025 from LACP, and TOP DIGITAL Implementation 2025 # Stars 5. These awards reinforce the message that sustainability requires good governance. orderly, adaptive and accountable.

Di bidang lingkungan dan energi, Perseroan memperoleh pengakuan seperti Best O&M Company in Renewable Energy, PROPER Biru Tahun 2025, serta Gold Rank ASRRAT 2025. Peristiwa penting seperti partisipasi dalam Solartech Indonesia 2025, aksi Zero Waste Warriors di kawasan mangrove Oesapa, program pengelolaan sampah di Nusa Penida, penguatan layanan energi di berbagai wilayah, serta inisiatif budaya green energy menunjukkan bahwa keberlanjutan dijalankan melalui kombinasi antara layanan energi, kepatuhan lingkungan, dan perubahan perilaku.

In the environmental and energy sector, the Company received recognition such as Best O&M Company in Renewable Energy, Blue PROPER 2025, and Gold Rank ASRRAT 2025. Important events such as participation in Solartech Indonesia 2025, the Zero Waste Warriors action in the Oesapa mangrove area, waste management programs in Nusa Penida, strengthening energy services in various regions, as well as green energy culture initiatives show that sustainability is carried out through a combination of energy services, environmental compliance and behavioral change.

Di bidang sosial, Perseroan memperkuat kontribusi melalui IP Pintar, donor darah, penyaluran hewan kurban, bantuan tanggap bencana, program kesehatan, penguatan K3, pelatihan vokasi, penandatanganan PKB 2025-2027, dan kegiatan komunitas di wilayah operasi. Meski demikian, Direksi menyadari bahwa tantangan ke depan adalah mengonsolidasikan berbagai capaian tersebut menjadi sistem keberlanjutan yang lebih terukur, berbasis data outcome, dan mampu menunjukkan dampak nyata bagi ekonomi, lingkungan, sosial, dan tata kelola.

In the social sector, the Company strengthens its contribution through IP Pintar, blood donations, distribution of sacrificial animals, disaster response assistance, health programs, strengthening OHS, vocational training, signing the 2025-2027 Collective Labour Agreement, and community activities in operational areas. However, the Board of Directors realizes that the challenge ahead is to consolidate these various achievements into a sustainability system that is more measurable, based on outcome data, and capable of showing real impacts on the economy, environment, social and governance.

Strategi Pencapaian Target [D.1.c]
Target Achievement Strategy [D.1.c]

Pengelolaan Risiko Atas Penerapan Keuangan Berkelanjutan Terkait Aspek Ekonomi, Lingkungan Hidup dan Sosial yang Berpotensi Mempengaruhi Keberlanjutan Perusahaan

Direksi memandang pencapaian target keberlanjutan sebagai proses yang harus ditopang oleh pengelolaan risiko yang disiplin, terukur, dan terintegrasi. Dalam lingkungan usaha yang terus berubah, keberhasilan Perseroan tidak hanya ditentukan oleh kemampuan mencapai target operasional dan finansial, tetapi juga oleh kemampuan membaca risiko ekonomi, lingkungan, sosial, dan tata kelola secara lebih dini. Oleh karena itu, penerapan keuangan berkelanjutan diarahkan agar setiap keputusan bisnis mempertimbangkan keberlanjutan usaha, pengendalian dampak, kepatuhan, etika, dan kepentingan pemangku kepentingan.

Risk Management of Sustainable Finance Implementation Related to Economic, Environmental, and Social Aspects That May Affect The Company's Sustainability

The Board of Directors views achieving sustainability targets as a process that must be supported by disciplined, measurable and integrated risk management. In an ever-changing business environment, the Company's success is not only determined by the ability to achieve operational and financial targets, but also by the ability to read economic, environmental, social and governance risks early. Therefore, the implementation of sustainable finance is directed so that every business decision considers business sustainability, impact control, compliance, ethics and stakeholder interests.

Risiko ekonomi dikelola melalui penguatan perencanaan dan pengendalian kinerja. Pembahasan RKAP, penyusunan RJPP 2026-2030, simulasi prognosa, revisi rencana kerja, pengelolaan anak perusahaan dan perusahaan patungan, serta evaluasi portofolio bisnis menjadi instrumen penting untuk menjaga arah pertumbuhan Perseroan. Direksi memastikan bahwa pengembangan usaha tidak hanya mengejar ekspansi, tetapi juga mempertimbangkan kapasitas organisasi, kesiapan sumber daya, ketahanan finansial, dan kesinambungan manfaat jangka panjang.

Economic risks are managed through strengthening planning and performance control. Discussion of the Company's Budget Plan, preparation of the 2026-2030 Company's Long Term Plan, simulation of the prognosis, revision of the work plan, management of subsidiaries and joint ventures, as well as evaluation of the business portfolio are important instruments to maintain the direction of the Company's growth. The Board of Directors ensures that business development does not only pursue expansion, but also considers organizational capacity, resource readiness, financial resilience and sustainability of long-term benefits.

Risiko lingkungan dikelola melalui penguatan sistem manajemen, pemenuhan kepatuhan, peningkatan kualitas data, dan pengendalian dampak operasional. Perseroan mengarahkan agenda lingkungan untuk bergerak dari kebijakan menuju program yang dapat dipantau dan dievaluasi, termasuk pengendalian emisi gas rumah kaca, efisiensi energi dan air, pengelolaan limbah, pengurangan penggunaan plastik, penanaman vegetasi penyerap polutan, serta perlindungan keanekaragaman hayati. Langkah tersebut penting agar agenda lingkungan tidak berhenti pada kepatuhan, tetapi berkembang menjadi budaya kerja dan sistem perbaikan berkelanjutan.

Environmental risks are managed through strengthening management systems, fulfilling compliance, improving data quality, and controlling operational impacts. The Company directs the environmental agenda to move from policies to programs that can be monitored and evaluated, including controlling greenhouse gas emissions, energy and water efficiency, waste management, reducing plastic use, planting pollutant-absorbing vegetation, and protecting biodiversity. This step is important so that the environmental agenda does not stop at compliance, but develops into a work culture and continuous improvement system.

Risiko sosial dijawab melalui penguatan TJSL, CSR, K3, kesehatan kerja, pengembangan SDM, hubungan industrial, dan hubungan komunitas. Social mapping di wilayah operasi menjadi dasar untuk memahami kebutuhan masyarakat secara lebih tepat, sedangkan penguatan K3 dan kesehatan kerja menjadi bentuk perlindungan terhadap pekerja, kontraktor, dan pihak yang terlibat dalam kegiatan operasional. Direksi juga mendorong agar program sosial semakin dilengkapi dengan monitoring, evaluasi, dan pengukuran dampak sehingga manfaat yang dihasilkan dapat dipertanggungjawabkan.

The Company responds to social risks through strengthening CSR, K3, occupational health, human resource development, industrial relations and community relations. Social mapping in operational areas is the basis for understanding community needs more precisely, while strengthening OHS and occupational health is a form of protection for workers, contractors and parties involved in operational activities. The Board of Directors also encourages social programs to be increasingly equipped with monitoring, evaluation and impact measurement so that the resulting benefits can be accounted.

Untuk memperkuat pengendalian, Perseroan menyiapkan struktur implementasi ESG periode 2026-2030 dan menggunakan maturity level sustainability sebagai alat internalisasi keberlanjutan ke dalam proses bisnis. Dengan pendekatan tersebut, risiko tidak hanya dicatat sebagai potensi hambatan, tetapi diolah menjadi dasar pengambilan keputusan, penguatan sistem, dan penentuan prioritas perbaikan.

The Company has been preparing an ESG implementation structure for the 2026-2030 period to strengthen internal control, using maturity level sustainability as a tool for internalizing sustainability into business processes. With this approach, risks are not only recorded as potential obstacles, but are processed into the basis for decision making, system strengthening, and determining improvement priorities.

Pemanfaatan Peluang dan Prospek Usaha yang Dimiliki oleh Perusahaan dan Cara Perusahaan Menciptakan Peluang serta Mengambil Peluang dan Prospek yang Ada

Di tengah transisi energi dan perubahan kebutuhan pelanggan, Direksi melihat peluang usaha tidak semata-mata sebagai ruang pertumbuhan pendapatan, tetapi juga sebagai jalan untuk memperkuat kontribusi Perseroan terhadap sistem energi yang lebih andal dan berkelanjutan. Kompetensi Perseroan dalam jasa Operation and Maintenance (O&M), layanan ketenagalistrikan, Maintenance, Repair and Overhaul (MRO), serta solusi teknis energi menjadi fondasi untuk memperluas peran dalam rantai nilai ketenagalistrikan.

Perseroan menciptakan peluang melalui penguatan portofolio bisnis yang lebih adaptif terhadap kebutuhan pasar. Pengembangan portofolio beyond kWh, layanan ketenagalistrikan, kerja sama strategis, pengembangan PLTS, inisiatif smart hybrid, serta peluang solusi energi rendah karbon diarahkan untuk menjawab kebutuhan pelanggan terhadap layanan yang tidak hanya andal, tetapi juga efisien dan relevan dengan agenda transisi energi. Dengan demikian, peluang usaha dikembangkan sejalan dengan arah keberlanjutan, bukan terpisah dari agenda keberlanjutan.

Direksi juga mendorong penguatan kapabilitas internal agar Perseroan mampu mengambil peluang secara lebih siap. Pengembangan SDM, diagnosis kecakapan, pelatihan, retensi karyawan, penguatan budaya K3, dan penyelarasan organisasi menjadi bagian dari strategi pencapaian target. Dalam bisnis layanan energi, peluang hanya dapat diambil apabila Perseroan memiliki manusia yang kompeten, sistem kerja yang aman, proses bisnis yang tertib, dan kemampuan eksekusi yang konsisten.

Peluang keberlanjutan juga diciptakan melalui sinergi sosial dan lingkungan. Program pengelolaan sampah, circular economy, daur ulang seragam dan kain, serta pelibatan masyarakat dalam program lingkungan membuka ruang agar keberlanjutan tidak hanya menjadi tanggung jawab internal perusahaan, tetapi juga menjadi ekosistem manfaat bersama. Pendekatan ini memperkuat posisi Perseroan sebagai perusahaan layanan energi yang hadir bukan hanya untuk menjalankan operasi, tetapi juga untuk membangun nilai tambah di sekitar wilayah kerjanya.

Utilization of Business Opportunities and Prospects by The Company, Including How Creates, Identifies, and Seizes Available Opportunities and Prospects

Amidst the energy transition and changing customer needs, the Board of Directors sees business opportunities not only as a space for revenue growth, but also as a way to strengthen the Company's contribution to a more reliable and sustainable energy system. The Company's competency in Operation and Maintenance (O&M) services, electricity services, Maintenance, Repair and Overhaul (MRO), as well as energy technical solutions is the foundation for expanding its role in the electricity value chain.

The Company creates opportunities by strengthening its business portfolio that is more adaptive to market needs. The development of the beyond kWh portfolio, electricity services, strategic cooperation, PLTS development, smart hybrid initiatives, as well as opportunities for low-carbon energy solutions are aimed at responding to customer needs for services that are not only reliable, but also efficient and relevant to the energy transition agenda. In this way, business opportunities are developed in line with the direction of sustainability, not separately from the sustainability agenda.

The Board of Directors also encourages strengthening internal capabilities so that the Company is able to take advantage of opportunities more readily. Human resource development, skills diagnosis, training, employee retention, strengthening OHS culture, and organizational alignment are part of the target achievement strategy. In the energy services business, opportunities can only be taken if the Company has competent people, safe work systems, orderly business processes and consistent execution capabilities.

Sustainability opportunities are also created through social and environmental synergies. Waste management programs, circular economy, recycling of uniforms and fabrics, as well as community involvement in environmental programs open up space for sustainability not only to be the company's internal responsibility, but also to become an ecosystem of mutual benefits. This approach strengthens the Company's position as an energy services company that exists not only to carry out operations, but also to build added value around its work area.

Situasi Eksternal Ekonomi, Lingkungan Hidup dan Sosial yang Berpotensi Mempengaruhi Keberlanjutan Perusahaan

Direksi menyadari bahwa keberlanjutan PLN IP Services tidak dapat dilepaskan dari dinamika eksternal. Dari sisi ekonomi, perubahan harga energi, kebutuhan efisiensi, dinamika pasar jasa ketenagalistrikan, perkembangan teknologi, dan tuntutan daya saing mendorong Perseroan untuk memperkuat perencanaan, diversifikasi portofolio, dan disiplin pengendalian kinerja. Perseroan perlu terus menjaga keseimbangan antara pertumbuhan, efisiensi, keandalan layanan, dan ketahanan usaha jangka panjang.

Dari sisi lingkungan, transisi energi, pengendalian emisi, efisiensi sumber daya, kepatuhan lingkungan, dan meningkatnya perhatian terhadap risiko iklim menjadi faktor yang memengaruhi arah bisnis Perseroan. Sebagai perusahaan layanan energi, PLN IP Services perlu memastikan bahwa penguatan portofolio bisnis berjalan seiring dengan pengendalian dampak lingkungan. Karena itu, agenda lingkungan diarahkan untuk semakin berbasis data, sistem manajemen, dan target perbaikan yang realistis.

Dari sisi sosial, meningkatnya ekspektasi terhadap keselamatan kerja, kesehatan kerja, hubungan industrial yang harmonis, pemberdayaan masyarakat, dan akuntabilitas program TJSL menuntut Perseroan untuk membangun hubungan yang lebih kuat dengan pekerja, pelanggan, mitra, dan komunitas. Perseroan juga perlu menjawab perubahan kebutuhan SDM dan masyarakat melalui program yang lebih partisipatif, relevan, dan berdampak.

Seluruh dinamika tersebut menunjukkan bahwa strategi pencapaian target keberlanjutan harus dijalankan secara adaptif. Direksi akan terus memperkuat manajemen risiko, memanfaatkan peluang usaha yang sejalan dengan transisi energi, dan menyesuaikan langkah perusahaan terhadap perubahan eksternal. Dengan arah tersebut, PLN IP Services berupaya menjaga keberlanjutan usaha sekaligus memperkuat kontribusi terhadap ekonomi, lingkungan, sosial, dan tata kelola yang lebih bertanggung jawab.

External Economic, Environmental, and Social Conditions That May Affect The Company's Sustainability

The Board of Directors realizes that the sustainability of PLN IP Services cannot be separated from external dynamics. From an economic perspective, changes in energy prices, efficiency needs, electricity service market dynamics, technological developments and demands for competitiveness encourage the Company to strengthen planning, portfolio diversification and performance control discipline. The Company needs to continue to maintain a balance between growth, efficiency, service reliability and long-term business resilience.

From an environmental perspective, energy transition, emission control, resource efficiency, environmental compliance, and increasing attention to climate risks are factors influencing the Company's business direction. As an energy services company, PLN IP Services needs to ensure that strengthening its business portfolio goes hand in hand with controlling environmental impacts. Therefore, the environmental agenda is directed to become increasingly based on data, management systems and realistic improvement targets.

From a social perspective, increasing expectations for work safety, occupational health, harmonious industrial relations, community empowerment and accountability for the CSR program require the Company to build stronger relationships with workers, customers, partners and communities. Company also need to respond to the changing needs of human resources and society through programs that are more participatory, relevant and impactful.

All these dynamics show that strategies for achieving sustainability targets must be carried out adaptively. The Board of Directors will continue to strengthen risk management, take advantage of business opportunities in line with the energy transition, and adapt the company's steps to external changes. With this direction, PLN IP Services seeks to maintain business sustainability while strengthening contributions to the economy, environment, social and more responsible governance.

Apresiasi dan Penutup

Direksi menyampaikan apresiasi yang sebesar-besarnya kepada seluruh Insan PLN IP Services atas dedikasi, kerja keras, dan semangat kolaboratif sepanjang tahun 2025. Komitmen seluruh jajaran manajemen, pekerja, mitra usaha, dan pemangku kepentingan menjadi fondasi penting dalam menjaga kesinambungan operasional, memperkuat budaya kerja, dan mendorong pelaksanaan agenda keberlanjutan secara lebih terarah.

Direksi juga menyampaikan terima kasih kepada Dewan Komisaris atas fungsi pengawasan dan nasihat yang konstruktif, serta kepada para pemegang saham atas kepercayaan dan dukungan yang terus diberikan. Ke depan, PLN IP Services akan terus memperkuat tata kelola, meningkatkan kualitas data keberlanjutan, mengembangkan layanan energi yang relevan dengan transisi energi, serta memperluas manfaat sosial dan lingkungan. Dengan arah tersebut, Perseroan berkomitmen untuk tumbuh sebagai perusahaan layanan energi yang tidak hanya andal dalam operasi, tetapi juga bertanggung jawab terhadap manusia, masyarakat, lingkungan, dan masa depan.

Appreciation and Closing

The Board of Directors expressed its deepest appreciation to all PLN IP Services personnel for their dedication, hard work and collaborative spirit throughout 2025. The commitment of all levels of management, workers, business partners and stakeholders is an important foundation in maintaining operational continuity, strengthening work culture and encouraging more focused implementation of the sustainability agenda.

The Board of Directors also expressed its gratitude to the Board of Commissioners for its supervisory function and constructive advice, as well as to the shareholders for their continued trust and support. Going forward, PLN IP Services will continue to strengthen governance, improve the quality of sustainability data, develop energy services relevant to the energy transition, and expand social and environmental benefits. With this direction, the Company is committed to growing as an energy services company that is not only reliable in operations, but also responsible for people, society, the environment and the future.

Atas Nama Direksi
On Behalf of the Board of Director



Hari Cahyono

Direktur Utama
President Director



Tentang
PLN Indonesia Power Services

About PLN Indonesia Power Services



05

2025

Laporan Keberlanjutan

Sustainability Report

Identitas Perusahaan
Corporate Identity

Nama Perusahaan
Company Name

PT PLN Indonesia Power Services

Logo Perusahaan
Company Logo

PLN Indonesia Power Services

Modal Dasar
Authorized Capital

Rp600.000.000.000

(Enam ratus miliar Rupiah) (Six hundred billion Rupiah)
Sebanyak 600.000.000 Lembar saham I A total of 600,000,000 shares

Sektor Usaha
Business Sector
Kelistrikan
Electricity

Modal Ditempatkan
Issued Capital

Rp514.867.770.000

(Lima ratus empat belas miliar delapan ratus enam puluh tujuh juta tujuh ratus tujuh puluh ribu Rupiah)
(Five hundred and fourteen billion eight hundred and sixty seven million seven hundred and seventy thousand Rupiah)
Sebanyak 514.867.770 Lembar saham I A total of 514,867,770 shares

Tanggal Pendirian
Date of Establishment

15 April 1998
April 15, 1998

Jumlah Karyawan
Number of Employees

4.919 Pegawai / Employees



Alamat Kantor Pusat
Head Office Address

Jl Raya Pasar Minggu No. 190 Jakarta Selatan 12510

Telp : +62 21 2178 9990
Fax : +62 21 2178 9989

Kontak
Contact

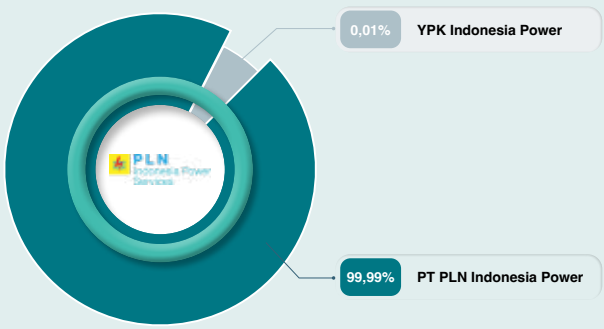
info@plnipservices.co.id
www.plnipservices.co.id Company Website
+62 21 2178 9990 (ext. 1202)
Ganis Nugraheni Purnamawati

Dasar Hukum Pendirian
Legal Basis of Establishment

- Akta Notaris Haryanto, S.H. No. 25 Tanggal 11 Agustus 2008 SK Menkumham nomor AHU-87862.AH.01.02.Tahun 2008
- Akta Notaris Lenny Janis Ishak, S.H. No. 27 Tanggal 29 Januari 2014 SK AHU-12381. AH.01.02 Tanggal 27 Maret 2014
- Akta Notaris Lenny Janis Ishak, S.H. No. 08 Tanggal 19 Oktober 2018 SK AHUAH.01.03-0255203 Tanggal 22 Oktober 2018
- Akta Notaris Lenny Janis Ishak, S.H. No 26 Tanggal 22 Desember 2020 SK AHU-0085417. AH.01.02 Tanggal 22 Desember 2020
- Akta Notaris Lenny Janis Ishak, S.H. No 09 Tanggal 12 Juli 2022 SK AHUAH.01.09-0032748 Tanggal 14 Juli 2022
- Akta Notaris Shahreza Annaz , S.H., M.Kn No 15 Tanggal 12 April 2024
- Akta Notaris Shahreza Annaz , S.H., M.Kn No 08 Tanggal 19 April 2024

- Notarial Deed of Haryanto, S.H. No. 25 Dated August 11, 2008 Decree of Minister of Law and Human Rights No. AHU-87862. AH.01.02.Tahun 2008
- Notarial Deed of Lenny Janis Ishak, S.H. No. 27 Dated January 29, 2014 SK AHU-12381. AH.01.02 Dated March 27, 2014
- Notarial Deed of Lenny Janis Ishak, S.H. No. 08 Dated October 19, 2018 SK AHUAH.01.03-0255203 Dated October 22, 2018
- Notarial Deed of Lenny Janis Ishak, S.H. No 26 Dated December 22, 2020 SK AHU0085417.AH.01.02 Dated December 22, 2020
- Notarial Deed of Lenny Janis Ishak, S.H. No. 09 Dated July 12, 2022 SK AHUAH.01.09-0032748 Dated July 14, 2022
- Notarial Deed of Shahreza Annaz, S.H., No. 15 Dated April 12, 2023
- Notarial Deed of Shahreza Annaz, S.H., No. 08 Dated April 19, 2024

Kepemilikan
Share Ownership



Bidang Usaha
Line of Business

Ketenagalistrikan, perindustrian, jasa dan perdagangan berdasarkan prinsip industri niaga yang sehat dengan menerapkan prinsip-prinsip Perseroan Terbatas serta melaksanakan penugasan dari Pemegang Saham Mayoritas.
Electricity, industry, services and trade based on sound commercial industry principles by applying the principles of Limited Liability Companies and carrying out assignments from Majority Shareholders.



Media Sosial
Social Media

Facebook:
PLN Indonesia Power Services

Instagram :
@plnipservices.official

Linkdln:
PLN Indonesia Power Services

Tiktok:
@plnipservices.official

Youtube:
PLN Indonesia Power Services

Informasi Perubahan Nama Perusahaan
Company Name Change Information

Berdasarkan Akta Pernyataan Keputusan Pemegang Saham PT Cogindo DayaBersama Nomor.08 Tanggal 19 April 2024 mengenai Perubahan Anggaran Dasar PT Cogindo DayaBersama dalam rangka rebranding Perusahaan melalui perubahan Nama dan Logo Korporat. Perseroan merubah nama dari PT Cogindo DayaBersama menjadi PT PLN Indonesia Power Services.
Based on the Shareholders' Decision Statement Deed of PT Cogindo DayaBersama Number 08 dated April 19, 2024, regarding the Amendment to the Articles of Association of PT Cogindo DayaBersama for the Company's rebranding through a change of corporate name and logo, the Company changed its name from PT Cogindo DayaBersama to PT PLN Indonesia Power Services.

Sekilas PT PLN Indonesia Power Services

PT PLN Indonesia Power Services in Brief

PT PLN Indonesia Power Services atau yang dikenal dengan nama PLN IP Services didirikan pertama kali dengan nama PT Cogindo Daya Bersama pada 15 April 1998 berdasarkan Akta No.52 oleh PT Indonesia Power yang merupakan anak perusahaan PT PLN (Persero), adalah pemegang saham utama yang memiliki saham sebesar 99,9% sementara saham lainnya sebesar 0,01% dimiliki oleh Yayasan Pendidikan dan Kesejahteraan Pegawai (YPK) PT Indonesia Power. Pendirian awal perusahaan dimaksudkan untuk menjadi pionir dalam pengembangan bisnis *Cogeneration*, *Distributed Generation*, serta pengelolaan *Captive Power* yang optimal di wilayah Indonesia.

PT PLN Indonesia Power Services, commonly known as PLN IP Services, was originally established with the name PT Cogindo Daya Bersama on April 15, 1998, based on Deed No. 52. The Company was founded by PT Indonesia Power, a subsidiary of PT PLN (Persero), which holds a 99.9% majority share. The remaining 0.01% is owned by the Education and Employee Welfare Foundation (YPK) of PT Indonesia Power. The Company was initially established to pioneer the development of Cogeneration, Distributed generation, and the optimal management of Captive Power systems across Indonesia.

Operasional perusahaan secara resmi dimulai pada tanggal 15 Agustus 1998. Sejak saat itu, Perusahaan mulai mengembangkan bisnis awalnya dalam bidang pembangkitan tenaga listrik dengan kegiatan usaha penjualan tenaga listrik serta penyediaan jasa *Maintenance Repair Overhaul* (MRO) berdasarkan Akta No. 14 tanggal 27 November 2013. Pemeliharaan pembangkit listrik tidak hanya mengacu pada pemeliharaan aset dan peralatan, tetapi juga meliputi inspeksi rutin, pelaporan rutin oleh inspektur, integrasi dan tinjauan sistem, serta pemeliharaan periodik yang terjadwal untuk memastikan pembangkit listrik tetap aktif dan bekerja dengan baik.

The Company officially began operations on August 15, 1998. Since then, it has expanded its core business in electricity generation, focusing on electricity sales and the provision of Maintenance, Repair, and Overhaul (MRO) services, as stated in Deed No. 14 dated November 27, 2013. Power plant maintenance involves asset and equipment upkeep and includes regular inspections, routine reporting by inspectors, system integration and review, and scheduled periodic maintenance to ensure the power plants remain operational and function efficiently.

Lebih dari (dua) dekade berkiprah dalam industri ketenagalistrikan, PLN IP Services semakin matang dan memantapkan diri sebagai Perusahaan Tepercaya Dalam Penyediaan Solusi Bidang Energi Di Pasar Global. Berbagai penghargaan dan sertifikasi telah dimiliki mendukung keberadaaan Perusahaan setiap tahunnya.

With more than two decades of experience in the power industry, PLN IP Services has continued to strengthen its position as a trusted provider of energy solutions in the global market. The Company's achievements are reflected in the numerous awards and certifications it has received over the years, reinforcing its reputation and business excellence.

Pada tahun 2024, berdasarkan Akta Pernyataan Keputusan Pemegang Saham PT Cogindo DayaBersama Nomor 08 tanggal 19 April 2024 mengenai perubahan Anggaran Dasar PT Cogindo DayaBersama dalam rangka rebranding perusahaan melalui perubahan nama dan logo korporat yang semula bernama PT Cogindo DayaBersama berubah menjadi PT PLN Indonesia Power Services.

In 2024, based on the Deed of Shareholders' Resolution of PT Cogindo DayaBersama No. 08 dated April 19, 2024, the Company's Articles of Association were amended as part of a corporate rebranding initiative, changing its corporate name and logo from PT Cogindo DayaBersama to PT PLN Indonesia Power Services.

Perubahan tersebut efektif berlaku sejak tanggal 2 Mei 2024 dan telah disetujui berdasarkan Keputusan Menteri Hukum dan Hak Asasi Manusia Nomor AHU-0025785. AH.01.02.Tahun 2024 tanggal 2 Mei 2024 tentang Persetujuan Perubahan Anggaran Dasar Perusahaan Terbatas PT PLN Indonesia Power Services.

The change became effective on May 2, 2024, following the approval of the Ministry of Law and Human Rights of the Republic of Indonesia under Decree No. AHU-0025785.AH.01.02.Tahun 2024 dated May 2, 2024, regarding the amendment to the Articles of Association of PT PLN Indonesia Power Services.

Pada 2025, PLN IP Services berhasil memperoleh 4 (empat) kontrak bisnis luar negeri di 3 (tiga) negara yaitu Vietnam, Malaysia, dan Kamboja. Dengan kerjasama tersebut, Perusahaan menegaskan posisi nya di pasar global dan *World Class Company* di bidang ketenagalistrikan.

In 2025, PLN IP Services successfully secured four international business contracts across three countries—Vietnam, Malaysia, and Cambodia. These achievements further strengthened the Company's position in the global market and reinforced its aspiration to become a world-class company in the power industry.

PLN IP Services terus berupaya memberikan yang terbaik bagi masyarakat. Berbagai inovasi dan pengembangan teknologi terus dilakukan untuk dapat diterapkan dalam kegiatan operasional antara lain dalam bidang marketing dengan berbagai jenis media *digital marketing* menjadi andalan untuk melebarkan sayap dalam hal penjualan.

PLN IP Services remains committed to delivering the best value to society through continuous innovation and technological advancement. In the marketing area, the Company has expanded its reach by leveraging various digital marketing platforms to strengthen its sales capabilities.

Dalam hal teknologi informasi, PLN IP Services perusahaan turut didukung melalui implementasi dan pengembangan berbagai aplikasi digital, termasuk AIE (*All in* EBS), *People Project*, STAR, dan NyaMan-Tanya Management.

In information technology, the Company continues to enhance its digital transformation through the implementation and development of several digital applications, including AIE (All in EBS), People Project, STAR, and NyaMan-Tanya Management.

Perusahaan juga meningkatkan penerapan prinsip-prinsip tata kelola perusahaan (*Good Corporate Governance*/ GCG) dengan melakukan revisi pada struktur organisasi dan perangkat kebijakan menjadi lebih baik dan sesuai dengan tujuan untuk meningkatkan efisiensi operasional dan kinerja Perusahaan yang akan berefek pada meningkatnya pelayanan terhadap para pemangku kepentingan.

The Company also continues to strengthen the implementation of Good Corporate Governance (GCG) by refining its organizational structure and corporate policies to improve operational efficiency and overall performance, thereby enhancing the quality of services provided to its stakeholders.

PLN IP Services senantiasa berkomitmen untuk mewujudkan visi dan misi menjadi perusahaan terpercaya dalam industri pembangkitan tenaga listrik yang mengacu ke masa depan, dan memperkuat perannya dalam SOLID PLN melalui peningkatan bisnis dan pengembangan new edge, antara lain melalui proyek DRUPS, EPC Relokasi PLTG Sambera ke Tanjung Selor dan Kaltimra, serta perluasan pengelolaan sewa pembangkit.

PLN IP Services remains firmly committed to realizing its vision and mission of becoming a trusted company in the power generation industry with a future-oriented outlook, while strengthening its role within the SOLID PLN ecosystem through business expansion and the development of new growth engines, including DRUPS projects, the EPC relocation of the Sambera Gas Turbine Power Plant (PLTG) to Tanjung Selor and Kaltimra, as well as the expansion of its power plant rental management business.

Skala Usaha
Scale of Business [GRI 2-6] [OJK C3]

A. Aset, Liabilitas, Ekuitas, dan Liabilitas dan Ekuitas [OJK C3.a]

A. Assets, Liabilities, Equity, and Liabilities and Equity [OJK C3.a]

Uraian Description	2025	2024	2023
Jumlah pendapatan Total revenue	2.395.455	2.300.460	1.60.653
Laba Tahun Berjalan Income for the Year	144.910	80.873	91.097
Jumlah Aset Total Assets	1.852.261	1.428.802	1.117.351
Jumlah Liabilitas Total Liabilities	813.609	481.864	218.264
Ekuitas Equity	1.038.652	946.938	899.087
Jumlah Liabilitas dan Ekuitas Total Liabilities and Equity	1.852.261	1.428.802	1.117.351

Dalam Rp Juta I In Rp Million

B. Jumlah Karyawan Menurut Jabatan, Pendidikan, Status Ketenagakerjaan, Usia, dan Jenis Kelamin
[OJK C3.b] [GRI 2-7]

Karyawan PLN Indonesia Power Services terbagi dalam tiga kategori status kepegawaian, yaitu Karyawan Tetap (Organik), Tenaga Kerja Waktu Tertentu (TKWT), dan Tugas Karya, yang semuanya bekerja secara penuh waktu (*full time*). Data TKWT mencakup gabungan antara TKWT Reguler dan TKWT Proyek. TKWT Proyek tidak menerima tunjangan kesehatan, tetapi memperoleh kompensasi sesuai dengan ketentuan kontrak yang berlaku. Perusahaan tidak mengungkapkan informasi tentang pekerja yang bukan pekerja langsung, karena Perusahaan tidak mempekerjakan karyawan paruh waktu (*part time*) atau karyawan dengan jam kerja tidak pasti (*non-guaranteed hours employee*). [GRI 2-7] [GRI 2-8]

B. Number of Employees by, Position, Education, Employment Status, Age, and Gender
[OJK C3.b] [GRI 2-7]

PLN Indonesia Power Services employees are divided into three categories of employment status, namely Permanent Employees (Organic), Specified Time Workers (TKWT), and Task Workers, all of whom work on a full-time basis. TKWT data includes a combination of Regular TKWT and Project TKWT. Project TKWT does not receive health benefits but is compensated according to the terms of the applicable contract. The Company does not disclose information on workers who are not direct employees, as the Company does not employ part-time employees or non-guaranteed hours employees. [GRI 2-7] [GRI 2-8]

Komposisi Karyawan Berdasarkan Level Organisasi
Composition of Employees Based on Organizational Level

No	Uraian Description	2025	2024	2023
1	Eksekutif Executive	54	58	59
2	Supervisor Atas Top Supervisor	81	78	66
3	Supervisor Dasar Basic Supervisor	241	239	229
4	Staf Senior Senior Staff	1.105	1.020	934
5	Staf Staff	3.435	3.302	3.014
6	Non Staf Non Staff	3	3	3
Jumlah **Total**		**4.919**	**4.700**	**4.305**

Komposisi Karyawan Berdasarkan Tingkat Pendidikan
The Composition of Employees by Education

No	Uraian Description	2025	2024	2023
1	Strata 2 - Strata 3 Master Degree - Doctor	23	22	22
2	Diploma 3 - Strata 1 Associate Degree - Bachelor Degree	1.643	1.574	1.447
3	SMP- SLTA - Diploma High School - Associate Degree	3.253	3.104	2.836
Jumlah **Total**		**4.919**	**4.700**	**4.305**

Komposisi Karyawan Berdasarkan Status Kepegawaian
Composition of Employees Based on Employment Status

No	Uraian Description	2025	2024	2023
1	Tugas Karya Work Assignment	51	56	61
2	Organik Organic	2.707	2.746	2.783
3	Tenaga Kerja Waktu Tertentu (TKWT) Fixed-term Workers ("TKWT")	2.161	1.898	1.461
Jumlah **Total**		**4.919**	**4.700**	**4.305**

Komposisi Karyawan Berdasarkan Rentang Usia
Composition of Employees Based on Age Range

No	Uraian Description	2025	2024	2023
1	18 - 30 18 - 30	2.403	2.614	2.620
2	31 - 40 31 - 40	2.258	1.867	1.489
3	41 - 50 41 - 50	232	193	169
4	> 50 > 50	26	26	27
Jumlah **Total**		**4.919**	**4.700**	**4.305**

Komposisi Karyawan Berdasarkan Jenis Kelamin
Composition of Employees Based on Gender

No	Uraian Description	2025	2024	2023
1	Laki-laki Male	4.577	4.380	4.018
2	Perempuan Female	342	320	287
Jumlah **Total**		**4.919**	**4.700**	**4.305**

Jumlah Pegawai Berdasarkan Status Kepegawaian dan Jenis Kelamin
Number of Employees by Employment Status and Gender

Status Kepegawaian Employment Status	2025			2024			2023		
	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total
Pegawai Tetap (Organik) Permanent Employee (Organic)	2.550	157	2.707	2.584	162	2.746	2.616	167	2.783
Tenaga Kerja Waktu Tertentu (TKWT) Permanent Employee (Organic)	1.905	171	2.076	1.745	153	1.898	1.345	116	1.461
Tugas Karya PLN IPS ke PLN IP Work Assignment	75	10	85	40	-	40	42	0	42
Tugas Karya PLN IP ke PLN IPS Work Assignment	36		36	11	5	16	15	4	19
Alih Daya (Outsourcing) Outsorcing	11	4	15	-	-	-	-	-	-
Jumlah Pegawai **Total Employee**	**4.577**	**342**	**4.919**	**4.380**	**320**	**4.700**	**4.018**	**287**	**4.305**

Struktur dan Komposisi Pemegang Saham dan Persentase Kepemilikan Saham Perseroan per 31 Desember 2025
Structure and Composition of the Company's Shareholders and Share Ownership Percentage per December 31, 2025

Pemegang Saham/Entitas Shareholders/Entities [GRI 2-2]	1 Januari 2025 1 January 2025		31 Desember 2025 31 December 2025	
	Jumlah Saham Total Shares	Persentase Kepemilikan Saham Shares Ownership Percentage	Jumlah Saham Total Shares	Persentase Kepemilikan Saham Shares Ownership Percentage
PT Indonesia Power	514.866.770	99,99%	514.866.770	99,99%
Yayasan Pendidikan dan Kesejahteraan Pegawai PT Indonesia Power	1.000	0,01%	1.000	0,01%
Jumlah **Total**	**514.867.770**	**100,00%**	**514.867.770**	**100,00%**



Wilayah Operasional
Operational Area [GRI 2-1] [GRI 2-6]



Total Kapasitas
Total Capacity

63 Unit
22.671 MW

1. PLTU SURALAYA 1-7
2. PLTP KAMOJANG
3. PLTGU PRIOK
4. PLTD SENAYAN
5. PLTGU SEMARANG BLOK 1-2-3
6. PLTGU GRATI
7. PLTDG BALI
8. PLTU CILEGON BLOK 1 & 2
9. PLTA SAGULING
10. PLTA MRICA
11. PLTU BANTEN 1 SURALAYA
12. PLTU BANTEN 2 LABUAN
13. PLTU BANTEN 3 LONTAR
14. PLTU JAWA BARAT 2 PELABUHAN RATU
15. PLTU JAWA TENGAH 2 ADIPALA
16. PLTU JERANJANG
17. PLTU PANGKALAN SUSU
18. PLTU BARRU
19. PLTU SANGGAU
20. PLTU SINTANG
21. PLTP HOLTEKAMP
22. PLTP ULUMBU
23. PLTU BERAU
24. PLTU BANTEN 4 LONTAR
25. PLTU ASAM-ASAM
26. PLTU LABUAN ANGIN
27. PLTU SULSEL BARRU 2
28. PLTA JATIGEDE
29. PLTU BENGKAYANG
30. PLTU Tarjun
31. PLTU ULUBELU
32. PLTP LAHENDONG
33. PLTU KEPRI
34. PLTU TELUK SIRIH
35. PLTU OMBILIN
36. PLTU BUKIT TINGGI
37. PLTU BENGKULU
38. PLTU KRAMASAN
39. PLTU SURALAYA 9-10
40. PLTMG BIAK 1
41. PLTMG BIAK 2
42. PLTMG MANOKWARI
43. PLTMG MERAUKE
44. PLTMG NABIRE 2
45. PLTMG SORONG
46. PLTMG TIMIKA
47. PLTMG JAYAPURA PEAKER
48. PLTMG JAYAPURA 50MW
49. PLTMG NABIRE 1
50. BMPP NUSANTARA 1
51. BMPP NUSANTARA 2
52. PLTMG KUPANG
53. PLTMG SUMBAWA
54. PLTMG BONTANG
55. PLTMH SEI WAMPU
56. PLTD NUSA PENIDA
57. PLTD TENAU
58. PLTMG AMBON
59. PLTU KALBAR 1
60. PLHS PENIDA
61. PLTMG BALOI
62. PLTG TANJUNG SELOR
63. WORKSHOP CIREBON PLN IP SERVICES



BMPP	2 Unit 107,36 MW	PLHS	1 Unit 3,5 MW	PLTA	3 Unit 1.217 MW
PLTD	3 Unit 150,8 MW	PLTDG	1 Unit 815 MW	PLTG	2 Unit 20 MW
PLTGU	4 Unit 7.047 MW	PLTMG	15 Unit 459 MW	PLTMH	1 Unit 12 MW
PLTP	4 Unit 726 MW	PLTU	27 Unit 12.114 MW		

No.	Unit Unit	Kapasitas Capacity	Pekerjaan Work	Alamat Address
1	UNIT PLTU SURALAYA 1-7	3400 MW	Jasa O&M (Support) O&M Services (Support)	Jl. Yos Sudarso, Kelurahan Suralaya, Kecamatan Pulomerak, Cilegon, Banten 42439 Jl. Yos Sudarso, Suralaya Subdistrict, Pulomerak District, Cilegon – Banten, 42439
2	UNIT PLTP KAMOJANG	375 MW	Jasa O&M (Support) Alat Bantu Auxiliary O&M Services (Support)	Komp. Indonesia Power, Jl. Raya Kamojang Desa Laksana, Kec. Ibun, Bandung Indonesia Power Complex, Jl. Raya Kamojang, Laksana Village, Ibun District, Bandung
3	PLTGU PRIOK	2.947 MW	Jasa O&M (Support) Alat Bantu Auxiliary O&M Services (Support)	Jl. Laksamana RE Martadinata, Ancol, Kel. Pademangan, Kec. Pademangan, Jakarta Utara 14310 Jl. Laksamana RE Martadinata, Ancol, Pademangan Subdistrict, Pademangan District, North Jakarta, 14310
4	PLTD SENAYAN	101 MW	Jasa O&M (Support) Alat Bantu Auxiliary O&M Services (Support)	Jl. Tentara Pelajaran, RT 7/RW. 7 Grogol Utara, Kec. Kebayoran Lama, Jakarta, Daerah Khusus Ibukota Jakarta 12210 Jl. Tentara Pelajar, RT 7/RW 7, Grogol Utara, Kebayoran Lama District, Jakarta, Special Capital Region of Jakarta, 12210
5	PLTGU Semarang Blok 1-2-3	2.300 MW	Jasa O&M (Support) Alat Bantu Apparatus O&M Services (Support)	Komp, Pelabuhan Tanjung Mas, Jl. Ronggowarsito, Kota Semarang, Jawa Tengah 50127 Tanjung Mas Port Complex, Jl. Ronggowarsito, Semarang City, Central Java, 50127
6	UNIT PLTGU GRATI	1.060	Jasa O&M (Support) Alat Bantu Apparatus O&M Services (Support)	Jl. Raya Surabaya - Probolinggo KM 73 Desa Wates, Kec. Lekok, Grati, Kab. Pasuruan. Jl. Raya Surabaya–Probolinggo KM 73, Wates Village, Lekok District, Pasuruan Regency, East Java, Indonesia.
7	UNIT PLTDG BALI	815	Jasa O&M (Support) Alat Bantu Apparatus O&M Services (Support)	Jl Bypass I Gusti Ngurah Rai No. 535 Pesanggaran Denpasar Jl. Bypass I Gusti Ngurah Rai No. 535, Pesanggaran, Denpasar, Bali, Indonesia.
8	PLTGU Cilegon Blok 1 dan 2	740	Jasa O&M (Support) Alat Bantu Apparatus O&M Services (Support)	Jl. Raya Bojonegara Salira Desa Margasari Kecamatan Pulo Ampel Kabupaten Serang Jl. Raya Bojonegara Salira, Margasari Village, Pulo Ampel District, Serang Regency, Banten, Indonesia.
9	UNIT PLTA SAGULING	797 MW	Jasa O&M (Support) Alat Bantu Apparatus O&M Services (Support)	Komplek PLN Cioray Tromol Pos No. 7, Rajamandala Kab. Bandung 40554 PLN Cioray Complex, Tromol Pos No. 7, Rajamandala, Bandung Regency, 40554
10	UNIT PLTA MRICA	310 MW	Jasa O&M (Support) Alat Bantu Apparatus O&M Services (Support)	Jl. Raya Banyumas KM. 08. Kota. Banjarnegara, Jawa Tengah 53471 Jl. Raya Banyumas KM 08, Banjarnegara City, Central Java, 53471
11	PLTU Banten 1 Suralaya (1x625 MW)	625 MW	jasa O&M (Support) O&M Services (Support)	Jl. Yos Sudarso Kelurahan Suralaya Kecamatan Pulomerak Cilegon, Banten 42439 Jl. Yos Sudarso, Suralaya Subdistrict, Pulomerak District, Cilegon, Banten 42439, Indonesia
12	PLTU Banten 2 Labuan (2x300 MW)	600 MW	Jasa O&M (Support) O&M Services (Support)	Sukamaju, Labuan, Pandeglang Regency, Banten 42264 Sukamaju, Labuan, Pandeglang Regency, Banten 42264
13	PLTU Banten 3 Lontar (3x315 MW)	945 MW	Jasa O&M (Support) O&M Services (Support)	Lontar, Kemiri, Tangerang Regency, Banten Lontar, Kemiri, Tangerang Regency, Banten
14	PLTU Jawa Barat 2 Pelabuhan Ratu (3x350 MW)	1.050 MW	Jasa O&M (Support) O&M Services (Support)	Jl. Pelita Kampung Cipatuguran, Desa Jayanti Kec. Pelabuhan Ratu, Kab. Sukabumi - Jawa Barat, 43364 Jl. Pelita, Cipatuguran Hamlet, Jayanti Village, Pelabuhan Ratu District, Sukabumi Regency – West Java, 43364
15	PLTU Jawa Tengah 2 Adipala (1x660 MW)	660 MW	Jasa O&M (Support) O&M Services (Support)	Desa Bunton, Kec. Adipala, Kab. Cilacap Jawa Tengah 53271 Bunton Village, Adipala District, Cilacap Regency, Central Java 53271
16	PLTU Jeranjang (3x25 MW)	75 MW	Jasa O&M (Support) O&M Services (Support)	Jl. Raya PLTU Jeranjang, Desa Taman Ayu, Kec. Gerung, Lombok Barat, Mataram, Nusa Tenggara Barat Jl. Raya PLTU Jeranjang, Taman Ayu Village, Gerung District, West Lombok, Mataram, West Nusa Tenggara
17	PLTU PANGKALAN SUSU (4x200 MW)	800 MW	Jasa O&M (Support) O&M Services (Support)	Desa Tanjung Pasir, Kec. Pangkalan Susu Kab. Langkat, Sumatera Utara Tanjung Pasir Village, Pangkalan Susu District, Langkat Regency, North Sumatra
18	PLTU BARRU (2x50 MW)	100 MW	Jasa O&M (Support) O&M Services (Support)	Desa Bawasaloe, Kec. Balusu, Kab. Barru, Sulawesi Selatan Bawasaloe Village, Balusu District, Barru Regency, South Sulawesi
19	PLTU SANGGAU (2x7 MW)	14 MW	Jasa O&M (Support) O&M Services (Support)	Jl. Sempiyang, RT. 012, RW. 003, Kec. Kapuas, Kab. Sanggau, Kalimantan Barat Jl. Sempiyang, RT 012/RW 003, Kapuas District, Sanggau Regency, West Kalimantan
20	PLTU SINTANG (3X7 MW)	21 MW	Jasa O&M (Support) O&M Services (Support)	Desa Sungai Ringin, Kec. Sintang, Kab. Sintang, Kalimantan Barat Sungai Ringin Village, Sintang District, Sintang Regency, West Kalimantan

No.	Unit Unit	Kapasitas Capacity	Pekerjaan Work	Alamat Address
21	PLTU HOLTEKAMP PAPUA (2x10 MW)	20 MW	Jasa O&M (Support) O&M Services (Support)	Jl. Hanurata KM 9, Kampung Holtekamp Distrik Muara Tami, Jayapura Jl. Hanurata KM 9, Holtekamp Village, Muara Tami District, Jayapura
22	PLTP ULUMBU (2x2,5 MW) & (2X3 MW)	11 MW	Jasa O&M (Support) O&M Services (Support)	Desa Wewo, Kec. Satarmese, Kab Manggarai, Flores - NTT Wewo Village, Satarmese District, Manggarai Regency, Flores - East Nusa Tenggara (NTT)
23	PLTD Berau (2X7 MW)	14 MW	Jasa O&M (Support) O&M Services (Support)	Jl. Pulau Sambit, No. 764, RT 05, Kel.Tanjung Redeb, Kec.Tanjung Redeb, Kab Berau 77315 Jl. Pulau Sambit No. 764, RT 05, Tanjung Redeb, Tanjung Redeb District, Berau Regency, 77315
24	PLTU Banten 4 Lontar	315 MW	Jasa O&M (Support) O&M Services (Support)	Jl. Ir Sutami Desa Lontar Kec. Kemiri Kab. Tangerang 15530 Jl. Ir. Sutami, Lontar Village, Kemiri District, Tangerang Regency 15530, Banten, Indonesia
25	PLTU ASAM-ASAM	260 MW	Jasa O&M (Support) O&M Services (Support)	Jl Raya Banjarmasin-Kotabaru, Km 122 Ds. Asam-asam, Kec. Jorong Pelaihari, Kab Tanah Laut, Kalsel 70882 Jl. Raya Banjarmasin–Kotabaru KM 122, Asam-Asam Village, Jorong Pelaihari District, Tanah Laut Regency, South Kalimantan, 70882
26	PLTU LABUHAN ANGIN	115 MW	Jasa O&M (Support) O&M Services (Support)	Desa Tapian Nauli 1, Kec.Tapian Nauli, Kab. Tapanuli Tengah, Sumatera Utara 22500 Tapian Nauli 1 Village, Tapian Nauli District, Central Tapanuli Regency, North Sumatra 22500, Indonesia
27	PLTU Sulsel Barru 2	100 MW	Jasa O&M (Support) O&M Services (Support)	Desa Bawasaloe, Kec. Balusu Kab. Barru, Sulawesi Selatan Bawasaloe Village, Balusu District, Barru Regency, South Sulawesi, Indonesia
28	PLTA JATIGEDE	110 MW	Jasa O&M (Support) O&M Services (Support)	Kadujaya, Jatigede, Sumedang Regency, West Java 45377 Kadujaya, Jatigede, Sumedang Regency, West Java 45377
29	PLTU Bengkayang	100 MW	Jasa O&M (Support) Alat Bantu Apparatus O&M Services (Support)	PLTU 3 Bengkayang Jln.tanjung gundul,sungai raya kepulauan. Bengkayang Bengkayang 3 Coal-Fired Power Plant (CFPP) Jalan Tanjung Gundul, Sungai Raya Kepulauan District, Bengkayang Regency, West Kalimantan, Indonesia.
30	PLTU ITP TARJUN	55 MW	Jasa O&M (Support) O&M Services (Support)	Tarjun, Kelumpang Hilir, Kotabaru Regency, South Kalimantan Tarjun, Kelumpang Hilir, Kotabaru Regency, South Kalimantan
31	PLTP Ulubelu	220 MW	Jasa O&M O&M Services	Hutan, Ulubelu, Tanggamus Regency, Lampung 35387 Hutan, Ulubelu, Tanggamus Regency, Lampung 35387
32	PLTP Lahendong	120 MW	Jasa O&M O&M Services	Leilem Dua, Sonder, Minahasa Regency, North Sulawesi Leilem Dua, Sonder, Minahasa Regency, North Sulawesi
33	PLTU Kepri	14 MW	Jasa O&M (Support) O&M Services (Support)	Kabil, Nongsa, Kota Batam, Kepulauan Riau 29467 Kabil, Nongsa, Batam City, Kepulauan Riau 29467
34	PLTU Teluk Sirih	112 MW	Jasa O&M O&M Services	Jl. Lintas Sumatera Padang - Padang Painan Km.25 Teluk Kabung Tengah, Bungus Teluk Kabung, Padang Sumatera Barat 25241 Jl. Lintas Sumatra Padang–Painan KM 25, Teluk Kabung Tengah, Bungus Teluk Kabung District, Padang, West Sumatra 25241, Indonesia
35	PLTU Ombilin	200 MW	Jasa O&M O&M Services	Jl Prof Dr M Yamin Sh, Sijantang Koto, Talawi, Kota Sawah Lunto, Sumatera Barat 27446 Jl. Prof. Dr. M. Yamin, S.H., Sijantang Koto, Talawi District, Sawahlunto City, West Sumatra 27446, Indonesia
36	PLTU Bukit Tinggi	79 MW	Jasa O&M O&M Services	Jl. Simpang tiga, Padang luar Sentral Km 1 kec . Banuhampu, kabupaten Agam, Bukittinggi, Sumatera Barat 26181 Jl. Simpang Tiga, Padang Luar Sentral KM 1, Banuhampu District, Agam Regency, Bukittinggi, West Sumatra 26181, Indonesia
37	PLTU Bengkulu	200 MW	Jasa O&M (Support) O&M Services (Support)	Ujan MAS Atas, Kec. Ujan Mas, Kabupaten Kepahiang, Bengkulu 39125 Ujan Mas Atas, Ujan Mas District, Kepahiang Regency, Bengkulu 39125, Indonesia
38	PLTGU Kramasan	40 MW	Jasa O&M (Support) O&M Services (Support)	Jl Abikusno Cokrosuyoso No.24 Kertapati, Palembang Sumatera Selatan 30259 Jl. Abikusno Cokrosuyoso No. 24, Kertapati, Palembang, South Sumatra 30259, Indonesia
39	PLTU Suralaya 9-10	2.000 MW	Jasa O&M (Support) Alat Bantu Apparatus O&M Services (Support)	Site Office Proyek PLTU Jawa 9 & 10 Jalan Yos Sudarso, Kel. Suralaya, Kec Pulomerak, Kota Cilegon Banten 42439 Jawa 9 & 10 Coal-Fired Power Plant (CFPP) Project Site Office Jalan Yos Sudarso, Suralaya Subdistrict, Pulomerak District, Cilegon City, Banten 42439, Indonesia.
40	PLTMG BIAK 1	10 MW	Jasa O&M (Support) O&M Services (Support)	Jl. Raya Sorindo - Urfu. Yendidori, Kabupaten Biak Numfor, Papua 98155 Jl. Raya Sorindo–Urfu, Yendidori, Biak Numfor Regency, Papua, 98155
41	PLTMG BIAK 2	15 MW	Jasa O&M (Support) O&M Services (Support)	Jl. Raya Sorindo - Urfu, Yendidari, Kab. Biak Numfor Provinsi Papua 98155 Jalan Raya Sorindo–Urfu, Yendidari Village, Biak Numfor Regency, Papua Province 98155, Indonesia.

No.	Unit Unit	Kapasitas Capacity	Pekerjaan Work	Alamat Address
42	PLTMG MANOKWARI	18,74 MW	Jasa O&M (Support) O&M Services (Support)	Jl.Trikora Arfai II KM 19, Kel. Anday, Distrik Manokwari Selatan, Provinsi Papua Barat 98315 Jl. Trikora Arfai II KM 19, Anday Subdistrict, South Manokwari District, West Papua Province, 98315
43	PLTMG MERAUKE	18,74 MW	Jasa O&M (Support) O&M Services (Support)	Jl, Noari (Komplek Pelabuhan Perikanan Nusantara (PPN) Merauke, Kelurahan Karang Indah, Kab, Merauke - Papua Jl. Noari (Nusantara Fisheries Port Complex/PPN Merauke), Karang Indah Subdistrict, Merauke Regency, Papua
44	PLTMG Nabire 2	9,37 MW	Jasa O&M (Support) O&M Services (Support)	Jl. Christina Martha Tiahahu, Kel. Kalibobo, Kec. Nabire, Kel. Nabire, Papua Jl. Christina Martha Tiahahu, Kalibobo Urban Village, Nabire District, Nabire Urban Village, Papua, Indonesia
45	PLTMG SORONG	46,85 MW	Jasa O&M (Support) O&M Services (Support)	Jl. Durian Dusun Anok, RT 04, RW. 01, Distrik Mayamuk, Papua Barat, Sorong 98418 Jl. Durian, Anok Hamlet, RT 04/RW 01, Mayamuk District, Sorong, West Papua, 98418
46	PLTMG TIMIKA	9,37 MW	Jasa O&M (Support) O&M Services (Support)	Jl.Hasanudin depan pom bensin gang mesjid al akbar (kios neha) No. 35 Timika Papua Kel.Pasar sentral Kec.Mimika baru. Kode pos 99910 Jl. Hasanuddin, opposite the gas station, Gang Masjid Al Akbar (Neha Kiosk) No. 35, Pasar Sentral Urban Village, Mimika Baru District, Timika, Papua 99910, Indonesia
47	PLTMG Jayapura Peaker	47,95 MW	Jasa O&M O&M Services	Jl. Abepura 2 Kel. Koya Barat Distrik Muara Tami, Kota Jayapura - Papua 99351 Jalan Abepura 2, Koya Barat Village, Muara Tami District, Jayapura City, Papua 99351, Indonesia.
48	PLTMG Jayapura 50 MW	57,48 MW	Jasa O&M O&M Services	Jl. Hanurata KM 9 Holtekamp, Kec. Muara Tami, Kota Jayapura - Papua Jl. Hanurata KM 9, Holtekamp, Muara Tami District, Jayapura City, Papua, Indonesia
49	PLTMG Nabire 1	23,43 MW	Jasa O&M O&M Services	Jl. Christina Martha Tiahahu, Kel. Kalibobo, Kec. Nabire, Kel. Nabire, Papua Jl. Christina Martha Tiahahu, Kalibobo Urban Village, Nabire District, Nabire Urban Village, Papua, Indonesia
50	BMPP NUSANTARA 1	58,2 MW	Jasa O&M O&M Services	Mess PLN IP Services, Samping Kantor Pegadaian Desa Waiheru/ Hunuth Durian Patah, Kec. BAGUALA, Maluku, Ambon, Kode Pos. 97211 PLN IP Services Staff Residence, adjacent to the Pegadaian Office, Waiheru/Hunuth Durian Patah Village, Baguala District, Ambon, Maluku 97211, Indonesia
51	BMPP NUSANTARA 2	58,68 MW	Jasa O&M O&M Services	Wolo, Kolaka Regency, South East Sulawesi Wolo, Kolaka Regency, South East Sulawesi
52	PLTMG Kupang	47,5 MW	Jasa O&M O&M Services	Dusun Panaf , Desa Lifuleo, Kecamatan Kupang Barat, kabupaten Kupang, East Nusa Tenggara, Indonesia. Panaf Hamlet, Lifuleo Village, West Kupang District, Kupang Regency, East Nusa Tenggara, Indonesia.
53	PLTMG Sumbawa	50 MW	Jasa O&M O&M Services	Jalan Raya Poto Tano - Sumbawa Besar 84351 Desa Labuhan Badas, Kec. Sumbawa, Kab. Sumbawa. Jalan Raya Poto Tano–Sumbawa Besar, Labuhan Badas Village, Sumbawa District, Sumbawa Regency 84351, West Nusa Tenggara, Indonesia.
54	PLTMG BONTANG	36 MW	Jasa O&M (Support) O&M Services (Support)	Jl Asmawarwan No 18 Kel Kanaan, Kec. Bontang Barat, Bontang - Kaltim Jl. Asmawarwan No. 18, Kanaan Subdistrict, Bontang Barat District, Bontang City – East Kalimantan
55	PLTMH Sei Wampu	12 MW	Jasa O&M O&M Services	Desa Kuta Gajah, Kecamatan Bohorok, Kabupaten Langkat, Sumatera Utara. Kuta Gajah Village, Bohorok District, Langkat Regency, North Sumatra, Indonesia.
56	PLTD MFO NUSA PENIDA	9,8 MW	Suplai Energi Listrik Electricity Supply	Jl. Nusa Indah No.53 Kutampi Kaler, Pulau Nusa Penida, Kab. Klungkung, Bali - 80771 Jl. Nusa Indah No. 53, Kutampi Kaler, Nusa Penida Island, Klungkung Regency, Bali 80771, Indonesia
57	PLTD Tenau	40 MW	Suplai Energi Listrik Electricity Supply	Jl Yos Sudarso Kec Alak, Kupang - NTT, 85224 Jl. Yos Sudarso, Alak, Kupang – East Nusa Tenggara, 85224
58	PLTMG Ambon	38,204 MW	Jasa O&M O&M Services	Waai, Salahutu, Kabupaten Maluku Tengah, Provinsi Maluku Waai Village, Salahutu District, Central Maluku Regency, Maluku Province, Indonesia
59	PLTU KALBAR 1	200 MW	Jasa O&M O&M Services	Karimunting, Sungai Raya Kepulauan, Kabupaten Bengkayang, Kalimantan Barat 79271 Karimunting, Sungai Raya Kepulauan District, Bengkayang Regency, West Kalimantan, 79271

No.	Unit Unit	Kapasitas Capacity	Pekerjaan Work	Alamat Address
60	PLHS Penida	3,5 MW	Jasa O&M (Support) O&M Services (Support)	Suana, Nusa Penida, Klungkung Regency, Bali 80771 Suana, Nusa Penida, Klungkung Regency, Bali 80771
61	PLTMG BALOI	30 MW	Jasa O&M O&M Services	PT. MCB (Maxpower Cogindo Batam) BALOI, Komp. PLTD PLN Baloi, Jl. Sudirman, Kel. Sukajadi, Kec. Batam Kota, Kota Batam, Kepulauan Riau 29432 PT MCB (Maxpower Cogindo Batam), PLN Baloi Diesel Power Plant Complex, Jl. Sudirman, Sukajadi Urban Village, Batam Kota District, Batam City, Riau Islands 29432, Indonesia
62	UNIT PLTG TANJUNG SELOR	20 MW		Jalan Ahmad Yani, gunung seriang, Kec. Tanjung Selor, kabupaten Bulungan, Kalimantan Utara Jalan Ahmad Yani, Gunung Seriang Village, Tanjung Selor District, Bulungan Regency, North Kalimantan, Indonesia.
63	PLTG Workshop Cirebon PLN IP Services			PLTG Sunyaragi Cirebon, Jalan Brigjen Darsono Bypass, Sunyaragi, Kesambi, Karyamulya, Kec. Kesambi, Kota Cirebon, Jawa Barat 45135



Produk, Layanan, dan Kegiatan Usaha yang Dijalankan

Products, Services, and Activities on the Run [OJK C.3.d] [GRI 2-6]

Jenis Jasa Type of Service	Skema Jasa Scheme of Services
Jasa Operasi dan Pemeliharaan (O&M) Merupakan jasa yang ditawarkan PLN IP Services dalam penyediaan segala perlengkapan dan fasilitas secara cepat demi meningkatkan kualitas kerja berbagai pembangkit listrik, mulai dari diesel, turbin gas, turbin uap, siklus ganda, hingga tenaga air. **Operation and Maintenance (O&M) Services** A service offered by PLN IP Services in providing all equipment and facilities quickly to improve the quality of work of various power plants, ranging from diesel, gas turbines, steam turbines, double cycles, to hydro power plants.	1. **Perjanjian Jasa Support Operasi dan Pemeliharaan** Jasa yang diberikan dengan asas penggantian biaya kegiatan operasi dan pemeliharaan yang meliputi masa mobilisasi sebelum COD sampai dengan FAC Pembangkit. 2. **Perjanjian Jasa Operasi dan Pemeliharaan berbasis Kinerja** Jasa dengan melakukan kesepakatan bersama antara *asset owner* dengan aset operator, dimana diterapkan *reward* dan *punishment* atas kinerja dan *asset operator* O&M bertanggung jawab terhadap kinerja Pembangkit. 1. **O&M Supporting Agreement** Services provided on the principle of reimbursement of operating and maintenance costs, which include the mobilization period before COD to the generator FAC. 2. **O&M Performance Base Agreement** Services provided by entering into a mutual agreement between the asset owner and the operator's assets, where rewards and punishments are applied for the performance and the O&M operator assets are responsible for the performance of the Power Plant.
Jasa Suplai Energi Merupakan solusi cepat demi mengatasi kurangnya pasokan energi dalam jangka waktu pendek dan menengah melalui opsi penyewaan mesin pembangkit listrik yang ditawarkan oleh PLN IP Services. **Energy Supply** A fast solution to overcome the lack of energy supply in short-and medium-terms through power plant rental offered by PLN IP Services.	1. ***Long Term Energy Supply*** Merupakan jasa penyediaan tenaga listrik, melalui pembangunan IPP (*Independent Power Producer*) jenis pembangkit mulai dari diesel, turbin gas, turbin uap, siklus ganda, hingga tenaga air ataupun pembangkit energi terbarukan dengan perjanjian jual beli listrik/*Power Purchase Agreement* (PPA) jangka panjang selama 15 tahun. 2. ***Temporary Energy Supply* (*Rental Mobile Genset*)** Merupakan jasa penyediaan tenaga listrik, melalui penyewaan pembangkit/ *rental power* jenis pembangkit diesel ataupun pembangkit listrik tenaga mesin gas, dengan masa perjanjian pekerjaan jangka waktu pendek hingga menengah yaitu 1 tahun sampai dengan 5 tahun. 1. **Long Term Energy Supply** Energy supply service with the construction of IPP (Independent Power Producer), type of power plant starting from diesel, gas turbine, combined cycle, to hydroelectric or renewable-energy power plant with a 15-year, long-term power purchase Agreement (PPA). 2. **Temporary Energy Supply (Rental Mobile Genset)** Energy supply service, through diesel or gas power plant rental, with short to medium-term agreement from 1 to 5 years.
Jasa *Maintenance, Repair* dan *Overhaul* (MRO) Merupakan jasa penunjang lain di bidang pembangkitan demi memberikan solusi terbaik bagi para pelanggan sekaligus meningkatkan bisnis utama perusahaan. Dalam melaksanakan Jasa MRO PLN IP Services berusaha untuk meningkatkan unsur Sumber Daya Manusia (SDM), alat, prosedur kerja, dan aplikasi teknologi. Hal ini ditujukan demi memaksimalkan kinerja unit pembangkit. **Maintenance, Repair, and Overhaul (MRO) Services** Supporting services in electricity generation sector to provide the best solutions for the customers while ensuring the continuity of energy supply. In providing MRO Services, PLN IP Services strives to develop its human capital, equipment, work procedures, and technology applications. This aims at maximizing power plant unit performance.	1. ***Periodic Maintenance*** PLN IP Services menyediakan jasa pemeliharaan periodik (rawat pulih/inspeksi/peremajaan) baik secara bertahap maupun total dengan lingkup pekerjaan meliputi: elektrikal, mekanikal, dan kontrol instrumen untuk mendukung efektifitas kerja pembangkit. 2. ***Total Maintenance Contract*** Pelayanan pemeliharaan total dalam lingkup mekanikal, elektrikal dan kontrol/instrumen unit pembangkit dalam satu paket selama jangka waktu yang ditentukan. Layanan ini meliputi penyediaan suku cadang OEM/Non OEM, bahan habis pakai, perangkat umum, pemeliharaan alat, pemeliharaan rutin, prediktif, serta preventif. 3. ***Breakdown/ Recovery/ Corrective*** Merupakan pelayanan langsung dengan melakukan inspeksi dan pemulihan pembangkit yang mengalami gangguan, termasuk program *zero-hour maintenance*. 4. ***Repair, Refurbish, Re-powering & Retrofit*** Layanan paket atau parsial berupa modernisasi, rekondisi, dan perbaikan pada beberapa bagian pembangkit. 5. ***Modification, Rehabilitation & Relocation*** Layanan pembongkaran, relokasi, perbaikan, pemasangan, modifikasi, dan pengujian komisioning yang dilindungi asuransi. 6. ***Engineering, Procurement & Construction*** Menyediakan jasa analisis teknik mesin pembangkit yang disesuaikan dengan kebutuhan serta biaya yang bersaing. Memiliki jaminan yang berkualitas, tim profesional dari PLN IP Services juga mampu memberikan rekomendasi untuk meningkatkan kinerja pembangkit. 7. ***Troubleshooting*** Tim teknis PLN IP Services menganalisis sidik gangguan di berbagai bidang pembangkit. Dengan pengalaman luas yang dimiliki para tenaga ahli, kami siap memeriksa segala masalah individu maupun keseluruhan dalam sistem kontrol, instrumentasi, analisa vibrasi, hingga pengimbangan situs. 8. ***Testing & Commissioning*** Menyediakan jasa pengujian, pemeriksaan tes individu atau keseluruhan sistem kerja serta pengujian *precommissioning* dan *commissioning*.

Jenis Jasa Type of Service	Skema Jasa Scheme of Services
	1. **Periodic Maintenance** PLN IP Services provides periodic maintenance services (overhaul/inspection/refurbish) either partly or totally, with the electrical, mechanical, and power plant unit instrument/control scopes to support power plant work effectiveness at the same time in a certain period. 2. **Total Maintenance Contract** Total maintenance service in the mechanical, electrical, and power plant unit instrument/control scopes in one package throughout the specified period of time. This service includes the provision of OEM/Non-OEM parts, consumable materials, general equipment, equipment maintenance, and routine, predictive, and preventive maintenance. 3. **Breakdown/ Recovery/ Corrective** Direct service by performing inspection and repair of interrupted power plant, including zero-hour maintenance. 4. **Repair, Refurbish, Re-powering & Retrofit** A package or partial service of repair, refurbish, re-powering, and retrofit of partial parts of power plant. 5. **Modification, Rehabilitation & Relocation** The service for overhaul, relocation, repair, installation, modification, and the testing of insurance protected commissioning. 6. **Engineering, Procurement & Construction** The provision of technical analytical service for power plant machinery according to the needs with competitive price. With assured quality, PLN IP Services's professional team can also provide recommendation to improve power plant performance. 7. **Troubleshooting** PLN IP Services's technical team performs troubleshooting at various power plant sectors. With vast experience, our experts are ready to troubleshoot every individual and total issue in system control, instrumentation, vibration analysis, and site balancing. 8. **Testing & Commissioning** Providing testing service, individual test or overall working system checking, and pre-commissioning and commissioning testing.
Rent Power Services (ITC & DRUPS)Layanan daya cadangan seperti ITC (Interim Temporary Connection) untuk kebutuhan sementara atau darurat, dan DRUPS (Diesel Rotary UPS) untuk memastikan pasokan daya yang berkelanjutan dan stabil. Backup power services such as ITC (Interim Temporary Connection) for temporary or emergency needs, and DRUPS (Diesel Rotary UPS) to ensure continuous and stable power supply.	**1. DRUPS** Layanan Diesel Rotary Uninterruptible Power Supply (DRUPS) menggabungkan fungsi Uninterruptible Power Supply (UPS) yang menggunakan baterai atau roda gila (flywheel) dengan generator diesel. Ketika pasokan listrik utama (mains electricity) mengalami gangguan atau terputus, energi yang tersimpan di dalam flywheel akan dilepaskan untuk menggerakkan generator listrik, sehingga pasokan daya tetap tersedia secara berkesinambungan tanpa terjadi gangguan (uninterrupted power supply). Diesel rotary uninterruptible power supply devices (DRUPS) combine the functionality of a battery-powered or flywheel-powered UPS and a diesel generator. When mains electricity supply fails, stored energy in the flywheel is released to drive the electrical generator, which continues to supply power without interruption. **2. ITC** Layanan Interim Temporary Capacity (ITC) merupakan solusi penyediaan kapasitas pembangkitan sementara yang cepat, fleksibel, dan andal untuk menjaga kecukupan daya serta kontinuitas pasokan listrik pada sistem yang mengalami defisit daya, peningkatan beban, gangguan pembangkit, maupun masa transisi menuju pengoperasian pembangkit permanen. Interim Temporary Capacity (ITC) services provide a rapid, flexible, and reliable temporary power generation solution to maintain power adequacy and supply continuity in systems experiencing capacity shortages, increasing demand, generation outages, or transitional periods before permanent power plants become operational.
Engineering, Procurement and Construction Services (EPC) Merupakan Jasa Layanan Engineering, Procurement, and Construction (EPC) untuk proyek pembangkit listrik, termasuk pengembangan pembangkit energi terbarukan sebagai bagian dari upaya mendukung transisi energi. Provides Engineering, Procurement, and Construction (EPC) services for power generation projects, including the development of renewable energy power plants as part of the Company's commitment to supporting the energy transition.	**1. Jasa Relokasi Pembangkit dan Konstruksi Pembangkit** Merupakan layanan EPC untuk pembangunan dan relokasi pembangkit listrik, khususnya pembangkit termal berkapasitas kurang dari 50 MW, baik sebagai kontraktor utama maupun subkontraktor. Ruang lingkup pekerjaan meliputi pembongkaran, pemindahan, pekerjaan sipil, mekanikal, elektrikal, instalasi, pengujian, serta commissioning pembangkit. **2. Jasa Layanan EPC untuk Pembangkit Listrik Tenaga Surya** Merupakan layanan EPC terintegrasi untuk pembangunan Pembangkit Listrik Tenaga Surya (PLTS), baik berupa PLTS atap, PLTS terapung, maupun sistem PLTS untuk kebutuhan industri dan sistem kelistrikan. Layanan mencakup studi dan desain teknis, pengadaan peralatan, pekerjaan konstruksi dan instalasi, integrasi dengan sistem kelistrikan, pengujian, hingga commissioning. 1. **Plant Relocation and Plant Construction Services** EPC services for the construction and relocation of power plants, particularly thermal power plants with capacities of less than 50 MW, undertaken as either a main contractor or subcontractor. The scope of services includes dismantling, transportation, civil works, mechanical and electrical works, installation, testing, and commissioning. 2. **Solar Power Plant EPC Services** Integrated EPC services for the development of solar power plants, including rooftop solar, floating solar, and solar power systems for industrial facilities and electricity systems. The services cover technical studies and engineering design, equipment procurement, construction and installation, electrical system integration, testing, and commissioning.
Jasa Lainnya Another Services	1. Jasa Sistem Informasi - Reliability Efficiency Optimization Center (REOC) 2. Jasa Training Center (Simulator PLTU dan PLTMG) 3. Jasa Konversi Motor Listrik 1. Information Systems Services – Reliability Efficiency Optimization Center (REOC) 2. Training Center Services (Coal-Fired Steam Power Plant and Gas Engine Power Plant Simulators) 3. Electric Motor Conversion Services

Pada tahun 2025, Tema Korporat perusahaan yaitu *Enhancing Core Competencies for Sustaining Business Continuity and Accelerating Green Energy Transition* meliputi 3 (tiga) *Transformation Goals* yang terdiri dari :

i. Market Growth Initiative yaitu :
   a. Pengembangan layanan dan pasar dengan rencana pendapatan sebesar Rp 2,30 T.
   b. Eksekusi program "Go The Extra Mile" untuk mendapatkan tambahan pendapatan dalam mendukung tercapainya rencana laba bersih perseroan 2025.
   c. Sinergi pekerjaan MRO dengan KP dan Unit IP serta Pengembangan bisnis beyond kWh sebesar dan pemenuhan 3 kontrak Beyond Indonesia.
   d. Pengembangan bisnis solar PV.

ii. Value Creation & Innovation yaitu :
   a. Eksekusi project berbasis *cost-effective budget* untuk mencapai Laba Usaha.
   b. Penerapan manajemen cash flow secara proaktif melalui peningkatan Cash Ratio 1,01 kali untuk menjamin ketersediaan pembiayaan project dan operasional perseroan berjalan dengan baik.
   c. Penerapan cost optimization di seluruh aktivitas operasional perusahaan.
   d. Business Process improvement melalui penerapan All in EBS (Electronic Business Solution) untuk mempercepat end to end proses dari mulai Quotation hingga Settlement 2x lebih cepat dari sebelumnya.

iii. Service Excellent yaitu :
   a. Man Power Planning & Readiness Development melalui Talent Pool database secara bertahap dimulai dari 75% di Tahun 2025 dan menjadi 100% di Tahun 2026 untuk mendukung bisnis OM dan MRO.
   b. Peningkatan kompetensi inti pengembangan bisnis Beyond kWh melalui training dan sertifikasi.
   c. Peningkatan Digital Mindset melalui implementasi 100% User Utilization Digital All in EBS pada setiap proses bisnis komersial.
   d. Pengembangan Digital Marketing melalui Search Engine Optimization agar berada dalam Top 5 Google Page Rank untuk kategori Jasa Operation Maintenance dan MRO provider.

