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PT Perikanan Indonesia (Persero)

2025

Laporan Keberlanjutan
Sustainability Report

Sustainable Growth, Strengthening the Fisheries Ecosystem

Tumbuh Berkelanjutan, Menguatkan Ekosistem Perikanan

Sanggahan dan Batasan Tanggung Jawab

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Selamat datang di Laporan Keberlanjutan PT Perikanan Indonesia (Persero) Tahun 2025 dengan tema “Sustainable Growth, Strengthening the Fisheries Ecosystem”.

Welcome to the 2025 Sustainability Report of PT Perikanan Indonesia (Persero), themed “Sustainable Growth, Strengthening the Fisheries Ecosystem.”

Laporan Keberlanjutan ini merupakan bagian yang tidak terpisahkan dari Laporan Tahunan PT Perikanan Indonesia (Persero) Tahun Buku 2025. Selain tersedia dalam bentuk cetak, laporan ini dapat diakses secara daring melalui laman resmi Perseroan pada www.perikananindonesia.co.id.

This Sustainability Report is an integral part of the 2025 Annual Report of PT Perikanan Indonesia (Persero). In addition to the printed version, this report is accessible online via the Company’s official website at www.perikananindonesia.co.id.

Sesuai dengan pedoman dan prinsip pelaporan keberlanjutan yang berlaku, laporan ini memuat informasi mengenai kinerja keuangan dan operasional, kebijakan, strategi, rencana, serta target Perseroan, termasuk informasi yang bersifat prospektif.

In accordance with applicable sustainability reporting guidelines and principles, this report presents information regarding the Company’s financial and operational performance, policies, strategies, plans, and targets, including forward-looking information.

Pernyataan prospektif dalam laporan ini disusun berdasarkan asumsi, kondisi, dan informasi yang tersedia pada saat penyusunan laporan dengan mempertimbangkan dinamika lingkungan usaha yang relevan. Pernyataan tersebut bukan merupakan jaminan atas hasil atau pencapaian di masa mendatang. Oleh karena itu, realisasi aktual dapat berbeda dari yang diperkirakan akibat berbagai faktor, termasuk perubahan kondisi ekonomi, industri, regulasi, lingkungan usaha, dan faktor lainnya. Perseroan tidak menjamin bahwa hasil aktual akan sepenuhnya sesuai dengan pernyataan prospektif yang disampaikan dalam laporan ini.

Forward-looking statements in this report are based on assumptions, conditions, and information available at the time of preparation, taking into account relevant business environment dynamics. These statements do not constitute a guarantee of future results or achievements. Consequently, actual outcomes may differ from projections due to various factors, including changes in economic, industrial, regulatory, and business environment conditions, as well as other factors. The Company does not guarantee that actual results will fully align with the forward-looking statements presented in this report.

Dalam laporan ini, istilah “PT Perikanan Indonesia (Persero)”, “Perindo”, “Perusahaan”, dan “Perseroan” digunakan secara bergantian untuk merujuk pada entitas yang sama, kecuali dinyatakan lain.

In this report, the terms “PT Perikanan Indonesia (Persero),” “Perindo,” “the Company,” and “the Corporation” are used interchangeably to refer to the same entity, unless otherwise stated.

2025
Tumbuh Berkelanjutan, Menguatkan Ekosistem Perikanan

Sustainable Growth, Strengthening the Fisheries Ecosystem



Tema ini menempatkan pertumbuhan sebagai bagian dari upaya membangun ekosistem perikanan yang berkelanjutan, terintegrasi, dan memberikan nilai tambah bagi pemangku kepentingan. Pertumbuhan PT Perikanan Indonesia (Persero) tidak semata-mata dipahami sebagai peningkatan kinerja usaha, tetapi juga sebagai proses memperkuat keterhubungan antara pelabuhan perikanan, perdagangan dan pengolahan hasil perikanan, rantai dingin, pakan, serta budidaya. Pendekatan tersebut mencerminkan komitmen perusahaan untuk mengembangkan bisnis

This theme positions growth as part of an effort to build a fisheries ecosystem that is sustainable, integrated, and capable of delivering added value to stakeholders. The growth of PT Perikanan Indonesia (Persero) is understood not merely as an improvement in business performance, but also as a process of strengthening the interconnections between fishing ports, trade and processing, cold chain logistics, feed production, and aquaculture. This approach reflects the company's commitment to developing its fisheries business in a more integrated manner while upholding

perikanan secara lebih terintegrasi dengan tetap memperhatikan aspek lingkungan, sosial, dan tata kelola.

environmental, social, and governance (ESG) principles.

Dalam perspektif keberlanjutan, pertumbuhan diarahkan untuk menciptakan fondasi usaha yang lebih resilien dan mampu memberikan manfaat jangka panjang. Optimalisasi sumber daya, penguatan tata kelola, pengembangan rantai nilai perikanan, serta peningkatan efisiensi operasional menjadi bagian penting dalam membangun pertumbuhan yang bertanggung jawab. Melalui pendekatan ini, perusahaan memosisikan keberlanjutan bukan sebagai pelengkap kegiatan usaha, melainkan sebagai bagian dari arah pertumbuhan perusahaan.

From a sustainability perspective, growth is directed toward creating a more resilient business foundation capable of delivering long-term benefits. Resource optimization, governance strengthening, fisheries value chain development, and enhanced operational efficiency are key components in fostering responsible growth. Through this approach, the company positions sustainability not as a mere adjunct to business activities, but as an integral part of its growth trajectory.

Komitmen tersebut diwujudkan melalui langkah nyata yang menghubungkan setiap simpul rantai nilai perikanan, dari hulu hingga hilir. Pada sisi hulu, perusahaan mendorong ketersediaan bahan baku yang bertanggung jawab melalui pengembangan budidaya (sustainable aquaculture) dan kemitraan dengan nelayan serta pembudidaya. Pada sisi tengah, penguatan infrastruktur pelabuhan perikanan dan rantai dingin (cold chain logistics) menjaga mutu produk sekaligus menekan susut hasil tangkapan. Pada sisi hilir, pengembangan pengolahan dan hilirisasi perikanan menciptakan nilai tambah serta memperluas jangkauan pasar. Keterhubungan ini tidak hanya memperkokoh posisi usaha perusahaan, tetapi juga berkontribusi pada penguatan ketahanan pangan nasional dan kesejahteraan masyarakat pesisir, sejalan dengan mandat perusahaan sebagai bagian dari BUMN pangan.

This commitment is realized through concrete actions that link every node of the fisheries value chain, from upstream to downstream. Upstream, the company promotes the availability of responsibly sourced raw materials by developing sustainable aquaculture and fostering partnerships with fishers and fish farmers. Midstream, the strengthening of fishing port infrastructure and cold chain logistics preserves product quality while minimizing post-harvest losses. Downstream, the development of processing and downstream fisheries activities creates added value and expands market reach. These interconnections not only solidify the company's business position but also contribute to strengthening national food security and the welfare of coastal communities, aligning with the company's mandate as a state-owned food enterprise.

Melalui tema "Tumbuh Berkelanjutan, Menguatkan Ekosistem Perikanan", PT Perikanan Indonesia (Persero) menegaskan arah pertumbuhannya untuk tumbuh bersama ekosistem yang menopangnya, bukan mengeksploitasinya. Perusahaan berkomitmen menjadikan prinsip keberlanjutan sebagai landasan setiap keputusan usaha—mulai dari pengelolaan sumber daya laut yang bertanggung jawab, penguatan tata kelola perusahaan yang baik (Good Corporate Governance), hingga pemerataan manfaat bagi seluruh pemangku kepentingan. Komitmen ini menjadi arah yang akan terus dipegang perusahaan untuk bertumbuh secara akuntabel, memberikan nilai tambah bagi pemegang saham dan negara, serta memastikan keberlanjutan ekosistem perikanan tetap terjaga bagi generasi mendatang.

Through the theme "Sustainable Growth, Strengthening the Fisheries Ecosystem," PT Perikanan Indonesia (Persero) affirms its growth trajectory: to grow alongside the ecosystem that supports it, rather than exploiting it. The company is committed to making sustainability principles the foundation of every business decision—ranging from responsible marine resource management and the strengthening of Good Corporate Governance to the equitable distribution of benefits among all stakeholders. This commitment serves as the guiding principle for the company’s accountable growth, enabling it to deliver added value to shareholders and the state while ensuring the preservation of the fisheries ecosystem for future generations.

Pernyataan Dewan Komisaris tentang Tanggung Jawab atas Laporan Keberlanjutan 2025 PT Perikanan Indonesia (Persero)

Statement of the Board of Commissioners on Responsibility for the 2025 Sustainability Report of PT Perikanan Indonesia (Persero)

Kami yang bertanda tangan di bawah ini, Dewan Komisaris PT Perikanan Indonesia (Persero), menyatakan bahwa kami telah memeriksa dan menyetujui Laporan Keberlanjutan PT Perikanan Indonesia (Persero) Tahun 2025. Kami menegaskan bahwa seluruh informasi yang disajikan dalam laporan tersebut telah dimuat secara lengkap dan akurat, serta menjadi tanggung jawab penuh Dewan Komisaris.

Demikian pernyataan ini dibuat dengan sebenarnya untuk digunakan sebagaimana mestinya.

Jakarta, Juli 2026

We, the undersigned, the Board of Commissioners of PT Perikanan Indonesia (Persero), hereby declare that we have reviewed and approved the 2025 Sustainability Report of PT Perikanan Indonesia (Persero). We affirm that all information presented in the report has been disclosed completely and accurately and that the Board of Commissioners assumes full responsibility for the information contained therein.

This statement is made truthfully and in good faith to be used for its intended purposes.

Jakarta, July 2026

Dewan Komisaris
Board of Commissioners

Didit Herdiawan Ashaf
Komisaris Utama
President Commisisoner

Gellwynn Daniel Hamzah Jusuf
Komisaris
Commissioner

Nurikasari
Komisaris Independen
Independent Commissioner

Mohamad Abdi
Komisaris Independen
Independent Commissioner

Pernyataan Direksi tentang Tanggung Jawab atas Laporan Keberlanjutan 2025 PT Perikanan Indonesia (Persero)

Statement of the Board of Directors on Responsibility for the 2025 Sustainability Report of PT Perikanan Indonesia (Persero)

Kami yang bertanda tangan di bawah ini, Direksi PT Perikanan Indonesia (Persero), menyatakan bahwa kami telah memeriksa dan menyetujui Laporan Keberlanjutan PT Perikanan Indonesia (Persero) Tahun 2025. Kami menegaskan bahwa seluruh informasi yang disajikan dalam laporan tersebut telah dimuat secara lengkap dan akurat, serta menjadi tanggung jawab penuh Direksi.

We, the undersigned, the Board of Directors of PT Perikanan Indonesia (Persero), hereby declare that we have reviewed and approved the 2025 Sustainability Report of PT Perikanan Indonesia (Persero). We affirm that all information presented in the report has been disclosed completely and accurately and that the Board of Directors assumes full responsibility for the information contained therein.

Demikian pernyataan ini dibuat dengan sebenarnya untuk digunakan sebagaimana mestinya.

This statement is made truthfully and in good faith to be used for its intended purposes.

Jakarta, Juli 2026

Jakarta, July 2026

Direksi
Board of Directors

Titik Mustikasari
Direktur Utama
President Directors

Muhammad Rizali Umarella
Wakil Direktur Utama
Vice President Directors

Eddi Santosa
Direktur Keuangan
Finance Directors

Errinto Pardede
Direktur Pengembangan
Development Directors

Daftar Isi
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Bab/Chapter

01

Ikhtisar Kinerja Keberlanjutan

Sustainability Performance Overview



PT Perikanan Indonesia (Persero) merupakan Badan Usaha Milik Negara (BUMN) yang bergerak di bidang usaha perikanan terintegrasi, meliputi jasa kepelabuhanan perikanan, pengolahan dan perdagangan hasil perikanan, pengelolaan rantai dingin (cold chain), pakan, serta kegiatan usaha lainnya yang mendukung pengembangan sektor perikanan nasional. Sebagai pilar strategis dalam industri perikanan nasional, Perusahaan berkomitmen penuh untuk mengintegrasikan prinsip-prinsip keberlanjutan ke dalam setiap lini operasional demi terwujudnya pengelolaan sumber daya kelautan yang bertanggung jawab (*responsible marine resource management*).

PT Perikanan Indonesia (Persero) is a State-Owned Enterprise (SOE) engaged in integrated fisheries business operations, encompassing fishery port services, the processing and trading of fishery products, cold chain management, and feed production, as well as other business activities that support the development of the national fisheries sector. As a strategic pillar of the national fisheries industry, the Company is fully committed to integrating sustainability principles into every operational aspect to ensure responsible marine resource management.

Di ranah sosial, PT Perikanan Indonesia (Persero) secara aktif mendorong pemberdayaan masyarakat pesisir melalui rangkaian program pelatihan intensif dan inisiatif peningkatan kesejahteraan. Melalui pendekatan ini, Perusahaan berkontribusi nyata dalam menciptakan lapangan kerja yang inklusif, menstimulasi perekonomian lokal, serta membangun kesadaran kolektif para nelayan setempat akan krusialnya konservasi ekosistem laut.

In the social sphere, PT Perikanan Indonesia (Persero) actively promotes the empowerment of coastal communities through a series of intensive training programs and welfare improvement initiatives. Through this approach, the Company makes a tangible contribution to creating inclusive employment opportunities, stimulating the local economy, and raising collective awareness among local fishermen regarding the critical importance of marine ecosystem conservation.

Melengkapi pilar lingkungan, Perusahaan konsisten menerapkan strategi reduksi limbah dan mengadopsi teknologi hijau (*green technology*) dalam proses produksi. Upaya mitigasi dampak lingkungan ini tidak hanya mendukung pencapaian target keberlanjutan jangka panjang Perusahaan, tetapi juga menjadi jaminan mutu dalam menjaga kualitas, keamanan, dan keandalan produk demi kepuasan serta kesehatan konsumen.

Complementing the environmental pillar, the Company consistently implements waste reduction strategies and adopts green technology in its production processes. These efforts to mitigate environmental impacts not only support the achievement of the Company's long-term sustainability targets but also serve as a quality assurance measure in maintaining the quality, safety, and reliability of its products for consumer satisfaction and health.

Aspek Ekonomi

Economic Aspect

[GRI 2-2] [OJK B.1] [OJK F.26]

Sebagai perusahaan yang bergerak di sektor perikanan terintegrasi, PT Perikanan Indonesia (Persero) mengelola tiga lini bisnis utama, yaitu **Fish Processing & Trading**, **Jasa Kepelabuhanan**, dan **Pabrik Pakan**. Ketiga segmen tersebut menjadi pilar utama dalam mendukung pertumbuhan usaha dan penciptaan nilai ekonomi bagi para pemangku kepentingan.

As a company engaged in the integrated fisheries sector, PT Perikanan Indonesia (Persero) manages three main business lines, namely **Fish Processing & Trading**, Port Services, and Feed Mill. These three segments serve as the main pillars in supporting business growth and the creation of economic value for stakeholders.

Sepanjang periode pelaporan, perusahaan berhasil memperkuat ekosistem rantai pasok perikanan melalui peningkatan kapasitas bisnis dan perluasan akses pasar, baik di tingkat nasional maupun internasional. Kinerja tersebut berkontribusi terhadap peningkatan pendapatan perusahaan serta memberikan dampak ekonomi yang lebih luas melalui penyerapan tenaga kerja di sektor perikanan.

Throughout the reporting period, the Company successfully strengthened the fisheries supply chain ecosystem through increased business capacity and expanded market access, both at the national and international levels. This performance contributed to an increase in the Company’s revenue and generated broader economic impacts through employment absorption in the fisheries sector.

Perusahaan juga terus meningkatkan efisiensi operasional melalui pengelolaan biaya yang lebih efektif dan optimalisasi penggunaan sumber daya di seluruh lini usaha. Langkah-langkah pengendalian biaya dan penguatan tata kelola keuangan yang

The Company also continued to improve operational efficiency through more effective cost management and optimization of resource utilization across all business lines. Cost control measures and the strengthening of prudent financial governance enabled the Company to

prudent memungkinkan perusahaan menjaga profitabilitas serta meningkatkan kinerja usaha secara berkelanjutan tanpa mengurangi kualitas produk dan layanan yang diberikan kepada pelanggan.

maintain profitability and improve business performance sustainably without compromising the quality of products and services provided to customers.

Di sisi lain, PT Perikanan Indonesia (Persero) tetap konsisten menjalankan perannya dalam pemberdayaan ekonomi masyarakat melalui kerja sama dengan nelayan dan UMKM perikanan. Program kemitraan yang dijalankan tidak hanya memperkuat rantai pasok perusahaan, tetapi juga mendukung peningkatan kapasitas usaha dan kesejahteraan masyarakat pesisir.

On the other hand, PT Perikanan Indonesia (Persero) remained consistent in carrying out its role in community economic empowerment through cooperation with fishermen and fisheries MSMEs. The partnership programs implemented not only strengthened the Company's supply chain but also supported the improvement of business capacity and the welfare of coastal communities.

Berdasarkan capaian tersebut, berikut disampaikan realisasi produksi pada masing-masing segmen usaha PT Perikanan Indonesia (Persero) sebagai berikut:

Based on these achievements, the following presents the production realization of each business segment of PT Perikanan Indonesia (Persero):

Uraian Description	**Satuan** Unit	**RKAP 2025** 2025 Work Plan and Budget	**Realisasi 2025** 2025 Realization	**Pencapaian** Achievement **(%)**
Fish Processing and Trading				
Penangkapan Fishing	Ton	-	112	-
Pembelian Purchasing	Ton	6.077	3.384	56%
Budidaya Aquaculture	Ton	-	29	-
Pengolahan Processing	Ton	2.296	2.977	130%
Jasa Kepelabuhan Port Services				
Es Ice	ton	24.538	25.983	106%
Cold Storage	ton	263.776	530.709	201%
Ruang & Tanah Land & Buildings	M^2	1.699.182	702.572	41%
Tambat Labuh Mooring and Berthing	kapal	79.422	268.153	338%
Bengkel & Dok Workshop & Dockyard	kapal	214	549	257%
Listrik Electricity	qq	13.029.029	12.358.024	95%
Air Water	m^3	606.845	575.345	95%
Bahan Bakar Minyak (BBM) Fuel Oil	kL	6.3884	9.488	149%

Segmen *Fish Processing and Trading*

- **Penangkapan**

  Realisasi produksi penangkapan hingga akhir Tahun 2025 mencapai 112 ton. Segmen ini belum memiliki target RKAP kuantitatif pada Tahun 2025 dan masih menunjukkan kontribusi yang terbatas terhadap total produksi Perusahaan.

  Kinerja segmen penangkapan sepanjang Tahun 2025 masih menghadapi keterbatasan kapasitas operasional, mengingat kegiatan produksi bertumpu pada satu unit kapal, yaitu KM Maranatha 02. Selain itu, kapal tersebut menjalani proses perbaikan/docking sejak pertengahan Agustus hingga Desember 2025,

Fish Processing and Trading Segment

- **Fishing**

  Fishing production realization as of the end of 2025 reached 112 tons. This segment did not have a quantitative RKAP target in 2025 and continued to make a limited contribution to the Company's total production.

  The performance of the fishing segment throughout 2025 continued to face operational capacity constraints, as production activities relied on a single vessel, namely KM Maranatha 02. In addition, the vessel underwent repairs/docking from mid-August to December 2025, resulting in a temporary suspension of

sehingga aktivitas penangkapan sempat terhenti dan berdampak pada rendahnya volume produksi tahunan.

Sebagai tindak lanjut, Perusahaan melakukan optimalisasi dan percepatan reaktivasi aset kapal yang belum beroperasi, serta mengevaluasi pola operasi guna meningkatkan produktivitas armada ke depan.

- **Pembelian**
  Realisasi pembelian bahan baku sepanjang Tahun 2025 mencapai 3.384 ton atau 56% dari target RKAP sebesar 6.077 ton. Capaian ini menunjukkan bahwa pasokan bahan baku masih menjadi tantangan utama bagi kinerja segmen perdagangan dan pengolahan.

  Realisasi pembelian bahan baku selama Tahun 2025 dipengaruhi oleh keterbatasan pasokan ikan domestik akibat fluktuasi musim serta kebijakan penghentian sementara impor pada awal tahun. Pada Triwulan I dan II belum memasuki musim puncak penangkapan, sedangkan pada Triwulan IV terjadi pergeseran musim ikan di wilayah Indonesia Timur dari kondisi banjir ikan menjadi musim paceklik. Kondisi tersebut menyebabkan kelangkaan bahan baku dan kenaikan harga, yang berdampak pada keterbatasan volume pembelian serta tekanan terhadap margin usaha.

  Sebagai respons, Perusahaan melakukan pembelian melalui skema trading di gudang mitra, melakukan penyesuaian SOP terkait modal kerja agar proses pembelian lebih fleksibel, serta menjalin kerja sama langsung dengan pemilik kapal di Pati dan pemilik gudang di Muara Baru untuk menjaga kesinambungan pasokan, khususnya untuk kebutuhan ekspor.

- **Budidaya**
  Realisasi produksi budidaya hingga akhir Tahun 2025 mencapai 29 ton. Kegiatan budidaya sepanjang Tahun 2025 masih dilaksanakan dengan sistem tradisional dan semi-intensif guna menjaga keberlanjutan kondisi tambak. Namun, metode tersebut menyebabkan produktivitas relatif rendah dibandingkan potensi lahan yang tersedia, serta membatasi kontribusi segmen budidaya terhadap total produksi Perusahaan.

  Sebagai langkah pengembangan, Perusahaan tengah menjajaki kerja sama dengan mitra strategis yang memiliki kompetensi dalam pengelolaan tambak secara profesional, dengan tujuan meningkatkan produktivitas dan nilai tambah usaha budidaya secara berkelanjutan.

- **Pengolahan**
  Realisasi produksi pengolahan mencapai 2.977 ton atau 130% dari target RKAP sebesar 2.296 ton. Capaian ini menunjukkan kinerja yang sangat positif dan melampaui target yang ditetapkan.

fishing activities and consequently affecting the low annual production volume.

As a follow-up, the Company optimized and accelerated the reactivation of idle vessel assets, as well as evaluated operational patterns to improve fleet productivity going forward.

- **Purchasing**
  The realization of raw material purchases throughout 2025 reached 3,384 tons, or 56% of the RKAP target of 6,077 tons. This achievement indicates that the supply of raw materials remained a major challenge to the performance of the trading and processing segments.

  The realization of raw material purchases during 2025 was affected by limited domestic fish supply due to seasonal fluctuations and the policy of temporarily suspending imports at the beginning of the year. The first and second quarters had not yet entered the peak fishing season, while in the fourth quarter, the fishing season in Eastern Indonesia shifted from a period of abundant fish supply to a lean season. These conditions resulted in raw material shortages and price increases, which affected the limited purchase volume and placed pressure on business margins.

  In response, the Company made purchases through a trading scheme at partner warehouses, adjusted the SOP related to working capital to make the purchasing process more flexible, and established direct cooperation with vessel owners in Pati and warehouse owners in Muara Baru to maintain supply continuity, particularly for export requirements.

- **Aquaculture**
  Aquaculture production realization as of the end of 2025 reached 29 tons. Aquaculture activities throughout 2025 were still carried out using traditional and semi-intensive systems to maintain the sustainability of pond conditions. However, these methods resulted in relatively low productivity compared to the potential of the available land and limited the contribution of the aquaculture segment to the Company's total production.

  As a development measure, the Company is exploring cooperation with strategic partners that have expertise in professional pond management, with the aim of sustainably increasing the productivity and added value of the aquaculture business.

- **Processing**
  Processing production realization reached 2,977 tons, or 130% of the RKAP target of 2,296 tons. This achievement demonstrates very positive performance and exceeded the established target.

Peningkatan produksi didorong oleh optimalisasi utilisasi fasilitas pengolahan serta penyesuaian pola produksi sesuai kebutuhan pasar domestik dan ekspor.

Meskipun demikian, operasional sempat menghadapi kendala distribusi di Unit Simeulue serta penyesuaian regulasi terkait Instalasi Karantina Ikan (IKI). Perusahaan telah melakukan koordinasi intensif dengan Badan Karantina Indonesia untuk pemenuhan persyaratan IKI Ekspor dan IKI Impor di beberapa lokasi kerja utama, guna memastikan kelancaran arus ekspor ke depan.

The increase in production was driven by the optimization of processing facility utilization and adjustments to production patterns in accordance with domestic and export market requirements.

Nevertheless, operations encountered distribution constraints at the Simeulue Unit, as well as adjustments to regulations related to Fish Quarantine Installations (IKI). The Company has conducted intensive coordination with the Indonesian Quarantine Agency to fulfill the requirements for Export IKI and Import IKI at several key operating locations, in order to ensure the smooth flow of exports going forward.

Segmen Jasa Kepelabuhanan

- **Es**
  Realisasi produksi es sepanjang Tahun 2025 mencapai 25.983 ton atau 106% dari target RKAP sebesar 24.538 ton. Capaian ini menunjukkan permintaan yang stabil serta optimalisasi distribusi layanan di berbagai cabang.

  Kendala teknis berupa kerusakan sarana produksi di beberapa lokasi tetap menjadi perhatian dan akan ditindaklanjuti melalui program perbaikan serta optimalisasi aset.

- **Cold Storage**
  Realisasi pelayanan cold storage mencapai 530.709 ton atau 201% dari target RKAP sebesar 263.776 ton. Kinerja ini mencerminkan peningkatan signifikan utilisasi fasilitas dan efektivitas strategi komersialisasi.

  Ke depan, Perusahaan akan terus:
  - Meningkatkan kerja sama dengan mitra eksternal,
  - Mengoptimalkan pembebanan biaya simpan internal,
  - Melakukan efisiensi energi untuk menjaga profitabilitas.

- **Ruang & Tanah**
  Realisasi penyewaan ruang dan tanah mencapai 702.572 m² atau 41% dari target RKAP sebesar 1.699.182 m².

  Meskipun volume belum mencapai target, pengelolaan administrasi dan penyesuaian tarif yang lebih selektif mendorong kualitas portofolio tenant yang lebih baik. Perusahaan terus melakukan komunikasi intensif dengan mitra untuk memastikan kelengkapan dokumen dan kepastian kerja sama.

- **Tambat Labuh**
  Realisasi pelayanan tambat labuh mencapai 268.153 kapal atau 338% dari target RKAP sebesar 79.422 kapal.

- **Bengkel & Dok**
  Realisasi pelayanan mencapai 549 kapal atau 257% dari target RKAP sebesar 214 kapal.

Port Services Segment

- **Ice**
  Ice production realization throughout 2025 reached 25,983 tons, or 106% of the RKAP target of 24,538 tons. This achievement indicates stable demand as well as the optimization of service distribution across various branches.

  Technical constraints in the form of damage to production facilities at several locations remain a concern and will be followed up through repair programs and asset optimization.

- **Cold Storage**
  Cold storage service realization reached 530,709 tons, or 201% of the RKAP target of 263,776 tons. This performance reflects a significant increase in facility utilization and the effectiveness of the commercialization strategy.