In 2025, the Company's Corporate Theme, Enhancing Core Competencies for Sustaining Business Continuity and Accelerating Green Energy Transition, was supported by three Transformation Goals, consisting of:

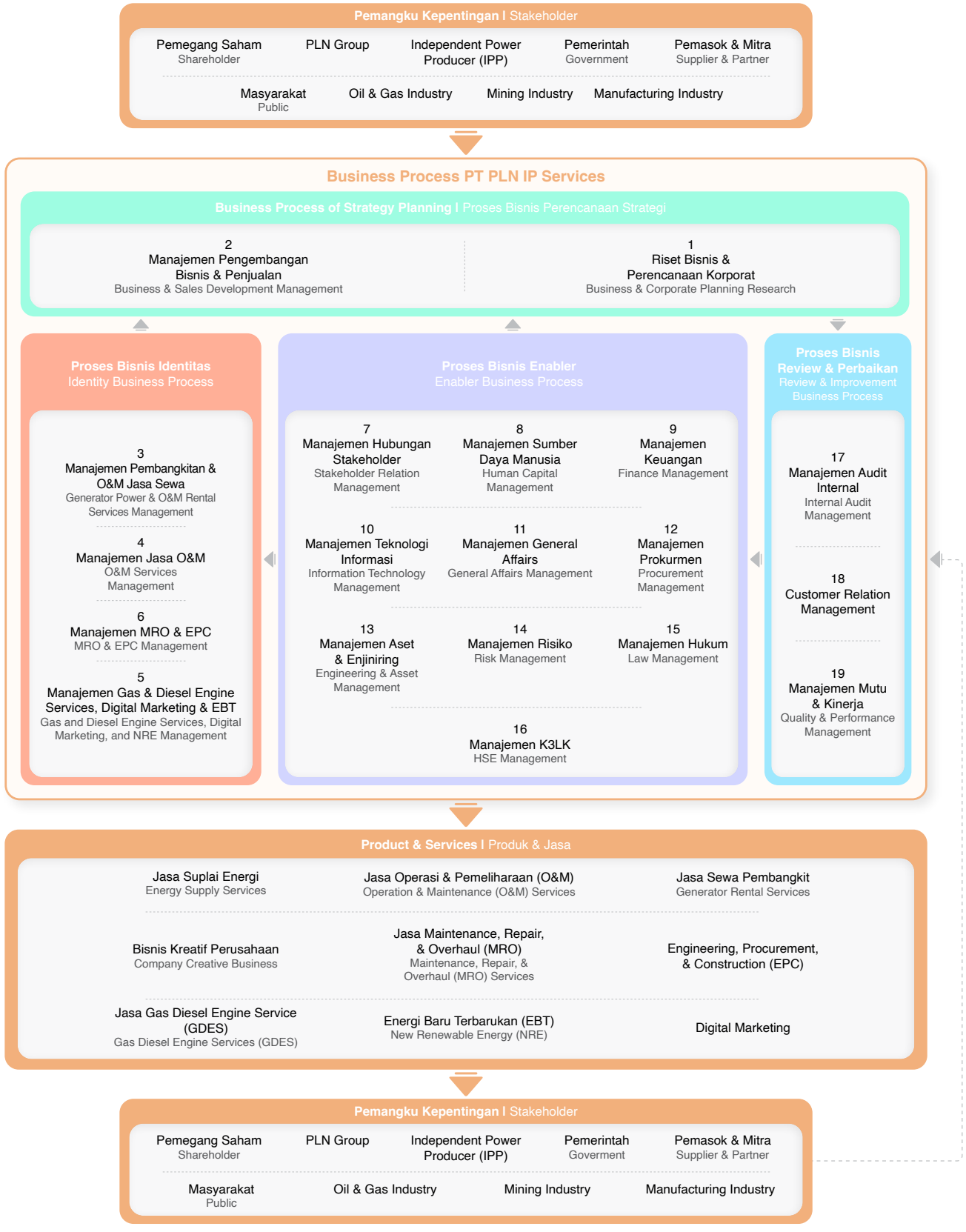
i. Market Growth Initiative:
   a. Business and market development, with a targeted revenue of IDR 2.30 trillion.
   b. Execution of the "Go the Extra Mile" program to generate additional revenue in support of achieving the Company's 2025 net profit target.
   c. Strengthening MRO synergies with the IP Head Office and Business Units, expanding the Beyond kWh business, and securing three Beyond Indonesia contracts.
   d. Development of the solar photovoltaic (PV) business.

ii. Value Creation & Innovation
   a. Execution of projects based on a cost-effective budgeting approach to achieve the Company's operating profit target.
   b. Implementation of proactive cash flow management by maintaining a Cash Ratio of 1.01 times to ensure adequate funding for the Company's projects and operational activities.
   c. Implementation of cost optimization across all of the Company's operational activities.
   d. Business process improvement through the implementation of the All in EBS (Electronic Business Solution) platform, accelerating the end-to-end process from quotation to settlement to twice the speed of the previous process.

iii. Service Excellent
   a. Implementation of Manpower Planning and Readiness Development through the gradual establishment of a Talent Pool database, reaching 75% completion in 2025 and 100% in 2026 to support the Operation & Maintenance (O&M) and MRO businesses.
   b. Strengthening core competencies in the development of the Beyond kWh business through training and professional certification programs.
   c. Enhancing digital mindset through the achievement of 100% user utilization of the All in EBS digital platform across all commercial business processes.
   d. Advancing digital marketing through Search Engine Optimization (SEO) to achieve a Top 5 ranking on Google search results for the Operation & Maintenance (O&M) and MRO service provider categories.

Operasi Bisnis PLN IPS

Business Process PLN IPS [GRI 2-6]



Perusahaan berkomitmen untuk menyediakan produk dan jasa berkualitas bagi para pemangku kepentingan melalui penerapan proses bisnis yang terstruktur, terukur, dan berorientasi pada hasil. Seluruh aktivitas usaha dijalankan secara sistematis, mulai dari tahap perencanaan, pengembangan, produksi, hingga distribusi produk dan layanan kepada pelanggan. Rangkaian proses tersebut dilaksanakan untuk memastikan efisiensi, efektivitas, serta peningkatan nilai tambah, sebagaimana dijelaskan dalam uraian berikut:

A. Proses Bisnis Perencanaan Strategis
   1. Riset bisnis dan perencanaan Korporat
   2. Manajemen Pengembangan Bisnis dan Penjualan

B. Proses Bisnis Identitas
   1. Manajemen pembangkitan dan O&M jasa sewa
   2. Manajemen jasa O&M
   3. Manajemen Gas & Diesel Engine Services, Digital Marketing dan EBT
   4. Manajemen MRO dan EPC

C. Proses Bisnis Enabler
   1. Manajemen hubungan *stakeholder*
   2. Manajemen sumber daya manusia
   3. Manajemen keuangan
   4. Manajemen teknologi informasi
   5. Manajemen general affairs
   6. Manajemen prokuremen
   7. Manajemen aset & enjiniring
   8. Manajemen risiko
   9. Manajemen hukum
   10. Manajemen K3LK

D. Proses Bisnis *Review* dan Perbaikan
   1. Manajemen audit internal
   2. *Customer relation management*
   3. Manajemen mutu dan kinerja

Melalui pelaksanaan proses bisnis yang menyeluruh dan terintegrasi, Perusahaan memastikan bahwa setiap fungsi dan aktivitas berjalan dengan baik untuk mendukung pencapaian visi, misi, serta target kinerja yang telah ditetapkan. Evaluasi dan perbaikan juga diterapkan guna meningkatkan daya saing, kepuasan pelanggan, dan kelangsungan bisnis di tengah dinamika industri yang terus berkembang.

The Company is committed to delivering high-quality products and services to stakeholders through the implementation of structured, measurable, and results-oriented business processes. All business activities are carried out systematically, covering the stages of planning, development, production, and distribution of products and services to customers. These processes are designed to ensure efficiency, effectiveness, and the creation of added value, as outlined in the following description:

A. Strategic Planning Business Process
   1. Business Research and Corporate Planning
   2. Business Development and Sales Management

B. Corporate Identity Business Process
   1. Generation and O&M Rental Services Management
   2. O&M Services Management
   3. Gas & Diesel Engine Services, Digital Marketing, and Renewable Energy Management
   4. MRO and EPC Services Management

C. Enabler Business Process
   1. Stakeholder Relations Management
   2. Human Capital Management
   3. Financial Management
   4. Information Technology Management
   5. General Affairs Management
   6. Procurement Management
   7. Asset and Engineering Management
   8. Risk Management
   9. Legal Management
   10. OHSSE Management

D. Review and Improvement of Business Process
   1. Internal Audit Management
   2. Customer Relationship Management
   3. Quality and Performance Management

Through the implementation of comprehensive and integrated business processes, the Company ensures that each function and activity operates effectively in support of its vision, mission, and established performance targets. Continuous evaluation and improvement are also carried out to enhance competitiveness, customer satisfaction, and business sustainability amid the evolving dynamics of the industry.

Keanggotaan Asosiasi
Association Membership [OJK C5] [GRI 2-28]

Nama Asosiasi/Perhimpunan Associations/Community Name	Posisi di Asosiasi/Perhimpunan Position in Association/Community	Skala Scale	Status Status
Asosiasi HAKIT (Himpunan Ahli Pembangkit Tenaga Listrik Indonesia) LPL - HAKIT. HAKIT Association (Association of Indonesian Power Plant Experts) LPL - HAKIT.	Anggota Member	Nasional National	Aktif Active
Asosiasi Kontraktor Nasional (ASKONAS) National Contractors Association (ASKONAS)	Anggota Member	Nasional National	Aktif Active
Asosiasi Kontraktor Listrik Indonesia (AKLI) Indonesian Electrical Contractors Association (AKLI)	Anggota Member	Nasional National	Aktif Active

Budaya Perusahaan
Corporate Culture [OJK F.1] [GRI 2-23]

Perusahaan telah melakukan penyelarasan terhadap implementasi tata nilai perusahaan dalam rangka mengoptimalisasi sinergi organisasi PLN Group. Transformasi budaya Perusahaan dari SIAP AKSI menjadi AKHLAK yang disahkan dalam Persetujuan Penandatanganan Kebijakan Bersama Dewan Komisaris dan Direksi PT PLN Indonesia Power Services Nomor 0001.P/DIR/2025 tentang Pedoman Budaya Perusahaan dan Internalisasi Budaya Perusahaan sesuai Surat Edaran KBUMN No. SE-7/MBU/07/2020 tanggal 1 Juli 2020 tentang Nilai-Nilai Utama (*Core Values*) Sumber Daya Manusia Badan Usaha Milik Negara. AKHLAK merupakan akronim dari Amanah, Kompeten, Harmonis, Loyal, Adaptif dan Kolaboratif yang dijadikan sebagai identitas dan perekat budaya kerja yang mendukung peningkatan kinerja secara berkelanjutan di setiap BUMN.

Implementasi budaya Perusahaan PLN IP Services dilakukan melalui berbagai media baik *offline* maupun *online* secara rutin setiap bulan dengan tujuan agar insan PLN IP Services dapat cepat memahami nilai-nilai AKHLAK, meningkatkan motivasi dan kinerja pegawai serta memiliki perilaku yang dapat mendukung pencapaian visi misi Perusahaan dan mencerminkan identitas Perusahaan secara spesifik.

Pedoman Budaya Perusahaan meliputi:
- **Visi Perusahaan**
- **Misi Perusahaan**
- **Nilai-Nilai Utama Perusahaan**
- **Motto Perusahaan**
- **Etika Pegawai dan Etika Bisnis**

The Company has aligned the implementation of corporate values in order to optimize the organizational synergy of the PLN Group. Transformation of corporate culture from SIAP AKSI to AKHLAK which was ratified in the Joint Policy Agreement signed by the Board of Commissioners and the Board of Directors of PT PLN Indonesia Power Services, as stated in Decree No. 0001.P/DIR/2025 concerning the Guidelines for Corporate Culture and Cultural Internalization according to KBUMN Circular Letter No. SE-7/MBU/07/2020 dated July 1, 2020 on Core Values of Human Resources for State-Owned Enterprises. AKHLAK is an acronym for Amanah, Competent, Harmonious, Loyal, Adaptive and Collaborative which is used as an identity and work culture adhesive that supports continuous performance improvement in every SOEs.

Implementation of PLN IP Services's corporate culture is carried out through various media both offline and online regularly every month with the aim that PLN IP Services employee can quickly understand AKHLAK values, increase employee motivation and performance and have behaviors that can support the achievement of the Company's vision and mission and reflect the specific identity of the Company.

Corporate Culture Guidelines include:
- **Company Vision**
- **Company Mission**
- **Core Values of the Company**
- **Company Motto**
- **Employee Ethics and Business Ethics**

Visi Misi Perusahaan

Company Vision, Mission [OJK C.1] [GRI 2-23]



Dewan Komisaris dan Direksi PLN IP Services telah melakukan tinjauan kembali akan visi dan misi Perusahaan yang disahkan dalam Rencana Jangka Panjang Perusahaan tahun 2021-2025. Dewan Komisaris dan Direksi menganggap bahwa visi dan misi Perusahaan saat ini masih sesuai dengan kondisi dan perkembangan industri yang dihadapi.

The Board of Commissioners and Board of Directors of PLN IP Services have reviewed the vision and mission of the Company which was approved in the Company's Long Term Plan for 2021-2025. The Board of Commissioners and Board of Directors consider that the Company's current vision and mission are still in accordance with the conditions and developments of the industry they are facing.

Visi Vision

"Menjadi Perusahaan Terpercaya dalam Penyediaan Solusi Bidang Energi di Pasar Global"

"To be a Trusted Energy Solutions Company in Global Market"

Misi Mission

"Menyediakan Solusi Layanan Energi yang Terbaik, Terkini dan Terintegrasi"

"Providing the Best, Latest and Integrated Energy Services Solutions"

Kata Kunci Keywords	Penjelasan Description	Target Target
Perusahaan Terpercaya Trusted Company	Memiliki pertumbuhan pendapatan di solusi energi dengan tingkat kepuasan pelanggan yang tinggi. Achieves revenue growth in energy solutions while maintaining a high level of customer satisfaction.	1. Mencapai total pendapatan sebesar Rp4,00 triliun pada 2030. Achieve total revenue of Rp4.00 trillion in 2030. 2. Mencapai total 16 proyek EPC pada 2030. Achieve a total of 16 EPC projects in 2030. 3. Mencapai total dampak finansial dari implementasi inovasi lebih dari Rp59,51 miliar pada 2030. Generate a total financial impact of more than Rp59.51 billion from innovation implementation in 2030 4. Mencapai skor Indeks Kepuasan Pelanggan sebesar 88 pada seluruh segmen pelanggan pada 2030. Achieve a Customer Satisfaction Index score of 88 across all customer segments in 2030.
Penyedia Solusi Bidang Energi Energy Solutions Provider	Merupakan perusahaan penyedia solusi energi dengan layanan teknologi, kompetensi, dan solusi terintegrasi. An energy solutions provider supported by integrated technology services, capabilities, and solutions.	Tidak ditetapkan secara terpisah. Not specified separately.
Pasar Global Global Market	Pasar Global dalam Visi RJP 2026–2030 dimaknai sebagai standar kualitas, kompetensi, dan daya saing internasional, bukan sekadar ekspansi geografis. PIPS memulai langkah di ASEAN dan GCC sebagai pasar strategis dengan pertumbuhan permintaan yang tinggi serta standar global. Dengan mengadopsi praktik terbaik internasional, inovasi digital, dan dukungan transisi energi lintas negara, PIPS menegaskan diri sebagai penyedia solusi energi berkelas dunia. Global Market in the 2026–2030 Long-Term Plan Vision refers to international standards of quality, competence, and competitiveness, rather than merely geographical expansion. PIPS is initiating its presence in ASEAN and GCC countries as strategic markets characterized by high demand growth and global standards. By adopting international best practices, digital innovation, and supporting cross-border energy transition, PIPS affirms its position as a world-class energy solutions provider.	1. Mencapai pendapatan Beyond kWh sebesar Rp330 miliar pada 2030. Achieve Beyond kWh revenue of Rp330 billion in 2030. 2. Merealisasikan delapan proyek Beyond Indonesia pada 2030. Deliver eight Beyond Indonesia projects in 2030.

Perusahaan berperan aktif di dalam menyediakan solusi energi baik regional, nasional maupun internasional, sesuai ruang lingkup bisnisnya dengan menyediakan solusi-solusi terbaik yang dibutuhkan oleh pelanggan maupun calon pelanggan, dengan memberikan layanan-layanan terintegrasi yang inovatif, kompetitif, adaptif, berkelanjutan, memperhatikan kelestarian lingkungan dalam setiap aktivitas bisnisnya, berorientasi pada kebutuhan dan memenuhi harapan pelanggan.

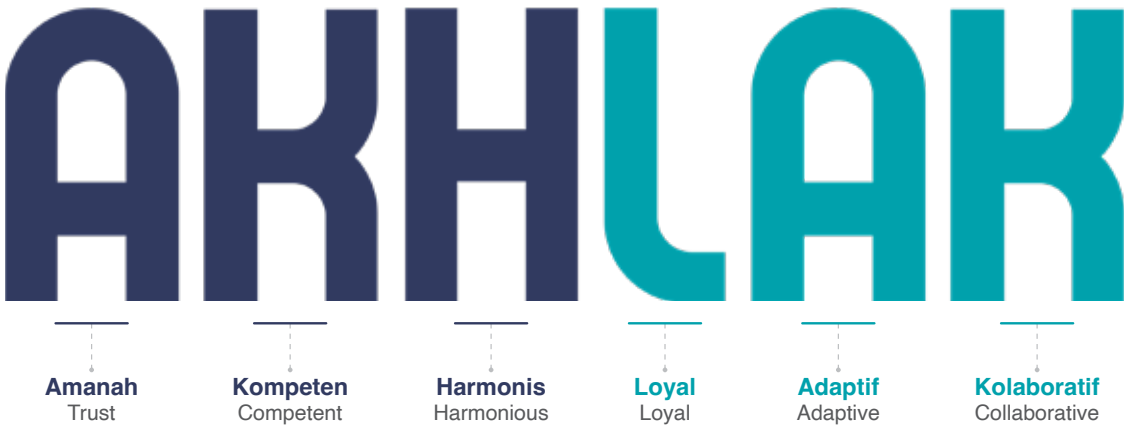
The Company plays an active role in providing regional, national and international energy solutions, according to its business scope by providing the best solutions by customers and prospective customers, by providing integrated services that are innovative, competitive, adaptive, sustainable, attentive to sustainability environment in every business activity, oriented to the needs and meet customer expectations.

Nilai-Nilai Utama Perusahaan

Nilai-Nilai Utama Perusahaan adalah AKHLAK yang merupakan akronim dari 6 (Enam) Nilai Utama dan diturunkan ke dalam 18 (Delapan Belas) Panduan Perilaku sebagai berikut:

Core Values of the Company

Core Values of the Company are AKHLAK which is an acronym for 6 (Six) Core Values and is translated into 18 (Eighteen) Codes of Conduct as follows:



AKHLAK

A Amanah
Trust

Memegang teguh kepercayaan yang diberikan.
Uphold to the trust given.

- Memenuhi janji dan komitmen
- Bertanggung jawab atas tugas, keputusan, dan tindakan yang dilakukan
- Berpegang teguh kepada nilai moral dan etika

- Fulfilling promises and commitments
- Responsible for the tasks, decisions, and actions taken
- Adhering to moral and ethical values

K Kompeten
Competent

Terus belajar dan mengembangkan kapabilitas.
Continue to learn and develop capabilities.

- Meningkatkan kompetensi diri untuk menjawab tantangan yang selalu berubah
- Membantu orang lain belajar
- Menyelesaikan tugas dengan kualitas terbaik

- Improving self-competence to respond to ever-changing challenges
- Helping others learn
- Completing tasks with the best quality

H Harmonis
Harmonious

Saling peduli dan menghargai perbedaan.
Care for each other and respect differences.

- Menghargai setiap orang apapun latar belakangnya
- Suka menolong orang lain
- Membangun lingkungan kerja yang kondusif

- Appreciate everyone regardless of background
- Likes to help others
- Build a conducive work environment

L Loyal
Loyal

Berdedikasi dan mengutamakan kepentingan Bangsa dan Negara.
Dedicate and prioritize the interests of the Nation and the State.

- Menjaga nama baik sesama pegawai, Pimpinan, BUMN, dan Negara
- Rela berkorban untuk mencapai tujuan yang lebih besar
- Patuh kepada pimpinan sepanjang tidak bertentangan dengan hukum dan etika

- Appreciate everyone regardless of background
- Likes to help others
- Complying with the leadership's directions insofar as they do not conflict with laws and ethical principles

A Adaptif
Adaptive

Terus berinovasi dan antusias dalam menggerakkan ataupun menghadapi perubahan.
Continue to innovate and enthusiastic in driving or facing change.

- Cepat menyesuaikan diri untuk menjadi lebih baik
- Terus-menerus melakukan perbaikan mengikuti perkembangan teknologi
- Bertindak proaktif

- Adapting quickly for continuous improvement
- Continuously making improvements in line with technological developments
- Acting proactively

K Kolaboratif
Collaborative

Membangun kerja sama yang sinergis.
Build a synergistic cooperation.

- Memberi kesempatan kepada berbagai pihak untuk berkontribusi
- Terbuka untuk bekerja sama untuk menghasilkan nilai tambah
- Menggerakkan pemanfaatan berbagai sumber daya untuk tujuan bersama

- Providing opportunities for various parties to contribute
- Open to work together to generate added value
- Mobilizing the use of various resources for common goals

PLN IP Services Way [OJK C.1] [GRI 2-23]

PLN IPServices Way adalah suatu sistem keyakinan (*Belief System*) yang terus dibangun dan dikembangkan secara bersama oleh Insan IPServices untuk mengantarkan Perusahaan agar terus tumbuh dan berkembang secara berkelanjutan demi tercapainya Visi dan Misi Perusahaan. PLN IP Services Way dijadikan dasar untuk berpikir, bersikap, dan menjalankan kegiatan bisnis, serta menjadi panduan perilaku bagi seluruh insan PT PLN Indonesia Power Services.

PLN IP Services Way [OJK C.1] [GRI 2-23]

PLN IPServices Way is a belief system that is continuously developed and strengthened collectively by all members of IP Services. It serves to guide the Company's sustainable growth and progress toward achieving its Vision and Mission. This belief system forms the foundation for thinking, behavior, and business practices, and acts as a code of conduct for all employees of PT PLN Indonesia Power Services.



Deskripsi dan makna Profil "PLN IP Services WAY" adalah sebagai berikut:

- Bentuk segitiga menghadap ke atas yang menunjukkan gerakan kegiatan usaha Perusahaan yang selalu fokus pada peningkatan kinerja secara terus menerus dalam rangka mencapai visi Perusahaan.
- Visi Perusahaan terletak di bagian atas gambar mengandung makna bahwa pencapaian visi Perusahaan adalah tujuan utama yang menjadi prioritas dalam menjalankan bisnis Perusahaan.
- Misi Perusahaan terletak di bagian bawah gambar, tegak lurus menghadap Visi Perusahaan. Hal ini menunjukan bahwa Misi Perusahaan yang berfungsi sebagai penghantar dalam mewujudkan Visi Perusahaan, diterjemahkan ke dalam program-program strategik baik jangka pendek maupun jangka panjang.
- 2 (Dua) Etika Perusahaan berupa 2 tanda panah melingkar, menunjukan siklus berkesinambungan antara 2 Etika Perusahaan yang mencakup Etika Pegawai dan Etika Bisnis yang saling terkait dan menggerakkan proses pencapaian maturitas Perusahaan.

The description and meaning of the "PLN IP Services WAY" Profile are as follows:

- Triangle shape facing upwards show movement of the Company's business activities which always focus on continuous performance improvement in order to achieve the Company's vision.
- The Company's vision is located at the top of the image, meaning that achieving the Company's vision is the main goal and priority in running the Company.
- The Company's Mission is located at the bottom of the image, perpendicular to the Vision. This shows that the Company's Mission, which serve as a carrier in realizing the Company's Vision, is translated into both short term and long term strategic programs.
- 2 (Two) Corporate Ethics in the form of 2 circular arrows, indicating continuous cycle between 2 Corporate Ethics which includes Employee Ethics and Business Ethics which are interrelated and drive the process of achieving Company maturity.

- Warna merah pada tanda panah Etika Pegawai melambangkan bahwa dalam berperilaku Insan PLN IP Services senantiasa bekerja dengan penuh energi, kekuatan, hasrat, dan keberanian.
- Warna hijau pada tanda panah Etika Bisnis bermakna bahwa di dalam menjalankan bisnis Insan PLN IP Services senantiasa memperhatikan lingkungan hidup sekitarnya.
- Lingkaran Nilai-Nilai Budaya Perusahaan yang meliputi *Safety*, Integritas, Profesional, Proaktif, dan Sinergi yang menggerakkan dan menjadi landasan Perilaku Pegawai dalam rangka mencapai Visi dan Misi Perusahaan.
- Dalam inti lingkaran terdapat Motto (*tagline*) Perusahaan, yakni "*Trusted Energy Solutions and Beyond*" yang Membangun kesadaran kepada Pelanggan dan Stakeholder bahwa setiap aktivitas kehidupan manusia membutuhkan energi dan IPServices memiliki keunggulan sebagai Perusahaan yang dapat diandalkan dan tepercaya dalam penyediaan solusi energi yang andal, aman, efisien dan berkelanjutan.
- Sinergi antara Motto, Nilai-Nilai Budaya, dan Pilar Perilaku dilambangkan dalam poros bergerigi yang terus bergerak untuk mewujudkan Visi dan Misi Perusahaan.

- Red color on the Employee Ethics arrow symbolizes that PLN IP Services People always behave and work with full energy, strength, passion and courage.
- Green color on the Business Ethics arrow means that in conducting business, PLN IP Services People always pay attention to the surrounding environment.
- Circle of Corporate Culture Values which includes Safety, Integrity, Professional, Proactive, and Synergy that drive and become the basis for Employee Behavior in order to achieve the Company's Vision and Mission.
- At the center of the circle is the Company's motto (tagline), "Trusted Energy Solutions and Beyond," which reinforces awareness among customers and stakeholders that energy is essential to every aspect of life, and that IPServices is a reliable and trusted provider of safe, efficient, sustainable, and dependable energy solutions.
- Synergy between Motto, Culture Values, and Behavior Pillars is symbolized in a jagged axis that continuously moves to realize the Company's Vision and Mission.

Motto Perusahaan
Motto of The Company [OJK C.1] [GRI 2-23]

Motto Perusahaan, berupa kalimat ***"Trusted Energy Solutions and Beyond"*** yang memiliki arti sebagai berikut:

- **Arti ke dalam:**
  Menginspirasi seluruh Insan PLN IP Services untuk berkomitmen memberikan yang terbaik sehingga mampu saling memberikan solusi, meningkatkan kecepatan proses, dan mewujudkan kinerja unggul.
- **Arti ke luar:**
  Membangun kepercayaan Pelanggan dan *Stakeholder* lainnya agar tercipta loyalitas dan keterikatan kepada Perusahaan sehingga selalu menjadi mitra pilihan dalam solusi bisnis pembangkitan melalui penyediaan kualitas layanan terbaik, solusi bisnis terintegrasi dan komitmen untuk tumbuh bersama.

Motto of the Company, in the form of sentence **"Trusted Energy Solutions and Beyond"** has the following meaning:

- **Internal meaning:**
  To inspire all PLN IP Services People to commit to giving the best hence they are able to provide solutions to each other, increase process speed, and achieve superior performance.
- **External meaning:**
  To build customer and other stakeholder trust in order to create loyalty and attachment to the Company hence it is always the partner of choice in generation business solutions through providing the best quality service, integrated business solutions and a commitment to grow together.

Logo Perusahaan
Logo of The Company [OJK C.1] [GRI 2-23]

PLN Indonesia Power Services

Logo PLN IP Services telah diatur didalam yang mengatur tentang identitas perusahaannya dalam Surat Edaran Direksi Nomor: 097/ED/PLN IP SERVICES/V/2024 perihal Informasi Perubahan Nama dan Logo Perusahaan.

The logo of PLN IP Services is regulated in the document that governs the company's identity, as stated in the Circular Letter of the Board of Directors Number: 097/ ED/PLN IP SERVICES/V/2024 regarding Information on Company Name and Logo Changes.

Persegi
Square

Bidang Persegi sebagai dasar, berwarna kuning, dan tanpa garis pinggir. Bidang Persegi melambangkan bahwa PLN merupakan wadah atau organisasi yang terorganisir dengan sempurna. Warna kuning menggambarkan pencerahan, seperti yang diharapkan PLN bahwa listrik mampu menciptakan pencerahan bagi kehidupan masyarakat. Kuning juga melambangkan semangat yang menyalanyala yang dimiliki tiap insan yang berkarya di PLN.

Square as the base, yellow in color, and without border. The Square represents PLN as a perfectly organized entity or organization. The yellow color describes enlightenment, as PLN hopes that electricity can create enlightenment for people's lives. Yellow also symbolizes the fiery spirit of every person who works in PLN.

Petir atau Kilat
Lightning or Thunder

Petir atau Kilat, berwarna merah, bentuk atas tebal, bentuk bawah runcing, dan memotong/menembus tiga gelombang. Petir atau Kilat melambangkan tenaga listrik yang terkandung didalamnya sebagai produk jasa utama yang dihasilkan oleh PLN. Selain itu, Petir juga mengartikan kerja cepat dan tepat para insan PLN dalam memberikan solusi terbaik bagi pelanggannya. Warna merah memberikan representasi kedewasaan PLN selaku perusahaan listrik pertama di Indonesia dan dinamisme gerak laju PLN beserta insan perusahaan, serta keberanian dalam menghadapi tantangan perkembangan zaman.

Lightning or Thunder, red in color, thick upper shape, pointed lower shape, and cutting/penetrating three waves. Lightning or Thunder represents the electricity contained therein as the main service product produced by PLN. In addition, Lightning also means the fast and precise work of PLN people in providing the best solution for its customers. The red color represents the maturity of PLN as the first electricity company in Indonesia and the dynamism of PLN's pace and the company's people, and the courage to overcome the challenges of the times.

Komponen Logo
Component Logo

Logo PLN IP Services terdiri dari komponen logogram dan logotype. Dalam pengaplikasiannya pada berbagai media, kedua komponen logo ini tidak boleh dipisah.

Logogram tersusun dari tiga elemen visual yang tidak terpisahkan, bentuk persegi sebagai dasar dari petir dan tiga gelombang dengan tampilan warna bermuatan filosofi visual sesuai cita dan citra korporat.

Logotype berupa akronim dari kalimat Perusahaan Listrik Negara (PLN) & nama Subholding secara ekslusif disusun dari khusus dan identitas berupa huruf yang hanya dimiliki PLN IP Services

The PLN IP Services logo consists of logogram and logotype components. In its application on various media, these two logo components should not be separated.

The logogram is composed of three inseparable visual elements, a square shape as the basis of lightning and three waves with a color display charged with visual philosophy according to the corporate mind and image.

The logotype is an acronym of the phrase Perusahaan Listrik Negara (PLN) & the name of the Subholding is exclusively composed of special and identity letters only owned by PLN IP Services.

Konsep dan Filosofi
Concept & Philosophy

Masing-masing bentuk dan warna dari elemen yang tersusun dalam logogram memiliki makna visual yang terinspirasi dari cita dan citra insan PLN sebagai sumber daya utama pengelola bisnis Perusahaan.

Each shape and color of the elements arranged in the logogram has a visual meaning inspired by the ideals and image of PLN personnel as the main resource for managing the Company's business.



Tiga Gelombang (Ujung Gelombang Menghadap Kebawah)
Three Waves (Wave Edge Facing Downward)

Tiga Gelombang, berwarna biru, berbentuk sinusodia (2 ½ periode), ujung gelombang menghadap ke bawah, tersusun sejajar dalam arah mendatar, dan terletak di tengah-tengah pada dasar kuning. Tiga Gelombang memiliki arti gaya rambat energi listrik yang dialirkan oleh tiga bidang usaha utama yang digeluti oleh PLN yaitu pembangkitan, penyaluran, dan distribusi yang seiring sejalan dengan kerja keras para insan PLN guna memberikan layanan terbaik bagi pelanggannya. Warna biru melambangkan kesetiaan dan pengabdian pada tugas untuk menuju dan mencapai kemakmuran dan kesejahteraan rakyat Indonesia, serta keandalan yang dimiliki insan PLN dalam memberikan layanan terbaik bagi para pelanggannya.

Three Waves, blue in color, sinusoidalshaped (2 ½ periods), the end of the wave facing a downward direction, arranged in parallel in a horizontal direction, and located in the center on a yellow base. Three Waves means the propagation force of electrical energy flowed by the three main business fields engaged by PLN, namely generation, transmission, and distribution, which are in line with the hard work of PLN people to provide the best service for its customers. The blue color represents loyalty and devotion to duty towards and achieving the prosperity and welfare of the Indonesian people, and the reliability of PLN people in providing the best service for its customers.

Warna
Colour

Logo PLN IP Services terdiri dari warna kuning, merah, dan biru dengan komposisi warna seperti tercantum. Warna korporat sebagai aksen pada aplikasi desain media komunikasi visual dengan komposisi warna seperti tercantum.

The PLN IP Services logo consists of yellow, red, and blue colors with the color composition listed. Corporate colors as accents in visual communication media design applications with color composition as listed.

Warna Logo I *Logo Colour*

C:0 M:0 Y:100 K:0	C:0 M:100 Y:100 K:0	C:100 M:0 Y:0 K:0

Warna Korporat I *Corporate Colour*

C:100 M:70 Y:53 K:0	C:100 M:7 Y:28 K:0

Perubahan Signifikan

Significant Changes [OJK C.6]

Pada tahun 2025, Perusahaan memperkuat keandalan pasokan listrik dengan menambah 7 unit pembangkit mobile untuk memenuhi kebutuhan energi masyarakat. Penambahan kapasitas tersebut turut meningkatkan kemampuan operasional Perusahaan, yang tercermin dari kenaikan produksi listrik menjadi 936,55 GWh, dibandingkan 161,21 GWh pada tahun sebelumnya. Peningkatan ini menunjukkan komitmen Perusahaan dalam memastikan ketersediaan pasokan listrik yang andal guna mendukung kebutuhan masyarakat.

In 2025, the Company strengthened the reliability of electricity supply by adding seven mobile power generation units to meet the growing energy needs of the community. This additional capacity enhanced the Company's operational capability, as reflected in the increase in electricity generation to 936.55 GWh, compared with 161.21 GWh in the previous year. This achievement demonstrates the Company's commitment to ensuring a reliable electricity supply to support the energy needs of the communities it serves.





Tata Kelola untuk Nilai Jangka Panjang

Governance for Long-Term Value



06

2025

Laporan Keberlanjutan

Sustainability Report

Tata Kelola Keberlanjutan
Sustainability Governance

PENDAHULUAN

Perusahaan memandang evolusi sebagai bagian tak terpisahkan dari aliran industri dan bisnis. Perusahaan mendukung kebutuhan infrastruktur melalui jaringan dan kapabilitas Perusahaan yang berperan penting dalam menyediakan akses yang berkelanjutan dan andal bagi para pemangku kepentingan mengenai aktivitas operasional kelistrikan. Kemajuan dalam industri energi dan kelistrikan serta meningkatnya keunggulan keberlanjutan yang telah kita saksikan dalam beberapa tahun terakhir, mendorong upaya berkelanjutan Perusahaan untuk beradaptasi terhadap perubahan melalui perjalanan keberlanjutan yang adil dan inklusif.

Oleh karena itu, Tata Kelola Perusahaan yang baik (*Good Corporate Governance*/GCG) merupakan pondasi strategis bagi pencapaian keunggulan daya saing berkelanjutan. GCG merupakan sistem, struktur, mekanisme, dan budaya yang akan melindungi kepentingan pemegang saham dan pemangku kepentingan. Melalui komitmen seluruh Insan Perusahaan, Perusahaan tidak hanya telah memenuhi berbagai ketentuan terkait penerapan GCG tetapi juga menerapkan praktik-praktik terbaik, sehingga menjadi salah satu perusahaan terdepan dalam penerapan GCG sekaligus sebagai perusahaan yang menjadi rujukan/ *benchmarking* dari perusahaan lainnya.

Komitmen Perusahaan dalam menerapkan GCG diwujudkan antara lain melalui:

INTRODUCTION

The Company sees evolution as a crucial component of market and business trends. Through its network and skills, the company supports infrastructural requirements, which is crucial in ensuring that stakeholders have stable and dependable access to power for operational operations. The development of the energy and power sectors, together with the growing sustainability benefits that we have seen in recent years, support the Company's ongoing efforts to change with the times by embarking on a sustainable journey that is both equitable and inclusive.

Good Corporate Governance (GCG) is thus a strategic cornerstone for attaining a sustained competitive advantage. GCG is an institutional framework, set of norms, and set of rules designed to safeguard the interests of all parties involved. The Company has become one of the leading companies in implementing GCG thanks to the dedication of its entire staff, which has allowed it to not only comply with the various provisions related to the implementation of GCG but also implement the best practices, making it a reference/benchmarking for other businesses.

Among the many ways the Company shows its dedication to GCG is by:

No	Jenis Pedoman Type of Guidelines	Keterangan Description
1	Anggaran Dasar Articles of Association	1. Akta No. 25 Tahun 2008 tentang Akta Pendirian Perusahaan; 2. Akta No. 14 tanggal 27 November 2013 tentang Penambahan Jenis Usaha Perseroan; 3. Akta No. 27 Tahun 2014 tentang Penambahan Saham IP ke CDB; 4. Akta No. 8 Tahun 2018 tentang Perubahan Kewenangan Direksi; 5. Akta No. 15 Tahun 2023 tentang Perubahan Anggaran Dasar CDB; 6. Akta No. 8 Tahun 2024 tentang Perubahan Entitas Perseroan. 1. Deed No. 25 of 2008 concerning the Company's Deed of Establishment; 2. Deed No. 14 dated November 27, 2013 concerning the Addition of the Company's Business Activities; 3. Deed No. 27 of 2014 concerning the Addition of IP Shares to CDB; 4. Deed No. 8 of 2018 concerning Changes to the Authority of the Board of Directors; 5. Deed No. 15 of 2023 concerning Amendments to CDB's Articles of Association; 6. Deed No. 8 of 2024 concerning Changes to the Company's Entity.
2	Pedoman Tata Kelola Perusahaan yang Baik atau GCG Code Good Corporate Governance Guidelines or GCG Code	Keputusan Bersama Dewan Komisaris dan Direksi No. 005.K/DEKOM-PIPS/2025 dan No. 0062.P/DIR/2025 tanggal 23 Juli 2025. Joint Decision of the Board of Commissioners and the Board of Directors No. 005.K/DEKOM-PIPS/2025 and No. 0062.P/DIR/2025 dated July 23, 2025.
3	Board Manual atau Pedoman Kerja Dewan Komisaris dan Direksi Board Manual or Guidelines for the Board of Commissioners and the Board of Directors	Keputusan Bersama Dewan Komisaris dan Direksi No. 004.K/DEKOM-PIPS/2025 dan No. 0065.P/DIR/2025 tanggal 23 Juli 2025. Joint Decision of the Board of Commissioners and the Board of Directors No. 004.K/DEKOM-PIPS/2025 and No. 0065.P/DIR/2025 dated July 23, 2025.

No	Jenis Pedoman Type of Guidelines	Keterangan Description
4	Piagam Komite Audit Audit Committee Charter	Keputusan Bersama Dewan Komisaris dan Direksi No. 328.K/CDB/XII/2014 tanggal 15 Desember 2014. Joint Decision of the Board of Commissioners and the Board of Directors No. 328.K/CDB/XII/2014 dated December 15, 2014.
5	Piagam Komite Manajemen Risiko Risk Management Committee Charter	Perusahaan memiliki perangkat soft structure sebagai pedoman penerapan tata kelola, termasuk Piagam Komite Manajemen Risiko yang telah diperbarui pada 26 Oktober 2023. The Company has soft-structure instruments that serve as guidelines for governance implementation, including the Risk Management Committee Charter, which was updated on October 26, 2023.
6	Piagam Audit Internal Internal Audit Charter	Peraturan Direksi No. 0077.P/DIR/2025 dan Keputusan Dewan Komisaris No. 009.K/DEKOM-PIPS/2025 tanggal 29 Juli 2025 tentang Piagam Audit Internal Terintegrasi PT PLN Indonesia Power Services. Board of Directors Regulation No. 0077.P/DIR/2025 and Board of Commissioners Decision No. 009.K/DEKOM-PIPS/2025 dated July 29, 2025 concerning the Integrated Internal Audit Charter of PT PLN Indonesia Power Services.
7	Kebijakan Manajemen Risiko Risk Management Policy	Peraturan Direksi No. 0061.P/DIR/2025 tanggal 21 Juli 2025 tentang Kebijakan Manajemen Risiko Terintegrasi. Board of Directors Regulation No. 0061.P/DIR/2025 dated July 21, 2025 concerning the Integrated Risk Management Policy.
8	Pedoman Etika Perusahaan atau Code of Conduct Code of Conduct	Keputusan Bersama Dewan Komisaris dan Direksi No. 007.K/DEKOM-PIPS/2025 dan No. 0066.P/DIR 2025 tanggal 23 Juli 2025. Joint Decision of the Board of Commissioners and the Board of Directors No. 007.K/DEKOM-PIPS/2025 and No. 0066.P/DIR/2025 dated July 23, 2025.
9	Pedoman Budaya Perusahaan Corporate Culture Guidelines	Peraturan Direksi No. 0001.P/DIR/2025 tanggal 4 Februari 2025 tentang Pedoman Budaya Perusahaan; sebelumnya Keputusan Direksi dan Dewan Komisaris PT Cogindo DayaBersama No. 027.K/CDB/V/2021 dan No. 03.K/DEKOM-CDB/2021. Board of Directors Regulation No. 0001.P/DIR/2025 dated February 4, 2025 concerning the Corporate Culture Guidelines; previously the Decisions of the Board of Directors and the Board of Commissioners of PT Cogindo DayaBersama No. 027.K/CDB/V2021 and No. 03.K/DEKOM-CDB/2021.
10	Pedoman Benturan Kepentingan Conflict of Interest Guidelines	Keputusan Bersama Dewan Komisaris dan Direksi No. 003.K/DEKOM-PIPS/2025 dan No. 0064.P/DIR 2025 tanggal 23 Juli 2025. Joint Decision of the Board of Commissioners and the Board of Directors No. 003.K/DEKOM-PIPS/2025 and No. 0064.P/DIR/2025 dated July 23, 2025.
11	Pedoman Pengendalian Gratifikasi Gratification Control Guidelines	Peraturan Direksi No. 0094.P/DIR/2025 tanggal 8 Januari 2025 tentang Pedoman Pengendalian Gratifikasi. Board of Directors Regulation No. 0094.P/DIR/2025 dated January 8, 2025 concerning the Gratification Control Guidelines.
12	Tata Kelola Anti Penyuapan Anti-Bribery Governance	Keputusan Bersama Dewan Komisaris dan Direksi No. 006.K/DEKOM-PIPS/2025 dan No. 0063.P/DIR/2025 tanggal 23 Juli 2025 tentang Tata Kelola Anti Penyuapan PT PLN Indonesia Power Services. Joint Decision of the Board of Commissioners and the Board of Directors No. 006.K/DEKOM-PIPS/2025 and No. 0063.P/DIR/2025 dated July 23, 2025 concerning Anti-Bribery Governance of PT PLN Indonesia Power Services.
13	Kebijakan Anti Fraud Anti-Fraud Policy	Peraturan Direksi No. 187.P/PIPS/IX/2024. Board of Directors Regulation No. 187.P/PIPS/IX/2024.
14	Pedoman Sistem Pelaporan Pelanggaran atau Whistleblowing System Whistleblowing System Guidelines	Keputusan Bersama Direksi dan Dewan Komisaris No. 079.K/CDB/XII/2019 dan No. 004.K/DEKOM-CDB/2019 tanggal 9 Desember 2019; diperbarui melalui Surat Edaran Direksi No. 021/ED/CDB/XI/2021 tanggal 18 November 2021. Joint Decision of the Board of Directors and the Board of Commissioners No. 079.K/CDB/XII/2019 and No. 004.K/DEKOM-CDB/2019 dated December 9, 2019; updated through Board of Directors Circular No. 021/ED/CDB/XI/2021 dated November 18, 2021.
15	Pedoman LHKPN LHKPN Guidelines	Peraturan Direksi No. 0037.P/DIR/2026 tanggal 13 Mei 2026 tentang Pedoman Laporan LHKPN di Lingkungan PT PLN Indonesia Power Services. Board of Directors Regulation No. 0037.P/DIR/2026 dated May 13, 2026 concerning the LHKPN Reporting Guidelines within PT PLN Indonesia Power Services.
16	Pedoman Pengadaan Barang Jasa Guidelines for Procurement of Goods Services	Peraturan Direksi No. 0068.P/DIR/2025 tanggal 29 Juli 2025 tentang Pedoman Pengadaan Barang Jasa di Lingkungan PT PLN Indonesia Power Services. Board of Directors Regulation No. 0068.P/DIR/2025 dated July 29, 2025 concerning the Guidelines for Procurement of Goods Services within PT PLN Indonesia Power Services.
17	Pedoman Pengelolaan Penyedia Barang Jasa Guidelines for Management of Goods Services Providers	Peraturan Direksi No. 0069.P/DIR/2025 tanggal 29 Juli 2025 tentang Pedoman Pengelolaan Penyedia Barang Jasa. Board of Directors Regulation No. 0069.P/DIR/2025 dated July 29, 2025 concerning the Guidelines for Management of Goods Services Providers.
18	Kebijakan ESG ESG Policy	Dokumen pembentukan implementasi Tim ESG Tahun 2026-2030. Document on the Formation Implementation of the ESG Team for 2026-2030.
19	Standard Operating Procedure dan Instruksi Kerja Standard Operating Procedures and Work Instructions	Daftar Induk Dokumen SOP dan IK masing-masing fungsi unit kerja; nomor dokumen mengikuti kode dokumen yang berlaku pada unit terkait. Master List of SOP and Work Instruction Documents for each function work unit; document numbers follow the document codes applicable to the relevant unit.

Perusahaan berkomitmen untuk menerapkan tata kelola yang baik atau *Good Corporate Governance* (GCG) pada seluruh kegiatan operasional di setiap lini bisnis. Untuk mendapatkan hasil yang terbaik, Perusahaan mengedepankan prinsip-prinsip GCG yang mencakup:

1. Transparansi *(transparency)*, yaitu keterbukaan dalam melaksanakan proses pengambilan keputusan dan keterbukaan dalam mengungkapkan informasi material dan relevan mengenai Perusahaan;
2. Akuntabilitas *(accountability)*, yaitu kejelasan fungsi, pelaksanaan, dan pertanggungjawaban Organ Perusahaan sehingga pengelolaan Perusahaan terlaksana secara efektif;
3. Pertanggungjawaban *(responsibility)*, yaitu kesesuaian di dalam pengelolaan Perusahaan terhadap peraturan perundang-undangan dan prinsip-prinsip korporasi yang sehat;
4. Kemandirian *(independency)*, yaitu keadaan di mana Perusahaan dikelola secara profesional tanpa benturan kepentingan dan pengaruh/tekanan dari pihak manapun yang tidak sesuai dengan peraturan perundang-undangan dan prinsip-prinsip korporasi yang sehat; dan
5. Kewajaran *(fairness)*, yaitu keadilan dan kesetaraan di dalam memenuhi hak-hak Pemangku Kepentingan *(stakeholders)* yang timbul berdasarkan perjanjian dan peraturan perundang-undangan.

Struktur Tata Kelola Keberlanjutan [GRI 2-14]

Sangat penting bahwa Tata Kelola Perusahaan yang baik ditanamkan dari tingkat tertinggi Perusahaan, dengan Dewan Direksi memainkan peran penting dalam hal ini. Sebagai penghubung antara pemegang saham dan unit bisnis Perusahaan yang beragam, mereka bertanggung jawab untuk menetapkan kebijakan dan prosedur yang jelas yang mendorong disiplin dan akuntabilitas di semua tingkatan Perusahaan. Dipandu oleh Kerangka Kerja Tata Kelola Perusahaan kami, mereka memastikan bahwa kepentingan terbaik Perusahaan, pemegang saham, dan pemangku kepentingan lainnya, selalu diprioritaskan dalam proses pengambilan keputusan.

Untuk memastikan bahwa Perusahaan dapat mengelola sumber daya secara tepat dan efektif, memastikan kepatuhan, serta mengelola risiko dan peluang, Kerangka Kerja Tata Kelola Perusahaan dijalankan oleh dewan manajemen lintas fungsi dan komite tingkat Dewan guna memberikan pengawasan atas akuntabilitas yang diperkuat di seluruh proses bisnis Perusahaan.

The Company is dedicated to incorporating GCG principles into all of its business functions. The Company places a premium on adhering to GCG principles in order to achieve optimal outcomes, and they include:

1. Transparency, defined as openness in decision-making and in sharing significant and pertinent facts about the Company;
2. Accountability, defined as the clarity of the roles, implementation, and duties of the Company's organs in order to facilitate the Company's administration;
3. Responsibility, defined as the company's management adhering to applicable rules and regulations and adhering to good corporate standards;
4. Independence, which is a state in which the Company is professionally managed without conflict of interest or influence/pressure from any party that is inconsistent with applicable laws and regulations and strong business principles; and
5. Fairness, namely justice and equity in the exercise of stakeholder rights arising from agreements and statutory requirements.

Sustainability Governance Structure [GRI 2-14]

Good Corporate Governance must be ingrained at the highest levels of the company, with the Board of Directors playing a crucial role. As liaisons between the Company's shareholders and business divisions, they are responsible for setting rules and processes that encourage discipline and responsibility at all levels of the organisation. Using our Corporate Governance Framework as a guide, they guarantee that the best interests of the company, its shareholders, and other stakeholders are constantly at the forefront of decision-making.

The Corporate Governance Framework is implemented by a cross-functional management board and Board-level committees to provide oversight of enhanced accountability throughout the Company's business processes. This is done to ensure that the Company can manage its resources appropriately and effectively, ensure compliance, and manage risks and opportunities.

Sesuai Undang-Undang (UU) No.40 Tahun 2007 tentang Perusahaan Terbatas, struktur badan tata kelola Perusahaan terdiri atas:

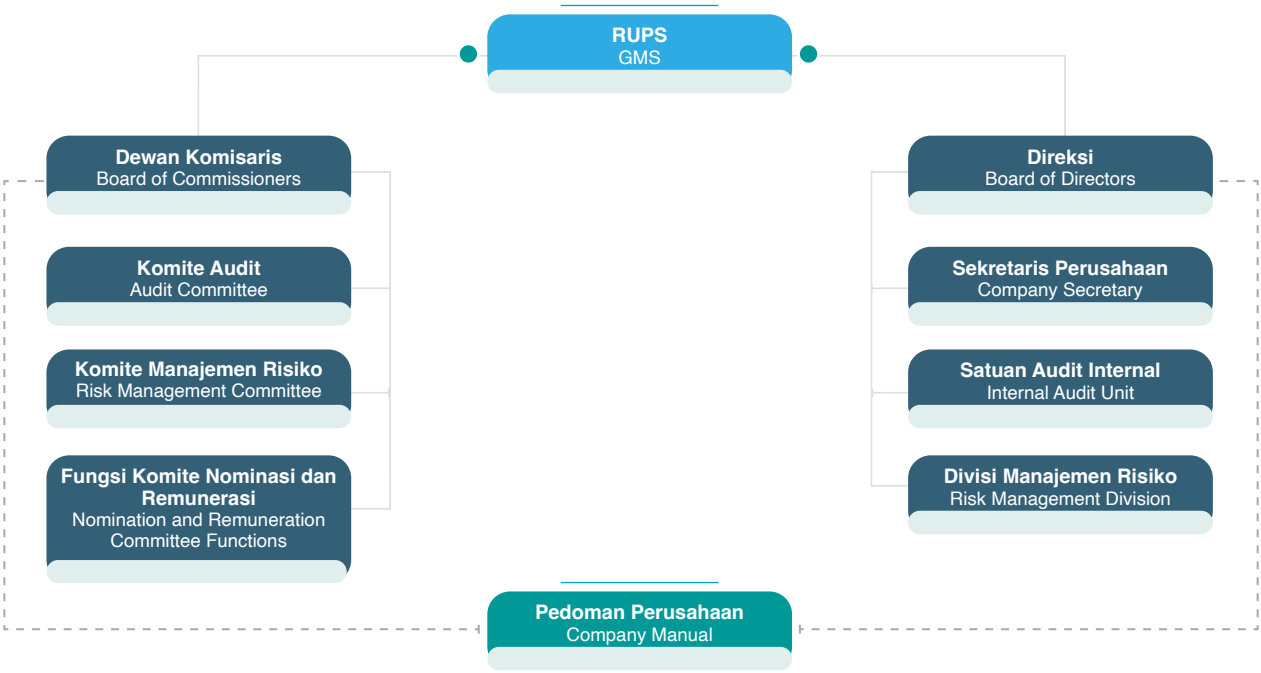
1. Rapat Umum Pemegang Saham (RUPS) yang merupakan pemegang kekuasaan tertinggi di dalam Perusahaan Terbatas dan pemegang segala kewenangan yang tidak diserahkan kepad Dewan Komisaris dan Direksi dalam batas yang telah ditentukan oleh Undang-Undang dan/atau Anggaran Dasar.
2. Dewan Komisaris, yaitu sebuah dewan yang bertugas untuk melakukan pengawasan secara umum dan/atau khusus sesuai dengan Anggaran Dasar, serta memberikan nasihat kepada Direksi.
3. Direksi, yakni Organ Perusahaan yang menjalankan tindakan pengurusan untuk mencapai visi dan misi Perusahaan demi kepentingan terbaik Perusahaan. Direksi juga bertanggung jawab mewakili Perusahaan baik di dalam dan di luar pengadilan sesuai dengan ketentuan Anggaran Dasar Perusahaan.

Seluruh insan Perusahaan menjalankan fungsinya sesuai dengan ketentuan perundang-undangan, Anggaran Dasar Perusahaan dan ketentuan lainnya atas dasar prinsip bahwa masing-masing divisi melakukan tugas, fungsi dan tanggung jawabnya secara independen untuk kepentingan Perusahaan. Dalam menerapkan tata kelola keberlanjutan, jajaran pimpinan Perusahaan meliputi Dewan Komisaris, Direksi, dan Komite Penunjang memberikan dukungannya dalam perencanaan dan pengawasan langsung terkait usaha berkelanjutan.[GRI 2-12] [GRI 2-9]

In line with Law (UU) No. 40 of 2007 regarding Limited Liability Companies, the Company's governing body consists of the following:

1. The General Meeting of Shareholders (GMS), which is the highest authority in a Limited Liability Company and has all rights not given to the Board of Commissioners and Directors within the legal and/or Articles of Association limitations.
2. Board of Commissioners, a board whose responsibility is to conduct general and/or specific oversight in line with the Articles of Association, as well as to advise the Board of Directors.
3. The Board of Directors, also known as the Company's Organs who executes management activities to realise the vision and goal of the Company in the best interest of the Company. In line with the rules of the Company's Articles of Association, the Board of Directors is also responsible for representing the Company both in and out of court.

Each division autonomously fulfils its tasks, functions, and obligations for the benefit of the Company, in compliance with applicable laws, the company's Articles of Association, and other restrictions. In implementing sustainability governance, the Company's leadership, including the Board of Commissioners, the Board of Directors, and the Supporting Committees, offer assistance for the planning and direct oversight of sustainable business.[GRI 2-12] [GRI 2-9]



PENANGGUNG JAWAB KEUANGAN BERKELANJUTAN [OJK E.1]

Prinsip-prinsip Bisnis Berkelanjutan dijalankan oleh manajemen keberlanjutan Perusahaan mulai dari pengorganisasian, perencanaan, pelaksanaan dan evaluasi kinerja keberlanjutan sampai pada pelaporan dampak ekonomi, lingkungan dan sosial dalam laporan keberlanjutan. Laporan ini dibutuhkan oleh pemangku kepentingan terutama investor tertentu, yaitu investor yang membuat keputusan investasi berdasarkan pertimbangan kinerja keberlanjutan (atau ESG/*Environmental, Social, Governance*).

Sesuai kebutuhan manajemen keberlanjutan *(sustainable management)* memfokuskan perhatian pada pengelolaan ekonomi, lingkungan, dan sosial dalam menjalankan usaha berkelanjutan. Badan Tata Kelola Tertinggi yang bertanggung jawab terhadap terselenggaranya manajemen keberlanjutan di Perusahaan adalah Direktur Utama. [GRI 2-11]

Penanggung Jawab penerapan keberlanjutan adalah Direktorat Keuangan. Direktorat Keuangan ini bertanggung jawab dalam menjaga jalannya kebijakan keberlanjutan, mengkoordinir praktik keberlanjutan, dan mengelola lalu lintas data dan informasi terkait keberlanjutan.

Tugas utamanya adalah mengelola dampak ekonomi, lingkungan dan sosial yang timbul akibat operasi Perusahaan di samping melakukan tinjauan dan identifikasi risiko lingkungan dan sosial secara berkala, termasuk melakukan analisis potensi peluang atas dampak ekonomi, lingkungan dan sosial. Dalam melakukan fungsi ini, Perusahaan memperhatikan suara dari pemangku kepentingan terutama investor dan masyarakat yang terdampak melalui saluran yang tersedia, seperti kunjungan investor, temu masyarakat, email, dan mailbox.

Dalam penyusunan Laporan Keberlanjutan ini, Direktur Utama melimpahkan tanggung jawab penyusunan laporan pada Sekretaris Perusahaan untuk memastikan bahwa seluruh topik material, dampak-dampak Perusahaan terhadap ekonomi, lingkungan, dan masyarakat sudah tercakup dalam laporan [GRI 2-13].

Sebelum laporan diterbitkan, dilakukan sirkulasi laporan kepada Dewan Komisaris dan Direksi untuk meminta tanggapan dan persetujuan. Dewan Komisaris dan Direksi bertanggung jawab untuk meninjau dan menyetujui informasi yang dilaporkan [GRI 2-14].

PERSON IN CHARGE FOR SUSTAINABLE BUSINESS [OJK E.1]

The Sustainable Business Principles are carried out by the Company's sustainability management starting from organizing, planning, implementing and evaluating sustainability performance to reporting economic, environmental and social impacts in a sustainability report. This report is needed by stakeholders, especially certain investors, namely investors who make investment decisions based on sustainability performance (or ESG/ Environmental, Social, Governance) considerations.

According to the needs of sustainable management, it focuses attention on economic, environmental and social management in running a sustainable business. The highest governance body responsible for implementing sustainability management in the Company is the President Director. [GRI 2-11]

The Directorate of Finance is in charge of carrying out sustainability. The sustainability policy must be upheld, sustainability practises must be coordinated, and traffic in data and information relevant to sustainability must be managed by the Directorate of Finance.

Its main task is to manage the economic, environmental and social impacts arising from the Company's operations in addition to conducting periodic reviews and identification of environmental and social risks, including conducting analysis of potential opportunities for economic, environmental and social impacts. In carrying out this function, the Company pays attention to the voices of stakeholders, especially investors and affected communities through available channels, such as investor visits, community meetings, email and mailboxes.

In preparing this Sustainability Report, the President Director delegates responsibility for preparing the report to the Corporate Secretary to ensure that all material topics, the Company's impacts on the economy, environment and society are included in the report [GRI 2-13].

Before the report is published, the report is circulated to the Board of Commissioners and Board of Directors to request comments and approval. The Board of Commissioners and Board of Directors are responsible for reviewing and approving the information reported [GRI 2-14].

Program Peningkatan Organ Tata Kelola Tertinggi

Perusahaan mempunyai komitmen atas penciptaan nilai berkelanjutan baik secara operasional, sosial, lingkungan, tata kelola dan keuangan. Dengan memberikan pengetahuan dan pembekalan aspek keberlanjutan pada pejabat eksekutif Perusahaan menjadi salah satu langkah konkrit atas penerapan keuangan berkelanjutan. Pada tahun 2025, Perseroan telah mengikutsertakan Direksi dalam berbagai program seminar dan pelatihan yang menyangkut keberlanjutan sebagai berikut: [GRI 2-17][OJK E.2]

Highest Governance Organ Improvement Program

The Company is committed to sustainable value creation in operational, social, environmental, governance, and financial aspects. Providing knowledge and provision of sustainability aspects to the executive officers of the Company is one of the concrete steps for the implementation of sustainable finance. In 2025, the Company participated the Board of Directors in several seminar and training programs related to sustainability as follows: [GRI 2-17][OJK E.2]

Pelatihan dan/atau Peningkatan Kompetensi yang Diikuti Anggota Direksi pada Tahun Buku
Training and/or Competency Development Attended by Members of the Board of Directors During the Financial Year

No	Pelatihan/Seminar/Lokakarya Training/Seminar/Workshop	Penyelenggara Organizer	Tanggal Date	Peserta Participant
1	Kolaborasi Seminar O&M 2025 O&M Seminar Collaboration 2025	PT PLN Indonesia Power	19 Februari 2025 19 February 2025	Hari Cahyono
2	Mengoptimalkan Potensi Komersial PLN IP Secara Penuh Unlocking PLN IP's Full Commercial Power	PT PLN Indonesia Power	16 Mei 2025 16 May 2025	Hari Cahyono
3	No-Code Day Jakarta 2025 No-Code Day Jakarta 2025	Isystem Asia	14 Agustus 2025 14 August 2025	Hari Cahyono
4	Sistem Fail Safe & Proteksi pada Pembangkit Listrik di Lingkungan PLN Group Fail-Safe & Protection Systems in Power Plants within PLN Group	PT PLN (Persero)	5 November 2025 5 November 2025	Hari Cahyono
5	Pelatihan Direksi PT PLN Indonesia Power Tahun 2025 PT PLN Indonesia Power Board of Directors Training 2025	PT PLN Indonesia Power	21 November 2025 21 November 2025	Hari Cahyono
6	Workshop dan Sertifikasi Qualified Risk Governance Professional (QRGP) Qualified Risk Governance Professional (QRGP) Workshop and Certification	CRMS / LSP MKS	23 April 2025 23 April 2025	Hari Cahyono Imam Adi Prihantoro Lasiran Amir Murtono Metty Kronika Indirawati
7	Pelatihan Induksi Direksi Baru New Board of Directors Induction Training	Internal		Lasiran Amir Murtono
8	Sertifikasi Keselamatan Berbasis Perilaku (Kepemimpinan dalam Keselamatan) Behaviour-Based Safety Certification (Leadership in Safety)			Amir Murtono
9	Penguatan Kepemimpinan Strategis melalui Pemahaman Bisnis dan Keuangan Empowering Strategic Leadership Through Business and Financial Acumen			Amir Murtono Metty Kronika Indirawati
10	Akuntansi Investasi pada Entitas Asosiasi, Ventura Bersama, Kerja Sama Operasi, dan Biaya HCM Accounting for Investments in Associates, Joint Ventures, Joint Operations, and HCM Costs			Metty Kronika Indirawati

NOMINASI DAN REMUNERASI DEWAN KOMISARIS DAN DIREKSI [GRI 2-10, GRI 2-19, GRI 2-20, GRI 2-21]

Kebijakan Nominasi Dewan Komisaris Dan Direksi [GRI 2-10]

Anggota Direksi merupakan perwakilan dari PT PLN Indonesia Power yang berfungsi sebagai pengelola perusahaan sedangkan Dewan Komisaris merupakan perwakilan yang berfungsi dalam menjalankan pengawasan dan memberikan nasihat kepada Direksi. Peraturan terkait nominasi bagi Direksi dan Dewan Komisaris tercantum dalam kebijakan yang dikeluarkan oleh induk perusahaan

NOMINATION AND REMUNERATION FOR THE BOARD OF COMMISSIONERS AND THE BOARD OF DIRECTORS [GRI 2-10, GRI 2-19, GRI 2-20, GRI 2-21]

Nomination Policy For The Board Of Commissioners And The Board Of Directors [GRI 2-10]

Members of the Board of Directors are representatives of PT PLN Indonesia Power who function as company managers while the Board of Commissioners is a representative whose function is to carry out supervision and provide advice to the Board of Directors. Regulations regarding nominations for the Board of Directors and Board of Commissioners are listed in the policies issued

dalam Keputusan Direksi Nomor: 118.K/010/IP/2021 Tentang Pedoman Pengelolaan Anak Perusahaan, Perusahaan Patungan dan Perusahaan Asosiasi PT PLN Indonesia Power.

Prosedur Nominasi Direksi

Pengusulan calon Direksi didasarkan pada ketentuan Anggaran Dasar yang berlaku di PLN IP Services berdasarkan pertimbangan keahlian, integritas, kepemimpinan, pengalaman, perilaku dan dedikasi untuk mengembangkan usaha dalam rangka kemajuan Perusahaan.

Mekanisme pemilihan antara lain dilakukan dengan uji kelayakan dan kepatutan (*fit and proper test*) oleh tim penguji sesuai kriteria penilaian Direksi yang ditetapkan dalam ketentuan, serta dinyatakan memenuhi persyaratan jabatan oleh Komite Jabatan PT PLN Indonesia Power. Untuk kemudian memperoleh rekomendasi atau tanggapan tertulis dari Dewan Komisaris PT PLN Indonesia Power dan disetujui dalam RUPS PT PLN Indonesia Power.

Prosedur Nominasi Dewan Komisaris

Anggota Dewan Komisaris diangkat dari perwakilan Pemegang Saham maupun pihak independen yang memiliki integritas, dedikasi, memahami masalah-masalah manajemen perusahaan dan memiliki pengetahuan yang memadai di bidang usaha tersebut, serta dapat menyediakan waktu yang cukup untuk melaksanakan tugasnya.

Mekanisme pengangkatan dan penetapan Dewan Komisaris mengikuti ketentuan sebagaimana diatur dalam Anggaran Dasar Pengusulan anggota Dewan Komisaris harus mendapatkan rekomendasi/tanggapan tertulis oleh Dewan Komisaris PT PLN Indonesia Power dan disetujui oleh RUPS PT PLN Indonesia Power terlebih dahulu sebelum ditetapkan dalam RUPS PLN IP Services.

REMUNERASI DEWAN KOMISARIS DAN DIREKSI

Remunerasi Dewan Komisaris dan Direksi merupakan kompensasi yang diberikan oleh Perusahaan atas pelaksanaan tugas, tanggung jawab, serta kontribusi mereka dalam mengelola dan mengawasi jalannya operasional dan strategi Perusahaan. Remunerasi ini dapat mencakup honorarium, tunjangan, fasilitas, insentif kinerja, dan bentuk kompensasi lainnya, yang disesuaikan dengan kebijakan internal, peraturan perundang-undangan yang berlaku, serta kondisi dan kemampuan keuangan Perusahaan.

by the parent company in the Decree of the Board of Directors Number: 118.K/010/IP/2021 Concerning Guidelines for Managing Subsidiaries, Joint Ventures and Associated Companies of PT PLN Indonesia Power.

Board of Directors Nomination Procedure

Proposals for candidates for the Board of Directors are based on the provisions of the Articles of Association that apply at PLN IP Services based on considerations of expertise, integrity, leadership, experience, behavior and dedication to develop the business in the context of Company's progress.

The selection mechanism, among others, is carried out by a fit and proper test by the team of examiners in accordance with the Board of Directors' assessment criteria set out in the provisions, and declared fulfilling the position requirements by the Position Committee of PT PLN Indonesia Power. To then obtain a written recommendation or response from the Board of Commissioners of PT PLN Indonesia Power and approved at the GMS of PT PLN Indonesia Powerr.

Board of Commissioners Nomination Procedure

Members of the Board of Commissioners are appointed from representatives of Shareholders and independent parties who have integrity, dedication, understand company management issues and have adequate knowledge in the business sector, and can provide sufficient time to carry out their duties.

The mechanism for the appointment and determination of the Board of Commissioners follows the provisions as stipulated in the Articles of Association. Proposals for members of the Board of Commissioners shall obtain a written recommendation/response from the Board of Commissioners of PT PLN Indonesia Power and be approved by the PT PLN Indonesia Power GMS prior to being determined in the GMS of PLN IP Services.

THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS REMUNERATION

The remuneration of the Board of Commissioners and the Board of Directors refers to the compensation provided by the Company in return for the execution of their duties, responsibilities, and contributions in overseeing and managing the Company's operations and strategic direction. This remuneration may include honorariums, allowances, facilities, performance incentives, and other forms of compensation, determined based on internal policies, applicable laws and regulations, as well as the Company's financial condition and capabilities.

Kebijakan Remunerasi [GRI 2-19]

Kebijakan Remunerasi Dewan Komisaris dan Direksi ditetapkan oleh Pemegang Saham melalui mekanisme RUPS memperhatikan ketentuan Anggaran Dasar dan peraturan perundang-undangan antara lain:

1. PER-04/MBU/2014 tanggal 10 Maret 2014 tentang Pedoman Penetapan Penghasilan Direksi, Dewan Komisaris dan Dewan Pengawas BUMN.
2. PER-02/MBU/06/2016 tanggal 20 Juni 2016 tentang Perubahan atas Peraturan Menteri BUMN Nomor PER-04/MBU/2014 tentang Pedoman Penetapan Penghasilan Direksi, Dewan Komisaris dan Dewan Pengawas BUMN.
3. PER-01/MBU/06/2017 tanggal 19 Juni 2017 tentang Perubahan Kedua atas Peraturan Menteri BUMN Nomor PER-04/MBU/2014 tentang Pedoman Penetapan Penghasilan Direksi, Dewan Komisaris dan Dewan Pengawas BUMN.
4. PER-06/MBU/06/2018 tanggal 4 Juni 2018 tentang Perubahan Ketiga atas Peraturan Menteri BUMN Nomor PER-04/MBU/2014 tentang Pedoman Penetapan Penghasilan Direksi, Dewan Komisaris dan Dewan Pengawas BUMN.
5. Peraturan Menteri BUMN Nomor PER-01/MBU/05/2019 Tentang Perubahan Keempat atas Peraturan Menteri BUMN No. PER-04/ MBU/2014 Tentang Pedoman Penetapan Penghasilan Direksi, Dewan Komisaris dan Dewan Pengawas BUMN.

Remuneration Policy [GRI 2-19]

The Remuneration Policy for the Board of Commissioners and Board of Directors is determined by the Shareholders through the GMS mechanism taking into account the provisions of the Articles of Association and laws and regulations, including:

1. PER-04/MBU/2014 dated March 10 2014 concerning Guidelines for Determining the Income of Directors, Board of Commissioners and Board of Trustees of SOEs.
2. PER-02/MBU/06/2016 dated June 20 2016 concerning Amendment to the Minister of SOEs Regulation Number PER-04/MBU/2014 concerning Guidelines for Determining the Income of Directors, Board of Commissioners and Supervisory Board of SOEs.
3. PER-01/MBU/06/2017 dated June 19 2017 concerning the Second Amendment to the Regulation of the Minister of SOE Number PER-04/MBU/2014 concerning Guidelines for Determining the Income of Directors, Board of Commissioners and Supervisory Board of SOEs.
4. PER-06/MBU/06/2018 dated June 4, 2018 concerning the Third Amendment to the Minister of BUMN Regulation Number PER-04/MBU/2014 concerning Guidelines for Determining the Income of Directors, Board of Commissioners and Supervisory Board of SOEs.
5. SOE Minister Regulation Number PER-01/MBU/05/2019 concerning the Fourth Amendment to SOE Minister Regulation No. PER-04/MBU/2014 Concerning Guidelines for Determining the Income of Directors, Board of Commissioners and Supervisory Board of SOEs.

Prosedur Remunerasi [GRI 2-20]

Kebijakan Remunerasi Dewan Komisaris dan Direksi ditetapkan oleh Pemegang Saham melalui mekanisme RUPS memperhatikan ketentuan Anggaran Dasar dan peraturan perundang-undangan sebagaimana disebutkan di atas. Indikator Penetapan Remunerasi Dewan Komisaris dan Direksi. Besaran remunerasi bagi Dewan Komisaris dan Direksi, dalam hal ini gaji Direktur Utama sebagai variabel utama, ditetapkan dengan mempertimbangkan beberapa faktor di bawah ini:

1. Pencapaian target;
2. Pendapatan Perusahaan;
3. Aktiva Perusahaan;

Remuneration Procedure [GRI 2-20]

The Remuneration Policy for the Board of Commissioners and Board of Directors is determined by the Shareholders through the GMS mechanism taking into account the provisions of the Articles of Association and the laws and regulations as stated above. Indicators for Determining Remuneration for the Board of Commissioners and Directors The amount of remuneration for the Board of Commissioners and Board of Directors, in this case the President Director's salary as the main variable, is determined by considering the following factors:

1. Achievement of targets;
2. Company Revenue;
3. Company Assets;

4. Kondisi, tingkat kesehatan dan kemampuan keuangan Perusahaan;
5. Tingkat inflasi;
6. Faktor-faktor lain yang relevan (*merit system*), termasuk tingkat penghasilan yang berlaku umum dalam industri sejenis;
7. Tidak boleh bertentangan dengan peraturan perundang-undangan.

Pemberian remunerasi bagi Dewan komisaris dan Direksi PT PLN IP Services mengacu pada Peraturan Menteri BUMN Nomor PER01/MBU/05/2019 Tentang Perubahan Keempat atas Peraturan Menteri BUMN No. PER-04/MBU/2014 Tentang Pedoman Penetapan Penghasilan Direksi, Dewan Komisaris dan Dewan Pengawas BUMN, komponen remunerasi untuk setiap anggota Dewan Komisaris terdiri dari gaji, tunjangan, fasilitas, dan tantiem.

Sesuai Peraturan tersebut gaji Direksi menjadi variabel utama sebagai perhitungan besaran gaji/honorarium bagi Dewan Komisaris dan Anggota Direksi Lainnya. [GRI 2-21]

- Direktur Utama: Berdasarkan Keputusan Menteri dan menjadi Acuan Utama (100%)
- Direktur SDM: Sebesar 90% dari gaji Direktur Utama
- Direksi Lainnya: Sebesar 85% dari gaji Direktur Utama
- Komisaris Utama: Sebesar 45% dari gaji Direktur Utama
- Komisaris Lainnya: Sebesar 90% dari gaji Komisaris Utama.

Struktur Remunerasi [GRI 2-19]

Dewan Komisaris dan Direksi menerima remunerasi tetap dan tidak tetap. Sesuai Peraturan Menteri BUMN Nomor: PER-04/MBU/2014 sebagaimana telah diubah dengan Peraturan Menteri BUMN No. PER-01/MBU/05/2019, struktur remunerasi Dewan Komisaris dan Direksi Perusahaan terdiri dari:

- Gaji/Honorarium
- Tunjangan
- Fasilitas kesehatan, komunikasi dan lainnya
- Tantiem/Insentif Kinerja.

4. Condition, level of soundness and financial capability of the Company;
5. Inflation rate;
6. Other relevant factors (merit system), including income levels that are generally accepted in similar industries;
7. Must not conflict with laws and regulations.

The provision of remuneration for the Board of Commissioners and Directors of PT PLN IP Services refers to the Minister of SOE Regulation Number PER01/MBU/05/2019 concerning the Fourth Amendment to the Minister of SOEs Regulation No. PER-04/MBU/2014 Concerning Guidelines for Determining Income for the Board of Directors, Board of Commissioners and Supervisory Board of SOEs, the remuneration component for each member of the Board of Commissioners consists of salary, benefits, facilities and tantiem.

According to this regulation, the salary of the Board of Directors is the main variable for calculating the amount of salary/honorarium for the Board of Commissioners and other members of the Board of Directors. [GRI 2-21]

- President Director: Based on Ministerial Decree and becomes Main Reference (100%)
- Director of HR: 90% of the President Director's salary
- Other Directors: 85% of the President Director's salary
- President Commissioner: 45% of the President Director's salary
- Other Commissioners: 90% of the Main Commissioner's salary.

Remuneration Structure [GRI 2-19]

The Board of Commissioners and Directors receive fixed and variable remuneration. In accordance with the Minister of SOEs Regulation Number: PER-04/MBU/2014 as amended by the Minister of SOEs Regulation No. PER-01/MBU/05/2019, the remuneration structure for the Company's Board of Commissioners and Directors consists of:

- Salary/Honorarium
- Benefits
- Health, communication and other facilities
- Tantiem/Performance Incentives.

Jenis Penghasilan Income Type	Direksi Board of Directors	Dewan Komisaris Board of Commissioners	Keterangan Note
Honorarium I Honorarium			
	• Direktur Utama : Berdasarkan Keputusan Menteri dan menjadi Acuan Utama (100%) • Direktur SDM : Sebesar 90% dari gaji Direktur Utama • Direksi Lainnya : Sebesar 85% dari gaji Direktur Utama • President Director: Based on Ministerial Decree and become Main Reference (100%) • Director of Human Capital: 90% of the salary of the President Director • Other Directors: 85% of the President Director's salary	• Komisaris Utama : Sebesar 45% dari gaji Direktur Utama • Komisaris Lainnya : Sebesar 90% dari gaji Komisaris Utama • President Commissioner: 45% of the salary of the President Director • Other Commissioners: 90% of the President Commissioner's salary	Sesuai Permen BUMN Nomor PER-13/MBU/09/2021 According to SOEs Ministerial Regulation Number PER-13/MBU/09/2021
Tunjangan I Allowance			
Tunjangan Hari Raya Holiday Allowance	1 (satu) kali honorarium 1 (one) time honorarium	1 (satu) kali honorarium 1 (one) time honorarium	Sesuai Permen BUMN Nomor PER-13/MBU/09/2021 In accordance to SOEs Ministerial Regulation Number PER-13/MBU/09/2021
Asuransi Purna Jabatan Post-Employment Insurance	Premi yang ditanggung oleh perusahaan sebesar 25% dari gaji dalam 1 tahun The premium borne by the company is 25% of salary in 1 year	Premi yang ditanggung oleh perusahaan sebesar 25% dari gaji dalam 1 tahun The premium borne by the company is 25% of salary in 1 year	Sesuai Permen BUMN Nomor PER-13/MBU/09/2021 In accordance to SOEs Ministerial Regulation Number PER-13/MBU/09/2021
Tunjangan Transportasi Transportation Allowance	20% dari honorarium per bulan 20% of the monthly honorarium	20% dari honorarium per bulan 20% of the monthly honorarium	Sesuai Permen BUMN Nomor PER-13/MBU/09/2021 In accordance to SOEs Ministerial Regulation Number PER-13/MBU/09/2021
Fasilitas I Facility			
Fasilitas Kesehatan Medical Facility	Dalam bentuk asuransi kesehatan atau penggantian biaya pengobatan (*at cost*) In the form of health insurance or reimbursement of medical expense (at cost)	Dalam bentuk asuransi kesehatan atau penggantian biaya pengobatan (*at cost*) In the form of health insurance or reimbursement of medical expense (at cost)	Sesuai Permen BUMN Nomor PER-13/MBU/09/2021 In accordance to SOEs Ministerial Regulation Number PER-13/MBU/09/2021
Fasilitas Bantuan Hukum Legal Aid Facility	Sebesar Pemakaian (*at cost*) Amount of Use (at cost)	Sebesar Pemakaian (*at cost*) Amount of Use (at cost)	Sesuai Permen BUMN Nomor PER-13/MBU/09/2021 In accordance to SOEs Ministerial Regulation Number PER-13/MBU/09/2021
Tantiem Tantiem	Penetapan tantiem sesuai dengan Peraturan Menteri BUMN dengan mempertimbangkan peningkatan kinerja dan kemampuan perusahaan dan diberikan dalam bentuk tunai Tantiem is determined in accordance with the SOEs Ministerial Regulation by taking into account increase in the company's performance and capabilities and is given in cash		

Pada tahun buku 2025, jumlah kompensasi yang dibayarkan kepada Dewan Komisaris dan Direksi Perusahaan tercatat sebesar Rp9,53 miliar, meningkat sebesar Rp1,31 miliar atau sekitar 15,93% dibandingkan tahun buku 2024 yang tercatat sebesar Rp8,22 miliar. Seluruh kompensasi yang dibayarkan kepada Dewan Komisaris dan Direksi Perusahaan tersebut diklasifikasikan sebagai imbalan kerja jangka pendek sesuai standar akuntansi yang berlaku. Struktur

In the 2025 fiscal year, total compensation paid to the Company's Board of Commissioners and Board of Directors amounted to Rp9.53 billion, an increase of Rp1.31 billion or approximately 15.93% compared with Rp8.22 billion in the 2024 fiscal year. All compensation paid to the Company's Board of Commissioners and Board of Directors was classified as short-term employee benefits in accordance with applicable accounting standards. The remuneration structure for the Board of

remunerasi Direksi dan Dewan Komisaris disusun dengan mengacu pada keputusan Pemegang Saham/ RUPS serta ketentuan peraturan perundang-undangan yang berlaku.