  Going forward, the Company will continue to:
  - Increase cooperation with external partners,
  - Optimize the allocation of internal storage costs,
  - Improve energy efficiency to maintain profitability.

- **Land & Space**
  The realization of space and land rentals reached 702,572 m², or 41% of the RKAP target of 1,699,182 m².

  Although the volume did not reach the target, improved administrative management and more selective tariff adjustments contributed to better tenant portfolio quality. The Company continues to maintain intensive communication with partners to ensure the completeness of documents and certainty of cooperation.

- **Mooring and Berthing**
  The realization of mooring and berthing services reached 268,153 vessels, or 338% of the RKAP target of 79,422 vessels.

- **Workshop & Dockyard**
  The realization of services reached 549 vessels, or 257% of the RKAP target of 214 vessels. The

Tingginya permintaan layanan docking menjadi pendorong utama kinerja positif segmen ini.

high demand for docking services was the main driver of the positive performance of this segment.

- **Listrik**
  Realisasi pelayanan listrik mencapai 12.358.024 kWh atau 95% dari target RKAP sebesar 13.029.029 kWh. Kinerja relatif stabil meskipun sedikit di bawah target.

  Perusahaan terus melakukan penguatan sarana kelistrikan guna menjaga keandalan pasokan dan mengurangi potensi gangguan teknis.

- **Air**
  Realisasi pelayanan air mencapai 575.345 m³ atau 95% dari target RKAP sebesar 606.845 m³. Capaian ini menunjukkan stabilitas layanan meskipun masih terdapat tantangan berupa losses air dan optimalisasi SWRO.

  Upaya perbaikan infrastruktur distribusi dan reaktivasi SWRO terus dilakukan untuk meningkatkan efisiensi operasional.

- **Bahan Bakar Minyak (BBM)**
  Realisasi pelayanan BBM mencapai 9.488 KL atau 149% dari target RKAP sebesar 6.388 KL. Kinerja ini menunjukkan peningkatan signifikan kebutuhan operasional kapal serta optimalisasi layanan SPBUN. Walaupun terdapat kendala kuota dan fluktuasi jadwal kapal akibat faktor cuaca, Perusahaan berhasil mengoptimalkan serapan kuota dan meningkatkan efektivitas penyaluran.

- **Electricity**
  The realization of electricity services reached 12,358,024 kWh, or 95% of the RKAP target of 13,029,029 kWh. Performance remained relatively stable despite being slightly below the target.

  The Company continues to strengthen its electrical infrastructure to maintain supply reliability and reduce the potential for technical disruptions.

- **Water**
  The realization of water services reached 575,345 m³, or 95% of the RKAP target of 606,845 m³. This achievement demonstrates service stability despite challenges related to water losses and SWRO optimization.

  Efforts to improve distribution infrastructure and reactivate SWRO continue to be undertaken to improve operational efficiency.

- **Bahan Bakar Minyak (BBM)**
  Realisasi pelayanan BBM mencapai 9.488 KL atau 149% dari target RKAP sebesar 6.388 KL. Kinerja ini menunjukkan peningkatan signifikan kebutuhan operasional kapal serta optimalisasi layanan SPBUN. Walaupun terdapat kendala kuota dan fluktuasi jadwal kapal akibat faktor cuaca, Perusahaan berhasil mengoptimalkan serapan kuota dan meningkatkan efektivitas penyaluran.

Aspek Lingkungan Hidup

Environmental Aspects

[OJK B.2]

Segmen usaha yang dimiliki PT Perikanan Indonesia (Persero) menggunakan sumber energi dalam operasionalnya serta menghasilkan limbah sebagai dampak operasinya. Berikut datanya:

The business segments of PT Perikanan Indonesia (Persero) utilize energy resources in their operations and generate waste as an impact of their operations. The following are the data:

Uraian Description	Satuan Unit	2025	2024
Penggunaan Energi Energy Consumption			
Penggunaan Listrik Electricity Consumption	mWH	9.769	14.967
Bahan Bakar Kapal Vessel Fuel Consumption	liter	30.504	38.850
Kendaraan operasional Operational Vehicles	liter	26.730	10.420
Penggunaan air Water Consumption	m^3	600.000	648.341
Emisi Gas Rumah Kaca Greenhouse Gas Emissions			

Uraian Description	Satuan Unit	2025	2024
Cakupan 1 (langsung) Scope 1 (Direct)			
Sumber Emisi Bahan Bakar Solar, Gasoline Emission Sources: Diesel Fuel, Gasoline	Ton CO^2eq	150,69	138,56
Refigerant (kantor dan cold storage) Refrigerants (Office and Cold Storage)	Ton CO^2eq	7840,22	5674,83
Cakupan 2 (tidak langsung) Scope 2 (Indirect)	Belum dilakukan pengukuran Not Yet Measured		
Cakupan 3 (tidak langsung lainnya) Scope 3 (Other Indirect)	Belum dilakukan pengukuran Not Yet Measured		
Volume Limbah Waste Volume			
Limbah B3 Hazardous Waste (B3			
Batubara Coal	ton	0	9
Limbah Non B3 Non-Hazardous Waste			
ATK Office Supplies	ton	0,1	0,1
Plastik Plastic	ton	0,1	0,1
Limbah organik (sampah kebun) Organic Waste (Garden Waste)	ton	1,8	2
Limbah kertas dan kardus Paper and Cardboard Waste	ton	0,4	1
Limbah pengolahan ikan (kepala, jeroan, tulang) Fish Processing Waste (Heads, Viscera, Bones)	ton	36	71

Aspek Sosial
Social Aspect
[OJK B.3]

PT Perikanan Indonesia (Persero) secara konsisten memperkuat komitmennya terhadap implementasi prinsip keberlanjutan yang holistik. Sebagai salah satu pilar utama, Perusahaan mengintegrasikan aspek sosial ke dalam inti strategi bisnis melalui perwujudan tanggung jawab yang berimbang terhadap karyawan, pemegang saham, komunitas, serta lingkungan. Korporasi berperan aktif dalam memacu peningkatan kualitas hidup dan mengakselerasi pembangunan sosial di wilayah operasional melalui rangkaian inisiatif strategis, yang mencakup sektor pendidikan, peningkatan akses kesehatan, dan program pemberdayaan masyarakat yang inklusif serta berkelanjutan.

PT Perikanan Indonesia (Persero) consistently strengthens its commitment to the implementation of holistic sustainability principles. As one of the key pillars, the Company integrates social aspects into the core of its business strategy through the fulfillment of balanced responsibilities toward employees, shareholders, communities, and the environment. The Corporation actively contributes to improving the quality of life and accelerating social development in its operational areas through a series of strategic initiatives, encompassing education, improved access to healthcare, and inclusive and sustainable community empowerment programs.

Uraian Description	Satuan Unit	2025	2024	2023
Ketenagakerjaan Employment				
Jumlah pegawai Number of Employees	orang People	146	150	606
Jumlah pegawai wanita Number of Female Employees	orang people	35	37	111
Talent perempuan Female Talent	persentase percentage	23,97%	33%	4%
Tingkat rekrutmen Recruitment Rate	persentase percentage	5,48%	1%	-

Uraian Description	Satuan Unit	2025	2024	2023
Rata rata jam pelatihan pegawai Average Training Hours per Employee	jam pelatihan/ tahun Training hours/year	30	90%	75%
Jumlah sertifikasi keahlian yang dimiliki Pegawai Number of Professional Certifications Held by Employees	sertifikasi keahlian pegawai employee professional certifications	21	3	7
Jumlah mitra nelayan Number of Fishermen Partners	orang people	1332	1305	1205
Total penyaluran dana Community Involvement and Development (CID) Total Community Involvement and Development (CID) Fund Disbursement	Rp Juta IDR Million	216.776.833	128.879.509	94.028.833
Total penyaluran dana PUMK Total PUMK Fund Disbursement	Rp Miliar IDR Billion	-	-	-
Total Penyaluran dana Non-CID Total PUMK Fund Disbursement	Rp Juta IDR Million	800.000	1.095.500	1.414.000
Realisasi dana Tanggung Jawab Sosial dan Lingkungan (TJSL) Realization of Social and Environmental Responsibility (TJSL) Funds	Rp Juta IDR Million	217.576.833	129.975.009	95.442.833
Jumlah mitra binaan PUMK Number of PUMK Fostered Partners		68	68	69
Program Sosial Untuk Social Programs	Program Program	bantuan peralatan usaha bagi UMKM dan bantuan Business equipment assistance for MSMEs and assistance	Beasiswa bagi anak nelayan dan pelaku usaha Scholarships for the children of fishermen and business operators	-
Komunitas Perusahaan Corporate Community		alat tangkap bagi nelayan Fishing equipment for fishermen	sektor perikanan (sebanyak 3 orang) Fisheries sector (3 people)	

Aspek Tata Kelola
Governance Aspect

PT Perikanan Indonesia (Persero) meyakini bahwa penerapan Tata Kelola Perusahaan yang Baik merupakan fondasi utama dalam mewujudkan keberlanjutan usaha. Perseroan menerapkan prinsip transparansi, akuntabilitas, responsibilitas, independensi, dan kewajaran dalam setiap proses pengambilan keputusan dan kegiatan operasional. Penerapan prinsip-prinsip tersebut bertujuan untuk menciptakan nilai jangka panjang bagi pemegang saham serta memberikan manfaat yang berkelanjutan bagi seluruh pemangku kepentingan. Tata kelola yang kuat juga menjadi salah satu pilar utama dalam mendukung implementasi ESG (Environmental, Social, and Governance) dan pengelolaan risiko keberlanjutan secara efektif.

PT Perikanan Indonesia (Persero) believes that the implementation of Good Corporate Governance (GCG) is a fundamental foundation in realizing business sustainability. The Company applies the principles of transparency, accountability, responsibility, independence, and fairness in every decision-making process and operational activity. The implementation of these principles aims to create long-term value for shareholders and provide sustainable benefits for all stakeholders. Strong governance also serves as one of the main pillars in supporting the implementation of ESG (Environmental, Social, and Governance) and effective sustainability risk management.

Dalam pelaksanaan tata kelola keberlanjutan, Dewan Komisaris menjalankan fungsi pengawasan terhadap implementasi strategi dan kebijakan Perseroan,

In implementing sustainability governance, the Board of Commissioners carries out an oversight function over the implementation of the Company's strategies and

sedangkan Direksi bertanggung jawab atas perumusan kebijakan, pengelolaan operasional, serta pencapaian target kinerja perusahaan, termasuk target keberlanjutan. Untuk mendukung implementasinya, Direksi mendelegasikan pelaksanaan program keberlanjutan kepada unit kerja terkait sesuai dengan tugas dan tanggung jawab masing-masing, dengan koordinasi melalui Divisi Sekretaris Perusahaan serta fungsi-fungsi yang membidangi aspek ekonomi, lingkungan, sosial, tata kelola, dan manajemen risiko.

policies, while the Board of Directors is responsible for policy formulation, operational management, and the achievement of the Company's performance targets, including sustainability targets. To support its implementation, the Board of Directors delegates the implementation of sustainability programs to the relevant work units in accordance with their respective duties and responsibilities, with coordination through the Corporate Secretary Division and functions responsible for economic, environmental, social, governance, and risk management aspects.

Sepanjang tahun pelaporan, Perseroan terus memperkuat praktik tata kelola melalui:

Throughout the reporting year, the Company continued to strengthen governance practices through:

- Penerapan prinsip Good Corporate Governance (GCG) secara konsisten.
- Consistent implementation of Good Corporate Governance (GCG) principles.
- Pengelolaan risiko perusahaan, termasuk risiko keberlanjutan, secara terintegrasi.
- Integrated management of corporate risks, including sustainability risks.
- Kepatuhan terhadap peraturan perundang-undangan, kebijakan internal, dan standar etika bisnis.
- Compliance with laws and regulations, internal policies, and business ethical standards.
- Penerapan Kode Etik dan Pedoman Perilaku bagi Direksi, Dewan Komisaris, dan seluruh pegawai.
- Implementation of the Code of Ethics and Code of Conduct for the Board of Directors, Board of Commissioners, and all employees.
- Pencegahan benturan kepentingan, gratifikasi, suap, dan tindak pidana korupsi melalui kebijakan dan mekanisme pengendalian internal.
- Prevention of conflicts of interest, gratification, bribery, and corruption through policies and internal control mechanisms.
- Penyediaan mekanisme Whistleblowing System (WBS) sebagai sarana pelaporan dugaan pelanggaran yang menjamin kerahasiaan dan perlindungan bagi pelapor.
- Provision of a Whistleblowing System (WBS) mechanism as a means of reporting alleged violations that ensures confidentiality and protection for whistleblowers.
- Pelaksanaan audit internal, audit eksternal, serta evaluasi berkala terhadap efektivitas sistem pengendalian internal dan manajemen risiko.
- Implementation of internal audits, external audits, and periodic evaluations of the effectiveness of internal control and risk management systems.
- Penguatan transparansi melalui penyampaian informasi perusahaan secara tepat waktu, akurat, dan dapat dipertanggungjawabkan kepada para pemangku kepentingan.
- Strengthening transparency through the timely, accurate, and accountable disclosure of corporate information to stakeholders.

Sebagai Badan Usaha Milik Negara, PT Perikanan Indonesia (Persero) juga berkomitmen untuk menjaga integritas dalam menjalankan kegiatan usaha dengan tidak mentoleransi praktik korupsi, kolusi, nepotisme, maupun keterlibatan dalam kegiatan politik praktis oleh Direksi, Dewan Komisaris, dan seluruh pegawai. Komitmen tersebut diwujudkan melalui penerapan kebijakan etika bisnis, budaya kepatuhan, serta pengawasan yang berkesinambungan guna menciptakan perusahaan yang profesional, transparan, dan terpercaya.

As a State-Owned Enterprise, PT Perikanan Indonesia (Persero) is also committed to maintaining integrity in conducting its business activities by not tolerating practices of corruption, collusion, nepotism, or involvement in practical political activities by the Board of Directors, Board of Commissioners, and all employees. This commitment is realized through the implementation of business ethics policies, a culture of compliance, and continuous oversight to create a professional, transparent, and trusted company.

Melalui penguatan tata kelola yang berkelanjutan, Perseroan berupaya meningkatkan kepercayaan pemegang saham, pelanggan, mitra usaha, pemerintah, dan seluruh pemangku kepentingan, sekaligus memastikan bahwa pertumbuhan bisnis

Through continuous strengthening of governance, the Company seeks to enhance the trust of shareholders, customers, business partners, the government, and all stakeholders, while ensuring that business growth is carried out responsibly, adaptive to change, and

berjalan secara bertanggung jawab, adaptif terhadap perubahan, dan mampu memberikan nilai ekonomi, sosial, serta lingkungan secara berkelanjutan.

capable of continuously delivering economic, social, and environmental value.

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Through strengthening sustainable governance, the Company strives to enhance the trust of shareholders, customers, business partners, the government, and all stakeholders, while ensuring that business growth is carried out responsibly, adaptively to changes, and is capable of delivering sustainable economic, social, and environmental value.

Kilas Peristiwa Keberlanjutan

Sustainability Highlights







Januari
January

PT Perikanan Indonesia (Persero) sukses menyelenggarakan Rapat Umum Pemegang Saham (RUPS) Pengesahan Rencana Kerja dan Anggaran Perusahaan (RKAP) serta Rencana Kerja dan Anggaran (RKA) TJSL Tahun Buku 2026. Momentum ini menegaskan komitmen perseroan dalam menyelaraskan target pertumbuhan bisnis komersial dengan strategi investasi sosial dan lingkungan secara akuntabel sejak awal tahun buku.

PT Perikanan Indonesia (Persero) successfully held the General Meeting of Shareholders (GMS) for the Ratification of the Company's Work Plan and Budget (RKAP) and the TJSL Work Plan and Budget (RKA) for the 2026 Financial Year. This momentum reaffirms the Company's commitment to aligning commercial business growth targets with accountable social and environmental investment strategies from the beginning of the financial year.



Februari
February

Sebagai wujud kepedulian dan respons cepat terhadap bencana alam, PT Perikanan Indonesia (Persero) menyalurkan bantuan sosial tanggap darurat banjir melalui program Tanggung Jawab Sosial dan Lingkungan (TJSL) guna meringankan beban masyarakat terdampak di sekitar wilayah operasional

As a manifestation of concern and a rapid response to natural disasters, PT Perikanan Indonesia (Persero) distributed emergency social assistance for floods through the Social and Environmental Responsibility (TJSL) program to help alleviate the burden on affected communities in areas surrounding its operational regions.



Maret
March

Sebagai bagian dari komitmen sosial yang inklusif, PT Perikanan Indonesia (Persero) bersinergi dengan Holding Pangan ID FOOD dalam merealisasikan program Tanggung Jawab Sosial dan Lingkungan (TJSL) melalui partisipasi aktif pada agenda 'Mudik Bersama BUMN'. Inisiatif ini bertujuan untuk menyediakan moda transportasi yang aman, nyaman, dan terjangkau bagi masyarakat sekaligus mendukung kelancaran arus mudik nasional.

As part of its commitment to inclusive in realizing the Social and Environmental Responsibility (TJSL) program through active participation in the 'Mudik Bersama BUMN' agenda. This initiative aims to provide safe, comfortable, and affordable transportation for the community while supporting the smooth flow of the national homecoming travel



April
April

Penjajakan kerjasama cold storage di Kalimantan Selatan bertujuan untuk mendorong perbaikan kinerja dan transformasi Perseroan secara berkelanjutan.

Exploration of cold storage cooperation in South Kalimantan aims to promote continuous performance improvement and transformation of the Company.



Mei
May

PT Perikanan Indonesia (Persero) bersinergi dengan Kantor Staf Kepresidenan Republik Indonesia Guna mendorong tatakelola pelabuhan perikanan yang terintegrasi dan berkelanjutan.

PT Perikanan Indonesia (Persero) synergizes with the Office of the Presidential Staff of the Republic of Indonesia to promote integrated and sustainable fisheries port governance.





Juni
June

PT Perikanan Indonesia (Persero) memperoleh penghargaan dari Walikota Jakarta Utara sebagai perusahaan yang berkontribusi bagi pembangu-nan daerah khususnya dalam rangka penurunan angka stunting.

PT Perikanan Indonesia (Persero) received an award from the Mayor of North Jakarta as a company that contributed to regional development, particularly in efforts to reduce stunting rates.



Juli
July

Melalui program Tanggung Jawab Sosial dan Lingkungan (TJSL) pilar sosial, PT Perikanan Indonesia (Persero) merealisasikan kontribusi nyata keagamaan dengan mendistribusikan hewan kurban Idul Adha 1446 H kepada masyarakat pesisir dan pekerja pelabuhan melalui pengurus Masjid Al-Hidayah, Pelabuhan Perikanan Samudera (PPS) Nizam Zachman, Muara Baru, Jakarta Utara

Through the Social and Environmental Responsibility (TJSL) program under the social pillar, PT Perikanan Indonesia (Persero) made a tangible religious contribution by distributing sacrificial animals for Eid al-Adha 1446 H to coastal communities and port workers through the management of Al-Hidayah Mosque, Nizam Zachman Oceanic Fishing Port (PPS), Muara Baru, North Jakarta.



Agustus
August

Pemberdayaan UMKM & Sinergi Bisnis: PT Perikanan Indonesia (Persero) mendistribusikan bantuan unit *freezer* untuk meningkatkan kapabilitas operasional UMKM kelautan, guna menciptakan nilai manfaat bersama (*Creating Shared Value*) yang mendukung pertumbuhan bisnis berkelanjutan.

MSME Empowerment & Business Synergy: PT Perikanan Indonesia (Persero) distributed freezer units to enhance the operational capabilities of marine and fisheries MSMEs, with the aim of creating shared value that supports sustainable business growth.



September
September

PT Perikanan Indonesia (Persero) mengirim-kan perwakilan karyawan untuk mengikuti pelatihan vokasional industri perikanan dan kelautan di Dalian Ocean University.

PT Perikanan Indonesia (Persero) sent employee representatives to participate in vocational training in the fisheries and marine industry at Dalian Ocean University.



Oktober
October

Dalam upaya meningkatkan produktivitas dan kesejahteraan ekonomi masyarakat pesisir, PT Perikanan Indonesia (Persero) menyalurkan bantuan alat tangkap ikan kepada nelayan lokal. Program Tanggung Jawab Sosial dan Lingkungan (TJSL) ini diarahkan untuk memperkuat kapabilitas operasional nelayan sekaligus memastikan kelangsungan rantai pasok komoditas perikanan yang berkelanjutan.

In an effort to increase the productivity and economic welfare of coastal communities, PT Perikanan Indonesia (Persero) provided fishing equipment assistance to local fishermen. This Corporate Social and Environmental Responsibility (TJSL) program is aimed at strengthening the operational capabilities of fishermen while ensuring the continuity of a sustainable fisheries commodity supply chain.



November
November

Sebagai bentuk kontribusi nyata dalam meningkatkan kualitas kesehatan masyarakat, PT Perikanan Indonesia (Persero) menyelenggarakan aksi sosial pendistribusian produk perikanan secara gratis. Inisiatif ini dikemas secara strategis guna menyukseskan Gerakan Memasyarakatkan Makan Ikan (GEMARIKAN), mengakselerasi peningkatan gizi nasional untuk mencegah *stunting*, sekaligus memperkuat *brand awareness* terhadap keunggulan produk korporasi.

As a tangible contribution to improving public health, PT Perikanan Indonesia (Persero) organized a social initiative to distribute fishery products free of charge. This initiative was strategically designed to support the success of the Fish Consumption Promotion Movement (GEMARIKAN), accelerate improvements in national nutrition to prevent stunting, and simultaneously strengthen brand awareness of the excellence of corporate products.



Desember
December

PT Perikanan Indonesia (Persero) berkolaborasi strategis dengan Kementerian Kelautan dan Perikanan (KKP) dalam merealisasikan pilar pendidikan program TJSL melalui penyaluran bantuan beasiswa bagi siswa Taman Kanak-Kanak (TK). Inisiatif bersama ini merupakan wujud nyata kepedulian jajaran instansi terhadap pengembangan kualitas pendidikan usia dini, khususnya di lingkungan keluarga besar pelaku sektor perikanan.

PT Perikanan Indonesia (Persero) strategically collaborated with the Ministry of Marine Affairs and Fisheries (KKP) in realizing the education pillar of the TJSL program through the provision of scholarship assistance for Kindergarten (TK) students. This joint initiative represents a tangible manifestation of the institutions' concern for improving the quality of early childhood education, particularly within the families of those engaged in the fisheries sector.

Perikanan Indonesia

member of ID FOOD



Bab/Chapter

02

Laporan Manajemen

Management Report



Laporan Direksi
Director's Report



Titik Mustikasari

Direktur Utama
President Director

Pemegang Saham dan Pemangku Kepentingan yang Terhormat,

Puji dan syukur kami panjatkan ke hadirat Allah SWT atas rahmat dan karunia-Nya sehingga Perseroan dapat melalui tahun 2025 dengan kinerja yang tetap terjaga serta terus memperkuat komitmen dalam menerapkan prinsip keberlanjutan. Mewakili jajaran

Dear Shareholders and Stakeholders,

We offer our praise and gratitude to Allah SWT for His grace and blessings, which have enabled the Company to navigate the year 2025 with sustained performance while further strengthening its commitment to implementing sustainability principles. On behalf of the

Direksi, kami menyampaikan **Laporan Keberlanjutan PT Perikanan Indonesia (Persero) Tahun 2025** sebagai refleksi atas perjalanan Perseroan dalam mengintegrasikan aspek lingkungan, sosial, dan tata kelola (*Environmental, Social, and Governance*/ESG) ke dalam kegiatan operasional maupun proses pengambilan keputusan strategis.

Board of Directors, we present the PT Perikanan Indonesia (Persero) Sustainability Report 2025, reflecting the Company's journey in integrating Environmental, Social, and Governance (ESG) aspects into its operational activities and strategic decision-making processes.

Sebagai perusahaan yang bergerak di sektor perikanan, **PT Perikanan Indonesia (Persero)** memiliki peran untuk turut mendorong kemajuan sektor perikanan nasional sekaligus berkontribusi terhadap pencapaian **Tujuan Pembangunan Berkelanjutan (TPB)**. Komitmen tersebut diwujudkan melalui upaya menjaga keseimbangan antara penciptaan nilai ekonomi, perlindungan lingkungan, dan penguatan aspek sosial secara berkelanjutan. Perspektif keberlanjutan menjadi bagian penting dalam memastikan pertumbuhan usaha Perseroan tetap selaras dengan kebutuhan pemangku kepentingan dan keberlanjutan sumber daya perikanan dalam jangka panjang.

As a company operating in the fisheries sector, PT Perikanan Indonesia (Persero) plays a role in driving the advancement of the national fisheries sector while contributing to the achievement of the Sustainable Development Goals (SDGs). This commitment is realized through efforts to maintain a balance between creating economic value, protecting the environment, and strengthening social aspects in a sustainable manner. A sustainability perspective is integral to ensuring that the Company's business growth remains aligned with stakeholder needs and the long-term sustainability of fishery resources.

Sejalan dengan tema **"Sustainable Growth, Strengthening the Fisheries Ecosystem"**, Perseroan memandang pertumbuhan berkelanjutan sebagai proses yang tidak hanya berorientasi pada pencapaian kinerja ekonomi, tetapi juga pada penguatan ekosistem perikanan secara menyeluruh. Komitmen tersebut diwujudkan melalui berbagai inisiatif di bidang lingkungan dan sosial yang ditujukan untuk menciptakan nilai tambah bagi masyarakat serta memperkuat keberlanjutan kegiatan usaha. Upaya pengurangan emisi, peningkatan efisiensi energi, pengelolaan lingkungan, serta penguatan inklusivitas dan aksesibilitas menjadi bagian dari langkah Perseroan dalam membangun ketahanan usaha dan menciptakan nilai jangka panjang.

In line with the theme "Sustainable Growth, Strengthening the Fisheries Ecosystem," the Company views sustainable growth as a process oriented not only toward achieving economic performance but also toward comprehensively strengthening the fisheries ecosystem. This commitment is manifested through various environmental and social initiatives aimed at creating value for the community and reinforcing business sustainability. Efforts to reduce emissions, improve energy efficiency, and manage the environment—alongside enhancing inclusivity and accessibility—form part of the Company's strategy to build business resilience and create long-term value.

Sepanjang tahun 2025, Direksi terus mengarahkan Perseroan untuk memperkuat integrasi prinsip ESG ke dalam strategi dan aktivitas usaha dengan tetap memperhatikan kondisi dan dinamika sektor perikanan. Pendekatan tersebut menjadi landasan dalam menghadapi tantangan, mengoptimalkan peluang, dan memastikan bahwa setiap langkah pengembangan usaha dilakukan secara bertanggung jawab serta mempertimbangkan kepentingan pemangku kepentingan.

Throughout 2025, the Board of Directors continued to guide the Company in strengthening the integration of ESG principles into its business strategies and activities, while remaining mindful of the conditions and dynamics of the fisheries sector. This approach serves as the foundation for addressing challenges, optimizing opportunities, and ensuring that every step of business development is undertaken responsibly, with due regard for the interests of stakeholders.