Directors and the Board of Commissioners was prepared with reference to the Shareholders'/GMS resolution and applicable laws and regulations.

PENGEMBANGAN KOMPETENSI TERKAIT KEUANGAN BERKELANJUTAN [OJK E.2] [GRI 2-24]

Perusahaan memandang bahwa karyawan merupakan *intangible asset* yang perlu mendapat perhatian khusus. Hal tersebut dikarenakan terdapat tantangan tersendiri dalam memberikan pelatihan untuk karyawan. Perusahaan melalui Direktorat Sumber Daya Manusia terus merumuskan strategi untuk memberikan kompetensi kepada karyawan yang diharapkan dapat menambah *added value* Perusahaan serta menjaga budaya keberlanjutan agar tercapainya program SDGs yang dicanangkan oleh Perusahaan.

COMPETENCY DEVELOPMENT RELATED TO SUSTAINABLE FINANCE [OJK E.2] [GRI 2-24]

The Company considers that employees are intangible assets that need special attention. This is because there are challenges in providing training for employees. The Company through the Directorate of Human Capital continues to formulate strategies to provide competencies to employees expected to add to the Company's added value and maintain a culture of sustainability to achieve the SDGs program initiated by the Company.

Perusahaan berusaha untuk memperhatikan 3 (tiga) aspek dalam memberikan pelatihan yang berkelanjutan yaitu aspek lingkungan, aspek sosial dan aspek tata kelola. Diharapkan pelatihan yang berfokus pada ketiga aspek tersebut dapat meningkatkan kompetensi karyawan baik secara *soft skill* yang mereka miliki maupun etika dalam bekerja.

The Company strives to pay attention to 3 (three) aspects in providing sustainable training, namely environmental aspects, social aspects, and governance aspects. It is expected that training that focuses on these three aspects can improve the competence of employees both in terms of their soft skills and work ethics.

Pelatihan Tata Kelola Perusahaan

Perusahaan juga memberikan pemahaman terkait Tata Kelola Perusahaan melalui Sosialisasi GCG melalui *broadcast* group whatsapp ke seluruh tingkatan karyawan yang dilakukan sekurang-kurangnya 3 (tiga) kali dalam setiap bulan. Diharapkan melalui Sosialisasi GCG tersebut, Perusahaan dapat mendapatkan gambaran pemahaman karyawan serta implementasi tata kelola perusahaan yang baik di Perusahaan. Selain itu, Perusahaan juga memberikan sosialisasi terkait kode etik dan budaya Perusahaan.

Corporate Governance Training

The Company also provides an awareness of Corporate Governance through GCG Socialization by broadcasting WhatsApp groups to all levels of employees which is conducted at least 3 (three) times in every month. It is expected that through the GCG Socialization, the Company can get an overview of employee understanding and implementation of good corporate governance in the Company. In addition, the Company also provides socialization related to the code of ethics and corporate culture.

Sosialisasi Sistem Manajemen Anti Penyuapan

Dalam rangka meningkatkan sinergi antara PT PLN IP Services dengan Mitra Kerja untuk membangun nilai Amanah dan Kolaboratif, Perusahaan dengan aktif terus memberikan sosialisasi ISO:27001 dan ISO:37001 terhadap mitra kerja terkait Sistem Manajemen Anti Penyuapan (SMAP), *Integrity Due diligence* (IDD) dan materi Kerahasiaan Informasi melalui *e-mail* yang teregistrasi pada sistem *e-procurement* Perusahaan yang dikelola oleh Direktorat Pengadaan Barang dan Jasa. Sosialisasi tersebut dilaksanakan setiap bulan dan terus ditingkatkan agar *campaign* Indonesia Power

Socialization of Anti-Bribery Management System

To increase the synergy between PT PLN IP Services and Business Partners to build Amanah and Collaborative values, the Company actively continues to provide socialization of ISO: 27001 and ISO: 37001 to business partners related to the Anti-Bribery Management System (SMAP), Integrity Due diligence (IDD,) and Information Confidentiality material via e-mail registered in the Company's e-procurement system managed by the Directorate of Goods and Services Procurement. Socialization is conducted every month and continues to be improved so that the Clean Indonesia Power Services campaign can continue to be achieved. This is in line

Services Bersih dapat terus tercapai. Hal tersebut sejalan dengan hasil pelaporan pelanggaran yang ditindak lanjuti oleh tim *Whistleblowing System* bahwa tidak terdapat pelanggaran terkait suap, korupsi maupun nepotisme.

Sertifikasi Keselamatan dan Kesehatan Kerja

Perusahaan memberikan pelatihan kepada karyawan terkait keselamatan dan kesehatan kerja. Selain pelatihan, Perusahaan juga memberikan sertifikasi keterampilan yang mendukung iklim bisnis Perusahaan. Pada tahun 2025, Perusahaan menyelenggarakan sertifikasi K3 dengan presentase target penyelesaian untuk pegawai yang tersertifikasi sebesar 100%.

Program Budaya Perusahaan

PLN IP Services telah mengatur Internalisasi Nilai-nilai Budaya Perusahaan di dalam Berita Acara dan Surat Keputusan Bersama Direksi dan Komisaris PT PLN Indonesia Power Services No. 0001.P/DIR/2025 Perihal Pedoman Budaya Perusahaan, untuk memastikan PLN IP Services Way terinternalisasi di dalam diri Insan PLN IP Services sesuai dengan perannya. Program internalisasi nilai-nilai budaya perusahaan mengacu pada perusahaan induk. Sejalan dengan perkembangan bisnis, PLN IP Services melakukan *review* dan transformasi nilai-nilai budaya yang mengedepankan strategi terutama pada sumber daya manusia dengan harapan lebih mudah dipahami, dimengerti dan diimplementasikan oleh seluruh karyawan pada setiap level.

Pengimplementasian nilai-nilai budaya Perusahaan dilakukan melalui beberapa media sosial korporat antara lain: *Email* Korporat, Facebook, Instagram, dan Whatsapp Group Pegawai. Implementasi internalisasi nilai-nilai Budaya Perusahaan lain yang dilakukan pada tahun 2025 yaitu, kegiatan Leader mengajar dilakukan secara langsung oleh para leader yang menjabat di posisi struktural (Direksi, Manajer dan Supervisor) kepada para staf dibawahnya.

Hal ini menjadi sebuah media komunikasi dalam menciptakan interaksi dan komunikasi yang baik antara atasan dan bawahan. Pelaksanaan kegiatan Leader Mengajar merupakan salah satu indikator pemenuhan Maturitas *Organizational Capital Readiness* (OCR) Perusahaan, sehingga dilakukan monitoring dan reminding terhadap setiap unit kerja.

Implementasi internalisasi nilai-nilai Budaya Perusahaan lain yang dilakukan pada tahun 2025 antara lain:

1. **Leader Mengajar**
   Kegiatan Leader mengajar dilakukan secara langsung oleh para leader yang menjabat di posisi struktural

with the results of violation reporting followed up by the Whistleblowing system team that there were no violations related to bribery, corruption, or nepotism.

Occupational Safety and Health Certification

The Company provides training to employees on occupational health and safety. In addition to training, the Company also offers skill certification programs that support its business environment. In 2025, the Company conducted OHS certification, aiming to achieve 100% certification completion for all eligible employees.

Corporate Culture Program

PLN IP Services has regulated the Internalization of Corporate Cultural Values in the Minutes and Joint Decision of the Board of Directors and Board of Commissioners of PT PLN Indonesia Power Services No. 0001.P/DIR/2025Regarding Corporate Culture Guidelines, to ensure the PLN IP Services Way is internalized within PLN IP Services People according to their role. The program for internalizing corporate cultural values refers to the parent company. In line with business development, PLN IP Services conducts review and transformation of cultural values that put forward strategies especially in human resources with the hope that it will be easier to understand and implement by all employees at every level.

The implementation of the Company's cultural values is carried out through several corporate social media, including: Corporate Email, Facebook, Instagram, and Employee Group Whatsapp. Implementation of other Corporate Culture values internalization in 2025 namely, Leader teaching activity conducted directly by leaders who hold structural positions (Directors, Managers and Supervisors) to the staff under them.

This becomes a medium of communication in creating good interaction and communication between superiors and subordinates. The implementation of Leader Mengajar is one of the indicators to fulfill the Company's Organizational Capital Readiness (OCR) Maturity, so monitoring and reminding is carried out for each work unit.

Implementation of other Corporate Culture values internalization in 2025 includes:

1. **Leader Mengajar**
   Leader teaching activity conducted directly by leaders who hold structural positions (Directors, Managers

(Direksi, Manajer dan Supervisor) kepada para staf dibawahnya. Hal ini menjadi sebuah media komunikasi dalam menciptakan interaksi dan komunikasi yang baik antara atasan dan bawahan. Pelaksanaan kegiatan Leader Mengajar merupakan salah satu indikator pemenuhan Maturitas Organizational Capital Readiness (OCR) Perusahaan, sehingga dilakukan monitoring dan reminding terhadap setiap unit kerja. Pelaksanaan Program Leader Mengajar pada tahun 2025 sebagai berikut:

and Supervisors) to the staff under them. This becomes a medium of communication in creating good interaction and communication between superiors and subordinates. The implementation of Leader Mengajar is one of the indicators to fulfill the Company's Organizational Capital Readiness (OCR) Maturity, so monitoring and reminding is carried out for each work unit.Implementation of the Leader Mengajar Program in 2025 as follows:

No	Bulan Pelaksanaan Month of Implementation	Tema Budaya Culture Theme	Materi Material	Keterangan Description
1	Januari 2025 January 2025	ADAPTIF	GCG dan Peran Pegawai Milenial dan Gen Z dalam Membangun Budaya Perusahaan yang Lebih Etis dan Transparan GCG and the Role of Millennial and Gen Z Employees in Building a More Ethical and Transparent Corporate Culture	Terlaksana Implemented
2	Februari 2025 February 2025	KOMPETEN	Level Up! Kompetensi Pegawai di Era Electricity 4.0 Level Up! Employee Competence in the Era of Electricity 4.0	Terlaksana Implemented
3	Maret 2025 March 2025	ADAPTIF	Peran PLN IP Services dalam Mendukung Program Solid The Role of PLN IP Services in Supporting the Solid Program	Terlaksana Implemented
4	April 2025 April 2025	HARMONIS	Cross-Green Leadership: Leader yang Menginspirasi antar Generasi Cross-Green Leadership: Inspiring Leaders Across Generations	Terlaksana Implemented
5	Mei 2025 May 2025	KOMPETEN	PLN Global Talent Readiness Program: Menyiapkan Talenta Muda Kelas Dunia PLN Global Talent Readiness Program: Preparing World Class Young Talents	Terlaksana Implemented
6	Juni 2025 June 2025	HARMONIS	Diversity, Equity & Inclusion: Menjaga Ruang Aman bagi Semua Diversity, Equity & Inclusion: Maintaining Safe Spaces for All	Terlaksana Implemented
7	Juli 2025 July 2025	HARMONIS	Diversity, Equity & Inclusion: Menjaga Ruang Aman bagi Semua Diversity, Equity & Inclusion: Maintaining Safe Spaces for All	Terlaksana Implemented
8	Agustus 2025 August 2025	AMANAH	Mengelola Kehati-hatian dalam Pengambilan Keputusan Attention to prudent in Decision Making	Terlaksana Implemented
9	September 2025 September 2025	ADAPTIF	Menjaga Engagement Pegawai di Tengah Fenomena Job Hugging Maintaining Employee Engagement amidst the Job Hugging Phenomenon	Terlaksana Implemented
10	Oktober 2025 October 2025	ADAPTIF	Menjadi Human Capital Curator & Technology Proponent Being a Human Capital Curator & Technology Proponent	Terlaksana Implemented
11	November 2025 November 2025	ADAPTIF	Regenerative Leadership Regenerative Leadership	Terlaksana Implemented
12	Desember 2025 December 2025	KOMPETEN	Currency of High-Performing Teams Currency of High-Performing Teams	Terlaksana Implemented

Management Walkthrough

Pelaksanaan Program Management Walkthrough (10 MW) merupakan hasil Focus Group Discussion (FGD) yang dilaksanakan antara PT PLN Indonesia Power dengan PT PLN Indonesia Power Services pada tanggal 16 Januari 2025. Dimana program ini disusun berdasarkan hasil *Survey Health Culture Index* (CHI) dan *Employee Engagement Survey* (EES) tahun 2024. Tujuan Program ini adalah untuk meningkatkan Skor pada indikator keterbukaan terhadap peraturan Perusahaan. Selain itu, program 10 MW juga menjadi sarana komunikasi yang dilakukan Manajemen kepada jajarannya untuk mensosialisasikan kebijakan Perusahaan, memonitoring pekerjaan dan penyelesaian permasalahan yang ada di dalam organisasi dengan mengedepankan diskusi 2 (dua) arah. Berikut adalah Program 10 MW yang dilaksanakan pada tahun 2025:

Management Walkthrough

The implementation of the Management Walkthrough Program (10 MW) is the result of a Focus Group Discussion (FGD) carried out between PT PLN Indonesia Power and PT PLN Indonesia Power Services on January 16 2025. This program was prepared based on the results of the Health Culture Index (CHI) Survey and Employee Engagement Survey (EES) in 2024. The aim of this Program is to increase the score on the indicator of openness to Company regulations. Apart from that, the 10 MW program is also a means of communication carried out by Management with its staff to socialize Company policies, monitor work and resolve existing problems within the organization by prioritizing 2 (two) way discussions. The following is the 10 MW Program implemented in 2025:

No	Periode Period	Materi Sosialisasi Kebijakan Policy Socialisation Material
1	1 - 31 Januari 2025 January 1 - 31, 2025	Pelaksanaan Program Kepatuhan Tahun 2025 Implementation of the Compliance Program in 2025
2	1 - 28 Februari 2025 February 1 -28, 2025	Tanggung Jawab Pegawai Terhadap Keamanan Informasi Employee Responsibilities for Information Security
3	1 - 31 Maret 2025 March 1 - 31, 2025	Hak Berhenti Kerja Demi Keselamatan Stop Work Authority
4	1 - 30 April 2025 April 1 - 30, 2025	7 Rules HSE agar Selamat Dalam Bekerja 7 HSE Rules for Safety at Work
5	1 - 30 Mei 2025 May 1 - 30, 2025	Kebijakan Perilaku saling Menghargai di Tempat Kerja Respectful Workplace Policy at Work
6	1 - 30 Juni 2025 June 1 - 30, 2025	Makna di Balik Logo Danantara Indonesia The Meaning Behind the Danantara Indonesia Logo
7	1 - 31 Juli 2025 July 1 - 31, 2025	Perlindungan, Pencegahan dan Penanganan Pelecehan Seksual Protection, Prevention and Handling of Sexual Harassment
8	1 - 31 Agustus 2025 August 1 - 31, 2025	Pedoman Umum Manajemen Risiko Terintegrasi General Guidelines for Integrated Risk Management
9	1 - 30 September 2025 September 1 - 30 2025	Mekanisme Pengambilan Keputusan Melalui Four Eyes Principle (4EP) Decision-Making Mechanism Through the Four Eyes Principle (4EP)
10	1 - 31 Oktober 2025 October 1 - 31, 2025	Perlindungan, Pencegahan dan Penanganan Pelecehan Seksual Protection, Prevention and Handling of Sexual Harassment
11	1 - 31 November 2025 November 1 - 31, 2025	Perjanjian Kerja Bersama (PKB) Part 1 Collective labor agreement Part 1
12	1 - 31 Desember 2025 December 1 -31, 2025	Perjanjian Kerja Bersama (PKB) Part 1 Collective labor agreement Part 1

Agen Perubahan

Dalam rangka mendukung pencapaian target Perusahaan dan mengelola Manajemen Perubahan di lingkungan Perusahaan, telah dibentuk Tim Agen Perubahan yang disahkan melalui Surat Keputusan No.0048.K/DIR/2025 dimana Agen Perubahan tersebut ditugaskan untuk menjadi role model dan membantu menggerakkan perubahan di lingkungan Perusahaan. Berikut pelaksanaan Program Agen Perubahan yang dilaksanakan pada tahun 2025:

Agent of Change

In order to support the achievement of the Company's targets and manage Change Management within the Company, a Change Agent Team has been formed which was authorized through Decree No.0048.K/DIR/2025 where the Change Agent is assigned to be a role model and help drive change within the Company. The following is the implementation of the Agent of Change Program implemented in 2025:

No	Periode Period	Program Action Plan Agen Perubahan Change Agent Action Plan Program	Keterangan Description
1	Januari 2025 January 2025	Rapat Konsinyering Hasil Survey Budaya dan Rencana Tindak lanjut dengan Induk Perusahaan Consignment Meeting for Culture Survey Results and Follow-up Plans with the Parent Company	Terlaksana Implementated
2	Februari 2025 February 2025	Sosialisasi Penggunaan Anggaran SBO Tahun 2025 Socialization of the Use of the 2025 SBO Budget	Terlaksana Implementated
3	Maret 2025 March 2025	Sosialisasi Hasil Survey CHI & EES 2024 dan Rekrutmen Ranger Socialization of the 2024 CHI & EES Survey Results and Ranger Recruitment	Terlaksana Implementated
4	April 2025 April 2025	Ranger Forum: AKHLAK sebagai Citra Diri dan Instansi Ranger Forum: Morality as Self-Image and Institutional Image	Terlaksana Implementated
5	Mei 2025 May 2025	Sosialisasi dan Penyampaian Tim Agen Perubahan Socialization and Presentation of the Change Agent Team	Terlaksana Implementated
6	Juni 2025 June 2025	Sosialisasi Tata Cara Mengupload Evidence Ranger di Aplikasi I-morning Socialization of Procedures for Uploading Ranger Evidence in the I-morning Application	Terlaksana Implementated
7	Juli 2025 July 2025	Monitoring Pembuatan Program Ranger Budaya Monitoring the Creation of the Cultural Ranger Program	Terlaksana Implementated
8	Agustus 2025 August 2025	Pulse Check Program Ranger Budaya Pulse Check Program Ranger Culture	Terlaksana Implementated
9	September 2025 September 2025	Forum Ranger BSLA Ranger BSLA Forum	Terlaksana Implementated
10	Oktober 2025 October 2025	Pembekalan Ranger Asam-Asam Acid Ranger Provision	Terlaksana Implementated
11	November 2025 November 2025	Seleksi Best Implementator, Best Leader Mengajar, Best Ranger Selection of Best Implementator, Best Teaching Leader, Best Ranger	Terlaksana Implementated
12	Desember 2025 December 2025	Evaluasi Program Ranger Ranger Program Evaluation	Terlaksana Implementated

MENGEVALUASI KINERJA BADAN TATA KELOLA TERTINGGI [GRI: 2-18]

Penilaian Kinerja Oleh RUPS

Pelaksanaan penilaian kinerja Dewan Komisaris dan Direksi dilakukan dalam Rapat Umum Pemegang Saham dimana RUPS akan memberikan pelunasan dan pembebasan (*acquit et decharge*) tanggung jawab sepenuhnya kepada Direksi atas pengurusan yang telah dijalankan selama satu periode kepada Dewan Komisaris dan Direksi.

Pada RUPS LPT (Laporan Pertanggungjawaban Tahunan) Tahun Buku 2024 yang dilaksanakan tanggal 30 Juni 2025 seluruh Pemegang Saham dengan suara bulat menilai baik atas kinerja Dewan Komisaris dan Direksi PT PLN IP Services yang tercermin dari tindakan dan laporan tahunan/perhitungan tahunan Perusahaan yang disetujui/disahkan oleh Rapat Umum Pemegang Saham untuk kemudian memberikan pelunasan dan pembebasan (*acquit et decharge*) kepada Dewan Komisaris dan Direksi.

Penilaian Kinerja Berdasarkan *Assessment* GCG aspek Dewan Komisaris

Self-assessment GCG juga turut berperan dalam penilaian kinerja yang menggunakan kriteria berdasarkan standar alat uji Keputusan Sekretaris Menteri BUMN Nomor: SK-16/S.MBU/2012 tentang Indikator/Parameter Penilaian dan Evaluasi Atas Penerapan Tata Kelola Perusahaan Yang Baik (GCG) pada BUMN. *Self-Assessment* implementasi *Good Corporate Governance* PT PLN IP Services telah dilaksanakan di akhir tahun 2025, yang bertujuan untuk menilai implementasi *Good Corporate Governance* pada Perusahaan, meliputi 6 (enam) aspek pokok salah satunya adalah aspek Dewan Komisaris dan Direksi.

Hasil Penilaian Kinerja Dewan Komisaris dan Direksi Skor capaian pada aspek penilaian Dewan Komisaris adalah sebesar 33,75 atau 96,43% dari nilai maksimal sebesar 35,00 atau 100%. Aspek penilaian Dewan Komisaris mendapat predikat “Sangat Baik”. Sementara itu, pencapaian skor penilaian Direksi tahun 2025 adalah sebesar 33,00 atau 94,29% dari nilai maksimal sebesar 35,00 atau 100% dan mendapat predikat “Sangat Baik”.

TATA KELOLA RISIKO BERKELANJUTAN [OJK E.3]

Aktivitas Perusahaan memiliki dampak yang cukup signifikan pada isu lingkungan, sosial dan tata kelola. Hal tersebut menjadi penting untuk diperhatikan sebagai

EVALUATION OF THE PERFORMANCE OF THE HIGHEST GOVERNANCE BODY [GRI: 2-18]

Performance Assessment By GMS

The performance evaluation of the Board of Commissioners and Board of Directors is carried out at the General Meeting of Shareholders where the GMS will grant full release and discharge (acquit et decharge) of responsibility to the Board of Directors for the management that has been carried out for one period to the Board of Commissioners and Board of Directors.

At the GMS on LPT (Annual Accountability Report) 2024 which held on June 30, 2025, all Shareholders unanimously assessed the performance of the Board of Commissioners and Directors of PT PLN IP Services as reflected in the Company’s actions and annual reports/ annual calculations approved/authorized by General Meeting of Shareholders to then grant release and release (acquit et de charge) to the Board of Commissioners and Directors.

Performance Assessment Based on the Board of Commissioners’ GCG Assessment

GCG self-assessment also plays a role in performance appraisal using criteria based on standard test tools Decree of the Secretary of the Minister of BUMN Number: SK-16/S.MBU/2012 concerning Indicators/Parameters for Assessment and Evaluation of the Implementation of Good Corporate Governance (GCG) in BUMN. Self-Assessment of PT PLN IP Services Good Corporate Governance implementation has been carried out at the end of 2025, which aims to assess the implementation of Good Corporate Governance in the Company, covering 6 (six) main aspects, one of which is the aspect of the Board of Commissioners and Directors.

The Board of Commissioners achieved a performance evaluation score of 33.75, representing 96.43% of the maximum possible score of 35.00 (100%). Based on the evaluation results, the Board of Commissioners received an “Excellent” rating. Meanwhile, the Board of Directors achieved a performance evaluation score of 33.00, representing 94.29% of the maximum possible score of 35.00 (100%), and likewise received an “Excellent” rating.

SUSTAINABLE RISK GOVERNANCE [OJK E.3]

The activities of the Company significantly impact environmental, social, and governance issues. This is important to consider as a long-term oriented Company

Perusahaan yang berorientasi jangka panjang dan sangat berpengaruh terhadap siklus keberlanjutan Perusahaan. Untuk itu, diperlukan manajemen dampak dari seluruh kegiatan operasional Perusahaan dan langkah mitigasi yang akan diambil oleh Perusahaan serta memasukkannya ke dalam Profil Risiko dan memberikan tingkatan level dari profil risiko sebagai bentuk *quick response* terhadap isu yang mungkin timbul dari pengelolaan lingkungan, sosial dan tata kelola di lingkungan Perusahaan.

and greatly affects the sustainability cycle of the Company. For this reason, it is necessary to manage the impact of all the operational activities of the Company and the mitigation steps that will be taken by the Company and include it in the Risk Profile and provide a level of risk profile as a form of quick response to issues that may arise from environmental, social and governance management in the environment of the Company.

Penetapan risiko keberlanjutan Perusahaan mengacu kepada kriteria ESG dan beberapa isu materialitas Perusahaan yang terbagi ke-dalam 3 (tiga) dimensi yaitu Dimensi Sosial, Dimensi Tata Kelola, Dimensi Lingkungan. Berikut adalah risiko Perusahaan yang telah ter-*mapping* oleh tim internal Perusahaan dan tim konsultan pada saat penetapan isu materialitas Perusahaan diantaranya adalah:

The determination of the sustainability risk of the Company refers to the ESG criteria and several materiality issues of the Company which are divided into 3 (three) dimensions, namely the Social Dimension, Governance Dimension, and Environmental Dimension. The following are the risks of the Company that were mapped by the internal team of the Company and the consultant team during the determination of the materiality issues of the Company, among others:

Dimensi Sosial
Social Dimension

No	Kriteria ESG ESG Criteria	Isu Materialitas Materiality Issue	Respons Perusahaan Company Response
1.	Hubungan Masyarakat *(External Relationship)* External Relationship	• Pengembangan *Grievance Mechanism* • *Grievance Mechanism* External • *Stakeholder Engagement* • Pengembangan Program *Community Development* yang terintegrasi pelaksanaan RKL dan RPL • Pengembangan Program *Community Development* yang terintegrasi dengan penanganan dampak negatif operasi perusahaan seperti pengelolaan sampah, limbah batubara, polusi, dampak penggunaan lahan dan keanekaragaman hayati. • Pengembangan Program *Community Development* yang terintegrasi dengan Program *Social* PLN Indonesia Power • Pengembangan Program *Community* • *Development* yang berkontribusi kepada perbaikan Infrastruktur publik • Pengembangan Program *Community Development* yang mengutamakan partisipasi masyarakat • Manajemen dan mekanisme serapan tenaga kerja lokal • Perencanaan tanggap darurat yang berhubungan dengan keamanan, keselamatan, dan kesehatan komunitas • Grievance Mechanism Development • Grievance Mechanism External • Stakeholder Engagement • Development of Community Development Programs that are integrated with the implementation of RKL and RPL • Development of Community Development Programs integrated with the handling of negative impacts of company operations such as waste management, coal waste, pollution, land use impacts, and biodiversity. • Development of Community Development Programs integrated with the PLN Indonesia Power Social Program • Development of Community Development Programs that contribute to the improvement of public infrastructure • Development of Community Development Programs that prioritize community participation • Management and mechanism of local labor absorption • Emergency response planning related to community security, safety, and health	Diusulkan pula *Grievance Mechanism* untuk keperluan *engagement* di internal Perusahaan A Grievance Mechanism is also proposed for internal engagement purposes.
2.	Kesehatan dan Keselamatan Kerja Occupational Health and Safety	• Sistem manajemen kesehatan dan keselamatan kerja • Pengidentifikasian bahaya, penilaian risiko, dan investigasi insiden • Layanan kesehatan kerja • Partisipasi, konsultasi, dan komunikasi pekerja tentang kesehatan dan keselamatan kerja • Pelatihan pekerja mengenai kesehatan dan keselamatan kerja • Peningkatan kualitas kesehatan pekerja • Pencegahan dan mitigasi dampak-dampak kesehatan dan keselamatan kerja yang secara langsung terkait hubungan bisnis • Pencatatan dan rekaman Kecelakaan kerja • Pencatatan dan rekaman Penyakit Akibat Kerja • Perencanaan tanggap darurat yang berhubungan dengan keamanan, keselamatan, dan kesehatan pekerja	• Melaksanakan Medical Check Up • Pelatihan Damkar untuk pegawai • Sertifikasi ahli k3 umum • Melaksanakan sosialisasi melalui media komunikasi korporat #PesanKesekamatanHarian

No	Kriteria ESG ESG Criteria	Isu Materialitas Materiality Issue	Respons Perusahaan Company Response
		• Occupational health and safety management system • Hazard identification, risk assessment and incident investigation • Occupational health services • Worker participation, consultation and communication on occupational health and safety • Worker training on occupational health and safety • Worker health quality improvement • Prevention and mitigation of occupational health and safety impacts directly related to business relationships • Occupational Accident recording and charting • Occupational disease recording and charting • Emergency response planning related to worker security, safety, and health	• Conducting Medical Check Up • Firefighter training for employees • General OHS expert certification • Conducting socialization through corporate communication media #PesanKesekamatanHarian
3.	Privasi dan Keamanan Data Data Privacy and Security	• Pengembangan kebijakan sistem digitalisasi keamanan dan kerahasiaan data • Pengembangan sistem digitalisasi keamanan dan kerahasiaan data, baik untuk kebutuhan internal PLN IP Services maupun untuk keperluan layanan *customer*, vendor, dan *supply chain*, dalam satu platform IT/terpadu • Pemeliharaan keamanan sistem digitalisasi keamanan dan kerahasiaan data • Policy development of data security and confidentiality digitization system • Development of data security and confidentiality digitization system, both for PLN IP Services internal needs and for customer, vendor, and supply chain services, in one integrated IT platform • Security maintenance of data security and confidentiality digitization system	Perusahaan telah menginisiasi untuk persiapan audit ISO 27001 Sistem Manajemen Keamanan Informasi The Company has initiated the preparation for the ISO 27001 Information Security Management System audit.
4.	Hak Asasi Manusia (HAM) Human Rights	• Pengembangan kebijakan dan prosedur HAM dalam pelaksanaan dan pengembangan produk dan jasa; kesejahteraan pekerja; dan kesejahteraan komunitas, setidaknya berkenaan dengan komitmen: a. Perlindungan terhadap perbudakan, penghambaan,dan kerja paksa; b. Perlindungan terhadap pekerja anak; c. Kebebasan berserikat; d. Kondisi kerja yang adil—termasuk non-diskriminasi, kesehatan dan keselamatan, gaji, dan jam kerja. e. Hak atas kesehatan berkaitan dengan risiko lingkungan; f. Hak atas keamanan; g. Hak masyarakat adat. • Pelatihan, sosialisasi, dan internalisasi kebijakan dan prosedur HAM baik di internal PLN IP Services maupun dalam *supply chain management*. • Development of human rights policies and procedures in the implementation and development of products and services; worker welfare; and community welfare, at least concerning commitments: a. Protection against slavery, servitude and forced labor; b. Protection against child labor; c. Freedom of association; d. Fair working conditions-including non-discrimination, health and safety, pay, and working hours. e. The right to health in relation to environmental risks; f. Right to security; g. Rights of indigenous peoples. • Training, socialization, and internalization of human rights policies and procedures both within CDB and in supply chain management.	
5.	Sumber Daya Manusia Human Capital	• Pengembangan program pendidikan dan pelatihan peningkatan kapasitas dan produktivitas tenaga kerja • Pengembangan kebijakan mengenai tinjauan rutin terhadap kinerja dan pengembangan karier • Pengembangan kebijakan mengenai jaminan dan dukungan kebebasan berserikat dan perundingan kolektif • Development of education and training programs to increase the capacity and productivity of the workforce • Development of policies on regular performance reviews and career development • Development of policies on guaranteeing and supporting freedom of association and collective bargaining	Perusahaan berkomitmen untuk terus meningkatkan kapasitas dan produktivitas tenaga kerja melalui berbagai program pendidikan dan pelatihan. Langkah-langkah yang dilakukan meliputi pelatihan berkelanjutan, kemitraan dengan lembaga pendidikan, *e-learning platform* serta *workshop* dan seminar. The Company is committed to continuously improving the capacity and productivity of its workforce through various education and training programs. Measures taken include continuous training, partnerships with educational institutions, e-learning platforms, and workshops and seminars.

No	Kriteria ESG ESG Criteria	Isu Materialitas Materiality Issue	Respons Perusahaan Company Response
6	Akses ke Layanan Dasar Access to Basic Services	• Pengembangan program *Community Development*/CSR yang berfokus kepada kontribusi PLN IP Services kepada peningkatan akses ke layanan dasar: listrik, air minum, fasilitas sanitasi dan kebersihan dasar, perawatan kesehatan esensial, pendidikan (minimal pendidikan sekolah dasar), energi, skema kesejahteraan sosial (umumnya disebut sebagai jaring pengaman) dan mobilitas dasar. • Access to Basic ServicesDevelopment of Community Development/CSR programs that focus on CDB's contribution to improving access to basic services: electricity, drinking water, basic sanitation, and hygiene facilities, essential health care, education (at least primary school education), energy, social welfare schemes (commonly referred to as safety nets) and basic mobility.	PT IP Services telah berkontribusi dalam bidang pendidikan melalui program *College* yang bekerja sama dengan lembaga pendidikan sekolah menengah di seluruh Indonesia. PT IP Services has contributed to the field of education through the College program in collaboration with high school educational institutions across Indonesia.

Dimensi Tata Kelola
Governance Dimension

No	Kriteria ESG ESG Criteria	Isu Materialitas Materiality Issue	Respons Perusahaan Company Response
1	Penyuapan dan Korupsi Bribery and Corruption	• Penilaian operasi-operasi yang dinilai memiliki risiko terkait korupsi • Pengembangan *code of conduct*, khususnya berkenaan dengan integrity: kompetisi yang tidak fair, pencegahan pembayaran yang tidak tepat • Bekerja sama dengan Pemerintah yang bebas dari risiko penyuapan dan korupsi, anti *money laundering*, *Commercial Compliance Excellence* dan *International Trade Compliance*. • Komunikasi dan pelatihan tentang kebijakan dan prosedur antikorupsi • Penyelesaian Insiden korupsi yang terbukti dan tindakan hukum yang diambil. • Assessment of operations assessed as having corruption-related risks • Development of a code of conduct, particularly about integrity: unfair competition, prevention of improper payments • Working with the Government on bribery and corruption risk-free, anti-money laundering, Commercial Compliance Excellence, and International Trade Compliance. • Communication and training on anti-corruption policies and procedures • Resolution of proven incidents of corruption and legal action taken.	Melaksanakan implementasi ISO 37001 SMAP dan dilaporkan secara berkala. Implement ISO 37001 SMAP and report regularly.
2	Integrasi ESG (dalam) Keuangan dan Daya Tahan (resiliensi) Keuangan Perusahaan ESG Integration (in) Finance and Corporate Finance Resilience	• Efisiensi penggunaan sumber daya yang terintegrasi dengan pencapaian tujuan karbon netral. • Pengembangan dan diversifikasi produk dan layanan yang terintegrasi dengan proyek *green bond* dan *social bond,* berbasis skala prioritas dan strategi keberlanjutan bisnis PLN IP Services. • Peningkatan kapasitas SDM berkaitan dengan *sustainability bond.* • Resource use efficiency integrated with achieving carbon neutral goals. • Development and diversification of products and services integrated with green bond and social bond projects, based on CDB's priority scale and business sustainability strategy. • Capacity building of human capital related to sustainability bonds.	Proses efisiensi dan peningkatan kapasitas sustainability bond dapat diintegrasikan dengan strategi keberlanjutan bisnis PT PLN (Persero) dan PT PLN Indonesia Power Efficiency process and sustainability bond capacity improvement can be integrated with the business sustainability strategy of PT PLN (Persero) and PT PLN Indonesia Power.
3	Tata Kelola Perusahaan dan Tata Kelola Produk Corporate Governance and Product Governance	• Penerapan prinsip, evaluasi, dan penilaian (*rating*) GCG • Pelaksanaan Survai dan Pelaporan Indeks Kepuasan Pekerja dan Konsumen • *Awareness* dan sosialisasi GCG. • Pelaporan terbuka mengenai hasil evaluasi, dan penilaian (*rating*) GCG. • Implementation of GCG principles, evaluation, and rating • Implementation of Employee and Consumer Satisfaction Index Survey and Reporting • Awareness and socialization of GCG. • Public reporting on the results of GCG evaluation and assessment (rating).	1. Melaksanakan *Self-Assessment*:, audit eksternal terhadap penerapan GCG 2. Melaksanakan Survey Kepuasan Pelanggan 3. Melaksanakan Survey Kepuasan Pegawai 1. Conduct a Self-Assessment: external audit of GCG implementation 2. Conduct Customer Satisfaction Survey 3. Conduct an Employee Satisfaction Survey
4	Etika Bisnis Business Ethic	• Pengembangan *code of conduct* yang diturunkan dari kebijakan dan komitmen perusahaan mengenai: keamanan dan kenyamanan kerja, HAM, integritas, ekselensi *commercial compliance*, hubungan dengan *supplier*, proteksi keamanan data, *conflicts of interest, Environment, Health and Safety, insider trading, stock tipping, dan security* • *Awareness* dan sosialisasi *code of conduct.* • Pelaporan terbuka mengenai etika bisnis dan pelaksanaan *code of conduct.*	1. Menyediakan saluran pelaporan yang aman dan anonim bagi karyawan untuk melaporkan pelanggaran *code of conduct.* 2. Menggunakan berbagai saluran komunikasi internal, seperti email, intranet perusahaan, dan buletin, untuk terus mengingatkan karyawan tentang pentingnya mematuhi *code of conduct.*

No	Kriteria ESG ESG Criteria	Isu Materialitas Materiality Issue	Respons Perusahaan Company Response
		• Development of a code of conduct derived from company policies and commitments regarding: work safety and comfort, human rights, integrity, commercial compliance excellence, supplier relations, data security protection, conflicts of interest, Environment, Health and Safety, insider trading, stock tipping, and security. • Awareness and socialization of the code of conduct. • Public reporting on business ethics and implementation of the code of conduct.	1. Provide a safe and anonymous reporting channel for employees to report code of conduct violations. 2. Use various internal communication channels, such as email, company intranet, and bulletins, to keep reminding employees of the importance of complying with the code of conduct.

Dimensi Lingkungan
Environmental Dimension

No	Kriteria ESG ESG Criteria	Isu Materialitas Materiality Issue	Respons Perusahaan Company Response
1	Emisi GRK dan Emisi Udara signifikan lainnya (dari operasional perusahaan dan produk/jasa lainnya) Other significant GHG and Air Emissions (from company operations and other products/ services)	• Memanfaatkan energi baru terbarukan • Penggunaan kendaraan listrik • Pemanfaatan Solar PV / energi terbarukan dengan sistem *hybrid battery* • Penggunaan teknologi / Rekayasa *engineering* untuk *on/off* lampu • Menjalankan manajemen dan efisiensi energi yang baik, menggunakan peralatan yang hemat energi • Mengatur jadwal operasional secara efisien • Perawatan alat dan mesin yang rutin • Pasang perlengkapan yang bisa menghemat energi • Peningkatan kinerja peralatan pengurang emisi karbon • *Benchmark* ke unit yang lebih expert tentang efisiensi bahan bakar • Utilize new renewable energy • Use of electric vehicles • Utilization of Solar PV / renewable energy with hybrid battery system • Use of technology/engineering for on/off lights • Implement good energy management and efficiency, using energy-efficient equipment. • Organize operational schedules efficiently • Routine maintenance of tools and machinery • Install equipment that saves energy • Improve the performance of carbon emission reduction equipment • Benchmark to more expert units on fuel efficiency	Pengendalian pencemaran udara dan emisi dapat diinternalisasi dengan diversifikasi *core business* Perusahaan Air pollution and emission control can be internalized by diversifying the core business of the Company.
2	Polusi Udara, Limbah dan Efluen Air, Waste and Effluent Pollution	• Penggunaan ESP (*electrostatic precipitator*) untuk mengurangi polutan debu di cerobong • Penghijauan dengan skala *massive*, baik di internal pembangkit maupun di eksternal • Mengurangi penggunaan plastik, membagikan *goodie bag* ke setiap pegawai • Melakukan kampanye, baik di media sosial maupun secara kegiatan kemasyarakatan • Menjalankan manajemen lingkungan yang baik, melakukan 5R dalam pengelolaan sampah • Konversi kendaraan operasional ke kendaraan listrik yang lebih luas • Membuat lomba inovasi pengurangan polusi • Use of ESP (electrostatic precipitator) to reduce dust pollutants in the chimney • Greening on a massive scale, both internal and external to the plant • Reduce the use of plastic, distribute goodie bags to every employee • Campaigning, both on social media and in community activities • Carry out good environmental management, do 5R in waste management • Convert operational vehicles to a wider range of electric vehicles • Create a pollution reduction innovation competition	Pengendalian pencemaran air dan limbah (termasuk B3, non B3 dan sampah) dapat disinergikan dengan diversifikasi penggunaan sumber daya atau material bahan baku dalam proses produksi. Water and waste pollution control (including hazardous, non-hazardous and waste) can be synergized with diversified use of resources or raw materials in the production process.
3	Penggunaan Lahan dan Konservasi Keanekaragaman Hayati (dari operasional perusahaan dan rantai pasok) Land Use and Biodiversity Conservation (from company operations and supply chains)	• Melakukan penanaman/penghijauan di area unit • Peringatan hari lingkungan sedunia secara bersama melakukan penanaman pohon • Program pelepasan burung-burung ke alam liar (sebagai pembantu penghijauan secara alami) • Melakukan pembibitan tanaman dan penanaman pohon, menjaga ekosistem lingkungan di lingkungan kerja operasional • Produksi Bersih *(Cleaner Production)* • Konservasi Energi dan Sumber Daya Alam • Adaptasi Perubahan Iklim • Pendidikan Lingkungan Hidup • Ikut serta dalam program hijaunesia induk perusahaan. • Melakukan program tanam pasca kegiatan proyek overhaul pembangkit	Ketersediaan dan prosentase antara ruang terbuka hijau dan lahan terbangun, baik di lingkungan internal atau eksternal dapat disinergikan dengan pemangku eksternal The availability and percentage between green open space and built-up land, either in the internal or external environment can be synergized with external stakeholders.

No	Kriteria ESG ESG Criteria	Isu Materialitas Materiality Issue	Respons Perusahaan Company Response
		• Planting/greening in the unit area • Commemoration of World Environment Day by planting trees together • Releasing birds into the wild (as a natural greening aid) • Plant nurseries and tree planting, maintaining the environmental ecosystem in the operational work environment • Cleaner Production • Energy and Natural Resources Conservation • Climate Change Adaptation • Environmental Education • Participating in the holding company's green program. • Planting program after plant overhaul project activities	
4	Penggunaan Sumber Daya (dari operasional perusahaan dan rantai pasok) Resource Use (from company operations and supply chain)	• Membuat program aplikasi / software / web dalam setiap bisnis proses • Melakukan digitalisasi operasional perusahaan, memanfaatkan bahan-bahan daur ulang • Memilih kertas daur ulang • Menggunakan 2 sisi kertas untuk penghematan. • Pisahkan kertas bekas dan koran agar bisa didaur ulang • Gunakan dokumen digital (*paperless*) • Menggunakan bahan bakar kayu (*sawdust/wood chip*) • Create application programs/software/web in every business process • Digitizing company operations, utilizing recycled materials • Choose recycled paper • Use 2 sides of paper for savings. • Separate used paper and newspapers to recycle them • Use digital documents (paperless) • Use wood fuel (sawdust/wood chips)	Diversifikasi, efisiensi dan adopsi sumber daya baru terbarukan, ramah lingkungan dalam seluruh proses produksi Diversification, efficiency and adoption of new renewable, environmentally friendly resources in the entire production process
5	Dampak Lingkungan dari produk dan jasa layanan *(ecological footprint)* Environmental impact of products and services (ecological footprint)	• Memperhatikan batasan - batasan yang dianjurkan oleh badan lingkungan hidup sehingga tidak menjadi polusi atau pencemaran • Membuat sebuah inovasi untuk mengurangi dampak lingkungan atau pencemaran lingkungan • Pay attention to the limits recommended by the environmental agency so as not to become pollution or contamination. • Make an innovation to reduce environmental impact or environmental pollution.	Penerapan standar kelola lingkungan, monitoring & evaluation dan pelaporannya Implementation of environmental management standards, monitoring & evaluation, and reporting.

HUBUNGAN DENGAN PEMANGKU KEPENTINGAN [OJK E.4] [GRI 2-29]

Perusahaan mengidentifikasi pemangku kepentingan sebagai pihak yang terlibat dan memiliki kepentingan terhadap organisasi serta dapat memengaruhi dan/atau dipengaruhi oleh pencapaian tujuan organisasi seperti karyawan, investor/pemegang saham, regulator, mitra bisnis, komunitas/asosiasi, pelanggan, masyarakat, dan lain-lain. Identifikasi pemangku kepentingan tersebut telah dibahas dan mendapat persetujuan manajemen. Adapun pendekatan yang digunakan perusahaan dalam melibatkan pemangku kepentingan, sebagai berikut:

STAKEHOLDERS RELATION [OJK E.4] [GRI 2-29]

The Company identifies stakeholders as parties who are involved and have an interest in the organization and can influence and/or be influenced by the achievement of organizational goals such as employees, investors/shareholders, regulators, business partners, communities/associations, customers, communities, and others. The identification of these stakeholders was discussed and approved by management. The approach used by the company in involving stakeholders is as follows:

Pemangku Kepentingan Stakeholders	Metode Pendekatan Approach Method [GRI: 2-29]	Frekuensi Pelibatan Frequency of Engagement
Karyawan Employee	Pelatihan Karyawan dan Forum Pertemuan Employee Training and Meeting Forum	Rutin Routine
Investor/Pemegang Saham Investors/Shareholders	Rapat Umum Pemegang Saham General Meeting of Shareholders	Terjadwal dan Tahunan Scheduled and Annual
Regulator	Laporan kepatuhan sesuai ketentuan regulator Compliance report in accordance with regulatory provisions	Tahunan Annual
Mitra bisnis Business Partner	Kontrak dan perjanjian kerja Employment contracts and agreements	Rutin Routine
Komunitas/asosiasi Community/Association	Pertemuan dan diskusi dengan komunitas/asosiasi Meetings and discussions with communities/associations	Terjadwal Scheduled
Konsumen/Pelanggan Customers	Survei Kepuasan Pelanggan Customer Satisfaction Survey	Tahunan Annual

Pemangku Kepentingan Stakeholders	Metode Pendekatan Approach Method [GRI: 2-29]	Frekuensi Pelibatan Frequency of Engagement
Masyarakat People	Pelibatan tenaga kerja, kunjungan/komunikasi dengan masyarakat, program sosialisasi perusahaan, dan pelaksanaan program corporate social responsibility (CSR). Workforce involvement, visits/communication with the community, company outreach programs, and implementation of corporate social responsibility (CSR) programs.	Periodik Periodic

TANTANGAN PENERAPAN KEUANGAN BERKELANJUTAN [OJK E.5]

PT PLN Indonesia Power Services menghadapi sejumlah permasalahan dalam penerapan keuangan berkelanjutan di industri ketenagalistrikan pada tahun 2025. Sebagai perusahaan yang berkomitmen pada prinsip-prinsip keberlanjutan, kami menyadari bahwa berbagai tantangan operasional harus diatasi dengan pendekatan keuangan yang inovatif dan efisien.

Salah satu tantangan utama adalah perubahan iklim. Pemerintah Indonesia telah menetapkan target pengurangan emisi Gas Rumah Kaca (GRK) sebesar 29% pada tahun 2030 dan mencapai *Net Zero Emission* (NZE) pada tahun 2060. PLN IP Services mendukung target ini dengan merencanakan penghentian operasi Pembangkit Listrik Tenaga Uap (PLTU) dan fokus pada pengembangan energi terbarukan. Namun, transisi ini memerlukan investasi besar yang menimbulkan tekanan signifikan pada keuangan perusahaan.

Biaya investasi yang tinggi dalam pengembangan infrastruktur energi terbarukan menjadi kendala besar. Pembangunan pembangkit listrik dan infrastruktur terkait membutuhkan perencanaan keuangan yang cermat dan strategi investasi yang tepat. Selain itu, kenaikan harga bahan baku juga berdampak negatif pada biaya operasional, mempengaruhi margin keuntungan perusahaan.

Perubahan regulasi energi merupakan tantangan lain yang signifikan. Kebijakan pemerintah terkait harga listrik, subsidi, dan regulasi lingkungan dapat berdampak langsung pada arus kas dan profitabilitas. PLN IP Services harus terus menyesuaikan strategi dan operasionalnya dengan regulasi yang berubah-ubah ini, seringkali memerlukan alokasi dana tambahan untuk kepatuhan regulasi.

Selain itu, persaingan yang ketat di industri energi menuntut perusahaan untuk terus berinovasi dan meningkatkan daya saing. Pengembangan pembangkit listrik dengan teknologi yang lebih efisien dan ramah lingkungan memerlukan investasi yang tidak sedikit. Kami harus mencari sumber pendanaan yang beragam dan mengelola risiko keuangan dengan hati-hati untuk tetap kompetitif.

CHALLENGES OF IMPLEMENTATION OF SUSTAINABLE FINANCE [OJK E.5]

PT PLN Indonesia Power Services encounters several issues in implementing sustainable finance in the electricity industry by 2025. As a company committed to sustainability principles, we recognize that various operational challenges must be overcome with innovative and efficient financial approaches.

One of the main challenges is climate change. The Indonesian government has set a target of reducing Greenhouse Gas (GHG) emissions by 29% by 2030 and achieving Net Zero Emission (NZE) by 2060. PLN IP Services supports this target by planning to stop the operation of Steam Power Plants (PLTU) and focus on developing renewable energy. However, this transition requires large investments that put significant pressure on the company's finances.

High investment costs in the development of renewable energy infrastructure are a major obstacle. The construction of power plants and related infrastructure requires careful financial planning and appropriate investment strategies. In addition, rising raw material prices also negatively impact operating costs, affecting the profit margins of the company.

Changes in energy regulations are another significant challenge. Government policies regarding electricity prices, subsidies, and environmental regulations can directly impact cash flow and profitability. PLN IP Services must continually adapt its strategy and operations to these changing regulations, often requiring the allocation of additional funds for regulatory compliance.

In addition, intense competition in the energy industry requires the company to strive to innovate and improve competitiveness. The development of power plants with more efficient and environmentally friendly technology requires substantial investment. We must find diverse sources of funding and manage financial risks carefully to remain competitive.

Keterbatasan sumber daya manusia yang kompeten juga mempengaruhi penerapan keuangan berkelanjutan. Pengembangan program pelatihan dan peningkatan kapasitas SDM memerlukan investasi jangka panjang yang harus direncanakan dengan baik dalam anggaran perusahaan.

Limited competent human capital also affects the implementation of sustainable finance. The development of training programs and capacity improvement of human capital requires long-term investment that must be well planned in the company's budget.

Dengan berbagai tantangan ini, PLN IP Services berkomitmen untuk meningkatkan kinerja keuangan yang berkelanjutan melalui beberapa strategi kunci. Kami fokus pada peningkatan efisiensi operasional, diversifikasi portofolio energi, dan inovasi teknologi. Selain itu, kami terus membangun hubungan baik dengan pemangku kepentingan dan investor untuk mendukung stabilitas keuangan jangka panjang.

With these challenges, PLN IP Services is committed to improving sustainable financial performance through several key strategies. We focus on improving operational efficiency, energy portfolio diversification, and technological innovation. In addition, we continue to build good relationships with stakeholders and investors to support long-term financial stability.

Permintaan energi yang terus meningkat seiring dengan pertumbuhan ekonomi dan populasi memberikan peluang sekaligus tantangan. Kami harus memastikan bahwa kami mampu memenuhi permintaan ini dengan cara yang berkelanjutan secara finansial, serta mengelola biaya operasional dan menjaga profitabilitas. Dengan pendekatan yang strategis dan berkelanjutan, PT PLN Indonesia Power Services berusaha untuk mengatasi permasalahan keuangan berkelanjutan dan memastikan keberlanjutan bisnis di masa depan.

The growing demand for energy in line with economic and population growth presents both opportunities and challenges. We must ensure we can fulfill this demand in a financially sustainable manner, as well as manage operational costs and maintain profitability. With a strategic and sustainable approach, PT PLN Indonesia Power Services strives to overcome sustainable financial issues and ensure business sustainability in the future.

Benturan Kepentingan [GRI 2-15]

Perusahaan mendefinisikan benturan kepentingan sebagai situasi atau kondisi yang dihadapi Insan Perusahaan yang karena jabatan/posisinya, memiliki kewenangan yang berpotensi dapat disalahgunakan, baik sengaja maupun tidak sengaja, untuk kepentingan lain sehingga dapat mempengaruhi kualitas keputusannya, serta kinerja hasil keputusan tersebut yang dapat merugikan bagi Perusahaan. Insan Perusahaan wajib mematuhi ketentuan tentang Benturan Kepentingan yang disusun oleh Perusahaan.

Perusahaan telah memiliki kebijakan yang mengatur mengenai Benturan Kepentingan dan Pengendalian Gratifikasi dimana tujuan dari penyusunan kebijakan ini adalah untuk memberikan arah dan acuan bagi seluruh Insan Perusahaan termasuk Komisaris dan Direksi yang berkaitan dengan Benturan Kepentingan, penerimaan, penolakan, pemberian, dan permintaan Gratifikasi di Lingkungan Perusahaan agar sesuai dengan prinsip Tata Kelola Perusahaan Yang Baik (*Good Corporate Governance* atau GCG). Diharapkan acuan ini dapat mendorong pelaksanaan etika usaha dan etika kerja, pencegahan Benturan Kepentingan, pencegahan kecurangan dan korupsi, serta penyimpangan perilaku lainnya.

Ruang lingkup kebijakan Benturan Kepentingan dan Pengendalian Gratifikasi ini mengatur prinsip kehati-hatian yang terkait dengan Benturan Kepentingan,

Conflict of Interest [GRI 2-15]

The Company defines a conflict of interest as a circumstance or condition encountered by Company employees who, because of their position/position, have power that has the potential to be exploited, either deliberately or accidentally, for other objectives, therefore affecting the quality of their judgments and the performance of the outcomes of these decisions, which maybe damaging to the Company. The Company's staff are required to adhere to the Conflict-of-Interest guidelines it has established.

The Company has a policy governing Conflict of Interest and Gratification Control, the objective of which is to give guidance and reference to all Company workers, including Commissioners and Directors, addressing Conflict of Interest, acceptance, rejection, granting, and requests for Gratification within the Company. This policy was drafted to meet with the principles of Good Corporate Governance (GCG). It is believed that this reference would stimulate the adoption of business ethics and work ethics, as well as the prevention of conflicts of interest, fraud, and corruption, as well as other forms of unethical activity.

The scope of this Conflict of Interest and Gratification Control policy governs the concept of prudence pertaining to Conflicts of Interest, the ethics of accepting, rejecting,

etika dalam penerimaan, penolakan, pemberian, dan permintaan Gratifikasi serta mekanisme pelaporannya di lingkungan Perusahaan.

providing, and requesting Gratification, as well as the reporting systems inside the Company.

Dewan Komisaris, Direksi dan karyawan dapat diizinkan melakukan aktivitas lain di luar jam kerja yang telah ditetapkan, dengan syarat bahwa aktivitas tersebut tidak memiliki benturan kepentingan dengan kepentingan Perusahaan dan/atau aktivitas yang telah diamanatkan kepadanya. Keterlibatan dalam aktivitas-aktivitas lain tidak boleh mengurangi independensi dan objektivitas dalam mengambil keputusan atau mempengaruhi efektivitas dan ketepatan waktu penyelesaian pekerjaan karyawan yang bersangkutan.

The Board of Commissioners, Directors, and employees may be authorised to engage in other activities outside of established working hours, so long as these activities do not interfere with the interests of the Company and/or prescribed activities. Participation in other activities must neither compromise the employee's independence and impartiality in decision-making, nor impair his or her productivity and timely completion of work.

Mengkomunikasikan Hal-Hal Kritis [GRI 2-16]

Pembahasan mengenai hal-hal strategis atau kritis yang berhubungan dengan perkembangan proses bisnis Perusahaan dilakukan melalui mekanisme rapat gabungan Dewan Komisaris dan Direksi setiap bulan. Apabila ada hal-hal yang perlu ditindaklanjuti, dilakukan melalui mekanisme penyampaian surat tanggapan, saran, arahan dari Dewan Komisaris kepada Direksi, yang kemudian ditanggapi oleh Direksi melalui surat jawaban kepada Dewan Komisaris. Dewan Komisaris dan Direksi tetap bertemu secara berkala untuk membahas perkembangan Perusahaan.

Sepanjang tahun buku 2025, tidak terdapat perkara/gugatan hukum/permasalahan kritis yang bernilai material yang membawa pengaruh terhadap kondisi Perusahaan.

Communicating Precarious Matters [GRI 2-16]

Every month, the Board of Commissioners and the Board of Directors have a combined meeting to discuss topics of strategic or essential importance relating to the development of the Company's business operations. If there are concerns that need follow-up, the Board of Commissioners submits answer letters, proposals, and directives to the Board of Directors, which are then replied to by the Board of Directors via a response letter to the Board of Commissioners. The Board of Commissioners and Directors continue to have monthly meetings to discuss the Company's growth.

During the 2025 financial year, there were no substantial cases/lawsuits/critical concerns affecting the Company's financial position.

Anti-Korupsi [GRI 205-1] [GRI 205-2] [GRI 205-3]

Risiko korupsi merupakan suatu hal yang sering menjadi perhatian dalam berbagai organisasi termasuk di PLN IP Services. Korupsi dapat merusak integritas dan reputasi Perusahaan serta berdampak buruk pada kepercayaan masyarakat dan pemegang saham. Oleh karena itu, PLN IP Services telah menerapkan berbagai kebijakan dan praktik yang bertujuan untuk mencegah terjadinya tindakan korupsi di dalam Perusahaan. Beberapa upaya yang dilakukan oleh PLN IP Services untuk mencegah korupsi, antara lain penerapan etika bisnis yang tinggi, pengawasan yang ketat terhadap proses pengadaan, serta pelatihan dan edukasi bagi seluruh karyawan mengenai pentingnya menjaga integritas dan berperilaku jujur dalam bekerja.

Sebagai langkah mendukung penerapan anti korupsi, Perusahaan menerapkan ISO 30071 Sistem Manajemen Anti Penyuapan. Perusahaan melakukan sosialisasi melalui divisi pengadaan kepada karyawan, supplier dan vendor. Langkah ini menjadi sebuah komitmen Perusahaan pada penerapan *Good Corporate Governance* dan menjadi *Corporate Citizenship*. Perusahaan mencegah segala hal yang berkaitan dengan tindak pidana korupsi, gratifikasi serta pelanggaran lainnya yang menyangkut tentang praktik bisnis yang tidak bertanggung jawab.

Anti-Corruption [GRI 205-1] [GRI 205-2] [GRI 205-3]

Corruption is a risk that is frequently raised in a number of organisations, including PLN IP Services. Corruption may harm the company's ethics and brand and undermine public and shareholder confidence. As a result, PLN IP Services has put in place a number of rules and procedures designed to stop acts of corruption inside the Company. PLN IP Services has implemented strong business ethics, strictly supervised the procurement process, and trained and educated all workers about the value of upholding integrity and acting honestly at work as some of the steps taken to combat corruption.

As a step to support the implementation of anti-corruption, the Company implements ISO 30071 Anti-Bribery Management System. The Company conducts socialization through the procurement division to employees, suppliers and vendors. This step is a commitment of the Company to the implementation of Good Corporate Governance and become Corporate Citizenship. The Company prevents all matters related to criminal acts of corruption, gratification and other violations concerning irresponsible business practices.

Sistem Pelaporan Pelanggaran
Whistleblowing System

Whistleblowing System (WBS) merupakan salah satu bentuk komitmen Perusahaan dalam mendukung penerapan GCG dan praktik bisnis yang berintegritas. WBS disediakan oleh Perusahaan sebagai saluran komunikasi yang memfasilitasi *whistleblower*/pelapor untuk melaporkan kejadian atau dugaan terkait dengan tindakan *fraud*, pelanggar kebijakan, penyuapan/pinjam meminjam uang dengan *customer*, pelecehan seksual, pencurian/ penggelapan, kecurangan laporan keuangan, aktivitas ilegal dan pelanggaran kode etik lainnya yang melibatkan karyawan Perusahaan dan/atau dengan pihak-pihak terkait yang terjaga kerahasiaan identitas pelapornya.

Whistleblowing System (WBS) is a form of the Company's commitment to support the implementation of GCG and business practices with integrity. WBS is provided by the Company as a communication channel that facilitate whistleblower/reporter to report incident or allegation related to acts of fraud, policy violation, bribery/borrowing money with customer, sexual harassment, theft/ embezzlement, fraudulent financial statements, illegal activities and other violations of code of conduct involving Company employees and/or with related parties whose identity of the whistleblower is kept confidential.

Mekanisme Penyampaian Pelaporan Pelanggaran
[GRI 2-16, 2-26]

1. Perusahaan wajib menerima Pengaduan Pelanggaran dari pihak internal maupun eksternal.
2. Perusahaan wajib menindaklanjuti Pengaduan Pelanggaran dari Pelapor yang mencantumkan identitas maupun tanpa identitas (anonim) yang disertai dengan Bukti Pendukung atas laporan pelanggaran yang disampaikan.
3. Perusahaan memiliki beberapa media untuk menyampaikan Pengaduan jika seseorang mengetahui adanya pelanggaran terhadap kebijakan manajemen atau perilaku yang ia anggap sebagai perilaku yang dapat dilaporkan, yaitu sebagai berikut:
   a. Pegawai/pihak Eksternal dapat menyampaikan pengaduan kepada Direksi dan atau Fungsi Kepatuhan perusahaan.
      - Surat resmi yang ditujukan kepada Dewan Komisaris/ Direksi/ Fungsi Kepatuhan ke alamat kantor Pusat : U.p Tim Pengelola Pengaduan Pelanggaran, Jl. Pasar Minggu Kav. 190, Jakarta Selatan 12510
      - Melalui *email* Perusahaan: wbs@plnipservices.co.id
      - Telepon: 0851 8833 4052
      - *Website* : https://www.plnipservices.co.id.

Mechanism For Submission Of Violation Report
[GRI 2-16, 2-26]

1. The Company is required to receive Whistleblowing Complaints from internal and external parties.
2. The Company is required to follow up on Violation Complaint from Whistleblower who include identity or without identity (anonymous) accompanied by Supporting Evidence for the violation report submitted.
3. The Company has several media to submit Complaint if someone knows there is a violation of management policies or behaviour that he/she considers as behaviour that can be reported, namely as follows:
   a. Employees/external parties can submit complaint to the Board of Directors and/or the Compliance Function of the company.
      - Official letter addressed to the Board of Commissioners/Board of Directors/ Compliance Function to the address of the Head office: U.p Tim Pengelola Pengaduan Pelanggaran Jl. Pasar Minggu Kav. 190, Jakarta Selatan 12510
      - Via corporate email: wbs@plnipservices.co.id
      - Telephone: 0851 8833 4052
      - Website : https://www.plnipservices.co.id

b. Apabila terlapor adalah pegawai (Eksekutif, Supervisor, dan Pelaksana) disampaikan melalui:
   - Direksi PT PLN Indonesia Power Services
   - Fungsi kepatuhan PT PLN Indonesia Power Services
   - *Email* Perusahaan: wbs@plnipservices.co.id
   - Surat resmi yang ditujukan kepada Direksi/ Fungsi Kepatuhan, dengan cara diantar langsung atau melalui pos ke kantor pusat sesuai alamat diatas.

c. Apabila terlapor adalah oknum Direksi, Dewan Komisaris dan Organ Penunjang Dewan Komisaris, dapat disampaikan langsung kepada Dewan Komisaris melalui:
   - Fungsi Kepatuhan PT PLN Indonesia Power Services
   - *Email* Perusahaan; wbs@plnipservices.co.id
   - Menyampaikan surat resmi yang ditujukan kepada Dewan Komisaris, dengan cara diantar langsung, atau melalui pos ke Perusahaan sesuai alamat diatas.

d. Pegawai/Eksternal dapat menyampaikan pengaduan melalui Media komunikasi yang disediakan oleh perusahaan yang dikelola oleh seorang Admin dari Fungsi Kepatuhan Perusahaan.

e. Setelah Pengaduan diterima, maka pengaduan tersebut wajib diteruskan kepada Fungsi kepatuhan sesuai dengan ketentuan mengenai kerahasiaan yang ditetapkan dalam Kebijakan ini.

Perlindungan Bagi Pelapor dan Terlapor

1. Perusahaan berkewajiban untuk melindungi Pelapor.
2. Perlindungan Pelapor memiliki manfaat atas kepastian perlakuan terhadap pelapor serta jaminan atas kerahasiaan Pelapor sehingga mendorong keberanian melaporkan Pelanggaran.
3. Pelapor dapat mengadukan apabila mendapatkan balasan berupa tekanan atau ancaman atau tindakan balasan lain yang dialaminya. Pengaduan harus disampaikan kepada Tim Pengelola Pengaduan Pelanggaran melalui mekanisme yang telah ditetapkan. Dalam hal masalah ini tidak dapat dipecahkan secara internal, Pelapor dijamin haknya untuk membawa ke lembaga independen di luar Perusahaan seperti misalnya mediator, lembaga perlindungan saksi dan korban atas biaya Perusahaan.

b. If the reported party is an employee (Executive, Supervisor, and Executor) it is submitted via:
   - Board of Directors of PT PLN Indonesia Power Services
   - Compliance function of PT PLN Indonesia Power Services
   - Company Email: wbs@plnipservices.co.id
   - Official letter addressed to the Board of Directors/Compliance Function, by direct delivery or by post to the head office according to the address above

c. If the reported person is a member of the Board of Directors, Board of Commissioners and Supporting Organs of the Board of Commissioners, it can be submitted directly to the Board of Commissioners via:
   - Compliance function of PT PLN Indonesia Power Services
   - Company Email; wbs@plnipservices.co.id
   - Deliver official letters addressed to the Board of Commissioners, by direct delivery, or by post to the Company according to the address above.

d. Employees/Externals can submit complaints through the communication media provided by the company which is managed by an Admin from the company's Compliance Function.

e. After the complaint is received, the complaint must be forwarded to the compliance function in accordance with the provisions regarding confidentiality set out in this Policy.

Protection For Whistleblower And Reported Party

1. The Company is obliged to protect the Whistleblower
2. Whistleblower Protection has the benefit of ensuring the treatment of the complainant and guaranteeing the confidentiality of the whistleblower so that it encourages the courage to report violation.
3. Whistleblower can complain if they receive a response in the form of pressure or threat or other retaliatory action they experience. Complaints must be submitted to the Whistleblowing Management Team through a predetermined mechanism. In the event that this problem cannot be resolved internally, the Whistleblower is guaranteed the right to bring it to independent institutions outside the Company such as mediator, witness and victim protection agencies at the expense of the Company.

4. Perusahaan memberikan perlindungan kepada Pelapor meliputi: pemecatan yang tidak adil, penurunan jabatan atau pangkat, pelecehan atau diskriminasi dalam segala bentuknya serta catatan yang merugikan dalam file data pribadinya (*personal file record*).
5. Perusahaan memberikan jaminan kerahasiaan identitas Terlapor sampai berubah pada status terperiksa.

4. The Company provides protection to the Whistleblower including: unfair dismissal, demotion or promotion, harassment or discrimination in all its forms and detrimental records in the personal data file (personal file record).

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5. The Company guarantees the confidentiality of the Reported Party's identity until it changes to examiner status.

Kinerja Sistem Manajemen Anti Penyuapan, Jumlah Pelaporan Pelanggaran dan Sanksi [GRI 2-16, 2-25, 2-26]

Number of Violation Report and Sanction [GRI 2-16, 2-25, 2-26]

No	Bulan Month	Tanggal Terima Laporan Date of Report Received	Media Pelaporan Reporting Channel	Jumlah Pengaduan Number of Complaints	Status Penanganan Handling Status
1	Januari January	25 Januari 2025 January 25, 2025	wbs@plnipservices.co.id	1	Closed
2	Februari February	Tidak terdapat pengaduan No complaints received	Tidak terdapat pengaduan No complaints received	0	Tidak ada tindak lanjut No follow-up required
3	Maret March	5, 9, dan 14 Maret 2025 March 5, 9, and 14, 2025	wbs@plnipservices.co.id	3	Seluruh pengaduan telah ditutup All complaints were closed
4	April April	Tidak terdapat pengaduan No complaints received	Tidak terdapat pengaduan No complaints received	0	Tidak ada tindak lanjut No follow-up required
5	Mei May	19 Mei 2025 May 19, 2025	wbs@plnipservices.co.id	1	Closed
6	Juni June	Tidak terdapat pengaduan No complaints received	Tidak terdapat pengaduan No complaints received	0	Tidak ada tindak lanjut No follow-up required
7	Juli July	Tidak terdapat pengaduan No complaints received	Tidak terdapat pengaduan No complaints received	0	Tidak ada tindak lanjut No follow-up required
8	Agustus August	Tidak terdapat pengaduan No complaints received	Tidak terdapat pengaduan No complaints received	0	Tidak ada tindak lanjut No follow-up required
9	September September	Tidak terdapat pengaduan No complaints received	Tidak terdapat pengaduan No complaints received	0	Tidak ada tindak lanjut No follow-up required
10	Oktober October	1 Oktober 2025 October 1, 2025	wbs@plnipservices.co.id	1	Closed
11	November November	11 dan 13 November 2025 November 11 and 13, 2025	Website form pengaduan Website complaint form	2	Seluruh pengaduan telah ditutup All complaints were closed
12	Desember December	Tidak terdapat pengaduan No complaints received	Tidak terdapat pengaduan No complaints received	0	Tidak ada tindak lanjut No follow-up required
	Total Semester I **First Semester Total**			**5**	
	Total Semester II **Second Semester Total**			**3**	
	Total Tahun 2025 **2025 Total**			**8**	

Sepanjang tahun 2025, Perseroan menerima sebanyak 8 pengaduan melalui mekanisme Whistleblowing System (WBS). Pengaduan tersebut diterima melalui kanal email resmi WBS dan website/form pengaduan. Seluruh pengaduan yang diterima telah ditindaklanjuti sesuai mekanisme pengelolaan WBS yang berlaku dan memperoleh status closed. Dari jumlah tersebut, sebanyak 5 pengaduan diterima pada Semester I dan 3 pengaduan diterima pada Semester II. Mekanisme ini menjadi sarana bagi individu untuk menyampaikan dugaan pelanggaran, meminta perhatian atas perilaku bisnis organisasi, serta mendukung penerapan tata kelola, kepatuhan, dan perilaku bisnis yang bertanggung jawab.

Throughout 2025, the Company received 8 complaints through the Whistleblowing System (WBS). These complaints were submitted through the official WBS email channel and the website complaint form. All complaints received were followed up in accordance with the applicable WBS management mechanism and were closed. Of the total complaints, 5 were received in the first semester and 3 were received in the second semester. This mechanism serves as a channel for individuals to report alleged violations, raise concerns regarding business conduct, and support the implementation of governance, compliance, and responsible business practices.



Membangun Ekonomi Berkelanjutan

Building a Sustainable Economy



07

2025

Laporan Keberlanjutan

Sustainability Report

Menciptakan Nilai Ekonomi Berkelanjutan
Creating Sustainable Economic Value



Pendekatan Manajemen Ekonomi

Keberlanjutan ekonomi merupakan fondasi bagi PT PLN Indonesia Power Services (PLN IP Services) dalam menciptakan nilai jangka panjang bagi pemegang saham, pelanggan, karyawan, mitra usaha, pemerintah, dan masyarakat. Perseroan memandang bahwa pertumbuhan usaha yang berkelanjutan tidak hanya diukur melalui peningkatan kinerja keuangan, tetapi juga melalui kemampuan menjaga keandalan layanan, memperkuat daya saing, mengelola risiko bisnis secara efektif, serta memberikan kontribusi nyata terhadap ketahanan energi nasional.

Sebagai bagian dari PLN Group, PLN IP Services menjalankan peran strategis dalam mendukung keberlangsungan sistem ketenagalistrikan nasional melalui penyediaan layanan *Operation and Maintenance* (O&M), *Maintenance, Repair and Overhaul* (MRO), *Engineering, Procurement and Construction* (EPC), serta pengembangan solusi energi yang mendukung transformasi sektor ketenagalistrikan. Keandalan operasional yang dihasilkan melalui layanan tersebut menjadi faktor penting dalam memastikan kontinuitas pasokan listrik, meningkatkan efisiensi pembangkit, dan mendukung terciptanya nilai ekonomi yang berkelanjutan.

Economic Management Approach

Economic sustainability serves as the foundation for PT PLN Indonesia Power Services (PLN IP Services) in creating long term value for shareholders, customers, employees, business partners, government, and society. The Company believes that sustainable business growth is measured not only by improved financial performance, but also by its ability to maintain operational reliability, strengthen competitiveness, effectively manage business risks, and contribute meaningfully to Indonesia's national energy security.

As part of the PLN Group, PLN IP Services plays a strategic role in supporting the reliability of the national electricity system through the provision of Operation and Maintenance (O&M), Maintenance, Repair and Overhaul (MRO), Engineering, Procurement and Construction (EPC) services, as well as the development of energy solutions that support the transformation of the power sector. The operational reliability delivered through these services is essential to ensuring the continuity of electricity supply, improving power plant efficiency, and creating sustainable economic value.

Transformasi sektor energi yang berlangsung secara global menghadirkan peluang sekaligus tantangan bagi industri jasa ketenagalistrikan. Percepatan transisi menuju energi rendah karbon, perkembangan teknologi digital, perubahan kebutuhan pelanggan, serta meningkatnya ekspektasi terhadap penerapan prinsip *Environmental, Social, and Governance* (ESG) mendorong Perseroan untuk memperkuat model bisnis yang adaptif, inovatif, dan berorientasi pada keberlanjutan. Oleh karena itu, strategi bisnis Perseroan tidak hanya difokuskan pada pertumbuhan usaha, tetapi juga pada peningkatan ketahanan organisasi dalam menghadapi perubahan lingkungan bisnis dan regulasi.

The ongoing global energy transition presents both opportunities and challenges for the power services industry. The accelerated shift toward low-carbon energy, rapid technological advancement, evolving customer expectations, and increasing emphasis on Environmental, Social, and Governance (ESG) principles encourage the Company to continuously strengthen an adaptive, innovative, and sustainability-oriented business model. Accordingly, the Company's business strategy focuses not only on business growth but also on enhancing organizational resilience to respond effectively to changes in the business environment and regulatory landscape.

Sejalan dengan arah pengembangan perusahaan sebagaimana dituangkan dalam Rencana Jangka Panjang Perusahaan (RJPP), PLN IP Services mengintegrasikan prinsip keberlanjutan ke dalam proses pengambilan keputusan bisnis melalui penguatan tata kelola, transformasi digital, pengembangan kompetensi sumber daya manusia, inovasi layanan, serta pengelolaan risiko secara terintegrasi. Pendekatan tersebut mendukung terciptanya pertumbuhan yang sehat sekaligus memperkuat kemampuan Perseroan dalam menciptakan nilai ekonomi yang berkelanjutan bagi seluruh pemangku kepentingan.

In line with the company's development direction as outlined in the Company's Long-Term Plan (RJPP), PLN IP Services integrates sustainability principles into the business decision-making process through strengthened governance, digital transformation, human resource competency development, service innovation, and integrated risk management. This approach supports the achievement of healthy growth while strengthening the Company's ability to create sustainable economic value for all stakeholders.

Sepanjang tahun 2025, Perseroan terus memperkuat fundamental bisnis melalui peningkatan kualitas layanan operasi dan pemeliharaan pembangkit, optimalisasi efisiensi operasional, serta pengembangan portofolio bisnis yang memberikan nilai tambah bagi pelanggan. Berbagai inisiatif tersebut tidak hanya berkontribusi terhadap peningkatan kinerja perusahaan, tetapi juga memperkuat peran PLN IP Services dalam mendukung ketahanan energi nasional, pemerataan pembangunan, serta agenda transisi energi Indonesia menuju sistem energi yang lebih andal, efisien, dan berkelanjutan.

Throughout 2025, the Company continued to strengthen its business fundamentals by improving the quality of power plant operation and maintenance services, optimizing operational efficiency, and expanding its business portfolio to deliver greater value to customers. These initiatives not only contributed to improved corporate performance but also reinforced the role of PLN IP Services in supporting Indonesia's national energy security, promoting equitable development, and advancing the country's energy transition toward a more reliable, efficient, and sustainable energy system.