Melalui laporan ini, Direksi menyampaikan capaian, tantangan, serta langkah strategis yang telah ditempuh Perseroan sepanjang tahun 2025 dalam menjalankan agenda keberlanjutan. Laporan ini sekaligus menjadi bentuk transparansi dan akuntabilitas Perseroan kepada Pemegang Saham dan seluruh pemangku kepentingan atas upaya yang telah dilakukan untuk memperkuat pertumbuhan usaha, menjaga keberlanjutan lingkungan, serta memberikan manfaat yang berkelanjutan bagi masyarakat dan ekosistem perikanan nasional.

Through this report, the Board of Directors presents the achievements, challenges, and strategic measures undertaken by the Company throughout 2025 in executing its sustainability agenda. This report also demonstrates the Company's transparency and accountability to shareholders and all stakeholders regarding efforts to strengthen business growth, maintain environmental sustainability, and deliver lasting benefits to the community and the national fisheries ecosystem.

Kebijakan untuk Merespon Tantangan dalam Pemenuhan Strategi Keberlanjutan

Policies to Respond to Challenges in Fulfilling the Sustainability Strategy

[OJK E.5]

Dalam menjalankan strategi keberlanjutan, PT Perikanan Indonesia (Persero) menyadari adanya berbagai tantangan yang berasal dari aspek ekonomi, lingkungan, sosial, serta dinamika regulasi dan perkembangan industri perikanan. Untuk memastikan pencapaian tujuan keberlanjutan secara konsisten, Perseroan menerapkan kebijakan yang mengintegrasikan prinsip-prinsip keberlanjutan ke dalam proses pengambilan keputusan, tata kelola perusahaan, serta kegiatan operasional di seluruh unit usaha.

Sebagai bagian dari kebijakan tersebut, PT Perikanan Indonesia (Persero) berkomitmen untuk:

1. Mengintegrasikan aspek ekonomi, lingkungan, sosial, dan tata kelola (ESG) ke dalam perencanaan strategis dan pengambilan keputusan bisnis.
2. Meningkatkan efisiensi penggunaan sumber daya, energi, air, dan material melalui penerapan praktik operasional yang lebih bertanggung jawab.
3. Menciptakan lingkungan kerja yang inklusif dan beretika.
4. Memperkuat kemitraan dengan nelayan, pemasok, pelanggan, pemerintah, dan pemangku kepentingan lainnya untuk mendukung terciptanya rantai pasok perikanan yang bertanggung jawab dan berkelanjutan.
5. Melakukan pemantauan, evaluasi, dan perbaikan berkelanjutan terhadap implementasi strategi keberlanjutan melalui indikator kinerja yang terukur.

Melalui kebijakan tersebut, PT Perikanan Indonesia (Persero) berupaya meningkatkan ketahanan bisnis terhadap berbagai tantangan yang dihadapi sekaligus menciptakan nilai jangka panjang bagi seluruh pemangku kepentingan. Perseroan meyakini bahwa penerapan prinsip keberlanjutan secara konsisten akan mendukung terwujudnya pertumbuhan usaha yang berdaya saing, bertanggung jawab, serta memberikan manfaat bagi masyarakat dan kelestarian sumber daya perikanan.

In implementing its sustainability strategy, PT Perikanan Indonesia (Persero) recognizes various challenges arising from economic, environmental, social aspects, as well as regulatory dynamics and developments in the fisheries industry. To ensure the consistent achievement of sustainability objectives, the Company implements policies that integrate sustainability principles into decision-making processes, corporate governance, and operational activities across all business units.

As part of these policies, PT Perikanan Indonesia (Persero) is committed to:

1. Integrating economic, environmental, social, and governance (ESG) aspects into strategic planning and business decision-making.
2. Improving the efficiency of resource, energy, water, and material use through the implementation of more responsible operational practices.
3. Creating an inclusive and ethical work environment.
4. Strengthening partnerships with fishermen, suppliers, customers, the government, and other stakeholders to support the creation of a responsible and sustainable fisheries supply chain.
5. Monitoring, evaluating, and continuously improving the implementation of the sustainability strategy through measurable performance indicators.

Through these policies, PT Perikanan Indonesia (Persero) seeks to strengthen business resilience against various challenges while creating long-term value for all stakeholders. The Company believes that the consistent implementation of sustainability principles will support the realization of competitive and responsible business growth while providing benefits to communities and the preservation of fisheries resources.

Tentang Laporan Keberlanjutan dan Metode Penyusunan

About the Sustainability Report and Preparation Method

Tentang Laporan Keberlanjutan

Laporan Keberlanjutan PT Perikanan Indonesia (Persero) disusun sebagai bentuk komitmen Perseroan dalam menerapkan prinsip-prinsip pembangunan berkelanjutan melalui pengelolaan aspek ekonomi, lingkungan, sosial, dan tata kelola (*Environmental, Social, and Governance*/ESG) secara terintegrasi. Laporan ini menjadi media komunikasi yang transparan kepada seluruh pemangku kepentingan mengenai strategi, kebijakan, kinerja, serta pencapaian Perseroan dalam menciptakan nilai berkelanjutan.

Penyusunan Laporan Keberlanjutan dilakukan sebagai pelengkap atas Laporan Tahunan Perseroan dengan menyajikan informasi yang lebih komprehensif mengenai dampak operasional, pengelolaan risiko dan peluang keberlanjutan, serta kontribusi Perseroan terhadap pembangunan ekonomi, pelestarian lingkungan, dan peningkatan kesejahteraan masyarakat.

Laporan ini mencakup informasi mengenai tata kelola keberlanjutan, strategi pengelolaan isu material, kinerja ekonomi, lingkungan, sosial, serta praktik tata kelola perusahaan yang baik (*Good Corporate Governance*/GCG). Seluruh informasi yang disampaikan mengacu pada prinsip akurasi, keseimbangan, kejelasan, kelengkapan dan konsistensi sehingga mampu memberikan gambaran yang objektif mengenai kinerja keberlanjutan Perseroan.

Ruang lingkup laporan meliputi seluruh kegiatan operasional PT Perikanan Indonesia (Persero) yang berada di kantor pusat maupun unit operasional yang berada di bawah kendali Perseroan selama periode pelaporan. Informasi yang disajikan berasal dari data dan dokumentasi internal yang telah melalui proses verifikasi serta koordinasi dengan unit kerja terkait guna memastikan keandalan dan kualitas informasi.

Melalui penerbitan Laporan Keberlanjutan ini, PT Perikanan Indonesia (Persero) berharap dapat meningkatkan transparansi, memperkuat akuntabilitas kepada para pemangku kepentingan, serta menjadi dasar dalam mengevaluasi dan meningkatkan kinerja keberlanjutan secara berkelanjutan. Perseroan berkomitmen untuk terus mengintegrasikan prinsip keberlanjutan ke dalam strategi bisnis dan pengambilan keputusan guna mendukung pertumbuhan usaha yang tangguh, bertanggung jawab, dan memberikan manfaat jangka panjang bagi seluruh pemangku kepentingan.

About the Sustainability Report

The Sustainability Report of PT Perikanan Indonesia (Persero) is prepared as a form of the Company's commitment to implementing sustainable development principles through the integrated management of economic, environmental, social, and governance (Environmental, Social, and Governance/ESG) aspects. This report serves as a transparent communication medium to all stakeholders regarding the Company's strategies, policies, performance, and achievements in creating sustainable value.

The preparation of the Sustainability Report is carried out as a complement to the Company's Annual Report by presenting more comprehensive information regarding operational impacts, the management of sustainability risks and opportunities, as well as the Company's contribution to economic development, environmental preservation, and the improvement of community welfare.

This report includes information on sustainability governance, material issue management strategies, economic, environmental, and social performance, as well as good corporate governance (Good Corporate Governance/GCG) practices. All information presented refers to the principles of accuracy, balance, clarity, completeness, and consistency, thereby providing an objective overview of the Company's sustainability performance.

The scope of the report covers all operational activities of PT Perikanan Indonesia (Persero) carried out at the head office and operational units under the Company's control during the reporting period. The information presented is derived from internal data and documentation that have undergone verification and coordination processes with the relevant work units to ensure the reliability and quality of the information.

Through the publication of this Sustainability Report, PT Perikanan Indonesia (Persero) aims to enhance transparency, strengthen accountability to stakeholders, and serve as a basis for evaluating and continuously improving sustainability performance. The Company is committed to continuously integrating sustainability principles into its business strategy and decision-making processes to support resilient and responsible business growth and provide long-term benefits for all stakeholders.

Metode Penyusunan Laporan

Proses penyusunan Laporan Keberlanjutan 2025 PT Perikanan Indonesia (Persero) dirancang secara sistematis dengan mengadopsi standarisasi regulasi nasional dan kerangka kerja global terbaik, yang meliputi:

1. Kepatuhan Regulasi Nasional OJK (POJK 51/2017):
   Penyusunan laporan ini mengacu secara ketat pada Peraturan Otoritas Jasa Keuangan (POJK) Nomor 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan serta Surat Edaran OJK (SEOJK) Nomor 16/SEOJK.04/2021 tentang Bentuk dan Susunan Laporan Keberlanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik.

2. Adopsi Standar Global (GRI Universal Standards):
   Perseroan menggunakan GRI (Global Reporting Initiative) Standards sebagai metodologi utama dalam menyusun indikator pengungkapan kinerja non-finansial. Pendekatan ini memastikan penyusunan laporan mematuhi prinsip-prinsip utama GRI, yaitu keterlibatan pemangku kepentingan, konteks keberlanjutan, kelengkapan (completeness), serta materialitas

3. Siklus Penentuan Topik Material (GRI 3):
   Perseroan menjalankan proses asesmen materialitas (materiality assessment) melibatkan fungsi lintas divisi untuk menyerap aspirasi pemangku kepentingan eksternal (nelayan mitra dan UMKM binaan). Isu-isu yang memiliki signifikansi tinggi terhadap keputusan pemangku kepentingan dan kelangsungan bisnis perseroan ditetapkan sebagai Topik Material Utama, seperti mitigasi risiko iklim, ketahanan pangan, dan pemberdayaan ekonomi lokal.

4. Kuantifikasi Dampak Menggunakan Metodologi SROI:
   Guna mengkonfirmasi ketepatan sasaran alokasi modal investasi sosial, perseroan mengadopsi kerangka kerja Social Return on Investment (SROI) standar internasional (Social Value International). Metodologi ini berhasil memonetisasi dampak kualitatif dari dua program CSV unggulan perusahaan, yaitu bantuan freezer di Pati dan jaring ramah lingkungan di Sorong, menjadi rasio kuantitatif yang auditable.

Reporting Methodology

The process of preparing the 2025 Sustainability Report of PT Perikanan Indonesia (Persero) was systematically designed by adopting national regulatory standards and best global frameworks, which include:

1. Compliance with OJK National Regulations (POJK 51/2017)
   The preparation of this report strictly refers to Financial Services Authority Regulation (POJK) Number 51/POJK.03/2017 concerning the Implementation of Sustainable Finance and Financial Services Authority Circular Letter (SEOJK) Number 16/SEOJK.04/2021 concerning the Form and Structure of Sustainability Reports for Financial Services Institutions, Issuers, and Public Companies.

2. Adoption of Global Standards (GRI Universal Standards)
   The Company uses the GRI (Global Reporting Initiative) Standards as the primary methodology in preparing non-financial performance disclosure indicators. This approach ensures that the report preparation complies with the main GRI principles, namely stakeholder inclusiveness, sustainability context, completeness, and materiality.

3. Material Topic Determination Cycle (GRI 3)
   The Company conducts a materiality assessment process involving cross-divisional functions to capture the aspirations of external stakeholders (partner fishermen and assisted MSMEs). Issues that have high significance to stakeholder decisions and the continuity of the Company's business are determined as Key Material Topics, such as climate risk mitigation, food security, and local economic empowerment.

4. Impact Quantification Using the SROI Methodology
   To confirm the accuracy of social investment capital allocation, the Company adopts the Social Return on Investment (SROI) framework based on international standards (Social Value International). This methodology successfully monetizes the qualitative impacts of the Company's two flagship CSV programs, namely freezer assistance in Pati and environmentally friendly fishing nets in Sorong, into an auditable quantitative ratio.

Kinerja Keberlanjutan
Sustainability Performance

Perekonomian Indonesia sepanjang tahun 2025 mencatat pertumbuhan sebesar 5,11% (c-to-c), meningkat dibandingkan dengan pertumbuhan sebesar 5,03% pada tahun 2024. Capaian ini mencerminkan ketahanan ekonomi nasional yang tetap terjaga di tengah dinamika dan ketidakpastian ekonomi global.

Indonesia's economy recorded growth of 5.11% (c-to-c) throughout 2025, increasing compared to the growth of 5.03% in 2024. This achievement reflects the continued resilience of the national economy amid global economic dynamics and uncertainties. From the expenditure perspective, economic growth was

Dari sisi pengeluaran, pertumbuhan ekonomi didukung oleh kuatnya konsumsi rumah tangga yang tumbuh sebesar 4,98% serta Pembentukan Modal Tetap Bruto (PMTB) atau investasi yang meningkat sebesar 5,09%. Kedua komponen tersebut secara bersama-sama memberikan kontribusi sebesar 82,65% terhadap Produk Domestik Bruto (PDB) Indonesia.

supported by strong household consumption, which grew by 4.98%, as well as Gross Fixed Capital Formation (GFCF) or investment, which increased by 5.09%. Together, these two components contributed 82.65% to Indonesia's Gross Domestic Product (GDP).

Kinerja sektor eksternal juga menunjukkan perkembangan yang positif. Sepanjang tahun 2025, ekspor barang dan jasa tumbuh sebesar 7,03%, mencerminkan meningkatnya aktivitas perdagangan dan daya saing Indonesia di pasar global. Dari sisi lapangan usaha, sektor Jasa Lainnya mencatat pertumbuhan tertinggi sebesar 9,93% (c-to-c), sementara Industri Pengolahan tetap menunjukkan kinerja yang solid dan mempertahankan posisinya sebagai kontributor terbesar terhadap struktur perekonomian nasional.

The performance of the external sector also showed positive developments. Throughout 2025, exports of goods and services grew by 7.03%, reflecting increased trade activity and Indonesia's competitiveness in the global market. From the business sector perspective, the Other Services sector recorded the highest growth of 9.93% (c-to-c), while the Manufacturing Industry continued to demonstrate solid performance and maintained its position as the largest contributor to the structure of the national economy.

Pertumbuhan ekonomi yang tetap kuat dan berkelanjutan sepanjang tahun 2025 menjadi landasan bagi PT Perikanan Indonesia (Persero) untuk terus memperkuat kinerja operasional dan meningkatkan efektivitas rantai pasok. Perseroan memanfaatkan momentum tersebut untuk mengoptimalkan proses produksi, distribusi, dan pengelolaan usaha perikanan secara terintegrasi guna mendukung ketahanan pangan nasional serta memenuhi kebutuhan masyarakat secara berkelanjutan. Sejalan dengan komitmen tersebut, Perseroan berhasil mencatatkan berbagai capaian kinerja sepanjang tahun 2025 sebagaimana diuraikan pada bagian berikut.

Strong and sustainable economic growth throughout 2025 provided a foundation for PT Perikanan Indonesia (Persero) to continuously strengthen its operational performance and improve supply chain effectiveness. The Company capitalized on this momentum to optimize the production, distribution, and integrated management of fisheries businesses in order to support national food security and sustainably meet community needs. In line with this commitment, the Company successfully recorded various performance achievements throughout 2025, as described in the following section.

Kinerja Aspek Ekonomi
Economic Performance

Pada tahun 2025, PT Perikanan Indonesia (Persero) mengalami penurunan pendapatan terutama dipengaruhi oleh belum optimalnya kinerja segmen Fish Processing and Trading yang hanya mencapai sekitar 55% dari target RKAP. Selain itu, penghentian sementara operasional beberapa unit usaha dalam rangka implementasi strategi MOC dan program restrukturisasi perusahaan, termasuk pada segmen pabrik pakan, turut memengaruhi penurunan pendapatan dibandingkan tahun sebelumnya. Namun demikian, kinerja segmen Jasa Kepelabuhanan tetap menunjukkan hasil yang positif dengan realisasi pendapatan mencapai 122% dari target RKAP dan menjadi penopang utama pendapatan perusahaan di tengah dinamika makro ekonomi nasional dan global.

In 2025, PT Perikanan Indonesia (Persero) experienced a decline in revenue, primarily influenced by the less-than-optimal performance of the Fish Processing and Trading segment, which only reached approximately 55% of the RKAP target. In addition, the temporary suspension of operations at several business units as part of the implementation of the MOC strategy and the Company's restructuring program, including the feed mill segment, also contributed to the decline in revenue compared to the previous year. Nevertheless, the performance of the Port Services segment continued to show positive results, with revenue realization reaching 122% of the RKAP target and serving as the main contributor to the Company's revenue amid national and global macroeconomic dynamics.

Di sisi lain, Indonesia menghadapi tantangan stabilitas moneter dengan tingkat inflasi tahunan yang terjaga di kisaran 2,57% dan nilai tukar Rupiah yang bergerak fluktuatif di rata-rata Rp15.900 hingga Rp16.300 per dolar AS akibat sentimen geopolitik serta arah kebijakan suku bunga global, perusahaan mampu mengelola risiko pasar tersebut dengan baik. Kondisi makroekonomi yang menantang ini direspons cukup

On the other hand, Indonesia faced challenges in monetary stability, with the annual inflation rate maintained at around 2.57% and the Rupiah exchange rate fluctuating at an average of Rp15,900 to Rp16,300 per US dollar due to geopolitical sentiment and the direction of global interest rate policies. The Company was able to manage these market risks effectively. This challenging macroeconomic condition was addressed

taktis guna mempertahankan volatilitas kinerja dan menjaga kelangsungan usaha di sektor perikanan.

tactically to maintain performance volatility and ensure business continuity in the fisheries sector.

Upaya tersebut mencerminkan kemampuan manajemen dalam memitigasi dampak dinamika ekonomi makro serta menjaga stabilitas operasional. PT Perikanan Indonesia (Persero) memanfaatkan strategi diversifikasi segmen usaha dan efisiensi biaya secara berkelanjutan untuk mempertahankan daya saingnya di pasar domestik maupun ekspor. Selain itu, perusahaan selalu berupaya mengoptimalkan jaringan kemitraan strategis, yang menjadi fondasi dalam meningkatkan produktivitas dan pencapaian target ekonomi secara menyeluruh.

These efforts reflect management's ability to mitigate the impacts of macroeconomic dynamics while maintaining operational stability. PT Perikanan Indonesia (Persero) utilizes business segment diversification strategies and sustainable cost efficiency measures to maintain its competitiveness in both domestic and export markets. In addition, the Company consistently strives to optimize its strategic partnership network, which serves as a foundation for improving productivity and achieving overall economic targets.

Dengan pijakan performa ekonomi yang adaptif terhadap kondisi nasional, PT Perikanan Indonesia (Persero) optimis dapat terus berkontribusi positif terhadap perekonomian nasional, khususnya dalam memperkuat sektor kelautan dan perikanan, sekaligus mendukung agenda ketahanan pangan dan pembangunan berkelanjutan.

With an economic performance foundation that is adaptive to national conditions, PT Perikanan Indonesia (Persero) is optimistic that it can continue to make a positive contribution to the national economy, particularly in strengthening the marine and fisheries sector, while supporting the national food security and sustainable development agendas.

Kinerja Aspek Lingkungan
Environmental Performance

PT Perikanan Indonesia (Persero) berkomitmen untuk menjalankan kegiatan usaha yang selaras dengan prinsip pelestarian lingkungan melalui penerapan praktik operasional yang bertanggung jawab. Perseroan terus berupaya meminimalkan dampak lingkungan dari aktivitas bisnis dengan mengoptimalkan penggunaan sumber daya, meningkatkan efisiensi operasional, serta menerapkan langkah-langkah pengelolaan lingkungan secara berkelanjutan.

PT Perikanan Indonesia (Persero) is committed to conducting business activities in line with environmental conservation principles through the implementation of responsible operational practices. The Company continuously strives to minimize the environmental impacts of its business activities by optimizing resource utilization, improving operational efficiency, and implementing sustainable environmental management measures.

Selama tahun pelaporan, Perseroan melaksanakan berbagai inisiatif untuk meningkatkan kinerja lingkungan, yang meliputi pengelolaan konsumsi energi, efisiensi penggunaan air, pengelolaan limbah, serta kepatuhan terhadap peraturan perundang-undangan di bidang lingkungan hidup. Berbagai program tersebut dilaksanakan sebagai bagian dari upaya mendukung operasional yang lebih efisien sekaligus mengurangi dampak negatif terhadap lingkungan.

During the reporting year, the Company implemented various initiatives to improve environmental performance, including energy consumption management, water use efficiency, waste management, and compliance with applicable environmental laws and regulations. These programs were implemented as part of efforts to support more efficient operations while reducing negative impacts on the environment.

Dalam pengelolaan energi, Perseroan berupaya meningkatkan efisiensi melalui penggunaan peralatan yang lebih hemat energi, pengaturan operasional fasilitas, serta pemeliharaan berkala terhadap mesin dan peralatan produksi untuk menjaga kinerja optimal. Upaya tersebut juga berkontribusi terhadap pengurangan konsumsi energi dan emisi GRK yang dihasilkan dari kegiatan operasional.

In energy management, the Company strives to improve efficiency through the use of more energy-efficient equipment, operational management of facilities, and regular maintenance of production machinery and equipment to maintain optimal performance. These efforts also contribute to reducing energy consumption and GHG emissions generated from operational activities.

Dalam pengelolaan air, Perseroan menerapkan prinsip penggunaan air secara efisien melalui pengendalian konsumsi pada setiap fasilitas operasional serta

In water management, the Company applies the principle of efficient water use by controlling consumption at each operational facility and regularly

pemantauan penggunaan air secara berkala. Perseroan juga terus mendorong kesadaran seluruh pekerja mengenai pentingnya konservasi air sebagai bagian dari budaya perusahaan.

monitoring water usage. The Company also continues to promote awareness among all employees regarding the importance of water conservation as part of the corporate culture.

Pengelolaan limbah dilakukan sesuai dengan karakteristik limbah yang dihasilkan, baik limbah domestik maupun limbah yang berasal dari kegiatan operasional. Perseroan berupaya mengurangi timbulan limbah melalui penerapan prinsip 3R (Reduce, Reuse, Recycle), pemilahan limbah sejak dari sumbernya, serta bekerja sama dengan pihak berizin dalam pengangkutan dan pengelolaan limbah yang memerlukan penanganan khusus.

Waste management is carried out in accordance with the characteristics of the waste generated, including both domestic waste and waste resulting from operational activities. The Company strives to reduce waste generation through the implementation of the 3R principles (Reduce, Reuse, Recycle), waste segregation at the source, and cooperation with licensed parties for the transportation and management of waste requiring special handling.

Selain itu, Perseroan senantiasa memastikan kepatuhan terhadap seluruh ketentuan peraturan lingkungan yang berlaku melalui pemantauan berkala, pelaporan kepada instansi berwenang, serta peningkatan kompetensi pekerja dalam pengelolaan aspek lingkungan. Selama periode pelaporan, Perseroan juga terus memperkuat budaya kepedulian lingkungan melalui sosialisasi dan pelaksanaan berbagai program yang mendorong partisipasi seluruh insan perusahaan.

In addition, the Company consistently ensures compliance with all applicable environmental regulations through regular monitoring, reporting to the relevant authorities, and enhancing employee competencies in environmental management. During the reporting period, the Company also continued to strengthen an environmental awareness culture through awareness-raising activities and the implementation of various programs that encourage the participation of all members of the Company.

Ke depan, PT Perikanan Indonesia (Persero) akan terus meningkatkan kinerja lingkungan melalui penerapan teknologi yang lebih efisien, penguatan sistem manajemen lingkungan, peningkatan pengukuran dan pelaporan kinerja lingkungan, serta implementasi program-program yang mendukung pencapaian target keberlanjutan dan transisi menuju operasional yang lebih rendah emisi.

Going forward, PT Perikanan Indonesia (Persero) will continue to improve its environmental performance through the adoption of more efficient technologies, strengthening of environmental management systems, enhancement of environmental performance measurement and reporting, and implementation of programs that support the achievement of sustainability targets and the transition toward lower-emission operations.

Kinerja Aspek Sosial
Social Performance

PT Perikanan Indonesia (Pesero) berkomitmen penuh secara aktif dalam meningkatkan kesejahteraan masyarakat melalui implementasi Program Tanggung Jawab Sosial dan Lingkungan (TJSL) yang berkelanjutan. Salah satu bentuk kontribusi nyata tersebut diwujudkan melalui Program Penyaluran Pendanaan Usaha Mikro dan Kecil (PUMK).

PT Perikanan Indonesia (Persero) is fully committed to actively improving community welfare through the implementation of sustainable Corporate Social and Environmental Responsibility (TJSL) programs. One of the tangible forms of this contribution is realized through the Micro and Small Business Funding Distribution Program (PUMK).

Pada tahun pelaporan, total mitra binaan aktif PT Perikanan Indonesia (Persero) tercatat sebanyak 69 mitra yang tersebar secara strategis di seluruh wilayah operasional perseroan. Sebagai wujud akuntabilitas pelaksanaan tanggung jawab sosial korporasi, PT Perikanan Indonesia (Persero) telah merealisasikan total anggaran program TJSL sebesar Rp216.776.833,- . Seluruh realisasi dana pada tahun berjalan ini dialokasikan secara khusus untuk Program TJSL Non-PUMK, yang didistribusikan secara berkesinambungan pada tiga pilar utama pembangunan, yaitu pilar sosial, ekonomi, dan lingkungan.

During the reporting year, the total number of active fostered partners of PT Perikanan Indonesia (Persero) was recorded at 69 partners strategically distributed across the Company's operational areas. As a form of accountability in implementing corporate social responsibility, PT Perikanan Indonesia (Persero) realized a total TJSL program budget of Rp216,776,833. All funds realized during the current year were specifically allocated to the Non-PUMK TJSL Program, which was continuously distributed across three main development pillars, namely the social, economic, and environmental pillars.

Selaras dengan kebijakan alokasi tersebut, pada tahun ini tidak terdapat penyaluran Program Pendanaan

In line with this allocation policy, there was no distribution of the Micro and Small Business Funding

Usaha Mikro dan Kecil (PUMK) yang dilaksanakan melalui skema kerja sama bersama PT Bank Rakyat Indonesia (Persero) Tbk.

Program (PUMK) during the year, which was implemented through a cooperation scheme with PT Bank Rakyat Indonesia (Persero) Tbk.

Kinerja Aspek Tata Kelola
Governance Performance

PT Perikanan Indonesia (Persero) meyakini bahwa tata kelola perusahaan yang merupakan fondasi utama dalam menciptakan pertumbuhan usaha yang berkelanjutan. Oleh karena itu, Perseroan senantiasa menerapkan prinsip-prinsip transparansi, akuntabilitas, responsibilitas, independensi, dan kewajaran dalam setiap proses pengambilan keputusan serta pelaksanaan kegiatan usaha.