Ke depan, PLN IP Services akan terus memperkuat ketahanan bisnis melalui inovasi, kolaborasi strategis, implementasi ESG, serta pengembangan solusi energi yang mampu menjawab dinamika industri ketenagalistrikan. Dengan mengedepankan prinsip keberlanjutan dalam setiap aktivitas usaha, Perseroan optimistis dapat terus menciptakan nilai ekonomi yang bertanggung jawab sekaligus memberikan manfaat jangka panjang bagi seluruh pemangku kepentingan.

Looking ahead, PLN IP Services will continue to strengthen its business resilience through innovation, strategic collaboration, ESG implementation, and the development of energy solutions that respond to the evolving dynamics of the power industry. By embedding sustainability principles into every aspect of its business activities, the Company is confident in its ability to continue creating responsible economic value while delivering long-term benefits for all stakeholders.

Kinerja dan Kontribusi Ekonomi
Economic Performance and Contribution

Kinerja ekonomi merupakan salah satu fondasi utama yang mendukung keberlanjutan usaha PT PLN Indonesia Power Services (PLN IP Services). Sebagai bagian dari PLN Group, Perseroan berupaya menjaga pertumbuhan usaha yang sehat melalui pengelolaan keuangan yang prudent, peningkatan efisiensi operasional, serta penguatan kapasitas layanan untuk mendukung keandalan sistem ketenagalistrikan nasional. Kinerja tersebut tidak hanya diukur dari pertumbuhan pendapatan dan profitabilitas, tetapi juga dari kontribusi ekonomi yang diberikan kepada para pemangku kepentingan melalui distribusi manfaat kepada karyawan, pemasok, pemerintah, pemegang saham, dan masyarakat.

Economic performance is one of the key foundations supporting the long-term sustainability of PT PLN Indonesia Power Services (PLN IP Services). As part of the PLN Group, the Company strives to maintain sustainable business growth through prudent financial management, enhanced operational efficiency, and strengthened service capabilities to support the reliability of Indonesia's national electricity system. The Company measures its performance not only by revenue growth and profitability but also by the economic value it delivers to stakeholders through benefits distributed to employees, suppliers, government, shareholders, and the wider community.

Pengelolaan kinerja ekonomi dilaksanakan berdasarkan prinsip Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*/GCG) dengan mengedepankan transparansi, akuntabilitas, dan kehati-hatian dalam pengambilan keputusan. Direktorat Keuangan bersama fungsi terkait bertanggung jawab memastikan bahwa pengelolaan keuangan, investasi, dan alokasi sumber daya mendukung pencapaian sasaran strategis yang ditetapkan dalam Rencana Jangka Panjang Perusahaan (RJP) dan dijabarkan setiap tahun melalui Rencana Kerja dan Anggaran Perusahaan (RKAP). Pendekatan tersebut memastikan bahwa pertumbuhan kinerja keuangan tetap selaras dengan strategi keberlanjutan, pengelolaan risiko, dan ketahanan bisnis Perseroan.

Economic performance management is implemented in accordance with the principles of Good Corporate Governance (GCG), emphasizing transparency, accountability, and prudence in decision-making. The Finance Directorate, together with the relevant functions, is responsible for ensuring that financial management, investment activities, and resource allocation support the strategic objectives outlined in the Company's Long-Term Corporate Plan (Rencana Jangka Panjang Perusahaan/RJP) and translated annually into the Corporate Work Plan and Budget (Rencana Kerja dan Anggaran Perusahaan/RKAP). This approach ensures that financial performance remains aligned with the Company's sustainability strategy, risk management framework, and long-term business resilience.

Sepanjang tahun 2025, PLN IP Services membukukan kinerja keuangan yang positif di tengah dinamika industri ketenagalistrikan. Pendapatan usaha meningkat menjadi Rp2,40 triliun dibandingkan Rp2,30 triliun pada tahun sebelumnya, sementara laba tahun berjalan meningkat menjadi Rp144,91 miliar, atau tumbuh sekitar 79% dibandingkan tahun 2024. Peningkatan tersebut didukung oleh pengelolaan biaya yang lebih efisien sehingga laba usaha meningkat menjadi Rp190,62 miliar, mencerminkan kemampuan Perseroan dalam menjaga profitabilitas sekaligus meningkatkan daya saing usaha.

Throughout 2025, PLN IP Services recorded positive financial performance amid the dynamic electricity industry. Operating revenue increased to Rp2.40 trillion from Rp2.30 trillion in the previous year, while profit for the year rose to Rp144.91 billion, representing an increase of approximately 79% compared to 2024. This achievement was supported by improved cost efficiency, resulting in operating profit increasing to Rp190.62 billion, reflecting the Company's ability to maintain profitability while strengthening its business competitiveness.

Kinerja operasional yang solid turut memperkuat posisi keuangan Perseroan. Pada akhir tahun 2025, total aset meningkat menjadi Rp1,85 triliun dibandingkan Rp1,43 triliun pada tahun sebelumnya, sedangkan total ekuitas meningkat menjadi Rp1,04 triliun dari Rp946,94 miliar. Fundamental keuangan yang semakin kuat memberikan fleksibilitas bagi Perseroan untuk mendukung pengembangan usaha, meningkatkan kualitas layanan, memperkuat inovasi, serta melaksanakan investasi yang mendukung pertumbuhan jangka panjang.

Solid operational performance also reinforced the Company's financial position. As of the end of 2025, total assets increased to Rp1.85 trillion, compared to Rp1.43 trillion in the previous year, while total equity grew to Rp1.04 trillion from Rp946.94 billion. This stronger financial foundation provides greater flexibility for the Company to support business expansion, enhance service quality, foster innovation, and undertake investments that contribute to long-term growth.

Sebagai bentuk transparansi atas kontribusi ekonomi kepada para pemangku kepentingan, Perseroan mengungkapkan nilai ekonomi langsung yang dihasilkan dan didistribusikan menggunakan pendekatan arus kas (*cash flow basis*) sesuai dengan GRI 201-1. Pendekatan ini memberikan gambaran yang lebih representatif mengenai manfaat ekonomi yang benar-benar diterima dan didistribusikan selama periode pelaporan.

As part of its commitment to transparency, the Company discloses the direct economic value generated and distributed using a cash flow basis in accordance with GRI 201-1. This approach provides a more representative picture of the actual economic benefits generated and distributed during the reporting period.

Selama tahun 2025, Perseroan menghasilkan nilai ekonomi langsung sebesar Rp2,04 triliun, yang sebagian besar berasal dari penerimaan pelanggan. Nilai ekonomi tersebut didistribusikan kepada berbagai kelompok pemangku kepentingan melalui pembayaran kepada pemasok, remunerasi karyawan, pembayaran pajak dan kewajiban lainnya kepada pemerintah, serta biaya pendanaan. Setelah seluruh distribusi dilakukan, Perseroan membukukan nilai ekonomi ditahan sebesar Rp112,02 miliar yang menjadi sumber pendanaan internal untuk mendukung pengembangan usaha, peningkatan kapasitas operasional, dan investasi jangka panjang.

In 2025, the Company generated Rp2.04 trillion in direct economic value, the majority of which was derived from customer receipts. This economic value was distributed to various stakeholder groups through payments to suppliers, employee remuneration, tax payments and other obligations to the Government, as well as finance costs. After these distributions, the Company retained Rp112.02 billion in economic value, which serves as an internal source of funding for business development, operational capacity enhancement, and long-term investment.

Perseroan tidak menerima bantuan keuangan dalam bentuk subsidi, insentif fiskal, maupun bentuk dukungan keuangan lainnya dari Pemerintah selama tahun pelaporan. Hal tersebut mencerminkan kemampuan PLN IP Services dalam menjaga keberlanjutan operasional melalui pengelolaan bisnis yang sehat, tata kelola yang baik, dan fundamental keuangan yang kuat.

During the reporting year, the Company did not receive any financial assistance from the Government in the form of subsidies, fiscal incentives, or other financial support. This reflects PLN IP Services' ability to sustain its operations through sound business management, strong corporate governance, and solid financial fundamentals.

Uraian	2025	2024	2023
Nilai Ekonomi Langsung yang Dihasilkan I Direct Economic Value Generated			
Penerimaan dari Pelanggan Receipts from customers	1.994.301	2.010.006	1.668.398
Penerimaan pengembalian Receipts of Value-Added	21.406	142.421	39.421
Penghasilan Keuangan Financial Income	20.451	5.412	8.567
Jumlah Nilai Ekonomi yang Dihasilkan Total Economic Value Generated	**2.036.158**	**2.157.839**	**1.716.386**

Uraian	2025	2024	2023
Nilai Ekonomi yang Didistribusikan I Distributed Economic Value			
Pembayaran kepada pemasok Payments to suppliers	1.149.434	1.233.002	1.053.370
Pembayaran kepada karyawan Payments to employees	683.575	619.341	508.170
Pengeluaran untuk Pemerintah (Pajak, Retribusi dan lain-lain) Expenditures for the Government (Taxes, Levies and others)	80.167	66.243	50.670
Pembayaran beban keuangan Payments of finance expenses	10.963	1.961	922
Tanggung Jawab Sosial Perusahaan Corporate Social Responsibility	2.024	2.274	1.452
Jumlah Nilai Ekonomi yang Didistribusikan Amount of Distributed Economic Value	**1.926.163**	**1.922.821**	**1.613.132**
Nilai Ekonomi yang DItahan Retained Economic Value	**109.995**	**235.018**	**103.254**

Berdasarkan tabel di atas, nilai ekonomi langsung yang dihasilkan Perseroan pada tahun 2025 mencapai Rp2,04 triliun, dengan porsi terbesar berasal dari penerimaan pelanggan. Meskipun lebih rendah dibandingkan tahun 2024 yang dipengaruhi tingginya penerimaan pengembalian Pajak Pertambahan Nilai (PPN), struktur nilai ekonomi Perseroan tetap menunjukkan kinerja yang sehat dan ditopang oleh peningkatan pendapatan usaha serta profitabilitas.

Di sisi distribusi, nilai ekonomi yang disalurkan kepada para pemangku kepentingan mencapai Rp1,92 triliun, yang sebagian besar dialokasikan untuk pembayaran kepada pemasok dan remunerasi karyawan. Hal ini menunjukkan bahwa aktivitas operasional Perseroan memberikan kontribusi ekonomi yang signifikan terhadap keberlangsungan rantai pasok, penciptaan lapangan kerja, serta penerimaan negara melalui pembayaran pajak dan kewajiban lainnya.

Nilai ekonomi yang ditahan sebesar Rp109,99 miliar mencerminkan kemampuan Perseroan dalam menjaga keseimbangan antara distribusi manfaat kepada para pemangku kepentingan dan penguatan kapasitas keuangan internal. Nilai tersebut menjadi sumber pendanaan strategis untuk mendukung investasi, pengembangan bisnis, peningkatan kualitas layanan, serta penguatan daya saing Perseroan dalam jangka panjang.

Pencapaian kinerja ekonomi tersebut merupakan hasil implementasi strategi bisnis yang dilaksanakan secara konsisten melalui Rencana Kerja dan Anggaran Perusahaan (RKAP) yang disusun mengacu pada arah strategis dalam Rencana Jangka Panjang Perusahaan (RJP). Untuk memastikan efektivitas pelaksanaan strategi tersebut, Perseroan melakukan pemantauan dan evaluasi secara berkala terhadap target operasional dan keuangan yang telah ditetapkan. Hasil pencapaian target tersebut menjadi salah satu indikator utama dalam menilai kemampuan Perseroan menciptakan pertumbuhan yang berkelanjutan sekaligus memperkuat ketahanan bisnis di tengah dinamika industri ketenagalistrikan.

Based on the table above, the Company's direct economic value generated in 2025 reached Rp2.04 trillion, with the largest contribution coming from customer receipts. Although this amount was lower than in 2024 primarily due to the significant Value Added Tax (VAT) refund received in the previous year the Company's economic value structure remained healthy, supported by higher operating revenue and improved profitability.

On the distribution side, economic value distributed to stakeholders amounted to Rp1.92 trillion, the majority of which was allocated to supplier payments and employee remuneration. This demonstrates that the Company's operations continued to generate significant economic contributions by supporting supply chain sustainability, creating employment opportunities, and contributing to state revenue through taxes and other statutory payments.

The Rp109.99 billion retained economic value reflects the Company's ability to balance stakeholder value distribution with the strengthening of its internal financial capacity. This retained value serves as a strategic funding source for investment, business expansion, service quality improvement, and enhancing the Company's long-term competitiveness.

The Company's economic performance was achieved through the consistent implementation of its business strategy as outlined in the Corporate Work Plan and Budget (RKAP), which is developed in alignment with the strategic direction set forth in the Long-Term Corporate Plan (RJP). To ensure effective execution of these strategies, the Company regularly monitors and evaluates both operational and financial performance targets. The achievement of these targets serves as one of the key indicators of the Company's ability to deliver sustainable growth while strengthening business resilience amid the evolving electricity industry.

Target dan Realisasi Kinerja Strategis
Strategic Performance Targets and Achievement

Pencapaian target kinerja merupakan salah satu indikator efektivitas implementasi strategi bisnis serta kemampuan Perseroan dalam menciptakan nilai ekonomi yang berkelanjutan. Setiap tahun, PT PLN Indonesia Power Services menetapkan target kinerja melalui Rencana Kerja dan Anggaran Perusahaan (RKAP) yang disusun selaras dengan arah strategis Rencana Jangka Panjang Perusahaan (RJPP), sebagai dasar pengelolaan operasional, keuangan, dan investasi.

The achievement of performance targets is one of the key indicators of the effectiveness of the Company's business strategy implementation and its ability to create sustainable economic value. Each year, PT PLN Indonesia Power Services establishes corporate performance targets through the Corporate Work Plan and Budget (/RKAP), which is developed in alignment with the strategic direction set out in the Long Term Corporate Plan (RJPP). These targets serve as the basis for managing the Company's operational, financial, and investment performance.

Sepanjang tahun 2025, Perseroan menjalankan berbagai inisiatif untuk memperkuat keandalan operasi, meningkatkan efisiensi biaya, mengoptimalkan pemanfaatan aset, serta memperluas peluang bisnis di tengah dinamika industri ketenagalistrikan dan percepatan transisi energi. Pendekatan tersebut mendukung kemampuan Perseroan dalam mempertahankan kinerja yang sehat sekaligus memperkuat ketahanan bisnis jangka panjang.

Throughout 2025, the Company implemented various strategic initiatives to strengthen operational reliability, improve cost efficiency, optimize asset utilization, and expand business opportunities amid the dynamic electricity industry and the accelerating energy transition. These initiatives enhanced the Company's ability to maintain healthy business performance while reinforcing its long-term business resilience.

Evaluasi atas target dan realisasi dilakukan secara berkala melalui mekanisme monitoring kinerja perusahaan sebagai bagian dari penerapan tata kelola perusahaan yang baik (*Good Corporate Governance*). Hasil evaluasi menjadi dasar dalam pengambilan keputusan strategis, pengelolaan risiko, serta penyempurnaan rencana kerja sehingga Perseroan mampu merespons perubahan lingkungan usaha secara adaptif.

Performance against the established targets is evaluated regularly through the Company's performance monitoring mechanism as part of the implementation of Good Corporate Governance (GCG). The evaluation results serve as the basis for strategic decision making, risk management, and continuous improvement of the Company's work plans, enabling the Company to respond effectively and adaptively to changes in the business environment.

Tabel berikut menyajikan perbandingan target Rencana Kerja dan Anggaran Perusahaan (RKAP). dan realisasi kinerja strategis Perseroan selama tahun 2025 yang mencakup aspek operasional, keuangan, dan investasi.

The following table presents a comparison between the targets set in the Corporate Work Plan and Budget (RKAP) and the Company's actual strategic performance in 2025, covering operational, financial, and investment aspects.

Perbandingan Target RKAP dan Realisasi Kinerja Strategis Tahun 2025
2025 Strategic Performance Targets and Achievement [OJK F.2]

Indikator Indicator	Satuan Unit	Target RKAP RKAP Target	Realisasi Actual	Pencapaian Achievement (%)
Kinerja Operasional **Operational Performance**				
Pasokan Energi Supply Energy	GWh	294,51	155,93	52,94
Produksi Energi Listrik Electricity Generation	GWh	1049,72	936,55	89,22
Penjualan Energi Electricity Sales	GWh	1049,72	936,55	89,22
Tingkat Ketersediaan Pembangkit Availability / EAF (%)	%	85,79	94,0196,05	109,58
Jumlah Unit Pembangkit yang Dikelola Managed Generating	Unit	9	9	100

Indikator Indicator	Satuan Unit	Target RKAP RKAP Target	Realisasi Actual	Pencapaian Achievement (%)
Kinerja Keuangan **Financial Performance**				
Pendapatan Usaha Revenue	Rp juta Rp million	2.363.144	2.395.455	101,37%
Laba Sebelum Pajak Profit Before Tax	Rp juta Rp million	152.105	207.936	136,71%
Laba Tahun Berjalan Profit for the Year	Rp juta Rp million	97.696	144.910	148,33%
Jumlah Aset Total Assets	Rp juta Rp million	1.437.830	1.852.261	128,82%
Jumlah Ekuitas Total equity	Rp juta Rp million	1.023.645	1.038.652	101,47%

Keterangan I Notes
*Disajikan apabila digunakan sebagai indikator kinerja operasional Perseroan.
Presented if used as one of the Company's operational performance indicators.
**Disajikan apabila Perseroan menetapkan target belanja modal dalam RKAP Tahun 2025.
Presented if the Company establishes capital expenditure targets in the 2025 RKAP.

Tabel Tren Kinerja Strategis (2023–2025)
Table Strategic Performance Trend (2023–2025)

Indikator Indicator	Satuan Unit	2025	2024	2023
Kinerja Operasional **Operational Performance**				
Pasokan Energi Supply Energy	GWh	155,93	165,35	197,82
Produksi Energi Listrik Electricity Generation	GWh	936,55	161,21	256,12
Penjualan Energi Electricity Sales	GWh	936,55	229,79	256,12
Tingkat Ketersediaan Pembangkit Availability / EAF (%)	%	94,01	80,46	96,09
Jumlah Unit Pembangkit yang Dikelola Managed Generating	Unit	9	8	2
Kinerja Keuangan **Financial Performance**				
Pendapatan Usaha Revenue	Rp juta Rp million	2.395.455	2.300.460	2.216.465
Laba Sebelum Pajak Profit Before Tax	Rp juta Rp million	207.936	136.252	248.155
Laba Tahun Berjalan Profit for the Year	Rp juta Rp million	144.910	80.873	91.097
Jumlah Aset Total Assets	Rp juta Rp million	1.852.261	1.428.802	1.117.351
Jumlah Ekuitas Total equity	Rp juta Rp million	1.038.652	946.938	899.087

Investasi untuk Pertumbuhan Berkelanjutan
Investment for Sustainable Growth

Dalam mendukung pertumbuhan jangka panjang, PLN Indonesia Power Services mengalokasikan investasi secara selektif pada program-program yang mendukung peningkatan keandalan operasi, efisiensi proses bisnis, transformasi digital, penguatan kapabilitas layanan *Operation & Maintenance* (O&M), *Maintenance, Repair and Overhaul* (MRO), *Engineering*, *Procurement and Construction* (EPC), serta pengembangan bisnis *Beyond* kWh.

To support its long-term growth, PLN Indonesia Power Services strategically allocates investments to initiatives that enhance operational reliability, improve business process efficiency, accelerate digital transformation, strengthen capabilities in Operation and Maintenance (O&M), Maintenance, Repair and Overhaul (MRO), Engineering, Procurement and Construction (EPC) services, and expand its Beyond kWh business.

Arah investasi tersebut selaras dengan Rencana Jangka Panjang Perusahaan (RJP) 2026–2030 yang menempatkan penguatan daya saing, diversifikasi bisnis, dan dukungan terhadap transisi energi sebagai bagian dari strategi pertumbuhan berkelanjutan Perseroan.

These investment priorities are aligned with the Company's 2026–2030 Long-Term Corporate Plan (RJP), which emphasizes strengthening competitiveness, diversifying business portfolios, and supporting the energy transition as key pillars of the Company's sustainable growth strategy.

Seluruh investasi dievaluasi berdasarkan prioritas strategis, manfaat ekonomi jangka panjang, penguatan kapasitas operasional, serta kontribusinya terhadap peningkatan nilai perusahaan. Melalui pendekatan tersebut, Perseroan memastikan bahwa setiap investasi tidak hanya memberikan manfaat finansial, tetapi juga memperkuat ketahanan bisnis, mendukung peningkatan kualitas layanan kepada pelanggan, serta menciptakan fondasi bagi pertumbuhan yang berkelanjutan.

All investment decisions are evaluated based on their strategic priorities, long-term economic benefits, contribution to operational capability enhancement, and ability to create long-term corporate value. Through this disciplined investment approach, the Company ensures that every investment not only delivers financial returns but also strengthens business resilience, enhances service quality for customers, and establishes a solid foundation for sustainable growth.

Perbandingan Target dan Realisasi Investasi Strategis Tahun 2025
Comparison of Targets and Actual Results for Strategic Investments in 2025

Indikator Indicator	Satuan Unit	Target RKAP RKAP Target	Realisasi Actual	Pencapaian Achievement (%)
Nilai Investasi Investment Value	Rp juta Rp million	19.141	19.116	99,9%

Catatan I Notes
Investasi diarahkan untuk mendukung pelaksanaan program strategis Perseroan sesuai RKAP dan roadmap RJP, termasuk pengembangan layanan O&M, MRO, EPC, transformasi digital, serta inisiatif bisnis yang mendukung pertumbuhan jangka panjang.
Investments are directed toward supporting the implementation of the Company's strategic programs in accordance with the Annual Business Plan (RKAP) and the Long-Term Business Plan (RJP) roadmap, including the development of O&M, MRO, and EPC services, digital transformation, and business initiatives that support long-term growth.

Realisasi investasi tahun 2025 mencapai 99,9% dari target RKAP. Penyerapan investasi disesuaikan dengan perkembangan kebutuhan proyek, kesiapan implementasi, dan prioritas strategis Perseroan sepanjang tahun pelaporan. Meskipun belum seluruh target investasi direalisasikan, investasi yang telah dilakukan tetap difokuskan pada program-program dengan nilai tambah tertinggi dalam mendukung peningkatan keandalan operasional, efisiensi proses bisnis, dan pengembangan kapabilitas usaha sesuai arah strategis Perseroan.

In 2025, the Company's investment realization reached 99.9% of the budgeted investment target as set out in the Annual Work Plan and Budget (RKAP). Investment disbursements were aligned with project requirements, implementation readiness, and the Company's strategic priorities throughout the reporting year. Although the full investment target was not realized, the investments undertaken were directed toward initiatives with the highest strategic value in enhancing operational reliability, improving business process efficiency, and strengthening the Company's business capabilities in line with its long-term strategic direction.

Implikasi Finansial, Risiko, dan Peluang Terkait Perubahan Iklim

Financial Implications, Risks, and Opportunities Related to Climate Change [GRI 201-2]

Perubahan iklim merupakan salah satu faktor eksternal yang dapat mempengaruhi keberlanjutan bisnis Perseroan, baik melalui risiko fisik maupun risiko transisi. PLN Indonesia Power Services mempertimbangkan implikasi finansial dari perubahan iklim dalam proses penyusunan strategi bisnis, pengelolaan risiko perusahaan, serta pengambilan keputusan investasi. Pendekatan ini bertujuan untuk menjaga ketahanan operasional sekaligus menangkap peluang yang muncul dari percepatan transisi energi dan pengembangan layanan yang lebih rendah emisi. Pembahasan mengenai tata kelola, strategi, pengelolaan risiko, serta metrik dan target terkait perubahan iklim disampaikan lebih lanjut pada Bab Lingkungan dalam bagian Strategi Perubahan Iklim. [GRI 201-2]

Climate change is one of the key external factors that may affect the Company's long-term business sustainability through both physical and transition risks. PLN Indonesia Power Services considers the financial implications of climate change in formulating its business strategy, managing enterprise risks, and making investment decisions. This approach is intended to strengthen operational resilience while enabling the Company to capture opportunities arising from the accelerating energy transition and the growing demand for lower-emission solutions and services. Further information on the Company's climate-related governance, strategy, risk management, and climate-related metrics and targets is presented in the Environment chapter under the Climate Change Strategy section.

Bantuan Keuangan dari Pemerintah

Financial Assistance from the Government [GRI 201-4]

Selama tahun pelaporan 2025, Perseroan tidak menerima bantuan keuangan dalam bentuk subsidi, hibah, insentif fiskal, pengurangan pajak, maupun bentuk dukungan keuangan lainnya dari Pemerintah. Kemandirian tersebut mencerminkan kemampuan Perseroan dalam menjaga keberlanjutan operasional melalui pengelolaan keuangan yang sehat dan tata kelola perusahaan yang baik.

During the 2025 reporting period, the Company did not receive any financial assistance from the Government in the form of subsidies, grants, fiscal incentives, tax concessions, or other forms of financial support. This financial independence reflects the Company's ability to sustain its operations through prudent financial management and the implementation of sound corporate governance practices.

Kemitraan dan Rantai Pasok Berkelanjutan
Sustainable Partnership and Supply Chain

Keberhasilan PLN Indonesia Power Services dalam menyediakan layanan operasi dan pemeliharaan pembangkit listrik yang andal tidak terlepas dari kolaborasi yang erat dengan para pemasok, penyedia jasa, kontraktor, serta mitra usaha. Perseroan memandang rantai pasok sebagai bagian strategis dalam mendukung keberlangsungan operasional, menjaga kualitas layanan, memperkuat ketahanan bisnis, serta menciptakan nilai ekonomi yang berkelanjutan bagi seluruh pemangku kepentingan.

The ability of PLN Indonesia Power Services to deliver reliable power plant operation and maintenance services is supported by strong collaboration with its suppliers, service providers, contractors, and business partners. The Company recognizes its supply chain as a strategic enabler of operational continuity, service quality, business resilience, and the creation of sustainable economic value for all stakeholders.

Sejalan dengan Kebijakan Keberlanjutan Perusahaan, Perseroan mengelola rantai pasok berdasarkan prinsip tata kelola perusahaan yang baik (G*ood Corporate Governance*), transparansi, akuntabilitas, kepatuhan terhadap peraturan perundang-undangan, serta penerapan aspek lingkungan, sosial, dan tata kelola (*Environmental, Social and Governance*/ESG). Pendekatan ini mendukung terciptanya rantai pasok yang bertanggung jawab sekaligus memperkuat ketahanan operasional Perseroan dalam jangka panjang. [GRI 3-3]

In line with its Sustainability Policy, the Company manages its supply chain in accordance with the principles of Good Corporate Governance (GCG), transparency, accountability, compliance with applicable laws and regulations, and the integration of Environmental, Social, and Governance (ESG) considerations. This approach supports the development of a responsible supply chain while strengthening the Company's long-term operational resilience.

Seleksi, Pengadaan, dan Evaluasi Pemasok

Dalam memenuhi kebutuhan operasional, Perseroan bekerja sama dengan berbagai pemasok barang dan jasa yang mendukung kegiatan operasi dan pemeliharaan pembangkit listrik di seluruh wilayah operasional.

Seluruh proses pengadaan dilaksanakan berdasarkan prinsip transparansi, akuntabilitas, efisiensi, efektivitas, persaingan usaha yang sehat, serta kepatuhan terhadap peraturan perundang-undangan yang berlaku. Perseroan mengintegrasikan aspek lingkungan, sosial, dan tata kelola (ESG) ke dalam proses pengadaan sebagai bagian dari penerapan Sustainable Procurement guna memastikan bahwa setiap pemasok memenuhi standar keberlanjutan yang ditetapkan Perseroan.

Calon pemasok melalui proses seleksi secara objektif dengan mempertimbangkan kemampuan teknis, legalitas usaha, kualitas produk dan layanan, rekam jejak kinerja, kapasitas operasional, penerapan keselamatan dan kesehatan kerja, kepatuhan terhadap ketentuan lingkungan, praktik ketenagakerjaan, serta etika bisnis. Evaluasi kinerja pemasok dilakukan secara berkala sebagai dasar peningkatan mutu rantai pasok sekaligus pengelolaan risiko operasional. Perseroan juga

Supplier Selection, Procurement, and Performance Evaluation

To support its operational requirements, the Company works with a wide range of suppliers of goods and services that support power plant operation and maintenance activities across its operational areas.

All procurement activities are conducted in accordance with the principles of transparency, accountability, efficiency, effectiveness, fair competition, and compliance with applicable laws and regulations. As part of its Sustainable Procurement approach, the Company integrates Environmental, Social, and Governance (ESG) considerations into its procurement processes to ensure that suppliers meet the Company's sustainability standards.

Prospective suppliers undergo an objective selection process based on technical capability, legal compliance, product and service quality, performance track record, operational capacity, occupational health and safety (OHS) practices, environmental compliance, labor practices, and business ethics. Supplier performance is evaluated periodically to support continuous improvement of supply chain quality and strengthen operational risk management. The Company also encourages its

terus mendorong pemasok untuk menerapkan praktik bisnis yang bertanggung jawab dan mematuhi standar keberlanjutan yang berlaku.

suppliers to adopt responsible business practices and comply with applicable sustainability standards.

Mendukung Perekonomian Nasional melalui Pemasok Lokal

PLN Indonesia Power Services mengutamakan kerja sama dengan pemasok lokal sepanjang memenuhi persyaratan teknis, kualitas, keselamatan, dan kepatuhan yang ditetapkan Perseroan. Kebijakan ini merupakan bagian dari komitmen Perseroan dalam memperkuat rantai pasok nasional, meningkatkan daya saing industri dalam negeri, serta memperluas manfaat ekonomi bagi masyarakat. [GRI 204-1] [GRI 203-2]

Pada tahun 2025, Perseroan bekerja sama dengan 916 pemasok, yang terdiri atas 896 pemasok nasional dan 20 pemasok internasional. Komposisi tersebut menunjukkan bahwa 97,82% pemasok Perseroan berasal dari dalam negeri, sedangkan 2,18% merupakan pemasok internasional. Dominasi pemasok nasional mencerminkan komitmen Perseroan dalam memperkuat kapasitas industri domestik sekaligus menjaga keandalan rantai pasok bagi kegiatan operasi dan pemeliharaan pembangkit listrik. [GRI 204-1]

Sejalan dengan komitmen tersebut, nilai pengadaan kepada pemasok lokal dan nasional pada tahun 2025 mencapai Rp1.149.434 juta. Meskipun nilainya sedikit lebih rendah dibandingkan tahun sebelumnya seiring penyesuaian kebutuhan pengadaan, Perseroan tetap memprioritaskan pemanfaatan penyedia dalam negeri yang memenuhi persyaratan teknis, kualitas, keselamatan, dan kepatuhan. Kebijakan ini diharapkan dapat memberikan kontribusi terhadap pertumbuhan ekonomi nasional, memperkuat daya saing industri lokal, serta menciptakan manfaat ekonomi yang lebih luas bagi masyarakat. [GRI 204-1] [GRI 203-2]

Supporting the National Economy through Local Suppliers

PLN Indonesia Power Services prioritizes collaboration with local suppliers, provided they meet the Company's technical, quality, safety, and compliance requirements. This policy reflects the Company's commitment to strengthening the national supply chain, enhancing the competitiveness of domestic industries, and expanding the economic benefits generated for local communities. [GRI 204-1] [GRI 203-2]

In 2025, the Company collaborated with 916 suppliers, comprising 896 national suppliers and 20 international suppliers. This composition indicates that 97.82% of the Company's suppliers were domestic, while 2.18% were international suppliers. The predominance of national suppliers reflects the Company's commitment to strengthening domestic industrial capacity while ensuring a reliable supply chain to support power plant operation and maintenance activities. [GRI 204-1]

In line with this commitment, the procurement value awarded to local and national suppliers reached Rp1,149,434 million in 2025. Although the procurement value was slightly lower than the previous year following adjustments to operational procurement requirements, the Company continued to prioritize domestic suppliers that meet its technical, quality, safety, and compliance standards. This policy is expected to contribute to national economic growth, enhance the competitiveness of domestic industries, and generate broader economic benefits for communities. [GRI 204-1] [GRI 203-2]

Kinerja Kemitraan dan Kepuasan Pemasok

PLN Indonesia Power Services memandang pemasok sebagai mitra strategis yang berperan penting dalam menjaga keandalan operasi dan pemeliharaan pembangkit listrik. Oleh karena itu, Perseroan tidak hanya melakukan evaluasi terhadap aspek kualitas, ketepatan waktu, biaya, dan kepatuhan, tetapi juga secara berkala mengukur tingkat kepuasan pemasok sebagai bagian dari upaya membangun hubungan kemitraan yang saling menguntungkan dan berkelanjutan.

Pengukuran kepuasan pemasok menjadi salah satu mekanisme umpan balik bagi Perseroan untuk mengevaluasi efektivitas proses pengadaan, komunikasi

Supplier Partnership Performance and Satisfaction

PLN Indonesia Power Services recognizes its suppliers as strategic partners that play a vital role in ensuring the reliability of power plant operation and maintenance services. Accordingly, the Company evaluates supplier performance not only in terms of quality, timeliness, cost, and compliance, but also periodically measures supplier satisfaction as part of its commitment to fostering mutually beneficial and long-term partnerships.

Supplier satisfaction surveys serve as an important feedback mechanism for evaluating the effectiveness of the Company's procurement processes, business

bisnis, transparansi, serta kualitas layanan yang diberikan kepada mitra usaha. Masukan dari pemasok dimanfaatkan sebagai dasar penyempurnaan proses bisnis sekaligus memperkuat kolaborasi jangka panjang.

Pada tahun 2025, hasil survei menunjukkan tingkat kepuasan pemasok tetap berada pada kategori Baik, yang mencerminkan hubungan kemitraan yang semakin kuat serta meningkatnya kepercayaan mitra usaha terhadap proses bisnis Perseroan.

communications, transparency, and the quality of services provided to its business partners. Feedback from suppliers is used to continuously improve business processes while strengthening long-term collaboration.

In 2025, the supplier satisfaction survey indicated that supplier satisfaction remained at a Good level, reflecting stronger partnerships and growing confidence among business partners in the Company's procurement and business processes.

Hasil Pengukuran Kepuasan Pemasok
Results of Measurement of Supplier Satisfaction

Keterangan Information	2025	2024	2023
Indeks Kepuasan Pemasok Supplier Satisfaction Index	3,30	3,22	3,09

Pengelolaan Risiko Rantai Pasok

Perseroan secara bertahap mengintegrasikan aspek keberlanjutan ke dalam pengelolaan rantai pasok melalui identifikasi risiko lingkungan dan sosial terhadap pemasok sesuai dengan tingkat risiko masing-masing. Selain melakukan identifikasi risiko, Perseroan menerapkan proses due diligence dan evaluasi secara berkala terhadap pemasok untuk memastikan kepatuhan terhadap persyaratan lingkungan, aspek sosial, keselamatan dan kesehatan kerja (K3), serta standar tata kelola yang berlaku. Pendekatan ini mendukung terciptanya rantai pasok yang bertanggung jawab sekaligus meminimalkan potensi risiko operasional, lingkungan, dan sosial. [GRI 308-1] [GRI 414-1]

Selama tahun 2025, Perseroan tidak mengidentifikasi dampak negatif yang material terkait aspek lingkungan maupun sosial dalam rantai pasok yang memerlukan penghentian kerja sama dengan pemasok. Ke depan, Perseroan akan terus memperkuat proses evaluasi, pembinaan, dan peningkatan kapasitas pemasok sebagai bagian dari upaya meningkatkan kualitas rantai pasok yang berkelanjutan serta memastikan kepatuhan terhadap standar keberlanjutan yang ditetapkan Perseroan. [GRI 308-2] [GRI 414-2]

Kontribusi terhadap Penciptaan Nilai Bersama

Kemitraan yang dibangun Perseroan tidak hanya berorientasi pada kelancaran operasional, tetapi juga diarahkan untuk menciptakan nilai bersama (*shared value*) bagi seluruh pemangku kepentingan. Melalui penguatan kolaborasi dengan pemasok, penyedia jasa, dan mitra usaha, Perseroan berupaya meningkatkan efisiensi operasional, memperkuat daya saing industri nasional, menciptakan peluang ekonomi bagi pelaku usaha lokal, serta mendukung keberlanjutan sektor ketenagalistrikan Indonesia.

Supply Chain Risk Management

The Company progressively integrates sustainability considerations into its supply chain management by identifying environmental and social risks associated with suppliers based on their respective risk levels. In addition to conducting risk identification, the Company implements due diligence processes and periodic supplier evaluations to ensure compliance with environmental, social, occupational health and safety (OHS), and corporate governance requirements. This approach supports the development of a responsible supply chain while minimizing potential operational, environmental, and social risks. [GRI 308-1] [GRI 414-1]

During 2025, the Company did not identify any material negative environmental or social impacts within its supply chain that required the termination of supplier relationships. Going forward, the Company will continue to strengthen supplier evaluation, capacity building, and development initiatives as part of its efforts to enhance a sustainable supply chain while ensuring suppliers' continued compliance with the Company's sustainability standards. [GRI 308-2] [GRI 414-2]

Contributing to Shared Value Creation

The Company's partnerships are designed not only to support operational excellence but also to create shared value for all stakeholders. By strengthening collaboration with suppliers, service providers, and business partners, the Company seeks to improve operational efficiency, enhance the competitiveness of domestic industries, create economic opportunities for local businesses, and contribute to the long-term sustainability of Indonesia's power sector.

Pajak
Tax

Pajak merupakan salah satu wujud tanggung jawab PT PLN Indonesia Power Services dalam mendukung pembangunan nasional sekaligus menciptakan nilai ekonomi yang berkelanjutan. Sebagai bagian dari PLN Group, Perseroan berkomitmen memenuhi seluruh kewajiban perpajakan secara tepat waktu, akurat, transparan, dan sesuai dengan ketentuan peraturan perundang-undangan yang berlaku di Indonesia. Kepatuhan perpajakan dipandang sebagai bagian dari penerapan tata kelola perusahaan yang baik, pengelolaan risiko, serta upaya menjaga kepercayaan regulator, pemegang saham, dan pemangku kepentingan lainnya.

Tax represents one of PT PLN Indonesia Power Services' tangible contributions to supporting national development while creating sustainable economic value. As part of the PLN Group, the Company is committed to fulfilling all tax obligations in a timely, accurate, transparent, and compliant manner in accordance with the prevailing tax laws and regulations of the Republic of Indonesia. Tax compliance is regarded as an integral part of good corporate governance (GCG), risk management, and the Company's efforts to maintain the trust of regulators, shareholders, and other stakeholders.

Perseroan memandang kepatuhan perpajakan sebagai bagian integral dari penerapan tata kelola perusahaan yang baik (*Good Corporate Governance*/GCG), pengelolaan risiko, serta upaya menjaga kepercayaan pemegang saham, regulator, dan pemangku kepentingan lainnya. Melalui pengelolaan perpajakan yang bertanggung jawab, Perseroan turut mendukung pembiayaan pembangunan nasional sekaligus memperkuat keberlanjutan usaha dalam jangka panjang.

The Company recognizes responsible tax management as an essential element of sustainable business practices. Through prudent tax management and compliance with applicable regulations, the Company contributes to national development financing while strengthening its long-term business sustainability.

Pendekatan Terhadap Pajak [GRI 207-1]

PLN Indonesia Power Services memandang pajak sebagai bagian yang tidak terpisahkan dari kontribusi Perseroan terhadap pembangunan nasional dan penciptaan nilai ekonomi yang berkelanjutan. Kepatuhan perpajakan tidak hanya dipandang sebagai kewajiban hukum, tetapi juga sebagai bentuk tanggung jawab perusahaan dalam mendukung pembiayaan pembangunan, penyediaan layanan publik, serta peningkatan kesejahteraan masyarakat.

Tax Approach [GRI 207-1]

PT PLN Indonesia Power Services regards taxation as an integral part of its contribution to national development and sustainable economic value creation. Tax compliance is viewed not only as a legal obligation but also as a corporate responsibility in supporting public financing, the provision of public services, and the improvement of social welfare.

Pengelolaan perpajakan dilaksanakan berdasarkan prinsip kepatuhan, transparansi, akuntabilitas, dan kehati-hatian dengan mengacu pada seluruh ketentuan perpajakan yang berlaku di Indonesia. Perseroan tidak menerapkan praktik penghindaran pajak yang bersifat agresif (*aggressive tax planning*), serta senantiasa memastikan setiap transaksi bisnis memiliki dasar komersial yang jelas (*business purpose*) dan sesuai dengan substansi ekonominya.

The Company's tax management is guided by the principles of compliance, transparency, accountability, and prudence, while adhering to all applicable Indonesian tax laws and regulations. The Company does not engage in aggressive tax planning and ensures that every business transaction is supported by a clear commercial rationale (business purpose) and reflects its underlying economic substance.

Direktorat Keuangan melalui fungsi Akuntansi dan Pajak bertanggung jawab atas pelaksanaan strategi perpajakan Perseroan, mulai dari perencanaan, pelaporan, pembayaran, hingga pemantauan kepatuhan atas seluruh kewajiban perpajakan.

The Finance Directorate, through the Accounting and Tax function, is responsible for implementing the Company's tax strategy, including tax planning, reporting, payment, and monitoring compliance with all tax obligations.

Tata Kelola dan Manajemen Risiko Pajak [GRI 207-2]

Pengelolaan risiko perpajakan merupakan bagian dari sistem manajemen risiko Perseroan. Seluruh kewajiban perpajakan dilaksanakan berdasarkan *Standard Operating Procedure* (SOP) yang mengatur proses identifikasi, perhitungan, penyetoran, pelaporan, hingga dokumentasi perpajakan.

Dalam mengelola risiko perpajakan, Perseroan menerapkan mekanisme pengendalian internal melalui model *Three Lines of Defense* sehingga setiap risiko dapat diidentifikasi, dimitigasi, dan dipantau secara berkala. Evaluasi kepatuhan dilakukan melalui review internal maupun audit sesuai kebutuhan guna memastikan seluruh kewajiban perpajakan telah dilaksanakan sesuai ketentuan yang berlaku. Pengelolaan risiko perpajakan juga mempertimbangkan perubahan regulasi, interpretasi perpajakan, serta potensi risiko kepatuhan yang dapat mempengaruhi posisi keuangan maupun reputasi Perseroan.

Manajemen juga melakukan evaluasi secara berkala terhadap posisi perpajakan yang diambil dalam Surat Pemberitahuan Tahunan (SPT), terutama apabila terdapat perubahan regulasi atau interpretasi atas ketentuan perpajakan yang dapat memengaruhi posisi keuangan Perseroan.

Tax Governance and Risk Management [GRI 207-2]

Tax risk management forms an integral part of the Company's enterprise risk management framework. All tax obligations are carried out in accordance with the Company's Standard Operating Procedures (SOPs), which govern tax identification, calculation, payment, reporting, and documentation processes.

To effectively manage tax-related risks, the Company implements an internal control system based on the Three Lines of Defense model, enabling tax risks to be identified, mitigated, and monitored on a regular basis. Compliance is evaluated through internal reviews and audits, where necessary, to ensure that all tax obligations are fulfilled in accordance with prevailing regulations. Tax risk management also takes into account changes in tax regulations, regulatory interpretations, and potential compliance risks that may affect the Company's financial position and corporate reputation.

Management periodically reviews the tax positions adopted in the Company's Annual Corporate Income Tax Return (SPT), particularly when changes in tax regulations or interpretations may have implications for the Company's financial position.

Hubungan dengan Pemangku Kepentingan [GRI 207-3]

Perseroan membangun hubungan yang terbuka, transparan, dan kooperatif dengan Direktorat Jenderal Pajak sebagai pemangku kepentingan utama di bidang perpajakan. Seluruh komunikasi, penyampaian informasi, maupun proses pemeriksaan perpajakan dilaksanakan sesuai ketentuan yang berlaku.

Selama tahun pelaporan, Perseroan tetap menjalankan prinsip *self-assessment* sesuai sistem perpajakan Indonesia serta menindaklanjuti seluruh proses administrasi perpajakan secara tepat waktu. Perseroan mengedepankan komunikasi yang konstruktif dengan otoritas perpajakan melalui penyampaian pelaporan, klarifikasi, maupun pemenuhan permintaan data sesuai ketentuan yang berlaku.

Stakeholder Engagement [GRI 207-3]

The Company maintains an open, transparent, and cooperative relationship with the Directorate General of Taxes as its primary stakeholder in taxation matters. All communications, information submissions, and tax audit processes are conducted in accordance with applicable regulations.

Throughout the reporting year, the Company continued to implement Indonesia's self-assessment tax system while ensuring the timely completion of all tax administration processes. The Company also promotes constructive engagement with the tax authority through timely reporting, clarification processes, and the provision of supporting information whenever required under prevailing regulations.

Pelaporan Pajak [GRI 207-4]

PLN Indonesia Power Services menjalankan seluruh kegiatan usahanya di wilayah Republik Indonesia sehingga seluruh kewajiban perpajakan dipenuhi dan dilaporkan kepada Pemerintah Republik Indonesia sesuai dengan ketentuan perpajakan yang berlaku. Perseroan tidak memiliki operasi di yurisdiksi perpajakan lain sehingga pengungkapan perpajakan dilakukan untuk satu negara pelaporan.

Sebagai bentuk transparansi, Perseroan mengungkapkan informasi mengenai beban pajak penghasilan sebagai bagian dari kontribusi ekonomi kepada negara. Informasi tersebut mencerminkan kepatuhan Perseroan terhadap sistem perpajakan nasional sekaligus mendukung terciptanya tata kelola perusahaan yang baik.

Tax Reporting [GRI 207-4]

PT PLN Indonesia Power Services conducts all of its business activities within the Republic of Indonesia. Accordingly, all tax obligations are fulfilled and reported exclusively to the Government of the Republic of Indonesia in accordance with the applicable tax legislation. The Company does not operate in any other tax jurisdiction; therefore, its tax disclosures relate solely to Indonesia.

As part of its commitment to transparency, the Company discloses its income tax expense as part of the economic value distributed to the Government. This disclosure reflects the Company's commitment to tax compliance while supporting good corporate governance and responsible business practices.

Uraian Description	2025	2024	2023
Pajak Kini Current Income Tax	66.165	58.490	51.903
Pajak Tangguhan Deferred Income tax	(10.594)	(14.777)	(11.957)
Penyesuaian Pajak Tahun Lalu Prior year tax adjustments	7.455	11.666	6.109
Jumlah Beban Pajak Penghasilan Total Income Tax Expense	63.026	55.379	46.055

Sejalan dengan peningkatan laba sebelum pajak selama tahun 2025, beban pajak penghasilan Perseroan meningkat menjadi Rp63,03 miliar dibandingkan Rp55,38 miliar pada tahun sebelumnya. Kenaikan tersebut terutama dipengaruhi oleh meningkatnya laba kena pajak sebagai dampak pertumbuhan kinerja usaha Perseroan.

Seluruh kewajiban perpajakan dihitung menggunakan prinsip *self-assessment* sesuai ketentuan perpajakan yang berlaku di Indonesia serta dievaluasi secara berkala untuk memastikan kepatuhan terhadap perubahan regulasi dan meminimalkan risiko perpajakan.

In line with the increase in profit before tax during 2025, the Company's income tax expense rose to Rp63.03 billion, compared with Rp55.38 billion in the previous year. This increase was primarily driven by higher taxable income resulting from the Company's improved business performance.

All tax obligations are calculated under Indonesia's self-assessment tax system and are subject to periodic review to ensure ongoing compliance with changes in tax regulations while minimizing tax-related risks





Melindungi Bumi

Protecting the Earth



08

2025

Laporan Keberlanjutan

Sustainability Report

Menjaga Masa Depan & Kelestarian Lingkungan Hidup

Securing Futures & Environmental Sustainability

Sebagai perusahaan penyedia solusi energi terintegrasi, PLN IP Services meyakini bahwa keberlanjutan lingkungan merupakan pondasi penting bagi keberlangsungan bisnis jangka panjang. Oleh karena itu, setiap aktivitas operasional dijalankan dengan memperhatikan keseimbangan antara penciptaan nilai ekonomi, perlindungan lingkungan, dan tanggung jawab sosial guna mendukung pembangunan yang berkelanjutan.

As an integrated energy solutions provider, PLN IP Services believes that environmental sustainability is a fundamental pillar of long-term business resilience. Therefore, every operational activity is carried out by balancing economic value creation, environmental protection, and social responsibility to support sustainable development.

Sebagai penyedia solusi energi terintegrasi, PLN IP Services menyadari bahwa kegiatan operasional Perusahaan memiliki keterkaitan dengan berbagai aspek lingkungan, mulai dari penggunaan energi, konsumsi air, emisi gas rumah kaca, pengelolaan efluen dan limbah, hingga perlindungan keanekaragaman hayati di sekitar wilayah operasional. Sejalan dengan meningkatnya perhatian terhadap isu perubahan iklim dan transisi menuju ekonomi rendah karbon, pengelolaan lingkungan menjadi bagian yang tidak terpisahkan dari strategi keberlanjutan Perusahaan.

Berlandaskan Kebijakan Keberlanjutan Perusahaan dan Roadmap *Environmental, Social, and Governance* (ESG), PLN IP Services terus memperkuat penerapan praktik bisnis yang bertanggung jawab melalui peningkatan efisiensi penggunaan sumber daya, pengendalian dampak lingkungan, kepatuhan terhadap peraturan perundang-undangan, serta penerapan Sistem Manajemen Lingkungan secara berkelanjutan. Pendekatan tersebut mendukung terciptanya operasional yang andal, efisien, dan berdaya saing sekaligus memberikan nilai tambah bagi seluruh pemangku kepentingan.

As an integrated energy solutions provider, PLN IP Services recognizes that its business operations are closely linked to various environmental aspects, including energy consumption, water use, greenhouse gas (GHG) emissions, effluent and waste management, as well as biodiversity conservation in the surrounding operational areas. In line with the growing focus on climate change and the transition toward a low-carbon economy, environmental management has become an integral part of the Company's sustainability strategy.

Guided by the Company's Sustainability Policy and its Environmental, Social, and Governance (ESG) Roadmap, PLN IP Services continues to strengthen the implementation of responsible business practices through improved resource efficiency, environmental impact management, compliance with applicable laws and regulations, and the continuous implementation of an Environmental Management System. This approach supports reliable, efficient, and competitive operations while creating sustainable value for all stakeholders.

Selama tahun 2025, Perusahaan terus memperkuat pengelolaan aspek lingkungan melalui implementasi berbagai program yang berfokus pada efisiensi energi, pengelolaan air, pengendalian emisi, pengelolaan limbah dan efluen, serta peningkatan kepatuhan lingkungan sebagai bagian dari kontribusi PLN IP Services dalam mendukung target transisi energi nasional dan pembangunan berkelanjutan.

Throughout 2025, the Company further enhanced its environmental management initiatives by implementing programs focused on energy efficiency, water management, emissions control, waste and effluent management, and strengthened environmental compliance. These initiatives reflect PLN IP Services' commitment to supporting Indonesia's energy transition targets and advancing sustainable development.

PENGELUARAN YANG BERHUBUNGAN DENGAN LINGKUNGAN HIDUP (DALAM RUPIAH)
ENVIRONMENTAL EXPENDITURES (IN RUPIAH) [OJK F4]

2025	2024	2023
2.516.481.439	4.151.568.571	2.976.807.893

Pendekatan Pengelolaan Lingkungan
Environmental Management Approach

PLN IP Services menerapkan pendekatan pengelolaan lingkungan yang terintegrasi ke dalam seluruh aktivitas operasional sebagai bagian dari implementasi prinsip *Environmental, Social, and Governance* (ESG). Pendekatan tersebut dilakukan melalui identifikasi aspek dan dampak lingkungan, penerapan langkah mitigasi, pemantauan kinerja lingkungan secara berkala, serta evaluasi berkelanjutan guna memastikan seluruh aktivitas operasional berjalan sesuai dengan ketentuan peraturan perundang-undangan.

PLN IP Services adopts an integrated environmental management approach across all operational activities as part of its implementation of the Environmental, Social, and Governance (ESG) principles. This approach includes the identification of environmental aspects and impacts, implementation of mitigation measures, periodic monitoring of environmental performance, and continuous evaluation to ensure that all operational activities comply with applicable laws and regulations.

Pengelolaan lingkungan difokuskan pada aspek-aspek material yang memiliki pengaruh langsung terhadap kegiatan usaha Perusahaan, meliputi penggunaan energi, konsumsi air, pengelolaan efluen dan limbah, pengendalian emisi gas rumah kaca, serta perlindungan lingkungan di sekitar wilayah operasional. Melalui pendekatan tersebut, PLN IP Services berupaya meminimalkan dampak lingkungan sekaligus meningkatkan efisiensi operasional dan ketahanan bisnis dalam jangka panjang.

The Company's environmental management focuses on material aspects that have a direct impact on its business operations, including energy use, water consumption, effluent and waste management, greenhouse gas (GHG) emissions control, and environmental protection within and around its operational areas. Through this approach, PLN IP Services strives to minimize environmental impacts while enhancing operational efficiency and strengthening long-term business resilience.

Kebijakan Lingkungan

Sebagai bagian dari komitmen terhadap praktik bisnis yang bertanggung jawab, PLN IP Services menerapkan Kebijakan Keberlanjutan sebagai pedoman dalam mengelola aspek keselamatan, kesehatan kerja,

Environmental Policy

As part of its commitment to responsible business practices, PLN IP Services implements a Sustainability Policy as the guiding framework for managing health, safety, security, and environmental (HSSE) aspects.

keamanan, dan lingkungan (HSSE). Kebijakan tersebut menjadi dasar dalam perencanaan, pelaksanaan, pemantauan, hingga evaluasi seluruh aktivitas operasional Perusahaan.

The policy serves as the foundation for planning, implementing, monitoring, and evaluating all of the Company's operational activities.

Kebijakan ini mengedepankan prinsip pencegahan pencemaran, pengelolaan risiko lingkungan sepanjang siklus operasional, kepatuhan terhadap peraturan perundang-undangan, pelibatan pemangku kepentingan, perlindungan lingkungan, serta penerapan prinsip continuous improvement dalam setiap proses bisnis.

The policy emphasizes the principles of pollution prevention, environmental risk management throughout the operational lifecycle, compliance with applicable laws and regulations, stakeholder engagement, environmental protection, and the application of the continuous improvement principle across all business processes.

Sistem Manajemen Lingkungan

Untuk memastikan efektivitas pengelolaan lingkungan, PLN IP Services menerapkan Sistem Manajemen Lingkungan yang mencakup proses identifikasi aspek dan dampak lingkungan, pemenuhan kewajiban kepatuhan, penetapan sasaran dan program lingkungan, pemantauan kinerja secara berkala, serta pelaksanaan audit internal maupun eksternal sebagai bagian dari proses evaluasi dan perbaikan berkelanjutan.

Environmental Management System

To ensure the effectiveness of its environmental management practices, PLN IP Services implements an Environmental Management System (EMS) that encompasses the identification of environmental aspects and impacts, compliance with applicable environmental requirements, the establishment of environmental objectives and programs, periodic performance monitoring, and the conduct of internal and external audits as part of the Company's continuous evaluation and improvement process.

Implementasi Sistem Manajemen Lingkungan mendukung pencapaian target keberlanjutan Perusahaan sekaligus memperkuat kesiapan PLN IP Services dalam menghadapi berbagai tantangan lingkungan, termasuk risiko perubahan iklim yang berpotensi memengaruhi keberlangsungan operasional maupun kinerja bisnis.

The implementation of the Environmental Management System supports the achievement of the Company's sustainability objectives while strengthening PLN IP Services' readiness to address various environmental challenges, including climate change risks that may affect operational continuity and business performance.

Sejalan dengan *Roadmap* ESG Perusahaan, PLN IP Services terus memperkuat pengelolaan aspek lingkungan melalui peningkatan efisiensi energi, pengelolaan emisi gas rumah kaca, pengelolaan limbah dan efluen, konservasi sumber daya, serta perlindungan keanekaragaman hayati sebagai bagian dari transformasi menuju bisnis yang lebih berkelanjutan.

In line with the Company's ESG Roadmap, PLN IP Services continues to strengthen its environmental management practices through initiatives focused on improving energy efficiency, managing greenhouse gas (GHG) emissions, waste and effluent management, resource conservation, and biodiversity protection as part of its transformation toward a more sustainable business.

Pencapaian Pengelolaan Lingkungan

Penerapan Sistem Manajemen Lingkungan serta berbagai program keberlanjutan telah mendukung peningkatan kinerja lingkungan PLN IP Services dari tahun ke tahun. Berbagai inisiatif tersebut menjadi bagian dari komitmen Perusahaan untuk memastikan kepatuhan terhadap regulasi, meminimalkan dampak lingkungan, serta memperkuat budaya keberlanjutan di seluruh wilayah operasional.

Environmental Management Performance

The implementation of the Environmental Management System (EMS), together with various sustainability initiatives, has contributed to the continuous improvement of PLN IP Services' environmental performance. These initiatives reflect the Company's commitment to ensuring regulatory compliance, minimizing environmental impacts, and strengthening a culture of sustainability across its operational areas.

Pencapaian Achievements	2025	2024	2023
Pengembangan perhitungan jejak karbon Development of Carbon Footprint Calculation	✓	✓	✓
Implementasi AMDAL/UKL-UPL dan kepatuhan perizinan lingkungan Implementation of AMDAL/UKL-UPL and Compliance with Environmental Permits	✓	✓	✓
Kepatuhan terhadap peraturan lingkungan Compliance with Environmental Regulations	✓	✓	✓
Tidak terdapat kejadian pencemaran lingkungan yang material No Material Environmental Pollution Incidents	✓	✓	✓
Sertifikasi ISO 14001 SO 14001 Certification	✓	✓	✓
Peringkat PROPER PROPER Rating	✓	✓	✓



Kebijakan & Sistem Manajemen Lingkungan

Environmental Management System & Policy [GRI 102-12]

Sebagai bagian dari komitmen untuk menciptakan operasional yang bertanggung jawab dan berkelanjutan, PLN IP Services menerapkan kebijakan dan Sistem Manajemen Lingkungan sebagai landasan dalam mengelola aspek, dampak, serta risiko lingkungan yang timbul dari kegiatan usaha. Penerapan sistem tersebut bertujuan memastikan bahwa seluruh aktivitas operasional dilaksanakan secara bertanggung jawab, mematuhi ketentuan peraturan perundang-undangan yang berlaku, serta mendukung pencapaian sasaran keberlanjutan Perusahaan.

As part of its commitment to responsible and sustainable operations, PLN IP Services implements an Environmental Policy and an Environmental Management System (EMS) as the foundation for managing the environmental aspects, impacts, and risks arising from its business activities. The implementation of the policy and the EMS is intended to ensure that all operational activities are conducted responsibly, comply with applicable laws and regulations, and support the achievement of the Company's sustainability objectives.

Kebijakan dan sistem pengelolaan lingkungan juga menjadi bagian dari implementasi prinsip *Environmental, Social, and Governance* (ESG) yang mendukung peningkatan kinerja operasional, efisiensi penggunaan sumber daya, pengendalian dampak lingkungan, serta penguatan budaya keberlanjutan di seluruh unit kerja.

The Environmental Policy and Environmental Management System also form an integral part of the Company's implementation of Environmental, Social, and Governance (ESG) principles. Together, they support enhanced operational performance, improved resource efficiency, effective environmental impact management, and the strengthening of a sustainability culture across all business units.

Kebijakan Pengelolaan Lingkungan

Dalam menjalankan pengelolaan lingkungan, PLN IP Services mengacu pada berbagai kebijakan dan pedoman internal yang menjadi acuan dalam pelaksanaan kegiatan operasional, meliputi:

Environmental Management Policy

In carrying out its environmental management initiatives, PLN IP Services refers to various internal policies and guidelines that serve as the basis for the implementation of its operational activities, including:

Kebijakan Policy	Keterangan Description
Kebijakan Keselamatan dan Kesehatan Kerja serta Lingkungan Occupational Health, Safety, and Environmental (HSSE) Policy	Mengatur komitmen Perusahaan dalam penerapan aspek HSSE secara terintegrasi. Establishes the Company's commitment to implementing occupational health, safety, and environmental (HSSE) aspects in an integrated manner.
Pedoman Penerapan Green Power Plant Green Power Plant Implementation Guideline	Mendukung pengoperasian pembangkit yang lebih efisien dan ramah lingkungan. Supports the operation of power plants through more efficient and environmentally responsible practices.
Pedoman Manajemen Efisiensi Pembangkiti Power Plant Efficiency Management Guideline	Menjadi acuan dalam peningkatan efisiensi penggunaan energi pada kegiatan operasional. Serves as a guideline for improving energy efficiency across operational activities.
Pedoman Manajemen Efisiensi Listrik Pembangkit Thermal Thermal Power Plant Electricity Efficiency Management Guideline	Mengoptimalkan konsumsi energi pada pembangkit thermal. Optimizes electricity consumption in thermal power plant operations.
Kebijakan Integrated Management System (IMS) Integrated Management System (IMS) Policy	Mengintegrasikan sistem manajemen mutu, lingkungan, keselamatan, dan aspek operasional lainnya. Integrates quality, environmental, occupational health and safety, and other operational management systems into a unified framework.
Kebijakan Pengelolaan Limbah Waste Management Policy	Mengatur pengelolaan limbah sesuai dengan ketentuan peraturan yang berlaku. Governs waste management practices in accordance with applicable laws and regulations.
Komitmen Pelestarian Ekosistem Ecosystem Conservation Commitment	Mendukung perlindungan lingkungan hidup serta pelestarian keanekaragaman hayati di sekitar wilayah operasional. Supports environmental protection and the conservation of biodiversity in areas surrounding the Company's operational sites.

Sistem Manajemen Lingkungan

PLN IP Services menerapkan Sistem Manajemen Lingkungan yang mengacu pada standar ISO 14001:2015 sebagai bagian dari PLN IP Services *Integrated Management System* (IMS). Sistem ini menjadi kerangka kerja dalam mengidentifikasi aspek dan dampak lingkungan, memenuhi kewajiban kepatuhan, mengendalikan risiko lingkungan, serta meningkatkan kinerja lingkungan secara berkelanjutan.

Sepanjang tahun 2025, implementasi Sistem Manajemen Lingkungan dilaksanakan secara konsisten melalui penerapan siklus *Plan Do Check Act* (PDCA) yang mencakup perencanaan, pelaksanaan, pemantauan, evaluasi, serta perbaikan berkelanjutan terhadap seluruh proses bisnis Perusahaan.

Penerapan Sistem Manajemen Lingkungan difokuskan pada beberapa aspek utama, yaitu:

- Memastikan kepatuhan terhadap seluruh peraturan perundang-undangan dan persyaratan lingkungan yang berlaku;
- Mempertahankan implementasi Sistem Manajemen Lingkungan sesuai standar ISO 14001:2015;
- Melakukan identifikasi, pengendalian, dan mitigasi terhadap aspek serta dampak lingkungan yang timbul dari aktivitas operasional;
- Melaksanakan pemantauan, evaluasi, dan audit lingkungan secara berkala untuk mengukur efektivitas penerapan sistem;
- Menerapkan prinsip pencegahan pencemaran serta pengelolaan sumber daya secara efisien melalui pendekatan *Reduce, Reuse*, dan *Recycle* (3R);
- Meningkatkan kompetensi dan kesadaran lingkungan bagi pegawai, mitra kerja, serta pemangku kepentingan terkait; serta
- Mendorong budaya *continuous improvement* dalam pengelolaan lingkungan melalui penetapan sasaran, program kerja, dan evaluasi kinerja secara berkala.

Melalui implementasi tersebut, PLN IP Services terus memperkuat sistem pengelolaan lingkungan agar mampu mendukung keandalan operasional, meningkatkan efisiensi proses bisnis, serta mendukung pencapaian target keberlanjutan Perusahaan dan *Roadmap* ESG.

Environmental Management System

PLN IP Services implements an Environmental Management System (EMS) based on the ISO 14001:2015 standard as an integral part of the Company's Integrated Management System (IMS). The EMS provides a structured framework for identifying environmental aspects and impacts, ensuring compliance with applicable environmental requirements, managing environmental risks, and continuously improving environmental performance.

Throughout 2025, the Environmental Management System was implemented consistently through the Plan-Do-Check-Act (PDCA) cycle, encompassing planning, implementation, monitoring, evaluation, and continual improvement across all of the Company's business processes.

The implementation of the Environmental Management System focuses on the following key areas:

- Ensuring compliance with all applicable environmental laws, regulations, and other relevant requirements;
- Maintaining the implementation of the Environmental Management System in accordance with ISO 14001:2015;
- Identifying, controlling, and mitigating environmental aspects and impacts arising from operational activities;
- Conducting periodic environmental monitoring, evaluations, and audits to assess the effectiveness of the management system;
- Applying pollution prevention principles and promoting efficient resource utilization through the Reduce, Reuse, and Recycle (3R) approach;
- Enhancing environmental awareness and competencies among employees, business partners, and other relevant stakeholders; and
- Promoting a culture of continuous improvement through the establishment of environmental objectives, work programs, and periodic performance evaluations.

Through the implementation of the Environmental Management System, PLN IP Services continues to strengthen its environmental governance to support operational reliability, improve business process efficiency, and advance the achievement of the Company's sustainability objectives and ESG Roadmap.

Rencana, Realisasi, dan Dampak Program Pengelolaan Lingkungan Tahun 2025

Environmental Management Programs: Plans, Implementation, and Impacts in 2025

Sebagai bagian dari implementasi Kebijakan Keberlanjutan, Sistem Manajemen Lingkungan, serta Roadmap ESG Perusahaan, PLN Indonesia Power Services melaksanakan berbagai program pengelolaan lingkungan secara terencana dan berkelanjutan sepanjang tahun 2025. Program-program tersebut dirancang untuk memastikan kepatuhan terhadap ketentuan peraturan perundang-undangan, meminimalkan dampak lingkungan dari kegiatan operasional, meningkatkan efisiensi penggunaan sumber daya, serta memperkuat kontribusi Perusahaan dalam mendukung transisi menuju bisnis yang lebih berkelanjutan.

As part of the implementation of its Sustainability Policy, Environmental Management System, and Corporate ESG Roadmap, PLN Indonesia Power Services carried out a range of planned and sustainable environmental management programs throughout 2025. These programs were designed to ensure compliance with applicable laws and regulations, minimize the environmental impacts of operational activities, enhance the efficient use of resources, and strengthen the Company's contribution to the transition toward a more sustainable business.

Pelaksanaan program pengelolaan lingkungan dilakukan melalui pendekatan pencegahan (*preventive approach*), pengendalian risiko lingkungan, peningkatan kompetensi sumber daya manusia, serta penerapan prinsip *continuous improvement*. Selain mendukung pencapaian target operasional, berbagai program tersebut juga menjadi bagian dari implementasi prinsip *Environmental, Social, and Governance* (ESG) yang terintegrasi dalam proses bisnis Perusahaan.

The environmental management programs were implemented through a preventive approach, environmental risk management, human capital competency development, and the application of the principle of continuous improvement. In addition to supporting the achievement of operational targets, these initiatives also form an integral part of the implementation of the Company's Environmental, Social, and Governance (ESG) principles across its business processes.

Rencana, implementasi, dan dampak program pengelolaan lingkungan PLN IP Services selama tahun 2025 disajikan sebagai berikut.

The plans, implementation, and impacts of PLN Indonesia Power Services' environmental management programs throughout 2025 are presented below.

Rencana, Realisasi dan Dampak Kegiatan Pengelolaan Lingkungan PLN IP Services Tahun 2025
PLN IP Services's Environmental Management Program Plan, Realization, and Impact in 2025 [GRI 103-2]

No	Rencana Kegiatan Plan	Realisasi Kegiatan Activities	Dampak Kegiatan Impact
1	Pemantauan Upaya Pengelolaan Lingkungan dan Upaya Pemantauan Lingkungan Hidup (UKL-UPL) Monitoring of Environmental Management Efforts and Environmental Monitoring Efforts (UKL-UPL)	Dilakukan per Semester Conducted per Semester	1. Dampak positif dari kegiatan operasi dapat ditingkatkan dan dampak negatif dari kegiatan operasi dapat segera dicegah. 2. Mengevaluasi tingkat keberhasilan dari upaya pengelolaan sehingga dapat melakukan perubahan-perubahan terhadap metode pengelolaan yang kurang tepat. 1. The positive impacts of operations can be increased and the negative impacts of operations can be prevented immediately. 2. Evaluate the level of success of management efforts so that changes can be made to inappropriate management methods.
2	Pemantauan dan Pengelolaan Limbah B3 Hazardous Waste Monitoring and Management	Dilaksanakan setiap triwulan Conducted per quarter	Limbah B3 terkelola sesuai dengan peraturan dan tidak terdapat pencemaran lingkungan Hazardous waste is managed according to regulations and there is no environmental pollution.

No	Rencana Kegiatan Plan	Realisasi Kegiatan Activities	Dampak Kegiatan Impact
3	Pengelolaan dan Pemantauan Udara Emisi E-Document for paper reduction	Dilakukan per Bulan Conducted Monthly	Taat terhadap baku mutu udara emisi Comply with emission air quality standards
4	Pengelolaan dan Pemantauan air (Air limbah proses, air limbah domestik, air sumur penduduk) Water Management and Monitoring (Process wastewater, domestic wastewater, resident well water)	Dilakukan per Bulan Conducted Monthly	Terpenuhinya baku mutu pengelolaan air limbah dan air bersih Fulfillment of quality standards for wastewater and clean water management
5	Peningkatan Kompetensi Pengelolaan Limbah B3 Increased Competence in Hazardous Waste Management	Dilaksanakan pada bulan April, Juli, Agustus, dan November Conducted on April, July, August, and November	Meningkatkan kapasitas personil pada bidang pengelolaan limbah B3 Increase personnel capacity in the field of hazardous waste management
6	Pelatihan Pengelolaan Lingkungan Environmental Management Training	Dilaksanakan pada bulan Desember Conducted on December	Meningkatnya kompetensi Pegawai terkait pengelolaan lingkungan Increased employee competence in environmental management
7	Sosialisasi Pemahaman Lingkungan kepada semua unit Socialization of Environmental Understanding to all units	Dilakukan per Bulan Conducted Monthly	Melakukan sosialisasi (pelatihan) kepada semua unit untuk meningkatkan pemahaman dan kesadaran terhadap lingkungan Conduct socialization (training) to all units to increase understanding and awareness of the environment
8	Kerjasama pengelolaan Sampah Domestik dengan Pemerintah setempat Domestic waste management cooperation with local government	Dilakukan per Bulan Conducted Monthly	Sampah domestik dapat terkelola dengan baik Domestic waste can be managed properly
9	*E-Document* untuk pengurangan penggunaan kertas E-Document to reduce paper usage	Dilakukan per Bulan Conducted Monthly	Mengurangi 50% timbulan sampah kertas kegiatan kerja di unit Reduce 50% of paper waste generation from work activities in the unit
10	Simulasi tanggap darurat lingkungan Environmental emergency response simulation	Dilaksanakan pada bulan Februari Conducted in February	Pegawai dapat menanggulangi apabila terjadi keadaan darurat lingkungan Employees can handle environmental emergencies.
11	Program 5S 5S Program	Dilakukan per Bulan Conducted Monthly	Menjadikan lingkungan tetap tertata dan terkelola dengan baik Keeping the environment organized and well managed
12	Penelitian Sosial Ekonomi Social Economy Research	Dilakukan pada bulan Agustus - September Conducted on August - September	Mengetahui persepsi masyarakat terhadap dampak yang ditimbulkan pembangkit serta memenuhi peraturan perundang-undangan yang berlaku Know the community's perception of the impact of the plant and fulfill the applicable laws and regulations
13	Penelitian Biologi Biology Research	Dilakukan per Semester Conducted per Semester	Mengadakan penyusunan Dokumen potensi bahaya Perusahaan untuk memenuhi peraturan perundang-undangan dan standar yang berlaku Organize the preparation of the potential hazard document of the Company to fulfill the prevailing laws and standards
14	Penanaman tanaman energi, perindang, pelindung, tanaman hias area unit dan sekitarnya Planting of energy, shade, protective, ornamental plants in the unit and surrounding areas	Dilakukan per Bulan Conducted Monthly	Meningkatkan jumlah dan jenis keanekaragaman hayati dan memperluas area vegetasi tanaman energi, perindang, pelindung dan tanaman hias area unit dan sekitarnya Increase the amount and type of biodiversity and expand the vegetation area of energy, shade, protective and ornamental plants of the unit and surrounding areas

Pengelolaan & Pemantauan Lingkungan

Management & Surveillance of the Environment [OJK F.16]

Pengelolaan dan pemantauan lingkungan merupakan bagian integral dari Sistem Manajemen Lingkungan PLN IP Services dalam memastikan seluruh kegiatan operasional dilaksanakan secara bertanggung jawab, memenuhi ketentuan peraturan perundang-undangan, serta mendukung pencapaian tujuan keberlanjutan Perusahaan. Pengelolaan lingkungan dilaksanakan berdasarkan prinsip pencegahan pencemaran, kepatuhan terhadap regulasi, pengelolaan risiko, efisiensi penggunaan sumber daya, serta perbaikan berkelanjutan (*continuous improvement*) sebagai bagian dari implementasi Sistem Manajemen Lingkungan.

Environmental management and monitoring form an integral part of PLN Indonesia Power Services' Environmental Management System, ensuring that all operational activities are conducted responsibly, comply with applicable laws and regulations, and support the Company's sustainability objectives. Environmental management is implemented based on the principles of pollution prevention, regulatory compliance, risk management, resource efficiency, and continuous improvement as part of the Company's Environmental Management System.

Selaras dengan arah strategis Perusahaan, *Roadmap Environmental, Social, and Governance* (ESG), serta komitmen dalam mendukung transisi energi nasional, pengelolaan lingkungan difokuskan pada upaya menjaga kepatuhan terhadap regulasi, meningkatkan efisiensi penggunaan sumber daya, mengendalikan dampak lingkungan, serta memperkuat ketahanan operasional dalam menghadapi risiko lingkungan dan perubahan iklim.

In line with the Company's strategic direction, its Environmental, Social, and Governance (ESG) Roadmap, and its commitment to supporting Indonesia's energy transition, environmental management focuses on maintaining regulatory compliance, improving resource efficiency, controlling environmental impacts, and strengthening operational resilience against environmental and climate-related risks.

Dalam tahap perencanaan, PLN IP Services mengacu pada dokumen persetujuan lingkungan yang berlaku, termasuk Analisis Mengenai Dampak Lingkungan (AMDAL) maupun Upaya Pengelolaan Lingkungan dan Upaya Pemantauan Lingkungan Hidup (UKL-UPL), sesuai dengan karakteristik kegiatan operasional pada masing-masing unit. Dokumen tersebut menjadi dasar dalam penyusunan program pengelolaan dan pemantauan lingkungan, identifikasi aspek dan dampak lingkungan, serta penerapan langkah-langkah mitigasi terhadap potensi risiko lingkungan.

During the planning stage, PLN Indonesia Power Services refers to the applicable environmental approval documents, including the Environmental Impact Assessment (AMDAL) and the Environmental Management and Environmental Monitoring Efforts (UKL-UPL), in accordance with the characteristics of operational activities at each business unit. These documents serve as the basis for developing environmental management and monitoring programs, identifying environmental aspects and impacts, and implementing mitigation measures to address potential environmental risks.

Pada tahap pelaksanaan, Perusahaan menerapkan berbagai program pengelolaan lingkungan yang mencakup pengendalian emisi, pengelolaan energi, pengelolaan air dan efluen, pengelolaan limbah, konservasi lingkungan, serta berbagai inisiatif lainnya yang bertujuan untuk meminimalkan dampak lingkungan dari kegiatan operasional. Seluruh program dilaksanakan dengan mengacu pada baku mutu lingkungan, persyaratan teknis, serta ketentuan peraturan perundang-undangan yang berlaku.

During the implementation stage, the Company carries out a range of environmental management programs covering emission control, energy management, water and effluent management, waste management, environmental conservation, and other initiatives aimed at minimizing the environmental impacts of its operational activities. All programs are implemented in accordance with applicable environmental quality standards, technical requirements, and prevailing laws and regulations.

Sebagai bagian dari proses evaluasi, PLN IP Services melaksanakan pemantauan lingkungan secara berkala terhadap berbagai parameter lingkungan sesuai dengan ketentuan yang berlaku, antara lain emisi udara, kualitas udara ambien, kualitas air, air limbah, tingkat kebisingan, pengelolaan limbah, serta parameter lingkungan lainnya yang relevan dengan karakteristik operasional masing-masing unit. Hasil pemantauan digunakan sebagai dasar untuk mengevaluasi efektivitas pelaksanaan program pengelolaan lingkungan, mengidentifikasi peluang perbaikan, serta mendukung pengambilan keputusan dalam rangka peningkatan kinerja lingkungan secara berkelanjutan.

As part of the evaluation process, PLN Indonesia Power Services conducts periodic environmental monitoring of various environmental parameters in accordance with applicable regulations, including air emissions, ambient air quality, water quality, wastewater, noise levels, waste management, and other environmental parameters relevant to the operational characteristics of each business unit. The monitoring results are used to evaluate the effectiveness of environmental management programs, identify opportunities for improvement, and support decision-making to continuously enhance environmental performance.

Sebagai wujud komitmen terhadap kepatuhan dan transparansi, hasil pelaksanaan pengelolaan dan pemantauan lingkungan didokumentasikan serta dilaporkan secara berkala kepada instansi pemerintah yang berwenang sesuai dengan ketentuan peraturan perundang-undangan yang berlaku.

As a demonstration of its commitment to compliance and transparency, the results of environmental management and monitoring activities are documented and reported periodically to the relevant government authorities in accordance with applicable laws and regulations.

Selama tahun 2025, PLN IP Services terus memperkuat efektivitas pengelolaan lingkungan melalui penerapan prinsip continuous improvement, penguatan budaya kepedulian lingkungan, serta implementasi praktik operasional yang berkelanjutan. Perusahaan juga tidak menerima sanksi administratif maupun sanksi material terkait ketidakpatuhan terhadap peraturan di bidang lingkungan hidup, serta senantiasa memastikan seluruh kegiatan pengelolaan dan pemantauan lingkungan dilaksanakan sesuai dengan ketentuan peraturan perundang-undangan yang berlaku.

Throughout 2025, PLN Indonesia Power Services continued to strengthen the effectiveness of its environmental management practices through the implementation of the principle of continuous improvement, the promotion of a strong environmental awareness culture, and the adoption of sustainable operational practices. The Company did not incur any administrative or material sanctions related to non-compliance with environmental regulations during the reporting year and remained committed to ensuring that all environmental management and monitoring activities were carried out in full compliance with applicable laws and regulations.

Strategi Pengelolaan Lingkungan
Environmental Management Challenges

PLN IP Services menerapkan strategi pengelolaan lingkungan yang terintegrasi sebagai bagian dari upaya mendukung pertumbuhan bisnis yang berkelanjutan, meningkatkan ketahanan operasional, serta menciptakan nilai jangka panjang bagi para pemangku kepentingan. Strategi ini disusun dengan mempertimbangkan karakteristik kegiatan operasional Perusahaan, ketentuan peraturan perundang-undangan, arah Rencana Jangka Panjang Perusahaan (RJPP), serta *Roadmap Environmental, Social, and Governance* (ESG) PLN IP Services.

PLN IP Services implements an integrated environmental management strategy as part of its commitment to supporting sustainable business growth, strengthening operational resilience, and creating long-term value for stakeholders. The strategy is developed by considering the nature of the Company's operational activities, applicable regulatory requirements, the Company's Long-Term Corporate Plan (RJPP), and the PLN IP Services Environmental, Social, and Governance (ESG) Roadmap.

Strategi pengelolaan lingkungan dilaksanakan melalui pendekatan pencegahan pencemaran, pengendalian risiko lingkungan, efisiensi penggunaan sumber daya, peningkatan kepatuhan terhadap regulasi, serta penerapan praktik operasional yang berkelanjutan di seluruh unit kerja. Pendekatan tersebut diimplementasikan melalui Sistem Manajemen Lingkungan yang terintegrasi dengan proses bisnis Perusahaan sehingga setiap aspek lingkungan dapat dikelola secara sistematis, terukur, dan berkelanjutan.

The environmental management strategy is implemented through a preventive approach that emphasizes pollution prevention, environmental risk management, resource efficiency, regulatory compliance, and the adoption of sustainable operational practices across all business units. This approach is supported by an Environmental Management System integrated into the Company's business processes, enabling environmental aspects to be managed systematically, consistently, and continuously.

Dalam mendukung implementasi strategi tersebut, PLN IP Services memprioritaskan pengelolaan terhadap aspek-aspek lingkungan yang memiliki dampak material, meliputi konsumsi energi, emisi gas rumah kaca, penggunaan air, pengelolaan efluen, pengelolaan limbah B3 dan non-B3, pengendalian kualitas udara, konservasi keanekaragaman hayati, serta peningkatan kesadaran lingkungan di lingkungan kerja. Setiap aspek dikelola melalui program pengelolaan, pemantauan berkala, evaluasi kinerja, dan penerapan langkah-langkah mitigasi sesuai dengan karakteristik risiko pada masing-masing kegiatan operasional.

To support the implementation of this strategy, PLN IP Services prioritizes the management of material environmental aspects, including energy consumption, greenhouse gas (GHG) emissions, water use, effluent management, hazardous and non-hazardous waste management, air quality control, biodiversity conservation, and the promotion of environmental awareness throughout the workplace. Each aspect is managed through dedicated management programs, periodic monitoring, performance evaluation, and the implementation of mitigation measures tailored to the environmental risks associated with the Company's operational activities.

Sejalan dengan Roadmap ESG Perusahaan, strategi pengelolaan lingkungan juga diarahkan untuk memperkuat implementasi prinsip *Environmental, Social, and Governance* (ESG) melalui peningkatan efisiensi energi, optimalisasi penggunaan sumber daya, pengurangan dampak lingkungan, digitalisasi proses pengelolaan lingkungan, serta penguatan

In line with the Company's ESG Roadmap, the environmental management strategy also aims to strengthen the implementation of Environmental, Social, and Governance (ESG) principles by improving energy efficiency, optimizing resource utilization, reducing environmental impacts, digitalizing environmental management processes, and fostering a culture of

budaya keberlanjutan di seluruh organisasi. Strategi ini diharapkan dapat mendukung pencapaian target keberlanjutan Perusahaan sekaligus meningkatkan ketahanan bisnis dalam menghadapi berbagai tantangan lingkungan, termasuk perubahan iklim.

Sebagai bagian dari implementasi strategi tersebut, PLN IP Services secara konsisten melakukan identifikasi aspek dan dampak lingkungan, pengendalian risiko, pemantauan terhadap parameter lingkungan, pelaporan kepada instansi yang berwenang, serta evaluasi dan perbaikan berkelanjutan guna memastikan efektivitas pengelolaan lingkungan dan tercapainya kepatuhan terhadap seluruh ketentuan yang berlaku.

sustainability throughout the organization. These initiatives are expected to support the achievement of the Company's sustainability objectives while enhancing business resilience in addressing environmental challenges, including climate change.

As part of this strategy, PLN IP Services consistently conducts environmental aspect and impact assessments, environmental risk management, monitoring of environmental performance indicators, reporting to relevant regulatory authorities, and continuous evaluation and improvement to ensure the effectiveness of its environmental management practices and compliance with all applicable regulations.

Strategi Pengelolaan Lingkungan PLN IP Services
PLN IP Services Environmental Management Strategy

Fokus Strategis Strategic Focus	Implementasi Implementation
Kepatuhan Lingkungan Environmental Compliance	Memastikan seluruh kegiatan operasional memenuhi ketentuan peraturan perundang-undangan, dokumen persetujuan lingkungan, serta standar yang berlaku. Ensuring that all operational activities comply with applicable laws and regulations, environmental approvals and permits, and relevant standards
Pengendalian Risiko Lingkungan Environmental Risk Management	Mengidentifikasi, mengevaluasi, dan memitigasi potensi dampak lingkungan dari seluruh aktivitas operasional. Identifying, assessing, and mitigating potential environmental impacts arising from operational activities.
Efisiensi Sumber Daya Resource Efficiency	Mengoptimalkan penggunaan energi, air, dan material untuk meningkatkan efisiensi operasional. Optimizing the use of energy, water, and materials to enhance operational efficiency and environmental performance.
Pengendalian Emisi dan Limbah Emission and Waste Management	Mengendalikan emisi, mengelola efluen, serta mengelola limbah B3 dan non-B3 sesuai ketentuan yang berlaku. Managing air emissions, effluents, and hazardous and non-hazardous waste in accordance with applicable regulatory requirements and industry best practices.
Konservasi Lingkungan Environmental Conservation	Mendukung pelestarian lingkungan dan keanekaragaman hayati melalui program penghijauan dan konservasi. Supporting environmental protection and biodiversity conservation through reforestation, greening, and conservation initiatives.
Budaya ESG ESG Culture	Meningkatkan kompetensi dan kepedulian lingkungan bagi pegawai serta memperkuat implementasi ESG dalam proses bisnis. Strengthening employees' environmental awareness and competencies while integrating ESG principles into the Company's business processes and corporate culture.

Konsep *Green Power Plant*

Green Power Plant Concept

Sebagai bagian dari transformasi menuju perusahaan yang berkelanjutan, PLN IP Services menerapkan kerangka *Green Power Plant* sebagai pendekatan pengelolaan operasional yang mengintegrasikan aspek lingkungan, efisiensi sumber daya, inovasi, serta penerapan prinsip *Environmental, Social, and Governance* (ESG) ke dalam seluruh proses bisnis Perusahaan.

As part of its transformation toward a more sustainable enterprise, PLN IP Services has adopted the Green Power Plant framework as an operational approach that integrates environmental stewardship, resource efficiency, innovation, and the principles of Environmental, Social, and Governance (ESG) across the Company's business processes.

Konsep *Green Power Plant* mendukung pencapaian arah strategis Perusahaan sebagaimana dituangkan dalam Rencana Jangka Panjang Perusahaan (RJPP) dan *Roadmap* ESG melalui peningkatan efisiensi operasional, pengurangan dampak lingkungan, optimalisasi penggunaan sumber daya, penguatan budaya keberlanjutan, serta pemanfaatan teknologi digital dalam pengelolaan lingkungan.

The Green Power Plant framework supports the Company's strategic direction as outlined in its Long-Term Corporate Plan (RJPP) and ESG Roadmap by enhancing operational efficiency, reducing environmental impacts, optimizing resource utilization, strengthening a sustainability-oriented culture, and leveraging digital technologies in environmental management.

Implementasi *Green Power Plant* dilaksanakan melalui lima pilar utama yang saling terintegrasi, yaitu *Green Operation, Green Building, Green Supply Chain, Green Finance, Accounting & Human Capital*, serta *Green Digital Technology*, yang menjadi landasan dalam mendukung operasional yang lebih efisien, bertanggung jawab, dan berkelanjutan.

The implementation of the Green Power Plant framework is carried out through five integrated pillars: Green Operation, Green Building, Green Supply Chain, Green Finance, Accounting & Human Capital, and Green Digital Technology. Together, these pillars provide the foundation for more efficient, responsible, and sustainable business operations.

Green Operation	*Green Building*	*Green Supply Chain*	*Green Finance, Accounting& Human Resources*	*Green Information Technology*
Mengoptimalkan efisiensi penggunaan energi, air, material, dan sumber daya operasional melalui penerapan praktik operasi yang ramah lingkungan, rendah emisi, serta mendukung peningkatan efisiensi proses bisnis. Optimizing the efficient use of energy, water, materials, and operational resources through environmentally responsible, low-emission operational practices while improving business process efficiency.	Mendorong penerapan konsep bangunan hijau yang memperhatikan efisiensi energi, konservasi air, kualitas lingkungan kerja, serta penggunaan material yang lebih berkelanjutan pada aset dan fasilitas Perusahaan. Promoting green building practices by improving energy efficiency, water conservation, workplace environmental quality, and the use of more sustainable materials across the Company's facilities and assets.	Mengintegrasikan aspek lingkungan dalam proses pengadaan barang dan jasa melalui penerapan prinsip pengadaan berkelanjutan (sustainable procurement), evaluasi pemasok, serta penggunaan material yang lebih ramah lingkungan. Integrating environmental considerations into procurement activities through sustainable procurement practices, supplier evaluation, and the use of environmentally preferable materials and services.	Mengintegrasikan prinsip keberlanjutan dalam pengelolaan keuangan, proses bisnis, pengembangan kompetensi pegawai, serta pengambilan keputusan yang mempertimbangkan aspek lingkungan, sosial, dan tata kelola (ESG). Integrating sustainability principles into financial management, business processes, human capital development, and decision-making by incorporating Environmental, Social, and Governance (ESG) considerations.	Mengoptimalkan pemanfaatan teknologi digital dalam pemantauan, pengelolaan, pelaporan, dan analisis kinerja lingkungan guna meningkatkan efektivitas pengambilan keputusan berbasis data. Optimizing digital technologies to support environmental monitoring, data management, reporting, and performance analysis, enabling more effective and data driven decision making.

Implementasi Green Power Plant Tahun 2025

Sepanjang tahun 2025, implementasi *Green Power Plant* difokuskan pada berbagai program yang mendukung peningkatan kinerja lingkungan serta implementasi *Roadmap* ESG Perusahaan, meliputi:

1. Pemantauan, evaluasi, dan pembinaan implementasi Sistem Manajemen Lingkungan pada seluruh unit kerja untuk memastikan kepatuhan terhadap regulasi dan peningkatan kinerja lingkungan.
2. Pendampingan penyusunan, evaluasi, serta pemenuhan dokumen lingkungan dan persyaratan kepatuhan (*compliance*) sesuai ketentuan peraturan perundang-undangan.
3. Peningkatan kompetensi pegawai melalui pelatihan, sertifikasi, dan pengembangan kapabilitas di bidang pengelolaan lingkungan, efisiensi energi, serta implementasi ESG.
4. Pelaksanaan program konservasi lingkungan melalui penghijauan, penanaman vegetasi, serta berbagai inisiatif yang mendukung peningkatan kualitas lingkungan dan keanekaragaman hayati di sekitar wilayah operasional.
5. Penerapan berbagai inisiatif efisiensi penggunaan energi, air, material, dan sumber daya lainnya sebagai bagian dari upaya meningkatkan efisiensi operasional dan mengurangi dampak lingkungan.
6. Penguatan implementasi digitalisasi dalam pengelolaan lingkungan melalui optimalisasi sistem informasi, dokumentasi, dan pelaporan kinerja lingkungan.
7. Pemberian apresiasi kepada unit kerja yang menunjukkan kinerja unggul dalam pengelolaan lingkungan sebagai bagian dari upaya membangun budaya keberlanjutan dan *continuous improvement*.
8. Penguatan kolaborasi dengan regulator, mitra usaha, masyarakat, dan pemangku kepentingan lainnya dalam mendukung implementasi *Green Power Plant* dan pencapaian target keberlanjutan Perusahaan.

Green Power Plant Implementation in 2025

Throughout 2025, the Green Power Plant framework was implemented through various strategic initiatives aimed at enhancing environmental performance while accelerating the Company's ESG Roadmap implementation, including:

1. Monitoring, evaluating, and strengthening the implementation of the Environmental Management System across all business units to ensure regulatory compliance and continuous environmental performance improvement.
2. Assisting in the preparation, evaluation, and fulfillment of environmental documentation and regulatory compliance requirements in accordance with applicable laws and regulations.
3. Enhancing employee competencies through training, certification, and capability development in environmental management, energy efficiency, decarbonization, and ESG implementation.
4. Implementing environmental conservation initiatives through tree planting, vegetation enhancement, and other biodiversity programs that improve environmental quality around operational areas.
5. Implementing energy efficiency programs, water conservation initiatives, material optimization, and other resource efficiency measures to improve operational performance while minimizing environmental impacts.
6. Strengthening the digitalization of environmental management through optimized information systems, digital processes, environmental monitoring, documentation, and performance reporting.
7. Recognizing business units that demonstrate outstanding environmental management performance as part of fostering a culture of sustainability and continuous improvement.
8. Strengthening collaboration with regulators, business partners, communities, and other stakeholders to support the implementation of the Green Power Plant framework and the achievement of the Company's sustainability objectives.

Penggunaan & Intensitas Energi

Energy Consumption & Intensity [GRI 302-1 I GRI 302-3 I OJK F5 I OJK F6]

Strategi Pengelolaan Energi

Efisiensi energi merupakan salah satu fokus utama PLN IP Services dalam mewujudkan operasional yang andal, efisien, dan berkelanjutan. Sebagai perusahaan penyedia solusi energi terintegrasi, PLN IP Services terus mengoptimalkan pengelolaan energi sebagai bagian dari implementasi *Green Power Plant, Roadmap Environmental, Social, and Governance* (ESG), serta Rencana Jangka Panjang Perusahaan (RJPP) untuk mendukung penciptaan nilai jangka panjang.

Pengelolaan energi dilaksanakan melalui penerapan praktik operasi yang efisien, peningkatan keandalan fasilitas pembangkitan, optimalisasi penggunaan energi primer, penguatan budaya efisiensi energi, serta pemanfaatan teknologi digital untuk meningkatkan efektivitas pemantauan dan pengendalian konsumsi energi.

Melalui pendekatan tersebut, Perusahaan berupaya meningkatkan efisiensi operasional sekaligus mengurangi dampak lingkungan dari kegiatan usaha. Upaya ini juga mendukung transisi menuju sistem energi yang lebih berkelanjutan melalui peningkatan efisiensi penggunaan energi dan pengurangan intensitas emisi gas rumah kaca.

Pengelolaan energi dilakukan secara berkelanjutan melalui pemantauan konsumsi energi, evaluasi intensitas energi, implementasi program konservasi energi, serta penerapan prinsip continuous improvement sebagai bagian dari peningkatan kinerja operasional dan keberlanjutan Perusahaan.

Energy Management Strategy

Energy efficiency is one of PLN IP Services' key priorities in achieving reliable, efficient, and sustainable operations. As an integrated energy solutions provider, PLN IP Services continuously optimizes energy management as part of the implementation of the Green Power Plant initiative, the Environmental, Social, and Governance (ESG) Roadmap, and the Company's Long-Term Corporate Plan (RJPP) to support long-term value creation.

Energy management is carried out through the implementation of efficient operational practices, enhancement of power generation facility reliability, optimization of primary energy utilization, promotion of an energy efficiency culture, and the adoption of digital technologies to improve the effectiveness of energy consumption monitoring and control.

Through these initiatives, the Company seeks to enhance operational efficiency while minimizing the environmental impacts of its business activities. These efforts also support the transition toward a more sustainable energy system by improving energy efficiency and reducing greenhouse gas emission intensity.

Energy management is implemented on an ongoing basis through the monitoring of energy consumption, evaluation of energy intensity, implementation of energy conservation programs, and application of the principle of continuous improvement as part of enhancing the Company's operational performance and sustainability.

Fokus Strategis Strategic Focus	Implementasi Tahun 2025 2025 Implementation
Operational Excellence Operational Excellence	Optimalisasi penggunaan energi pada proses operasi dan peningkatan keandalan pembangkit. Optimizing energy use across operational processes while enhancing the reliability and performance of power generation facilities.
Green Power Plant Green Power Plant	Implementasi efisiensi energi sebagai bagian dari Green Operation dan pengelolaan operasional berkelanjutan. Implementing energy efficiency initiatives as part of Green Operations and sustainable operational management.
Roadmap ESG Roadmap ESG	Penguatan efisiensi sumber daya, pengurangan dampak lingkungan, dan peningkatan kinerja keberlanjutan. Strengthening resource efficiency, reducing environmental impacts, and improving overall sustainability performance
Digitalisasi Digitalisation	Pemanfaatan sistem digital untuk pemantauan, pengukuran, dan pelaporan konsumsi energi secara berkala. Leveraging digital systems to monitor, measure, and report energy consumption on a regular basis.
Continuous Improvement Continuous Improvement	Evaluasi intensitas energi dan implementasi program konservasi energi secara berkelanjutan. Conducting energy intensity evaluations and continuously implementing energy conservation programs.

Pendekatan Pengukuran Konsumsi Energi

PLN IP Services menghitung konsumsi energi berdasarkan penggunaan energi primer dan energi sekunder yang digunakan dalam kegiatan operasional Perusahaan. Perhitungan dilakukan menggunakan faktor konversi energi yang mengacu pada standar internasional yang berlaku, termasuk *International Energy Agency* (IEA) serta referensi lain yang relevan dalam penyusunan inventarisasi energi dan emisi gas rumah kaca.

Energi yang dilaporkan meliputi konsumsi bahan bakar untuk operasional pembangkit dan kendaraan operasional, penggunaan energi listrik, serta sumber energi lain yang berada dalam kendali operasional Perusahaan.

Data konsumsi energi dikonsolidasikan dari seluruh unit operasi yang berada dalam kendali operasional Perusahaan dan direkonsiliasi secara berkala untuk memastikan kualitas, konsistensi, dan keandalan data yang dilaporkan. PLN IP Services terus melakukan evaluasi terhadap perluasan cakupan pelaporan secara bertahap sesuai dengan peningkatan kualitas data dan koordinasi bersama para mitra usaha.

Energy Consumption Measurement Approach

PLN IP Services measures its energy consumption based on the use of both primary and secondary energy sources across the Company's operational activities. Energy consumption is calculated using energy conversion factors that refer to internationally recognized standards, including those issued by the International Energy Agency (IEA) and other relevant references commonly applied in energy inventories and greenhouse gas (GHG) emissions accounting.

The reported energy consumption includes fuel used for power generation operations and operational vehicles, electricity consumption, and other energy sources that are within the Company's operational control.

Energy consumption data are consolidated from all operational units under the Company's operational control and are periodically reconciled to ensure the quality, consistency, and reliability of the reported information. PLN IP Services continuously evaluates opportunities to progressively expand the reporting scope in line with improvements in data quality and enhanced coordination with its business partners.

Pendekatan untuk Perhitungan Penggunaan Energi PLN IP Services
Approach to PLN IP Services Energy Consumption Calculation [GRI 302-1]

Standar atau Metodologi Perhitungan Penggunaan Energi Energy Consumption Calculation Standard or Methodology	Sumber Faktor Konversi yang Digunakan Source of Conversion Factors Used	Pendekatan Konsolidasi Data Penggunaan Energi Energy Consumption Calculation Standard or Methodology
Perhitungan dan pengukuran penggunaan energi dilakukan dengan cara menghitung jumlah konsumsi energi fosil dan EBT dalam satuan masing-masing yang kemudian dikonversi ke dalam satuan gigajoule (GJ).	Sumber faktor konversi menggunakan General Converter for Energy dari International Energy Agency (IEA)	PT PLN Indonesia Power Services mendelegasikan satu orang Plant Engineer untuk mencatat pemakaian energi dan energi yang dihasilkan di Pembangkit dan Kantor PT PLN Indonesia Power Services yang dicatat di dalam form kinerja dan di direkonsiliasikan setiap bulan.
Energy consumption is calculated and measured by calculating the amount of fossil and NRE energy consumption in their respective units, which are then converted into gigajoules (GJ)	The conversion factor uses General Converter for Energy from International Energy Agency (IEA).	PT PLN Indonesia Power Services delegates a Plant Engineer to record energy consumption and energy produced at the PT PLN Indonesia Power Services Power Plant and Office which is recorded in the performance form and reconciled every month.

Kinerja Konsumsi Energi

Selama tahun 2025, PLN IP Services menggunakan energi primer dan energi sekunder untuk mendukung seluruh kegiatan operasional. Konsumsi energi berasal dari penggunaan bahan bakar operasional, energi listrik, serta sumber energi lainnya yang digunakan dalam proses bisnis Perusahaan.

Energy Consumption Performance

During 2025, PLN IP Services utilized both primary and secondary energy sources to support its operational activities. Energy consumption was derived from the use of operational fuels, electricity, and other energy sources required to carry out the Company's business processes.

Penggunaan Energi Berdasarkan Jenis Energi
Energy Usage by Type of Energy [GRI 302-1] [OJK F.6]

Jenis Energi Energy Type [GRI 302-4 (a)]	Satuan Unit	Volume			Gigajoule [GRI 302-4 (a)]		
		2025	2024*	2023	2025	2024*	2023
Energi Tidak Langsung yang Digunakan I Indirect Energy Used							
Listrik Electricity	kWh	2.616.974	6.162.222	6.859.705	10.467,90	24.648,89	27.438,82
Jumlah Energi Tidak Langsung yang Digunakan Total Indirect Energy Used					**10.467,90**	**24.648,89**	**27.438,82**
Energi Langsung yang Digunakan I Direct Energy Used							
High Speed Diesel (HSD)	Kliter	0	166.871	415.030	0,00	6.007,36	14.941,08
Marine Fuel Oil (MFO)	Kliter	9.450,71	36.742,37	48.605,39	35.912,69	13.962,10	18.470,05
Jumlah Energi Langsung yang Digunakan Total Direct Energy Used					**35.912,69**	**44.618,35**	**33.411,13**
Jumlah Konsumsi Energi **Total Energy Consumption**					**46.380,59**	**69.267,23**	**60.849,95**
Total Produksi (GWh) **Total Production (GWh)**					**936,55**	**161,21**	**201,52**
Intensitas Penggunaan Energi (Gigajoule/GWh) **Energy Use Intensity (Gigajoule/GWh)** [GRI : 302-4]					**49,52**	**429,67**	**301,95**

Catatan:
Faktor konversi menggunakan standar IPCC (UNEP) 2006, GHG Protocol (WBCSD, WRI). KESDM 2021, ISO 14064.
Data konsumsi energi merupakan perhitungan konsumsi energi pada PLTD Tenau dan PLTD Nusa Penida.

Faktor konversi yang digunakan:
· 1 KWH = 0,004 GJ
· 1 liter High Speed Diesel = 0,036 GJ
· 1 liter Marine Fuel Oil = 0,038 GJ

*Terdapat penyajian kembali data konsumsi energi untuk tahun dasar 2024 dengan penambahan penggunaan energi listrik. Revisi ini dilakukan guna mencerminkan perubahan dalam penggunaan sumber energi yang lebih akurat, sejalan dengan pemantauan dan pengelolaan energi yang lebih baik. [GRI 2-4]

Notes:
The conversion factors are based on the IPCC (UNEP) 2006 guidelines, the GHG Protocol (WBCSD, WRI), the Ministry of Energy and Mineral Resources (KESDM) 2021, and ISO 14064 standards.
The energy consumption data reflects calculations from PLTD Tenau and PLTD Nusa Penida.

Applied conversion factors:
1 kWh = 0.004 GJ
1 liter of High-Speed Diesel = 0.036 GJ
1 liter of Marine Fuel Oil = 0.038 GJ

*There has been a restatement of the 2024 baseline energy consumption data to include electricity usage. This revision was made to provide a more accurate representation of energy source utilization and to align with improved energy monitoring and management practices. [GRI 2-4]

Pada tahun 2025, konsumsi energi operasional PLN Indonesia Power Services tercatat sebesar 46.380,59 GJ, atau menurun sebesar 33,04% dibandingkan tahun 2024. Penurunan ini merupakan hasil dari strategi optimalisasi operasi dan pengelolaan aset pembangkit yang dilakukan secara terencana untuk meningkatkan keandalan sistem sekaligus mendukung efisiensi penggunaan energi.

In 2025, PLN Indonesia Power Services' operational energy consumption was recorded at 46,380.59 GJ, or a decrease of 33.04% compared to 2024. This decrease is the result of a planned strategy to optimize operations and management of generating assets to increase system reliability while supporting efficient energy use.

Pasca pandemi COVID-19, pertumbuhan aktivitas ekonomi, khususnya sektor pariwisata di wilayah Nusa Penida, Nusa Lembongan, dan Nusa Ceningan (3 Nusa), mendorong peningkatan kebutuhan tenaga listrik secara signifikan. Sebagai pemasok utama sistem kelistrikan di wilayah tersebut, unit pembangkit existing dioperasikan secara kontinu untuk menjaga keandalan pasokan

After the COVID-19 pandemic, the growth in economic activity, especially the tourism sector in the Nusa Penida, Nusa Lembongan and Nusa Ceningan (3 Nusa) areas, has led to a significant increase in the need for electricity. As the main supplier of the electricity system in the region, existing generating units are operated continuously to maintain the reliability of electricity supply. The high

listrik. Tingginya intensitas operasi selama periode 2023 hingga 2024 mengakibatkan pelaksanaan preventive maintenance belum dapat dilakukan secara optimal sesuai jadwal karena prioritas operasional difokuskan pada pemenuhan kebutuhan listrik masyarakat dan sektor pariwisata.

intensity of operations during the 2023 to 2024 period means that preventive maintenance cannot be carried out optimally according to schedule because operational priorities are focused on meeting the electricity needs of the community and the tourism sector.

Sebagai bagian dari upaya menjaga keberlanjutan operasi pembangkit, pada periode 2024 hingga 2025 dilakukan penambahan 13 unit mesin sewa dengan total kapasitas 13 MW. Penambahan kapasitas sementara ini memberikan ruang bagi unit pembangkit existing untuk melaksanakan program preventive maintenance dan overhaul secara menyeluruh tanpa mengurangi keandalan pasokan listrik kepada pelanggan.

As part of efforts to maintain the sustainability of generator operations, in the 2024 to 2025 period, 13 rental machines will be added with a total capacity of 13 MW. This temporary capacity addition provides space for existing generating units to carry out comprehensive preventive maintenance and overhaul programs without reducing the reliability of electricity supply to customers.

Pelaksanaan program pemeliharaan tersebut berhasil memulihkan kondisi peralatan, meningkatkan efisiensi operasi pembangkit, serta mengoptimalkan kinerja mesin. Dampak positif dari program ini tercermin pada penurunan konsumsi energi operasional selama tahun 2025, yang menunjukkan bahwa peningkatan keandalan aset dapat berjalan selaras dengan upaya efisiensi energi.

The maintenance program successfully restored equipment, improved plant operational efficiency, and optimized engine performance. The program's positive impact is reflected in a reduction in operational energy consumption through 2025, demonstrating that improving asset reliability can align with energy efficiency efforts.

Pencapaian ini menjadi bagian dari komitmen PLN Indonesia Power Services dalam menerapkan prinsip operational excellence dan pengelolaan aset yang berkelanjutan. Melalui optimalisasi pemeliharaan, peningkatan efisiensi operasional, dan penguatan keandalan sistem kelistrikan, perusahaan terus mendukung implementasi aspek *Environmental, Social, and Governance* (ESG), khususnya pada pengelolaan sumber daya yang lebih efisien, penyediaan pasokan listrik yang andal, serta penciptaan nilai jangka panjang bagi para pemangku kepentingan.

This achievement demonstrates PLN Indonesia Power Services' commitment to implementing operational excellence and sustainable asset management. Through maintenance optimization, operational efficiency improvements, and enhanced electricity system reliability, the company continues to support the implementation of Environmental, Social, and Governance (ESG) aspects, particularly in more efficient resource management, reliable electricity supply, and long-term value creation for stakeholders.

Intensitas Konsumsi Energi

Sebagai indikator efisiensi operasional, PLN IP Services melakukan pengukuran intensitas energi dengan membandingkan total konsumsi energi terhadap total produksi listrik selama periode pelaporan.

Pada tahun 2025, intensitas energi tercatat sebesar 49,52 GJ/GWh, dibandingkan 429,67 GJ/GWh pada tahun sebelumnya. Perubahan nilai intensitas dipengaruhi oleh tingkat utilisasi pembangkit, volume produksi listrik, serta pelaksanaan kegiatan pemeliharaan pada beberapa unit operasi.

Intensity Energy Consumption

As an indicator of operational efficiency, PLN IP Services measures energy intensity by comparing total energy consumption to total electricity production during the reporting period.

In 2025, energy intensity was recorded at 49.52 GJ/GWh, compared to 429.67 GJ/GWh in the previous year. Changes in intensity values are influenced by the level of generator utilization, electricity production volume, as well as the implementation of maintenance activities in several operating units.

Upaya Efisiensi Energi

Sebagai bagian dari implementasi *Green Power Plant* dan *Roadmap* ESG, PLN IP Services terus mengembangkan berbagai inisiatif efisiensi energi untuk meningkatkan keandalan operasi sekaligus mengoptimalkan penggunaan sumber daya.

Selama tahun 2025, berbagai upaya efisiensi energi yang dilaksanakan antara lain:

- Optimalisasi penggunaan energi primer pada kegiatan operasional;
- Peningkatan efisiensi peralatan dan fasilitas operasional;
- Implementasi Program Peningkatan dan Pembudayaan Manajemen Efisiensi Energi (*Enhancing and Embedding Energy Efficiency Excellence* atau 5E);
- Peningkatan kompetensi pegawai dalam pengelolaan energi dan implementasi ESG;
- Pemanfaatan teknologi digital untuk pemantauan konsumsi energi;
- Peningkatan budaya efisiensi energi di seluruh unit kerja; serta
- Implementasi berbagai inovasi operasional yang mendukung pengurangan konsumsi energi.

Selain itu, PLN IP Services juga mengoperasikan pembangkit berbasis Energi Baru Terbarukan (EBT), termasuk pembangkit panas bumi (*geothermal*) dan pembangkit berbasis uap, sebagai bagian dari kontribusi Perusahaan dalam mendukung transisi energi nasional dan pengembangan sistem energi yang lebih rendah emisi.

Faktor yang Mempengaruhi Kinerja Energi

Kinerja konsumsi dan intensitas energi PLN IP Services dipengaruhi oleh berbagai faktor operasional, antara lain tingkat utilisasi pembangkit, jadwal pemeliharaan terencana (*planned outage*), gangguan operasional (maintenance outage), beban operasi, serta karakteristik unit pembangkit yang dikelola Perusahaan.

Selama tahun 2025, beberapa unit pembangkit melaksanakan program pemeliharaan terencana (*planned outage*) dan mengalami gangguan operasional pada periode tertentu sebagai bagian dari upaya menjaga keandalan aset dan memastikan keselamatan operasional. Meskipun kegiatan tersebut berdampak pada penurunan produksi listrik pada beberapa unit, pelaksanaan pemeliharaan merupakan bagian penting dari strategi asset reliability management untuk menjaga keberlangsungan operasi pembangkit dalam jangka panjang.

Energy Efficiency Initiatives

As part of the implementation of the Green Power Plant initiative and the ESG Roadmap, PLN IP Services continues to develop various energy efficiency initiatives aimed at enhancing operational reliability while optimizing resource utilization.

During 2025, the Company implemented several energy efficiency initiatives, including:

- Optimizing the use of primary energy in operational activities;
- Improving the efficiency of operational equipment and facilities;
- Implementing the Enhancing and Embedding Energy Efficiency Excellence (5E) Program to strengthen energy management practices and foster an energy efficiency culture;
- Enhancing employee competencies in energy management and ESG implementation;
- Leveraging digital technologies for energy consumption monitoring;
- Strengthening an energy efficiency culture across all business units; and
- Implementing operational innovations that support reductions in energy consumption.

In addition, PLN IP Services operates power generation facilities utilizing New and Renewable Energy (NRE) sources, including geothermal and steam-based power plants, as part of the Company's contribution to Indonesia's energy transition and the development of a lower-emission energy system.

Factors Affecting Energy Performance

PLN IP Services' energy consumption and energy intensity are influenced by a range of operational factors, including power plant utilization rates, planned outage schedules, maintenance outages, operating loads, and the technical characteristics of the generating units managed by the Company.

During 2025, several generating units underwent planned maintenance and experienced operational maintenance outages as part of the Company's efforts to maintain asset reliability and ensure operational safety. Although these activities resulted in lower electricity generation at certain units during the reporting period, they constitute an essential component of the Company's asset reliability management strategy to support the long-term reliability and sustainability of power plant operations.

Sebagai konsekuensinya, perubahan volume produksi listrik pada periode pelaporan turut mempengaruhi nilai intensitas konsumsi energi. Oleh karena itu, evaluasi intensitas energi dilakukan dengan mempertimbangkan faktor operasional yang mempengaruhi tingkat utilisasi pembangkit sehingga memberikan gambaran yang lebih komprehensif terhadap kinerja efisiensi energi Perusahaan.

As a result, changes in electricity generation during the reporting period also affected the Company's energy intensity performance. Accordingly, energy intensity is assessed by taking into account the operational factors influencing power plant utilization, providing a more comprehensive representation of the Company's energy efficiency performance.

PLN IP Services terus meningkatkan keandalan pembangkit melalui pelaksanaan pemeliharaan berbasis risiko, penguatan perencanaan pemeliharaan, optimalisasi operasi, serta pemantauan kinerja aset secara berkala guna mendukung peningkatan efisiensi energi dan keberlanjutan operasional.

PLN IP Services remains committed to enhancing power plant reliability through risk-based maintenance, strengthened maintenance planning, operational optimization, and regular asset performance monitoring. These initiatives support continuous improvements in energy efficiency while ensuring sustainable and reliable operations.

Komitmen Peningkatan Efisiensi Energi

PLN IP Services berkomitmen untuk terus meningkatkan efisiensi energi sebagai bagian dari implementasi Green Power Plant, Roadmap ESG, dan strategi keberlanjutan Perusahaan. Ke depan, Perusahaan akan memperkuat digitalisasi pengelolaan energi, meningkatkan keandalan aset pembangkit, mengembangkan budaya efisiensi energi, serta mengoptimalkan pemanfaatan inovasi dalam mendukung operasional yang rendah emisi dan berkelanjutan.

Commitment to Enhancing Energy Efficiency

PLN IP Services is committed to continuously improving energy efficiency as an integral part of the implementation of its Green Power Plant initiative, ESG Roadmap, and overall sustainability strategy. Going forward, the Company will further strengthen the digitalization of energy management, enhance the reliability of power generation assets, foster an organization-wide culture of energy efficiency, and maximize the adoption of innovative solutions to support low-emission and sustainable operations.

Melalui berbagai inisiatif tersebut, PLN IP Services optimistis dapat meningkatkan kinerja energi secara berkelanjutan sekaligus memberikan kontribusi terhadap pencapaian target transisi energi nasional dan pembangunan rendah karbon.

Through these initiatives, PLN IP Services is confident in its ability to continuously improve energy performance while contributing to Indonesia's national energy transition goals and the development of a low-carbon economy.

Penggunaan Material Ramah Lingkungan

Use of Environmentally Friendly Materials [OJK F.5]

Penggunaan material oleh Perusahaan berupa kertas sebagaimana perusahaan pada umumnya. Material kertas menjadi bahan yang penting dan signifikan bagi kegiatan administrasi. Perusahaan menyadari sumber bahan pembuatan kertas yang berasal dari tumbuhan, menjadi penting untuk turut serta dalam menghemat pemakaian kertas, melalui kebijakan *paperless* atau dokumen elektronik (*e-file*), *reuse* kertas terpakai yang masih dapat digunakan, dan alternatif penggunaan kertas daur ulang (*recycle*).

The use of materials by the Company in the form of paper is the same as companies in general. Paper material is an important and significant material for administrative activities. The company is aware that the source of paper making materials comes from plants, it is important to participate in saving paper usage, through paperless or electronic document (e-file) policies, reuse of used paper that can still be used, and alternative use of recycled paper.



Emisi
Emission [OJK F.11]

STRATEGI PENGELOLAAN EMISI

Emisi gas rumah kaca (GRK) merupakan salah satu aspek lingkungan yang menjadi perhatian utama PLN IP Services dalam menjalankan kegiatan operasional secara bertanggung jawab. Sebagai perusahaan penyedia solusi energi terintegrasi, PLN IP Services menyadari bahwa penggunaan bahan bakar pada operasional pembangkit serta konsumsi energi listrik berpotensi menghasilkan emisi gas rumah kaca maupun emisi udara lainnya yang perlu dikelola secara sistematis.

Sejalan dengan Rencana Jangka Panjang Perusahaan (RJPP), *Roadmap Environmental, Social, and Governance* (ESG), serta implementasi Green Power Plant, PLN IP Services menerapkan strategi pengelolaan emisi yang berfokus pada pengendalian emisi operasional, peningkatan efisiensi energi, peningkatan keandalan aset pembangkit, penerapan teknologi yang lebih efisien, serta penguatan budaya keberlanjutan di seluruh unit kerja.

Pengelolaan emisi dilakukan melalui inventarisasi emisi gas rumah kaca secara berkala, pemantauan emisi udara sesuai ketentuan yang berlaku, implementasi berbagai program efisiensi energi, konservasi sumber daya, penghijauan, serta penerapan prinsip continuous improvement dalam seluruh proses bisnis. Pendekatan tersebut tidak hanya mendukung kepatuhan terhadap regulasi, tetapi juga menjadi bagian dari upaya Perusahaan dalam mendukung transisi menuju sistem energi yang lebih rendah emisi dan berkelanjutan.

Melalui strategi tersebut, PLN IP Services berupaya menciptakan keseimbangan antara keandalan operasional, efisiensi sumber daya, perlindungan lingkungan, serta penciptaan nilai jangka panjang bagi seluruh pemangku kepentingan. [GRI 3-3 ; IFRS S2]

EMISSIONS MANAGEMENT STRATEGY

Greenhouse gas (GHG) emissions are one of the key environmental aspects that PLN IP Services prioritizes in conducting its operations responsibly. As an integrated energy solutions provider, the Company recognizes that fuel consumption in power generation operations, as well as electricity consumption across its facilities, may generate greenhouse gas emissions and other air emissions that require systematic management.

In line with the Company's Long-Term Corporate Plan (RJPP), Environmental, Social, and Governance (ESG) Roadmap, and the implementation of its Green Power Plant initiative, PLN IP Services has adopted an emissions management strategy focused on controlling operational emissions, improving energy efficiency, enhancing the reliability of power generation assets, deploying more efficient technologies, and strengthening a culture of sustainability across all operational units.

The Company's emissions management approach includes regular greenhouse gas emissions inventories, air emissions monitoring in accordance with applicable regulations, the implementation of energy efficiency initiatives, resource conservation programs, greening initiatives, and the integration of continuous improvement principles throughout its business processes. This approach not only ensures regulatory compliance but also supports the Company's commitment to advancing the transition toward a lower-emission and more sustainable energy system.

Through this strategy, PLN IP Services seeks to achieve a balance between operational reliability, resource efficiency, environmental stewardship, and the creation of long-term value for all stakeholders. [GRI 3-3 ; IFRS S2]

Fokus Strategis Pengelolaan Emisi Tahun 2025
2025 Emissions Management Strategic Focus

Fokus Strategis Strategic Focus	Implementasi Implementation
Dekarbonisasi Operasional Operational Decarbonization	Pengendalian emisi melalui peningkatan efisiensi energi dan optimalisasi operasi pembangkit. Controlling emissions through improved energy efficiency and the optimization of power generation operations.
Green Power Plant Green Power Plant	Integrasi pengelolaan emisi dalam seluruh proses operasional dan pemeliharaan aset. Integrating emissions management into operational processes and asset maintenance activities.
Roadmap ESG ESG Roadmap	Inventarisasi emisi GRK, peningkatan efisiensi sumber daya, dan penguatan kinerja lingkungan. Conducting GHG emissions inventories, improving resource efficiency, and strengthening environmental performance.

Fokus Strategis Strategic Focus	Implementasi Implementation
Kepatuhan Lingkungan Environmental Compliance	Pemantauan emisi udara dan pemenuhan baku mutu sesuai peraturan yang berlaku. Monitoring air emissions and ensuring compliance with applicable emission standards and regulatory requirements.
Digitalisasi Digitalization	Pemanfaatan sistem informasi dalam pemantauan, pengukuran, dan pelaporan kinerja emisi. Leveraging digital information systems to support emissions monitoring, measurement, and performance reporting.

Pendekatan Inventarisasi Emisi

PLN IP Services melakukan inventarisasi emisi gas rumah kaca sebagai bagian dari evaluasi kinerja lingkungan dan implementasi strategi pengurangan emisi Perusahaan. Inventarisasi dilakukan secara berkala untuk mengidentifikasi sumber emisi utama, mengukur besaran emisi yang dihasilkan, serta mendukung penyusunan program efisiensi energi dan dekarbonisasi operasional.

Emisi yang dilaporkan meliputi emisi langsung (*Scope* 1) yang berasal dari penggunaan bahan bakar pada operasional pembangkit dan kendaraan operasional, serta emisi tidak langsung (*Scope* 2) yang berasal dari konsumsi energi listrik.

Perhitungan emisi mengacu pada metodologi internasional, antara lain:

- IPCC 2006 Guidelines for National Greenhouse Gas Inventories
- GHG Protocol Corporate Accounting and Reporting Standard
- ISO 14064
- Faktor Emisi Nasional KLHK/KESDM (sesuai yang berlaku)

Data emisi dikonsolidasikan dari seluruh unit operasi yang berada dalam kendali operasional Perusahaan dan dilakukan proses verifikasi internal untuk memastikan konsistensi, keandalan, dan kualitas data yang dilaporkan. [GRI 305-1, 305-2]

GHG Emissions Inventory Approach

PLN IP Services conducts a greenhouse gas (GHG) emissions inventory as part of its environmental performance evaluation and the implementation of the Company's emissions reduction strategy. The inventory is carried out on a regular basis to identify key emission sources, quantify GHG emissions, and support the development of energy efficiency and operational decarbonization initiatives.

Reported emissions include direct emissions (Scope 1) from fuel combustion in power generation operations and operational vehicles, as well as indirect energy emissions (Scope 2) resulting from purchased electricity consumption.

GHG emissions are calculated in accordance with internationally recognized methodologies and standards, including:

- 2006 IPCC Guidelines for National Greenhouse Gas Inventories
- GHG Protocol Corporate Accounting and Reporting Standard
- ISO 14064
- National Emission Factors issued by the Ministry of Environment and Forestry (MoEF) and the Ministry of Energy and Mineral Resources (MEMR), as applicable.

Emissions data are consolidated from all operational units under the Company's operational control and undergo an internal verification process to ensure the consistency, reliability, and quality of the reported data. [GRI 305-1, 305-2]

Pendekatan Inventarisasi Emisi
GHG Emissions Inventory Approach [GRI 305-1]

Standar/Metodologi Standard/Methodology	Faktor Emisi Emission Factor	Pendekatan Konsolidasi Consolidation Approach
IPCC 2006, GHG Protocol, ISO 14064, 2006 IPCC Guidelines for National Greenhouse Gas Inventories, GHG Protocol Corporate Accounting and Reporting Standard, and ISO 14064.	Faktor Emisi Nasional KLHK/KESDM dan faktor konversi internasional sesuai jenis energi National Emission Factors issued by the Ministry of Environment and Forestry (MoEF) and the Ministry of Energy and Mineral Resources (MEMR), supplemented by internationally recognized conversion factors, as applicable to each energy source.	Data dikumpulkan dari seluruh unit operasional, direkonsiliasi secara berkala, dan diverifikasi secara internal sebelum pelaporan. Data are collected from all operational units, periodically reconciled, and internally verified prior to reporting to ensure data consistency and reliability.

PRODUKSI EMISI TAHUN 2025

Perseroan secara berkala melakukan inventarisasi dan pemantauan emisi Gas Rumah Kaca (GRK) yang dihasilkan dari kegiatan operasional sebagai bagian dari komitmen dalam mendukung upaya mitigasi perubahan iklim. Perhitungan emisi mencakup emisi Scope 1 yang berasal dari penggunaan bahan bakar pada operasional pembangkit, serta emisi Scope 2 yang berasal dari konsumsi energi listrik. Selain menyajikan total emisi GRK, Perseroan juga mengungkapkan intensitas emisi berdasarkan total produksi listrik untuk memberikan gambaran mengenai efisiensi operasional dalam menghasilkan energi. Tabel berikut menyajikan data emisi GRK Perseroan berdasarkan sumber emisi, total emisi, total produksi listrik, serta intensitas emisi selama periode 2022–2025: [GRI 305-1 I GRI 305-2]

EMISSION PRODUCTION IN 2025

The Company regularly conducts greenhouse gas (GHG) emissions inventories and monitoring as part of its commitment to supporting climate change mitigation efforts. The emissions inventory includes Scope 1 emissions generated from fuel consumption in power generation operations and Scope 2 emissions associated with electricity consumption. In addition to disclosing total GHG emissions, the Company reports its emissions intensity based on total electricity generation to provide insight into the operational efficiency of its power generation activities. The following table presents the Company's GHG emissions by source, total emissions, total electricity generation, and emissions intensity for the 2022–2025 reporting period.

Scope	Sumber Emisi Gas Rumah Kaca Source of Greenhouse Gas Emissions	Emisi Gas Rumah Kaca (Ton CO2-eq) Greenhouse Gas Emissions (Ton CO2-eq)				
		Satuan Unit	2025	2024	2023	2022
Scope 1	High Speed Diesel (HSD)	Ton CO2-eq	0,00	447,21	1.112,28	104,48
	Marine Fuel Oil (MFO)	Ton CO2-eq	2.942,95	1.144,16	1.513,57	3.028,37
Scope 2	Listrik Electricity	Ton CO2-eq	1.994,13	4.695,61	5227,10	0,19
Jumlah Total		**Ton CO2-eq**	**4.937,08**	**6.286,98**	**7.852,95**	**3.133,04**
Total Produksi (GWh) Total Production (GWh)		**GWh**	**936,55**	**150,76**	**201,52**	**135,73**
Intensitas Emisi Emissions Intensity		**Ton CO2e/GWh**	**5,27**	**41,70**	**38,97**	**23,08**

Pada tahun 2025, total emisi Gas Rumah Kaca (GRK) Perseroan tercatat sebesar 4.937,08 ton CO_2e, menurun 21,47% dibandingkan tahun 2024 sebesar 6.286,98 ton CO_2e, dan lebih rendah dibandingkan tahun 2023 yang mencapai 7.852,95 ton CO_2e. Penurunan ini turut tercermin pada intensitas emisi yang menurun signifikan dari 41,70 ton CO_2e/GWh pada tahun 2024 menjadi 5,27 ton CO_2e/GWh pada tahun 2025. Penurunan emisi tersebut terutama dipengaruhi oleh berkurangnya konsumsi bahan bakar pada pembangkit.

Kondisi tersebut tidak terlepas dari pelaksanaan overhaul pada sejumlah mesin pembangkit selama tahun 2025. Kegiatan *overhaul* menyebabkan sebagian unit pembangkit tidak beroperasi secara normal sehingga penggunaan bahan bakar dan konsumsi energi mengalami penurunan dibandingkan tahun-tahun sebelumnya. Sementara itu, pada tahun 2023 dan 2024 Perseroan menghadapi kondisi defisit pasokan listrik yang mengharuskan pengoperasian pembangkit secara lebih intensif untuk menjaga keandalan sistem kelistrikan.

In 2025, the Company's total greenhouse gas (GHG) emissions amounted to 4,937.08 tCO_2e, representing a 21.47% decrease from 6,286.98 tCO_2e in 2024 and remaining significantly lower than the 7,852.95 tCO_2e recorded in 2023. This reduction was also reflected in a substantial improvement in emissions intensity, which declined from 41.70 tCO_2e/GWh in 2024 to 5.27 tCO_2e/GWh in 2025. The decrease in GHG emissions was primarily attributable to lower fuel consumption in the Company's power generation operations.

The reduction in GHG emissions was largely attributable to the overhaul of several generating units carried out during 2025. These overhaul activities resulted in certain units being temporarily unavailable for normal operations, leading to lower fuel consumption and reduced energy use compared with previous years. By contrast, in 2023 and 2024, the Company experienced electricity supply deficits that required more intensive operation of its generating units to maintain the reliability of the power system. As a result, fuel consumption, energy use, and GHG emissions were higher during those reporting periods.

Hal tersebut berkontribusi terhadap tingginya konsumsi energi dan emisi GRK pada kedua tahun tersebut. Ke depan, Perseroan akan terus berupaya meningkatkan efisiensi operasi pembangkit, mengoptimalkan program pemeliharaan aset, serta menerapkan berbagai inisiatif pengelolaan energi untuk mendukung pengurangan emisi secara berkelanjutan.

Looking ahead, the Company remains committed to improving the operational efficiency of its generating units by optimizing asset maintenance programs and implementing energy management initiatives to support the sustained reduction of greenhouse gas emissions.

EMISI GAS RUMAH KACA SIGNIFIKAN

PLN IP Services melaksanakan pemantauan emisi udara secara berkala untuk memastikan kegiatan operasional tetap memenuhi baku mutu emisi yang ditetapkan pemerintah.

Pemantauan dilakukan pada unit pembangkit sesuai karakteristik operasional masing-masing terhadap parameter sulfur dioksida (SO_2), nitrogen oksida (NOx), karbon monoksida (CO), partikulat (PM), serta parameter lain sesuai ketentuan Persetujuan Teknis Pemenuhan Baku Mutu Emisi.

Berdasarkan hasil pemantauan pada periode pelaporan, seluruh parameter emisi yang diuji berada di bawah baku mutu yang dipersyaratkan sehingga kegiatan operasional tetap memenuhi ketentuan lingkungan yang berlaku. Hasil pemantauan tersebut menjadi dasar evaluasi efektivitas pengendalian emisi sekaligus mendukung upaya peningkatan efisiensi pembakaran dan keandalan operasional pembangkit.

SIGNIFICANT GHG EMISSIONS

PT PLN IP Services conducts periodic air emissions monitoring to ensure that its operational activities remain in compliance with the air emission standards established by the Government.

Monitoring is carried out on each generating unit based on its operational characteristics, covering key parameters such as sulfur dioxide (SO_2), nitrogen oxides (NO_x), carbon monoxide (CO), particulate matter (PM), and other parameters as required under the applicable Technical Approval for Compliance with Air Emission Standards.

Based on the monitoring results during the reporting period, all tested air emission parameters were found to be below the applicable regulatory limits, indicating that the Company's operations remained in compliance with prevailing environmental requirements. These monitoring results serve as the basis for evaluating the effectiveness of emission control measures while supporting continuous improvements in combustion efficiency and the operational reliability of the Company's generating units.

Emisi GRK Tahun 2025
GHG Emission in 2025

Scope	Sumber Emisi Gas Rumah Kaca Source of Greenhouse Gas Emissions		Satuan Unit	Emisi Gas Rumah Kaca Greenhouse Gas Emissions	Emisi Gas Rumah Kaca Greenhouse Gas Emissions
				2025	2024
Scope 1	Konsumsi Bahan bakar yang digunakan untuk pengoperasian Unit Pembangkit Fuel consumption to operate Generating Unit	SO2	mg/Nm3	1.147,51	330,07
		NO2	mg/Nm3	1.021,25	444,14
		CO	mg/Nm3	362,92	181,73
		PM	mg/Nm3	51,19	60,19
Jumlah Emisi Gas Buang (mg/Nm3) Exhaust Gas Emission (mg/Nm3)			mg/Nm3	4.607,87	1.016,14

Catatan: Hasil pengujian mengacu pada pemantauan emisi cerobong unit pembangkit sesuai ketentuan Persetujuan Teknis Pemenuhan Baku Mutu Emisi. Detail angka laboratorium tetap tersedia dalam laporan UKL-UPL sebagai dokumen teknis pendukung.
Note: The test results are based on stack emission monitoring of power generating units in accordance with the requirements set forth in the Technical Approval for Compliance with Emission Quality Standards. Detailed laboratory data remain available in the UKL-UPL report as supporting technical documentation.

Pada tahun 2025, hasil pemantauan emisi gas buang menunjukkan adanya peningkatan konsentrasi beberapa parameter emisi dibandingkan tahun 2024, yaitu SO_2 dari 330,07 mg/Nm³ menjadi 1.147,51 mg/Nm³, NO_2 dari 444,14 mg/Nm³ menjadi 1.021,25 mg/Nm³, serta CO dari 181,73 mg/Nm³ menjadi 362,92 mg/Nm³. Sementara itu, parameter Particulate Matter (PM) mengalami

In 2025, the results of stack emissions monitoring indicated increases in the concentrations of several emission parameters compared with 2024. Sulfur dioxide (SO_2) increased from 330.07 mg/Nm³ to 1,147.51 mg/Nm³, nitrogen dioxide (NO_2) from 444.14 mg/Nm³ to 1,021.25 mg/Nm³, and carbon monoxide (CO) from 181.73 mg/Nm³ to 362.92 mg/Nm³. Meanwhile, particulate matter

penurunan dari 60,19 mg/Nm³ pada tahun 2024 menjadi 51,19 mg/Nm³ pada tahun 2025. Secara keseluruhan, hasil pemantauan ini menunjukkan adanya perubahan karakteristik emisi gas buang yang dipengaruhi oleh kondisi operasional unit pembangkit selama periode pelaporan.

Peningkatan konsentrasi beberapa parameter emisi tersebut dipengaruhi oleh kondisi sejumlah komponen dan spare part pada unit pembangkit yang telah mengalami penurunan kinerja akibat usia pakai. Kondisi tersebut menyebabkan proses pembakaran bahan bakar menjadi kurang optimal sehingga menghasilkan gas buang dengan konsentrasi emisi yang lebih tinggi. Menyadari hal tersebut, Perseroan telah menyusun langkah-langkah perbaikan melalui program pemeliharaan dan penggantian komponen secara bertahap, termasuk pelaksanaan overhaul pada unit pembangkit untuk mengembalikan efisiensi proses pembakaran. Upaya ini merupakan bagian dari komitmen Perseroan dalam meningkatkan keandalan operasional, mengendalikan emisi, dan mendukung pengelolaan lingkungan yang berkelanjutan.

KOMITMEN UPAYA PENGURANGAN EMISI

Sebagai bagian dari implementasi *Green Power Plant* dan *Roadmap* ESG, PLN IP Services terus mengembangkan berbagai inisiatif untuk mengurangi emisi gas rumah kaca serta meningkatkan efisiensi operasional, antara lain:

- Optimalisasi efisiensi penggunaan energi;
- Peningkatan keandalan pembangkit melalui pemeliharaan berbasis risiko;
- Implementasi Program 5E (*Enhancing and Embedding Energy Efficiency Excellence*);
- Digitalisasi pemantauan konsumsi energi dan kinerja lingkungan;
- Pelaksanaan penghijauan dan konservasi lingkungan;
- Peningkatan kompetensi pegawai di bidang pengelolaan energi, lingkungan, dan ESG; serta
- Pengembangan inovasi operasional yang mendukung efisiensi energi dan penurunan emisi.

Melalui berbagai inisiatif tersebut, Perseroan terus mendorong upaya dekarbonisasi operasional sebagai bagian dari komitmennya untuk menciptakan operasional yang berkelanjutan, meningkatkan kinerja lingkungan, serta berkontribusi terhadap percepatan transisi Indonesia menuju sistem energi rendah karbon.

(PM) concentrations decreased from 60.19 mg/Nm³ in 2024 to 51.19 mg/Nm³ in 2025. Overall, the monitoring results indicate changes in the characteristics of stack emissions, primarily reflecting variations in the operating conditions of the generating units during the reporting period.

The increase in the concentration of several emission parameters was primarily attributable to the deterioration in the performance of certain components and spare parts within the generating units due to normal aging and prolonged service life. This condition reduced the efficiency of the fuel combustion process, resulting in higher concentrations of exhaust gas emissions. In response, the Company has developed a phased improvement program comprising preventive maintenance, the replacement of critical components, and the overhaul of generating units to restore combustion efficiency. These initiatives reflect the Company's commitment to enhancing operational reliability, controlling air emissions, and supporting sustainable environmental management.

EMISSIONS REDUCTION INITIATIVES

As part of the implementation of its Green Power Plant initiative and ESG Roadmap, PT PLN IP Services continues to develop and implement various initiatives aimed at reducing greenhouse gas (GHG) emissions and enhancing operational efficiency. These initiatives include:

- Optimization of energy use efficiency;
- Enhancement of power plant reliability through risk-based maintenance;
- Implementation of the 5E (Enhancing and Embedding Energy Efficiency Excellence) Program;
- Digitalization of energy consumption and environmental performance monitoring;
- Implementation of greening and environmental conservation;
- Enhancement of employee competencies in energy management, environmental management, and ESG; and
- Development of operational innovations that support energy efficiency and emissions reduction;

Through these initiatives, the Company continues to advance the decarbonization of its operations as part of its commitment to achieving sustainable operations, enhancing environmental performance, and contributing to Indonesia's transition toward a low-carbon energy system.

Penggunaan Air & Pengolahan Air Limbah

Water Use & Wastewater Treatment [OJK F.8] [GRI 303-1] [GRI 303-2] [GRI 303-3]

Air merupakan salah satu sumber daya penting yang mendukung keberlangsungan operasional PLN IP Services, baik untuk proses pembangkitan, fasilitas pendukung, maupun kebutuhan domestik di lingkungan kerja. Oleh karena itu, pengelolaan sumber daya air dilaksanakan secara bertanggung jawab sebagai bagian dari komitmen Perusahaan dalam menerapkan prinsip keberlanjutan, meningkatkan efisiensi operasional, serta meminimalkan dampak lingkungan.

Water is a critical resource that supports PLN IP Services' operations, including power generation processes, supporting facilities, and domestic activities within its operational areas. Accordingly, water resources are managed responsibly as part of the Company's commitment to sustainability, operational efficiency, and minimizing environmental impacts.

Sejalan dengan arah strategis Rencana Jangka Panjang Perusahaan (RJPP) dan implementasi *Roadmap Environmental, Social, and Governance* (ESG), PLN IP Services mengintegrasikan pengelolaan air ke dalam implementasi *Green Power Plant* melalui peningkatan efisiensi penggunaan sumber daya, penguatan kepatuhan terhadap regulasi lingkungan, pengendalian pencemaran, serta penerapan praktik operasional yang berkelanjutan.

In line with the Company's Long-Term Corporate Plan (RJPP) and the implementation of its Environmental, Social, and Governance (ESG) Roadmap, PLN IP Services integrates water management into its Green Power Plant initiative by improving water-use efficiency, strengthening compliance with environmental regulations, preventing water pollution, and promoting sustainable operational practices.

Pengelolaan air dilakukan secara menyeluruh mulai dari pengambilan air (*water withdrawal*), penggunaan (*water consumption*), pengelolaan air limbah (*wastewater management*), pemanfaatan kembali air hasil olahan (*water reuse*), hingga pemantauan kualitas air sebagai bagian dari penerapan prinsip *continuous improvement*.

The Company's water management strategy covers the entire water management cycle, including water withdrawal, water consumption, wastewater management, treated water reuse, and water quality monitoring, as part of its commitment to continuous improvement.

Selain mendukung efisiensi operasional, pengelolaan air juga diarahkan untuk meningkatkan ketahanan operasional terhadap risiko lingkungan dan perubahan iklim, sekaligus mendukung pencapaian target keberlanjutan Perusahaan.

In addition to supporting operational efficiency, the Company's water management strategy is designed to strengthen operational resilience to environmental and climate-related risks while contributing to the achievement of its sustainability objectives.

Pendekatan Pengelolaan Air

Pengelolaan sumber daya air di PLN IP Services dilaksanakan melalui Sistem Manajemen Lingkungan yang terintegrasi dengan ISO 14001:2015 serta mengacu pada dokumen persetujuan lingkungan, termasuk AMDAL maupun UKL-UPL sesuai karakteristik masing-masing unit operasional.

Approach to Water Management

Environmental Management System (EMS), which is aligned with ISO 14001:2015 and implemented in accordance with applicable environmental approvals, including Environmental Impact Assessments (AMDAL) and Environmental Management and Monitoring Efforts (UKL-UPL), based on the characteristics of each operational unit.

Pendekatan pengelolaan air menerapkan siklus *Plan Do Check Act* (PDCA) melalui proses perencanaan, pelaksanaan, pemantauan, evaluasi, audit internal, serta tindakan perbaikan berkelanjutan (*continuous improvement*). Pendekatan ini bertujuan memastikan efektivitas pengendalian pencemaran air, kepatuhan terhadap ketentuan peraturan perundang-undangan, serta peningkatan kinerja lingkungan secara berkelanjutan. [GRI 303-1]

The Company's water management approach follows the Plan Do Check Act (PDCA) cycle through planning, implementation, monitoring, evaluation, internal audits, and continuous improvement actions. This approach is designed to ensure effective water pollution control, compliance with applicable laws and regulations, and the continual enhancement of environmental performance. [GRI 303-1]

Pendekatan Perhitungan Penggunaan dan Pengambilan Air

PLN IP Services melakukan pencatatan penggunaan air berdasarkan sumber air yang digunakan dalam kegiatan operasional Perusahaan. Pengukuran dilakukan menggunakan meter air, data tagihan penyedia air, maupun metode pengukuran lain yang tersedia pada masing-masing unit operasional.

Pelaporan penggunaan air mencakup volume air yang diambil (*water withdrawal*) dan dikonsumsi (*water consumption*) sesuai ruang lingkup operasional yang telah memiliki sistem pencatatan. Seiring peningkatan kualitas tata kelola data ESG, Perusahaan terus melakukan pengembangan cakupan pelaporan secara bertahap agar dapat merepresentasikan seluruh wilayah operasional. [GRI 303-3 I GRI 303-5]

Approach to Water Withdrawal and Consumption Calculation

PLN IP Services records water use based on the sources of water utilized in its operations. Measurements are obtained through water meters, water utility billing records, and other measurement methods available at each operational unit.

Water reporting covers both water withdrawal and water consumption within the operational boundaries where data recording systems have been established. As part of its ongoing efforts to strengthen ESG data governance, the Company continues to progressively expand its reporting coverage to better represent all operational areas. [GRI 303-3 I GRI 303-5]

Pendekatan Perhitungan Penggunaan Air PLN IP Services
Approach to Water Withdrawal and Consumption Calculation

Standar/Metodologi Standard/Methodology	Sumber Data Data Source	Pendekatan Konsolidasi Consolidation Approach
Penggunaan air dihitung berdasarkan volume air yang digunakan dari masing-masing sumber dan dikonversi ke satuan megaliter (ML). Intensitas penggunaan air dihitung berdasarkan total konsumsi air dibandingkan dengan total produksi listrik (GWh). Water use is measured based on the volume of water withdrawn from each source and converted into megalitres (ML). Water intensity is calculated by dividing total water consumption by total electricity generation (GWh).	Data meter air, tagihan PDAM, serta pencatatan penggunaan air pada unit operasional. Water meter readings, public water utility (PDAM) bills, and water use records maintained by operational units.	Data dikumpulkan dari masing-masing unit operasional dan dikonsolidasikan oleh fungsi yang bertanggung jawab terhadap pengelolaan lingkungan Perusahaan. Data are collected from each operational unit and consolidated by the function responsible for the Company's environmental management.

Kepatuhan Regulasi dalam Pengelolaan Air

Perusahaan berkomitmen mengelola air limbah secara bertanggung jawab untuk mencegah pencemaran lingkungan, melindungi kualitas sumber daya air, dan memenuhi seluruh ketentuan peraturan perundang-undangan yang berlaku. Pengelolaan air limbah dilakukan melalui pengoperasian fasilitas pengolahan air limbah, pemantauan kualitas efluen secara berkala, serta evaluasi kepatuhan terhadap baku mutu yang telah ditetapkan. Dalam pelaksanaannya, Perusahaan mengacu pada Peraturan Menteri Lingkungan Hidup/ Badan Pengendalian Lingkungan Hidup Nomor 11 Tahun 2025 tentang Baku Mutu Air Limbah dan Standar Teknologi Pengolahan Air Limbah untuk Air Limbah Domestik sebagai regulasi terbaru, serta melakukan penyesuaian dari ketentuan sebelumnya sebagaimana diatur dalam Peraturan Menteri Lingkungan Hidup dan Kehutanan Nomor P.68 Tahun 2016 tentang Baku Mutu Air Limbah Domestik.

Regulation Compliance in Managing Water

The Company is committed to managing wastewater responsibly to prevent environmental pollution, protect water quality, and ensure compliance with all applicable environmental regulations. Wastewater management is carried out through the operation of wastewater treatment facilities, periodic monitoring of effluent quality, and regular evaluations of compliance with the applicable wastewater quality standards. In implementing its wastewater management practices, the Company refers to the Regulation of the Minister of Environment/ Environmental Control Agency No. 11 of 2025 concerning Wastewater Quality Standards and Wastewater Treatment Technology Standards for Domestic Wastewater as the prevailing regulatory framework. The Company has also aligned its wastewater management practices with the updated requirements, replacing the provisions previously stipulated under the Regulation of the Minister of Environment and Forestry No. P.68 of 2016 concerning Domestic Wastewater Quality Standards.

Selain itu, bagi fasilitas pembangkit listrik termal yang mendukung kegiatan operasional, pengelolaan air limbah dilaksanakan sesuai dengan ketentuan Peraturan Menteri Lingkungan Hidup Nomor 8 Tahun 2009 Lampiran I tentang Baku Mutu Air Limbah bagi Usaha dan/atau Kegiatan Pembangkit Listrik Tenaga Termal. Seluruh proses tersebut diintegrasikan ke dalam Sistem Manajemen Lingkungan yang mengacu pada ISO 14001:2015, sehingga pengendalian operasional, pemantauan kinerja lingkungan, evaluasi kepatuhan, dan upaya perbaikan berkelanjutan dapat dilaksanakan secara konsisten. Melalui pendekatan ini, Perusahaan memastikan bahwa air limbah yang dilepaskan telah memenuhi baku mutu yang dipersyaratkan serta mendukung terciptanya pengelolaan lingkungan yang berkelanjutan. [GRI 303-2] [SEOJK F8]

In addition, for thermal power generation facilities that support the Company's operations, wastewater management is carried out in accordance with the Regulation of the Minister of Environment No. 8 of 2009, Appendix I, concerning Wastewater Quality Standards for Thermal Power Generation Businesses and/or Activities. These requirements are integrated into the Company's Environmental Management System, which is aligned with ISO 14001:2015, ensuring the consistent implementation of operational controls, environmental performance monitoring, compliance evaluations, and continuous improvement initiatives. Through this integrated approach, the Company ensures that all discharged wastewater complies with the applicable regulatory standards while supporting sustainable environmental management. [GRI 303-2] [SEOJK F8]

KONSUMSI AIR

PLN IP Services menggunakan air untuk mendukung kegiatan operasional pembangkit, fasilitas pendukung, dan kebutuhan domestik di lingkungan kerja. Sumber air yang digunakan berasal dari penyedia air bersih maupun sumber air lainnya sesuai karakteristik masing-masing unit operasional.

Sampai dengan akhir tahun 2025, Perseroan telah melakukan pencatatan konsumsi air pada dua lokasi operasional, yaitu PLTD Tenau dan PLTD Nusa Penida. Di kedua lokasi ini, air yang digunakan berasal dari PDAM, dan pencatatan dilakukan untuk memonitor serta mengelola penggunaan air secara efektif.

PLN IP Services melakukan pemantauan konsumsi air sebagai bagian dari upaya meningkatkan efisiensi penggunaan sumber daya sekaligus mendukung implementasi *Green Power Plant* dan *Roadmap* ESG.

Efektivitas penggunaan air dievaluasi melalui pengukuran intensitas konsumsi air yang dihitung berdasarkan total konsumsi air dibandingkan dengan total produksi listrik. Perubahan intensitas penggunaan air dipengaruhi oleh berbagai faktor operasional, antara lain tingkat utilisasi pembangkit, volume produksi listrik, kebutuhan operasional, serta pelaksanaan kegiatan pemeliharaan.

WATER CONSUMPTION

PLN IP Services withdraws water to support power generation operations, supporting facilities, and domestic activities within its operational areas. Water is sourced from public water utilities and other water sources, depending on the characteristics and operational requirements of each facility.

As of the end of 2025, the Company had established water consumption monitoring at two operational sites, namely PLTD Tenau and PLTD Nusa Penida. At both sites, water is supplied by the local public water utility (PDAM), and consumption is recorded to support effective monitoring and management of water use.

PLN IP Services monitors water consumption as part of its efforts to improve resource-use efficiency while supporting the implementation of its Green Power Plant initiative and ESG Roadmap.

Water-use efficiency is evaluated through the measurement of water intensity, which is calculated by comparing total water consumption with total electricity generation. Changes in water intensity are influenced by various operational factors, including plant utilization rates, electricity generation output, operational requirements, and maintenance activities carried out during the reporting period.

Penggunaan Air PLN Indonesia Power Services Berdasarkan Sumber

PLN Indonesia Power Services Water Usage by Source [GRI 303-3, GRI 303-4, GRI 303-5]

Sumber Air Water Sources	Volume (m3)			Volume (megaliter)		
	2025	2024	2023	2025	2024	2023
Air Tanah Groundwater	4.928.000	3.228.000	1.156.800	4.928	3.228	1.156,80
Air Permukaan Surface Water	-	-	-	-	-	-
Air PAM/PDAM PAM/PDAM	942	1168	2.402	9,42	1,17	2,40

PENGELOLAAN EFFLUENT (AIR LIMBAH)

PLN IP Services mengelola air limbah sebagai bagian dari komitmen menjaga kualitas lingkungan dan meminimalkan dampak operasional terhadap badan air.

Air limbah yang dihasilkan berasal dari kegiatan domestik maupun proses operasional. Air limbah domestik diolah melalui Instalasi Pengolahan Air Limbah (IPAL), sedangkan air limbah proses yang mengandung minyak (oily water) diolah melalui *Wastewater Treatment Plant* (WWTP). Setelah memenuhi baku mutu lingkungan, air hasil pengolahan dapat dimanfaatkan kembali untuk kegiatan non proses sesuai ketentuan yang berlaku.

Pengelolaan air limbah dilakukan melalui proses pemantauan, evaluasi, audit internal, serta tindakan perbaikan berkelanjutan sebagai bagian dari implementasi Sistem Manajemen Lingkungan berbasis ISO 14001:2015

Pengolahan air limbah Perseroan terbagi menjadi 2 (dua) flow pengolahan yaitu pengolahan air limbah domestik dan air limbah dari hasil proses produksi. Berikut adalah flow penanganan air limbah pada Instalasi Pengolahan Air Limbah (IPAL) pada PLTD Tenau dan PLTD Nusa Penida.

Pengolahan Air Limbah Domestik

Air limbah domestik bersumber dari kamar mandi/wc dan dapur. Limbah yang dihasilkan berupa *Grey Water* dan *Black Water* sebesar 2 m3/hari (asumsi 80% dari jumlah air yang digunakan akan menjadi air limbah).

EFFLUENT MANAGEMENT (WASTE WATER)

PLN IP Services manages wastewater as part of its commitment to protecting environmental quality and minimizing the operational impact on receiving water bodies.

Wastewater is generated from both domestic activities and operational processes. Domestic wastewater is treated through a Wastewater Treatment Plant (WWTP), while process wastewater containing oil (oily wastewater) is treated through a dedicated oily wastewater treatment system. Once treated wastewater meets the applicable environmental quality standards, it may be reused for non-process purposes in accordance with applicable regulations.

Wastewater management includes regular monitoring, performance evaluation, internal audits, and continuous corrective and improvement actions as part of the implementation of the ISO 14001:2015 Environmental Management System.

The Company's wastewater treatment system consists of two treatment streams: domestic wastewater treatment and process wastewater treatment generated from power generation activities. The following figure illustrates the wastewater treatment flow implemented at the Wastewater Treatment Plants (WWTPs) of PLTD Tenau and PLTD Nusa Penida:

Domestic Waste Water Treatment

Domestic wastewater is generated from bathrooms, toilets, and kitchen facilities. The resulting wastewater consists of greywater and blackwater, with an estimated generation volume of 2 m³ per day, based on the assumption that approximately 80% of the water consumed is discharged as wastewater.

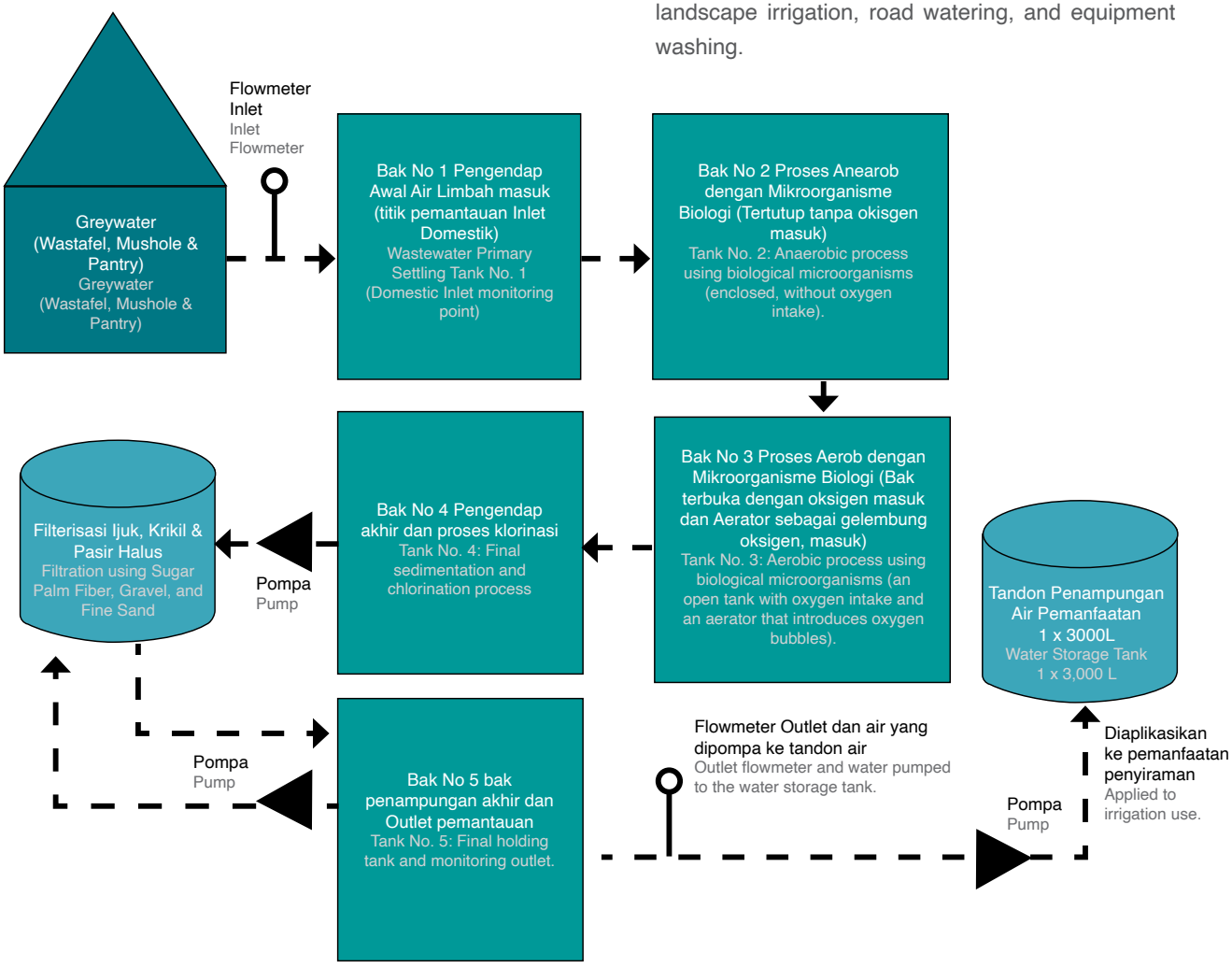
Pengolahan air limbah domestik yang dilakukan adalah :

- Limbah cair dari WC (*Blackwater*) ditampung dengan Septic Tank untuk kemudian disalurkan ke Bak Resapan Air;

- Limbah cair kamar mandi, dapur (*Greywater*) dialirkan ke IPAL sederhana yang terdiri dari 4 (empat) kolam pengolahan (*Treatment*) air limbah dengan metode pengendapan, dan pada kolam terakhir air limbah dipompa ke unit filtrasi sebelum dibuang ke saluran drainase atau dimanfaatkan untuk aplikasi tanah dalam bentuk penyiraman taman dan jalan serta untuk pencucian peralatan.