PT Perikanan Indonesia (Persero) believes that Good Corporate Governance (GCG) is the main foundation for creating sustainable business growth. Therefore, the Company consistently applies the principles of transparency, accountability, responsibility, independence, and fairness in every decision-making process and implementation of business activities.

Selama tahun pelaporan, Perseroan terus memperkuat implementasi tata kelola melalui penyempurnaan kebijakan internal, penguatan sistem pengendalian internal, manajemen risiko, serta peningkatan fungsi pengawasan oleh Dewan Komisaris dan Direksi. Penguatan tersebut dilakukan untuk memastikan bahwa seluruh aktivitas operasional berjalan sesuai dengan ketentuan peraturan perundang-undangan, prinsip etika bisnis, serta tujuan strategis Perseroan.

During the reporting year, the Company continued to strengthen the implementation of governance through the improvement of internal policies, strengthening of internal control systems and risk management, as well as enhancing the oversight functions of the Board of Commissioners and the Board of Directors. These efforts were undertaken to ensure that all operational activities are carried out in accordance with applicable laws and regulations, business ethics principles, and the Company's strategic objectives.

Sebagai bagian dari komitmen terhadap keberlanjutan, aspek ekonomi, lingkungan, sosial, dan tata kelola (ESG) telah mulai diintegrasikan ke dalam proses perencanaan strategis, pengelolaan risiko, dan evaluasi kinerja perusahaan. Perseroan juga mendorong koordinasi lintas fungsi agar implementasi program keberlanjutan dapat berjalan secara efektif dan selaras dengan arah pengembangan bisnis.

As part of its commitment to sustainability, economic, environmental, social, and governance (ESG) aspects have begun to be integrated into the Company's strategic planning, risk management, and performance evaluation processes. The Company also encourages cross-functional coordination to ensure that the implementation of sustainability programs can be carried out effectively and aligned with the direction of business development.

Dalam mendukung tata kelola yang efektif, Perseroan melaksanakan berbagai upaya, antara lain:

In supporting effective governance, the Company undertakes various efforts, including:

1. Menerapkan sistem pengendalian internal dan manajemen risiko untuk mengidentifikasi, memitigasi, serta memantau risiko yang berpotensi memengaruhi pencapaian tujuan perusahaan.
2. Memastikan kepatuhan terhadap seluruh peraturan perundang-undangan, standar industri, dan kebijakan internal yang berlaku.
3. Meningkatkan transparansi melalui penyampaian informasi yang akurat, tepat waktu, dan dapat dipertanggungjawabkan kepada pemegang saham, regulator, dan pemangku kepentingan.
4. Mengoptimalkan fungsi audit internal dan pengawasan untuk mendukung efektivitas pengendalian serta perbaikan berkelanjutan.
5. Mengembangkan kompetensi organ tata kelola dan seluruh insan perusahaan melalui pelatihan terkait

1. Implementing internal control and risk management systems to identify, mitigate, and monitor risks that may affect the achievement of the Company's objectives.
2. Ensuring compliance with all applicable laws and regulations, industry standards, and internal policies.
3. Enhancing transparency through the provision of accurate, timely, and accountable information to shareholders, regulators, and stakeholders.
4. Optimizing the internal audit and oversight functions to support control effectiveness and continuous improvement.
5. Developing the competencies of governance organs and all Company personnel through training related

tata kelola, kepatuhan, manajemen risiko, dan keberlanjutan.

6. Apresiasi dan Sinergi Keberlanjutan

to governance, compliance, risk management, and sustainability.

6. Sustainability Appreciation and Synergy

Apresiasi dan Sinergi Keberlanjutan

Direksi menyampaikan apresiasi tertinggi dan rasa terima kasih yang mendalam kepada seluruh insan PT Perikanan Indonesia (Persero) atas dedikasi, integritas, dan kerja keras yang telah didedikasikan secara konsisten. Komitmen luar biasa tersebut menjadi pilar utama dalam memberikan kontribusi signifikan terhadap capaian kinerja strategis perseroan pada tahun berjalan. Kami juga menyampaikan penghargaan setinggi-tingginya kepada para pemegang saham, pemangku kepentingan, serta mitra strategis yang senantiasa memberikan dukungan penuh dan bersinergi harmonis bersama kami. Melangkah ke depan, mari kita terus memperkokoh kolaborasi dan integrasi hulu-hilir demi mewujudkan ketahanan pangan nasional, sekaligus mengakselerasi pembangunan berkelanjutan yang berwawasan lingkungan.

Appreciation and Sustainability Synergy

The Board of Directors extends its highest appreciation and deepest gratitude to all employees of PT Perikanan Indonesia (Persero) for their dedication, integrity, and consistently demonstrated hard work. This extraordinary commitment has become a key pillar in making a significant contribution to the Company's strategic performance achievements during the current year. We also extend our highest appreciation to the shareholders, stakeholders, and strategic partners who have continuously provided their full support and worked in harmonious synergy with us. Moving forward, let us continue to strengthen upstream-downstream collaboration and integration to realize national food security while accelerating environmentally conscious sustainable development.

Komitmen Strategis dan Objektivitas Pelaporan

PT Perikanan Indonesia (Persero) menegaskan komitmen jangka panjangnya untuk menerbitkan Laporan Keberlanjutan (*Sustainability Report*) secara berkala setiap tahun. Langkah strategis ini merupakan wujud transparansi dan akuntabilitas perseroan di hadapan pemangku kepentingan dalam mengelola dampak sosial, lingkungan, dan ekonomi yang timbul dari seluruh rantaian operasional hulu-hilir perusahaan.

Strategic Commitment and Reporting Objectivity

PT Perikanan Indonesia (Persero) affirms its long-term commitment to publishing a Sustainability Report regularly every year. This strategic step represents the Company's transparency and accountability to stakeholders in managing the social, environmental, and economic impacts arising from the Company's entire upstream-to-downstream operational chain.

Publikasi dokumen non-finansial ini secara konsisten diarahkan untuk memenuhi tiga target capaian berikut:

The consistent publication of this non-financial document is directed toward achieving the following three targets:

a. Akselerasi Transparansi ESG: Menyajikan pengungkapan kinerja keberlanjutan perseroan secara jernih, berimbang, dan komprehensif, mencakup seluruh capaian, tantangan material, serta peta jalan investasi hijau pada aspek Environmental, Social, and Governance (ESG).

a. Accelerating ESG Transparency: Presenting the Company's sustainability performance disclosures in a clear, balanced, and comprehensive manner, covering all achievements, material challenges, and the green investment roadmap across Environmental, Social, and Governance (ESG) aspects.

b. Penguatan Kepercayaan Pemangku Kepentingan: Memperkokoh ikatan dan relasi dua arah yang harmonis dengan pemegang saham, pelanggan, masyarakat lokal kawasan pesisir, serta regulator melalui penyajian data pelaporan yang akurat, kredibel, dan auditable.

b. Strengthening Stakeholder Trust: Strengthening harmonious two-way relationships with shareholders, customers, local coastal communities, and regulators through the presentation of accurate, credible, and auditable reporting data.

c. Stimulus Transformasi Bisnis Berkelanjutan: Memacu perbaikan tata kelola secara berkesinambungan (*continuous improvement*) guna membangun praktik industri yang ramah ekosistem dalam jangka panjang, selaras dengan Tujuan Pembangunan Berkelanjutan (SDGs) serta

c. Stimulating Sustainable Business Transformation: Driving continuous governance improvement (continuous improvement) to establish long-term ecosystem-friendly industry practices, in alignment with the Sustainable Development Goals (SDGs) and full compliance with the Financial Services Authority Regulations.

kepatuhan mutlak terhadap Peraturan Otoritas Jasa Keuangan.

Arsitektur Struktur Tata Kelola dan Proses Penyusunan Laporan

Penyusunan Laporan Keberlanjutan PT Perikanan Indonesia (Persero) mengadopsi pendekatan struktural yang menuntut koordinasi lintas divisi secara ketat serta sistem pengawasan berlapis oleh manajemen puncak guna mengunci kualitas, integritas, dan kelengkapan data:

a. Mandat Executive Oversight: Dewan Direksi bertindak sebagai organ eksekutif yang bertanggung jawab atas inisiasi dan pengawasan strategis seluruh siklus pelaporan. Fungsi operasional didelegasikan secara terukur kepada komite gabungan lintas unit kerja, meliputi Divisi Keuangan & Akuntansi, Divisi Manajemen Risiko, Divisi Legal & Kepatuhan, serta Bagian Tanggung Jawab Sosial dan Lingkungan (TJSL).

b. Fungsi Sekretariat Perusahaan Selaku Aggregator Utama: Divisi Sekretaris Perusahaan memegang kendali koordinasi utama untuk memastikan seluruh Topik Material Utama pelaporan. Proses penyerapan data di lapangan dikawal agar patuh pada metodologi GRI (*Global Reporting Initiative*) serta regulasi Pemerintah.

c. Penyerapan Aspirasi Publik Terintegrasi: Proses perumusan materi secara aktif menyerap masukan pemangku kepentingan melalui saluran komunikasi resmi dua arah, meliputi pos elektronik (corcomm@perikananindonesia.co.id), situs web korporasi (www.perikananindonesia.co.id), hingga dialog langsung tatap muka bersama kelompok nelayan hulu dan mitra UMKM binaan guna memastikan laporan mencerminkan ekspektasi publik yang relevan.

d. Mekanisme Evaluasi dan Pengesahan Akhir (*Board Approval*): Sebelum memasuki tahap publikasi, dokumen laporan wajib melalui proses peninjauan mendalam dan penandatanganan pengesahan oleh Dewan Komisaris dan Direksi. Dewan Komisaris memastikan kesesuaian laporan terhadap prinsip-prinsip Good Corporate Governance (GCG) dan melakukan supervisi kinerja ESG, sedangkan Direksi memvalidasi akurasi data finansial/non-finansial serta memastikan keselarasan laporan dengan visi keberlanjutan jangka panjang perseroan.

Peta Jalan Inovasi dan Target Penyempurnaan Masa Depan

Memasuki tahun buku 2025 dan proyeksi target jangka panjang, PT Perikanan Indonesia (Persero) berkomitmen meningkatkan kualitas pelaporan non-finansial secara agresif melalui empat pilar rencana aksi strategis:

Governance Structure Architecture and Report Preparation Process

The preparation of PT Perikanan Indonesia (Persero) Sustainability Report adopts a structural approach that requires strict cross-divisional coordination and a multi-layered oversight system by top management to ensure the quality, integrity, and completeness of data:

a. Executive Oversight Mandate: The Board of Directors acts as the executive organ responsible for the initiation and strategic oversight of the entire reporting cycle. Operational functions are delegated in a measurable manner to a joint committee across work units, comprising the Finance & Accounting Division, Risk Management Division, Legal & Compliance Division, and Social and Environmental Responsibility (TJSL) Section.

b. Corporate Secretary Function as the Main Aggregator: The Corporate Secretary Division holds primary coordination control to ensure the reporting of all Key Material Topics. The data collection process in the field is supervised to ensure compliance with the Global Reporting Initiative (GRI) methodology and Government regulations.

c. Integrated Public Aspirations Collection: The process of formulating the report content actively incorporates stakeholder input through official two-way communication channels, including electronic mail (corcomm@perikananindonesia.co.id), the corporate website (www.perikananindonesia.co.id), and direct face-to-face dialogues with upstream fishermen groups and fostered MSME partners to ensure that the report reflects relevant public expectations.

d. Final Evaluation and Approval Mechanism (Board Approval): Prior to publication, the report document must undergo an in-depth review process and be approved through signatures by the Board of Commissioners and the Board of Directors. The Board of Commissioners ensures the report's compliance with Good Corporate Governance (GCG) principles and supervises ESG performance, while the Board of Directors validates the accuracy of financial/non-financial data and ensures the report's alignment with the Company's long-term sustainability vision.

Innovation Roadmap and Future Improvement Targets

Entering the 2025 financial year and in line with long-term target projections, PT Perikanan Indonesia (Persero) is committed to aggressively improving the quality of non-financial reporting through four pillars of strategic action plans:

a. Perluasan Matriks Isu ESG: Memperluas cakupan pengungkapan topik material pada isu-isu krusial masa depan, khususnya strategi adaptasi risiko fisik iklim dan keberlanjutan jangka panjang sumber daya hayati laut lepas.

b. Digitalisasi Saluran Komunikasi: Meningkatkan kedalaman keterlibatan pemangku kepentingan melalui pengadopsian platform dialog digital yang lebih interaktif dan responsif.

c. Otomatisasi Manajemen Pengetahuan (*Knowledge Management*): Mengintegrasikan sistem manajemen teknologi informasi internal (*knowledge repository*) untuk memicu analisis data ESG lintas divisi secara akurat dan mendorong pelaporan indikator keberlanjutan secara real-time.

d. Kepatuhan Regulasi Multi-Standard: Menjamin keselarasan laporan terhadap pembaruan regulasi hukum nasional maupun kerangka global. termasuk kepatuhan terhadap standar industri hijau global serta amanat Peraturan Presiden Nomor 59 Tahun 2017 tentang Pelaksanaan Pencapaian SDGs.

Melalui penegakan komitmen pelaporan yang disiplin dan ilmiah, PT Perikanan Indonesia (Persero) tidak hanya memposisikan diri sebagai entitas bisnis yang patuh regulasi, melainkan memperkokoh posisinya sebagai pencipta nilai keberlanjutan yang andal, menopang ketahanan pangan maritim nasional, serta menyukseskan peta jalan Tujuan Pembangunan Berkelanjutan (SDGs) menuju tahun 2030.

a. Expansion of the ESG Issue Matrix: Expanding the scope of material topic disclosures on critical issues of the future, particularly strategies for adapting to physical climate risks and the long-term sustainability of biological resources in the open sea.

b. Digitalization of Communication Channels: Increasing the depth of stakeholder engagement through the adoption of more interactive and responsive digital dialogue platforms.

c. Automation of Knowledge Management (Knowledge Management): Integrating an internal information technology management system (knowledge repository) to facilitate accurate cross-divisional ESG data analysis and encourage real-time reporting of sustainability indicators.

d. Multi-Standard Regulatory Compliance: Ensuring the alignment of reports with updates to national legal regulations and global frameworks, including compliance with global green industry standards and the mandate of Presidential Regulation Number 59 of 2017 concerning the Implementation of the Achievement of the SDGs.

Through the enforcement of disciplined and scientific reporting commitments, PT Perikanan Indonesia (Persero) not only positions itself as a regulatory-compliant business entity, but also strengthens its position as a reliable creator of sustainable value, supporting national maritime food security and contributing to the achievement of the Sustainable Development Goals (SDGs) roadmap toward 2030.

Jakarta, Juli 2026
Atas nama Direksi PT Perikanan Indonesia (Persero)
On behalf of the Board of Directors of PT Perikanan Indonesia (Persero)

Titik Mustikasari
Direktur Utama
President Directors

Penghargaan yang diterima Perusahaan
Awards Received by the Company



PT Perikanan Indonesia (Persero) memperoleh apresiasi berupa penghargaan dari Wali Kota Administrasi Jakarta Utara atas kontribusi aktif Perseroan dalam mendukung pembangunan daerah, khususnya melalui berbagai program yang berfokus pada percepatan penurunan prevalensi stunting di wilayah Jakarta Utara. Penghargaan ini menjadi bentuk pengakuan atas komitmen Perseroan dalam menjalankan Program Tanggung Jawab Sosial dan Lingkungan (TJSL) yang memberikan manfaat nyata bagi peningkatan kualitas kesehatan dan gizi masyarakat.

Sebagai perusahaan yang bergerak di sektor kelautan dan perikanan, PT Perikanan Indonesia (Persero) memanfaatkan keunggulan produk perikanan sebagai bagian dari upaya peningkatan asupan gizi masyarakat. Berbagai inisiatif TJSL telah dilaksanakan secara berkelanjutan untuk mendukung pemenuhan kebutuhan protein hewani, khususnya bagi kelompok rentan seperti ibu hamil, ibu menyusui, balita, dan anak-anak. Program tersebut diharapkan dapat berkontribusi dalam meningkatkan status gizi masyarakat sekaligus mendukung pencapaian target penurunan stunting yang dicanangkan pemerintah.

PT Perikanan Indonesia (Persero) received an appreciation award from the Mayor of North Jakarta Administrative City for the Company's active contribution to supporting regional development, particularly through various programs focused on accelerating the reduction of stunting prevalence in the North Jakarta area. This award serves as a form of recognition of the Company's commitment to implementing Corporate Social and Environmental Responsibility (TJSL) Programs that provide tangible benefits to improving the quality of public health and nutrition.

As a company operating in the marine and fisheries sector, PT Perikanan Indonesia (Persero) leverages the advantages of fishery products as part of its efforts to improve community nutritional intake. Various TJSL initiatives have been implemented sustainably to support the fulfillment of animal protein needs, particularly for vulnerable groups such as pregnant women, breastfeeding mothers, toddlers, and children. These programs are expected to contribute to improving the nutritional status of communities while supporting the achievement of the stunting reduction targets established by the Government.

Sertifikasi Perusahaan Tahun 2025

Company Certifications in 2025

No	Jenis Sertifikasi Type of Certification	Badan Penerbit Publishing Agency	Masa Berlaku Validity Period
1	Penerapan Program Manajemen Mutu Terpadu Berdasarkan Konsep HACCP – Unit Pengolahan Ikan PT Perikanan Indonesia (Persero) Cabang Belawan Implementation of integrated quality management programme based on HACCP concept – Fish Processing Plant PT Perikanan Indonesia (Persero) Belawan Branch	Badan Pengendalian dan Pengawasan Mutu Hasil Kelautan dan Perikanan-Kementerian Kelautan dan Perikanan Marine and Fisheries Quality Assurance Agency - Ministry of Marine Affairs and Fisheries	16 April 2024 – 16 April 2026 April 16, 2024 – April 16, 2026
2	Penerapan Program Manajemen Mutu Terpadu Berdasarkan Konsep HACCP – Unit Pengolahan Ikan PT Perikanan Indonesia (Persero) Cabang Brondong Implementation of integrated quality management programme based on HACCP concept – Fish Processing Plant PT Perikanan Indonesia Brondong Branch	Badan Pengendalian dan Pengawasan Mutu Hasil Kelautan dan Perikanan-Kementerian Kelautan dan Perikanan Marine and Fisheries Quality Assurance Agency - Ministry of Marine Affairs and Fisheries	18 Februari 2026 – 18 Februari 2028 February 18, 2026 – February 18, 2028
3	Penerapan Program Manajemen Mutu Terpadu Berdasarkan Konsep HACCP – Unit Pengolahan Ikan PT Perikanan Indonesia (Persero) Unit Mayangan Implementation of integrated quality management programme based on HACCP concept – Fish Processing Plant PT Perikanan Indonesia (Persero) Mayangan Unit	Badan Pengendalian dan Pengawasan Mutu Hasil Kelautan dan Perikanan-Kementerian Kelautan dan Perikanan Marine and Fisheries Quality Assurance Agency - Ministry of Marine Affairs and Fisheries	25 Juni 2025 – 25 Juni 2027 June 25, 2025 – June 25, 2027
4	Penerapan Program Manajemen Mutu Terpadu Berdasarkan Konsep HACCP – Unit Pengolahan Ikan PT Perikanan Indonesia (Persero) Unit Muara Baru Implementation of integrated quality management programme based on HACCP concept – Fish Processing Plant PT Perikanan Indonesia (Persero) Muara Baru Unit	Badan Pengendalian dan Pengawasan Mutu Hasil Kelautan dan Perikanan-Kementerian Kelautan dan Perikanan Marine and Fisheries Quality Assurance Agency - Ministry of Marine Affairs and Fisheries	18 Desember 2024 – 18 Desember 2026 December 18, 2024 – December 18, 2026
5	Penerapan Program Manajemen Mutu Terpadu Berdasarkan Konsep HACCP – Unit Pengolahan Ikan PT Perikanan Indonesia (Persero) Cabang Ambon Implementation of integrated quality management programme based on HACCP concept – Fish Processing Plant PT Perikanan Indonesia (Persero) Ambon Branch	Badan Pengendalian dan Pengawasan Mutu Hasil Kelautan dan Perikanan-Kementerian Kelautan dan Perikanan Marine and Fisheries Quality Assurance Agency - Ministry of Marine Affairs and Fisheries	09 Oktober 2024 – 09 Oktober 2026 October 09, 2024 – October 09, 2026
6	Penerapan Program Manajemen Mutu Terpadu Berdasarkan Konsep HACCP – Unit Pengolahan Ikan PT Perikanan Indonesia (Persero) Cabang Bacan Implementation of integrated quality management programme based on HACCP concept – Fish Processing Plant PT Perikanan Indonesia (Persero) Bacan Branch	Badan Pengendalian dan Pengawasan Mutu Hasil Kelautan dan Perikanan-Kementerian Kelautan dan Perikanan Marine and Fisheries Quality Assurance Agency - Ministry of Marine Affairs and Fisheries	14 Agustus 2025 – 14 Agustus 2027 August 14, 2025 – August 14, 2027

No	Jenis Sertifikasi Type of Certification	Badan Penerbit Publishing Agency	Masa Berlaku Validity Period
7	Penerapan Program Manajemen Mutu Terpadu Berdasarkan Konsep HACCP – Unit Pengolahan Ikan PT Perikanan Indonesia (Persero) Cabang Bitung Implementation of integrated quality management programme based on HACCP concept – Fish Processing Plant PT Perikanan Indonesia (Persero) Bitung Branch	Badan Pengendalian dan Pengawasan Mutu Hasil Kelautan dan Perikanan-Kementerian Kelautan dan Perikanan Marine and Fisheries Quality Assurance Agency - Ministry of Marine Affairs and Fisheries	04 Desember 2024 – 04 Desember 2026 December 04, 2024 – December 04, 2026
8	Sertifikat Kelayakan Pengolahan – Unit Pengolahan Ikan PT Perikanan Indonesia (Persero) Cabang Belawan Certificate of Good Manufacturing Practices - Fish Processing Plant PT Perikanan Indonesia (Persero) Belawan Branch	Direktorat Jenderal Penguatan Daya Saing Produk Kelautan dan Perikanan – Kementerian Kelautan dan Perikanan Directorate General of Product Competitiveness - Ministry of Marine Affairs and Fisheries	08 Mei 2026 – 08 Mei 2028 November 24, 2023 – November 24, 2025
9	Sertifikat Kelayakan Pengolahan – Unit Pengolahan Ikan PT Perikanan Indonesia (Persero) Unit Tanjungpandan Certificate of Good Manufacturing Practices - Fish Processing Plant PT Perikanan Indonesia (Persero) Tanjungpandan Unit	Direktorat Jenderal Penguatan Daya Saing Produk Kelautan dan Perikanan – Kementerian Kelautan dan Perikanan Directorate General of Product Competitiveness - Ministry of Marine Affairs and Fisheries	03 Oktober 2024 – 03 Oktober 2026 03 October 2024 – 03 October 2026
10	Sertifikat Kelayakan Pengolahan – Unit Pengolahan Ikan PT Perikanan Indonesia (Persero) Cabang Jakarta Certificate of Good Manufacturing Practices - Fish Processing Plant PT Perikanan Indonesia (Persero) Jakarta Branch	Direktorat Jenderal Penguatan Daya Saing Produk Kelautan dan Perikanan – Kementerian Kelautan dan Perikanan Directorate General of Product Competitiveness - Ministry of Marine Affairs and Fisheries	13 Januari 2026 – 13 januari 2028 January 13, 2026 – January 13, 2028
11	Sertifikat Kelayakan Pengolahan – Unit Pengolahan Ikan PT Perikanan Indonesia (Persero) Unit Pati Certificate of Good Manufacturing Practices - Fish Processing Plant PT Perikanan Indonesia (Persero) Pati Unit	Direktorat Jenderal Penguatan Daya Saing Produk Kelautan dan Perikanan – Kementerian Kelautan dan Perikanan Directorate General of Product Competitiveness - Ministry of Marine Affairs and Fisheries	12 November 2024 – 12 November 2026 November 12, 2024 – November 12, 2026
12	Sertifikat Kelayakan Pengolahan – Unit Pengolahan Ikan PT Perikanan Indonesia (Persero) Cabang Brondong Certificate of Good Manufacturing Practices - Fish Processing Plant PT Perikanan Indonesia (Persero) Brondong Branch	Direktorat Jenderal Penguatan Daya Saing Produk Kelautan dan Perikanan – Kementerian Kelautan dan Perikanan Directorate General of Product Competitiveness - Ministry of Marine Affairs and Fisheries	24 Desember 2024 – 24 Desember 2026 December 24, 2024 – December 24, 2026
13	Sertifikat Kelayakan Pengolahan – Unit Pengolahan Ikan PT Perikanan Indonesia (Persero) Unit Mayangan Certificate of Good Manufacturing Practices - Fish Processing Plant PT Perikanan Indonesia (Persero) Mayangan Unit	Direktorat Jenderal Penguatan Daya Saing Produk Kelautan dan Perikanan – Kementerian Kelautan dan Perikanan Directorate General of Product Competitiveness - Ministry of Marine Affairs and Fisheries	18 November 2024 – 18 November 2026 November 18, 2024 – November 18, 2026
14	Sertifikat Kelayakan Pengolahan – Unit Pengolahan Ikan PT Perikanan Indonesia (Persero) Unit Muara Baru Certificate of Good Manufacturing Practices - Fish Processing Plant PT Perikanan Indonesia (Persero) Muara Baru Unit	Direktorat Jenderal Penguatan Daya Saing Produk Kelautan dan Perikanan – Kementerian Kelautan dan Perikanan Directorate General of Product Competitiveness - Ministry of Marine Affairs and Fisheries	09 Oktober 2024 – 09 Oktober 2026 October 09, 2024 – October 09, 2026
15	Sertifikat Kelayakan Pengolahan – Unit Pengolahan Ikan PT Perikanan Indonesia (Persero) Cabang Ambon	Direktorat Jenderal Penguatan Daya Saing Produk Kelautan dan Perikanan – Kementerian Kelautan dan Perikanan	21 Agustus 2024 – 21 Agustus 2026 August 21, 2024 – August 21, 2026

No	Jenis Sertifikasi Type of Certification	Badan Penerbit Publishing Agency	Masa Berlaku Validity Period
	Certificate of Good Manufacturing Practices - Fish Processing Plant PT Perikanan Indonesia (Persero) Ambon Branch	Directorate General of Product Competitiveness - Ministry of Marine Affairs and Fisheries	
16	Sertifikat Kelayakan Pengolahan – Unit Pengolahan Ikan PT Perikanan Indonesia (Persero) Cabang Bacan	Direktorat Jenderal Penguatan Daya Saing Produk Kelautan dan Perikanan – Kementerian Kelautan dan Perikanan	23 Juni 2025 – 23 Juni 2027
	Certificate of Good Manufacturing Practices - Fish Processing Plant PT Perikanan Indonesia (Persero) Bacan Branch	Directorate General of Product Competitiveness - Ministry of Marine Affairs and Fisheries	June 23, 2025 – June 23, 2027
17	Sertifikat Kelayakan Pengolahan – Unit Pengolahan Ikan PT Perikanan Indonesia (Persero) Cabang Bitung	Direktorat Jenderal Penguatan Daya Saing Produk Kelautan dan Perikanan – Kementerian Kelautan dan Perikanan	23 Agustus 2024 – 23 Agustus 2026
	Certificate of Good Manufacturing Practices - Fish Processing Plant PT Perikanan (Persero) Indonesia Bitung Branch	Directorate General of Product Competitiveness - Ministry of Marine Affairs and Fisheries	August 23, 2024 – August 23, 2026
18	Sertifikat Kelayakan Pengolahan – Unit Pengolahan Ikan PT Perikanan Indonesia (Persero) Cabang Benoa	Direktorat Jenderal Penguatan Daya Saing Produk Kelautan dan Perikanan – Kementerian Kelautan dan Perikanan	01 April 2024 – 01 April 2026
	Certificate of Good Manufacturing Practices - Fish Processing Plant PT Perikanan Indonesia (Persero) Benoa Branch	Directorate General of Product Competitiveness - Ministry of Marine Affairs and Fisheries	April 01, 2024 – April 01, 2026
19	Ketetapan Halal produk ikan dan produk perikanan, termasuk moluska, krustase, dan ekinodermata dengan pengolahan dan penambahan bahan tambahan pangan	Majelis Ulama Indonesia	12 April 2023 – 11 April 2027
	Halal provisions for fish and fishery products, including molluscs, crustaceans and echinoderms	The Indonesian Council of Ulama	April 12, 2023 – April 11, 2027

Tentang Laporan Keberlanjutan

About the Sustainability Report

PT Perikanan Indonesia (Persero) mempublikasikan Laporan Keberlanjutan Tahun Buku 2025 sebagai wujud transparansi, akuntabilitas, dan komitmen Perseroan dalam mengintegrasikan pilar ekonomi, sosial, lingkungan, serta hukum dan tata kelola ke dalam strategi bisnis hulu-hilir perusahaan. Sebagai anak perusahaan BUMN Holding Pangan (ID FOOD), laporan ini menjadi bagian dari upaya pertanggungjawaban Perseroan kepada para pemangku kepentingan sekaligus bentuk komitmen terhadap penerapan prinsip-prinsip keberlanjutan dalam menjalankan kegiatan usaha.

Laporan Keberlanjutan ini menyajikan informasi yang jujur, berimbang, dan terukur mengenai kinerja serta upaya Perseroan dalam mengelola berbagai aspek keberlanjutan, termasuk pengelolaan risiko iklim, penciptaan nilai bersama (*Creating Shared Value*), serta pengendalian operasional di seluruh wilayah kerja. Melalui publikasi ini, Perseroan memberikan akses informasi yang transparan dan dapat

PT Perikanan Indonesia (Persero) publishes the 2025 Sustainability Report as a manifestation of the Company's commitment to transparency, accountability, and the integration of economic, social, environmental, legal, and governance pillars into its upstream-to-downstream business strategy. As a subsidiary of the BUMN Food Holding (ID FOOD), this report forms part of the Company's accountability to stakeholders and reflects its commitment to embedding sustainability principles throughout its business operations.

The Sustainability Report presents honest, balanced, and measurable information on the Company's sustainability performance and initiatives, including climate risk management, Creating Shared Value, and operational control across all areas of operation. Through this publication, the Company provides stakeholders with transparent and accountable

dipertanggungjawabkan kepada para pemangku kepentingan mengenai kegiatan, inisiatif, serta pencapaian kinerja keberlanjutan Perseroan.

information regarding its activities, initiatives, and sustainability performance achievements.

Penyusunan Laporan Keberlanjutan Tahun Buku 2025 mengikuti ketentuan Peraturan Otoritas Jasa Keuangan (POJK) Nomor 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik, serta Surat Edaran Otoritas Jasa Keuangan Nomor 16/SEOJK.04/2021 (SEOJK 16/2021) tentang Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik. Selain itu, laporan ini disusun dengan mengacu pada persyaratan pelaporan Global Reporting Initiative (GRI) Standards Universal Tahun 2021 sebagai standar internasional dalam memastikan transparansi dan akuntabilitas pengungkapan informasi keberlanjutan.

The preparation of the 2025 Sustainability Report follows the requirements of Financial Services Authority Regulation (POJK) Number 51/POJK.03/2017 concerning the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies, as well as Financial Services Authority Circular Letter Number 16/SEOJK.04/2021 (SEOJK 16/2021) concerning the Form and Content of Annual Reports of Issuers or Public Companies. In addition, this report is prepared with reference to the Global Reporting Initiative (GRI) Standards Universal 2021, an internationally recognized reporting framework that supports transparency and accountability in sustainability disclosures.

Lebih dari sekadar pemenuhan kewajiban pelaporan kepada Otoritas Jasa Keuangan (OJK), penerbitan laporan ini mencerminkan komitmen Perseroan untuk menerapkan prinsip keberlanjutan dan transparansi secara menyeluruh. Laporan ini secara khusus mengungkapkan kinerja Perseroan dalam aspek lingkungan, sosial, dan tata kelola (LST), yang selaras dengan upaya mendukung tujuan pembangunan berkelanjutan nasional serta memperkuat peran Perseroan sebagai entitas bisnis yang bertanggung jawab dan berorientasi pada masa depan.

Beyond fulfilling reporting obligations to the Financial Services Authority (OJK), the publication of this report reflects the Company's commitment to advancing sustainability principles and fostering comprehensive transparency across its operations. The report specifically discloses the Company's performance across environmental, social, and governance (ESG) aspects, supporting national sustainable development goals while strengthening the Company's role as a responsible and future-oriented business entity.

Laporan ini mencakup seluruh aktivitas operasional Perseroan selama periode 1 Januari hingga 31 Desember 2025. Ruang lingkup pelaporan meliputi kinerja nonfinansial kantor pusat, 12 Kantor Cabang, dan 21 Kantor Unit PT Perikanan Indonesia (Persero) yang tersebar di wilayah pesisir utama Indonesia. Dengan cakupan tersebut, laporan ini memberikan gambaran menyeluruh mengenai penerapan dan kinerja keberlanjutan Perseroan di seluruh wilayah operasionalnya.

This report covers all of the Company's operational activities for the period from January 1 to December 31, 2025. The reporting scope encompasses the non-financial performance of the Head Office, 12 Branch Offices, and 21 Unit Offices of PT Perikanan Indonesia (Persero), which are located across Indonesia's major coastal regions. This comprehensive scope provides an overview of the implementation and performance of sustainability practices throughout the Company's operational areas.

Standar GRI dan SEOJK

GRI Standards and SEOJK

[GRI 2-3] [GRI 2-4] [OJK G.3]

Laporan Keberlanjutan PT Perikanan Indonesia (Persero) Tahun 2025 ini menyajikan kinerja keberlanjutan Perseroan untuk periode 1 Januari 2025 hingga 31 Desember 2025. Dokumen ini menandai komitmen Perseroan untuk melaporkan kinerja keberlanjutannya secara tahunan kepada para pemangku kepentingan. Laporan ini disusun untuk memberikan gambaran yang transparan dan akuntabel mengenai dampak serta kontribusi Perseroan dalam aspek lingkungan, sosial, dan tata kelola (LST). [GRI 2-3]

The 2025 Sustainability Report of PT Perikanan Indonesia (Persero) presents the Company's sustainability performance for the period from January 1, 2025 to December 31, 2025. This document marks the Company's commitment to reporting its sustainability performance annually to stakeholders. The report is prepared to provide a transparent and accountable overview of the Company's impacts and contributions in the environmental, social, and governance (ESG) aspects. [GRI 2-3]

Data kinerja ekonomi yang disajikan dalam laporan ini bersumber dari Laporan Keuangan Tahunan Perseroan untuk periode 1 Januari 2025 hingga 31 Desember 2025, yang telah diaudit oleh auditor independen sesuai

The economic performance data presented in this report are sourced from the Company's Annual Financial Statements for the period from January 1, 2025 to December 31, 2025, which have been audited

dengan standar akuntansi yang berlaku. Hal ini memastikan bahwa informasi yang disampaikan akurat, andal, dan dapat dipercaya sebagai dasar pengambilan keputusan oleh pemangku kepentingan.

by an independent auditor in accordance with applicable accounting standards. This ensures that the information presented is accurate, reliable, and trustworthy as a basis for decision-making by stakeholders.

Sebagai laporan keberlanjutan, Perseroan belum menerima umpan balik (masukan) terkait laporan keberlanjutan sebelumnya. [OJK G.3] Namun, Perseroan berkomitmen untuk membuka ruang bagi masukan dari pemangku kepentingan guna meningkatkan kualitas pelaporan di masa mendatang.

As a sustainability report, the Company has not yet received feedback regarding the previous sustainability report. [OJK G.3] However, the Company is committed to providing opportunities for stakeholders to submit feedback in order to improve the quality of reporting in the future.

Terdapat beberapa data dalam laporan ini yang disajikan kembali akibat perubahan ruang lingkup dan metode perhitungan berdasarkan baseline tahun 2024. Data-data tersebut diberi catatan khusus pada bab terkait untuk memastikan transparansi dan kejelasan. Selain itu, informasi mengenai penyajian kembali data juga diungkapkan secara ringkas dalam bagian Ikhtisar Keberlanjutan, sehingga memudahkan pemangku kepentingan untuk memahami konteks dan perubahan yang terjadi. [GRI 2-4]

Several data points in this report have been restated due to changes in the reporting scope and calculation methods based on the 2024 baseline. These data are specifically noted in the relevant chapters to ensure transparency and clarity. In addition, information regarding the restatement of data is also briefly disclosed in the Sustainability Highlights section, making it easier for stakeholders to understand the context and changes that have occurred. [GRI 2-4]

PT Perikanan Indonesia (Persero) akan terus berupaya menyempurnakan proses pelaporan dengan memastikan konsistensi, akurasi, dan relevansi informasi, serta mengintegrasikan masukan dari pemangku kepentingan untuk mendukung pencapaian tujuan keberlanjutan jangka panjang.

PT Perikanan Indonesia (Persero) will continue to strive to improve the reporting process by ensuring the consistency, accuracy, and relevance of information, as well as integrating feedback from stakeholders to support the achievement of long-term sustainability objectives.

Cakupan dan Batasan Laporan

Scope and Boundaries of the Report

Laporan Keberlanjutan ini mencakup seluruh aktivitas operasional PT Perikanan Indonesia (Persero) yang berada di bawah kendali operasional Perseroan, meliputi Kantor Pusat, kantor cabang, serta unit-unit operasional yang tersebar di berbagai wilayah Indonesia. Seluruh informasi dan data yang disajikan dalam laporan ini merepresentasikan kinerja ekonomi, lingkungan, sosial, dan tata kelola selama periode pelaporan, sehingga memberikan gambaran yang komprehensif mengenai implementasi komitmen keberlanjutan Perseroan di seluruh area operasional. Pelaporan mencakup kinerja aspek ekonomi, lingkungan, sosial dan tata kelola beserta dampak yang ditimbulkannya selama periode 1 Januari – 31 Desember 2025.

This Sustainability Report covers all operational activities of PT Perikanan Indonesia (Persero) under the Company's operational control, including the Head Office, Branch Offices, and operational units located across various regions of Indonesia. All information and data presented in this report represent the Company's economic, environmental, social, and governance performance during the reporting period, thereby providing a comprehensive overview of the implementation of the Company's sustainability commitments across all operational areas. The reporting covers economic, environmental, social, and governance performance, along with the impacts arising from such activities, during the period from January 1 to December 31, 2025.

Prinsip dan Proses Penyusunan Laporan

Principles and Process for Report Preparation

Laporan Keberlanjutan PT Perikanan Indonesia (Persero) disusun sebagai bentuk komitmen Perseroan terhadap penerapan praktik bisnis yang bertanggung jawab, transparan, dan berkelanjutan. Laporan ini

The Sustainability Report of PT Perikanan Indonesia (Persero) is prepared as a form of the Company's commitment to implementing responsible, transparent, and sustainable business practices. This report

menyajikan informasi mengenai kinerja ekonomi, lingkungan, sosial, dan tata kelola (Environmental, Social, and Governance/ESG) selama periode pelaporan sebagai wujud akuntabilitas kepada seluruh pemangku kepentingan.

presents information on economic, environmental, social, and governance (Environmental, Social, and Governance/ESG) performance during the reporting period as a form of accountability to all stakeholders.

Penyusunan laporan mengacu pada prinsip-prinsip pelaporan keberlanjutan yang menekankan penyajian informasi secara relevan, akurat, seimbang, dapat dibandingkan dan dapat diverifikasi. Dalam menentukan isi laporan, Perseroan mempertimbangkan isu-isu keberlanjutan yang paling material berdasarkan dampak yang ditimbulkan terhadap ekonomi, lingkungan, masyarakat, serta pengaruhnya terhadap pengambilan keputusan para pemangku kepentingan.

The preparation of the report refers to sustainability reporting principles that emphasize the presentation of relevant, accurate, balanced, comparable, and verifiable information. In determining the content of the report, the Company considers the most material sustainability issues based on their impacts on the economy, environment, and society, as well as their influence on stakeholder decision-making.

Proses penyusunan laporan diawali dengan identifikasi konteks organisasi dan ruang lingkup pelaporan, dilanjutkan dengan penentuan topik material melalui proses identifikasi dampak, penilaian tingkat signifikansi, serta pelibatan pemangku kepentingan. Selanjutnya, Perseroan melakukan pengumpulan data dari seluruh unit kerja yang relevan, verifikasi dan konsolidasi data, penyusunan narasi kinerja, serta penelaahan internal untuk memastikan konsistensi, kelengkapan, dan keandalan informasi yang disajikan.

The report preparation process begins with the identification of the organizational context and reporting scope, followed by the determination of material topics through the process of impact identification, assessment of the level of significance, and stakeholder engagement. Subsequently, the Company collects data from all relevant work units, verifies and consolidates the data, prepares performance narratives, and conducts internal reviews to ensure the consistency, completeness, and reliability of the information presented.

Dalam proses penyusunannya, Perseroan menerapkan koordinasi lintas fungsi untuk memastikan bahwa setiap informasi yang diungkapkan telah melalui proses validasi sesuai tanggung jawab masing-masing unit kerja. Pendekatan ini mendukung tersedianya data yang akurat dan dapat dipertanggungjawabkan sebagai dasar evaluasi kinerja keberlanjutan serta pengambilan keputusan strategis.

In the preparation process, the Company implements cross-functional coordination to ensure that every disclosed information has undergone a validation process in accordance with the responsibilities of each respective work unit. This approach supports the availability of accurate and accountable data as a basis for evaluating sustainability performance and making strategic decisions.

Melalui penerapan prinsip-prinsip tersebut, Perseroan berupaya menghadirkan laporan yang tidak hanya memenuhi ketentuan regulasi dan standar pelaporan keberlanjutan, tetapi juga memberikan informasi yang bernilai bagi para pemegang saham, pelanggan, pemerintah, mitra usaha, karyawan, masyarakat, dan pemangku kepentingan lainnya dalam memahami kinerja serta komitmen keberlanjutan Perseroan.

Through the application of these principles, the Company strives to present a report that not only complies with applicable regulations and sustainability reporting standards but also provides valuable information for shareholders, customers, the Government, business partners, employees, communities, and other stakeholders in understanding the Company's sustainability performance and commitments.

Prinsip Principles	**Penerapan** Implementation
Akurasi Accuracy	Data disajikan berdasarkan informasi yang telah diverifikasi oleh unit kerja terkait. Data are presented based on information that has been verified by the relevant work units.
Keseimbangan Balance	Menyajikan capaian, tantangan, dan peluang perbaikan secara objektif. Presents achievements, challenges, and opportunities for improvement objectively.
Kejelasan Clarity	Informasi disusun dengan bahasa yang mudah dipahami dan sistematis. Informasi disusun dengan bahasa yang mudah dipahami dan sistematis.
Komparabilitas Comparability	Data disajikan secara konsisten sehingga dapat dibandingkan dengan periode sebelumnya. Data are presented consistently to enable comparison with previous reporting periods.
Kelengkapan Completeness	Mencakup topik material dan seluruh ruang lingkup operasional yang relevan. Covers material topics and all relevant operational scopes.
Ketepatan Waktu Timeliness	Laporan diterbitkan secara berkala sesuai periode pelaporan. The report is published periodically in accordance with the reporting period.

Prinsip Principles	**Penerapan** Implementation
Dapat Diverifikasi	Data didukung oleh dokumen dan proses validasi internal.
Konteks Keberlanjutan Sustainability Context	Kinerja disajikan dalam kaitannya dengan tujuan keberlanjutan dan dampaknya terhadap pemangku kepentingan. Performance is presented in relation to sustainability objectives and its impacts on stakeholders.

Langkah Penyusunan Laporan
Report Preparation Steps

1. Menentukan Konteks dan Ruang Lingkup Pelaporan

   Perseroan menetapkan periode pelaporan, batasan organisasi (reporting boundary), serta cakupan operasional yang akan dilaporkan. Pada tahap ini juga dilakukan identifikasi konteks organisasi, model bisnis, serta isu-isu keberlanjutan yang relevan dengan kegiatan usaha Perseroan.

2. Identifikasi dan Penentuan Topik Material
   Perseroan mengidentifikasi dampak ekonomi, lingkungan, dan sosial yang timbul dari aktivitas operasional serta melakukan penilaian tingkat materialitas berdasarkan signifikansi dampak dan masukan dari para pemangku kepentingan. Hasil proses ini menjadi dasar dalam menentukan topik-topik material yang diungkapkan dalam laporan.

3. Pengumpulan dan Verifikasi Data
   Setiap unit kerja mengumpulkan data kuantitatif dan kualitatif sesuai dengan indikator pelaporan yang telah ditetapkan. Data tersebut kemudian melalui proses verifikasi, validasi, dan konsolidasi untuk memastikan akurasi, kelengkapan serta konsistensi sebelum digunakan dalam penyusunan laporan.

4. Penyusunan dan Penelaahan Laporan
   Data yang telah diverifikasi diolah menjadi informasi yang komprehensif dalam bentuk narasi, tabel, dan grafik. Selanjutnya dilakukan penelaahan internal untuk memastikan kesesuaian dengan standar pelaporan, kebijakan perusahaan, serta ketentuan peraturan yang berlaku.

5. Persetujuan, Publikasi, dan Evaluasi
   Setelah memperoleh persetujuan dari manajemen, laporan diterbitkan kepada para pemangku kepentingan melalui media yang ditetapkan Perseroan. Masukan yang diterima dari para pemangku kepentingan menjadi bahan evaluasi untuk meningkatkan kualitas proses penyusunan dan pengungkapan laporan pada periode pelaporan berikutnya.

1. Determining the Reporting Context and Scope

   The Company determines the reporting period, organizational boundaries (reporting boundary), and operational scope to be reported. At this stage, the Company also identifies the organizational context, business model, and sustainability issues relevant to the Company's business activities.

2. Identification and Determination of Material Topics
   The Company identifies the economic, environmental, and social impacts arising from its operational activities and assesses their materiality based on the significance of the impacts and input from stakeholders. The results of this process serve as the basis for determining the material topics disclosed in the report.

3. Data Collection and Verification
   Each work unit collects quantitative and qualitative data in accordance with the established reporting indicators. The data then undergoes verification, validation, and consolidation processes to ensure accuracy, completeness, and consistency before being used in the preparation of the report.

4. Report Preparation and Review
   Verified data are processed into comprehensive information in the form of narratives, tables, and graphs. An internal review is then conducted to ensure compliance with reporting standards, Company policies, and applicable regulatory requirements.

5. Approval, Publication, and Evaluation
   After obtaining management approval, the report is published to stakeholders through media determined by the Company. Feedback received from stakeholders serves as input for evaluation to improve the quality of the report preparation and disclosure processes in the subsequent reporting period.

Penjaminan Eksternal
External Assurance
[GRI 2-5] [OJK G.1]

Dalam rangka meningkatkan kualitas Laporan Keberlanjutan serta memastikan pemenuhan prinsip-prinsip pelaporan secara optimal, PT Perikanan Indonesia (Persero) berkomitmen penuh untuk terus menyempurnakan pendekatan pelaporan sesuai dengan standar internasional dan regulasi domestik yang berlaku. Untuk periode pelaporan 1 Januari 2025 hingga 31 Desember 2025, perseroan belum melakukan perikatan dengan penyedia jasa pelapis keyakinan independen eksternal untuk melakukan verifikasi atas laporan ini.

In order to improve the quality of the Sustainability Report and ensure optimal compliance with reporting principles, PT Perikanan Indonesia (Persero) is fully committed to continuously improving its reporting approach in accordance with applicable international standards and domestic regulations. For the reporting period from January 1, 2025 to December 31, 2025, the Company has not yet engaged an external independent assurance provider to verify this report.

Meskipun demikian, proses penyusunan dokumen ini telah dilaksanakan secara akuntabel dengan mengacu pada pedoman Global Reporting Initiative (GRI) Standards Universal 2021, Peraturan Otoritas Jasa Keuangan (POJK) Nomor 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan, serta Surat Edaran Otoritas Jasa Keuangan Nomor 16/SEOJK.04/2021. Perseroan menjamin bahwa seluruh proses kompilasi data telah mengedepankan prinsip transparansi, akurasi, dan relevansi materiil.

Nevertheless, the preparation of this document has been carried out accountably with reference to the Global Reporting Initiative (GRI) Standards Universal 2021, Financial Services Authority Regulation (POJK) Number 51/POJK.03/2017 concerning the Implementation of Sustainable Finance, and Financial Services Authority Circular Letter (SEOJK) Number 16/SEOJK.04/2021. The Company ensures that the entire data compilation process prioritizes the principles of transparency, accuracy, and material relevance.

Melangkah ke depan, perseroan akan mempertimbangkan penunjukan penyedia jasa independent assurance guna memperkokoh kredibilitas serta keandalan laporan, sekaligus memberikan keyakinan yang lebih tinggi bagi para pemangku kepentingan atas komitmen keberlanjutan perseroan.

Going forward, the Company will consider appointing an independent assurance provider to further strengthen the credibility and reliability of the report, while providing greater assurance to stakeholders regarding the Company's sustainability commitments.

Proses Penetapan Topik Material
Material Topic Determination Process

Penyusunan Laporan Keberlanjutan PT Perikanan Indonesia (Persero) Tahun 2025 dilaksanakan secara konsisten dengan mengadopsi delapan prinsip pelaporan yang diamanatkan dalam kerangka kerja Global Reporting Initiative (GRI) Standards Universal 2021. Pengintegrasian seluruh prinsip ini berfungsi sebagai fondasi metodologis perseroan untuk menjamin bahwa kualitas informasi yang disajikan memenuhi standar keandalan yang tinggi, relevan dengan dinamika industri, serta dapat dipertanggungjawabkan kepada seluruh pemangku kepentingan. Berikut merupakan visualisasi dan deskripsi komprehensif mengenai implementasi kedelapan prinsip pelaporan tersebut dalam struktur penyusunan dokumen ini:

The preparation of PT Perikanan Indonesia's (Persero) 2025 Sustainability Report was carried out consistently by adopting the eight reporting principles mandated under the Global Reporting Initiative (GRI) Standards Universal 2021 framework. The integration of these principles serves as the Company's methodological foundation to ensure that the quality of information presented meets high standards of reliability, remains relevant to industry dynamics, and can be accounted for to all stakeholders. The following provides a comprehensive visualization and description of the implementation of the eight reporting principles in the preparation of this document:

1. Akurasi:
   Perseroan menyajikan informasi yang akurat, terperinci, dan dapat dipercaya untuk memungkinkan penilaian yang tepat terhadap dampak organisasi terhadap aspek lingkungan, sosial, dan tata kelola (LST).

1. Accuracy:
   The Company presents accurate, detailed, and reliable information to enable an appropriate assessment of the organization's impacts on environmental, social, and governance (ESG) aspects.

2. Keseimbangan:
   Laporan ini disusun secara netral dan seimbang, mencerminkan baik dampak positif maupun negatif dari kegiatan Perseroan, sehingga memberikan gambaran yang jujur dan transparan.

3. Kejelasan:
   Informasi disampaikan dengan cara yang mudah dipahami, menggunakan bahasa yang jelas dan struktur yang terorganisasi, agar dapat diakses oleh berbagai pemangku kepentingan.

4. Keterbandingan:
   Perseroan memastikan informasi disusun dan dilaporkan secara konsisten, memungkinkan analisis perubahan dampak organisasi dari waktu ke waktu, yang mendukung evaluasi kinerja keberlanjutan jangka panjang.

5. Kelengkapan:
   Laporan ini menyediakan informasi yang memadai dan menyeluruh, mencakup semua aspek material yang relevan, sehingga memungkinkan pemangku kepentingan untuk menilai dampak organisasi selama periode pelaporan.

6. Konteks Keberlanjutan:
   Informasi dalam laporan ini disajikan dalam konteks yang lebih luas, dengan mempertimbangkan kontribusi Perseroan terhadap tujuan pembangunan berkelanjutan, baik di tingkat nasional maupun global.

7. Ketepatan Waktu:
   Perseroan berkomitmen untuk menyampaikan laporan secara rutin dan tepat waktu, memastikan informasi tersedia bagi pemangku kepentingan untuk mendukung pengambilan keputusan yang tepat.

8. Keterverifikasi:
   Proses pengumpulan, pencatatan, penyusunan, dan analisis data dilakukan dengan metode yang dapat dipertanggungjawabkan, memastikan bahwa informasi yang disajikan dapat diverifikasi kebenarannya.

Melalui penerapan prinsip-prinsip tersebut, PT Perikanan (Persero) Indonesia memastikan bahwa Laporan Keberlanjutan 2025 tidak sekadar memenuhi kepatuhan terhadap standar pelaporan internasional, melainkan turut merefleksikan manifestasi nyata atas komitmen perseroan dalam menjalankan praktik bisnis yang transparan, akuntabel, serta berorientasi pada keberlanjutan.Perseroan sangat menghargai setiap aspirasi, gagasan, serta umpan balik konstruktif dari para pembaca sebagai bagian dari siklus perbaikan berkelanjutan (continuous improvement) kualitas pelaporan pada masa mendatang.

Sebagai wujud keterbukaan informasi publik, dokumen ini disajikan dalam bentuk fisik (cetak) serta disediakan dalam format digital yang dapat diakses dan diunduh oleh seluruh pemangku kepentingan melalui situs web resmi perseroan di www.perikananindonesia.co.id. Dalam rangka memperkaya substansi pelaporan dan

2. Balance:
   This report is prepared in a neutral and balanced manner, reflecting both the positive and negative impacts of the Company's activities, thereby providing an honest and transparent overview.

3. Clarity:
   Information is presented in an easily understandable manner, using clear language and an organized structure, so that it can be accessed by various stakeholders.

4. Comparability:
   The Company ensures that information is prepared and reported consistently, enabling analysis of changes in the organization's impacts over time, which supports the evaluation of long-term sustainability performance.

5. Completeness:
   This report provides adequate and comprehensive information, covering all relevant material aspects, thereby enabling stakeholders to assess the organization's impacts during the reporting period.

6. Sustainability Context:
   The information in this report is presented within a broader context, taking into consideration the Company's contribution to sustainable development goals at both the national and global levels.