The domestic wastewater treatment process comprises the following stages:

- Blackwater generated from toilets is collected and treated in a septic tank, after which the treated effluent is discharged to an infiltration pit (soakaway) for further natural filtration into the ground.
- Greywater generated from bathrooms and kitchen facilities is conveyed to a simple wastewater treatment plant (WWTP) consisting of four treatment chambers, where the wastewater undergoes sedimentation. In the final treatment chamber, the treated effluent is pumped through a filtration unit before being discharged into the drainage system or reused for land application purposes, including landscape irrigation, road watering, and equipment washing.



1. **Pengendapan**: Pada kolam awal (inlet) air limbah dipompa ke bak pengendapan dan pada unit ini akan terjadi proses pengendapan secara gravitasi pada bak sedimentasi. Pada unit ini akan terendap partikel-partikel kasar dan halus (TSS), juga tereduksi sebagian kecil BOD.
2. **Proses Anaerob**: Air limbah selanjutnya diproses dengan kolam anaerob (tertutup tanpa oksigen masuk). Pengelolaan anaerob yaitu sebagai proses biologis di mana mikroorganisme mendegradasi

1. **Sedimentation**: In the initial (inlet) basin, wastewater is pumped into a sedimentation tank, where the sedimentation process occurs through gravity. At this stage, coarse and fine suspended solids (TSS) settle, while a small portion of the Biochemical Oxygen Demand (BOD) is also reduced.
2. **Anaerobic Process**: The wastewater is subsequently treated in an anaerobic pond, which operates under oxygen-free (closed) conditions. Anaerobic treatment is a biological process in which microorganisms

kontaminan organik tanpa adanya oksigen. Dalam siklus pengolahan anaerobik dasar, air limbah memasuki kolam dimana terdiri dari bakteri anaerob dan mikroorganisme lainnya. Mikroorganisme anaerobik ini, atau "anaerob," mencerna bahan biodegradable yang ada dalam air limbah, menghasilkan limbah dengan kebutuhan oksigen biologis (BOD), kebutuhan oksigen kimia (COD), dan/atau total padatan tersuspensi (TSS) yang lebih rendah. Pada proses ini zat organik dapat terurai dengan bantuan bakteri anaerobik dan menurunkan BOD, COD dan TSS.

3. **Proses Aerob**: Selanjutnya air limbah diproses dengan unit bak aerob (bak terbuka dengan oksigen masuk dan adanya aerator sebagai gelembung oksigen masuk). Proses pada bak aerob biasanya didesain dengan berudara, karena jenis bakteri ini sangat membutuhkan oksigen. Fungsi bakteri aerobik pada proses ini adalah menguraikan kembali organik yang masih belum terurai pada proses sebelumnya.
4. **Bak Pengendap**: Air limbah selanjutnya diproses ke bak pengendap akhir untuk mengendapkan partikel tersuspensi yang terbentuk secara biologis pada proses pengolahan biologis dengan bantuan suplai oksigen dan bakteri aerobik.
5. **Proses Desinfeksi**: Proses ini dilakukan dengan pembubuhan bahan desinfeksi untuk membunuh mikroorganisme pathogen yang mungkin ada pada kandungan air limbah yang diolah.
6. **Filtrasi 1 sampai dengan Filtrasi 4**: Setelah melalui proses pengendapan dan klorinasi selanjutnya dipompakan ke bak filterisasi (proses penyaringan menggunakan ijuk, kerikil, pasir halus). Dilakukan dengan 4 jenis penyaringan agar efektif menyaring polutan yang terkandung dalam air limbah dan selanjutnya dialirkan melalui valve ke bak indikator pemantauan (titik pemantauan outlet air limbah domestik). Pada proses ini partikel halus yang masih lolos dari bak pengendap akhir akan disaring dengan unit filtrasi. Secara periodik unit filter ini akan dibersihkan dari adanya pengotor-pengotor yang menempel pada media filtrasi.

Jika air limbah domestik sudah memenuhi baku mutu air limbah maka akan dipompakan ke tandon penampungan untuk dimanfaatkan sebagai sumber air untuk penyiraman tanaman dan penyiraman aspal, namun jika belum memenuhi baku mutu air limbah, makan akan dipompakan kembali ke bak filterisasi untuk diproses kembali sampai memenuhi baku mutu air limbah sesuai dengan Peraturan Menteri LHK Nomor 68 Tahun 2016 tentang Baku Mutu Air Limbah Domestik.

degrade organic contaminants in the absence of oxygen. During the basic anaerobic treatment cycle, wastewater enters the pond containing anaerobic bacteria and other microorganisms. These microorganisms break down biodegradable organic matter, resulting in wastewater with lower levels of Biochemical Oxygen Demand (BOD), Chemical Oxygen Demand (COD), and Total Suspended Solids (TSS). Through this process, organic substances are effectively decomposed by anaerobic bacteria, thereby reducing BOD, COD, and TSS concentrations prior to further treatment.

3. **Aerobic Process**: The wastewater is then treated in an aerobic tank (an open treatment unit where oxygen is continuously supplied through aerators that generate fine air bubbles). This process provides the oxygen required for aerobic microorganisms to thrive. The primary function of these aerobic bacteria is to further biodegrade the remaining organic matter that was not fully decomposed during the preceding anaerobic treatment stage.
4. **Final Sedimentation**: The waste water is then processed into the final sedimentation tank to settle suspended particles formed biologically in the biological treatment process with oxygen supply and aerobic bacteria.
5. **Disinfection**: The final treatment stage involves the addition of a disinfecting to eliminate pathogenic microorganisms that may remain in the treated wastewater.
6. **Filtration Stages 1–4**: After going through the settling and chlorination process, it is then pumped into the filtering tank (the filtering process uses palm fiber, gravel, fine sand). This is done with 4 types of filtration to effectively filter pollutants contained in waste water and then flowed through a valve to the monitoring indicator tank (domestic waste water outlet monitoring point). In this process, fine particles that still escape from the final settling tank will be filtered using a filtration unit. Periodically, this filter unit will be cleaned from impurities attached to the filtration media.

Once the treated domestic wastewater meets the applicable wastewater quality standards, it is pumped into a storage tank for reuse as a water source for landscape irrigation and road watering. If the treated wastewater does not yet comply with the required effluent standards, it is recirculated to the filtration unit for further treatment until the required quality is achieved in accordance with the Regulation of the Minister of Environment and Forestry of the Republic of Indonesia No. 68 of 2016 on Domestic Wastewater Quality Standards.

Pengolahan Air Limbah Proses

Air limbah proses berasal dari kegiatan proses pembangkit dalam memproduksi listrik beserta fasilitas pendukungnya. Air limbah proses tersebut mengandung minyak (*Oily Water*), sehingga akan diolah di IPAL sebelum dimanfaatkan untuk penyiraman dan pencucian. Air limbah proses yang akan diolah di IPAL seluruhnya sebesar 3.500 liter/hari. Secara garis besar air limbah proses tersebut berasal dari:

a. Radiator Cooller
   Radiator Cooler merupakan sistem pendingin *Engine* melalui proses pendinginan *Turbo Charger* dan *Lube Oil Separator*. Limbah yang dihasilkan dari proses pendinginan *Cooling Water* ini adalah air biasa karena sistem pendingin adalah *Close Loop* (tidak ada kontak langsung dengan peralatan maupun oli).

b. *Lube Oil Separator* (LO Separator)
   LO Separator berfungsi sebagai pemisah minyak dari benda yang berat seperti endapan/sedimen yang mengandung lumpur dan air, agar bahan bakar yang akan digunakan tidak menggangu proses kerja Engine. LO Separator bekerja dengan menggunakan gaya putaran/gaya sentrifugal. Jika pengendapan dengan gaya sentrifugal bekerja sesuai dengan rpm 1500-1900 per menit, maka pemisahan dan pembersihannya jauh lebih besar daripada pengendapan gravitasi bumi.

c. MFO Separator
   Sebelum digunakan, MFO akan ditreatment dengan disaring melalui MFO Separator, sehingga bahan bakar menjadi bersih dari kotoran-kotoran. MFO Separator berjumlah 2 (dua) unit dan berada dalam lokasi *Fuel Oil Treatment* & *Pump House*.

d. Pencucian peralatan-peralatan pendukung pembangkit (*Engine*), seperti Filter Oli dan yang lainnya.

Air limbah yang berasal dari operasional pembangkit tersebut ditampung pada Interceptor yang berjumlah 6 (enam) kolam kemudian dipompa ke IPAL untuk mengolah limbah yang mengandung minyak (*Oily Water*) hingga mencapai baku mutu air limbah yang dipersyaratkan sebelum dimanfaatkan untuk aplikasi tanah dalam bentuk penyiraman taman dan jalan serta untuk pencucian peralatan

Processed Wastewater Treatment

Process wastewater is generated from power generation activities and their supporting facilities. This wastewater contains oil and grease (oily water) and is therefore treated in the Wastewater Treatment Plant (WWTP) prior to being reused for non-potable purposes. The WWTP is designed to treat up to 3,500 liters per day. In general, the process wastewater is generated from the following sources:

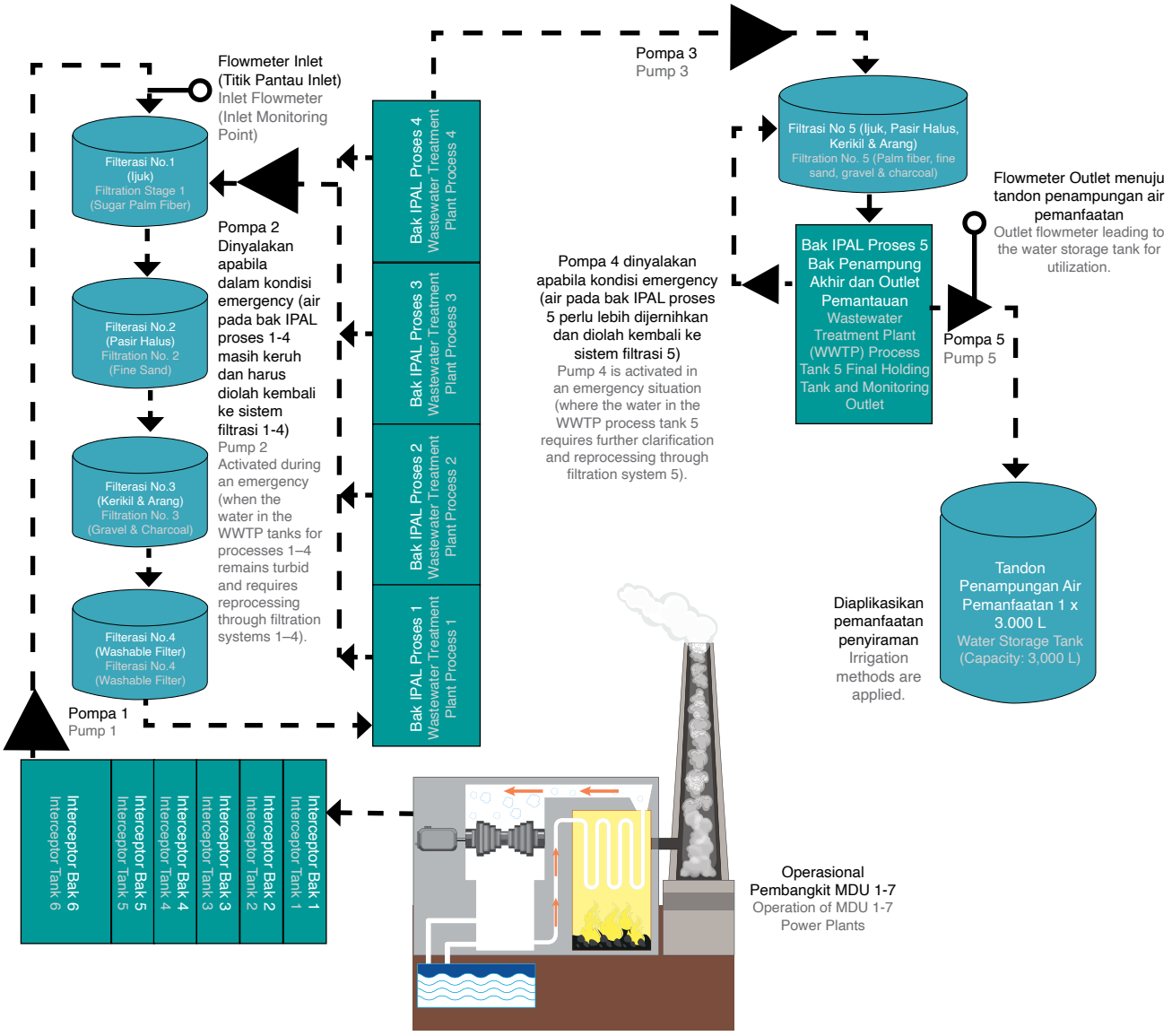
a. Radiator Cooler
   Radiator cooler functions as the engine cooling system by dissipating heat from the turbocharger and the lube oil separator. Waste generated from this process is classified as non-contaminated water because the cooling system operates as a closed-loop system (no direct contact between the cooling water and equipment surfaces or lubricating oil).

b. Lube Oil (LO) Separator:
   LO Separator is designed to separate lubricating oil from heavier contaminants, such as sludge, sediment, and water, to ensure that the lubricating oil used in the engine does not interfere with its operational performance. LO separator operates using centrifugal force. If deposition by centrifugal force works according to rpm 1500-1900 per minute, then the separation and cleaning is much greater than earth's gravity deposition.

c. MFO Separator
   Before use, MFO is treated through an MFO Separator to remove impurities and contaminants, ensuring that the fuel supplied to the engine meets the required cleanliness standards. The facility is equipped with two MFO Separator units, both located within the Fuel Oil Treatment & Pump House.

d. Washing generator supporting equipment (Engine), such as oil filters and others.

Wastewater generated from power plant operations is collected in six interceptor basins before being pumped to the Wastewater Treatment Plant (WWTP) to treat oily wastewater until the treated effluent meets the applicable wastewater quality standards before reused for land application, including landscape irrigation, road watering, and equipment washing.



1. **Bak Interceptor 1 sampai dengan 6**: berfungsi menampung air limbah dari penggunaan *raw water* untuk *engine*/radiator, separator MFO, separator LFO dan *hotweel boiler* sebelum dipompakan ke proses pengolahan selanjutnya. Pada proses ini kandungan minyak dan lemak akan terpisah, lapisan minyak di bagian atas dan air di bagian bawah.
2. **Bak Filtrasi 1**: berfungsi menyaring air limbah melalui media penyaring ijuk yang terkandung dari proses PLTD setelah melalui bak *interceptor* 1 sampai dengan 6.
3. **Bak Filtrasi 2**: berfungsi menyaring air limbah melalui media penyaring berupa pasir halus yang terkandung dari proses PLTD setelah melalui bak filtrasi 1.
4. **Bak Filtrasi 3**: berfungsi menyaring air limbah yang terkandung dengan media kerikil dan arang untuk mengolah lebih lanjut setelah melalui bak filtrasi 2.
5. **Bak Filtrasi 4**: berfungsi menyaring air limbah dengan media *washable filter* yang terkandung dari proses PLTD setelah melalui bak filtrasi 3.

1. **Interceptor Tank 1 - 6**: are used to collect processed wastewater generated from the use of raw water for the engine/radiator, MFO separator, LFO separator, and boiler hotwell before it is pumped to the subsequent treatment stages. In this process the oil and fat content will be separated, the oil layer at the top and the water at the bottom.
2. **Filtration Tank 1**: is used to filter wastewater through the coconut fiber filter media contained in the PLTD process after passing through interceptor tanks 1 to 6.
3. **Filtration Tank 2**: is used to filter waste water through filter media in the form of fine sand contained from the PLTD process after passing through filtration tank 1.
4. **Filtration Tank 3**: is used to filter the waste water contained in gravel and charcoal media for further processing after passing through filtration tank 2.
5. **Filtration Tank 4**: is used to filter waste water using washable filter media contained in the PLTD process after passing through filtration tank 3.

Bilamana air limbah proses sudah memenuhi baku mutu air limbah, kemudian dipompakan ke tandon penampungan untuk dimanfaatkan sebagai penyiraman tanaman dan penyiraman jalan. Namun jika belum memenuhi baku mutu air limbah, maka akan dipompakan kembali ke drum Filterisasi 5 agar diproses ulang sampai dengan memenuhi baku mutu air limbah sesuai dengan Peraturan Menteri LHK No. 8 Tahun 2009 Lampiran I tentang Baku Mutu Air Limbah Bagi Usaha dan/atau Kegiatan Pembangkit Listrik Tenaga Termal.

Once the treated process wastewater meets the applicable wastewater quality standards, it is pumped into a storage tank for reuse in landscape irrigation and road watering. If the treated wastewater does not yet comply with the required effluent standards, it is recirculated to Filtration Drum 5 for further treatment until the required quality is achieved. This recirculation process ensures that all treated process wastewater complies with the wastewater quality standards stipulated in Appendix I of the Regulation of the Minister of Environment No. 8 of 2009 on Wastewater Quality Standards for Thermal Power Generation Businesses and/or Activities before being reused.

Kualitas Air Limbah

PLN IP Services melakukan pengujian kualitas air limbah secara berkala melalui laboratorium terakreditasi terhadap parameter fisik, kimia, dan biologis sesuai dengan ketentuan peraturan perundang-undangan yang berlaku.

Hasil pengujian digunakan sebagai dasar evaluasi efektivitas sistem pengolahan air limbah, memastikan kepatuhan terhadap baku mutu lingkungan, serta mendukung penerapan continuous improvement dalam pengelolaan lingkungan. [GRI 303-4]

Wastewater Quality

PLN IP Services conducts periodic wastewater quality testing through accredited laboratories to assess physical, chemical, and biological parameters in accordance with applicable laws and regulations.

The test results are used to evaluate the effectiveness of the wastewater treatment system, ensure compliance with applicable environmental quality standards, and support the implementation of continuous improvement in environmental management. [GRI 303-4]

Hasil Pengujian Kualitas Air Limbah Proses
Process Wastewater Quality Test Results

No.	Periode Pemantauan Monitoring Period	Parameter Lingkungan yang Dipantau Monitored Environmental Parameters								
		pH	TSS (mg/l)	Minyak & Lemak (mg/l) Oil & Fat (mg/l)	Cl2 (mg/l)	Cr Total (mg/l)	Cu (mg/l)	Fe (mg/l)	Zn (mg/l)	PO4 (mg/l)
Inlet										
1	Januari January	7,7	10,2	0,4	<0,012	< 0,0167	< 0,0128	< 0,0073	0,07	<0,046
2	Februari February	8,4	10,4	1,4	<0,012	< 0,0167	< 0,0128	0,21	0,01	0,07
3	Maret March	8,4	10,4	1,2	0,09	< 0,0167	< 0,0128	< 0,0073	0,39	0,06
4	April April	7,9	8,4	1,4	<0,012	< 0,0167	< 0,0128	0,01	< 0,0144	<0,046
5	Mei May	7,9	8,4	1,2	<0,012	< 0,0167	< 0,0128	0,05	0,04	0,36
6	Juni June	7,8	5,2	1,2	<0,012	< 0,0167	< 0,0128	0,09	< 0,0144	0,28
7	Juli July	8,3	6,7	1,5	<0,012	< 0,0167	< 0,0128	< 0,0073	0,04	0,57
8	Agustus August	7,8	5	1,2	0,2	< 0,0167	< 0,0128	7	< 0,0144	0,75
9	September September	7,7	10,2	1,2	<0,012	< 0,0167	< 0,0128	0,05	< 0,0144	0,81
10	Oktober October	8,2	14,8	1,4	0,02	0,02	< 0,0128	0,31	0,17	0,13
11	November November	8	8,1	1,6	0,02	< 0,0167	< 0,0128	0,18	0,05	1,53
12	Desember December	8,1	13,6	1,2	0,03	< 0,0167	< 0,0128	0,15	0,28	1,93

Parameter Lingkungan yang Dipantau Monitored Environmental Parameters										
No.	Periode Pemantauan Monitoring Period	pH	TSS (mg/l)	Minyak & Lemak (mg/l) Oil & Fat (mg/l)	Cl2 (mg/l)	Cr Total (mg/l)	Cu (mg/l)	Fe (mg/l)	Zn (mg/l)	PO4 (mg/l)
Outlet										
1	Januari January	7,7	8,6	0,2	<0,012	< 0,0167	< 0,0128	< 0,0073	0,06	<0,046
2	Februari February	8	8,8	1,2	<0,012	< 0,0167	< 0,0128	0,14	< 0,0144	<0,046
3	Maret March	8,3	6,4	1	0,07	< 0,0167	< 0,0128	< 0,0073	0,28	<0,046
4	April April	7,9	5	1,2	<0,012	< 0,0167	< 0,0128	< 0,0073	< 0,0144	<0,046
5	Mei May	7,8	7,6	1	<0,012	< 0,0167	< 0,0128	0,03	0,02	0,36
6	Juni June	7,6	4,2	1	<0,012	< 0,0167	< 0,0128	0,07	< 0,0144	0,21
7	Juli July	8,1	5,8	1	<0,012	< 0,0167	< 0,0128	< 0,0073	0,01	0,47
8	Agustus August	7,6	4,4	1	<0,012	< 0,0167	< 0,0128	< 0,0073	< 0,0144	0,54
9	September September	7,6	7,2	1	<0,012	< 0,0167	< 0,0128	0,04	< 0,0144	0,6
10	Oktober October	7,8	11,4	1	<0,012	0,02	< 0,0128	0,04	0,1	<0,046
11	November November	7,7	5,2	1	<0,012	< 0,0167	< 0,0128	0,04	< 0,0144	<0,046
12	Desember December	7,6	6,8	1	0,01	< 0,0167	< 0,0128	0,01	0,1	0,08
Baku Mutu **Quality standards**		6 - 9	100	10	0,5	0,5	1	3	1	10

Catatan I Note:
Baku Mutu Air Limbah mengacu pada Peraturan Menteri Lingkungan Hidup dan Kehutanan Republik Indonesia Nomor : P.68/Menlhk/Setjen/Kum.1/8/2016 tentang Baku Mutu Air Limbah Domestik.
Note: The applicable wastewater quality standards are based on the Regulation of the Minister of Environment and Forestry of the Republic of Indonesia No. P.68/MENLHK/SETJEN/KUM.1/8/2016 concerning Domestic Wastewater Quality Standards.

Hasil Pengujian Kualitas Air Limbah Domestik
Domestic Wastewater Quality Test Results

Parameter Lingkungan yang Dipantau Monitored Environmental Parameters								
No.	Periode Pemantauan Monitoring Period	pH	BOD5 (mg/l)	COD (mg/l)	TSS (mg/l)	Minyak & Lemak (mg/l) Oil & Fat (mg/l)	Amoniak (mg/l)	Total Coliform (Jumlah/100 mL)
Inlet								
1	Januari January	7,9	3,55	11,66	10	0,4	0,05	28.000
2	Februari February	8,2	23,08	75,78	11	1,8	<0,035	240.000
3	Maret March	8	3,65	12,02	10,2	1,2	<0,035	700
4	April April	7,6	5,05	16,67	4,8	1,2	0,04	42.000
5	Mei May	7,7	47,47	158,07	6	1,2	0,06	340.000
6	Juni June	7,6	47,47	158,07	4	1,2	2,54	1.400
7	Juli July	8	16,19	52,83	6,4	1	0,85	900
8	Agustus August	7,9	2,45	8,09	4,2	1,4	<0,035	17.000
9	September September	7,7	3,35	10,92	12,4	1,2	<0,035	90.000
10	Oktober October	8	4,05	13,39	10,5	1,2	0,04	21.000
11	November November	7,9	<1,877	<3,451	9,2	1,4	0,07	14.000
12	Desember December	7,9	7,12	23,72	9,6	1,4	<0,035	9000

Parameter Lingkungan yang Dipantau
Monitored Environmental Parameters

No.	Periode Pemantauan Monitoring Period	pH	BOD5 (mg/l)	COD (mg/l)	TSS (mg/l)	Minyak & Lemak (mg/l) Oil & Fat (mg/l)	Amoniak (mg/l)	Total Coliform (Jumlah/100 mL)
Outlet								
1	Januari January	7,3	2,85	9,41	9,2	0,2	<0,035	2.800
2	Februari February	7,9	18,88	61,23	9,6	1,4	<0,035	1.600
3	Maret March	7,8	<1,877	<3,451	6	1	<0,035	600
4	April April	7,4	<1,877	<3,451	4,6	1	<0,035	1.600
5	Mei May	7,5	7,42	24,37	5,4	1	0,04	2.100
6	Juni June	7,5	22,23	72,9	3,8	1	0,74	480
7	Juli July	7,7	13,94	45,9	5,6	1	<0,035	370
8	Agustus August	7,6	<1,877	<3,451	3,8	1,2	<0,035	200
9	September September	7,9	1,95	6,35	7,2	1	<0,035	570
10	Oktober October	7,7	2,85	9,32	7	1,1	<0,035	1.100
11	November November	7,5	<1,877	<3,451	7,6	1,2	<0,035	800
12	Desember December	7,4	2,65	8,66	4,2	1	<0,035	2.400
Baku Mutu **Quality standards**		6 - 9	30	100	30	5	10	3.000

Catatan I Note:
Baku Mutu Air Limbah mengacu pada Peraturan Menteri Lingkungan Hidup dan Kehutanan Republik Indonesia Nomor : P.68/Menlhk/Setjen/Kum.1/8/2016 tentang Baku Mutu Air Limbah Domestik.
Note: The applicable wastewater quality standards are based on the Regulation of the Minister of Environment and Forestry of the Republic of Indonesia No. P.68/MENLHK/SETJEN/KUM.1/8/2016 concerning Domestic Wastewater Quality Standards.

Pemanfaatan Kembali Air Hasil Olahan Limbah

PLN IP Services terus mengoptimalkan pemanfaatan kembali air hasil pengolahan sebagai bagian dari upaya meningkatkan efisiensi penggunaan sumber daya air.

Air hasil pengolahan yang telah memenuhi persyaratan kualitas dimanfaatkan kembali untuk berbagai kebutuhan non proses, antara lain penyiraman taman, penyiraman jalan, pencucian kendaraan operasional, serta kegiatan pendukung lainnya. Praktik ini berkontribusi terhadap pengurangan penggunaan air bersih sekaligus mendukung penerapan prinsip ekonomi sirkular dalam kegiatan operasional Perusahaan. [GRI 303-4]

Berikut adalah hasil olahan air limbah sepanjang tahun 2025:

Reuse of Treated Waste Water

PLN IP Services continues to optimize the reuse of treated water as part of its efforts to improve water-use efficiency.

Treated water that meets the required quality standards is reused for various non-process applications, including landscape irrigation, road watering, operational vehicle washing, and other supporting activities. This practice contributes to reducing freshwater consumption while supporting the implementation of circular economy principles across the Company's operations. [GRI 303-4]

The following are the results of wastewater processing throughout 2025:

Keterangan Description	Satuan Unit	2025	2024	2023
Total Konsumsi Air untuk Aplikasi Lahan Total Water Consumption for Land Application	m3	942	1.168	2.402
Total air buangan untuk Aplikasi Lahan Total wastewater for Land Application	m3	533,066	602	642,8

Tumpahan

Perusahaan menerapkan langkah-langkah pencegahan tumpahan melalui pengelolaan bahan dan limbah yang sesuai dengan prosedur operasional, inspeksi serta pemeliharaan fasilitas secara berkala, penerapan sistem tanggap darurat, dan pemantauan terhadap potensi risiko pencemaran lingkungan. Selama periode pelaporan, tidak terdapat kejadian tumpahan yang signifikan dari bahan bakar, bahan kimia, minyak, maupun bahan lain yang berpotensi menimbulkan dampak material terhadap tanah, badan air, atau lingkungan sekitar. Capaian ini mencerminkan efektivitas pengendalian operasional dan komitmen Perusahaan dalam menjaga kepatuhan terhadap peraturan lingkungan hidup serta mendukung pengelolaan lingkungan yang berkelanjutan. [SEOJK F15]

Spills

The Company implements spill prevention measures through the proper management of materials and waste in accordance with established operational procedures, regular inspection and maintenance of facilities, the implementation of emergency response systems, and continuous monitoring of potential environmental pollution risks. During the reporting period, no significant spills involving fuel, chemicals, oil, or other substances with the potential to cause material impacts on land, water bodies, or the surrounding environment were recorded. This achievement reflects the effectiveness of the Company's operational controls and its commitment to complying with environmental regulations while supporting sustainable environmental management. [SEOJK F15]

Pengaduan Terkait Lingkungan Hidup

Selama periode pelaporan tidak pernah terjadi pelanggaran terhadap peraturan perundang-undangan dalam bidang lingkungan hidup. [OJK F16]

Complaints Related to the Environment

There has never been a breach of environmental laws or regulations throughout the reporting period. [OJK F16]

Limbah B3 & Non B3
B3 and Non B3 Waste

PLN IP Services menghasilkan limbah dari aktivitas operasional, khususnya kegiatan konstruksi, sebagai bagian dari upaya mendukung program keberlanjutan infrastruktur. Untuk meminimalkan dampak lingkungan, PLN IP Services telah menerapkan strategi pengelolaan limbah yang merujuk pada regulasi dan perundang-undangan nasional yang berlaku.

PLN IP Services generated waste from its operational activities, particularly from construction projects, as part of its efforts to support infrastructure sustainability programs. To minimize environmental impact, PLN IPS has implemented a waste management strategy by applicable national laws and regulations.

Seluruh limbah yang dilepaskan ke lingkungan terlebih dahulu melalui proses pengolahan, sehingga memenuhi baku mutu lingkungan sebagaimana diatur oleh pemerintah. Selain itu, pengelolaan limbah dilaksanakan oleh karyawan bersertifikasi yang memiliki keahlian di bidang lingkungan, guna menjamin praktik yang bertanggung jawab dan sesuai standar.

All waste discharged into the environment undergoes prior treatment to ensure it meets environmental quality standards as stipulated by the government. In addition, waste management is carried out by certified employees with expertise in environmental practices, ensuring responsible and standards-compliant procedures.

PLN IP Services juga konsisten menjalankan berbagai inisiatif pengurangan timbulan limbah, baik untuk limbah domestik non-B3 maupun limbah B3 (bahan berbahaya dan beracun). Pengumpulan, penyimpanan, dan pemrosesan limbah dilakukan sesuai dengan peraturan perundang-undangan, termasuk:

PLN IP Services also consistently implements various waste reduction initiatives, covering both non-hazardous (Non-B3) domestic waste and hazardous and toxic waste (B3). The collection, storage, and processing of waste are carried out in compliance with applicable laws and regulations, including:

1. Peraturan Pemerintah Republik Indonesia No. 22 Tahun 2021 tentang Penyelenggaraan Perlindungan dan Pengelolaan Lingkungan Hidup;
2. Undang-Undang Republik Indonesia No. 18 Tahun 2008 tentang Pengelolaan Sampah;
3. Peraturan Pemerintah No. 101 Tahun 2014 tentang Pengelolaan Limbah Bahan Berbahaya dan Beracun.

Komitmen ini menjadi bagian dari tanggung jawab lingkungan Perusahaan dalam mendukung tujuan pembangunan berkelanjutan dan menjaga kualitas lingkungan hidup.

PENGELOLAAN LIMBAH B3

Pada tahun 2025, PLN IP Services menghasilkan berbagai jenis limbah B3 dari kegiatan operasional, antara lain sludge, minyak pelumas bekas, limbah terkontaminasi B3, majun bekas, aki/baterai bekas, kemasan bekas B3, dan jenis limbah lainnya. Pengelolaan limbah B3 terus ditingkatkan melalui kerja sama dengan pihak ketiga berizin resmi, sesuai dengan ketentuan regulasi pemerintah yang berlaku.

Untuk mendukung pengelolaan tersebut, Perusahaan menerapkan prosedur penyimpanan dan pengemasan limbah B3 berdasarkan Instruksi Kerja Pengelolaan Limbah B3 serta peraturan perundang-undangan yang berlaku. Metode penyimpanan dan pengemasan dilakukan sebagai berikut: [GRI 306-1]

- Pengemasan Limbah B3:
  Pengemasan limbah B3 dilakukan sesuai dengan peraturan perundang-undangan. Penyimpanan kemasan harus dilakukan dengan sistem blok, di mana setiap blok terdiri dari 2 x 2 kemasan (gambar a). Hal ini memungkinkan pemeriksaan menyeluruh terhadap setiap kemasan, sehingga jika terdapat kerusakan atau kecelakaan, dapat segera ditangani. Lebar gang antar blok harus memenuhi persyaratan, dengan minimal 60 cm untuk lalu lintas manusia dan lebar yang disesuaikan untuk kendaraan pengangkut (forklift).
- Penumpukan Kemasan:
  Penumpukan kemasan limbah B3 harus mempertimbangkan kestabilan. Untuk kemasan berupa drum logam (isi 200 liter), tumpukan maksimum adalah tiga lapis dengan tiap lapis dialasi palet (setiap palet mengalasi empat drum). Jika tumpukan lebih dari tiga lapis atau kemasan terbuat dari plastik, maka harus dipergunakan rak (gambar

1. Government Regulation of the Republic of Indonesia No. 22 of 2021 concerning the Implementation of Environmental Protection and Management;
2. Law of the Republic of Indonesia No. 18 of 2008 concerning Waste Management;
3. Government Regulation No. 101 of 2014 concerning the Management of Hazardous and Toxic Waste (B3).

This commitment is part of the Company's environmental responsibility in supporting sustainable development goals and preserving environmental quality.

HAZARDOUS WASTE MANAGEMENT

In 2025, PLN IP Services generated various types of hazardous and toxic waste (B3) from its operational activities, including sludge, used lubricating oil, B3-contaminated waste, used rags, used batteries, used B3 containers, and other types of waste. The management of hazardous and toxic waste (B3) continues to be improved through cooperation with officially licensed third parties, following applicable government regulations.

To support this waste management effort, the Company implements storage and packaging procedures for hazardous and toxic waste (B3) following the Work Instruction for B3 Waste Management and applicable laws and regulations. The storage and packaging methods are carried out as follows:[GRI 306-1]

- Packaging of Hazardous and Toxic Waste (B3):
  The packaging of hazardous and toxic waste (B3) is carried out following applicable laws and regulations. Waste containers must be stored using a block system, where each block consists of 2 x 2 containers (illustration a). This arrangement allows thorough inspection of each container, enabling prompt response in the event of damage or an incident. The aisle width between blocks must meet regulatory requirements, with a minimum of 60 cm for pedestrian access and an adjusted width to accommodate transport vehicles such as forklifts.
- Storage of Waste Containers:
  The stacking of hazardous and toxic waste (B3) containers must consider stability. For metal drum containers (200-liter capacity), the maximum stacking height is three layers, with each layer placed on a pallet (each pallet supporting four drums). If the stacking exceeds three layers or if the containers are made of plastic, racks must be used (illustration b).

b). Jarak antara tumpukan kemasan tertinggi dan blok kemasan terluar terhadap atap dan dinding bangunan penyimpanan tidak boleh kurang dari satu meter.

- Pemisahan Kemasan:
  Kemasan-kemasan yang berisi limbah B3 yang tidak saling cocok harus disimpan secara terpisah, tidak dalam satu blok, dan tidak dalam bagian penyimpanan yang sama. Penempatan kemasan harus memastikan bahwa tidak ada kemungkinan limbah-limbah tersebut tercampur jika terguling atau tumpah.

The distance between the highest container stack and the outermost container block from the storage facility's roof and walls must be no less than one meter.

- Separation of Waste Containers:
  Containers holding incompatible types of hazardous and toxic waste (B3) must be stored separately, not within the same block or storage area. Their placement must ensure there is no risk of the waste mixing in the event of spillage or if the containers are accidentally knocked over.

Untuk mengelola limbah B3, Perusahaan menjalin kerja sama dengan pihak ketiga yang bersertifikasi untuk mengolah limbah, memastikan bahwa pengelolaan limbah dilakukan sesuai dengan standar dan peraturan yang berlaku.

To manage hazardous and toxic waste (B3), the Company collaborates with certified third-party service providers to ensure that waste is handled by applicable standards and regulations.

Jenis Limbah B3 yang Dihasilkan

Limbah Bahan Berbahaya dan Beracun (Limbah B3) yang dihasilkan Perusahaan berasal dari berbagai kegiatan operasional dan pemeliharaan aset ketenagalistrikan serta aktivitas pendukung lainnya. Perusahaan melakukan identifikasi dan klasifikasi terhadap setiap jenis Limbah B3 berdasarkan sumber dan karakteristiknya untuk memastikan pengelolaan dilakukan secara tepat sesuai ketentuan yang berlaku. Pendekatan ini memungkinkan setiap jenis limbah memperoleh penanganan yang sesuai, mulai dari pemilahan, penyimpanan sementara, pengangkutan, hingga pengolahan atau pemanfaatan oleh pihak ketiga yang memiliki perizinan. Berikut sumber limbah, jenis limbah dan karakteristik limbah B3 yang diidentifikasi oleh Perseroan:

Types of Hazardous Waste Produced

Hazardous and Toxic Waste (B3 Waste) generated by the Company originates from power generation operations, maintenance activities for electricity infrastructure, and other supporting operational activities. The Company identifies and classifies each type of B3 Waste based on its source and characteristics to ensure that it is managed appropriately in accordance with applicable regulations. This approach enables each waste stream to receive proper handling throughout its lifecycle, including segregation, temporary storage, transportation, and subsequent treatment, recovery, or disposal by licensed third-party waste management service providers. The following table presents the sources, types, and characteristics of the B3 Waste identified by the Company.

Limbah B3 yang Dihasilkan dari Kegiatan Utama [GRI 306-1]
B3 Waste Produced from Main Activities

No	Sumber Limbah Waste Source	Jenis Limbah Types of Waste	Karakteristik Characteristic	Fase Phase	Estimasi Timbulan Generated Estimation
1	Sludge Tank Sludge Tank	Sludge Sludge	Beracun Toxic	Cair Liquid	195 Kg/Hari Kg/Days
2.	Pompa, Trafo, Engine Diesel dan Boiler Pumps, Transformer, Diesel Engines and Boilers	Minyak Pelumas Bekas Used Lubricating Oil	Beracun Toxic	Cair Liquid	100 Liter/3 Bulan Litre/3 Months
3.	Operasional dan Pemeliharaan Operation and Maintenance	Filter dan Absorban Bekas Used Filters and Absorbents	Beracun Toxic	Padat Solid	390 Kg/3 Bulan Kg/3 Months

Limbah B3 yang Dihasilkan dari Kegiatan Pendukung
B3 Waste Produced from Supporting Activities

No	Sumber Limbah Waste Source	Jenis Limbah Types of Waste	Karakteristik Characteristic	Fase Phase	Timbulan Generated
1.	Operasional dan Pemeliharaan Operation and Maintenance	Filter bekas dari fasilitas pengendalian Used filters from control facilities	Beracun Toxic	Padat Solid	129 Kg/3 Bulan Kg/3 Months

No	Sumber Limbah Waste Source	Jenis Limbah Types of Waste	Karakteristik Characteristic	Fase Phase	Timbulan Generated
2.	Operasional dan Pemeliharaan Operation and Maintenance	Kain Majun Bekas Used Majun Cloth	Beracun Toxic	Padat Solid	375 Kg/3 Bulan Kg/3 Months
3.	Operasional dan Pemeliharaan Operation and Maintenance	Kemasan Bekas B3 Used B3 Packaging	Beracun Toxic	Padat Solid	195 Kg/3 Bulan Kg/3 Months
4.	Operasional dan Pemeliharaan Operation and Maintenance	Limbah terkontaminasi B3 Contaminated B3 Waste	Beracun Toxic	Padat Solid	375 Kg/3 Bulan Kg/3 Months
5.	Operasional dan Pemeliharaan Operation and Maintenance	Bahan kimia kadaluarsa Expired chemicals	Beracun Toxic	Padat Solid	75 Kg/3 Bulan Kg/3 Months
6.	Pemeliharaan Maintenance	Limbah elektronik Electronic Waste	Beracun Toxic	Padat Solid	48 Kg/3 Bulan Kg/3 Months
7.	Pemeliharaan Maintenance	Aki/Battery Bekas Used Batteries	Korosif Corrosive	Padat Solid	45 Kg/3 Months Kg/3 Bulan

Tabel berikut menyajikan informasi mengenai jenis Limbah B3 yang dihasilkan, metode pengelolaan yang diterapkan, serta jumlah Limbah B3 yang dikelola oleh Perseroan selama periode pelaporan tahun 2023–2025.

The following table presents information on the types of Hazardous and Toxic Waste (B3 Waste) generated, the waste management methods applied, and the quantities of B3 Waste managed by the Company during the 2023–2025 reporting period.

Jenis Limbah B3 Type of Hazardous Waste	Metode Pengelolaan Management Method	Jumlah Limbah yang Dikelola Total Waste Managed [GRI 306-3] [GRI 306-4][GRI 306-5]			
		Satuan Unit	2025	2024	2023
Limbah B3 yang Disimpan I B3 Waste Storage [GRI 306-5]					
Kemasan B3 (Botol/Kaleng Bekas) B3 Packaging (Used Bottles/Cans)	Pengeluaran atau pembuangan limbah B3 yang disimpan di TPS Removal or disposal of B3 waste stored at Temporary Waste Storage	Ton	0,537	0,4437	0,373
Majun Terkontaminasi B3 Majun Contaminated with B3		Ton	1,4	1,4103	0,1856
Filter Bekas Oli Used Oil Filter		Ton	0,692	0,375	0,103
Filter Bekas Udara Used Air Filter		Ton	0,304	0,2656	0,0988
Pelumas Bekas Used Lubricant		Ton	0	0	0
Sludge Oil Sludge Oil		Ton	71,5	60,392	88,229
Limbah Terkontaminasi B3 Contaminated B3 Waste		Ton	0,868	0,8986	4,91
Jumlah Limbah B3 yang Disimpan B3 Waste Storage		Ton	75,301	63,7852	93,9
Limbah B3 yang Diserahkan Ke Pihak Ke 3 I B3 Waste Transported to Third Party [GRI 306-5]					
Kemasan B3 (Botol/Kaleng Bekas) B3 Packaging (Used Bottles/Cans)	Pengeluaran atau pembuangan limbah B3 dikirim ke pihak ketiga pengumpul dan/atau pemanfaat limbah B3 berizin Hazardous waste is sent to a licensed third-party collector and/or processor of hazardous waste.	Ton	0,537	0,587	0,046
Majun Terkontaminasi B3 Majun Contaminated with B3		Ton	1,4	1,8271	5,16
Filter Bekas Oli Used Oil Filter		Ton	0,692	0,463	0,279
Filter Bekas Udara Used Air Filter		Ton	0,304	0,3474	0,180
Pelumas Bekas Used Lubricants		Ton	0	0	0
Sludge Oil Sludge Oil		Ton	71,5	64,161	349,592
Limbah Terkontaminasi B3 Contaminated B3 Waste		Ton	0,868	1,1202	5,124
Jumlah Limbah B3 yang Diserahkan ke Pihak ke 3 B3 Total B3 Waste Transported to Third Party		Ton	75,301	68,506	360,38

Jenis Limbah B3 Type of Hazardous Waste	Metode Pengelolaan Management Method	Jumlah Limbah yang Dikelola Total Waste Managed [GRI 306-3] [GRI 306-4][GRI 306-5]			
		Satuan Unit	2025	2024	2023
Limbah B3 yang Dihasilkan I B3 Waste Generated [GRI 306-3]					
Jumlah Limbah B3 yang Dihasilkan B3 Waste Generated		Ton	75,301	68,506	360,380

Pengelolaan Limbah Bahan Berbahaya dan Beracun (Limbah B3) merupakan bagian dari komitmen Perusahaan dalam menjalankan kegiatan operasional penyediaan tenaga listrik yang bertanggung jawab terhadap lingkungan. Limbah B3 yang dihasilkan dari aktivitas operasional, seperti oli pelumas bekas, baterai atau aki bekas, filter oli, kemasan bahan kimia, kain majun terkontaminasi, lampu bekas, dan limbah B3 lainnya, dikelola secara sistematis melalui proses identifikasi, pemilahan, pelabelan, penyimpanan di Tempat Penyimpanan Sementara (TPS) Limbah B3 yang memenuhi ketentuan, serta pencatatan dan pelaporan sesuai dengan peraturan perundang-undangan yang berlaku. Upaya ini dilakukan untuk mencegah potensi pencemaran lingkungan sekaligus melindungi kesehatan dan keselamatan pekerja serta masyarakat di sekitar wilayah operasional.

Perusahaan bekerja sama dengan pihak ketiga yang memiliki perizinan dan kompetensi sesuai ketentuan peraturan perundang-undangan untuk melaksanakan pengangkutan, pemanfaatan, pengolahan, dan/atau penimbunan akhir Limbah B3. Kerja sama tersebut memastikan seluruh tahapan pengelolaan limbah dilakukan secara aman dan terdokumentasi. Berikut jumlah limbah B3 yang diolah serta dikelola oleh pihak ke-3 (ketiga) sepanjang tahun 2025:

The management of Hazardous and Toxic Waste (B3 Waste) forms an integral part of the Company's commitment to conducting environmentally responsible power generation operations. B3 Waste generated from operational activities, including used lubricating oil, spent batteries, used oil filters, chemical containers, contaminated cleaning rags, spent lamps, and other hazardous waste streams is managed through a systematic process comprising waste identification, segregation, labeling, storage in compliant Temporary Hazardous Waste Storage Facilities (TPS B3), and comprehensive recordkeeping and reporting in accordance with applicable laws and regulations. These measures are implemented to prevent potential environmental pollution while safeguarding the health and safety of employees, contractors, and communities surrounding the Company's operational areas.

The Company collaborates with licensed and qualified third-party service providers to carry out the transportation, recovery, treatment, and/or final disposal of Hazardous and Toxic Waste (B3 Waste) in accordance with applicable regulatory requirements. This collaboration ensures that all stages of hazardous waste management are conducted safely, responsibly, and with appropriate documentation. The following table presents the quantities of B3 Waste treated and managed by licensed third-party service providers throughout 2025:

Jumlah Limbah yang Diolah Pihak ke-3
Total Waste Processed by Third Party

Parameter Parameter	2025	2024	2023
Diangkut Transported	75,301	68,506	72.262
Diolah Processed	75,301	68,506	72.262

PENGELOLAAN LIMBAH NON-B3

Perusahaan mengambil peran langsung dalam mengurangi timbunan limbah non-B3 untuk menjaga kelestarian lingkungan dengan berbagai cara, diantaranya:

1. Menerapkan prinsip 3R (*reduce, reuse, recycle*).
2. Mengolah limbah organik.

NON-HAZARDOUS WASTE MANAGEMENT

The Company plays an active role in reducing non-B3 waste to help preserve the environment through various measures, including:

1. Applying the 3R principles (reduce, reuse, recycle)
2. Processing organic waste

3. Mendaur ulang sampah kertas dan sampah non-organik lainnya serta menyalurkan sampah yang tidak dapat dimanfaatkan kembali ke tempat pembuangan akhir (TPA). [OJK F14] [GRI 306-2]

3. Recycling paper and other non-organic waste, and sending non-recyclable waste to a final disposal site (TPA). [OJK F14] [GRI 306-2]

Upaya ini sejalan dengan komitmen perusahaan terhadap keberlanjutan dan tanggung jawab operasional, memastikan bahwa setiap langkah diambil untuk meminimalkan dampak lingkungan dari kegiatan operasional.

These efforts align with the company's commitment to sustainability and operational responsibility, ensuring that every measure is taken to minimize the environmental impact of its activities.

Dalam mendukung pengelolaan sampah yang lebih efektif, Perseroan menjalin kerja sama dengan Pengepul Sampah Guna Ulang Sampalan berdasarkan Nota Kesepahaman (MoU) No. 002/MoU/CDBNPD/I/2024 untuk mengoptimalkan pemanfaatan kembali sampah yang masih memiliki nilai ekonomis melalui kegiatan pengumpulan dan daur ulang. Selain itu, Perseroan juga bekerja sama dengan Dinas Lingkungan Hidup Kabupaten Klungkung berdasarkan Surat Pengangkatan Sampah Residu No. 001/MoU/CDBNPD/I/2024 dalam pengangkutan dan penanganan sampah residu agar dikelola sesuai dengan ketentuan yang berlaku. Melalui kolaborasi tersebut, Perseroan berupaya meningkatkan efektivitas pengelolaan sampah Non-B3, mengurangi jumlah sampah yang berakhir di tempat pemrosesan akhir, serta memberikan manfaat bagi lingkungan dan masyarakat di sekitar wilayah operasional.

To support more effective non-hazardous waste management, the Company has established a partnership with the Sampalan Recycling Waste Collector under Memorandum of Understanding (MoU) No. 002/MoU/CDBNPD/I/2024 to optimize the recovery of recyclable waste with economic value through collection and recycling activities. In addition, the Company collaborates with the Klungkung Regency Environmental Agency under Residual Waste Collection Agreement No. 001/MoU/CDBNPD/I/2024 for the collection and management of residual waste to ensure it is handled in accordance with applicable regulations. Through these partnerships, the Company seeks to enhance the effectiveness of non-hazardous waste management, reduce the volume of waste sent to final disposal facilities, and generate positive environmental and social benefits for communities surrounding its operational areas.

Total limbah Non B3 yang dihasilkan oleh PLN IP Services pada 2025 adalah sebagai berikut:

The total amount of non-hazardous waste generated by PT PLN IP Services in 2025 is presented as follows:

Jenis Limbah Non-B3 Type of Non-Toxic and Hazardous (B3) Waste	**Metode Pengelolaan/Pengolahan** Management/Processing Methods	**Jumlah Limbah Non B3 yang Dikelola** Non-Hazardous Waste Managed [GRI 306-3] [GRI 306-4] [GRI 306-5]			
		Satuan Unit	**2025**	**2024**	**2023**
Limbah Non B3 yang Keluar I Outgoing Non Hazardous Waste [GRI 306-3]					
Organik Organic	Dikirim ke pihak ketiga/TPA Sent to third party/landfill	Ton Ton	1,86	0,83	4,02
Non-Organik Non-Organic		Ton Ton	3,81	0,90	1,61
Jumlah **Total**		**Ton** **Ton**	**5,67**	**1,73**	**5,63**

Sepanjang tahun 2025, Perseroan mengelola 5,67 ton sampah non-B3 yang berasal dari kegiatan operasional, terdiri atas 1,86 ton sampah organik dan 3,81 ton sampah non-organik. Dibandingkan dengan tahun 2024, jumlah sampah non-B3 yang dikelola mengalami peningkatan dari 1,73 ton, sementara secara umum relatif stabil dibandingkan tahun 2023 yang tercatat sebesar 5,63 ton. Perubahan jumlah timbulan sampah non-B3 dipengaruhi oleh dinamika aktivitas operasional Perseroan selama periode pelaporan.

During 2025, the Company managed a total of 5.67 tonnes of non-hazardous waste generated from its operational activities, comprising 1.86 tonnes of organic waste and 3.81 tonnes of non-organic waste. Compared with 2024, the volume of non-hazardous waste managed increased from 1.73 tonnes, while remaining broadly consistent with the 5.63 tonnes recorded in 2023. The variation in non-hazardous waste generation reflects changes in the Company's operational activities during the reporting period.

Keanekaragaman Hayati
Biodiversity

Secara operasional, PT PLN IP Services mengelola dua unit Pembangkit Listrik Tenaga Diesel (PLTD), yaitu PLTD Nusa Penida dan PLTD Tenau, yang berperan dalam mendukung keandalan pasokan listrik di wilayah operasionalnya. Kedua PLTD tersebut tidak berlokasi di dalam kawasan konservasi daratan sehingga kegiatan operasionalnya tidak secara langsung berada di area yang memiliki status perlindungan keanekaragaman hayati. Meskipun demikian, Perseroan tetap mengintegrasikan aspek perlindungan lingkungan ke dalam kegiatan operasional sebagai bagian dari komitmen untuk meminimalkan potensi dampak terhadap ekosistem di sekitar wilayah operasional.

Operationally, PT PLN IP Services manages two Diesel Power Plant (PLTD) units, namely PLTD Nusa Penida and PLTD Tenau, which play an important role in supporting the reliability of electricity supply within their respective operational areas. Both power plants are not located within terrestrial protected areas; therefore, their operations do not directly take place in areas designated for biodiversity conservation. Nevertheless, the Company continues to integrate environmental protection considerations into its operational activities as part of its commitment to minimizing potential impacts on the surrounding ecosystems.

Khusus untuk PLTD Nusa Penida, lokasi operasionalnya berada di Pulau Nusa Penida yang berdekatan dengan Kawasan Konservasi Perairan Nusa Penida, sebagaimana ditetapkan melalui Keputusan Menteri Kelautan dan Perikanan Nomor 24/KEPMEN-KP/2014 tentang Penetapan Kawasan Konservasi Perairan Nusa Penida, dengan pembaruan regulasi teknis melalui Keputusan Menteri Kelautan dan Perikanan Nomor 90/KEPMEN-KP/2018. Sehubungan dengan kedekatan tersebut, Perseroan menerapkan pengelolaan operasional yang memperhatikan aspek perlindungan lingkungan, termasuk pengendalian potensi pencemaran, pengelolaan limbah, serta kepatuhan terhadap ketentuan lingkungan yang berlaku. Upaya ini merupakan bagian dari komitmen Perseroan dalam menjaga kelestarian ekosistem pesisir dan laut serta mendukung pengelolaan keanekaragaman hayati secara berkelanjutan di sekitar wilayah operasional. [GRI 101-1]

Specifically, PLTD Nusa Penida is located on Nusa Penida Island, adjacent to the Nusa Penida Marine Protected Area, which was established under the Decree of the Minister of Marine Affairs and Fisheries No. 24/KEPMEN-KP/2014 concerning the Designation of the Nusa Penida Marine Protected Area, with subsequent technical regulatory updates under Decree of the Minister of Marine Affairs and Fisheries No. 90/KEPMEN-KP/2018. In view of its proximity to this protected marine area, the Company implements operational management practices that take environmental protection into consideration, including measures to control potential pollution, manage waste responsibly, and ensure compliance with applicable environmental regulations. These efforts reflect the Company's commitment to preserving coastal and marine ecosystems while supporting the sustainable management of biodiversity in the vicinity of its operational areas. [GRI 101-1]

MANAJEMEN DAMPAK DAN UPAYA MENJAGA KEANEKARAGAMAN HAYATI

PT PLN IP Services berkomitmen untuk mendukung pelestarian keanekaragaman hayati sebagai bagian dari penerapan prinsip keberlanjutan dalam seluruh kegiatan operasional Perusahaan. Komitmen tersebut diwujudkan melalui upaya peningkatan kapasitas pengelolaan lingkungan yang dilakukan secara sistematis, dengan mengedepankan prinsip pencegahan, kehati-hatian, dan pengambilan keputusan berbasis data. Melalui pendekatan ini, Perusahaan berupaya mengidentifikasi, melindungi, dan menjaga keberadaan ekosistem di sekitar wilayah operasional serta meminimalkan potensi dampak lingkungan yang dapat ditimbulkan dari kegiatan operasional.

IMPACT MANAGEMENT AND BIODIVERSITY PROTECTION INITIATIVES

PT PLN Indonesia Power Services ("PLN IP Services") is committed to supporting biodiversity conservation as an integral part of the implementation of sustainability principles across all of the Company's operational activities. This commitment is realised through systematic efforts to strengthen environmental management capacity, guided by the principles of prevention, precaution, and data-driven decision making. Through this approach, the Company seeks to identify, protect, and preserve ecosystems surrounding its operational areas, while minimising potential environmental impacts arising from its operational activities.

Sebagai bagian dari upaya tersebut, pada tahun pelaporan Perusahaan melaksanakan kegiatan pemetaan flora dan fauna di sekitar wilayah operasional PLTD MFO 10 MW. Kegiatan ini bertujuan untuk memperoleh gambaran mengenai kondisi keanekaragaman hayati dan menyediakan data dasar (baseline) mengenai jenis flora dan fauna yang terdapat di sekitar area operasional. Informasi tersebut juga menjadi dasar bagi Perusahaan dalam mengidentifikasi keberadaan spesies yang dilindungi maupun spesies yang memiliki nilai konservasi, sehingga pengelolaan lingkungan dapat dilakukan secara lebih tepat sasaran.

As part of these efforts, during the reporting year, the Company conducted flora and fauna mapping in the vicinity of the MFO 10 MW Diesel Power Plant (PLTD MFO 10 MW) operational area. This activity was undertaken to obtain an overview of biodiversity conditions and establish baseline data on the flora and fauna species present in the surrounding operational area. The information obtained also serves as a basis for the Company to identify the presence of protected species and species of conservation significance, thereby enabling environmental management measures to be implemented in a more targeted and effective manner.

Dalam mengelola potensi dampak terhadap keanekaragaman hayati dan lingkungan, Perusahaan menerapkan tahapan pengelolaan yang mencakup identifikasi, penilaian, pencegahan, mitigasi, pemantauan, dan evaluasi. Penerapan pendekatan tersebut disesuaikan dengan karakteristik dan kondisi masing-masing wilayah operasional, serta mempertimbangkan jenis kegiatan dan potensi dampak yang ditimbulkan oleh kegiatan pembangkitan, transmisi, distribusi, maupun fasilitas pendukung lainnya.

In managing potential impacts on biodiversity and the environment, the Company applies a systematic management approach encompassing identification, assessment, prevention, mitigation, monitoring, and evaluation. The implementation of this approach is tailored to the characteristics and conditions of each operational area, while taking into consideration the nature of the activities and the potential impacts arising from power generation, transmission, distribution, and other supporting facilities.

Pemantauan kondisi lingkungan dilakukan secara berkala melalui pengukuran sejumlah parameter lingkungan yang relevan, antara lain kualitas air, kualitas udara, kualitas air limbah, tingkat kebisingan, dan getaran. Data hasil pemantauan tersebut digunakan untuk mengevaluasi kondisi lingkungan di sekitar fasilitas sekaligus menjadi dasar dalam menentukan langkah pengendalian apabila ditemukan indikasi perubahan kondisi lingkungan yang berpotensi menimbulkan dampak.

Environmental conditions are monitored regularly through measurements of relevant environmental parameters, including water quality, air quality, wastewater quality, noise levels, and vibration. The monitoring results are used to evaluate environmental conditions surrounding the facilities and serve as a basis for determining appropriate control measures should any indications of changes in environmental conditions be identified that may potentially result in adverse impacts.

Selain aspek lingkungan, Perusahaan turut mempertimbangkan potensi risiko terhadap masyarakat dan lingkungan sekitar melalui pemetaan dampak terhadap masyarakat serta identifikasi bahaya kebakaran. Upaya tersebut merupakan bagian dari pendekatan pengelolaan risiko secara menyeluruh untuk mengantisipasi kejadian yang dapat menimbulkan dampak terhadap lingkungan, keselamatan, maupun komunitas di sekitar wilayah operasional.

In addition to environmental aspects, the Company also considers potential risks to local communities and the surrounding environment through community impact mapping and fire hazard identification. These efforts are part of the Company's comprehensive risk management approach to anticipate events that may potentially affect the environment, safety, and communities surrounding its operational areas.

Apabila hasil pemantauan dan evaluasi menunjukkan adanya potensi peningkatan risiko atau dampak lingkungan, Perusahaan melakukan tindakan pengendalian dan perbaikan sesuai dengan tingkat risiko, karakteristik dampak, serta ketentuan yang berlaku. Hasil evaluasi juga menjadi dasar bagi Perusahaan untuk meningkatkan efektivitas program pengelolaan lingkungan secara berkelanjutan.

Where monitoring and evaluation results indicate a potential increase in environmental risks or impacts, the Company undertakes control and corrective measures commensurate with the level of risk, the nature of the impacts, and applicable requirements. The evaluation results also serve as a basis for the Company to continuously improve the effectiveness of its environmental management programs.

Melalui penerapan pendekatan yang terintegrasi dan berbasis data tersebut, PT PLN IP Services terus berupaya memastikan kegiatan operasional berjalan secara bertanggung jawab dengan tetap memperhatikan keberlanjutan ekosistem, kualitas lingkungan, serta keberadaan masyarakat di sekitar wilayah operasional. Upaya ini diharapkan dapat memperkuat ketahanan lingkungan sekaligus mendukung terciptanya kegiatan operasional yang berkelanjutan dalam jangka panjang. [GRI 101-2][GRI 101-4]

Through the implementation of this integrated and data-driven approach, PT PLN Indonesia Power Services ("PLN IP Services") continues to strive to ensure that its operational activities are carried out responsibly, while taking due account of ecosystem sustainability, environmental quality, and the presence of communities surrounding its operational areas. These efforts are expected to strengthen environmental resilience while supporting the establishment of sustainable operational activities over the long term. [GRI 101-2][GRI 101-4]

AKSES DAN BERBAGI MANFAAT

Perusahaan menghormati prinsip akses terhadap sumber daya genetik dan pembagian manfaat secara adil dan setara apabila kegiatan operasionalnya berkaitan dengan pemanfaatan sumber daya genetik atau pengetahuan tradisional yang relevan. Pelaksanaan kegiatan dilakukan dengan memperhatikan ketentuan peraturan perundang-undangan serta hak dan kepentingan masyarakat yang memiliki keterkaitan dengan sumber daya tersebut.

ACCESS AND SHARING BENEFIT

The Company respects the principles of access to genetic resources and the fair and equitable sharing of benefits arising from their utilization, where its operational activities involve the utilization of genetic resources or relevant traditional knowledge. The implementation of such activities is carried out in accordance with the applicable laws and regulations, while respecting the rights and interests of communities associated with such resources.

Bagi kegiatan yang tidak melibatkan pemanfaatan sumber daya genetik, Perusahaan tetap menerapkan prinsip penghormatan terhadap masyarakat sekitar melalui pengelolaan dampak, komunikasi, dan pelibatan pemangku kepentingan. Pendekatan ini menjadi bagian dari upaya Perusahaan untuk memastikan bahwa pengelolaan lingkungan dan keanekaragaman hayati dilaksanakan secara bertanggung jawab dan memberikan manfaat yang berkelanjutan bagi lingkungan maupun masyarakat. [GRI 101-3]

The Company's activities that do not involve the utilization of genetic resources continue to uphold the principle of respect for surrounding communities through impact management, communication, and stakeholder engagement. This approach forms part of the Company's efforts to ensure that environmental and biodiversity management is carried out responsibly and generates sustainable benefits for both the environment and communities.

PELAKSANAAN PENGELOLAAN LINGKUNGAN HIDUP

Dalam melaksanakan kegiatan pengelolaan lingkungan hidup, Perseroan mengidentifikasi pemicu langsung hilangnya keanekaragaman hayati, PT PLN Indonesia Power Services melakukan penilaian terhadap aktivitas operasional yang berpotensi memberikan tekanan terhadap ekosistem di sekitar lokasi operasional, khususnya PLTD Nusa Penida yang berada sekitar 1 hingga 1,5 kilometer dari kawasan yang dikelola oleh Unit Pelaksana Teknis Kawasan Konservasi Perairan Nusa Penida. Identifikasi dilakukan dengan mempertimbangkan karakteristik kegiatan operasional, kondisi lingkungan sekitar, serta jenis pemicu langsung yang relevan.[GRI 101-5]

IMPLEMENTATION OF MANAGING ENVIRONMENT

In carrying out its environmental management activities, the Company identifies direct drivers of biodiversity loss. PT PLN Indonesia Power Services assesses operational activities that have the potential to exert pressure on ecosystems surrounding its operational areas, particularly the Nusa Penida Diesel Power Plant (PLTD Nusa Penida), which is located approximately 1 to 1.5 kilometers from an area managed by the Technical Implementation Unit (Unit Pelaksana Teknis) of the Nusa Penida Marine Protected Area Conservation. The identification process takes into consideration the characteristics of the Company's operational activities, the surrounding environmental conditions, and the types of relevant direct drivers.[GRI 101-5]

Berdasarkan hasil identifikasi, pemicu langsung yang relevan terhadap kegiatan operasional PLTD Nusa Penida terutama berasal dari potensi polusi yang dihasilkan dari kegiatan operasional, termasuk emisi udara, air limbah,

Based on the identification results, the direct drivers relevant to the operational activities of PLTD Nusa Penida primarily arise from potential pollution generated by operational activities, including air emissions, wastewater,

dan limbah hasil kegiatan pemeliharaan peralatan. Perseroan melakukan pengendalian dan pemantauan terhadap parameter lingkungan tersebut sebagai upaya untuk meminimalkan potensi tekanan terhadap ekosistem dan keanekaragaman hayati di sekitar lokasi operasional. Adapun perubahan penggunaan lahan dan laut tidak menjadi pemicu utama selama periode pelaporan apabila tidak terdapat pembukaan, konversi, atau perubahan fungsi ekosistem alami akibat kegiatan operasional Perseroan pada tahun berjalan.

Selain itu, kegiatan operasional PLTD Nusa Penida tidak mencakup pemanenan spesies liar maupun aktivitas yang secara langsung memanfaatkan flora atau fauna liar. Dalam hal pemanfaatan sumber daya air, Perseroan dapat mengungkapkan volume pengambilan dan konsumsi air sebagai bagian dari penilaian terhadap potensi eksploitasi sumber daya alam. Perseroan juga melakukan pengendalian terhadap potensi masuknya spesies asing invasif sepanjang terdapat risiko yang relevan dengan kegiatan operasional, pengadaan material, atau aktivitas lainnya. Dengan demikian, pengungkapan pemicu langsung hilangnya keanekaragaman hayati difokuskan pada sumber tekanan yang paling relevan dan berpotensi menimbulkan dampak terhadap ekosistem di sekitar lokasi operasional.[GRI 101-6]

and waste resulting from equipment maintenance activities. The Company conducts control and monitoring of these environmental parameters as part of its efforts to minimize potential pressures on ecosystems and biodiversity surrounding its operational areas. Changes in land and sea use are not considered the primary drivers during the reporting period where there is no clearing, conversion, or alteration of the functions of natural ecosystems resulting from the Company's operational activities during the year.

In addition, the operational activities of PLTD Nusa Penida do not involve the harvesting of wild species or activities that directly utilize wild flora or fauna. With respect to the utilization of water resources, the Company may disclose the volume of water withdrawal and consumption as part of its assessment of potential exploitation of natural resources. The Company also implements controls to prevent the potential introduction of invasive alien species where relevant risks are associated with operational activities, material procurement, or other activities. Accordingly, the disclosure of direct drivers of biodiversity loss focuses on the sources of pressure that are most relevant and have the potential to impact ecosystems surrounding the Company's operational areas.

Pemicu Langsung Direct Impact	**Relevansi di PLTD Nusa Penida** Relevance in Nusa Penida Diesel Power Plant	**Dampak** Impact
Kualitas udara Air quality	Penurunan kualitas udara di sekitar wilayah operasi Deterioration of Air Quality in the Surrounding Operational Area	Emisi gas buang mesin pembangkit Generator engine exhaust emissions
Intensitas kebisingan Noise intensity	Peningkatan intensitas kebisingan Increased Noise Intensity	Kebisingan yang dirasakan masyarakat dari mesin pembangkit Noise disturbance to communities from power generation equipment
Air Water	a. Penurunan kualitas air tanah Deterioration of groundwater quality b. Penurunan kuantitas air tanah Deterioration of groundwater quantity	Volume pengambilan dan kualitas air Water Withdrawal Volume and Quality
Getaran tanah Ground vibration	Peningkatan getaran Increased vibration	Getaran yang timbul dari operasional mesin pembangkit (Diesel) Vibration from Diesel Generator Operations
Tanah Ground	Perubahan karakteristik tanah Changes in Soil Characteristics	Ceceran minyak dan oli akibat operasional PLTD MFO 10 MW Nusa Penida Oil and Lubricant Spills from 10 MW MFO Diesel Power Plant Operations in Nusa Penida
Biologi darat Terrestrial Biology	Gangguan terhadap flora dan fauna darat Disturbance to Terrestrial Flora and Fauna	Emisi gas buang mesin pembangkit (Diesel) yang menggunakan bahan bakar MFO Exhaust Gas Emissions from Diesel Generating Engines Using MFO Fuel
Sanitasi lingkungan Environmental sanitation	Buruknya sanitasi lingkungan Inadequate environmental sanitation	Operasional PLTD MFO 10 MW Nusa Penida dan Pertanaman Operation of the 10 MW MFO Diesel Power Plant (PLTD) in Nusa Penida and Planting Activities

Penghijauan

Pada tahun 2025, Perseroan terus melaksanakan program penghijauan di sekitar wilayah operasional sebagai bagian dari komitmen dalam menjaga kelestarian lingkungan dan mendukung pelestarian keanekaragaman hayati. Program ini bertujuan untuk meningkatkan kualitas lingkungan, memperkuat fungsi ekologis kawasan sekitar operasional, serta memberikan manfaat jangka panjang bagi ekosistem dan masyarakat. Pelaksanaan program penghijauan dilakukan secara bertahap dengan mempertimbangkan karakteristik wilayah dan kebutuhan lingkungan setempat. Adapun realisasi program penghijauan yang telah dilaksanakan sepanjang tahun 2025 disajikan pada tabel berikut:

Greening

In 2025, the Company continued to implement greening programs in the vicinity of its operational areas as part of its commitment to environmental stewardship and biodiversity conservation. These initiatives are intended to enhance environmental quality, strengthen the ecological functions of surrounding areas, and generate long-term benefits for both ecosystems and local communities. The greening programs were implemented progressively, taking into account the characteristics of each location and the specific environmental needs of the surrounding areas. The implementation of the Company's greening initiatives throughout 2025 is presented in the following table:

Realisasi Penghijauan Nusa Penida
Implementation of the Nusa Penida Reforestation Project

No	Lokasi Penanaman Planting Location	Jenis Tanaman Plant Types	Jumlah Total	Total Area Penghijauan (m^2) Total Greening Area	Total Area Sudah Tertanam (m^2) Total Planted Area	Persentase Penghijauan (%) Percentage of Green Space
1.	Diluar gerbang Outside the gate	Glondokan tiang Pole Yard	20	67,2	67,2	100%
2.	Tanki Timbun Storage Tank	Kamboja dan glodokan tiang Frangipani and the pole yard	14	174	156	90%
3.	Area Parkir Parking Area	Kamboja, pucuk merah, calatea, palem kuning frangipani, red-tipped plant, calathea, yellow palm	13	85,2	85	100%
4.	Area Musholla Prayer Room Area	Mangga, kamboja, glodokan tiang, pucuk merah, palem kuning, papaya, bidara Mango, frangipani, tree trunks, red shoots, yellow palm, papaya, bidara	26	113	74,2	66%
5.	Area Sumur Pantau Monitoring Well Area	Kamboja dan glodokan tiang Frangipani and the pole yard	21	274	137	50%
			94	713,4	519,4	73%

Pada tahun 2025, Perseroan telah merealisasikan program penghijauan di area operasional PLTD Nusa Penida dengan menanam 94 tanaman yang terdiri atas berbagai jenis vegetasi, seperti glodokan tiang, kamboja, pucuk merah, palem kuning, mangga, pepaya, bidara, dan calathea. Program penghijauan dilaksanakan pada lima lokasi, yaitu di luar gerbang, area tangki timbun, area parkir, area musholla, dan area sumur pantau. Dari total rencana area penghijauan seluas 713,4 m², Perseroan telah merealisasikan penanaman pada area seluas 519,4 m² atau mencapai 73% dari target yang ditetapkan.

[GRI 101-7]

In 2025, the Company implemented a greening program at the PLTD Nusa Penida operational area by planting 94 trees and ornamental plants comprising various species, including Polyalthia longifolia (Indian mast tree), frangipani, red shoots (Syzygium oleana), yellow palm, mango, papaya, bidara (Ziziphus mauritiana), and Calathea. The greening program was carried out across five locations: the area outside the main gate, the fuel storage tank area, the parking area, the mosque area, and the groundwater monitoring well area. Of the total planned greening area of 713.4 m², the Company successfully completed planting on 519.4 m², representing 73% of the established target.

[GRI 101-7]

Realisasi program penghijauan ini merupakan bagian dari komitmen Perseroan dalam meningkatkan kualitas lingkungan di sekitar wilayah operasional serta mendukung pelestarian keanekaragaman hayati. Ke depan, Perseroan akan melanjutkan penghijauan pada area yang belum tertanami secara optimal serta melakukan pemeliharaan terhadap tanaman yang telah ditanam agar memberikan manfaat ekologis yang berkelanjutan, termasuk meningkatkan tutupan vegetasi, memperbaiki kualitas lingkungan, dan mendukung keseimbangan ekosistem di sekitar area operasional.

The implementation of this greening program reflects the Company's commitment to enhancing environmental quality in the vicinity of its operational areas while supporting biodiversity conservation. Going forward, the Company will continue greening activities in areas that have not yet been fully planted and will maintain the existing vegetation to ensure long-term ecological benefits. These efforts are expected to increase vegetation cover, improve environmental quality, and contribute to maintaining the ecological balance of ecosystems surrounding the Company's operational areas.

Identifikasi Persebaran Fauna

Sebagai bagian dari upaya pelestarian keanekaragaman hayati, Perseroan melakukan identifikasi persebaran fauna di sekitar wilayah operasional untuk memperoleh informasi mengenai jenis dan distribusi spesies yang terdapat pada area tersebut. Kegiatan ini bertujuan mengidentifikasi potensi dampak operasional, menyusun langkah pengelolaan yang tepat, serta mendukung upaya perlindungan ekosistem secara berkelanjutan. Hasil identifikasi persebaran fauna di wilayah operasional Perseroan disajikan pada tabel berikut:

Fauna Distribution Assessment

As part of its biodiversity conservation efforts, the Company conducted fauna distribution assessments in the vicinity of its operational areas to obtain information on the species present and their distribution. This activity is intended to identify potential operational impacts, support the development of appropriate environmental management measures, and contribute to the long-term protection of surrounding ecosystems. The results of the fauna distribution assessment within the Company's operational areas are presented in the following table:

Jenis Burung di Sekitar Nusa Penida
Bird Species Found Around Nusa Penida

No	Nama Indonesia Indonesian Name	Nama Ilmiah Scientific Name	IUCN	CITES	UURI	Semester II/2024			Semester I/2025			Semester II/2025		
						KR	FR	H'	KR	FR	H'	KR	FR	H'
1	Bondol Haji	Lonchura maja	LC						4.88	2.56	0.15	4.65	4.17	0.14
2.	Bondol Jawa	Lonchura leucogastroides	LC			06.02	2.63	0.17	7.32	2.56	0.19	11.63	6.25	0.25
3.	Bondol Peking	Lonchura punctulata	LC						8.54	5.13	0.21	5.43	4.17	0.16
4.	Bondol taruk	Lonchura molucca	LC			4.82	2.63	0.15						
5.	Burung Gereja	Passer montanus	LC			14.46	7.89	0.28	9.76	7.69	0.23	14.73	8.33	0.28
6.	Burung Madu Sriganti	Cinnyris jugularis	LC			2.41	5.26	0.09	4.88	5.13	0.15	3.10	4.17	0.11
7.	Burung-Madu Kelapa	Anthreptes malacensis	LC			2.41	2.63	0.09	1.22	2.56	0.05	1.55	02.08	0.06
8.	Cabai Jawa	Dicaeum trochileum	LC			2.41	2.63	0.09	1.22	2.56	0.05	1.55	02.08	0.06
9.	Cabai Lombok	Dicaeum maugei	LC						2.44	2.56	0.09	0.78	02.08	0.04
10.	Cangak Merah	Ardea purpurea	LC						1.22	2.56	0.05			
11.	Cekakak australia	Tidoramphus sanctus	LC											
12.	Cekakak Sungai	Tidoramohus chloris	LC			1.20	2.63	0.05	1.22	2.56	0.05	2.33	6.25	0.09
13.	Cikalang Kecil	Fregata minor	LC		D									
14.	Cinenen Jawa	Orthotomus seopium	LC			2.41	5.26	0.09	3.66	5.13	0.12	1.55	02.08	0.06
15.	Cucak Kutilang	Pycnonotus aurigaster	LC			8.43	10.53	0.21	6.10	7.69	0.17	12.40	8.33	0.26
16.	Elang Bondol	Haliastus indus	LC		D							0.78	02.08	0.04
17.	Elang Laut Perut Putih	Haliaeetus leucigaster	LC		D									
18.	Greater Coucal	Centropus sinensis	LC									0.78	02.08	0.04
19.	Gagak Kampung	Corvus macrorhynvhos	LC											
20.	Kahicap Ranting	Hipothymis azurea	LC									0.78	02.08	0.04
21.	Kapasan Kemiri	Lalage nigra	LC			1.20	2.63	0.05	1.22	2.56	0.05	0.78	02.08	0.04
22.	Kapasan Sayap Putih	Lalage sueuri	LC			1.20	2.63	0.05	4.88	2.56	0.15			
23.	Kekep Babi	Artamus leucorynchus	LC			4.82	2.63	0.15	7.32	2.56	0.19	2.33	02.08	0.09
24.	Kepudang kuduk hitam	Oriolus chinensis	LC			1.20	2.63	0.05	1.22	2.56	0.05			

No	Nama Indonesia Indonesian Name	Nama Ilmiah Scientific Name	IUCN	CITES	UURI	Semester II/2024			Semester I/2025			Semester II/2025		
						KR	FR	H'	KR	FR	H'	KR	FR	H'
25.	Kerak Kerbau	Acridotheres javanicus	LC			2.41	2.63	0.09	1.22	2.56	0.05	4.65	6.25	0.14
26.	Kirik-kirik laut	Merops philippinus	LC			4.82	2.63	0.15	1.22	2.56	0.05	3.88	4.17	0.13
27.	Kuntul Kecil	Egretta garzetta	LC											
28.	Kuntul Karang	Egretta sacra	LC											
29	Layang-layang batu	Hirundo tahitica	LC			2.41	2.63	0.09	1.22	2.56	0.05	1.55	02.08	0.06
30.	Layang-Layang asia	Hirundo rustica	LC									3.10	02.08	0.11
31.	Merbah cerukcuk	Pycnonotus gaiavier	LC			4.82	2.63	0.15	6.10	2.56	0.17	3.10	4.17	0.11
32.	Perkutut Jawa	Geopelia striata	LC			4.82	10.53	0.15	8.54	10.26	0.21	4.65	6.25	0.14
33.	Prenjak Jawa	Prinia familiaris	LC											
34.	Punai Gading	Treron vernas	LC			14.46	10.53	0.28	1.22	10.26	0.05	3.10	4.17	0.11
35.	Punai Pengantin	Treron griseicauda	LC			06.02	5.26	0.17				3.88	02.08	0.13
36.	Sikep Madu Asia	Pernis ptilorhyncus	LC		D				1.22	0.00	0.05			
37.	Tekukur	Streptopelia chinensis	LC			7.23	10.53	0.19	9.76	10.26	0.23	6.20	6.25	0.17
38.	Kareo padi	Amaurornis poenicurus	LC											
39.	Jingjing bukit	Hemiphus picatus	LC											
40.	Gelatik batu kelabu	Parus cinereus	LC						2.44	0.00	0.09	0.78	02.08	0.04
41.	Walet Linchi	Collocalia linchi	LC											
						100	100	2,78	100	100	2,93	100	100	2.89

Di area PLTD Nusa Penida menunjukkan bahwa terdapat 26 jenis avifauna, dengan indeks keanekaragaman hayati (H') mencapai 2,89, yang mengalami penurunan sedikit dibandingkan semester sebelumnya. Penurunan ini merupakan fluktuasi yang dapat dianggap wajar, mengingat burung memiliki tingkat mobilitas yang tinggi. Mereka cenderung berpindah ke lokasi yang menawarkan potensi pakan dan perlindungan yang lebih baik, serta menghindari area yang mengalami gangguan. Selain itu, interaksi antara fenologi tumbuhan dan pergantian musim turut mempengaruhi frekuensi pertemuan dengan satwa liar. [GRI 101-7]

Dalam pengelolaan aspek keanekaragaman hayati, Perseroan mempertimbangkan karakteristik lingkungan sekitar lokasi operasional, termasuk keberadaan kawasan konservasi dan ekosistem pesisir maupun perairan yang memiliki nilai ekologis penting. PLTD Nusa Penida tidak berada di dalam kawasan konservasi, namun kedekatannya dengan kawasan konservasi perairan menjadikan lokasi tersebut relevan untuk dikelola sebagai area yang berpotensi memiliki keterkaitan dengan keanekaragaman hayati. Oleh karena itu, Perseroan terus melakukan upaya pengendalian dampak lingkungan,

The fauna distribution assessment conducted in the PLTD Nusa Penida operational area identified 26 avifauna species, with a biodiversity index (H') of 2.89, representing a slight decline compared with the previous semester. This decrease is considered a normal ecological fluctuation, given the high mobility of bird species. Birds naturally move between habitats in search of more favorable food resources and shelter while avoiding areas experiencing disturbances. In addition, interactions between plant phenology and seasonal changes influence the frequency of wildlife observations, contributing to variations in recorded species diversity over time. [GRI 101-7]

In managing biodiversity-related aspects, the Company considers the environmental characteristics surrounding its operational areas, including the presence of conservation areas and coastal and marine ecosystems of significant ecological value. PLTD Nusa Penida is not located within a conservation area; however, its proximity to a marine conservation area makes the site relevant to be managed as an area with potential linkages to biodiversity. Accordingly, the Company continues to undertake efforts to control environmental impacts, monitor environmental conditions, and identify flora and fauna surrounding its

pemantauan kondisi lingkungan, serta identifikasi flora dan fauna di sekitar area operasional sebagai bagian dari langkah mitigasi dan pencegahan terhadap potensi dampak negatif. [GRI 101-5]

operational areas as part of its mitigation and preventive measures against potential adverse impacts. [GRI 101-5]

Hingga akhir tahun 2025, Perseroan baru melakukan upaya-upaya tersebut dan belum melakukan pemetaan secara komprehensif terhadap ekosistem maritim di sekitar wilayah operasional yang berdekatan dengan Kawasan Konservasi Perairan Nusa Penida. Oleh karena itu, Perseroan belum dapat mengidentifikasi secara rinci potensi dampak operasional terhadap habitat, spesies, maupun kondisi keanekaragaman hayati laut serta belum memiliki data mengenai habitat yang dilindungi atau dipulihkan.

As of the end of 2025, the Company had implemented the initiatives described above but had not yet undertaken a comprehensive assessment of the marine ecosystems surrounding its operational area adjacent to the Nusa Penida Marine Protected Area. Consequently, the Company has not yet been able to comprehensively identify the potential operational impacts on marine habitats, species, or biodiversity conditions, nor does it currently possess detailed data on protected or restored marine habitats within the surrounding area.

Layanan Ekosistem dan Penerima Manfaat

PT PLN Indonesia Power Services berkomitmen untuk menjaga keberadaan dan fungsi layanan ekosistem di sekitar wilayah operasional, termasuk pada lokasi yang berada di sekitar kawasan dengan nilai keanekaragaman hayati. Dalam menjalankan kegiatan operasional, Perseroan berupaya memastikan bahwa aktivitas sehari-hari tidak menyebabkan perubahan terhadap ekosistem yang telah ada, tidak mengganggu wilayah konservasi maupun kawasan yang memiliki nilai keanekaragaman hayati, serta tidak menimbulkan perubahan yang signifikan terhadap lanskap alam di sekitar lokasi operasional.

Ecosystem Services and Beneficiaries

PT PLN Indonesia Power Services is committed to maintaining the availability and functions of ecosystem services surrounding its operational areas, including locations situated in areas of significant biodiversity value. In carrying out its operational activities, the Company seeks to ensure that its day-to-day activities do not result in changes to existing ecosystems, disturb conservation areas or areas of significant biodiversity value, or cause significant changes to the natural landscape surrounding its operational areas.

Pendekatan tersebut dilakukan dengan mempertahankan kondisi lanskap dan ekosistem alami sebagaimana keadaan yang ada (as it is), sejauh berada dalam kendali dan lingkup kegiatan operasional Perseroan. Dengan demikian, kegiatan operasional diupayakan untuk menghindari perubahan terhadap struktur, fungsi, dan kondisi ekosistem yang dapat memengaruhi layanan ekosistem serta manfaat yang diterima oleh para pemangku kepentingan, termasuk masyarakat dan komunitas di sekitar wilayah operasional.

This approach is implemented by maintaining the condition of the existing natural landscape and ecosystems as they are, to the extent that such conditions fall within the Company's control and operational scope. Accordingly, the Company seeks to avoid changes to the structure, functions, and conditions of ecosystems that may affect ecosystem services and the benefits received by stakeholders, including communities and local residents surrounding its operational areas.

Perseroan secara berkelanjutan melakukan pengelolaan dan pengendalian terhadap potensi dampak lingkungan yang dapat mempengaruhi layanan ekosistem. Upaya tersebut mencakup penerapan praktik operasional yang memperhatikan perlindungan kawasan sekitar, pengendalian potensi pencemaran, serta pemantauan kondisi lingkungan. Melalui pendekatan ini, Perseroan berupaya mempertahankan fungsi layanan ekosistem, termasuk layanan pengaturan dan pemeliharaan kondisi lingkungan serta layanan budaya dan sosial yang dapat dinikmati oleh masyarakat dan pemangku kepentingan lainnya.[GRI 101-8]

The Company continuously manages and controls potential environmental impacts that may affect ecosystem services. These efforts include implementing operational practices that take into consideration the protection of surrounding areas, controlling potential pollution, and monitoring environmental conditions. Through this approach, the Company seeks to maintain the functions of ecosystem services, including regulating and supporting services that contribute to maintaining environmental conditions, as well as cultural and social services that can be enjoyed by communities and other stakeholders.





Memberdayakan Masyarakat dan Komunitas

Empowering People and Communities



09

2025

Laporan Keberlanjutan

Sustainability Report

Meningkatkan Layanan Unggul & Berkelanjutan
Upgrading Excellent & Sustainable Services

Perusahaan memperlakukan setiap pelanggan dengan hormat, sesuai dengan budaya dan nilai-nilai yang dianut, yaitu membangun hubungan jangka panjang yang saling menguntungkan melalui kemitraan dan persahabatan jangka panjang. Selain itu, Perusahaan terus berinovasi dalam pengembangan produk dan layanan untuk memberikan nilai tambah dan kepuasan kepada pelanggan.

The Company treats every customer with respect, in line with its culture and core values, which focus on building long-term, mutually beneficial relationships through partnership and lasting friendship. In addition, the Company continues to innovate in developing its products and services to provide added value and customer satisfaction.

Perusahaan menempuh langkah-langkah progresif secara internal dalam menjalankan bisnis di sektor usaha sekaligus dalam upaya memberikan tingkat kepuasan maksimal kepada pelanggan.

The Company takes progressive internal actions to do business in the business sector and to give the highest degree of customer satisfaction possible.

Perusahaan berpegang pada undang-undang dan peraturan yang menyatakan bahwa lingkungan hidup yang bersih dan sehat merupakan bagian dari hak asasi manusia. Oleh sebab itu, Perusahaan memfokuskan seluruh kegiatan usaha pada prinsip keberlanjutan demi mempertahankan keasrian dan kesehatan alam sekitar. Berbagai upaya keberlanjutan yang dilakukan Perusahaan di antaranya:

1. Mematuhi undang-undangan dan peraturan terkait lingkungan hidup *(compliance)* serta melakukan lebih dari yang dipersyaratkan (*beyond compliance*).
2. Memiliki dokumen lingkungan seperti AMDAL (Analisis Mengenai Dampak Lingkungan Hidup), UKL-UPL (Upaya Pengelolaan Lingkungan Hidup dan Upaya Pemantauan Lingkungan Hidup), dan SPPL (Surat Pernyataan Kesanggupan Pengelolaan dan Pemantauan Lingkungan Hidup).
3. Mengedepankan strategi yang mendukung keberlanjutan, seperti efisiensi energi, penurunan emisi, efisiensi air, dan lainnya.
4. Menindaklanjuti kewajiban serta rekomendasi dari dokumen lingkungan.
5. Menerapkan prinsip *rethink, reduce, reuse, recycle, recovery* (5R) dalam kegiatan operasional.

According to applicable laws and regulations, a clean and healthy environment is a fundamental human right. In order to preserve the beauty and health of the natural environment, the Company bases all of its business practises on the notion of sustainability. Among the several sustainability initiatives undertaken by the company are:

1. Following environmental rules and regulations (compliance) and going above and above what is necessary (beyond compliance).
2. Having environmental documents such as AMDAL (Environmental Impact Analysis), UKL-UPL (Environmental Management Efforts and Environmental Monitoring Efforts), and SPPL (Statement of Commitment to Environmental Management and Monitoring).
3. Advancing pro-sustainability initiatives, such as energy efficiency, pollution reduction, and water efficiency, among others.
4. Following up on environmental document requirements and suggestions.
5. Utilising the 5Rs in operational activities: reconsider, reduce, reuse, recycle, and recover.

Pengembangan Akses yang Setara atas Produk & Layanan untuk Masyarakat

Development of Equal Access to Products & Services for People at Large [OJK F.17] [OJK F.26] [GRI: 203-1]

PLN IP Services, sebagai unit bisnis terintegrasi dari PT PLN Indonesia Power, berkomitmen untuk memastikan bahwa seluruh masyarakat termasuk di wilayah terpencil, 3T (terdepan, terluar, tertinggal), serta kelompok rentan dapat menikmati layanan energi yang andal, berkualitas, dan inklusif. Melalui enam lini bisnis utama seperti O&M, suplai energi, MRO, *EPC Services*, *Rental Power*, dan *Strategic Part*, PLN IP Services menyebarkan akses energi secara merata di dalam maupun luar negeri, dengan pengelolaan lebih dari 60 pembangkit dan pengalaman lebih dari dua dekade.

Upaya akses setara diwujudkan dalam beberapa inisiatif strategis:

1. **Penyediaan Solusi Energi Terintegrasi dan Modular**
   Dengan skema *Rental Power* (DRUPS & ITC), PLN IP Services mampu mendistribusikan sumber energi sementara ke wilayah yang belum memiliki infrastruktur tetap, menjamin ketersediaan listrik tanpa hambatan geografis.

2. **Inovasi Digital dan *Training Center***
   Sebagai bagian dari layanan terintegrasi, perusahaan menghadirkan *platform* digital, simulator, dan pusat pelatihan yang dapat diakses secara luas mengurangi kesenjangan digital dan membuka peluang peningkatan kompetensi masyarakat & mitra lokal.

3. **Standar Layanan Tinggi dan Sertifikasi**
   Didukung oleh SDM kompeten bersertifikasi internasional, PLN IP Services menjamin bahwa layanan produk dan energi yang disalurkan memiliki standar tinggi di seluruh wilayah, sehingga setiap pelanggan mendapatkan pelayanan yang setara.

PLN IP Services, as an integrated business unit of PT PLN Indonesia Power, is committed to ensuring that all communities, including those in remote, frontier, outermost, and underdeveloped (3T) areas, as well as vulnerable groups, have access to reliable, high-quality, and inclusive energy services. Through its six core business lines, such as O&M, energy supply, MRO, EPC services, Rental Power, and Strategic Parts, PLN IP Services expands equitable energy access both domestically and internationally. The Company manages over 60 power plants and brings more than two decades of experience in the energy sector.

Efforts to ensure equal access are reflected in several strategic initiatives:

1. **Provision of Integrated and Modular Energy Solutions**
   Through the Rental Power scheme (DRUPS & ITC), PLN IP Services delivers temporary energy sources to regions without permanent infrastructure, ensuring uninterrupted electricity supply regardless of geographic challenges.

2. **Digital Innovation and Training Centers**
   As part of its integrated services, the company provides digital platforms, simulators, and training centers that are widely accessible. These initiatives help reduce the digital divide and create opportunities for skill development among local communities and partners.

3. **High Service Standards and Certification**
   Supported by internationally certified and competent human resources, PLN IP Services ensures that its products and energy services maintain high standards across all regions, allowing every customer to receive the same level of quality service.

4. **Kolaborasi Strategis dan Jangkauan Global**
   Melalui kemitraan dengan berbagai pihak, PLN IP Services memperluas cakupan layanannya hingga lintas kawasan seperti proyek MRO di Vietnam, Malaysia, dan Kamboja sekaligus meningkatkan kapasitas lokal dalam transfer teknologi dan *best practice* global operasional.

Dengan berbagai inisiatif ini, PLN IP Services tidak hanya berperan sebagai penyedia solusi energi terdepan, tetapi juga memastikan bahwa akses terhadap produk dan layanan dibangun berdasarkan prinsip keadilan dan pemberdayaan masyarakat. Layanan energi yang inklusif ini diharapkan dapat mempercepat percepatan pembangunan, menumbuhkan kesejahteraan masyarakat, dan meningkatkan kualitas hidup khususnya bagi komunitas yang selama ini terpinggirkan.

4. **Strategic Collaboration and Global Reach**
   Through partnerships with various stakeholders, PLN IP Services extends its services across regions, including MRO projects in Vietnam, Malaysia, and Cambodia. These collaborations also support local capacity building through technology transfer and the application of global operational best practices.

Through these various initiatives, PLN IP Services not only serves as a leading energy solutions provider but also ensures that access to its products and services is grounded in the principles of equity and community empowerment. This inclusive energy service is expected to accelerate development, enhance community well-being, and improve the quality of life, particularly for marginalized and underserved communities.



Evaluasi Keamanan Layanan bagi Pelanggan

Services Safety Evaluation for Customers [OJK F27]

Perusahaan berkomitmen untuk menyediakan produk yang aman dan berkualitas bagi seluruh pelanggan. Setiap layanan yang ditawarkan telah memenuhi standar keselamatan dan kesehatan yang berlaku. Proses perizinan, sertifikasi, produksi, hingga distribusi dilakukan secara menyeluruh guna menjamin keamanan dan kepatuhan terhadap regulasi. Dengan mengedepankan prinsip keadilan serta keberlanjutan ekonomi, Perusahaan memastikan bahwa setiap produk dan layanan yang diberikan mampu memenuhi kebutuhan masyarakat secara aman, merata, dan bertanggung jawab.

Selain itu, keamanan dan kualitas produk dipastikan melalui pedoman, proses dan pemeriksaan yang teliti, yaitu:

1. Kesesuaian produk dan layanan dengan visi dan misi Perusahaan.
2. Kesesuaian produk dan layanan dengan kebutuhan dan kemampuan pelanggan.
3. Mempertimbangkan isu lingkungan, seperti upaya pelestarian alam, pengelolaan risiko lingkungan (contohnya, pembuangan limbah, pengelolaan polusi dan lainnya). Perusahaan menetapkan syarat tertentu terkait risiko lingkungan, yang wajib dicantumkan oleh Unit Bisnis dalam prosedur pemberian produk dan jasa.
4. Mempertimbangkan isu sosial, seperti kegiatan CSR.
5. Menyampaikan informasi berdasarkan asas transparansi. Setiap produk dan layanan yang ditawarkan Perusahaan kepada pelanggan, disampaikan melalui ringkasan informasi mengenai produk tersebut saat penawaran dan/atau kesepakatan penandatanganan perjanjian. Ketentuan ringkasan produk yang disampaikan Perusahaan mengacu pada ketentuan yang berlaku.
6. Memastikan bahwa setiap produk telah melalui pemeriksaan yang teliti:
    a. Kajian risiko *Risk Management*, terkait delapan jenis risiko: risiko kredit, risiko pasar, risiko likuiditas, risiko operasional, risiko strategis, risiko kepatuhan, risiko reputasi, dan risiko hukum.

The Company is committed to providing safe and high-quality products for all customers. Every service offered complies with applicable safety and health standards. The processes of licensing, certification, production, and distribution are carried out thoroughly to ensure safety and regulatory compliance. By upholding the principles of fairness and economic sustainability, the Company ensures that all products and services meet public needs in a safe, equitable, and responsible manner.

In addition, product safety and quality are assured by means of stringent regulations, procedures, and inspections, namely:

1. Conformance of the product and services to the Company's vision and goal.
2. Compatibility of products and services with client requirements and capabilities.
3. Consider environmental challenges, such as nature conservation activities, environmental risk management (for example, waste disposal, pollution management and others). Business Units are required to include the Company's requirements on environmental risk into their processes for supplying goods and services.
4. Consider social concerns, including CSR efforts.
5. Communicate information in accordance with the idea of transparency. At the time of the offer and/or the signing of the agreement, the Company provides clients with a product overview for each and every product and service it provides. The Company-submitted product summary provisions pertain to the relevant laws.
6. Ensure that each product has undergone a comprehensive inspection:
    a. Risk Management risk analysis pertaining to eight forms of risk: credit risk, market risk, liquidity risk, operational risk, strategic risk, compliance risk, and reputation risk.

b. Kajian uji kepatuhan.
c. Kajian operasional.
d. Kajian keuangan.
e. Kajian IT.
f. Serta kajian unit kerja pendukung lainnya yang terkait.

7. Memastikan bahwa seluruh produk telah mendapatkan persetujuan dari pihak terkait sebagaimana diatur dalam Kebijakan Produk Perusahaan, didukung oleh standar prosedur serta infrastruktur yang memadai, termasuk SDM yang telah memiliki sertifikat yang dipersyaratkan, serta adanya *Business Continuity Plan* (BCP).
8. Untuk produk-produk yang membutuhkan persetujuan dari regulator, Perusahaan memastikan bahwa produk tersebut hanya akan diluncurkan setelah mendapatkan persetujuan dari regulator.

b. Compliance test evaluation.
c. Operational evaluation.
d. Financial review.
e. IT Studies.
f. In addition to examinations of other supporting work units.

7. Ensure that all products have received approval from related parties in accordance with the Company Products and Services Policy, supported by standard procedures and adequate infrastructure, including HR who possessed the necessary certifications and the existence of a Business Continuity Plan (BCP).
8. The Company assures that, for items requiring permission from the regulator, the product will not be released until clearance has been obtained.

Dampak Produk

Seluruh produk dan layanan yang disediakan oleh Perusahaan telah memenuhi ketentuan peraturan perundang-undangan yang berlaku serta melalui evaluasi terkait aspek keamanannya. Komitmen Perusahaan terhadap kualitas dan keamanan tercermin dari tidak adanya kasus penarikan produk maupun tuntutan atas ketidakpatuhan terhadap regulasi di bidang ekonomi dan sosial selama periode pelaporan. Hal ini menunjukkan konsistensi Perusahaan dalam menjalankan operasional yang bertanggung jawab dan sesuai dengan prinsip kepatuhan. [OJK F.28, F.29]

Product Impact

All products and services provided by the Company comply with applicable laws and regulations and have been evaluated for safety. The Company's commitment to quality and safety is demonstrated by the absence of product recalls or claims of non-compliance with economic and social regulations during the reporting period. This reflects the Company's consistent implementation of responsible operations in line with compliance principles. [OJK F.28, F.29]

Jumlah Produk yang Ditarik Kembali

Komitmen PLN IP Services dalam menyediakan produk dan layanan yang aman, adil, dan bertanggung jawab tercermin dari capaian positif sepanjang tahun pelaporan. Selama periode tersebut, tidak terdapat kasus penarikan produk maupun layanan, serta tidak ditemukan pelanggaran atau tuntutan terkait ketidakpatuhan terhadap peraturan perundang-undangan di bidang ekonomi dan sosial. [GRI 419-1] [OJK F.28, F.29]

Number of Recalled Products

PLN IP Services' commitment to providing safe, fair, and responsible products and services is reflected in the positive outcomes during the reporting year. Throughout this period, there were no cases of product or service recalls, and no violations or claims related to non-compliance with economic or social regulations were reported. [GRI 419-1] [OJK F.28, F.29]

Inovasi Produk Berkelanjutan
Sustainable Product Innovation

PLN IP Services memiliki Program Kompetisi Karya Inovasi yang merupakan perlombaan/kompetisi antar pegawai dalam membuat tools/peralatan, mekanisme, prosedur, atau sistem baru yang merupakan perbaikan dari suatu proses kerja sebelumnya sehingga proses kerja tersebut menjadi lebih efektif, efisien, dan *profitable*.

Program ini memiliki tujuan antara lain:

1. Memfasilitasi implementasi ide perbaikan atau *improvement* pegawai untuk inovasi proses kerja;
2. Membudayakan inovasi yang merupakan salah satu ukuran perilaku profesional pada budaya perusahaan PT PLN IP Services;
3. Menjadikan inovasi sebagai salah satu upaya PT PLN IP Services menuju *Learning Organization* (Organisasi Pembelajar);
4. Meningkatkan pendapatan perusahaan: Dengan adanya inovasi, pekerjaan bisa menjadi lebih efisien dan tepat waktu, ini bisa mengurangi pengeluaran beban yang lain;
5. Meningkatkan Loyalitas Pelanggan: Inovasi yang menghasilkan produk atau layanan berkualitas lebih tinggi dapat meningkatkan kepuasan dan loyalitas pelanggan.

Dalam Kompetisi yang dilaksanakan memiliki beberapa kategori karya yang dilombakan diantaranya ialah:

1. **Pembangkitan**
   Penurunan BPP (Biaya Pokok Produksi), Peningkatan Efisiensi, Peningkatan Kinerja Operasi & Pemeliharaan (*Operational Excellence*). (Beroperasi 24 jam).
2. **Aplikasi**
   Karya Inovasi yang mendukung peningkatan kinerja perusahaan secara menyeluruh menggunakan aplikasi (*software*) berdiri sendiri, tapi tidak berhubungan langsung dengan sistem operasi dan pemeliharaan pembangkitan.
3. ***Non-Technical Supporting Management***
   Karya Inovasi yang mendukung peningkatan kinerja perusahaan secara menyeluruh yang berhubungan dengan metode, sistem, dan prosedur tapi tidak berhubungan langsung.

PLN IP Services has an Innovation Project Competition Program, which is a contest among employees to develop new tools, mechanisms, procedures, or systems that improve existing work processes. The aim is to make these processes more effective, efficient, and profitable.

This program aims to:

1. Facilitate the implementation of employee ideas for process improvements and innovations;
2. Promote a culture of innovation as a key aspect of professional behavior within the corporate values of PT PLN IP Services;
3. Position innovation as a strategic effort in PT PLN IP Services' toward a Learning Organization;
4. Increase company revenue by enabling more efficient and timely work processes, thereby reducing operational costs;
5. Enhance customer loyalty through innovations that lead to higher-quality products and services, resulting in improved customer satisfaction.

The competition includes several categories of innovation submissions, which are as follows:

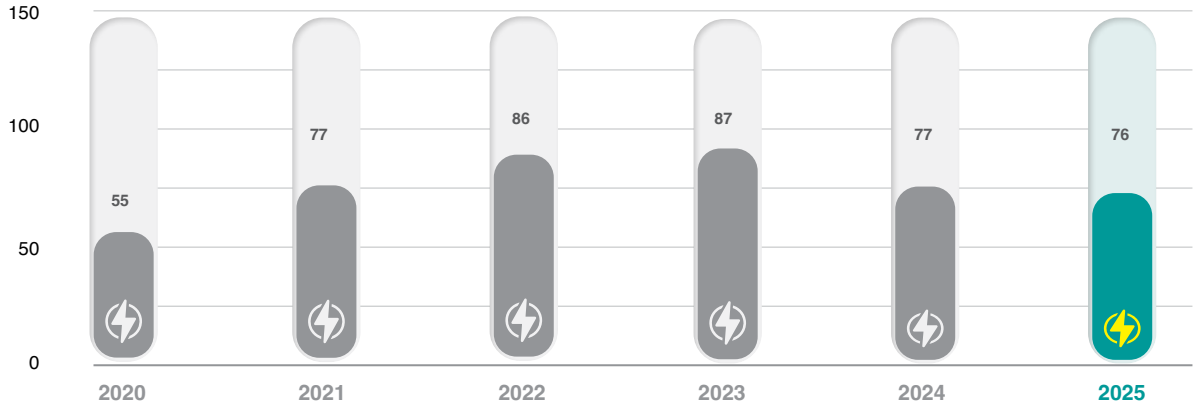
1. **Power Generation**
   Production Costs Reduction (BPP), Improved Efficiency, and Enhanced Operations & Maintenance Performance (Operational Excellence), with 24-hour operations.
2. **Application Development**
   Innovative projects that contribute to overall company performance improvement through the use of standalone applications (software) that are not directly linked to the operations and maintenance systems of power generation.
3. **Non-Technical Supporting Management**
   Innovative projects that support overall company performance improvement related to methods, systems, and procedures, but not directly connected to operations.

4. Tech Supporting

Karya Inovasi yang mendukung secara langsung peningkatan kinerja pada pembangkitan dengan menggunakan *software* dan/atau *hardware* yang keberadaannya mempengaruhi operasi.

4. Tech Supporting

Innovative projects that directly enhance power generation performance through the use of software and/or hardware that significantly impact operations.



No	Nama Name	Judul Inovasi Tingkat Korporat Corporate-Level Innovation Title	Hasil Penetapan Juara Winner Announcement
1	PLTU Kalbar 1 Lukmanul Hakim & Asroy	PEMASANGAN SHIELD ANTI TUBE EROSI (PASTI) PADA TUBE ENCLOSURE SUPERHEATER UNTUK MENINGKATKAN KEHANDALAN *BOILER* UNIT PLTU KALBAR 1 INSTALLATION OF ANTI-TUBE EROSION SHIELDS (PASTI) ON SUPERHEATER TUBE ENCLOSURES TO ENHANCE BOILER RELIABILITY AT THE KALBAR 1 POWER PLANT UNIT	Juara 1 1st Place Winner
2	NUSA PENIDA Gede Bagus Nuartha & Made Agus Kesuma Wijaya	Modifikasi *Power Booster Pump* dengan Penambahan *Uninterruptible Power Supply* (UPS) Modification of a Power Booster Pump with the Addition of an Uninterruptible Power Supply (UPS)	Juara 2 2nd Place Winner
3	PLTU Kalbar 1 Ady Rahman Sugiarto & Nada Devianti	N.A.N.O KALBAR – *Smart Procurement* Berbasis AI dengan *Workflow Execution* untuk *Accelerated Efficiency & Sustainability* menuju *Operational Excellence* di PLTU KALBAR-1 N.A.N.O. West Kalimantan – AI-Driven Smart Procurement with Workflow Execution for Accelerated Efficiency and Sustainability, Driving Operational Excellence at the West Kalimantan-1 Coal-Fired Power Plant.	Juara 3 3rd Place Winner
4	UBP PLTU SANGGAU EKO PRASETYO & GANDRUNG PRAKOSO	OPTIMALISASI *CHAIN GRATE* DENGAN PEMBENTUKAN *ASH LAYER* MELALUI MODIFIKASI *MIDDLE GRATE BAR* DAN PENGATURAN *SPEED* UNTUK MEREDUKSI *OVERHEAT* CHAIN GRATE OPTIMIZATION VIA ASH LAYER FORMATION THROUGH MIDDLE GRATE BAR MODIFICATION AND SPEED ADJUSTMENT TO REDUCE OVERHEATING	Harapan 1 1st Runner-up
5	PLTU Banten 3 Lontar Gian Wiratmojo & Andi	Modifikasi *Logic* PLC HPU (*Hidrolic Power Unit*) Sebagai Pengontrolan *Butterfly Valve* CWP PLTU Banten 3 Lontar Modification of HPU (Hydraulic Power Unit) PLC Logic for Controlling the CWP Butterfly Valve at the Banten 3 Lontar Power Plant	Harapan 2 2nd Runner-up
6	UBP LABUAN ANGIN Rendi Syahran Hasibuan & Sanro Lumban Gaol	Penambahan *Strainer Line* Transfer ESP, Untuk Mencegah Terjadinya *Blocking* Dalam Waktu Yang Lama Pada *Line Transfer Fly Ash* Installation of an ESP Transfer Line Strainer to Prevent Prolonged Blockages in the Fly Ash Transfer Line	Finalis
7	PLTU Banten 3 Lontar Moh. Anshori Kurniawan & Lestiyanto Rizki Prayogo	TAPE (*Tool - Apps* Pemeliharaan) TAPE (Tool - Apps Maintenance)	Finalis
8	UBP PLTU SANGGAU Asyad Nugroho & Agus Setiawan	Modifikasi Penambahan *Isolated Valve* pada *line Inlet Cooling Tower* Untuk Meningkatkan Proses Maintainability Modification to Add an Isolation Valve to the Cooling Tower Inlet Line To Improve Maintainability	Finalis
9	UBP PRIOK Larry Syahrofi Hakim & Cep Samsul Arip	*By-OnE* Bypass One flamE	Finalis

Insiden Ketidakpatuhan
Non-Compliance Incident [OJK F.29]

Sepanjang periode pelaporan, Perusahaan tidak mencatat adanya insiden ketidakpatuhan terhadap peraturan perundang-undangan, standar industri, maupun kebijakan internal yang berlaku. Hal ini mencerminkan komitmen kuat Perusahaan dalam menjalankan kegiatan operasional secara taat hukum, transparan, dan sesuai dengan prinsip tata kelola perusahaan yang baik. Melalui penerapan sistem pengendalian internal, pemantauan berkelanjutan, serta peningkatan kesadaran kepatuhan di seluruh jenjang organisasi, Perusahaan terus memastikan bahwa seluruh aktivitas usaha dilakukan secara etis dan bertanggung jawab. Upaya preventif ini akan terus diperkuat guna menjaga keberlanjutan dan reputasi positif Perusahaan di mata pemangku kepentingan. Beberapa peraturan dan perundang-undangan juga memberikan dampak yang cukup signifikan diantaranya adalah:

Throughout the reporting period, the Company recorded no incidents of non-compliance with applicable laws and regulations, industry standards, or internal policies. This reflects the Company's strong commitment to conducting its operations in a lawful, transparent, and responsible manner, in line with the principles of good corporate governance. By implementing robust internal controls, continuous monitoring, and fostering compliance awareness across all levels of the organization, the Company ensures that all business activities are carried out ethically and accountably. These preventive measures will continue to be strengthened to maintain business sustainability and uphold the Company's positive reputation among stakeholders. Several regulations and laws also have quite a significant impact, including:

DAFTAR PERATURAN YANG BERKAITAN DENGAN BISNIS PT PLN IP SERVICES
LIST OF REGULATIONS RELATED TOPT PLN IP SERVICES BUSINESS

No.	Peraturan yang Berlaku Applicable Regulation	Status Peraturan Regulatory Status
1	Undang-Undang Nomor 1 Tahun 2025 Tentang Perubahan Ketiga Atas Undang-Undang Nomor 19 Tahun 2003 Tentang Badan Usaha Milik Negara Law Number 1 of 2025 concerning the Third Amendment to Law Number 19 of 2003 concerning State-Owned Enterprises	Berlaku Applicable
2	Peraturan Badan Pusat Statistik Nomor 7 Tahun 2025 Tentang Klasifikasi Baku Lapangan Usaha Indonesia Central Statistics Agency Regulation Number 7 of 2025 concerning the Standard Classification of Indonesian Business Fields	Berlaku Applicable
3	Perubahan Peraturan Peraturan Menteri Lingkungan Hidup No.11 Tahun 2025 Amendment to the Minister of Environment Regulation No.11 of 2025	Berlaku Applicable
4	Persetujuan Teknis Pemenuhan Baku Mutu Emisi PT PLN Indonesia Power Services - PLTD Nusa Penida Nomor : 5.315/F/F.2/PKL.3.11/B/05/2025 Technical Approval for Fulfillment of Emission Quality Standards for PT PLN Indonesia Power Services - PLTD Nusa Penida Number: 5.315/F/F.2/PKL.3.11/B/05/2025	Berlaku Applicable

Privasi Pelanggan
Customer Privacy

Perusahaan berkomitmen untuk melindungi privasi pelanggan dengan menghormati hak-hak atas data pribadi serta menerapkan langkah-langkah yang layak guna memastikan keamanan data yang dikumpulkan, disimpan, diproses, maupun didistribusikan. Sepanjang tahun 2025, tidak terdapat insiden kebocoran atau pencurian data pelanggan, dan Perusahaan tidak menerima sanksi dari otoritas regulasi maupun tuntutan hukum terkait pelanggaran terhadap perlindungan data pribadi.

The Company is committed to protecting customer privacy by respecting personal data rights and implementing appropriate measures to ensure the security of data collected, stored, processed, and shared. Throughout 2025, there were no incidents of customer data breaches or theft, and the Company did not receive any regulatory sanctions or legal claims related to personal data protection violations.

Sebagai upaya mencegah terjadinya kebocoran data, Perusahaan telah menetapkan standar operasional prosedur yang membatasi penyampaian informasi oleh pihak internal kepada pihak eksternal. Dalam rangka meningkatkan kesadaran karyawan, Perusahaan juga menyelenggarakan program sosialisasi melalui kegiatan *Security Awareness*, yang antara lain membahas tata cara pemberian informasi kepada pihak eksternal, khususnya melalui aplikasi WhatsApp. Melalui program ini, diharapkan seluruh karyawan semakin waspada dan memahami pentingnya menjaga kerahasiaan data serta mematuhi kebijakan perlindungan informasi yang berlaku. [GRI 418-1]

To prevent data breaches, the Company has established standard operating procedures that limit the sharing of information by internal parties with external parties. To raise employee awareness, the Company also conducts outreach programs through the Security Awareness initiative, which includes guidance on sharing information with external parties, particularly via WhatsApp. This program aims to increase employee vigilance and understanding of the importance of data confidentiality and compliance with applicable information protection policies. [GRI 418-1]

Survei Kepuasan Pelanggan

Customer Satisfaction Survey [OJK F.30]

Perusahaan memastikan bahwa para pelanggannya mendapatkan produk yang memuaskan. Untuk itu, Perusahaan mengadakan survei kepuasan pelanggan yang hasilnya berguna untuk memberi masukan bagi perbaikan dan pengambilan keputusan Perusahaan. Berikut hasil survei yang dilakukan:

The Company guarantees its clients get acceptable products. For this reason, the Company conducts a customer satisfaction survey, the results of which provide valuable information for the Company's decision-making and development efforts. The following are the find34ings of the conducted survey:

Keterangan Description	2025	2024	2023
Indeks Kepuasan Pelanggan Customer Satisfaction Index	86.20	85,55	85,39

Hasil survei menunjukkan bahwa pelanggan memberikan tingkat kepuasan yang tinggi terhadap produk dan layanan yang disediakan oleh Perusahaan. Capaian ini menjadi motivasi bagi Perusahaan untuk terus meningkatkan kualitas layanan, memperkuat hubungan dengan pelanggan, serta berkontribusi dalam mendorong kemajuan pembangunan di Indonesia secara berkelanjutan.

Survey results show that customers express a high level of satisfaction with the products and services provided by the Company. This achievement serves as a motivation for the Company to continue improving service quality, strengthening customer relationships, and contributing to sustainable development in Indonesia.

Strategi & Kebijakan Pengembangan Insan Perusahaan

People of the Company's Development Strategy & Policy [OJK F.22] [GRI 404-2]

PLN Indonesia Power Services menempatkan pengembangan kompetensi insan Perusahaan sebagai bagian strategis dalam menjaga keandalan operasi, meningkatkan produktivitas, memperkuat daya saing, serta mendukung transformasi dan keberlanjutan usaha. Peningkatan kompetensi memberikan dampak positif berupa penguatan kapasitas individu, kesiapan menghadapi perubahan teknologi, dan peningkatan kualitas pelaksanaan pekerjaan. Sebaliknya, kesenjangan antara kompetensi karyawan dan kebutuhan jabatan berpotensi memengaruhi efektivitas kerja, keselamatan operasi, kualitas layanan, dan kemampuan Perusahaan dalam mencapai sasaran bisnis.

Strategi pengembangan insan diselaraskan dengan arah bisnis, kebutuhan organisasi, perkembangan teknologi, standar keselamatan, dan dinamika industri ketenagalistrikan. Kebijakan pengembangan disusun dengan mempertimbangkan kebutuhan jabatan, hasil pemetaan kompetensi, evaluasi kinerja, kebutuhan unit kerja, dan rencana pengembangan karier. Berdasarkan pendekatan tersebut, Perusahaan menetapkan prioritas pengembangan melalui pendidikan dan pelatihan, sertifikasi profesi, pembelajaran teknis dan nonteknis, pengembangan kepemimpinan, serta program pengembangan lainnya yang relevan dengan kebutuhan Perusahaan dan karyawan.

Pelaksanaan program dipantau melalui tingkat partisipasi, jumlah dan rata-rata jam pelatihan, penyelesaian sertifikasi, pemenuhan kompetensi jabatan, serta hasil evaluasi pembelajaran. Hasil pemantauan dan masukan dari peserta maupun unit kerja digunakan sebagai dasar untuk menilai efektivitas program dan menyempurnakan strategi pengembangan pada periode berikutnya. Perusahaan juga memberikan perhatian terhadap keberlanjutan kemampuan kerja dan pengelolaan akhir karier melalui program bantuan peralihan bagi karyawan yang memasuki masa purnabakti atau menghadapi berakhirnya hubungan kerja, sesuai kebijakan dan program yang tersedia.

PLN Indonesia Power Services positions employee competency development as a strategic element in maintaining operational reliability, increasing productivity, strengthening competitiveness, and supporting business transformation and sustainability. Competency development generates positive impacts by strengthening individual capabilities, improving readiness to respond to technological changes, and enhancing the quality of work performance. Conversely, gaps between employee competencies and job requirements may affect work effectiveness, operational safety, service quality, and the Company's ability to achieve its business objectives.

The Company's human capital development strategy is aligned with its business direction, organizational needs, technological developments, safety standards, and the evolving dynamics of the electricity industry. Human capital development policies are formulated by taking into account job requirements, competency-mapping results, performance evaluations, work-unit needs, and employee career-development plans. Based on this approach, the Company determines its development priorities through education and training, professional certification, technical and nontechnical learning, leadership development, and other programs relevant to the needs of both the Company and its employees.

Program implementation is monitored through indicators such as participation rates, total and average training hours, certification completion, fulfillment of job competency requirements, and learning evaluation results. Monitoring outcomes and feedback from participants and work units are used to assess program effectiveness and refine the human capital development strategy for subsequent periods. The Company also pays attention to continued employability and end-of-career management through transition-assistance programs for employees approaching retirement or facing termination of employment, in accordance with the applicable policies and available programs.

Program Pelatihan
Training Program [OJK F.22]

Pengembangan dan Pelatihan [GRI 404-1]

Dalam upaya meningkatkan kompetensi, keterampilan, dan kualitas sumber daya manusia, Perusahaan secara konsisten menyelenggarakan program pendidikan dan pelatihan bagi seluruh karyawan. Program ini tidak hanya bertujuan untuk mendukung peningkatan efektivitas dan produktivitas kerja, tetapi juga diharapkan dapat membuka peluang pengembangan karier yang lebih luas bagi setiap individu di lingkungan Perusahaan.

Sepanjang tahun 2025, Perusahaan telah melaksanakan berbagai program peningkatan kompetensi bagi karyawan, antara lain melalui kegiatan sertifikasi, seminar, lokakarya, dan pelatihan. Upaya ini merupakan bagian dari komitmen Perusahaan dalam pengembangan sumber daya manusia yang berkelanjutan. Pada tahun berjalan, total anggaran yang dialokasikan untuk pengembangan SDM mencapai Rp26,53 miliar, dengan jumlah partisipasi pelatihan tercatat sebanyak 4.678 karyawan. [OJK F22]

Development and Training [GRI 404-1]

To enhance the competence, skills, and quality of its human capital, the Company consistently conducts education and training programs for all employees. These programs aim not only to improve work effectiveness and productivity but also to create broader career development opportunities for each individual within the Company.

Throughout 2025, the Company implemented various competency development initiatives, including certification programs, seminars, workshops, and training sessions. These efforts reflect the Company's ongoing commitment to sustainable human capital development. During the year, a total budget of Rp26.53 billion was allocated for HC development, with 4,678 employees participating in training programs. [OJK F22]

Keterangan Description	Jumlah Jam Pelatihan Total Training Hours	Jumlah Karyawan Total Employees	Rata-rata jam pelatihan Tiap Karyawan (jam/Karyawan) Average Training Hours per Employee (Hours/ Employee)
Berdasarkan Jenis Kelamin I Based on Gender			
Laki-laki Man	150.256	4.396	34
Perempuan Women	9.496	282	34
Jumlah **Total**	**159.752**	**4.678**	**34**
Berdasarkan Usia I Based on Age			
51 - 60 tahun 51 - 60 years old	656	28	23
41 - 50 tahun 41 - 50 years old	5.400	262	21
31 - 40 tahun 31 - 40 years old	68.184	2.239	30
18 - 30 tahun 18 - 30 years old	85.512	2.149	40
Jumlah **Total**	**159.752**	**4.678**	**34**
Berdasarkan Status Kepegawaian I Based on Employment Status			
Karyawan Tetap Permanent employees	102.656	2.667	38
Karyawan Tidak Tetap Non-permanent employees	57.096	2.011	28
Jumlah **Total**	**159.752**	**4.678**	**34**

Penilaian Kinerja [GRI 404-3] [OJK F.18]

Penilaian kinerja karyawan PLN IP Services dilakukan secara objektif dan transparan berdasarkan capaian *Key Performance Indicator* (KPI) setiap karyawan. Penilaian dilaksanakan setiap enam bulan terhadap seluruh karyawan (100%), baik pria maupun wanita, dalam setiap jabatan. Seluruh karyawan (100%) telah menerima evaluasi kinerja mereka pada tahun pelaporan. Evaluasi kinerja merupakan salah satu sarana untuk mendorong produktivitas dan performa karyawan karena penilaian ini menjadi dasar pengambilan keputusan terkait penentuan promosi, pemberian kompensasi, dan rotasi karyawan berdasarkan prestasi kerja.

Performance Assessment [GRI 404-3] [OJK F.18]

PLN IP Services's employees' performance appraisal is carried out objectively and transparently based on the achievement of each employee's Key Performance Indicator (KPI). Assessment is carried out every six months for all employees (100%), both male and female, in each position. All employees (100%) have received their performance evaluation in the reporting year. Performance evaluation is a means to boost employee productivity and performance because this assessment forms the basis for decision making regarding the determination of promotion, compensation, and employee rotation based on work performance.

PROGRAM IP PINTAR

IP PINTAR PROGRAM

Latar Belakang

Pendidikan merupakan pilar utama dalam pembangunan suatu negara, karena pendidikan adalah sarana strategis untuk meningkatkan kesejahteraan bangsa. Di Indonesia, pentingnya pendidikan tercermin dalam berbagai upaya pemerintah untuk meningkatkan kualitas dan akses pendidikan. Selaras dengan Instruksi Presiden RI No 9 Tahun 2016 tentang Revitalisasi Sekolah Menengah Kejuruan (SMK), PT PLN Indonesia Power bersama PLN Indonesia Power Services turut serta mendukung program pemerintah melalui kerja sama *teaching factory* dan *teaching industry*. Program ini bertujuan mendekatkan siswa SMK dengan dunia industri dan menciptakan lulusan SMK yang siap kerja.

Background

Education is the main pillar in a country's development, as it is a strategic means to improve the nation's welfare. In Indonesia, the importance of education is reflected in various government efforts to improve the quality and access to education. In line with Presidential Instruction No. 9 of 2016 concerning the Revitalization of Vocational High Schools ("SMK"), PT PLN Indonesia Power together with PLN Indonesia Power Services participates in supporting government programs through teaching factories and teaching industry cooperation. This program aims to bring SMK students closer to the industrial world and create work-ready SMK graduates.

Sebagai bagian dari Tanggung Jawab Sosial Perusahaan (*Corporate Social Responsibility*), khususnya dalam *Core Community Involvement and Development* dan *Core Human Rights*, PT PLN Indonesia Power bersama PLN Indonesia Power Services mencanangkan program CSR di bidang pendidikan. Tahap awal program ini dikembangkan melalui kerjasama di wilayah Jawa Tengah dan berencana untuk diperluas ke wilayah Indonesia Tengah dan Timur, dengan tujuan untuk mengurangi kesenjangan mutu pendidikan di seluruh Indonesia.

As part of its Corporate Social Responsibility, especially in the Core Community Involvement and Development and Core Human Rights, PT PLN Indonesia Power and PLN Indonesia Power Services launched a CSR program in the field of education. The initial stage of this program was developed through cooperation in the Central Java region and plans to expand to Central and Eastern Indonesia, to reduce the gap in the quality of education across Indonesia.

Target Program

Pada tahun 2025, sebanyak 150 siswa dari 34 Sekolah Menengah Kejuruan (SMK) berhasil menyelesaikan Program IP Pintar yang dilaksanakan di 22 unit kerja PLN Indonesia Power Services.

Program Target

In 2025, a total of 150 students from 34 vocational high schools successfully completed the IP Pintar Program, which was implemented across 22 work units of PLN Indonesia Power Services.

Selama enam bulan masa pelatihan, para peserta memperoleh pembekalan komprehensif yang diawali dengan pengetahuan dasar ketenagalistrikan sebagai fondasi untuk memahami sistem pembangkitan tenaga listrik. Peserta juga mengikuti pelatihan Keselamatan dan Kesehatan Kerja (K3) guna menanamkan budaya kerja yang aman dan profesional sejak dini.

During the six-month training period, participants received comprehensive instruction beginning with fundamental knowledge of electricity as a foundation for understanding power generation systems. They also participated in Occupational Health and Safety training to instill a safe and professional work culture from an early stage.

Pembelajaran kemudian dilanjutkan dengan teori dasar operasi dan pemeliharaan pembangkit yang diterapkan secara langsung melalui kegiatan On-the-Job Training (OJT) di lapangan. Dalam pelaksanaannya, para peserta didampingi oleh mentor berpengalaman dari PLN IP Services. Seluruh rangkaian program diakhiri dengan uji kompetensi dan sertifikasi yang diselenggarakan oleh Lembaga Sertifikasi Kompetensi (LSK) PT TEU untuk memastikan lulusan Program IP Pintar memiliki kompetensi yang terukur dan diakui secara profesional.

The learning process continued with fundamental theories of power plant operations and maintenance, which were applied directly through field-based On-the-Job Training (OJT). Throughout the training, participants were guided by experienced mentors from PLN IP Services. The program concluded with competency assessments and certification administered by the Competency Certification Institute of PT TEU to ensure that IP Pintar graduates possess measurable and professionally recognized competencies.

- **Dimensi Sosial**
  Program IP Pintar berperan signifikan dalam meningkatkan inklusi sosial dengan menyediakan akses dan peluang pendidikan yang lebih baik kepada masyarakat, termasuk mereka yang berada di daerah terpencil atau berpenghasilan rendah. Dengan demikian, PT PLN Indonesia Power bersama PLN Indonesia Power Services mendukung pencapaian SDG 4, yaitu Pendidikan Berkualitas.

- **Social Dimension**
  The IP Pintar program has a significant role in improving social inclusion by providing better access and educational opportunities to the community, including those in remote or low-income areas. Therefore, PT PLN Indonesia Power and PLN Indonesia Power Services support the achievement of SDG 4, Quality Education.

- **Dimensi Ekonomi**
  Program IP Pintar berfokus pada peningkatan keterampilan tenaga kerja yang siap menghadapi tantangan ekonomi masa depan. Dengan memberikan pendidikan yang relevan dan berbasis pembangkit listrik ramah lingkungan, program ini membantu menciptakan lapangan kerja yang berkelanjutan dalam industri ketenagalistrikan. Ini mendukung pencapaian SDG 8, yaitu Pekerjaan Layak dan Pertumbuhan Ekonomi.

- **Economic Dimension**
  The IP Pintar program focuses on upskilling a workforce ready for the economic challenges of the future. By providing relevant and green power generation-based education, the program helps create sustainable jobs in the power industry. This supports the achievement of SDG 8, Decent Work and Economic Growth.

- **Dimensi Lingkungan**
  Meskipun Program IP Pintar berfokus pada aspek pendidikan, program ini memiliki dampak positif pada lingkungan. Implementasinya adalah dengan meminimalisasi penggunaan kertas (*Paperless*) dan meningkatkan efisiensi energi dalam proses pembelajaran. Upaya ini berkontribusi pada pencapaian SDG 13 (Tindakan untuk Iklim) dan SDG 12 (Pola Konsumsi dan Produksi yang Berkelanjutan).

- **Environmental Dimension**
  Although the IP Pintar Program focuses on the educational aspect, it has a positive impact on the environment. The implementation is by minimizing the use of paper (Paperless) and increasing energy efficiency in the learning process. These efforts contribute to the achievement of SDG 13 (Action on Climate) and SDG 12 (Sustainable Consumption and Production Patterns).

- **Dimensi Tata Kelola**
  Program IP Pintar berkomitmen untuk meningkatkan transparansi dan akuntabilitas dalam penyediaan pendidikan, dengan menyediakan data dan informasi mengenai kualitas pendidikan dan hasil belajar yang mudah diakses. Program ini mendorong inovasi dalam sistem pendidikan yang selaras dengan prinsip tata kelola yang baik. Upaya ini mendukung apa yang diperlukan untuk mencapai SDG 16, yaitu Perdamaian, Keadilan, dan Institusi yang Kuat.

Melalui pembangunan multidimensi, Program IP Pintar tidak hanya meningkatkan kualitas pendidikan tetapi juga berkontribusi pada pembangunan sosial, ekonomi, lingkungan, serta memperkuat tata kelola pendidikan yang berkelanjutan di Indonesia.

- **Governance Dimension**
  The IP Pintar program is committed to improving transparency and accountability in education provision, by providing easily accessible data and information on education quality and learning outcomes. The program encourages innovation in the education system that is aligned with good governance principles. These efforts support what is needed to achieve SDG 16, Peace, Justice, and Strong Institutions.

Through multidimensional development, the Smart IP Program not only improves the quality of education but also contributes to social, economic, environmental development, and strengthens sustainable education governance in Indonesia.



Kesetaraan & Keberagaman

Equality & Diversity [OJK F.18] [GRI 406-1]

Kesetaraan

Perusahaan berkomitmen untuk menerapkan prinsip keberagaman, kesetaraan, dan non-diskriminasi di seluruh aspek ketenagakerjaan. Dalam proses rekrutmen, penempatan jabatan, hingga sistem remunerasi, Perusahaan tidak membedakan individu berdasarkan gender, ras, agama, suku, maupun golongan. Seluruh kebijakan diterapkan secara adil dan inklusif di setiap tingkatan organisasi. Sepanjang tahun 2025, tidak terdapat laporan atau insiden terkait tindakan diskriminatif di lingkungan kerja Perusahaan. [GRI 3-3]

Mayoritas karyawan Perusahaan berada pada kelompok usia produktif (18–40 tahun). Komposisi tersebut mendukung efektivitas operasional sekaligus memastikan keberlanjutan pengembangan kompetensi dan regenerasi sumber daya manusia di seluruh jenjang organisasi.

Rasio Gaji Pokok dan Remunerasi Wanita Dibandingkan Pria

PLN IP Services memberikan kesempatan berkarir yang setara bagi seluruh karyawan dan menerapkan prinsip non-diskriminatif dalam setiap tahapan pengembangan SDM. Kebijakan penggajian dan remunerasi diterapkan secara adil tanpa membedakan gender. Baik karyawan pria maupun wanita menerima upah berdasarkan jabatan, masa kerja, tanggung jawab, dan kinerja. Di seluruh kategori jabatan dan lokasi operasional, rasio gaji pokok dan remunerasi antara karyawan wanita dan pria adalah setara, yaitu 1:1. [GRI 405-2]

Perusahaan menciptakan lingkungan kerja yang profesional dan inklusif, di mana setiap karyawan memiliki kesempatan yang sama untuk meraih keberhasilan tanpa memandang ras, jenis kelamin, usia, warna kulit, latar belakang ekonomi, maupun agama. Keberagaman di lingkungan kerja menjadi aset penting dalam mendorong kolaborasi dan lahirnya inovasi produk serta layanan kelistrikan bagi pelanggan. Penilaian kinerja dan pengembangan karier dilakukan secara objektif melalui sistem evaluasi yang transparan. Dengan menjunjung tinggi prinsip kesetaraan, sepanjang tahun pelaporan tidak terdapat insiden maupun pengaduan terkait diskriminasi di lingkungan kerja PLN IP Services. [OJK F.18] [GRI 406-1]

Equality

The Company is committed to upholding the principles of diversity, equality, and non-discrimination across all aspects of employment. In recruitment, job placement, and remuneration systems, the Company does not differentiate individuals based on gender, race, religion, ethnicity, or social group. All policies are implemented fairly and inclusively at every level of the organization. Throughout 2025, there were no reports or incidents of discriminatory practices in the Company's work environment. [GRI 3-3]

The majority of the Company's employees are within the productive age group (18–40 years). This workforce composition supports operational effectiveness while ensuring the sustainable development of competencies and workforce regeneration across all levels of the organization.

Basic Salary and Compensation Ratio of Female Compared to Male

PLN IP Services provides equal career opportunities for all employees and applies non-discriminatory principles at every stage of human resource development. Compensation and remuneration policies are implemented fairly, without gender bias. Both male and female employees receive wages based on their position, length of service, responsibilities, and performance. Across all job categories and operational locations, the ratio of base salary and remuneration between female and male employees is equal, at 1:1. [GRI 405-2]

The Company fosters a professional and inclusive work environment where every employee has the same opportunity to succeed, regardless of race, gender, age, skin color, economic background, or religion. Diversity in the workplace is seen as a valuable asset that promotes collaboration and drives innovation in electricity products and services for customers. Performance evaluations and career development are conducted objectively through a transparent assessment system. By upholding the principle of equality, there were no incidents or complaints related to discrimination in the workplace throughout the reporting year. [OJK F.18] [GRI 406-1]

Berikut merupakan demografi karyawan Perusahaan yang menggambarkan keragaman karyawan berdasarkan kelompok usia pada berbagai jenjang jabatan.

The following employee demographics illustrate the Company's workforce diversity by age group across various position levels.

Keberagaman Badan Tata Kelola dan Karyawan Menurut Usia
Diversity of Governance Bodies and Employees by Age [OJK C.3.b] [GRI 405-1]

Jabatan Position	2025				2024				2023			
	18 – 30	31 – 40	41 – 50	>50	18 – 30	31 – 40	41 – 50	>50	18 – 30	31 – 40	41 – 50	>50
Eksekutif Executives	0	17	28	9	0	19	29	10	0	20	27	12
Supervisor Atas Top Supervisor	3	66	11	1	5	66	6	1	7	52	6	1
Supervisor Dasar Basic Supervisor	26	171	26	7	44	166	24	5	55	148	22	4
Staf Senior Senior Staff	92	235	13	0	317	652	44	7	384	506	37	7
Staf Staff	369	196	14	1	2247	963	89	3	2.173	762	76	3
Non Staf Non-Staff	2.403	2.258	232	26	1	1	1		1	1	1	0
Jumlah Total	**2.893**	**2.943**	**324**	**44**	**2614**	**1867**	**193**	**26**	**2.620**	**1.489**	**169**	**27**



Perekrutan & Pergantian Karyawan

Employee Recruitment & Turnover [GRI 401-1] [OJK F.18]

PLN IP Services menerapkan prinsip kesetaraan dalam seluruh proses rekrutmen. Seleksi karyawan dilakukan secara objektif dan transparan, dengan mempertimbangkan kesesuaian antara kompetensi calon karyawan dan kebutuhan Perusahaan. Setiap individu yang memiliki kualifikasi dan kemampuan yang setara diberikan peluang yang sama untuk bergabung dan berkembang bersama Perusahaan.

PLN IP Services upholds the principle of equality in all recruitment processes. Employee selection is conducted objectively and transparently, based on the alignment between the candidate's competencies and the Company's needs. Every individual with equal qualifications and capabilities is given the same opportunity to join and grow with the Company.

PLN IP Services berkomitmen mewujudkan pemerataan ekonomi di Indonesia. Oleh sebab itu, Perusahaan menaruh prioritas pada perekrutan karyawan lokal yang berasal dari wilayah di mana kantor PLN IP Services berada. Yang dimaksud dengan manajemen senior adalah Direksi Perusahaan. Sebagian besar anggota Direksi berasal dari Indonesia. Dari total seluruh Direksi Perusahaan, terdapat 5 (lima) orang dari posisi jabatan senior Perusahaan yang dipegang oleh orang Indonesia. [GRI 202-2]

PLN IP Services is committed to realizing economic equity in Indonesia. Therefore, the Company places priority on recruiting local employees who come from the area where the PLN IP Services office is located. What is meant by senior management is the Board of Directors of the Company. Most of the members of the Board of Directors come from Indonesia. From the total of the Company's Directors, there are 5 (five) people from the Company's senior positions held by Indonesians. [GRI 202-2]

Informasi mengenai lowongan pekerjaan yang tersedia di PLN IP Services dipublikasikan melalui sosial media dan job portal Perusahaan, serta dipromosikan melalui kerja sama dengan universitas atau media komunikasi nasional lainnya.

Information regarding job vacancies available at PLN IP Services is published through the Company's social media and job portals, as well as promoted through collaboration with universities or other national communication media.

Perekrutan Karyawan Berdasarkan Jenis Kelamin
Employee Recruitment by Gender

Keterangan Description	2025	%	2024	%	2023	%
Pria Male	192	86,49%	315	91,04%	738	91,11%
Wanita Female	30	13,51%	31	8,96%	72	8,89%
Jumlah Total	**222**	**100%**	**346**	**100%**	**810**	**100%**

Perekrutan Karyawan Berdasarkan Kelompok Usia
Employee Recruitment by Age Group

Keterangan Description	2025	%	2024	%	2023	%
18-30	181	81,53%	328	94,80%	721	89,01%
31-40	31	13,96%	17	4,91%	89	10,99%
41-50	9	4,05%	1	0,29%	0	0%
>50	1	0,45%	0	0,00%	0	0%
Jumlah Total	**222**	**100%**	**346**	**100%**	**810**	**100%**

Perekrutan Pegawai Berdasarkan Wilayah
Employees' Recruitment by Area

No.	Wilayah Area	Rencana Plan	Realisasi Realization
1	Bali	8	4
2	Banten	46	33
3	Bengkulu	6	0
4	DKI Jakarta	37	32
5	Jawa Barat	44	40
6	Jawa Tengah	39	28
7	Jawa Timur	18	17
8	Kalimantan Barat	38	26
9	Kalimantan Selatan	99	91
10	Kalimantan Timur	27	16
11	Kepulauan Riau	7	5
12	Maluku	5	1
13	Nusa Tenggara Barat	8	0
14	Nusa Tenggara Timur	3	0
15	Papua	4	2
16	Papua Barat Daya	3	0
17	Sulawesi Selatan	21	13
18	Sulawesi Tenggara	3	0
19	Sulawesi Utara	1	1
20	Sumatera Barat	14	2
21	Sumatera Selatan	17	3
22	Sumatera Utara	48	32
Jumlah Total		**496**	**346**

Pergantian Karyawan Berdasarkan Jenis Kelamin
Employee Turnover by Gender

Keterangan Description	2025	%	2024	%	2023	%
Pria Male	116	84,67%	137	90,73%	71	93%
Wanita Female	21	15,33%	14	9,27%	5	7%
Jumlah Total	**137**	**100%**	**151**	**100%**	**76**	**100%**

Pergantian Karyawan Berdasarkan Kelompok Usia
Employee Turnover by Age Group

Keterangan Description	2025	%	2024	%	2023	%
18-30	76	55,47%	103	68,21%	43	57%
31-40	61	44,53%	29	19,21%	33	43%
41-50	0	0%	4	2,65%	0	0%
>50	0	0%	15	9,93%	0	0%
Jumlah Total	**137**	**100%**	**151**	**100%**	**76**	**100%**

Penghentian Status Karyawan
Termination of Employee Status

Keterangan Description	2025	%	2024	%	2023	%
Pensiun Retired	1	0,73%	2	1,32%	3	7,14%
Meninggal Dunia Deceased	5	3,65%	6	3,97%	3	7,14%
Habis Kontrak Contract Expired	43	31,39%	68	45,03%	0	0,00%
Mengundurkan diri Resigned	61	44,53%	16	10,60%	29	64,29%
Lain-lain Other	27	19,71%	61	40,40%	51	21,43%
Jumlah Total	**137**	**100%**	**151**	**100%**	**86**	**100%**

Jumlah perputaran karyawan PLN IP Services sampai dengan akhir tahun 2025 tercatat sebanyak 137 pegawai dengan tingkat turnover sebesar 2,87%. Pada Desember 2025, terdapat 13 pegawai yang mengalami turnover, terdiri atas 4 Pegawai Tetap dan 9 pegawai dengan status Tenaga Kerja Waktu Tertentu (TKWT). Berdasarkan masa kerja, jumlah turnover terbesar berasal dari pegawai TKWT dengan masa kerja 1–3 tahun.

Employee turnover at PLN IP Services as of the end of 2025 involved 137 employees, representing a turnover rate of 2.87%. In December 2025, 13 employees left the Company, comprising 4 permanent employees and 9 fixed-term employees. Based on length of service, the largest proportion of turnover was recorded among fixed-term employees with 1–3 years of service.

Memenuhi Hak Asasi Manusia (HAM) Karyawan

Respecting the Human Rights (HAM) of Employees

Perusahaan ingin memastikan bahwa Perusahaan memperhatikan setiap hak dasar para karyawannya. Hak Asasi Manusia adalah hak dasar dan kebebasan yang dimiliki oleh setiap manusia di dunia ini. Dalam menjalankan kegiatan usahanya, Perusahaan tidak mempekerjakan tenaga kerja asing dan tenaga kerja yang memiliki keahlian khusus di bidangnya. Selain itu, tidak terdapat aktivitas serikat pekerja dalam lingkungan operasional Perusahaan. Hak-hak ini berdasarkan prinsip-prinsip persamaan, keadilan dan kehormatan. Perusahaan menjunjung tinggi penerapan HAM dalam Perusahaan, berupa:

1. **Tidak Adanya Tenaga Kerja Anak dan Karyawan Paksa** [OJK F.19] [GRI 408-1] [GRI 409-1]
   Perusahaan memperhatikan batas usia minimal karyawan untuk memastikan bahwa tidak ada karyawan anak di lingkungan Perusahaan. Di samping itu, Perusahaan menerapkan kebijakan melarang kerja paksa, yaitu semua karyawan atau jasa yang dipaksakan pada setiap orang dengan ancaman hukuman apapun karena orang tersebut tidak menyediakan diri secara sukarela.

2. **Sosialisasi HAM di Kalangan Karyawan dan Petugas Keamanan** [GRI 410-1]
   Sudah menjadi komitmen Perusahaan bahwa setiap insan Perusahaan dapat menghargai hak asasi sesamanya, serta memperlakukan setiap orang dengan adil dan hormat. Untuk itu, Perusahaan melatih tidak saja petugas keamanan, namun juga para karyawan.

3. **Peraturan Perusahaan (PP)** [GRI 2-30] [GRI 402-1]
   Dalam upaya meningkatkan komunikasi antara Perusahaan dan pegawai atas perubahan-perubahan yang terjadi terkait peraturan dan perundang-undangan maupun kebijakan terkait prosedur operasional yang bersifat signifikan, Perusahaan melakukan sosialisasi terlebih dahulu melalui program *Security Awareness* paling lambat 2 (dua) minggu sebelum diimplementasikan secara menyeluruh ke semua lini organisasi. Langkah ini ditempuh Perusahaan sebagai bentuk menciptakan komunikasi yang berkelanjutan dan meningkatkan efektifitas kegiatan operasi Perusahaan.

The Company aims to guarantee that it respects every fundamental right of its employees. Human Rights are fundamental rights and liberties that belong to every person on earth. In conducting its commercial operations, the Company does not hire foreign personnel or individuals with specialized knowledge. In addition, there is no labour union activity in the operating environment of the Company. The foundation of these rights is equality, justice, and respect. The Company is committed to the implementation of human rights in the following ways:

1. **No Child Labour or Forced Labour**
   [OJK F.19] [GRI 408-1] [GRI 409-1]
   The Company pays close attention to the minimum age requirement for employees to guarantee that no minors work at the Company. In addition, the Company enforces a policy against forced labour, which encompasses any employees or services that are coerced onto a person under threat of punishment because the person does not willingly offer them.

2. **Education of Security Officers and Employees on Human Rights** [GRI 410-1]
   The Company now owes it to its employees to treat everyone equally and with respect, as well as to respect their fellow employees' human rights. Because of this, the Company also trains its staff in addition to security employees.

3. **Company's Regulation** [GRI 2-30] [GRI 402-1]
   To increases communication between the employee of the Company for the changes that happened concerning the regulations and laws or the policy related to operational procedure is significant, the Company conducts socialization first through Security Awareness program lately 2 (two) weeks before implementation in overall organization. This step took the Company as an effort to creates sustainability communication and increase the effectivity of the Company's operational activity.

4. **Badan Penyelenggara Jaminan Sosial (BPJS)**
Perusahaan mengikutsertakan setiap karyawan dalam program pemerintah BPJS Ketenagakerjaan dan BPJS Kesehatan yang bertujuan untuk memberikan perlindungan dan kesejahteraan sosial bagi seluruh rakyat. Sebagai badan usaha, Perusahaan telah mendaftarkan diri karyawannya dalam program BPJS Ketenagakerjaan dan BPJS Kesehatan.

4. **Badan Penyelenggara Jaminan Sosial (BPJS)**
Every employee is enrolled in the government programmes BPJS Ketenagakerjaan and BPJS Kesehatan, which seek to offer protection and social welfare to all individuals. The Company has registered its workers in the BPJS Ketenagakerjaan and BPJS Kesehatan programmes as a business entity.

Rasio Upah Dasar 2025
Standar Wage Ratio in 2025 [OJK F.20] [GRI 401-2]

PLN IP Services mengapresiasi kinerja dan prestasi karyawan melalui sistem remunerasi. Kebijakan remunerasi dan tunjangan PLN IP Services juga merupakan strategi untuk mempertahankan SDM produktif yang dapat memaksimalkan *Return on Investment* (ROI) Perusahaan. Pemberian gaji pokok dan remunerasi berlandaskan atas peraturan perundang-undangan dan kebijakan yang berlaku terkait remunerasi karyawan. [GRI 3-3]

PLN IP Services appreciates the performance and achievements of employees through a remuneration system. PLN IP Services's remuneration and allowance policies are also a strategy to maintain productive HR that can maximize the Company's Return on Investment (ROI). Provision of basic salary and remuneration based on laws and regulations and applicable policies regarding employee remuneration. [GRI 3-3]

Seluruh karyawan tetap PLN IP Services berhak mendapatkan upah *entry level* yang setara bahkan lebih tinggi dari UMP (Upah Minimum Provinsi) yang ditetapkan oleh pemerintah. PLN IP Services juga menjunjung tinggi prinsip kesetaraan dan keadilan sehingga remunerasi dianggarkan sesuai dengan hasil usaha dan kompetensi karyawan. PLN IP Services tidak membedakan pemberian remunerasi dan upah *entry level* antara karyawan pria dan wanita. keduanya berbanding 1:1 untuk setiap kategori jabatan. [GRI 202-1]

All PLN IP Services permanent employees are entitled to an entry level wage that is equivalent to even higher than the UMP (Provincial Minimum Wage) set by the government. PLN IP Services also upholds the principles of equality and fairness so that the remuneration is budgeted according to the business results and employee competencies. PLN IP Services does not differentiate between remuneration and entry level wages for male and female employees, both are at a ratio of 1:1 for each position category. [GRI 202-1]

Unit Kerja Working Unit	**Kota** City	**UMK 2025** 2025 UMK	**Besaran Gaji Dasar Karyawan Golongan Terendah Sebagai Karyawan Baru (Rp)** The Lowest Basic Salary for New Employees (Rp)	**Rasio UMR Dibandingkan Gaji Dasar (Rp)** Ratio of UMR Compared to Basic Salary (Rp)
Kantor Pusat	DKI Jakarta	5.067.381	5.067.381	1:1
UPJP Priok	DKI Jakarta	5.067.381	5.067.381	1:1
Senayan	DKI Jakarta	5.067.381	5.067.381	1:1
UJP Labuan	Cilegon	4.815.102	4.815.102	1:1
UJP Suralaya	Cilegon	4.815.102	4.815.102	1:1
UP Suralaya	Cilegon	4.815.102	4.815.102	1:1
UP Cilegon	Cilegon	4.815.102	4.815.102	1:1
UJP Lontar	Kota Tangerang	4.601.988	4.601.988	1:1
UJP JPR	Kab. Sukabumi	3.384.491	3.384.491	1:1
UP Grati	Kab. Pasuruhan	4.635.133	4.635.133	1:1

Unit Kerja Working Unit	Kota City	UMK 2025 2025 UMK	Besaran Gaji Dasar Karyawan Golongan Terendah Sebagai Karyawan Baru (Rp) The Lowest Basic Salary for New Employees (Rp)	Rasio UMR Dibandingkan Gaji Dasar (Rp) Ratio of UMR Compared to Basic Salary (Rp)
Kamojang	Kab. Bandung Barat	3.508.677	3.508.677	1:1
Saguling	Kab. Bandung Barat	3.508.677	3.508.677	1:1
Unit Kerja Sama Operasi PLN IP Services	Kab. Bandung Barat	3.508.677	3.508.677	1:1
OSU & PMU	Cirebon	2.456.516	2.456.516	1:1
Adipala	Cilacap	2.479.106	2.479.106	1:1
UP Semarang	Semarang	3.243.969	3.243.969	1:1
Mrica	Semarang	3.243.969	3.243.969	1:1
PLTA Jatigede	Sumedang	3.504.308	3.504.308	1:1
Berau	Kab. Berau	3.832.297	3.832.297	1:1
PLTU Asam-Asam	Kab. Berau	3.832.297	3.832.297	1:1
PLTMG MPP Bontang 30 MW	Kota Bontang	3.549.308	3.549.308	1:1
PLTD Berau	Kab. Berau	3.832.297	3.832.297	1:1
Sintang	Kab. Sintang	2.854.277	2.854.277	1:1
Sanggau	Kab. Sanggau	2.789.563	2.789.563	1:1
Kalbar 1	Bengkayang	2.875.361	2.875.361	1:1
Barru	Sulawesi Selatan/Barru	3.343.298	3.343.298	1:1
Bau Bau	Sulawesi Tenggara	2.758.985	2.758.985	1:1
Ambon	Ambon	2.991.299	2.991.299	1:1
BMPP Nusantara I	Ambon	2.991.299	2.991.299	1:1
Indralaya	Kabupaten Ogan Ilir	3.456.874	3.456.874	1:1
Pangkalan Susu	Kab. Langkat	2.943.343	2.943.343	1:1
Nias	Kab. Langkat	2.943.343	2.943.343	1:1
Labuhan Angin	Nias (Sumut)	2.809.915	2.809.915	1:1
Bali 200 MW	Denpasar	3.096.823	3.096.823	1:1
Nusa Penida	Denpasar	3.096.823	3.096.823	1:1
BOT Bali	Denpasar	3.096.823	3.096.823	1:1
PLTS Hybrid Nusa Penida	Denpasar	3.096.823	3.096.823	1:1
Jeranjang	Mataram	2.685.000	2.685.000	1:1
Ulubambu	NTT	2.186.826	2.186.826	1:1
Tenau	Kupang	2.250.419	2.250.419	1:1
Holtekamp	Papua	4.024.270	4.024.270	1:1
Jayapura	Papua	4.024.270	4.024.270	1:1
Merauke	Papua	4.024.270	4.024.270	1:1
Sorong	Papua Barat	3.393.000	3.393.000	1:1
Nabire	Papua	4.024.270	4.024.270	1:1
Biak	Papua	4.024.270	4.024.270	1:1
Manokwari	Papua Barat	3.393.000	3.393.000	1:1
Timika	Mimika	4.512.077	4.512.077	1:1
PLTMG Papua	Papua	4.024.270	4.024.270	1:1
MPP Nabire 20MW	Papua	4.024.270	4.024.270	1:1
MPP Jayapura 50MW	Papua	4.024.270	4.024.270	1:1
ULPLTP Tanggamus	Kab. Tenggamus	2.716.497	2.716.497	1:1
UPDK Bengkulu	Kota Bengkulu	2.701.256	2.701.256	1:1
UPDK PLTG Keramasan	Kabupaten Ogan Ilir	3.456.874	3.456.874	1:1
UPDK Bukittinggi	Sumatera Barat	2.811.449	2.811.449	1:1
PLTU UPK Ombilin	Sumatera Barat	2.811.449	2.811.449	1:1
UPDK Kepulauan Riau	Kepualauan Riau	3.402.492	3.402.492	1:1
UPK Teluk Sirih	Sumatera Barat	2.811.449	2.811.449	1:1
UPDK Tello	Sulawesi Selatan/Barru	3.434.298	3.434.298	1:1

Cuti Hamil dan Melahirkan [GRI 401-3]

Kesehatan mental dan fisik ibu patut dilindungi menjelang dan sesudah proses melahirkan guna menjamin kelancaran kehamilan, proses pemulihan, serta pembangunan hubungan ibu-anak. Oleh karena itu, PLN IP Services memberikan cuti melahirkan selama tiga bulan untuk karyawan wanita dan cuti mendampingi istri melahirkan selama empat hari kerja bagi karyawan pria. Cuti diberikan tanpa menghilangkan atau mengurangi gaji, hak, dan posisi yang bersangkutan di tempat kerja.

Maternity Leave [GRI 401-3]

The mental and physical health of the mother must be protected before and after the birth process in order to ensure a smooth pregnancy, the recovery process, and the development of the mother-child relationship. Therefore, PLN IP Services provides three months maternity leave for female employees and four working days leave accompanying wives giving birth to male employees. Leave is given without eliminating or reducing the salary, rights and position concerned at work.

Karyawan yang Memperoleh Hak Cuti
Employees with Leave Entitlement

Keterangan Description	Jumlah Total	Kembali Bekerja (%) Back to Work (%)
Pria Male	2.925	100
Wanita Female	194	100
Jumlah **Total**	**3.119**	**100**

Program Pensiun [GRI 201-3] [GRI 404-2]

PLN IP Services mengapresiasi seluruh karyawan yang telah mengabdi dengan setia hingga usia pensiun. Bentuk apresiasi perusahaan ditunjukkan melalui program pensiun yang akan menjamin stabilitas keuangan karyawan selama masa purnabakti. PLN IP Services menyelenggarakan beberapa program pensiun yang ditujukan bagi seluruh karyawan, di antaranya adalah:

1. Jaminan Pensiun BPJS yang merupakan program wajib dari pemerintah, dengan iuran karyawan sebesar 1% dan PLN IP Services sebesar 2%.
2. Jaminan Hari Tua BPJS Ketenagakerjaan, yang merupakan program wajib dari pemerintah, dengan iuran karyawan sebesar 2% dan PLN IP Services sebesar 3,7%.