7. Timeliness:
   The Company is committed to providing reports regularly and in a timely manner, ensuring that information is available to stakeholders to support appropriate decision-making.

8. Verifiability:
   The processes of data collection, recording, preparation, and analysis are carried out using accountable methods, ensuring that the information presented can be verified for its accuracy.

Through the application of these principles, PT Perikanan Indonesia (Persero) ensures that the 2025 Sustainability Report not only fulfills compliance with international reporting standards but also reflects the tangible manifestation of the Company's commitment to implementing transparent, accountable, and sustainability-oriented business practices. The Company highly appreciates every aspiration, idea, and constructive feedback from readers as part of the continuous improvement cycle for the quality of reporting in the future.

As a form of public information transparency, this document is presented in physical (printed) form and is also provided in a digital format that can be accessed and downloaded by all stakeholders through the Company's official website at www.perikananindonesia.co.id. In order to enrich the

memperkuat jalinan komunikasi dua arah, kami mengundang para pemangku kepentingan untuk menyampaikan tanggapan, saran, maupun masukan melalui saluran resmi berikut:

substance of the report and strengthen two-way communication, we invite stakeholders to submit their responses, suggestions, or feedback through the following official channels:

Sekretaris Perusahaan
PT Perikanan Indonesia (Persero)
Jl. Tuna IV Muara Baru, Penjaringan, Jakarta Utara, Jakarta – 14440
Telepon: (021) 6679604
Email: corcomm@perikananindonesia.co.id , persuratan@perikananindonesia.co.id
Situs Web: www.perikananindonesia.co.id

Sekretaris Perusahaan
PT Perikanan Indonesia (Persero)
Jl. Tuna IV Muara Baru, Penjaringan, Jakarta Utara, Jakarta – 14440
Telepon: (021) 6679604
Email: corcomm@perikananindonesia.co.id , persuratan@perikananindonesia.co.id
Situs Web: www.perikananindonesia.co.id

Dengan keterlibatan aktif dari para pemangku kepentingan, kami berkomitmen untuk menyusun laporan yang semakin transparan, relevan, dan mendukung visi keberlanjutan Perseroan.

With the active involvement of stakeholders, we are committed to preparing reports that are increasingly transparent and relevant, while supporting the Company's sustainability vision.

Pelibatan Pemangku Kepentingan dalam Penentuan Topik Material

Stakeholder Engagement in Determining Material Topic

PT Perikanan Indonesia (Persero) menyadari bahwa pelibatan pemangku kepentingan merupakan bagian penting dalam proses penyusunan Laporan Keberlanjutan dan penentuan topik material. Melalui proses ini, Perseroan memperoleh masukan mengenai isu-isu keberlanjutan yang dinilai paling relevan berdasarkan dampak yang ditimbulkan oleh kegiatan usaha maupun kepentingan para pemangku kepentingan.

PT Perikanan Indonesia (Persero) recognizes that stakeholder engagement is an important part of the process of preparing the Sustainability Report and determining material topics. Through this process, the Company obtains input regarding sustainability issues considered most relevant based on the impacts arising from its business activities and the interests of stakeholders.

Proses penentuan topik material keberlanjutan dilakukan melalui serangkaian diskusi dan koordinasi dengan PT Rajawali Nusantara Indonesia (Persero) selaku Holding, serta menghadiri Focus Group Discussion (FGD) penentuan topik material yang diselenggarakan oleh ID Food.. Proses ini bertujuan untuk mengidentifikasi, mengevaluasi, dan menetapkan topik-topik Environmental, Social, and Governance (ESG) yang memiliki dampak paling signifikan terhadap kegiatan operasional Perseroan maupun kepentingan para pemangku kepentingan.

The process of determining material sustainability topics is carried out through a series of discussions and coordination with PT Rajawali Nusantara Indonesia (Persero) as the Holding Company, as well as participation in the Focus Group Discussion (FGD) on the determination of material topics organized by ID Food. This process aims to identify, evaluate, and determine Environmental, Social, and Governance (ESG) topics that have the most significant impacts on the Company's operational activities and the interests of stakeholders.

Daftar Topik Material

List of Material Topics

[GRI 3-1] [GRI 3-2] [GRI 3-3]

Selama periode pelaporan 1 Januari 2025 hingga 31 Desember 2025, PT Perikanan Indonesia (Persero) yang merupakan bagian dari ID FOOD tidak mengalami perubahan yang bersifat signifikan maupun strategis terkait struktur organisasi, model bisnis, maupun rantai pasok. Dengan demikian, tidak terdapat penyesuaian

During the reporting period from January 1, 2025 to December 31, 2025, PT Perikanan Indonesia (Persero), as part of ID FOOD, did not experience any significant or strategic changes related to its organizational structure, business model, or supply chain. Therefore, no adjustments were made to the

terhadap topik-topik material yang telah ditetapkan sebelumnya beserta batasan pelaporannya.

previously determined material topics or their reporting boundaries.

Topik material yang disajikan dalam Laporan Keberlanjutan ini tetap dianggap relevan dalam menggambarkan isu-isu yang memiliki dampak penting terhadap aspek lingkungan, sosial, dan tata kelola (LST), serta mencerminkan perhatian dan kebutuhan informasi para pemangku kepentingan. Penentuan topik material dilakukan dengan mengacu pada GRI Standards melalui proses identifikasi dan penilaian yang mempertimbangkan karakteristik operasional Perseroan, dampak yang ditimbulkan dari kegiatan usaha, serta masukan dan ekspektasi para pemangku kepentingan.

The material topics presented in this Sustainability Report remain relevant in describing issues that have significant impacts on environmental, social, and governance (ESG) aspects, as well as reflecting the information needs and concerns of stakeholders. The determination of material topics was carried out with reference to the GRI Standards through an identification and assessment process that considered the characteristics of the Company's operations, the impacts arising from its business activities, as well as stakeholder input and expectations.

Perseroan berkomitmen untuk melakukan peninjauan dan evaluasi secara berkala terhadap topik-topik material tersebut guna memastikan bahwa informasi yang disampaikan tetap sesuai dengan perkembangan kondisi usaha, perubahan lingkungan eksternal, serta dinamika isu keberlanjutan yang relevan di masa mendatang.

The Company is committed to periodically reviewing and evaluating these material topics to ensure that the information disclosed remains aligned with developments in business conditions, changes in the external environment, and the dynamics of relevant sustainability issues in the future.

Topik Material Material Topics	**Mengapa Material** Why It Is Material	**No GRI**	**Boundary**	
			Within Perindo	**Outside Perindo**
Ekonomi Economic				
Kinerja Ekonomi Economic Performance	Berpengaruh pada Pemegang Saham dan Para Pemangku Kepentingan lainnya Impacts Shareholders and Other Stakeholders	201-1 201-2 201-3 201-4	V	V
Keberadaan Pasar Market Presence	Berdampak signifikan pada kesejahteraan Karyawan dan Masyarakat Lokal. Significantly impacts the well-being of Employees and Local Communities.	202-1 202-2	V	V
Dampak Ekonomi Tidak Langsung Indirect Economic Impacts	Berpengaruh pada Pemegang Saham dan Para Pemangku Kepentingan lainnya. Impacts Shareholders and Other Stakeholders.	203-1 203-2	-	V
Praktik Pengadaan Procurement Practices	Berdampak signifikan pada pertumbuhan ekonomi. Significantly impacts economic growth.	204-1	V	-
Anti-Korupsi Anti-Corruption	Berdampak signifikan pada pemba-ngunan dan efektivitas Perusahaan Significantly impacts the Company's development and effectiveness.	205-1 205-2 205-3	V	-
Perilaku Anti-Kompetitif Anti-Competitive Behavior	Berdampak signifikan pada pemba-ngunan dan efektivitas Perusahaan. Significantly impacts the Company's development and effectiveness.	206-1	V	-
Pajak Taxes	Berdampak signifikan pada Pemegang Saham dan Pemerintah. Significantly impacts Shareholders and the Government.	207-1 207-2 207-3 207-4	V	-
Lingkungan Environmental				
Material Materials	Berdampak signifikan pada keberlanjutan. Significantly impacts sustainability.	301-1 301-2 301-3	V	-
Energi Energy	Berdampak signifikan pada keberlanjutan dan kesejahteraan serta kesehatan masyarakat. Significantly impacts sustainability, as well as the well-being and health of communities.	302-1 302-2 302-3 302-4 302-5	V	V
Air dan Efluen Water and Effluents	Berdampak signifikan pada keberlanjutan dan kesejahteraan serta kesehatan masyarakat. Significantly impacts sustainability, as well as the well-being and health of communities.	303-1 303-2 303-3 303-4	V	V

Topik Material Material Topics	Mengapa Material Why It Is Material	No GRI	Boundary	
			Within Perindo	Outside Perindo
		303-5		
Keanekaragaman Hayati Biodiversity	Berdampak signifikan pada keberlanjutan dan kesejahteraan masyarakat Significantly impacts sustainability and community well-being.	304-1 304-2 304-3 304-4	-	V
Emisi Emissions	Berdampak signifikan pada keberlanjutan dan kesejahteraan serta kesehatan masyarakat. Significantly impacts sustainability, as well as the well-being and health of communities.	305-1 305-2 305-4 305-5 305-6 305-7	V	V
Limbah Waste	Berdampak signifikan pada keberlanjutan dan kesejahteraan serta kesehatan masyarakat. Significantly impacts sustainability, as well as the well-being and health of communities.	306-1 306-2 306-3 306-4 306-5	V	V
Sosial Social				
Kepegawaian Employment	Berdampak signifikan pada kenyamanan dan kinerja karyawan. Significantly impacts employee well-being and performance.	401-1 401-2 401-3	V	-
Relasi Pekerja/ Manajemen Labor/Management Relations	Berdampak signifikan pada kesejahteraan dan kinerja karyawan. Significantly impacts employee well-being and performance.	402-1	V	-
Kesehatan dan Keselamatan Kerja Occupational Health and Safety	Berdampak signifikan pada kenyamanan dan kinerja karyawan. Significantly impacts employee well-being and performance.	403-1 403-2 403-3 403-4 403-5 403-6 403-7 403-8 403-9 403-10	V	-
Pelatihan dan Pendidikan Training and Education	Berdampak signifikan pada motivasi dan kinerja karyawan. Significantly impacts employee motivation and performance.	404-1 404-2 404-3	V	-
Keberagaman dan Kesetaraan Diversity and Equality	Berdampak signifikan pada kenyamanan dan kinerja karyawan. Significantly impacts employee comfort and performance.	405-1 405-2	V	-
Non-Diskriminasi Non-Discrimination	Berdampak signifikan pada kenyamanan dan kinerja karyawan. Significantly impacts employee comfort and performance.	406-1	V	-
Kebebasan Berserikat dan Perundingan Bersama Freedom of Association and Collective Bargaining	Berdampak signifikan pada kenyamanan dan kesejahteraan karyawan serta penghormatan terhadap HAM. Significantly impacts employee comfort and well-being, as well as respect for human rights.	407-1	V	-
Pekerja Anak Child Labor	Berdampak signifikan terhadap penghormatan HAM. Significantly impacts respect for human rights.	408-1	V	V
Pekerja Paksa Forced Labor	Berdampak signifikan terhadap penghormatan HAM Significantly impacts respect for human rights.	409-1	V	V
Praktik-Praktik Keamanan Security Practices	Berdampak signifikan terhadap penghormatan HAM. Significantly impacts respect for human rights.	410-1	V	-
Masyarakat Lokal Local Communities	Berdampak signifikan pada kesejahteraan masyarakat sebagai salah satu Pemangku Kepentingan Significantly impacts the well-being of the community as one of the Stakeholders.	413-1 413-2	V	V
Kebijakan Publik Public Policy	Berdampak signifikan pada masyarakat. Significantly impacts the community.	415-1	-	V

Topik Material Material Topics	Mengapa Material Why It Is Material	No GRI	Boundary	
			Within Perindo	Outside Perindo
Kesehatan dan Keselamatan Pelanggan Customer Health and Safety	Berdampak signifikan pada kepercayaan konsumen. Significantly impacts consumer trust.	416-1 416-2	-	V
Pemasaran dan Pelabelan Marketing and Labeling	Berdampak signifikan pada kepercayaan konsumen. Significantly impacts consumer trust.	417-1 417-2 417-3	-	V

Periode dan Siklus Pelaporan

Reporting Period and Cycle

Laporan Keberlanjutan PT Perikanan Indonesia (Persero) disusun dan diterbitkan secara tahunan sebagai bentuk komitmen Perseroan dalam menyampaikan informasi mengenai kinerja keberlanjutan kepada para pemangku kepentingan secara transparan, akuntabel, dan berkesinambungan.

The Sustainability Report of PT Perikanan Indonesia (Persero) is prepared and published annually as a form of the Company's commitment to transparently, accountably, and continuously provide stakeholders with information on sustainability performance.

Laporan ini mencakup kinerja Perseroan selama periode 1 Januari hingga 31 Desember pada tahun pelaporan dan memuat informasi mengenai aspek ekonomi, lingkungan, sosial, serta tata kelola (Environmental, Social, and Governance/ESG) yang relevan dengan kegiatan operasional Perseroan. Seluruh data dan informasi yang disajikan telah melalui proses pengumpulan, konsolidasi, dan verifikasi internal untuk memastikan akurasi, konsistensi, serta keandalannya.

This Report covers the Company's performance during the period from January 1 to December 31 of the reporting year and contains information on economic, environmental, social, and governance (Environmental, Social, and Governance/ESG) aspects relevant to the Company's operational activities. All data and information presented have undergone internal data collection, consolidation, and verification processes to ensure accuracy, consistency, and reliability.

Penyusunan Laporan Keberlanjutan dilakukan secara selaras dengan siklus pelaporan keuangan tahunan Perseroan. Pendekatan ini bertujuan untuk memberikan gambaran yang utuh mengenai kinerja dan penciptaan nilai perusahaan, sekaligus memudahkan para pemangku kepentingan dalam mengevaluasi keterkaitan antara kinerja keuangan dan kinerja keberlanjutan.

The preparation of the Sustainability Report is carried out in alignment with the Company's annual financial reporting cycle. This approach aims to provide a comprehensive overview of the Company's performance and value creation, while facilitating stakeholders in evaluating the interrelationship between financial performance and sustainability performance.

Perseroan berkomitmen untuk menerbitkan Laporan Keberlanjutan secara berkala setiap tahun sebagai bagian dari implementasi prinsip transparansi, akuntabilitas, serta perbaikan berkelanjutan dalam pengelolaan aspek keberlanjutan.

The Company is committed to publishing the Sustainability Report annually as part of the implementation of the principles of transparency, accountability, and continuous improvement in the management of sustainability aspects.

Proses Assurance

Assurance Process

[OJK G.1] [GRI 2-5]

Pada periode pelaporan 1 Januari – 31 Desember 2025, Perseroan belum menunjuk jasa independent assurance eksternal. Namun, sebagai komitmen untuk meningkatkan kualitas Laporan Keberlanjutan, Perseroan telah menjalankan proses asesmen dan verifikasi data internal guna memastika seluruh penyajian informasi telah memenuhi prinsip-prinsip pelaporan keberlanjutan.

During the reporting period from January 1 to December 31, 2025, the Company has not appointed an external independent assurance service. However, as a commitment to improving the quality of the Sustainability Report, the Company has carried out internal data assessment and verification processes to ensure that all information presented complies with sustainability reporting principles.

Perikanan Indonesia

member of ID FOOD



Bab/Chapter

03

Profil Perusahaan

Company Profile



Sejarah PT Perikanan Indonesia (Persero) merupakan perjalanan panjang transformasi BUMN perikanan di Indonesia. Sejarahnya tidak bisa dilepaskan dari penggabungan dua kekuatan besar BUMN perikanan, yaitu Perum Perikanan Indonesia dan PT Perikanan Nusantara, yang akhirnya bersatu untuk memperkuat kedaulatan maritim dan ketahanan pangan nasional yang kemudian bergabung menjadi bagian dari BUMN Holding Pangan yang di pimpin oleh PT Rajawali Nusantara Indonesia (Persero) / ID Food.

The history of PT Perikanan Indonesia (Persero) represents a long journey of transformation of state-owned fisheries enterprises in Indonesia. Its history cannot be separated from the merger of two major state-owned fisheries enterprises, namely Perum Perikanan Indonesia and PT Perikanan Nusantara, which ultimately united to strengthen maritime sovereignty and national food security, and subsequently became part of the State-Owned Food Holding led by PT Rajawali Nusantara Indonesia (Persero) / ID FOOD.

Identitas dan Informasi Perusahaan

Company Identity and Information

[GRI 2-1] [OJK C.2] [OJK C.3]

Nama Perusahaan Company Name	PT Perikanan Indonesia (Persero)
Tanggal Pendirian Date of Establishment	• 20 Januari 1990, bernama Perum Prasarana Perikanan Samudera January 20, 1990, under the name Perum Prasarana Perikanan Samudera • 7 April 2000, bernama Perum Prasarana Perikanan Samudera April 7, 2000, under the name Perum Prasarana Perikanan Samudera • 23 Januari 2013, Perum Prasarana Perikanan Samudera menjadi Perum Perikanan Indonesia January 23, 2013, Perum Prasarana Perikanan Samudera was renamed Perum Perikanan Indonesia • 13 Juli 2021, Perum Perikanan Indonesia menjadi PT Perikanan Indonesia (Persero) July 13, 2021, Perum Perikanan Indonesia was transformed into PT Perikanan Indonesia (Persero) • 15 September 2021, Penggabungan PT Perikanan Nusantara (Persero) ke dalam PT Perikanan Indonesia (Persero) (PP No. 99 Tahun 2021) September 15, 2021, the merger of PT Perikanan Nusantara (Persero) into PT Perikanan Indonesia (Persero) (Government Regulation No. 99 of 2021) • 20 Januari 2022, PT Perikanan Indonesia (Persero) menjadi PT Perikanan Indonesia January 20, 2022, PT Perikanan Indonesia (Persero) became PT Perikanan Indonesia
Dasar Hukum Pendirian Perusahaan Legal Basis for the Establishment of the Company	• Peraturan Pemerintah No. 2 Tahun 1990 tentang Perusahaan Umum (Perum) Prasarana Perikanan Samudera Government Regulation No. 2 of 1990 concerning the Public Company (Perum) Prasarana Perikanan Samudera • Peraturan Pemerintah No. 23 Tahun 2000 tentang Perusahaan Umum (Perum) Prasarana Perikanan Samudera Government Regulation No. 23 of 2000 concerning the Public Company (Perum) Prasarana Perikanan Samudera • Peraturan Pemerintah No. 9 Tahun 2013 tentang Perusahaan Umum (Perum) Perikanan Indonesia Government Regulation No. 9 of 2013 concerning the Public Company (Perum) Perikanan Indonesia • Peraturan Pemerintah No. 76 Tahun 2021 tentang Perubahan Bentuk Badan Hukum Perusahaan Umum (Perum) Perikanan Indonesia menjadi Perusahaan Perseroan (Persero) Government Regulation No. 76 of 2021 concerning the Change in the Legal Form of the Public Company (Perum) Perikanan Indonesia into a Limited Liability Company (Persero) • Peraturan Pemerintah No. 99 Tahun 2021 tentang Penggabungan Perusahaan Perseroan (Persero) PT Perikanan Nusantara ke dalam Perusahaan Perseroan (Persero) PT Perikanan Indonesia Government Regulation No. 99 of 2021 concerning the Merger of the State-Owned Company (Persero) PT Perikanan Nusantara into the State-Owned Company (Persero) PT Perikanan Indonesia

Akta Perubahan Terakhir Latest Deed of Amendment	Akta Pernyataan Keputusan Para Pemegang Saham PT Perikanan Indonesia (Persero) tentang Persetujuan Perubahan Anggaran Dasar PT Perikanan Indonesia (Persero) Nomor 28 yang dibuat pada tanggal 20 Mei 2026 dihadapan Indah Khaerunnisa, Sarjana Hukum, Magister Kenotariatan, Notaris di Jakarta, Akta serta dokumen pendukungnya mengenai perubahan Jenis Perseroan, PT Perikanan Indonesia (Persero) , berkedudukan di Jakarta Utara yang telah diterima dan dicatat di dalam Sistem Administrasi Badan Hukum Kementerian Hukum Republik Indonesia melalui surat Nomor : AHU-AH.01.03-0154487 tanggal 02 Juni 2026. Deed of Statement of Resolutions of the Shareholders of PT Perikanan Indonesia (Persero) concerning the Approval of Amendments to the Articles of Association of PT Perikanan Indonesia (Persero) , Number 28, executed on May 20, 2026, before Indah Khaerunnisa, Bachelor of Laws, Master of Notarial Law, Notary in Jakarta, together with the Deed and its supporting documents concerning the change in the type of company of PT Perikanan Indonesia (Persero) , domiciled in North Jakarta, which have been received and recorded in the Legal Entity Administration System of the Ministry of Law of the Republic of Indonesia through Letter Number AHU-AH.01.03-0154487 dated June 2, 2026.
Bidang Usaha Business Activities	Perikanan (perdagangan dan pengolahan ikan, jasa kepelabuhanan dan pakan) Fisheries (fish trading and processing, port services, and feed)
Modal Dasar Authorized Capital	Rp510.481.807.481,-
Modal Disetor Paid-in Capital	Rp222.106.000.000,-
Jumlah Karyawan Number of Employees	143 Orang (2025) 143 People (2025)
Jumlah Aset Total Assets	Rp2,675,181,911,335,-
Alamat Kantor Pusat Head Office Address	Jl. Tuna IV, Muara Baru, Penjaringan, Jakarta Utara 14440
Telepon/Fax Telephone/Fax	(021) 6679604
E-mail	corcomm@perikananindonesia.co.id persuratan@perikananindonesia.co.id
Website	www.perikananindonesia.co.id
Media Sosial Social Media	https://www.instagram.com/pt.perikananindonesia/

Riwayat Singkat Perusahaan
Brief Company History

PT Perikanan Indonesia (Persero) merupakan Badan Usaha Milik Negara (BUMN) yang bergerak di bidang usaha perikanan terintegrasi, meliputi jasa kepelabuhanan perikanan, pengolahan dan perdagangan hasil perikanan, pengelolaan rantai dingin (cold chain), pakan, serta kegiatan usaha lainnya yang mendukung pengembangan sektor perikanan nasional.

PT Perikanan Indonesia (Persero) is a State-Owned Enterprise (SOE) engaged in integrated fisheries business, including fisheries port services, fisheries product processing and trading, cold chain management, feed, as well as other business activities that support the development of the national fisheries sector.

Cikal bakal perusahaan ini berasal dari Perusahaan Umum (Perum) Prasarana Perikanan Samudera yang dibentuk berdasarkan Peraturan Pemerintah Nomor 2 Tahun 1990. Dalam perkembangannya, melalui Peraturan Pemerintah Nomor 23 Tahun 2000 yang kemudian disempurnakan dengan Peraturan Pemerintah Nomor 9 Tahun 2013, status badan usaha tersebut berubah menjadi Perum Perikanan Indonesia. Perubahan tersebut diikuti dengan penugasan untuk mengelola dan mengoptimalkan aset negara di bidang perikanan, menyediakan berbagai layanan barang dan jasa, serta membangun dan mengembangkan sistem usaha perikanan yang terintegrasi guna mendukung kesejahteraan nelayan dan kemajuan sektor perikanan nasional.

The Company originated from Perusahaan Umum (Perum) Prasarana Perikanan Samudera, established pursuant to Government Regulation No. 2 of 1990. Subsequently, through Government Regulation No. 23 of 2000, as further amended by Government Regulation No. 9 of 2013, the legal status of the entity was changed to Perum Perikanan Indonesia. This change was followed by the assignment to manage and optimize state assets in the fisheries sector, provide various goods and services, and establish and develop an integrated fisheries business system to support the welfare of fishermen and the advancement of the national fisheries sector.

Pada tahun 2021, Pemerintah melakukan transformasi bentuk badan hukum Perusahaan dari Perusahaan Umum (Perum) menjadi Perseroan Terbatas (Persero). Perubahan ini ditetapkan melalui Peraturan Pemerintah Nomor 76 Tahun 2021 tanggal 13 Juli 2021, yang mengubah status Perum Perikanan Indonesia menjadi PT Perikanan Indonesia (Persero) sesuai dengan ketentuan Undang-Undang Nomor 19 Tahun 2003 tentang Badan Usaha Milik Negara, sebagaimana telah diperbarui melalui Undang-Undang Nomor 11 Tahun 2020 tentang Cipta Kerja. Anggaran Dasar Perseroan ditetapkan berdasarkan Akta Pendirian Nomor 6 tanggal 5 Agustus 2021 yang dibuat di hadapan Dr. Isyana Wisnuwardhani Sadjarwo, S.H., M.H., Notaris di Jakarta Pusat, dan telah memperoleh pengesahan badan hukum berdasarkan Keputusan Menteri Hukum dan Hak Asasi Manusia Republik Indonesia Nomor AHU-0048836.AH.01.01.TAHUN 2021 tanggal 5 Agustus 2021.

In 2021, the Government transformed the Company's legal form from a Public Company (Perum) into a Limited Liability Company (Persero). This change was stipulated through Government Regulation No. 76 of 2021 dated July 13, 2021, which changed the status of Perum Perikanan Indonesia to PT Perikanan Indonesia (Persero) in accordance with the provisions of Law No. 19 of 2003 concerning State-Owned Enterprises, as amended by Law No. 11 of 2020 concerning Job Creation. The Company's Articles of Association were established based on Deed of Establishment No. 6 dated August 5, 2021, executed before Dr. Isyana Wisnuwardhani Sadjarwo, S.H., M.H., Notary in Central Jakarta, and obtained legal entity approval based on the Decree of the Minister of Law and Human Rights of the Republic of Indonesia No. AHU-0048836.AH.01.01.TAHUN 2021 dated August 5, 2021.

Sejalan dengan perubahan status tersebut, seluruh aset, hak, dan kewajiban yang sebelumnya dimiliki Perum Perikanan Indonesia secara otomatis beralih kepada PT Perikanan Indonesia (Persero). Selain itu, hubungan kerja dengan seluruh pegawai tetap berlanjut dan menjadi tanggung jawab Perseroan tanpa mengurangi hak dan kewajiban yang telah berlaku sebelumnya.

In line with the change in status, all assets, rights, and obligations previously owned by Perum Perikanan Indonesia were automatically transferred to PT Perikanan Indonesia (Persero). In addition, employment relationships with all permanent employees continued and became the responsibility of the Company without reducing the rights and obligations previously in effect.

Proses transformasi Perseroan berlanjut pada 15 September 2021 dengan diterbitkannya Peraturan Pemerintah Nomor 99 Tahun 2021 mengenai penggabungan PT Perikanan Nusantara (Persero) ke dalam PT Perikanan Indonesia (Persero). Langkah strategis ini dilakukan untuk memperkuat kapasitas usaha, meningkatkan efisiensi operasional, serta memperluas peran Perseroan dalam mendukung pengembangan industri perikanan nasional yang lebih terintegrasi.

The Company's transformation process continued on September 15, 2021, with the issuance of Government Regulation No. 99 of 2021 concerning the merger of PT Perikanan Nusantara (Persero) into PT Perikanan Indonesia (Persero). This strategic step was undertaken to strengthen business capacity, improve operational efficiency, and expand the Company's role in supporting the development of a more integrated national fisheries industry.

Sebagai tindak lanjut dari penggabungan tersebut, Perseroan melakukan penyesuaian struktur permodalan yang dituangkan dalam Akta Nomor 03 tanggal 2 Desember 2021 yang dibuat oleh Notaris Andalia Farida, S.H., M.H. Berdasarkan akta tersebut, modal ditempatkan dan disetor Perseroan ditetapkan sebesar Rp495.216.807.481.

As a follow-up to the merger, the Company adjusted its capital structure as stipulated in Deed No. 03 dated December 2, 2021, executed by Notary Andalia Farida, S.H., M.H. Based on the deed, the Company's issued and paid-up capital was determined at Rp495,216,807,481.

Pada 27 Desember 2021, Perseroan resmi menjadi bagian dari Holding BUMN Pangan (ID FOOD) berdasarkan Peraturan Pemerintah Nomor 118 Tahun 2021 tentang Penambahan Penyertaan Modal Negara Republik Indonesia ke dalam Modal Saham PT Rajawali Nusantara Indonesia. Melalui integrasi ke dalam holding tersebut, Perseroan memperoleh peran strategis dalam mendukung ketahanan pangan nasional melalui penguatan sektor perikanan, pengembangan rantai pasok pangan yang terintegrasi, serta pemberdayaan nelayan melalui skema offtake hasil perikanan.

On December 27, 2021, the Company officially became part of the Food SOE Holding (ID FOOD) based on Government Regulation No. 118 of 2021 concerning the Additional State Capital Participation of the Republic of Indonesia in the Share Capital of PT Rajawali Nusantara Indonesia. Through integration into the holding, the Company assumed a strategic role in supporting national food security by strengthening the fisheries sector, developing an integrated food supply chain, and empowering fishermen through fisheries product offtake schemes.

Selanjutnya, berdasarkan Keputusan Menteri Hukum dan Hak Asasi Manusia Republik Indonesia Nomor AHU-0004884.AH.01.02.TAHUN 2022 tanggal 20 Januari 2022, nama Perseroan berubah dari PT Perikanan Indonesia menjadi PT Perikanan Indonesia (Persero) sebagai bagian dari penyesuaian struktur kepemilikan saham dalam rangka pembentukan Holding BUMN Pangan.

Subsequently, based on the Decree of the Minister of Law and Human Rights of the Republic of Indonesia No. AHU-0004884.AH.01.02.TAHUN 2022 dated January 20, 2022, the Company's name was changed from PT Perikanan Indonesia to PT Perikanan Indonesia (Persero) as part of the adjustment to the share ownership structure in connection with the establishment of the Food SOE Holding.

Perubahan terakhir Anggaran Dasar Perseroan ditetapkan berdasarkan Akta Pernyataan Keputusan Para Pemegang Saham PT Perikanan Indonesia (Persero) Nomor 28 tanggal 20 Mei 2026 yang dibuat di hadapan Indah Khaerunnisa, S.H., M.Kn., Notaris di Jakarta. Perubahan tersebut antara lain mencakup:

The latest amendment to the Company's Articles of Association was stipulated based on the Deed of Statement of Resolutions of the Shareholders of PT Perikanan Indonesia (Persero) No. 28 dated May 20, 2026, executed before Indah Khaerunnisa, S.H., M.Kn., Notary in Jakarta. The amendments include:

1. Perubahan nama Perseroan menjadi Perusahaan Perseroan (Persero) PT Perikanan Indonesia, disingkat PT Perikanan Indonesia (Persero);

1. Change of the Company's name to Perusahaan Perseroan (Persero) PT Perikanan Indonesia, abbreviated as PT Perikanan Indonesia (Persero);

2. Penyesuaian Anggaran Dasar secara menyeluruh terhadap Undang-Undang Nomor 16 Tahun 2025 tentang Badan Usaha Milik Negara beserta peraturan pelaksanaannya;

2. Comprehensive adjustment of the Articles of Association to Law No. 16 of 2025 concerning State-Owned Enterprises and its implementing regulations;

3. Pengaturan kembali kewenangan Pemegang Saham Seri A Dwiwarna dan Pemegang Saham Seri B; serta

3. Reallocation of the authorities of the Series A Dwiwarna Shareholder and Series B Shareholder; and

4. Penyelarasan ketentuan tata kelola Perseroan sesuai standar Anggaran Dasar BUMN.

4. Alignment of the Company's governance provisions with the standards of SOE Articles of Association.

Perubahan tersebut telah memperoleh persetujuan Menteri Hukum Republik Indonesia berdasarkan Keputusan Nomor AHU-0035114.AH.01.02.TAHUN 2026 tanggal 2 Juni 2026, dan telah dicatat dalam Daftar Perseroan Nomor AHU-0118524.AH.01.11. TAHUN 2026 tanggal 2 Juni 2026. Dengan perubahan tersebut, Perseroan secara resmi kembali menggunakan nama PT Perikanan Indonesia (Persero) sebagai identitas korporasi yang berlaku hingga saat ini.

The amendments obtained approval from the Minister of Law of the Republic of Indonesia based on Decree No. AHU-0035114.AH.01.02.TAHUN 2026 dated June 2, 2026, and were recorded in the Company Register No. AHU-0118524.AH.01.11.TAHUN 2026 dated June 2, 2026. With these amendments, the Company officially resumed using the name PT Perikanan Indonesia (Persero) as its corporate identity, which remains in effect to date.

Visi
Vision

Menjadi Perusahaan Perikanan terbesar di Indonesia di tahun 2026.
To become the largest fisheries company in Indonesia by 2026

Misi
Mission

1. Menghasilkan produk berkualitas terbaik dan diakui di Industri Perikanan domestik maupun internasional yang selaras dengan Environmental Sustainability.
   Produce the highest-quality products recognized in the domestic and international fisheries industry, in alignment with Environmental Sustainability.

2. Memberikan layanan terbaik untuk mendukung industri perikanan.
   Provide the best services to support the fisheries industry.

Budaya dan Nilai Perusahaan
Corporate Culture and Values

PT Perikanan Indonesia (Persero) memiliki tata nilai dan budaya Perusahaan sebagai dasar untuk mewujudkan visi dan misi Perusahaan berdasarkan penerapan tata kelola Perusahaan yang baik (Good Corporate Governance). Nilai-nilai Perusahaan yang diterapkan dalam bisnis dan menjadi pedoman bagi seluruh karyawan dalam menjalankan tugas telah diatur dalam Keputusan Direksi Perum Perikanan Indonesia Nomor: KEP-109/PERINDO/Dir.A/VII/2020 tentang Nilai-nilai Utama Akhlak sebagai Budaya Perusahaan yang terdiri dari:

1. **Amanah**
   Definisi: Memegang teguh kepercayaan yang diberikan.

   Panduan Perilaku:

   a. Memenuhi janji dan komitmen

   b. Bertanggungjawab atas tugas, keputusan dan tindakan yang dilakukan

   c. Berpegang teguh kepada nilai moral dan etika

2. **Kompeten**
   Definisi: Terus belajar dan mengembangkan kapabilitas
   Panduan Perilaku:

   a. Meningkatkan kompetensi diri untuk menjawab tantangan yang selalu berubah

   b. Membantu orang lain belajar

PT Perikanan Indonesia (Persero) has corporate values and culture as the foundation for achieving the Company's vision and mission through the implementation of Good Corporate Governance (GCG). The Company's values, which are applied in its business and serve as guidelines for all employees in carrying out their duties, are stipulated in the Decree of the Board of Directors of Perum Perikanan Indonesia Number: KEP-109/PERINDO/Dir.A/VII/2020 concerning Core Values of AKHLAK as the Corporate Culture, which consist of:

1. **Amanah**
   Definition: Upholding the trust given.

   Behavioral Guidelines:

   a. Fulfill promises and commitments.

   b. Be responsible for duties, decisions, and actions taken.

   c. Uphold moral and ethical values.

2. **Competent**
   Definition: Continuously learning and developing capabilities.
   Behavioral Guidelines:

   a. Improve personal competencies to respond to ever-changing challenges.

   b. Help others learn.

c. Menyelesaikan tugas dengan kualitas terbaik

3. Harmonis
Definisi: Saling peduli dan menghargai perbedaan

Panduan Perilaku:

a. Menghargai setiap orang apapun latar belakangnya

b. Suka menolong orang lain

c. Membangun lingk`ungan kerja yang kondusif

4. Loyal
Definisi: Berdedikasi dan mengutamakan kepentingan Bangsa dan Negara
Panduan Perilaku:

a. Menjaga nama baik sesama Pekerja, Pimpinan, BUMN dan Negara

b. Rela berkorban untuk mencapai tujuan yang besar

c. Patuh kepada pimpinan sepanjang tidak bertentangan dengan hukum dan etika

5. Adaptif
Definisi: Terus berinovasi dan antusias dalam menggerakkan ataupun menghadapi perubahan
Panduan Perilaku:

a. Cepat menyesuaikan diri menjadi lebih baik

b. Terus menerus melakukan perbaikan mengikuti perkembangan teknolog

c. Bertindak proaktif

6. Kolaboratif
Definisi: Membangun kerja sama yang sinergis
Panduan Perilaku:

a. Memberi kesempatan kepada berbagai pihak untuk berkontribusi

b. Terbuka dalam bekerja sama untuk menghasilkan nilai tambah

c. Menggerakkan pemanfaatan berbagai sumber daya untuk tujuan bersama

c. Complete tasks with the highest quality.

3. **Harmonious**
Definition: Caring for one another and respecting differences.

Behavioral Guidelines:

a. Respect everyone regardless of their background.
b. Willingly help others.

c. Build a conducive work environment.

4. **Loyal**
Definition: Dedicated and prioritizing the interests of the Nation and State.
Behavioral Guidelines:

a. Maintain the good name of fellow Employees, Leaders, SOEs, and the State.

b. Be willing to make sacrifices to achieve greater goals.

c. Obey leaders as long as this does not conflict with laws and ethics.

5. **Adaptive**
Definition: Continuously innovating and enthusiastically driving or facing change.
Behavioral Guidelines:

a. Quickly adapt to become better.

b. Continuously make improvements in line with technological developments.

c. Act proactively.

6. **Collaborative**
Definition: Building synergistic cooperation.
Behavioral Guidelines:

a. Provide opportunities for various parties to contribute.

b. Be open to working together to create added value.

c. Mobilize the utilization of various resources for common goals.

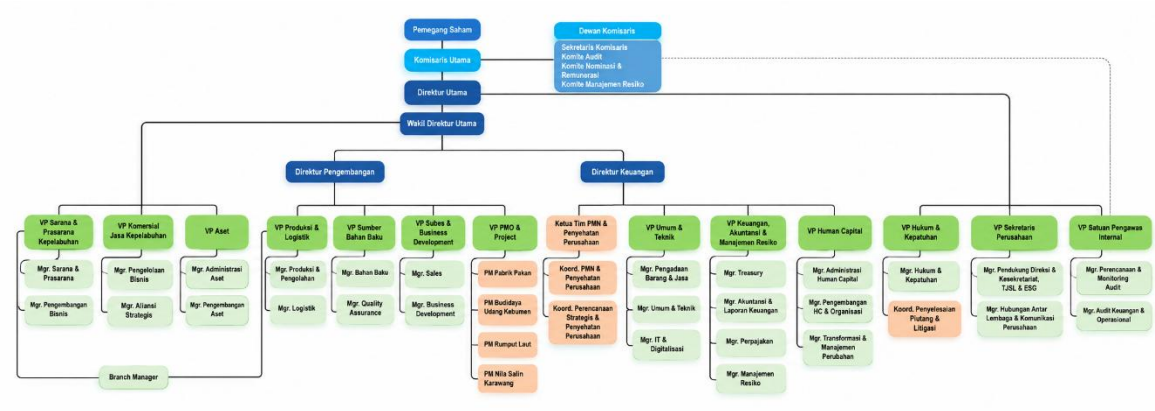
Struktur Organisasi Perusahaan

Company Organizational Structure

[GRI 2-9] GRI 2-1

Struktur organisasi Perusahaan berdasarkan Keputusan Direksi PT Perikanan Indonesia (Persero) Nomor: SK-0015/Dir.A/III/2026 tanggal 9 Maret 2026 tentang Perubahan Struktur Organisasi PT Perikanan Indonesia (Persero) sebagai berikut:

The Company's organizational structure, based on the Decree of the Board of Directors of PT Perikanan Indonesia (Persero) Number: SK-0015/Dir.A/III/2026 dated March 9, 2026 concerning the Amendment to the Organizational Structure of PT Perikanan Indonesia (Persero) , is as follows:



Kegiatan Usaha Perusahaan

Company Business Activities

[OJK C.4]

Maksud dan tujuan PT Perikanan Indonesia (Persero) sesuai dengan akta nomor 3 tanggal 2 Desember 2021 adalah melaksanakan kegiatan usaha di bidang pertanian, kehutanan dan perikanan, di bidang industri pengolahan, di bidang pengadaan listrik, gas, uap/air panas dan udara dingin, di bidang *treatment* air, *treatment* air limbah, *treatment* dan pemulihan material sampah dan aktivitas remidial, di bidang pengangkutan pergudangan dan aktivitas penunjang lainnya, di bidang penyewaan dan sewa guna usaha tanpa opsi, ketenagakerjaan, agen perjalanan dan penunjang usaha lainnya, dalam bisnis perikanan dan pengusahaan di pelabuhan perikanan serta optimalisasi pemanfaatan sumber daya Persero berdasarkan prinsip tata kelola perusahaan yang baik. Kegiatan usaha PT Perikanan Indonesia (Persero) sesuai dengan Akta Nomor 3 tahun 2021 sebagai berikut:

1. Penangkapan Pisces/Ikan Bersirip di Laut
2. Penangkapan Crustacea di Laut
3. Penangkapan Mollusca di Laut
4. Penangkapan/Pengambilan Induk/Benih Ikan di Laut
5. Penangkapan/Pengambilan Induk/Benih Ikan di Perairan Darat
6. Jasa Sarana Produksi Penangkapan Ikan di Laut
7. Jasa Produksi Penangkapan Ikan di Laut

The purposes and objectives of PT Perikanan Indonesia (Persero), as stipulated in Deed Number 3 dated December 2, 2021, are to carry out business activities in the fields of agriculture, forestry and fisheries; processing industry; electricity, gas, steam/hot water and cold air supply; water treatment, wastewater treatment, waste material treatment and recovery and remediation activities; transportation, warehousing and other supporting activities; leasing and rental without option, employment, travel agency and other business support activities, in the fisheries business and the operation of fisheries ports, as well as the optimization of the utilization of the Company's resources based on the principles of good corporate governance. The business activities of PT Perikanan Indonesia (Persero) in accordance with Deed Number 3 of 2021 are as follows:

1. Marine Pisces/Finfish Fishing
2. Marine Crustacean Fishing
3. Marine Mollusc Fishing
4. Marine Fish Broodstock/Seed Catching/ Collection
5. Inland Fish Broodstock/Seed Catching/Collection
6. Fishing Production Facility Services at Sea
7. Marine Fishing Production Services

8. Jasa Pasca Panen Penangkapan Ikan di Laut
9. Jasa Sarana produksi Penangkapan Ikan di Perairan Darat
10. Jasa Pasca Panen Penangkapan Ikan di Perairan Darat
11. Pembesaran Pisces/Ikan Bersirip Laut
12. Pembenihan ikan laut;
13. Pembesaran crustacea laut;
14. Pembesaran ikan air tawar di kolam;
15. Pembesaran ikan air tawar di karamba jaring apung;
16. Pembesaran ikan air tawar di karamba;
17. Pembesaran ikan air tawar;
18. Jasa produksi budidaya ikan laut;
19. Jasa pasca panen budidaya ikan laut;
20. Jasa sarana produksi budidaya ikan air tawar;

21. Jasa produksi budidaya ikan air tawar;
22. Jasa pasca panen budidaya ikan air tawar;
23. Pembesaran pisces/ikan bersirip air payau;
24. Pembenihan ikan air payau;
25. Pembesaran crustacea air payau;
26. Jasa sarana produksi ikan air payau;
27. Jasa produksi budidaya ikan air payau;
28. Jasa pasca panen budidaya ikan air payau;

29. Industri pengasapan/pemanggangan ikan;
30. Industri pembekuan ikan;
31. Industri peragian/fermentasi ikan;
32. Industri berbasis daging lumatan dan surimi;
33. Industri pendinginan/pengesan ikan;
34. Industri pengolahan dan pengawetan lainnya untuk ikan;
35. Industri pengolahan dan pengawetan ikan dan biota air bukan udang (dalam kaleng);
36. Industri pembekuan biota air lainnya;
37. Industri berbasis lumatan biota air lainnya;
38. Industri pendinginan/pengesan biota air lainnya;
39. Industri pengolahan rumput laut;
40. Industri pengolahan dan pengawetan lainnya untuk biota air lainnya;
41. Industri minyak ikan;
42. Industri makanan dan masakan olahan;
43. Industri ransum makanan hewan;
44. Reparasi kapal, perahu dan bangunan terapung;
45. Aktivitas penunjang tenaga listrik lainnya;
46. Produksi es;
47. Penampungan, penjernihan dan penyaluran air minum;
48. Aktivitas penunjang treatment air;
49. Konstruksi bangunan pelabuhan perikanan;
50. Perdagangan besar hasil perikanan;
51. Perdagangan besar hasil olahan perikanan;
52. Perdagangan besar alat transportasi laut, suku cadang dan perlengkapannya;
53. Perdagangan besar bahan bakar padat, cair dan gas dan produk yang berhubungan dengan itu;
54. Angkatan laut dalam negeri untuk barang khusus;
55. Pergudangan dan penyimpanan;
56. Aktivitas cold storage;
57. Aktivitas bounded warehoushing atau wilayah kawasan berikat;
58. Aktivitas perparkiran di luar badan jalan (off street parking);
59. Aktivitas pelayanan kepelabuhanan penyeberangan;
60. Industri pelabuhan perikanan;

8. Post-Harvest Marine Fishing Services
9. Inland Fishing Production Facility Services
10. Post-Harvest Inland Fishing Services
11. Marine Pisces/Finfish Grow-Out
12. Marine Fish Hatchery
13. Marine Crustacean Grow-Out
14. Freshwater Fish Grow-Out in Ponds
15. Freshwater Fish Grow-Out in Floating Net Cages
16. Freshwater Fish Grow-Out in Cages
17. Freshwater Fish Grow-Out
18. Marine Aquaculture Production Services
19. Post-Harvest Marine Aquaculture Services
20. Freshwater Aquaculture Production Facility Services
21. Freshwater Aquaculture Production Services
22. Post-Harvest Freshwater Aquaculture Services
23. Brackish Water Pisces/Finfish Grow-Out
24. Brackish Water Fish Hatchery
25. Brackish Water Crustacean Grow-Out
26. Brackish Water Fish Production Facility Services
27. Brackish Water Aquaculture Production Services
28. Post-Harvest Brackish Water Aquaculture Services
29. Fish Smoking/Roasting Industry
30. Fish Freezing Industry
31. Fish Fermentation Industry
32. Minced Fish Meat and Surimi-Based Industry
33. Fish Chilling/Icing Industry
34. Other Fish Processing and Preservation Industry
35. Canned Fish and Non-Shrimp Aquatic Biota Processing and Preservation Industry
36. Other Aquatic Biota Freezing Industry
37. Other Aquatic Biota Minced Meat-Based Industry
38. Other Aquatic Biota Chilling/Icing Industry
39. Seaweed Processing Industry
40. Other Processing and Preservation Industry for Other Aquatic Biota
41. Fish Oil Industry
42. Processed Food and Prepared Food Industry
43. Animal Feed Industry
44. Ship, Boat and Floating Structure Repair
45. Other Electricity Supporting Activities
46. Ice Production
47. Drinking Water Collection, Treatment and Distribution
48. Water Treatment Supporting Activities
49. Fishing Port Construction
50. Wholesale Trade of Fisheries Products
51. Wholesale Trade of Processed Fisheries Products
52. Wholesale Trade of Marine Transportation Equipment, Spare Parts and Accessories
53. Wholesale Trade of Solid, Liquid and Gaseous Fuels and Related Products
54. Domestic Sea Transportation for Special Goods
55. Warehousing and Storage
56. Cold Storage Activities
57. Bonded Warehousing or Bonded Zone Activities
58. Off-Street Parking Activities
59. Ferry Port Service Activities
60. Fishing Port Industry
61. Star-Rated Hotels

61. Hotel bintang;
62. Hotel melati;
63. Penyediaan akomodasi lainnya;
64. Restoran;
65. Rumah minum/kafe;
66. Real estat yang dimiliki sendiri atau disewa;
67. Kawasan industri;
68. Aktivitas kantor pusat;
69. Jasa pengujian laboratorium;
70. Aktivitas pengepakan;
71. Taman rekreasi;
72. Dermaga Marina.

62. Non-Star-Rated Hotels
63. Other Accommodation Provision
64. Restaurants
65. Drinking Houses/Cafés
66. Real Estate Owned or Leased
67. Industrial Estate
68. Head Office Activities
69. Laboratory Testing Services
70. Packaging Activities
71. Recreational Park
72. Marina Pier

Pasar yang Dilayani dan Sebaran Proyek

Markets Served and Project Distribution

[OJK C.3]

Sebagai bagian dari Holding BUMN Pangan (ID FOOD), PT Perikanan Indonesia (Persero) memiliki jangkauan bisnis yang sangat luas, baik dari sisi pasar yang dilayani maupun sebaran operasionalnya di seluruh penjuru Nusantara.

Setelah merger besar antara Perum Perikanan Indonesia dan PT Perikanan Nusantara (PT Perinus) pada tahun 2021, kekuatan aset, jaringan nelayan, dan jangkauan pasar kedua eks-BUMN tersebut kini menyatu.

Berikut adalah rincian mengenai Pasar yang Dilayani:

1. Pasar yang Dilayani (Markets Served)
   PT Perindo melayani dua segmen pasar utama dengan karakteristik produk dan kebutuhan yang berbeda, yaitu pasar domestik dan pasar ekspor (internasional).

   a. Pasar Domestik (Dalam Negeri)
      Pasar domestik difokuskan untuk menjaga ketahanan pangan dan memenuhi kebutuhan protein hewani masyarakat Indonesia secara merata.
      1) B2B (Business-to-Business): Menyuplai bahan baku ikan beku berkualitas tinggi.
      2) B2G (Business-to-Government): Berpartisipasi dalam program-program pemerintah, seperti program pengentasan stunting melalui penyediaan ikan murah dan berkualitas, serta program berbagi ikan melalui Program TJSL.
      3) B2C (Business-to-Consumer): Penjualan retail produk ikan beku siap konsumsi kepada masyarakat luas melalui jaringan mitra ritel modern dan platform digital.

   b. Pasar Ekspor (Internasional)
      PT Perikanan Indonesia (Persero) aktif menyuplai produk perikanan premium ke pasar global yang menetapkan standar ketertelusuran (traceability) dan mutu yang ketat.

As part of the State-Owned Food Enterprises Holding (ID FOOD), PT Perikanan Indonesia (Persero) has a very broad business reach, both in terms of the markets served and the distribution of its operations throughout the Indonesian archipelago.

Following the major merger between Perum Perikanan Indonesia and PT Perikanan Nusantara (PT Perinus) in 2021, the asset strength, fishermen network, and market reach of the two former SOEs are now integrated.

The following provides details regarding the Markets Served:

1. Markets Served
   PT Perindo serves two main market segments with different product characteristics and requirements, namely the domestic market and the export (international) market.

   a. Domestic Market
      The domestic market is focused on maintaining food security and meeting the animal protein needs of the Indonesian population evenly.
      1) B2B (Business-to-Business): Supplying high-quality frozen fish raw materials.
      2) B2G (Business-to-Government): Participating in government programs, such as stunting alleviation programs through the provision of affordable and high-quality fish, as well as fish-sharing programs through the TJSL Program.
      3) B2C (Business-to-Consumer): Retail sales of ready-to-consume frozen fish products to the general public through modern retail partner networks and digital platforms.

   b. Export Market (International)
      PT Perikanan Indonesia (Persero) actively supplies premium fisheries products to global markets that impose strict traceability and quality standards.

2. Sebaran Proyek dan Operasional
   Jaringan operasional PT Perindo membentang dari barat hingga timur Indonesia, menjadikannya salah satu BUMN dengan konektivitas maritim terkuat. Sebarannya mencakup wilayah Sumatera, Jawa, Bali, Kalimantan, Sulawesi, Maluku dan Papua.

2. Project and Operational Coverage
   PT Perindo's operational network extends from western to eastern Indonesia, making it one of the SOEs with the strongest maritime connectivity. Its coverage spans Sumatra, Java, Bali, Kalimantan, Sulawesi, Maluku, and Papua.

Peta Operasional

Operational Map

[OJK C.3]



PT Perikanan Indonesia (Persero) mengoperasikan sejumlah fasilitas produksi yang tersebar secara strategis di berbagai wilayah di Indonesia. Keberadaan fasilitas ini memungkinkan Perseroan untuk mengintegrasikan rantai pasok produk perikanan nasional secara efisien. Lokasi fasilitas yang berdekatan dengan sentra-sentra perikanan utama memberikan keunggulan kompetitif, termasuk akses terhadap bahan baku segar, pemeliharaan kualitas produk, serta efisiensi dalam distribusi ke pasar domestik dan internasional.

Fasilitas produksi Perseroan mencakup cold storage, pabrik es, docking dan bengkel kapal, unit pengolahan ikan (UPI), serta sarana pendukung lainnya. Infrastruktur ini dirancang untuk menjaga kelancaran operasional dan memastikan standar keamanan pangan, higienitas, serta konsistensi kualitas produk. Seluruh proses pengolahan dilakukan secara profesional dengan menerapkan standar mutu yang ketat, sehingga produk yang dihasilkan memenuhi kebutuhan pasar dan ekspektasi pemangku kepentingan.

Untuk mendukung operasional yang terintegrasi, PT Perikanan Indonesia (Persero) memiliki kantor cabang dan unit operasional yang tersebar di berbagai wilayah strategis, sebagai berikut:

1. Cabang Subang*
2. Cabang Jakarta
   - Unit Muara Baru
3. Cabang Sorong
4. Cabang Ambon
5. Cabang Bitung
   - Unit Gorontalo*
   - Unit Tarakan*
6. Cabang Bacan
7. Cabang Belawan

PT Perikanan Indonesia (Persero) operates a number of production facilities strategically distributed across various regions in Indonesia. The presence of these facilities enables the Company to efficiently integrate the national fisheries product supply chain. The locations of the facilities, which are situated close to major fisheries centers, provide competitive advantages, including access to fresh raw materials, maintenance of product quality, and efficiency in distribution to domestic and international markets.

The Company's production facilities include cold storage facilities, ice plants, vessel docking and repair workshops, fish processing units (UPI), as well as other supporting facilities. This infrastructure is designed to ensure smooth operations and maintain food safety, hygiene, and consistent product quality standards. All processing activities are carried out professionally by applying strict quality standards, ensuring that the products produced meet market requirements and stakeholder expectations.