Pension Program [GRI 201-3] [GRI 404-2]

PLN IP Services appreciates all employees who have served faithfully until retirement age. A form of company appreciation is shown through a pension program that will ensure the financial stability of employees during retirement. PLN IP Services organizes several pension programs aimed at all employees, including:

1. Jaminan Pensiun BPJS which is a mandatory program from the government, with employee contributions of 1% and PLN IP Services of 2%.
2. Jaminan Hari Tua BPJS Ketenagakerjaan, which is a mandatory program from the government, with employee contributions of 2% and PLN IP Services of 3.7%.

Fasilitas dan Manfaat [GRI 401-2]

Per 31 Desember 2025, jumlah pegawai PLN IP Services adalah 4.919 orang. Untuk pekerja tetap sebanyak 2.707 orang dan jumlah pegawai TKWT sebanyak 2.161 orang serta pegawai Tugas Karya sebanyak 51 orang. Terkait pegawai TKWT dalam data ini terdiri dari gabungan TKWT Reguler dan TKWT Project, dimana TKWT Project tidak memperoleh tunjangan kesehatan, namun memperoleh kompensasi sesuai kontrak.

Facility and Benefit [GRI 401-2]

As of December 31, 2025, the total number of PLN IP Services employees was 4,919. This figure comprised 2,707 permanent employees, 2,161 employees on fixed-term contracts (TKWT), and 51 employees on assignment (Tugas Karya). The data regarding fixed-term contract employees (TKWT) combines Regular TKWT and Project TKWT; notably, Project TKWT employees do not receive health benefits but do receive compensation in accordance with their contracts.

Perseroan selalu berkomitmen untuk menjaga kualitas kesejahteraan seluruh Pegawainya dengan memberikan kompensasi dan manfaat yang sesuai dengan kontribusi masing-masing Pegawai. Hal ini bertujuan untuk mencapai tingkat produktivitas kerja yang lebih baik lagi. Perusahaan juga menyediakan berbagai manfaat dan fasilitas untuk mendukung kondisi kerja, yang rinciannya dapat dilihat pada tabel di bawah ini:

The Company is always committed to maintaining the welfare of all its employees by providing compensation and benefits according to the contribution of each employee. This aims to achieve a better level of work productivity. The Company also provides various benefits and facilities to support working conditions, the details of which can be seen in the table below:

Fasilitas dan Benefit
Facility and Benefit

Kriteria Criteria	Pegawai Tetap (Organik) Permanent Employee	TKWT Fixed-term Workers ("TKWT")	Tugas Karya Work Assignment
Jaminan Kecelakaan Kerja Accident insurance	Ya Yes	Ya Yes	Ya Yes
Jaminan Kematian Life insurance	Ya Yes	Ya Yes	Ya Yes
Jaminan Hari Tua Pension Plan	Ya Yes	Ya Yes	Ya Yes
Jaminan Pensiun Pension Guarantee	Ya Yes	Ya Yes	Ya Yes
Jaminan Kesehatan Health Insurance	Ya Yes	Ya Yes	Ya Yes
Fasilitas Seragam Uniform Facility	Ya Yes	Ya Yes	Ya Yes
Benefit Kesehatan Health Benefit	Ya Yes	Ya Yes	Ya Yes

Lingkungan Bekerja yang Layak & Aman
Decent & Safe Working Conditions [OJK F.21]

Bekerja di sektor layanan kelistrikan tidak hanya menjadi jalur untuk pengembangan karier individu, tetapi juga membuka peluang untuk memberikan kontribusi nyata bagi masyarakat luas. PLN IP Services berkomitmen memberikan kesempatan kepada setiap karyawan untuk mewujudkan impian pribadi dan keluarga, sekaligus berperan aktif dalam mendukung kemajuan bangsa. Perusahaan menciptakan lingkungan kerja yang aman, nyaman, dan penuh peluang bagi pengembangan diri. Karyawan dipandang sebagai mitra strategis dalam pertumbuhan perusahaan, oleh karena itu, disediakan ruang kerja yang kondusif agar setiap individu dapat berprestasi secara optimal. Pimpinan Perusahaan juga senantiasa memberikan dukungan menyeluruh baik dari sisi moral, motivasi, maupun fasilitas untuk memastikan karyawan di garis terdepan mampu menjalankan tugasnya dengan baik.

Working in the electricity services sector offers not only a path for individual career growth but also an opportunity to make a meaningful contribution to society. PLN IP Services is committed to providing every employee with the chance to achieve their personal and family goals while actively supporting national development. The Company fosters a safe, comfortable, and opportunity-rich work environment that encourages personal growth. Employees are regarded as strategic partners in the Company's development, and a supportive workplace is provided to help each individual perform at their best. Company leadership also offers full support morally, motivationally, and through adequate facilities to ensure that employees, especially those on the front lines, can carry out their duties effectively.

Pengelolaan sumber daya manusia di PLN IP Services tidak hanya difokuskan pada peningkatan kapasitas dan kapabilitas karyawan, tetapi juga mencakup upaya membangun hubungan kerja yang harmonis di seluruh tingkatan organisasi guna mendukung pencapaian tujuan Perusahaan. Sepanjang tahun pelaporan, jumlah karyawan mengalami peningkatan sebesar 4,66%, dari 4.700 menjadi 4.919 orang. Peningkatan ini sejalan dengan kebutuhan operasional serta dinamika pertumbuhan perusahaan. Adapun rincian data ketenagakerjaan PLN IP Services disajikan sebagai berikut:

Human resource management at PLN IP Services focuses not only on enhancing employee capacity and capabilities but also encompasses efforts to foster harmonious working relationships across all organizational levels to support the achievement of the Company's objectives. During the reporting period, the total number of employees increased by 4.66%, rising from 4,700 to 4,919. This increase aligns with operational requirements and the dynamics of the company's growth. Details regarding PLN IP Services' workforce data are presented below:

Jumlah Karyawan Berdasarkan Kontrak Kerja Kepegawaian (Tetap dan Temporer), Berdasarkan Jenis Kelamin
Total Employees Based on Employment Contracts (Permanent and Temporary), by Gender [GRI 2-7] [OJK C.3.b]

Keterangan Description	2025		2024		2023	
	Tetap Permanent	Temporer Temporary	Tetap Permanent	Temporer Temporary	Tetap Permanent	Temporer Temporary
Pria Male	2.597	1.980	2.595	1.745	2.673	1.345
Wanita Female	161	181	167	153	171	116
Sub Total Sub Total	2.758	2.161	2.762	1.898	2.844	1.461
Jumlah Total	**4.919**		**4.660**		**4.305**	

Perusahaan tidak mempekerjakan *"non-guaranteed hours employees"* (pekerja yang tidak dijamin jumlah jam kerja minimum atau tetap per hari, minggu, atau bulan, tetapi yang perlu menyediakan diri untuk bekerja sesuai kebutuhan) dan tidak mempunyai pekerja selain karyawan yang disebutkan di atas. [GRI 2-7] [GRI 2-8]

The Company does not employ "non-guaranteed hours employees" (workers who are not guaranteed a minimum or fixed number of hours worked per day, week or month, but who need to make themselves available for work as needed) and have no workers other than the employees mentioned above. [GRI 2-7] [GRI 2-8]

Keselamatan & Kesehatan Kerja

Occupational Health & Safety [OJK F21] [GRI 403-1] [GRI 403-2] [GRI 403-3] [GRI 403-4] [GRI 403-5] [GRI 403-6] [GRI 403-7] [GRI 403-8]

Keselamatan dan kesehatan kerja merupakan pondasi utama dalam menjaga keberlangsungan operasional Perseroan sebagai penyedia layanan ketenagalistrikan. Mengingat karakteristik kegiatan usaha yang melibatkan pekerjaan berisiko tinggi, seperti pengoperasian instalasi kelistrikan, pekerjaan pada jaringan bertegangan, konstruksi, serta aktivitas pemeliharaan pembangkit dan infrastruktur kelistrikan, Perseroan menerapkan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) secara terintegrasi untuk melindungi seluruh pekerja, mitra kerja, aset, serta masyarakat di sekitar wilayah operasional.

Penerapan sistem manajemen K3 dilaksanakan dengan mengacu pada:

1. Peraturan Pemerintah (PP) No.50 Tahun 2012 tentang Pedoman Penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3).
2. Undang-Undang No.1 Tahun 1970 tentang Undang-Undang Pokok Mengenai Keselamatan Kerja.
3. ISO 45001:2018 Sistem Manajemen Kesehatan dan Keselamatan Kerja. [GRI 403-1]

Peraturan dan standar tersebut menjadi kerangka kerja dalam mengidentifikasi bahaya, menilai dan mengendalikan risiko, meningkatkan budaya keselamatan, serta mendorong perbaikan berkelanjutan atas kinerja K3.

Sistem manajemen K3 Perseroan mencakup seluruh pekerja tetap, pekerja kontrak, tenaga alih daya, serta kontraktor yang bekerja di bawah kendali operasional Perseroan. Cakupan implementasi meliputi seluruh aktivitas operasional, mulai dari pembangkitan, transmisi, distribusi, pembangunan infrastruktur, pekerjaan konstruksi, pemeliharaan aset, hingga aktivitas pendukung di lingkungan kantor dan fasilitas operasional. Setiap pihak yang bekerja di lingkungan Perseroan diwajibkan mematuhi kebijakan, prosedur, dan standar keselamatan yang telah ditetapkan sebagai bagian dari komitmen bersama dalam menciptakan tempat kerja yang aman, sehat, dan produktif. [403-8]

Efektivitas sistem manajemen K3 didukung oleh kepemimpinan yang kuat, kompetensi personel, identifikasi bahaya dan pengendalian risiko secara berkala, audit

Occupational health and safety (OHS) is a fundamental pillar in ensuring the continuity and reliability of the Company's operations as a provider of electricity services. Given the high-risk nature of its business activities, which include the operation of electrical installations, work on energized power networks, construction activities, and the maintenance of power generation facilities and electricity infrastructure, the Company implements an integrated Occupational Health and Safety Management System (OHSMS) to safeguard its employees, contractors, assets, and the communities surrounding its operational areas.

The Company's Occupational Health and Safety Management System (OHSMS) is implemented in accordance with:

1. Government Regulation (PP) No. 50 of 2012 concerning Guidelines for the Implementation of the Occupational Safety and Health Management System (SMK3).
2. Law No.1 of 1970 concerning Basic Laws Concerning Work Safety.
3. ISO 45001:2018 Occupational Health and Safety Management System.

These regulations and standards provide the framework for identifying hazards, assessing and controlling risks, strengthening the occupational health and safety culture, and driving the continuous improvement of OHS performance.

The Company's OHS management system covers all permanent employees, contract employees, outsourced personnel, and contractors working under the Company's operational control. Its implementation encompasses all operational activities, including power generation, transmission, distribution, infrastructure development, construction work, asset maintenance, as well as supporting activities carried out at offices and operational facilities. All individuals working within the Company's operational environment are required to comply with the established OHS policies, procedures, and safety standards as part of a shared commitment to maintaining a safe, healthy, and productive workplace. [403-8]

The effectiveness of the Company's OHS management system is supported by strong leadership, competent personnel, regular hazard identification and risk control,

internal, inspeksi lapangan, investigasi insiden, pelaporan kinerja, serta program peningkatan kompetensi dan kesadaran keselamatan. Melalui pendekatan tersebut, Perseroan terus memperkuat budaya *safety first* dan berupaya mencapai target nihil kecelakaan (*zero harm*), sekaligus memastikan keberlangsungan operasional yang andal dan berkelanjutan bagi seluruh pemangku kepentingan.

internal audits, field inspections, incident investigations, performance monitoring and reporting, as well as ongoing competency development and safety awareness programs. Through this integrated approach, the Company continues to strengthen its Safety First culture and strives to achieve its Zero Harm objective while ensuring reliable and sustainable operations that create long-term value for all stakeholders.

IDENTIFIKASI BAHAYA SERTA PENILAIAN RISIKO KERJA

Perseroan menerapkan proses identifikasi bahaya dan penilaian risiko kerja secara sistematis sebagai bagian dari Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3). Proses ini dilaksanakan sebelum suatu pekerjaan dimulai, pada saat terjadi perubahan proses kerja, penggunaan teknologi atau peralatan baru, maupun secara berkala untuk memastikan seluruh potensi bahaya tetap teridentifikasi dan terkendali.

OCCUPATIONAL RISK IDENTIFICATION AND ASSESSMENT

The Company systematically conducts hazard identification and occupational risk assessments as an integral part of its Occupational Health and Safety Management System (OHSMS). These processes are carried out before work activities commence, whenever there are changes to work processes or the introduction of new technologies or equipment, and on a periodic basis to ensure that all potential hazards are continuously identified, assessed, and effectively controlled.

Selain melakukan identifikasi dan pengendalian risiko, Perseroan menerapkan mekanisme pelaporan, pencatatan, dan investigasi terhadap seluruh insiden keselamatan kerja, termasuk kejadian nyaris celaka (*near miss*), kondisi tidak aman (*unsafe condition*), dan tindakan tidak aman (*unsafe action*). Setiap kejadian dianalisis untuk mengidentifikasi akar penyebab (*root cause analysis*), menetapkan tindakan perbaikan dan pencegahan, serta memastikan implementasinya dipantau hingga tuntas. Pembelajaran yang diperoleh dari hasil investigasi dikomunikasikan kepada seluruh unit kerja sebagai bagian dari upaya memperkuat budaya keselamatan, meningkatkan efektivitas pengendalian risiko, serta mencegah terulangnya kejadian serupa di masa mendatang. Melalui pendekatan tersebut, Perseroan terus meningkatkan kinerja K3 secara berkelanjutan sekaligus mendukung terciptanya lingkungan kerja yang aman, sehat, dan andal bagi seluruh pekerja dan mitra kerja. Berikut adalah hasil pemetaan pekerjaan yang memiliki risiko tinggi serta mitigasi yang dilakukan oleh Perusahaan: [403-2]

In addition to hazard identification and risk control, the Company has established a comprehensive system for reporting, recording, and investigating all occupational health and safety incidents, including near misses, unsafe conditions, and unsafe acts. Each incident is thoroughly analyzed through a root cause analysis to identify contributing factors, determine appropriate corrective and preventive actions, and ensure that these actions are implemented and monitored through to completion. Lessons learned from incident investigations are communicated across all business units to strengthen the Company's safety culture, enhance the effectiveness of risk controls, and prevent the recurrence of similar incidents. Through this systematic approach, the Company continuously improves its occupational health and safety (OHS) performance while fostering a safe, healthy, and reliable working environment for all employees and business partners. The table below presents the Company's assessment of high-risk work activities and the corresponding mitigation measures implemented to manage these risks. [403-2]

No	Pekerjaan Berisiko Tinggi High Risk Occupational	Potensi Dampak Potential Impact	Mitigasi Mitigation [403-7]
1	Bekerja di Ketinggian (>1,8 meter) Working at Height (>1.8 meters)	Jatuh dari ketinggian, patah tulang, cedera berat, kematian Fall from height, broken bones, serious injury, death	*Work Permit*, inspeksi *scaffolding*/tangga, *full body harness* dengan *lifeline*, penggunaan *helm*, pengawasan petugas kompeten. Work Permit, scaffolding/ladder inspection, full body harness with lifeline, use of helmet, supervision by competent officers.
2	Bekerja di Ruang Terbatas (*Confined Space*) Working in Confined Spaces	Kekurangan oksigen, keracunan gas, sesak napas, kematian Lack of oxygen, gas poisoning, shortness of breath, death	*Confined Space Entry* Permit, uji gas sebelum dan selama pekerjaan, ventilasi, *standby person*, *rescue plan*, SCBA bila diperlukan. Confined Space Entry Permit, gas test before and during work, ventilation, standby person, rescue plan, SCBA if necessary.

No	Pekerjaan Berisiko Tinggi High Risk Occupational	Potensi Dampak Potential Impact	Mitigasi Mitigation [403-7]
3	Pekerjaan Kelistrikan Bertegangan High-Voltage Electrical Work	Sengatan listrik, *arc flash*, luka bakar, kematian Electric shock, arc flash, burns, death	*Lock Out Tag Out* (LOTO), verifikasi *zero energy*, APD listrik sesuai kelas, *insulated tools*, personel kompeten. Lock Out Tag Out (LOTO), zero energy verification, electrical PPE according to class, insulated tools, competent personnel.
4	Pengangkatan Beban Lifting & Rigging	Beban jatuh, tertimpa material, kerusakan alat Falling loads, crushed materials, equipment damage	*Lifting Plan*, inspeksi *crane* dan *lifting gear*, *rigger* & operator bersertifikat, penggunaan *tagline*, area steril. Lifting Plan, crane and lifting gear inspection, certified rigger and operator, use of tagline, sterile area.
5	Pengelasan dan Pemotongan (*Hot Work*) Welding and Cutting (Hot Work)	Kebakaran, ledakan, luka bakar, paparan radiasi Fire, explosion, burns, radiation exposure	*Hot Work* Permit, *fire watch*, APAR *standby*, pembersihan material mudah terbakar, APD las lengkap. Hot Work Permit, fire watch, standby fire extinguisher, cleaning of flammable materials, complete welding PPE.
6	Penggalian (*Excavation*) Excavation	Longsor, tertimbun tanah, kerusakan utilitas bawah tanah Landslides, landslides, damage to underground utilities	*Excavation Permit*, identifikasi utilitas, *shoring/sloping*, *barricade*, inspeksi harian. Excavation Permit, utility identification, shoring/sloping, barricades, daily inspections.
7	Bekerja Dekat Mesin Berputar Working Near Rotating Machinery	Terjepit, tersangkut, amputasi Pinched, stuck, amputated	*Machine guarding*, LOTO saat perawatan, larangan pakaian longgar, pelatihan operator. Machine guarding, LOTO during maintenance, prohibition of loose clothing, operator training.
8	Penanganan Bahan Kimia Berbahaya (B3) Handling of Hazardous Chemicals (B3)	Keracunan, iritasi, luka bakar kimia, pencemaran lingkungan Poisoning, irritation, chemical burns, environmental pollution	SDS tersedia, APD sesuai, *spill kit*, ventilasi, penyimpanan sesuai kompatibilitas bahan. SDS available, appropriate PPE, spill kit, ventilation, storage according to material compatibility.
9	Bekerja di Area Tekanan Tinggi (*Steam, Gas, Pressure Vessel*) Working in High Pressure Areas (Steam, Gas, Pressure Vessel)	Ledakan, semburan *fluida* panas, luka bakar Explosions, hot fluid sprays, burns	Isolasi energi, pelepasan tekanan sebelum pekerjaan, inspeksi tekanan, penggunaan APD. Energy isolation, pressure relief before work, pressure inspection, use of PPE.
10	Pekerjaan di Area Mudah Terbakar/ Peledak Work in Flammable/Explosive Areas	Kebakaran, ledakan, korban jiwa Fire, explosion, fatalities	*Gas test*, eliminasi sumber api, penggunaan peralatan *Ex-proof*, permit kerja, pemantauan atmosfer. Gas test, elimination of ignition sources, use of Ex-proof equipment, work permits, atmospheric monitoring.
11	Pekerjaan Bongkar Muat Material Material Loading and Unloading Work	Material jatuh, cedera punggung, tertimpa Falling material, back injury, crushing	SOP bongkar muat, alat bantu angkat, inspeksi sling, komunikasi operator-*rigger*. SOP for loading and unloading, lifting aids, sling inspection, operator-rigger communication.
12	Bekerja di Area Bising (>85 dBA) Working in a Noisy Area (>85 dBA)	Gangguan pendengaran permanen Permanent hearing loss	Penggunaan *ear plug/ear muff*, pembatasan waktu paparan,*monitoring* kebisingan. Use of ear plugs/ear muffs, limiting exposure time, noise monitoring.
13	Bekerja pada Suhu Panas Working in Hot Temperatures	*Heat stress*, dehidrasi, *heat stroke* Heat stress, dehydration, heat stroke	Program *work-rest cycle*, hidrasi, area istirahat, *monitoring* kondisi pekerja. Work-rest cycle program, hydration, rest areas, monitoring worker conditions.
14	Pembersihan Tangki/Peralatan Proses Tank/Process Equipment Cleaning	Paparan bahan kimia, kekurangan oksigen, ledakan Chemical exposure, lack of oxygen, explosion	Isolasi energi, *gas test*, permit kerja, ventilasi, APD lengkap, *rescue plan*. Energy isolation, gas test, work permit, ventilation, complete PPE, rescue plan.

FASILITAS KESEHATAN KERJA

Perseroan berkomitmen untuk melindungi kesehatan seluruh pekerja sebagai bagian yang tidak terpisahkan dari penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3). Mengingat karakteristik operasional industri ketenagalistrikan yang memiliki berbagai potensi risiko kesehatan akibat paparan lingkungan kerja maupun aktivitas operasional, Perseroan menyediakan layanan kesehatan kerja yang bertujuan untuk menjaga kondisi fisik dan mental pekerja, mencegah penyakit akibat kerja, serta mendukung terciptanya lingkungan kerja yang aman, sehat, dan produktif. Berikut adalah layanan kesehatan yang disediakan oleh Perseroan:

OCCUPATIONAL HEALTH FACILITIES

The Company is committed to safeguarding the health and well-being of all employees as an integral component of its Occupational Health and Safety Management System (OHSMS). Given the operational characteristics of the power generation industry, which involve a range of occupational health risks arising from workplace exposures and operational activities, the Company provides comprehensive occupational health services aimed at maintaining employees' physical and mental well-being, preventing occupational illnesses, and promoting a safe, healthy, and productive working environment. The following occupational health services are provided by the Company:

Jenis Layanan Kesehatan yang Diberikan Type of Health Facilities Given	Ketersediaan Availability
Penyuluhan Kesehatan Health Counseling	✓
Fasilitas Gym Gym Facilities	✓
Edukasi Kesehatan Mental Mental Health Education	✓
Medical Check-Up (MCU) Medical Check-Up (MCU)	✓
Konseling Gizi Nutrition Counseling	×
Klinik Perusahaan Corporate Clinic	✓
Pelayanan Kegawatdaruratan (*First-Aid Tool*) Emergency Services (First-Aid Tool)	✓
Program *Return to Work* Return to Work Program	✓
Rehabilitasi fisik Physical rehabilitation	✓

Sebagai bentuk pemenuhan hak pekerja atas jaminan sosial dan perlindungan kesehatan, Perseroan memastikan bahwa seluruh karyawan telah terdaftar sebagai peserta aktif dalam program BPJS Ketenagakerjaan dan BPJS Kesehatan sesuai dengan ketentuan peraturan perundang-undangan yang berlaku di Indonesia. Kepesertaan tersebut memberikan perlindungan melalui berbagai program jaminan sosial ketenagakerjaan, termasuk Jaminan Kecelakaan Kerja (JKK), Jaminan Hari Tua (JHT), Jaminan Pensiun (JP), dan Jaminan Kematian (JKM), serta akses terhadap layanan kesehatan melalui BPJS Kesehatan. Dengan memastikan cakupan kepesertaan yang menyeluruh, Perseroan berupaya memberikan perlindungan sosial yang memadai bagi seluruh pekerja sekaligus memperkuat kesejahteraan, produktivitas, dan keberlanjutan sumber daya manusia. [403-6]

As part of its commitment to fulfilling employees' rights to social security and healthcare protection, the Company ensures that all employees are actively enrolled in BPJS Ketenagakerjaan (Indonesia's Social Security Agency for Employment) and BPJS Kesehatan (Indonesia's National Health Insurance Program) in accordance with the applicable laws and regulations of Indonesia. These programs provide comprehensive social protection through employment insurance schemes, including Work Accident Insurance (JKK), Old-Age Security (JHT), Pension Insurance (JP), and Death Benefits (JKM), while also ensuring access to healthcare services under the national health insurance system. By maintaining comprehensive participation in these mandatory social security programs, the Company seeks to provide adequate social protection for all employees, enhance their well-being and financial security, improve workforce productivity, and support the long-term sustainability of its human capital.

PROGRAM KESEHATAN DAN KESELAMATAN KERJA

Perseroan meyakini bahwa keberhasilan penerapan keselamatan dan kesehatan kerja tidak hanya ditentukan oleh kebijakan dan prosedur, tetapi juga oleh partisipasi aktif seluruh pekerja dalam membangun budaya keselamatan yang kuat. Oleh karena itu, Perseroan menerapkan mekanisme komunikasi, konsultasi, dan partisipasi pekerja secara terbuka dan berkesinambungan dalam setiap aspek pengelolaan K3. Pendekatan ini bertujuan untuk memastikan bahwa setiap pekerja memiliki kesempatan untuk menyampaikan masukan, mengidentifikasi potensi bahaya, melaporkan kondisi atau tindakan tidak aman, serta berkontribusi dalam penyusunan dan penyempurnaan program keselamatan dan kesehatan kerja.

OCCUPATIONAL HEALTH AND SAFETY PROGRAM

The Company believes that the successful implementation of occupational health and safety extends beyond policies and procedures and depends on the active participation of all employees in fostering a strong safety culture. Accordingly, the Company has established open and continuous mechanisms for communication, consultation, and employee participation across all aspects of its Occupational Health and Safety (OHS) management system. This approach ensures that employees have the opportunity to provide feedback, identify potential hazards, report unsafe conditions and unsafe acts, and actively contribute to the development and continuous improvement of occupational health and safety programs.

Partisipasi pekerja diwujudkan melalui pembentukan Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) yang beranggotakan perwakilan manajemen dan pekerja sesuai dengan ketentuan peraturan perundang-undangan. P2K3 berperan sebagai forum konsultatif dalam membahas kebijakan K3, mengevaluasi kinerja keselamatan, meninjau hasil inspeksi dan investigasi insiden, serta memberikan rekomendasi atas langkah-langkah perbaikan. Perseroan secara rutin menyelenggarakan diantaranya adalah:

Employee participation is facilitated through the establishment of the Occupational Safety and Health Committee (P2K3), comprising representatives from both Management and employees in accordance with applicable laws and regulations. The P2K3 serves as a consultative forum to discuss occupational health and safety (OHS) policies, evaluate safety performance, review the results of workplace inspections and incident investigations, and provide recommendations for corrective and preventive actions. To foster effective communication, consultation, and active employee participation in OHS management, the Company regularly conducts, among others, the following activities:

No.	Program K3 K3 Program	Deskripsi Description
1	Bulan K3 Nasional OHS National Month	Melaksanakan Kegiatan seperti : Conducted activities such as: 1. Upacara Bulan K3 Nasional 2. Sosialisasi K3L 3. Lomba K3L 4. *Safety Awareness* 5. Webinar 6. Pelaksanaan Simulasi Tanggap Darurat 7. *Reward* K3 1. National K3 Month Ceremony 2. K3L socialization 3. K3L Competition 4. Safety Awareness 5. Webinars 6. Implementation of Emergency Response Simulation 7. K3 Rewards
2	Kinerja K3L dengan target (Tanpa Terjadinya Kecelakaan yang berakibat *Lost Time*) K3L performance with targets (Without accidents resulting in lost time)	Tidak terjadinya kecelakaan di tempat kerja (*Zero Accident*) Zero accidents in the workplace (Zero Accident)
3	Manajemen *Visibility* Visibility Management	Melakukan Manajemen visit ke tempat kerja guna mendapatkan input dari karyawan tentang pelaksanaan K3L serta memberikan informasi tentang issue-issue perusahaan kepada karyawan. Conducting management visits to workplaces to obtain employees' feedback on the implementation of Occupational Health, Safety, and Environment (HSE) practices, while also communicating corporate policies, initiatives, and key organizational issues to employees.
4	Penempatan dan Pengangkatan karyawan pada area kerja baru / *Safety Induction* melalui aplikasi *College* Placement and Appointment of employees in new work areas / Safety Induction via College application	Melaksanakan *Safety Induction* atau *refreshment* K3L pada setiap pegawai melalui Aplikasi College Carrying out Safety Induction or OHS and Environment refreshment for each employee via the College Application
5	Pelatihan dan Kompetensi Training and Competency	Untuk meningkatkan pengetahuan K3 para karyawan, Perusahaan pada tahun 2025 akan melaksanakan Webinar dan atau Pelatihan/Sertifikasi dengan praktisi, lembaga yang relevan yang kompeten meliputi: To enhance employees' occupational health and safety (OHS) knowledge and competencies, the Company conducted webinars and training and/or certification programs in 2025 in collaboration with qualified practitioners and competent professional institutions. These programs covered, among others, the following topics: 1. *Safety Awareness* 2. AK3 Umum 3. HIRADC / JSA 4. Sertifikasi Peralatan 5. Bekerja Diruang Terbatas 6. K3 Migas 7. Auditor SMK3 8. P3K

No.	Program K3 K3 Program	Deskripsi Description
		1. Safety Awareness 2. General Occupational Health and Safety Expert 3. HIRADC / JSA 4. Equipment Certification 5. Working in a confined space 6. OHS Oil and Gas 7. OHS Management System Auditor 8. First aid
6	Pertemuan Organisasi Organization Meeting	1. Melaksanakan pertemuan rapat yang membahas mengenai pengelolaan K3L 2. Melaksanakan rapat P2K3 yang membahas pengelolaan K3L dan isu K3L 1. Conducting meetings to discuss OHS management. 2. Conducting P2K3 meetings to discuss OHS management and OHS issues.
7	Laporan Penyidikan Kecelakaan / Insiden/ *nearmiss* (*Accident / Incident Investigation Report*) Accident / Incident Investigation Report	1. Melaporkan dan menyidiki semua kecelakaan / insiden; 2. Menganalisa untuk menemukan " *root cause* / akar penyebab " untuk mencegah agar kecelakaan serupa tidak terjadi lagi dikemudian hari; 3. Menindak lanjuti dan melakukan tindakan perbaikan serta membuat statistik kecelakaan. 1. Reporting and investigating all accidents/incidents; 2. Analyzing to find the root cause to prevent similar accidents from occurring in the future; 3. Following up and taking corrective action, and making accident statistics.
8	Kesiapsiagaan Tanggap Darurat Emergency Preparedness	Untuk mengantisipasi bencana melalui pengorganisasian serta melalui langkah yang tepat guna dan berdaya guna. To anticipate disasters through organization and through appropriate and effective steps. 1. Terlaksananya simulasi tanggap darurat minimal 1 tahun sekali 2. Melaksanakan refreshment terkait kesiapsiagaan tanggap darurat; 3. Melaksanakan Simulasi keadaan darurat seperti kebakaran, P3K, huru hara, ancaman bom, tsunami dan gempa bumi. 1. Conducting emergency response simulations at least once a year. 2. Conducting refresher training on emergency response preparedness. 3. Conducting emergency simulations such as fires, first aid, riots, bomb threats, tsunamis, and earthquakes.
9	Inspeksi /audit/ *assesment* K3L OHS and Environment inspection/ audit/assessment	Terlaksananya Inspeksi pada setiap unit kerja minimal 1 tahun sekali Carrying out inspections on each work unit at least once a year
10	100% peraturan/perundang – undangan dan persyaratan lain K3 dan Lingkungan terpenuhi 100% regulations/legislation and other OHS and Environmental requirements are met	Memastikan semua peraturan perundangan dan persyaratan lain K3 dan Lingkungan yang terkait dengan bisnis organisasi teridentifikasi, diterapkan dan terpenuhi. Ensuring all statutory regulations and other OHS and Environmental requirements related to the organization's business are identified, implemented and met.
11	100% Hasil pengukuran K3L sesuai Baku Mutu 100% OHS and Environment measurement results according to Quality Standards	Memastikan semua parameter K3 dan lingkungan hasil pengukuran sesuai Nilai Ambang Batas (NAB) berdasarkan peraturan terkait Ensure that all OHS and environmental parameters measured are in accordance with the Threshold Limit Value (NAB) based on relevant regulations.
12	Sertifikasi Peralatan Equipment Certification	Setiap Peralatan yang memiliki potensi kecelakaan tinggi, Wajib dilakukan sertifikasi peralatan oleh Disnaker Any equipment that has a high potential for accidents must have the equipment certified by the Manpower Office
13	Pemeriksaan Kesehatan Health Check	1. Terlaksananya *Medical Check Up* (MCU) secara rutin 2. Pemeriksaan Kesehatan yang dilakukan oleh laboratorium kesehatan atau PJK3 yang di tunjuk oleh perusahaan untuk memeriksa kesehatan pegawai secara berkala 3. Konsultasi kesehatan dengan dokter perusahaan 1. Regular Medical Check-Ups (MCU) are conducted. 2. Health checks are conducted by a health laboratory or PJK3 appointed by the Company to periodically assess employee health. 3. Health consultations with the company doctor.
14	*Hygiene* Industri (Ergonomi dan Psikososial) Industrial Hygiene (Ergonomics and Psychosocial)	Pemantauan faktor lingkungan kerja yang bertujuan untuk mengendalikan bahaya kesehatan yang berpotensi memajukan karyawan. Monitoring work environmental factors aimed at controlling health hazards that have the potential to advance employees.
15	Penyediaan APD First Aid Tool Availability	Pengurus wajib menyediakan APD di tempat kerja untuk pencegahan kecelakaan kerja dan penyakit akibat kerja Management is obliged to provide PPE in the workplace to prevent work accidents and work-related diseases

PELATIHAN KESEHATAN DAN KESELAMATAN KERJA

Perseroan memandang pelatihan keselamatan dan kesehatan kerja (K3) sebagai salah satu instrumen utama dalam membangun budaya keselamatan, meningkatkan kompetensi pekerja, serta meminimalkan risiko kecelakaan dan penyakit akibat kerja. Sejalan dengan karakteristik industri ketenagalistrikan yang memiliki tingkat risiko operasional tinggi.

Program pelatihan K3 diberikan kepada seluruh pekerja sesuai dengan fungsi, tanggung jawab, dan tingkat risiko masing-masing pekerjaan. Untuk menjaga efektivitas pelatihan, Perseroan secara berkala melakukan evaluasi terhadap pemahaman dan kompetensi peserta melalui asesmen, simulasi, sertifikasi kompetensi apabila dipersyaratkan, serta pemantauan implementasi di lapangan. Hasil evaluasi tersebut menjadi dasar dalam penyempurnaan materi, metode pembelajaran, dan kebutuhan pelatihan di masa mendatang. Melalui pengembangan kompetensi yang berkelanjutan, Perseroan berupaya memperkuat budaya *safety first*, meningkatkan kepatuhan terhadap prosedur keselamatan, serta mendukung terciptanya lingkungan kerja yang aman, sehat, andal, dan berkelanjutan bagi seluruh pekerja dan mitra kerja. Berikut adalah pelatihan K3 yang diberikan kepada pegawai sepanjang tahun 2025: [403-5]

OCCUPATIONAL HEALTH AND SAFETY

The Company recognizes occupational health and safety (OHS) training as one of the key instruments for fostering a strong safety culture, enhancing employee competencies, and minimizing the risk of workplace accidents and occupational illnesses. In line with the high operational risks inherent in the power generation industry.

The Company's occupational health and safety (OHS) training programs are provided to all employees in accordance with their respective roles, responsibilities, and occupational risk levels. To ensure the effectiveness of these programs, the Company regularly evaluates participants' knowledge and competencies through assessments, practical simulations, competency certification where required, and monitoring of on-the-job implementation. The results of these evaluations are used to continuously improve training materials, learning methods, and future competency development programs. Through continuous competency development, the Company seeks to strengthen its Safety First culture, enhance compliance with occupational health and safety procedures, and foster a safe, healthy, reliable, and sustainable working environment for all employees and business partners. The following occupational health and safety (OHS) training programs were delivered to employees throughout 2025: [403-5]

No.	Program Pelatihan K3 dan Sertifikasi OHS Training and Certification Program	Jumlah Peserta Total Participants
1	Ahli K3 Muda Junior Occupational Health and Safety Expert	19
2	Ahli K3 Umum - BNSP General Occupational Health and Safety (OHS) Expert - BNSP	4
3	Ahli K3 Umum General Occupational Health and Safety (OHS) Expert	31
4	Ahli K3 Bidang Listrik	4
5	Ahli K3 Kimia	4
6	Ahli K3 Lingkungan Kerja	13
7	Ahli Muda K3 Konstruksi	2
8	Ahli Muda K3 Lingkungan Kerja	4
9	Auditor Energi	5
10	Auditor SMK3	3
11	Authorized Gas Tester	3
12	HAZOPS	2
13	K3 Migas	1
14	K3 Operator Auxiliary Island	1
15	K3 Operator Belt Conveyor	60
16	K3 Operator Boiler	4
17	K3 Operator Bulldozer	13

No.	Program Pelatihan K3 dan Sertifikasi OHS Training and Certification Program	Jumlah Peserta Total Participants
18	K3 Operator Excavator	14
19	K3 Operator Forklift	24
20	K3 Operator Forklift Kelas II	3
21	K3 Operator Hoist Crane	1
22	K3 Operator Motor Diesel	4
23	K3 Operator Overhead Crane	53
24	K3 Operator Overhead Crane Kelas II	1
25	K3 Operator Overhead Crane Kelas III	1
26	K3 Operator Pesawat Tenaga Dan Produksi	8
27	K3 Operator Rigger	1
28	K3 Operator Scaffolding	2
29	K3 Operator Ship Unloader	36
30	K3 Operator Stacker Reclaimer	20
31	K3 Operator Turbin Uap I	3
32	K3 Operator Wheel Loader	16
33	K3 Penanggulangan Kebakaran Kelas A	1
34	K3 Penanggulangan Kebakaran Kelas B	7
35	K3 Penanggulangan Kebakaran Kelas C	66
36	K3 Penanggulangan Kebakaran Kelas D	365
37	K3 Teknisi Listrik	57
38	K3 Tenaga Kerja Bangunan Tinggi	6
39	K3 Tenaga Kerja Pada Ketinggian Occupational Safety and Health (OSH) for Working at Height	18
40	Pengawas K3 Ruang Terbatas	2
41	Pengawas SMK3 Kontraktor (CSMS)	7
42	Petugas K3 Kimia	40
43	Petugas K3 Laboratorium	30
44	Petugas K3 Rescue Ruang Terbatas	2
45	Petugas K3 Ruang Terbatas	40
46	Petugas P3K	20
47	Safety Inspector	17
48	Safetyman Umum	1
49	Supervisi K3 Perancah	4
50	Teknisi K3 Bejana Tekan & Tangki Timbun	12
51	Teknisi K3 Deteksi Gas	6
52	Teknisi K3 Mekanik Over Head Crane Kelas I	2
53	Teknisi K3 Mekanik Over Head Crane Kelas II	9
54	Teknisi K3 Pesawat Angkat & Angkut	1

LAPORAN *SAFETY PERFORMANCE*

Kinerja keselamatan kerja dipantau melalui berbagai indikator, seperti jumlah kecelakaan kerja, tingkat frekuensi kecelakaan (*Lost Time Injury Frequency Rate*/ LTIFR), tingkat keparahan kecelakaan (*Severity Rate*), jumlah hari kerja yang hilang akibat cedera, serta jumlah kasus fatalitas apabila terjadi. Hasil pemantauan tersebut menjadi dasar bagi Perseroan untuk mengevaluasi efektivitas program K3, menyusun langkah-langkah perbaikan, dan memperkuat budaya *safety first* di seluruh unit kerja. Melalui proses evaluasi yang berkelanjutan, Perseroan berupaya meningkatkan kinerja keselamatan kerja secara konsisten serta mendukung tercapainya target nihil kecelakaan (*zero harm*) sebagai bagian dari komitmen terhadap keberlanjutan usaha dan perlindungan seluruh pekerja.

Sepanjang tahun 2025, tidak tercatat adanya kecelakaan kerja fatal maupun kasus penyakit akibat kerja. Hal ini mencerminkan efektivitas implementasi program keselamatan dan kesehatan kerja (K3) yang dijalankan Perusahaan. Sebagai bagian dari komitmen untuk mencapai target *zero accident*, Perusahaan secara berkelanjutan melakukan evaluasi dan penyempurnaan terhadap program pencegahan kecelakaan di seluruh lini operasional.

SAFETY PERFORMANCE REPORT

Safety performance is monitored through a range of key indicators, including the number of workplace accidents, the Lost Time Injury Frequency Rate (LTIFR), the Severity Rate, the number of working days lost due to occupational injuries, and the number of work-related fatalities. The results of this performance monitoring serve as the basis for evaluating the effectiveness of the Company's OHS programs, identifying opportunities for improvement, and reinforcing its Safety First culture across all operational units. Through a process of continuous performance evaluation and improvement, the Company strives to consistently enhance its OHS performance while advancing its Zero Harm objective and protecting the health and safety of its workforce

Throughout 2025, there were no recorded fatal work accidents or cases of work-related illnesses. This reflects the effectiveness of the implementation of the occupational safety and health (K3) program carried out by the Company. As part of its commitment to achieving the zero accident target, the Company continuously evaluates and improves its accident prevention program in all operational lines.

Kebebasan Berserikat
Freedom of Association [GRI 407-1]

Menghormati hak pegawai merupakan bagian yang tidak terpisahkan dan menjadi landasan dalam setiap kegiatan operasional Perusahaan. Perusahaan menjunjung tinggi penegakkan HAM dengan mematuhi dan menghormati hak pegawai sesuai dengan Deklarasi PBB terkait dengan HAM, konvensi ILO (*International Labour Organization*) tentang standar ketenagakerjaan dan peraturan perundangan yang berlaku. Komitmen ini Perusahaan tuangkan ke dalam kebijakan keberlanjutan PLN IP Services yang telah diperbarui pada tahun 2021 dan menjadi dasar penerapan sejak tahun buku 2022. Penerapan kebijakan HAM ini berlaku bagi internal Perusahaan dan juga menjadi persyaratan bagi mitra dan vendor Perusahaan.

Penghormatan pada HAM dan kebijakan anti diskriminasi global yang terlingkupi dalam Kebijakan Keberlanjutan Perusahaan mencakup:

1. Hak masyarakat; sosial termasuk proses FPIC (*Free Prior Informed Consent*) pada proses penguasaan lahan;
2. Hak-hak pekerja;
3. Bebas dari pelecehan, intimidasi, kesetaraan gender, kebebasan berserikat dan berkumpul dan perlindungan perempuan termasuk bagi karyawan hamil dan menyusui;
4. Menjalin hubungan yang harmonis dan ikut dalam upaya pengembangan masyarakat sekitar melalui program TJSL Perusahaan;
5. Perusahaan memberikan kebebasan untuk berserikat kepada seluruh pegawai baik yang tergabung dalam serikat pekerja PLN Group maupun serikat pekerja lainnya.

Sebagai bentuk ketaatan atas penghormatan HAM, di antaranya Perusahaan tidak mempekerjakan anak dibawah umur, tidak melakukan pemaksaan dalam proses ketenagakerjaan, memastikan karyawan mendapat upah yang adil. Selain itu Perusahaan menentang segala bentuk dan tindakan diskriminasi maupun kekerasan (termasuk kekerasan gender) terhadap karyawan. Perusahaan juga memastikan penghormatan HAM dilakukan kepada masyarakat lokal dan masyarakat di sekitar wilayah operasional. [GRI 3-3]

Respect for employee rights permeates and underpins all aspect of the Company's operating activities. The Company protects human rights by complying with and respecting them in line with the UN Declaration on Human Rights, ILO (International Labour Organization) treaties on labor standards, and relevant laws and regulations. The Company has enshrined this commitment in PLN IP Services' sustainability policy, which was updated in 2021 and has formed the basis for its implementation since the 2022 financial year. Implementation of this human rights policy is mandatory for the Company's business partners and suppliers.

The Company's Sustainability Policy includes the following commitments to human rights and worldwide anti-discrimination policies:

1. Community rights; social activities including the FPIC (free prior informed consent) process in the land tenure process;
2. Rights of workers;
3. Free from harassment, intimidation, gender equality, freedom of association and assembly and protection of women including pregnant and lactating employees;
4. Maintaining a harmonious relationship and participating in the development of the surrounding community through the Company's CSR program;
5. The Company provides freedom of association for all employees whether they are members of the PLN Group labor associate or other.

As a form of obedience to respect for human rights, the Company does not employ minors, does not use force in the employment process, ensures that employees receive fair wages. In addition, the Company opposes all forms and acts of discrimination or violence (including gender violence) against employees. The company also ensures that respect for human rights is carried out to local communities and communities around operational areas. [GRI 3-3]

Tanggung Jawab Sosial terhadap Masyarakat

Social Responsibility to the Community [OJK F.25] [GRI 413-1] [GRI 413-2]

Pelaksanaan TJSL di PLN IP Services didorong oleh rasa tanggung jawab PLN IP Services dalam aspek ekonomi, sosial, dan lingkungan kepada seluruh pemangku kepentingan yang mengacu kepada ISO 26000 sebagai *best practice* dan Peraturan Kementerian BUMN terkini, yaitu:

1. Peraturan Menteri BUMN PER-05/MBU/04/2021 tentang Program Tanggung Jawab Sosial dan Lingkungan Badan Usaha Milik Negara.
2. Peraturan Menteri Badan Usaha Milik Negara PER6/MBU/09/2022 tentang Perubahan atas Peraturan Menteri Badan Usaha Milik Negara Nomor PER-05/MBU/04/2021 tentang Program Tanggung Jawab Sosial dan Lingkungan Badan Usaha Milik Negara.

PLN IP Services berkomitmen tinggi dalam mengoptimalkan dampak positif dan manfaat bersama kepada seluruh pemangku kepentingan, termasuk masyarakat. Berdasarkan hasil analisis pemangku kepentingan, masyarakat merupakan salah satu pemangku kepentingan kunci yang perlu mendapatkan perhatian khusus. Masyarakat yang berdaya dan memiliki hubungan baik dengan Perusahaan akan sangat mendukung aktivitas Perusahaan dalam jangka panjang serta akan menjadi aktor yang mendukung pembangunan berkelanjutan. Oleh karenanya, peningkatan kesejahteraan masyarakat, terutama masyarakat di sekitar lokasi operasi akan selalu menjadi salah satu fokus bagi PLN IP Services dalam dimensi sosial.

Pendekatan Manajemen

Pelaksanaan program TJSL difokuskan pada masyarakat yang berada di sekitar wilayah konsesi Perusahaan. Perusahaan memastikan bahwa masyarakat tersebut merasakan dampak positif akan kehadiran Perusahaan di tengah-tengah mereka. Perusahaan melibatkan tokoh-tokoh masyarakat setempat untuk mengidentifikasi isu-isu di masyarakat, sehingga program TJSL yang dilaksanakan tepat sasaran dan dapat menjadi solusi terhadap tantangan yang dihadapi masyarakat.

The implementation of CSER at PLN IP Services is driven by the company's responsibility in the economic, social, and environmental aspects towards all stakeholders, referring to ISO 26000 as best practice and the latest regulation from the Ministry of SOEs, namely:

1. Ministry of SOEs Regulation PER-05/MBU/04/2021 on the Social and Environmental Responsibility Program of State-Owned Enterprises.
2. Ministry of SOEs Regulation PER-6/MBU/09/2022 on the Amendment of Ministry of SOEs Regulation Number PER-05/MBU/04/2021 on the Social and Environmental Responsibility Program of State-Owned Enterprises.

PLN IP Services is highly committed to optimizing positive impacts and mutual benefits for all stakeholders, including the community. Based on stakeholder analysis, the community is one of the key stakeholders that need special attention. Empowered and well-connected communities with the company will significantly support the company's activities in the long run and become actors that support sustainable development. Therefore, improving the welfare of the community, especially those around the operational areas, will always be one of PLN IP Services's focus areas in the social dimension.

Management Approach

Implementation of the CSR programme focuses on the neighboring communities within the Company's concession territory. the Company guarantees that the Company's presence will have a positive impact on the community. the Company engages local community leaders to identify problems in the community, so that the CSR programme selected is on target and may act as a solution to the community's concerns.

Partisipasi komunitas lokal di sekitar wilayah operasional Perusahaan berkontribusi terhadap perkembangan dan kelancaran aktivitas bisnis Perusahaan. Oleh sebab itu, Perusahaan berupaya mendorong interaksi dengan masyarakat dan melaksanakan berbagai program kerja untuk meningkatkan kualitas hidup masyarakat. Berbagai program yang telah berjalan di antaranya adalah program pengembangan ekonomi kreatif, program pelatihan keahlian, penyerapan tenaga kerja, dan program pemberdayaan masyarakat lainnya.

Pelaksanaan program TJSL berorientasi pada pencapaian Tujuan Pembangunan Berkelanjutan (TPB) untuk menciptakan hubungan harmonis antara Perusahaan dan masyarakat sebagai salah satu pemangku kepentingan. Agar masyarakat merasakan dampak program TJSL secara maksimal, Perusahaan melaksanakan agenda sebagai berikut:

1. Melaksanakan penilaian dan *social mapping* untuk mengetahui skala prioritas kebutuhan masyarakat lokal penerima manfaat program. Pemetaan sosial ini menghasilkan gambaran kondisi sosial masyarakat mulai dari kebiasaan, adat istiadat, nilai-nilai dan lainnya, yang dapat digunakan sebagai dasar penentuan program dapat tepat sasaran. Metode penilaian dilaksanakan melalui survei, wawancara, dan *Focus Group Discussion* (FGD).
2. Meningkatkan partisipasi aktif masyarakat untuk terlibat pada proses pelaksanaan program kerja TJSL.
3. Menjalin kemitraan dengan para pemangku kepentingan internal dan eksternal dalam pelaksanaan kegiatan TJSL.
4. Mengevaluasi kinerja pelaksanaan program TJSL secara periodik untuk menilai efisiensi dan pencapaian program.
5. Untuk meningkatkan akuntabilitas penggunaan dana TJSL, Perusahaan melakukan audit dana TJSL bersamaan dengan audit laporan keuangan. Di samping itu, unit kerja terkait juga menyusun laporan tahunan yang disampaikan pada manajemen Perusahaan. Rangkaian proses tersebut dilakukan terhadap seluruh implementasi program-program TJSL yang melibatkan masyarakat lokal dan berbagai pemangku kepentingan lainnya.

Local communities living in the areas around the Company's operations contribute to the growth and smooth operation of the Company's business activities. As a result, the Company fosters community contact and conducts various work initiatives aimed at enhancing the community's quality of life. Numerous activities have been implemented in this regard, including creative economic development, skills training, employment, and other community empowerment initiatives.

The CSR programme is being implemented with the goal of furthering the Sustainable Development Goals (SDGs) and fostering a harmonious relationship between the enterprise and society. To ensure that the CSR programme has the most impact on the target community, the firm implements the following agenda:

1. Conducting an evaluation and social mapping in order to ascertain the priority scale of the program's local community recipients' requirements. This social mapping process creates a picture of the community's social circumstances, starting with its habits, customs, and values, which may be used to determine if the programme can be targeted. Surveys, interviews, and Focus Group Discussionsare used to conduct the evaluation (FGD).
2. Increasing the community's active engagement in the process of executing the CSR work programme.
3. Collaborating with internal and external stakeholders to carry out CSR initiatives.
4. Conducting periodic evaluations of the CSR program's implementation to determine the program's efficiency and effectiveness.
5. To increase accountability for the use of CSR funds, the Company conducts an audit of CSR funds together with an audit of financial statements. In addition, the related work units also prepare annual reports which are submitted to the Company's management. This series of processes is carried out for all implementation of CSR programs involving local communities and various other stakeholders.

Rangkaian proses tersebut dilakukan terhadap seluruh implementasi program-program TJSL yang melibatkan masyarakat lokal dan berbagai pemangku kepentingan lainnya. Tidak hanya berpengaruh terhadap brand perusahaan, tetapi Perusahaan meyakini bahwa dengan program tanggung jawab sosial ini secara tidak langsung dapat berkontribusi dalam pertumbuhan dan pembangunan Indonesia. Sepanjang tahun 2025, Perusahaan telah melaksanakan program TJSL/CSR dengan total biaya sebesar Rp2,05 miliar.

The implementation of these processes encompassed all Corporate Social and Environmental Responsibility (TJSL) programs involving local communities and various stakeholders. The Company believes that these initiatives not only strengthen the corporate brand but also serve as a meaningful contribution to Indonesia's broader development agenda. In 2025, the Company allocated a total of Rp2.05 billion to implement TJSL/CSR programs in alignment with its commitment to sustainable and inclusive growth.

Adapun pelaksanaan program CSR pada tahun 2025 mencakup berbagai bentuk kegiatan berikut:

The implementation of CSR programs in 2025 encompassed various activities, including the following:

No	Sustainable Development Goals Sustainable Development Goals	Kegiatan Activities	Keterangan Description
1		Kegiatan bantuan pemberian sembako serta pelatihan dan pembinaan kepada UMK dengan tema Ekonomi Desa Berdaya PLN Activities involving the distribution of basic foodstuffs, as well as training and guidance for micro, small and medium-sized enterprises (MSMEs), under the theme 'PLN-Empowered Village Economy'	Penerima Manfaat: • Laki-Laki: 1.700 orang • Perempuan: 900 orang Biaya: • Rp490.898.367 (dalam Rupiah penuh) Beneficiaries: • Men: 1,700 • Women: 900 Cost: • Rp490,898,367 (in full Rupiah)
2		Pemberian pelatihan untuk UMKM serta kegiatan masyarakat yang membutuhkan di sekitar Ring-1 Perusahaan Provision of training for SMEs and community initiatives in need within the Company's Ring-1 area	Penerima Manfaat: • Laki-Laki: 650 orang • Perempuan: 650 orang Biaya: • Rp193.398.540 (dalam Rupiah penuh) Beneficiaries • Men: 650 people • Women: 650 people Cost: • Rp193,398,540 (in full Rupiah)
3		Ekonomi Desa Berdaya PLN • Bantuan Majelis Taklim • Santunan anak yatim • Pemberian hewan qurban • Bantuan kesehatan untuk warga di ring-1 Perusahaan PLN's Village Economic Empowerment Programme • Support for Islamic study groups • Financial assistance for orphans • Distribution of animals for the Qurbani sacrifice • Healthcare support for residents in the Company's Ring 1 area	Penerima Manfaat: • Laki-Laki: 2.745 orang • Perempuan: 2.700 orang Biaya: • Rp1.255.395.724 (dalam Rupiah penuh) Beneficiaries: • Men: 2,745 • Women: 2,700 Cost: • Rp1,255,395,724 (in full Rupiah)
4		Pengembangan bantuan sekolah informal (sekolah alam dan sekolah sungai kawasan literasi) Development of support for informal schools (nature schools and river schools in literacy zones)	Penerima Manfaat: • Laki-Laki: 40 orang • Perempuan: 50 orang Biaya: • Rp28.200.000 (dalam Rupiah penuh) Beneficiaries: • Men: 40 people • Women: 50 people Cost: • Rp28,200,000 (in full Rupiah)

No	Sustainable Development Goals Sustainable Development Goals	Kegiatan Activities	Keterangan Description
5		Pelatihan dan pengembangan UMK (bengkel dan *workshop*) untuk konversi motor bensin menjadi motor listrik Training and development for SMEs (garages and workshops) on converting petrol-powered motorbikes to electric motorbikes	Penerima manfaat: • Laki-Laki: 20 orang • Perempuan: 20 orang Biaya: • Rp16.000.000 (dalam Rupiah penuh) Beneficiaries: • Men: 20 people • Women: 20 people Cost: • Rp16,000,000 (in full Rupiah)
6		Bantuan kegiatan warga Ring-1 Perusahaan Support for community activities in the company's Ring-1 area	Penerima Manfaat: • Laki-Laki: 300 orang • Perempuan: 300 orang Biaya: • Rp30.000.000 (dalam Rupiah penuh) Beneficiaries: • Men: 300 people • Women: 300 people Cost: • Rp30,000,000 (in full Rupiah)
7		Pengelolaan sampah perkantoran ke Tempat Pembuangan Sampah (TPS) dan pengelolaan sampah plastik Management of office waste to waste collection points (TPS) and plastic waste management	Penerima Manfaat: • Laki-Laki: 132 orang • Perempuan: 132 orang Biaya: • Rp10.296.107 (dalam Rupiah penuh) Beneficiaries: • Men: 132 people • Women: 132 people Cost: • Rp10,296,107 (in full Rupiah)

Dampak Operasi terhadap Masyarakat Sekitar

Effects of Operations on Adjacent Communities [OJK F.23] [GRI 203-1] [GRI 413-2]

PT PLN Indonesia Power Services menyadari bahwa kegiatan operasional Perseroan dapat menimbulkan dampak positif maupun dampak negatif aktual dan potensial terhadap masyarakat di sekitar wilayah operasional. Oleh karena itu, Perseroan berupaya mengelola dampak tersebut melalui penerapan aspek keselamatan dan kesehatan kerja serta lingkungan, pengelolaan risiko, keterlibatan pemangku kepentingan, dan pelaksanaan program Tanggung Jawab Sosial dan Lingkungan (TJSL).

PT PLN Indonesia Power Services recognizes that its operations may generate both positive and actual or potential negative impacts on communities surrounding its operating areas. The Company therefore seeks to manage these impacts through occupational health, safety, and environmental practices, risk management, stakeholder engagement, and the implementation of Social and Environmental Responsibility programs.

Sepanjang tahun 2025, Perseroan melaksanakan program TJSL dalam bentuk pembangunan dan peningkatan infrastruktur serta dukungan terhadap layanan masyarakat. Program-program tersebut diarahkan untuk mendukung akses masyarakat terhadap fasilitas pendidikan, keagamaan, kesehatan, lingkungan,

Throughout 2025, the Company implemented Social and Environmental Responsibility programs involving the development and improvement of infrastructure and the provision of community services. These programs were intended to support community access to educational, religious, healthcare, environmental, residential,

permukiman, dan pengembangan kapasitas di sekitar wilayah operasional Perseroan. Program yang disajikan dalam bagian ini merupakan kegiatan yang memiliki keterkaitan dengan investasi infrastruktur atau dukungan layanan.

Tingkat Pengembangan dari Investasi Infrastruktur yang signifikan dan Dukungan Layanan

Berdasarkan realisasi kegiatan CSR tahun 2025, sejumlah program investasi infrastruktur dan dukungan layanan telah memasuki tahap pelaksanaan selama periode pelaporan. Program-program tersebut dikelompokkan sebagai berikut:

1. Infrastruktur dan Layanan Pendidikan

   Penguatan akses pendidikan diwujudkan melalui bantuan pembangunan Yayasan Banul Ishlah Al-Ibrahimiyah Desa Perempuan, penyediaan sarana dan prasarana bagi yayasan di sekitar wilayah operasional, renovasi Sekolah Al-Husna Lontar, serta pembangunan Pondok Pesantren Insan Tarbawi. Dukungan dana pendidikan juga disalurkan kepada sekolah di sekitar unit operasi di Kalimantan Barat. Rangkaian program tersebut ditujukan untuk meningkatkan kelayakan fasilitas pembelajaran, menjaga keberlangsungan kegiatan pendidikan, dan menyediakan ruang belajar yang lebih memadai bagi masyarakat.

2. Infrastruktur Sosial dan Keagamaan

   Ketersediaan fasilitas sosial dan keagamaan diperkuat melalui peningkatan fasilitas masjid di sekitar Unit PLTMG Sorong, pembangunan masjid bagi masyarakat sekitar Unit Barru, pembangunan Gereja Pastori Injil Nabire, serta pembangunan masjid di Dusun Jeranjang, Desa Taman Ayu. Selain menunjang pelaksanaan kegiatan keagamaan, fasilitas tersebut diharapkan dapat menjadi ruang interaksi sosial dan memperkuat kebersamaan masyarakat setempat.

3. Infrastruktur dan Layanan Kesehatan Masyarakat

   Akses terhadap layanan kesehatan diperluas melalui pengadaan ambulans, pengobatan gratis bagi masyarakat sekitar wilayah operasional, donor darah, serta kegiatan pengobatan massal dan mini-posyandu. Upaya preventif dan pemenuhan gizi turut dijalankan melalui bantuan pencegahan stunting kepada posyandu masyarakat sekitar, pemberian

and capacity-building facilities and services in areas surrounding the Company's operations. The programs presented in this section are those related to infrastructure investment or services.

Development Level from Infrastructure Investment that Significant and Services Support

Based on the realization of CSR activities in 2025, several infrastructure investment and service support programs entered the implementation stage during the reporting period. The programs are grouped as follows:

1. Educational Infrastructure and Services

   Efforts to improve access to education included assistance for the construction of the Banul Ishlah Al-Ibrahimiyah Foundation in Desa Perempuan, the provision of facilities and infrastructure for a foundation located near the Company's operations, the renovation of Al-Husna Lontar School, and the construction of the Insan Tarbawi Islamic Boarding School. Educational funding was also provided to a school located near an operating unit in West Kalimantan. These programs were intended to improve the adequacy of learning facilities, support the continuity of educational activities, and provide more suitable learning spaces for local communities.

2. Social and Religious Infrastructure

   The availability of social and religious facilities was strengthened through improvements to mosque facilities near the Sorong Gas Engine Power Plant Unit, mosque construction for communities surrounding the Barru Unit, the construction of the Pastori Injil Church in Nabire, and mosque construction in Jeranjang Hamlet, Taman Ayu Village. In addition to supporting religious activities, these facilities are expected to provide spaces for social interaction and strengthen community cohesion.

3. Community Healthcare Infrastructure and Services

   Access to healthcare was expanded through ambulance procurement, free medical treatment for communities surrounding operating areas, blood donation activities, and support for mass medical treatment and mini integrated health post services. Preventive healthcare and nutritional support were also provided through stunting prevention assistance

makanan tambahan, dan khitanan massal bagi anak yatim serta kelompok dhuafa. Keseluruhan dukungan tersebut diarahkan untuk memperkuat layanan kesehatan dasar, meningkatkan kesiapsiagaan dalam kondisi darurat, dan membantu masyarakat memperoleh pelayanan kesehatan yang lebih mudah dijangkau.

for local integrated health posts, supplementary food programs, and mass circumcision activities for orphans and underprivileged children. Collectively, these initiatives were intended to strengthen basic healthcare services, improve emergency preparedness, and facilitate community access to healthcare.

4. Infrastruktur Publik dan Pengelolaan Lingkungan

Peningkatan kualitas fasilitas publik antara lain dilakukan melalui dukungan terhadap perbaikan jalan dalam rangka Bulan Bakti Gotong Royong Masyarakat di Kecamatan Bungus Teluk Kabung, Kota Padang. Pada aspek lingkungan, penyediaan sarana dan prasarana pengelolaan sampah di Unit Biak dilengkapi dengan kegiatan daur ulang limbah dan partisipasi dalam World Clean Up Day di Bontang. Program-program tersebut ditujukan untuk meningkatkan aksesibilitas, menjaga kebersihan lingkungan, dan mendorong praktik pengelolaan sampah yang lebih bertanggung jawab.

4. Public Infrastructure and Environmental Management

Improvements to public infrastructure included support for road repairs during the Community Mutual Cooperation Month in Bungus Teluk Kabung District, Padang City. Environmental initiatives comprised the provision of waste management facilities and infrastructure at the Biak Unit, waste recycling activities, and participation in World Clean Up Day in Bontang. These programs were intended to improve accessibility, maintain environmental cleanliness, and promote more responsible waste management practices.

5. Infrastruktur Permukiman dan Pelayanan Sosial

Perhatian terhadap kelayakan hunian diwujudkan melalui program bedah rumah di Desa Securai Utara. Dukungan sarana dan prasarana juga diberikan kepada yayasan, panti asuhan, dan lembaga sosial yang melayani masyarakat di sekitar wilayah operasional. Melalui pendekatan ini, manfaat program tidak hanya diterima secara langsung oleh individu atau keluarga, tetapi juga memperkuat kapasitas lembaga yang menyediakan pelayanan sosial secara berkelanjutan.

5. Residential Infrastructure and Social Services

Support for adequate housing was provided through a home renovation program in Securai Utara Village. Facilities and infrastructure assistance was also extended to foundations, orphanages, and social institutions serving communities near the Company's operating areas. Through this approach, program benefits were directed not only to individual recipients and families but also to institutions providing ongoing social services.

6. Pemberdayaan Ekonomi dan Pengembangan Kapasitas Masyarakat

Pengembangan kapasitas masyarakat dilaksanakan melalui bantuan kepada kelompok tani di Dusun Bea Peno dan dukungan terhadap pelatihan masyarakat di sekitar Unit Suralaya 1–7. Program tersebut dirancang untuk memperkuat pengetahuan, keterampilan, dan kemampuan kelompok masyarakat dalam mengembangkan kegiatan produktif. Dukungan sosial dengan demikian tidak semata-mata diberikan dalam bentuk bantuan langsung, tetapi juga diarahkan untuk membangun kapasitas dan kemandirian masyarakat dalam jangka panjang.

6. Economic Empowerment and Community Capacity Development

Community capacity development was carried out through assistance to a farmer group in Bea Peno Hamlet and support for community training in areas surrounding Suralaya Units 1–7. These programs were designed to strengthen community knowledge, skills, and organizational capacity in developing productive activities. Social support therefore extended beyond direct assistance and contributed to building longer-term community capacity and self-reliance.

Secara keseluruhan, investasi infrastruktur dan dukungan layanan selama tahun 2025 memperlihatkan perluasan orientasi program dari bantuan sosial langsung menuju intervensi yang memberikan manfaat lebih berkelanjutan. Informasi mengenai nilai investasi, jumlah penerima manfaat, status penyelesaian dan pemanfaatan fasilitas, serta hasil pengukuran dampak setiap program masih perlu dikonsolidasikan agar tingkat pengembangan dan manfaatnya dapat disajikan secara lebih terukur.

Overall, the infrastructure investments and services supported in 2025 reflected a gradual shift from direct social assistance toward interventions capable of generating more sustainable benefits. Information on investment value, number of beneficiaries, completion and utilization status, and measured outcomes for each program still requires further consolidation to enable more measurable reporting of program development and impact.

Pengaduan Masyarakat

Community Complaints [OJK F.24] [GRI 418-1]

Perusahaan telah mengembangkan mekanisme pengaduan bagi masyarakat yang juga mencakup isu sosial dan lingkungan di lingkungan wilayah operasi. Perusahaan telah menjalankan *whistleblowing system*. Masyarakat dapat melaporkan pengaduannya secara tertulis melalui:

Email : wbs@plnipservices.co.id
Telepon : (021)-21789990
Website : https://www.plnipservices.co.id

Semua surat pengaduan akan ditindaklanjuti oleh divisi terkait dengan melakukan verifikasi atas keluhan yang diterima. Sepanjang tahun 2025, Perusahaan tidak menerima keluhan dari masyarakat atas hal-hal yang bertentangan dengan etika, integritas, norma-norma dan dugaan pelanggaran peraturan atau tindakan yang mengganggu lingkungan hidup, dan lainnya.

In addition to addressing social and environmental concerns in its working region, the Company has devised a process for community complaints. The Company has created a procedure for reporting misconduct. The public may submit written concerns through:

Email : wbs@plnipservices.co.id
Telephone : (021)-21789990
Website : https://www.plnipservices.co.id

The appropriate division will follow up on all complaint letters by validating the complaints received. Throughout 2025, the Company does not receive public complaints involving concerns contradictory to ethics, integrity, norms, and alleged breaches of rules or acts that affect the environment, among others.

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Surat Pernyataan
Anggota Direksi dan Anggota Dewan Komisaris tentang Tanggung Jawab atas Laporan Keberlanjutan PT PLN Indonesia Power Services Tahun 2025

Statement of Members of the Board of Directors
and the Board of Commissioners regarding Responsibility
for the 2025 Sustainability Report of PT PLN Indonesia Power Services

Surat Pernyataan Anggota Direksi tentang Tanggung Jawab atas Laporan Keberlanjutan PT PLN Indonesia Power Services Tahun 2025

Statement of Members of the Board of Directors regarding Responsibility for the 2025 Sustainability Report of PT PLN Indonesia Power Services

Kami, anggota Direksi Perseroan yang bertanda tangan di bawah ini, menyatakan bahwa seluruh informasi dalam Laporan Keberlanjutan PT PLN Indonesia Power Services Tahun 2025 telah disusun secara lengkap dan benar, serta bahwa kami bertanggung jawab penuh atas kebenaran isi Laporan Keberlanjutan Perseroan.

We, the undersigned members of the Company's Board of Directors, hereby confirm that all information contained in the 2025 Sustainability Report of PT PLN Indonesia Power Services has been fully disclosed and we take full responsibility for the accuracy of the contents of the report

Demikian pernyataan ini dibuat dengan sebenarnya.

This statement is made in truthfulness.

Jakarta, 1 Juli 2026

Jakarta, July 1, 2026

Hari Cahyono
Direktur Utama
President Director

Imam Adi Prihantoro
Direktur Sumber Daya Manusia
Director of Human Capital

Lasiran
Plt. Direktur Bisnis
Acting Director of Business

Amir Murtono
Plt. Direktur Operasi
Acting Director of Operations

Metty Kronika Indirawati
Plt. Direktur Keuangan
Acting Director of Finance

Surat Pernyataan Anggota Dewan Komisaris tentang Tanggung Jawab atas Laporan Keberlanjutan PT PLN Indonesia Power Services Tahun 2025

Statement of Members of the Board of Commissioners regarding Responsibility for the 2025 Sustainability Report of PT PLN Indonesia Power Services

Kami, anggota Dewan Komisaris Perseroan yang bertanda tangan di bawah ini, menyatakan bahwa seluruh informasi dalam Laporan Keberlanjutan PT PLN Indonesia Power Services Tahun 2025 telah disusun secara lengkap dan benar, serta bahwa kami bertanggung jawab penuh atas kebenaran isi Laporan Keberlanjutan.

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Demikian pernyataan ini dibuat dengan sebenarnya.

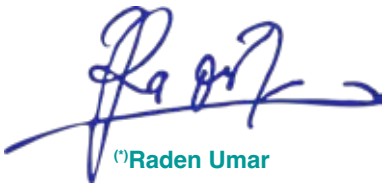
This statement is made in truthfulness.

Jakarta, 1 Juli 2026

Jakarta, July 1, 2026



Khusnul Mubien
Komisaris Utama
President Commissioner



(*)Raden Umar
Komisaris
Commissioner



Fredy Eko Prasetyo T.
Komisaris Independen
Independent Commissioner



(*)Abdul Hakam Nagib
Komisaris
Commissioner

Catatan I Notes
(*) Bapak Raden Umar dan Bapak Abdul Hakam Nagib menjabat sejak 16 April 2026
(*) Mr. Raden Umar and Mr. Abdul Hakam Nagib servers since April 16, 2026

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Lembaran Umpan Balik

Feedback Form [OJK G.2]

Kami mohon kesediaan para pemangku kepentingan untuk memberikan umpan balik setelah membaca Laporan Keberlanjutan ini dengan mengirim email atau mengirim formulir ini melalui fax atau pos.
We would like to ask all stakeholders to kindly provide feedback after reading this sustainability report by sending email or send this form by fax or mail.

Profil Anda I Your Profile

Nama (bila berkenan) I Name (if you please) :
Institusi/Perusahaan I Institution/Company :
Email :
Telp/Hp I Phone/Mobile :

Golongan Pemangku Kepentingan I Stakeholders Group

- ☐ Pemerintah I Government
- ☐ LSM I NGO
- ☐ Perusahaan I Corporate
- ☐ Masyarakat I Community
- ☐ Media
- ☐ Akademik I Academic
- ☐ Lain-lain, mohon sebutkan : =_____ Others, please state
- ☐ Pemegang Saham I Investor

Mohon pilih jawaban yang paling sesuai I Please choose the most appropriate answer

1. Laporan ini bermanfaat bagi anda:
   This report is useful to you:

   ☐ Sangat Tidak Setuju ☐ Tidak Setuju ☐ Netral ☐ Setuju ☐ Sangat Setuju

2. Laporan ini menggambarkan kinerja Perusahaan dalam pembangunan keberlanjutan:
   This report describes the Company's performance in sustainability development :

   ☐ Sangat Tidak Setuju ☐ Tidak Setuju ☐ Netral ☐ Setuju ☐ Sangat Setuju

3. Laporan ini mudah dimengerti:
   This report is easy to understand:

   ☐ Sangat Tidak Setuju ☐ Tidak Setuju ☐ Netral ☐ Setuju ☐ Sangat Setuju

4. Laporan ini menarik:
   This report is interesting:

   ☐ Sangat Tidak Setuju ☐ Tidak Setuju ☐ Netral ☐ Setuju ☐ Sangat Setuju

5. Laporan ini meningkatkan kepercayaan Anda pada keberlanjutan Perusahaan:
   This report increases your trust in the Company's sustainability:

   ☐ Sangat Tidak Setuju ☐ Tidak Setuju ☐ Netral ☐ Setuju ☐ Sangat Setuju

Mohon berkenan mengisi:
Please complete the below statements:

1. Bagian laporan mana yang paling berguna bagi Anda :
   Which part of this report is most useful to you :

2. Bagian laporan mana yang kurang berguna bagi Anda:
   Which part of this report is less useful to you:

3. Bagian laporan mana yang paling menarik bagi Anda:
   Which part of this report is the most interesting to you:

4. Bagian laporan mana yang kurang menarik bagi Anda:
   Which part of this report is less interesting to you:

5. Mohon berikan saran/usul/komentar Anda atas laporan ini:
   Please give us your advice/suggestions/comments on this report:

Terima kasih atas partisipasi Anda.
Mohon agar formulir ini dikirimkan kembali kepada :
Thank you for your participation.
Kindly send this form to:

Kantor & Pusat Produksi
Office & Production Service
Jl. Raya Pasar Minggu No.190,
Pejaten Barat, Ps.Minggu,Kota Jakarta Selatan,
Daerah Khusus Ibukota Jakarta 12510

Phone : (6221)21789990
Fax : (021) 7221330
Email : info@plnipservices.co.id

Tanggapan Terhadap Umpan Balik Laporan Tahun Sebelumnya

Response to the Previous Year's Report Feedback [OJK G.3]

PT PLN Indonesia Power Services tidak menerima tanggapan atas penerbitan Laporan Keberlanjutan Tahun 2024. Walau demikian, Perusahaan telah melakukan upaya penyempurnaan isi laporan sesuai dengan panduan POJK No.51/OJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten dan Perusahaan Publik, serta SEOJK No.16/SEOJK.04/2021 tentang Bentuk Dan Isi Laporan Tahunan Emiten atau Perusahaan Publik.

PT PLN Indonesia Power Services did not receive any responses to the 2024 Sustainability Report. However, the Company has made efforts to improve the contents of the report in accordance with POJK guidelines No.51/OJK.03/2017 concerning Implementation of Sustainable Finance for Financial Services Institutions, Issuers and Public Companies, as well as SEOJK No.16/SEOJK.04/2021 concerning Forms and Contents of Annual Reports for Issuers or Public Companies.

Referensi SEOJK No.16/SEOJK.04/2021

Referensi SEOJK No.16/SEOJK.04/2021 [OJK G.4]

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	b. Pendapatan atau penjualan;	11	b. Revenue or sales;
	c. Laba atau rugi bersih;	11	c. Net Profit or Loss;
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GRI Standards Index "In Accordance With" Option

Pernyataan penggunaan Statement of use	PT PLN Indonesia Power Services telah melaporkan sesuai dengan GRI Standards untuk periode 1 Januari 2025 hingga 31 Desember 2025 PT PLN Indonesia Power Services has reported in accordance with the GRI Standards for the period January 1, 2025 to December 31, 2025
GRI 1 yang digunakan GRI 1 used	GRI 1: Landasan 2021 GRI 1: Foundation 2021

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GRI 404: Pendidikan dan Pelatihan 2016 Training and Education 2016	GRI 404-1	Rata-rata jam pelatihan per tahun per pegawai Average hours of training per year per employee	210			
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	GRI 404-3	Persentase pegawai yang menerima tinjauan rutin terhadap kinerja dan pengembangan karier Percentage of employees receiving regular performance and career development reviews	211			
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GRI 405 Keberagaman dan Kesetaraan 2016 Diversity and Equal Opportunity 2016	GRI 405-1	Keanekaragaman badan tata kelola dan pegawai Diversity of governance bodies and employees	214			
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GRI 407 Hak Kebebasan Berserikat dan Perundingan Bersama 2016 Freedom of Association and Collective Bargaining 2016	GRI 407-1	Operasi dan supplier dimana hak kebebasan berserikat dan perundingan bersama mungkin berisiko tidak terpenuhi Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk.	324			
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GRI 408 Pekerja Anak 2016 Child Labor 2016	GRI 408-1	Operasi dan pemasok yang berisiko signifikan terhadap insiden pekerja anak Operations and suppliers at significant risk for incidents of child labor	219			
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GRI 409 Kerja Paksa atau Wajib Kerja 2016 Forced or Compulsory Labor 2016	GRI 409-1	Operasi dan pemasok yang berisiko signifikan terhadap insiden kerja paksa atau wajib kerja Operations and suppliers at significant risk for incidents of forced or compulsory labor	219			
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GRI 410 Praktik-praktik Keamanan 2016 Security Practices 2016	GRI 410-1	Petugas keamanan yang dilatih mengenai kebijakan atau prosedur hak asasi manusia Security personnel trained in human right policies or procedures	219-220			
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GRI 141 Penilaian Sosial Pemasok 2016 Supplier Social Assessment 2016	GRI 414-1	Seleksi pemasok baru dengan menggunakan kriteria sosial New suppliers that were screened using social criteria	142			
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GRI 418 Privasi Pelanggan 2016 Customer Privacy 2016	GRI 418-1	Pengaduan yang berdasar mengenai pelanggaran terhadap privasi pelanggan dan hilangnya data pelanggan Substantiated complaints concerning breaches of customer privacy and losses of customer data	211			

2025 Laporan Keberlanjutan
Sustainability Report



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