To support integrated operations, PT Perikanan Indonesia (Persero) has branch offices and operational units distributed across various strategic regions, as follows:

1. Subang Branch*
2. Jakarta Branch
   - Muara Baru Unit
3. Sorong Branch
4. Ambon Branch
5. Bitung Branch
   - Gorontalo Unit*
   - Tarakan Unit*
6. Bacan Branch
7. Belawan Branch

- Unit Padang*
- Unit Tanjung Pandan*
- Unit Lampulo*

8. Cabang Brondong
   - Unit Prigi*
   - Unit Mayangan*
   - Unit Surabaya*
9. Cabang Pemangkat
   - Unit Bengkayang*
10. Cabang Makassar
11. Cabang Benoa
    - Unit Singaraja*
12. Cabang Pekalongan
    - Unit Tegal
    - Unit Pati
    - Unit Rembang

Keterangan:
**) Status hibernasi, yaitu aktivitas usaha dibatasi dan jumlah pekerja disesuaikan sebagai bagian dari implementasi program penyehatan perusahaan.*

Penempatan kantor cabang dan unit operasional ini dirancang untuk mengoptimalkan pengelolaan sumber daya perikanan di setiap wilayah, mendukung efisiensi operasional, dan memperkuat kontribusi Perseroan terhadap perekonomian lokal serta keberlanjutan sektor perikanan nasional.

- Padang Unit*
- Tanjung Pandan Unit*
- Lampulo Unit*

8. Brondong Branch
   - Prigi Unit*
   - Mayangan Unit*
   - Surabaya Unit*
9. Pemangkat Branch
   - Bengkayang Unit
10. Makassar Branch
11. Benoa Branch
    - Singaraja Unit*
12. Pekalongan Branch
    - Tegal Unit
    - Pati Unit
    - Rembang Unit

Note:
**) Hibernation status, wherein business activities are curtailed and the workforce is adjusted as part of the implementation of the company's recovery program.

The placement of these branch offices and operational units is designed to optimize the management of fisheries resources in each region, support operational efficiency, and strengthen the Company's contribution to the local economy and the sustainability of the national fisheries sector.

Rantai Pasokan

Supply Chain

[GRI 204-1] [GRI 2-6] [OJK C.4] [OJK B.1]

PT Perikanan Indonesia (Persero), sebagai anak perusahaan BUMN Holding Pangan ID FOOD, mengelola berbagai divisi bisnis yang saling terintegrasi untuk mendukung operasional utama di sektor perikanan. Perseroan menjalin kemitraan strategis dengan pemasok barang dan jasa yang beragam, dengan prioritas utama pada pemilihan mitra yang selaras dengan nilai keberlanjutan dan tata kelola yang baik. Sebagai bagian dari komitmen terhadap regulasi nasional, PT Perikanan Indonesia (Persero) mematuhi ketentuan terbaru dari Kementerian Badan Usaha Milik Negara (BUMN), termasuk Surat Edaran Menteri BUMN Nomor SE-10/MBU/08/2020 tentang Peningkatan Peran Usaha Mikro, Kecil, dan Menengah (UMKM) dalam Pengadaan Barang dan Jasa di Badan Usaha Milik Negara. Regulasi ini bertujuan untuk memperkuat ekosistem UMKM melalui inklusi yang lebih besar dalam proses pengadaan BUMN. Selain itu, Perseroan mengacu pada Peraturan Menteri BUMN Nomor PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara, yang memberikan kerangka komprehensif untuk penerapan prinsip tata kelola perusahaan yang baik (GCG), manajemen risiko, perencanaan strategis, serta pelaporan kegiatan korporasi signifikan.

Enterprises Holding, manages various integrated business divisions to support its core operations in the fisheries sector. The Company establishes strategic partnerships with various goods and services suppliers, with the primary priority of selecting partners that are aligned with sustainability values and good governance. As part of its commitment to national regulations, PT Perikanan Indonesia (Persero) complies with the latest provisions issued by the Ministry of State-Owned Enterprises (SOEs), including the Circular Letter of the Minister of SOEs Number SE-10/MBU/08/2020 concerning the Increased Role of Micro, Small, and Medium Enterprises (MSMEs) in the Procurement of Goods and Services in State-Owned Enterprises. This regulation aims to strengthen the MSME ecosystem through greater inclusion in SOE procurement processes. In addition, the Company refers to the Regulation of the Minister of SOEs Number PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises, which provides a comprehensive framework for the implementation of good corporate governance (GCG) principles, risk management, strategic planning, and reporting of significant corporate activities.

Dalam praktiknya, Perseroan memprioritaskan penggunaan pemasok domestik untuk memenuhi kebutuhan barang dan jasa, selama memenuhi standar

In practice, the Company prioritizes the use of domestic suppliers to meet its goods and services requirements, provided that they meet the quality, safety, and

kualitas, keamanan, dan keberlanjutan yang ditetapkan Perseroan. Pemasok domestik mencakup perusahaan yang beroperasi dan berbasis di Indonesia, seperti BUMN, perusahaan swasta, serta UMKM. Kolaborasi ini tidak hanya memastikan efisiensi rantai pasok, tetapi juga mendorong pertumbuhan ekonomi lokal melalui pemberdayaan mitra domestik, penciptaan lapangan kerja, dan pengembangan kapasitas UMKM.

sustainability standards established by the Company. Domestic suppliers include companies operating and based in Indonesia, such as SOEs, private companies, and MSMEs. This collaboration not only ensures supply chain efficiency but also promotes local economic growth through the empowerment of domestic partners, job creation, and MSME capacity development.

Untuk menerapkan prinsip Good Corporate Governance (GCG) dan meningkatkan transparansi serta akuntabilitas, seluruh proses pengadaan barang/jasa di PT Perikanan Indonesia (Persero) dilaksanakan secara terbuka, objektif, dan sesuai dengan pedoman pengadaan barang & jasa yang berlaku guna meminimalisir risiko penyimpangan.

To implement Good Corporate Governance (GCG) principles and enhance transparency and accountability, all goods and services procurement processes at PT Perikanan Indonesia (Persero) are carried out openly, objectively, and in accordance with the applicable goods and services procurement guidelines to minimize the risk of irregularities.

Berikut adalah informasi mengenai jumlah pemasok barang dan jasa yang bekerja sama dengan PT Perikanan Indonesia (Persero) selama periode pelaporan 1 Januari 2025 hingga 31 Desember 2025. Data ini mencerminkan komposisi mitra yang beragam dan komitmen Perseroan terhadap inklusi domestik.

The following presents information regarding the number of goods and services suppliers cooperating with PT Perikanan Indonesia (Persero) during the reporting period from January 1, 2025 to December 31, 2025. This data reflects the diverse composition of partners and the Company's commitment to domestic inclusion.

Skala Perusahaan

Company Scale

[OJK C.3]

PT Perikanan Indonesia (Persero) merupakan Badan Usaha Milik Negara (BUMN) anggota Holding Pangan (ID FOOD) yang bergerak di sektor bisnis perikanan hulu-hilir yang terintegrasi secara nasional. Sebagai salah satu pilar utama ketahanan pangan maritim, perseroan memiliki infrastruktur operasional yang masif, didukung oleh kapasitas finansial serta modal manusia yang andal guna mendorong pertumbuhan ekonomi regional dan nasional

PT Perikanan Indonesia (Persero) is a State-Owned Enterprise (SOE) and a member of the ID FOOD Food Holding, engaged in an integrated upstream-to-downstream fisheries business sector with nationwide operations. As one of the key pillars of maritime food security, the Company has extensive operational infrastructure, supported by strong financial capacity and reliable human capital to drive regional and national economic growth.

Berdasarkan ikhtisar data kinerja tahun buku berjalan, skala organisasi PT Perikanan Indonesia (Persero) dijabarkan secara terstruktur melalui indikator-indikator kuantitatif berikut:

Based on the performance data summary for the current financial year, the organizational scale of PT Perikanan Indonesia (Persero) is systematically presented through the following quantitative indicators:

No No.	Uraian Description	Satuan Unit	Nilai Value
1.	Jumlah Karyawan Number of Employees	orang people	143
2.	Pendapatan Revenue	rupiah rupiah (IDR)	325.430.921.046
3.	Jumlah Ekuitas Total Equity	rupiah rupiah (IDR)	1.587.608.708.795
4.	Jumlah Liabilitas Total Liabilities	rupiah rupiah (IDR)	1.087.573.202.540
5.	Total Aset Total Assets	rupiah rupiah (IDR)	2.675.181.911.335

Keanggotaan pada Asosiasi

Membership in Associations

GRI [2-28] [OJK C.5]

Guna memperkuat posisi strategis korporasi serta memperluas jejaring bisnis di sektor kelautan dan perikanan, PT Perikanan Indonesia (Persero) berpartisipasi aktif sebagai anggota dalam berbagai organisasi dan asosiasi industri yang relevan. Partisipasi ini merupakan manifestasi konkret dari komitmen perseroan dalam mendukung perumusan kebijakan publik yang konstruktif, sekaligus memperkokoh hubungan kemitraan strategis dengan para pemangku kepentingan. Melalui keanggotaan tersebut, perseroan berkontribusi memberikan masukan materiil demi memacu efektivitas, efisiensi, dan standardisasi industri, sekaligus memastikan perseroan senantiasa adaptif terhadap perkembangan regulasi serta tren pasar global terkini.

To strengthen the Company's strategic position and expand its business network in the marine and fisheries sector, PT Perikanan Indonesia (Persero) actively participates as a member of various relevant industry organizations and associations. This participation represents a concrete manifestation of the Company's commitment to supporting the formulation of constructive public policies, while simultaneously strengthening strategic partnerships with stakeholders. Through such memberships, the Company contributes substantive input to promote the effectiveness, efficiency, and standardization of the industry, while ensuring that the Company remains adaptive to the latest regulatory developments and global market trends.

Di tingkat nasional, perseroan terintegrasi dalam beberapa platform asosiasi yang selaras dengan kompetensi bisnis hulu-hilir perusahaan. Langkah ini diambil guna menjamin bahwa seluruh aktivitas operasional dijalankan dengan mengedepankan prinsip profesionalisme, tata kelola perusahaan yang baik (Good Corporate Governance), serta pemenuhan terhadap standar industri mutakhir. Rincian mengenai keterlibatan perseroan dalam keanggotaan asosiasi nasional adalah sebagai berikut:

At the national level, the Company is integrated into several association platforms aligned with the Company's upstream-to-downstream business competencies. This initiative is undertaken to ensure that all operational activities are carried out by upholding the principles of professionalism, Good Corporate Governance (GCG), and compliance with the latest industry standards. Details of the Company's participation in national association memberships are as follows:

Nama Asosiasi	Jabatan	Penjelasan Mengenai Asosiasi
Kamar Dagang dan Industri Chamber of Commerce and Industry	Anggota Bidang Perikanan Fisheries Sector Member	Organisasi yang bergerak pada sektor kewirausahaan Organization Engaged in the Entrepreneurship Sector
Forum Humas BUMN SOE Public Relations Forum	Anggota Member	Forum yang mewadahi insan humas di setiap BUMN Forum for Public Relations Professionals in Each SOE
Forum TJSL BUMN E TJSL Forum	Anggota Member	Forum yang mewadahi insan TJSL di setiap BUMN Forum for TJSL Professionals in Each SOE
Forum Human Capital Indonesia (FHCI) Indonesian Human Capital Forum (FHCI)	Anggota Member	Forum yang mewadahi Human Capital di lingkup Kementerian BUMN Forum for Human Capital Professionals within the Ministry of SOEs

Perikanan Indonesia

member of ID FOOD



Bab/Chapter

04

Tata Kelola Keberlanjutan

Sustainable Governance



PT Perikanan Indonesia (Persero) meyakini bahwa penerapan tata kelola keberlanjutan merupakan pondasi utama dalam menciptakan nilai jangka panjang bagi perusahaan dan para pemangku kepentingan. Oleh karena itu, prinsip keberlanjutan diintegrasikan ke dalam sistem tata kelola perusahaan sebagai bagian dari proses pengambilan keputusan strategis yang mempertimbangkan aspek ekonomi, sosial, dan lingkungan secara seimbang.

PT Perikanan Indonesia (Persero) believes that the implementation of sustainable governance is a fundamental foundation for creating long-term value for the Company and its stakeholders. Therefore, sustainability principles are integrated into the Company's governance system as part of the strategic decision-making process that considers economic, social, and environmental aspects in a balanced manner.

Penerapan tata kelola keberlanjutan dilakukan melalui sinergi antara Dewan Komisaris, Direksi, dan seluruh unit kerja dalam memastikan bahwa strategi, kebijakan, pengelolaan risiko, serta operasional perusahaan selaras dengan komitmen pembangunan berkelanjutan. Pendekatan ini mendukung terciptanya tata kelola yang transparan, akuntabel, bertanggung jawab, independen, dan berkeadilan sesuai dengan prinsip-prinsip *Good Corporate Governance* (GCG).

The implementation of sustainable governance is carried out through synergy among the Board of Commissioners, the Board of Directors, and all work units to ensure that the Company's strategies, policies, risk management, and operations are aligned with its commitment to sustainable development. This approach supports the establishment of governance that is transparent, accountable, responsible, independent, and fair in accordance with the principles of Good Corporate Governance (GCG).

Dalam menjalankan fungsi pengawasan, Dewan Komisaris melakukan pemantauan terhadap pelaksanaan strategi keberlanjutan yang telah ditetapkan Direksi. Sementara itu, Direksi bertanggung jawab dalam merumuskan kebijakan, menetapkan target, mengalokasikan sumber daya, serta memastikan implementasi program keberlanjutan di seluruh lini bisnis Perseroan.

In carrying out its oversight function, the Board of Commissioners monitors the implementation of the sustainability strategies established by the Board of Directors. Meanwhile, the Board of Directors is responsible for formulating policies, setting targets, allocating resources, and ensuring the implementation of sustainability programs across all business lines of the Company.

Implementasi kebijakan keberlanjutan didukung oleh unit kerja terkait yang bertanggung jawab mengkoordinasikan penyusunan strategi, pelaksanaan program, pengumpulan data kinerja keberlanjutan, serta pelaporan kepada Direksi secara berkala. Setiap unit kerja memiliki tanggung jawab sesuai fungsi masing-masing dalam mengintegrasikan aspek keberlanjutan ke dalam proses bisnis dan operasional perusahaan.

The implementation of sustainability policies is supported by relevant work units responsible for coordinating the formulation of strategies, program implementation, collection of sustainability performance data, and periodic reporting to the Board of Directors. Each work unit has responsibilities according to its respective functions in integrating sustainability aspects into the Company's business and operational processes.

Melalui tata kelola keberlanjutan yang kuat, Perseroan berkomitmen untuk meningkatkan kinerja ekonomi perusahaan sekaligus memberikan manfaat bagi masyarakat, menjaga kelestarian lingkungan, serta mendukung pencapaian Tujuan Pembangunan Berkelanjutan (SDGs).

Through strong sustainable governance, the Company is committed to improving its economic performance while providing benefits to society, preserving the environment, and supporting the achievement of the Sustainable Development Goals (SDGs).

Peran Direksi dalam Keberlanjutan

Board of Director's Role in Sustainbility

Direksi memegang peranan krusial sebagai penggerak utama tata kelola keberlanjutan Perseroan. Kami bertanggung jawab penuh dalam merumuskan arah kebijakan strategis, memitigasi risiko lingkungan-sosial, serta memastikan dialokasikannya sumber daya yang memadai untuk investasi teknologi ramah lingkungan. Melalui pengawasan melekat terhadap metrik kinerja ESG, Direksi berkomitmen menegakkan transparansi pelaporan sekaligus mewujudkan nilai ekonomi dan sosial jangka panjang yang harmonis bagi seluruh pemangku kepentingan. Berdasarkan regulasi nasional (POJK No. 51/POJK.03/2017) dan standar global (GRI 2-12 / GRI 2-14), peran Direksi dalam mengawal pilar Lingkungan, Sosial, dan Tata Kelola (LST/ESG) mencakup beberapa poin strategis berikut:

1. Perumus Visi, Kebijakan, dan Target Keberlanjutan
   a. Penetapan Komitmen:
      Direksi bertugas mengembangkan, menyetujui, dan memperbarui pernyataan tujuan, nilai, visi, misi, serta strategi jangka panjang terkait pembangunan berkelanjutan

   b. Integrasi RKAP:
      Menyelaraskan target keberlanjutan ke dalam Rencana Kerja dan Anggaran Perusahaan (RKAP) serta program Tanggung Jawab Sosial dan Lingkungan (TJSL)

2. Pengawas Uji Tuntas dan Manajemen Risiko ESG
   a. Mitigasi Dampak:
      Memimpin proses uji tuntas (*due diligence*) untuk mengidentifikasi, mengukur, dan mengendalikan risiko serta dampak operasional terhadap aspek ekonomi, lingkungan, dan masyarakat

   b. Kepatuhan Regulasi:
      Meninjau efektivitas tata kelola iklim dan lingkungan secara berkala demi menegakkan kepatuhan terhadap hukum serta meminimalkan risiko tuntutan pencitraan hijau

3. Pelibatan Pemangku Kepentingan
   a. Menjembatani Kepentingan:
      Mengarahkan pendekatan dialog, survei, atau forum komunikasi untuk melibatkan pemegang saham, masyarakat lokal, konsumen, dan mitra bisnis

   b. Penentuan Isu Material:
      Mengesahkan daftar topik material yang menjadi prioritas utama pengelolaan berdasarkan masukan pemangku kepentingan

The Board of Directors plays a crucial role as the main driver of the Company's sustainable governance. We are fully responsible for formulating strategic policy directions, mitigating environmental and social risks, and ensuring the allocation of adequate resources for investment in environmentally friendly technologies. Through close oversight of ESG performance metrics, the Board of Directors is committed to upholding reporting transparency while realizing harmonious long-term economic and social value for all stakeholders. Based on national regulations (POJK No. 51/POJK.03/2017) and global standards (GRI 2-12 / GRI 2-14), the role of the Board of Directors in overseeing the Environmental, Social, and Governance (ESG) pillars encompasses the following strategic points:

1. Formulator of Sustainability Vision, Policies, and Targets
   a. Commitment Setting:
      The Board of Directors is responsible for developing, approving, and updating statements of objectives, values, vision, mission, and long-term strategies related to sustainable development.

   b. RKAP Integration:
      Aligning sustainability targets with the Company's Work Plan and Budget (RKAP) and Corporate Social and Environmental Responsibility (TJSL) programs.

2. Oversight of ESG Due Diligence and Risk Management
   a. Impact Mitigation:
      Leading the due diligence process to identify, measure, and control operational risks and impacts on economic, environmental, and social aspects.

   b. Regulatory Compliance:
      Periodically reviewing the effectiveness of climate and environmental governance to uphold compliance with laws and minimize the risk of greenwashing claims.

3. Stakeholder Engagement
   a. Bridging Interests:
      Directing dialogue, survey, or communication forum approaches to engage shareholders, local communities, consumers, and business partners.

   b. Determination of Material Issues:
      Approving the list of material topics that serve as key management priorities based on stakeholder input.

4. Penyedia Sumber Daya dan Pengembangan Kapasitas
   a. Alokasi Finansial:
      Menyetujui anggaran untuk investasi teknologi hijau, transisi energi, perlindungan keanekaragaman hayati, dan fasilitas reduksi limbah
   b. Peningkatan Kompetensi:
      Menginisiasi program peningkatan kapasitas, pelatihan, dan pengetahuan kolektif bagi manajemen serta karyawan mengenai keuangan berkelanjutan

4. Resource Provision and Capacity Building

   a. Financial Allocation: Approving budgets for investment in green technologies, energy transition, biodiversity protection, and waste reduction facilities.

   b. Competency Enhancement:
      Initiating capacity-building, training, and collective knowledge programs for management and employees regarding sustainable finance.

PT Perikanan Indonesia (Persero) memastikan bahwa penerapan keuangan berkelanjutan tidak hanya memenuhi kewajiban regulasi, tetapi juga mendukung pencapaian Tujuan Pembangunan Berkelanjutan (SDGs), khususnya SDG 8 (Pekerjaan Layak dan Pertumbuhan Ekonomi), SDG 12 (Konsumsi dan Produksi yang Bertanggung Jawab), dan SDG 16 (Perdamaian, Keadilan, dan Kelembagaan yang Kuat). Ke depannya, Perseroan akan terus memperkuat pengelolaan keberlanjutan melalui evaluasi berkala, peningkatan kapasitas internal, dan keterlibatan aktif dengan pemangku kepentingan untuk menciptakan dampak positif yang lebih besar.

PT Perikanan Indonesia (Persero) ensures that the implementation of sustainable finance not only fulfills regulatory obligations but also supports the achievement of the Sustainable Development Goals (SDGs), particularly SDG 8 (Decent Work and Economic Growth), SDG 12 (Responsible Consumption and Production), and SDG 16 (Peace, Justice, and Strong Institutions). Going forward, the Company will continue to strengthen sustainability management through periodic evaluations, enhancement of internal capacity, and active engagement with stakeholders to create greater positive impacts.

PT Perikanan Indonesia (Persero) secara konsisten menerapkan prinsip kehati-hatian dalam setiap aspek pengelolaan keberlanjutan, sebagai wujud komitmen untuk menjalankan operasional yang bertanggung jawab dan sesuai dengan peraturan perundang-undangan yang berlaku. Prinsip kehati-hatian ini diterapkan dalam pengambilan keputusan strategis, pengelolaan risiko, dan pelaksanaan inisiatif lingkungan, sosial, dan tata kelola (LST) untuk memastikan bahwa setiap tindakan tidak hanya mendukung keberlanjutan bisnis, tetapi juga meminimalkan dampak negatif terhadap pemangku kepentingan dan lingkungan.

PT Perikanan Indonesia (Persero) consistently applies the prudence principle in every aspect of sustainability management as a manifestation of its commitment to conducting responsible operations in compliance with applicable laws and regulations. This prudence principle is applied in strategic decision-making, risk management, and the implementation of environmental, social, and governance (ESG) initiatives to ensure that every action not only supports business sustainability but also minimizes negative impacts on stakeholders and the environment.

Penerapan prinsip kehati-hatian dilakukan dengan mengacu pada regulasi yang relevan, termasuk:

The application of the prudence principle refers to relevant regulations, including:

1. Peraturan Otoritas Jasa Keuangan (POJK) Nomor 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik, yang mengatur pengelolaan keuangan berkelanjutan dan pelaporan dampak LST.

1. Financial Services Authority Regulation (POJK) Number 51/POJK.03/2017 concerning the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies, which regulates sustainable finance management and ESG impact reporting.

2. Peraturan Menteri BUMN Nomor PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara, yang menjadi acuan dalam penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*/GCG).

2. Regulation of the Minister of SOEs Number PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises, which serves as a reference for the implementation of Good Corporate Governance (GCG).

3. Surat Edaran Menteri BUMN Nomor SE-10/MBU/08/2020 tentang Peningkatan Peran Usaha Mikro, Kecil, dan Menengah (UMKM) dalam Pengadaan Barang dan Jasa di BUMN, yang mendorong inklusi UMKM dalam rantai pasok.

3. Circular Letter of the Minister of SOEs Number SE-10/MBU/08/2020 concerning the Increased Role of Micro, Small, and Medium Enterprises (MSMEs) in the Procurement of Goods and Services in SOEs, which promotes MSME inclusion in the supply chain.

4. Standar pelaporan internasional seperti Global Reporting Initiative (GRI) Standards Universal Tahun 2021, yang memastikan transparansi dan akuntabilitas dalam pengungkapan kinerja keberlanjutan.

Dalam praktiknya, prinsip kehati-hatian diwujudkan melalui:

1. Pengelolaan Risiko: Perseroan menerapkan pendekatan berbasis risiko dalam setiap keputusan, didukung oleh Divisi Manajemen Risiko, untuk mengidentifikasi dan memitigasi potensi dampak negatif dari operasional, seperti limbah perikanan atau konsumsi energi.

2. Kepatuhan Regulasi: Divisi Legal & Kepatuhan memastikan bahwa semua aktivitas operasional, termasuk pengadaan barang/jasa melalui sistem *E-Proc*, mematuhi regulasi nasional dan standar industri.

3. Transparansi dan Akuntabilitas: Pelaporan keberlanjutan disusun dengan cermat untuk memberikan informasi yang akurat dan terverifikasi, memenuhi ekspektasi pemangku kepentingan.

4. Pengelolaan Dampak: Perseroan berfokus pada pengurangan dampak lingkungan negatif, seperti melalui optimalisasi penggunaan *cold storage* untuk efisiensi energi, serta peningkatan dampak positif, seperti pemberdayaan komunitas lokal melalui kemitraan dengan UMKM.

Dengan menerapkan prinsip kehati-hatian, PT Perikanan Indonesia (Persero) memastikan bahwa setiap inisiatif keberlanjutan tidak hanya mendukung pencapaian Tujuan Pembangunan Berkelanjutan (SDGs), seperti SDG 12 (Konsumsi dan Produksi yang Bertanggung Jawab) dan SDG 16 (Perdamaian, Keadilan, dan Kelembagaan yang Kuat), tetapi juga memperkuat posisi Perseroan sebagai pelaku bisnis yang bertanggung jawab dan berkelanjutan. Ke depannya, PT Perikanan Indonesia (Persero) akan terus meningkatkan penerapan prinsip kehati-hatian dengan memperhatikan masukan dari pemangku kepentingan, memperkuat sistem pengendalian internal, dan terus melakukan evaluasi terhadap dampak keberlanjutan dari setiap kegiatan operasional untuk memastikan kepatuhan terhadap regulasi serta kontribusi positif terhadap pembangunan berkelanjutan.

4. International reporting standards such as the Global Reporting Initiative (GRI) Standards Universal 2021, which ensure transparency and accountability in sustainability performance disclosures.

In practice, the prudence principle is manifested through:

1. Risk Management: The Company applies a risk-based approach to every decision, supported by the Risk Management Division, to identify and mitigate potential negative impacts arising from operations, such as fisheries waste or energy consumption.

2. Regulatory Compliance: The Legal & Compliance Division ensures that all operational activities, including the procurement of goods and services through the E-Proc system, comply with national regulations and industry standards.

3. Transparency and Accountability: Sustainability reporting is prepared carefully to provide accurate and verified information that meets stakeholder expectations.

4. Impact Management: The Company focuses on reducing negative environmental impacts, such as through the optimization of cold storage utilization for energy efficiency, while increasing positive impacts, such as empowering local communities through partnerships with MSMEs.

By applying the prudence principle, PT Perikanan Indonesia (Persero) ensures that every sustainability initiative not only supports the achievement of the Sustainable Development Goals (SDGs), such as SDG 12 (Responsible Consumption and Production) and SDG 16 (Peace, Justice, and Strong Institutions), but also strengthens the Company's position as a responsible and sustainable business entity. Going forward, PT Perikanan Indonesia (Persero) will continue to enhance the application of the prudence principle by considering stakeholder input, strengthening internal control systems, and continuously evaluating the sustainability impacts of each operational activity to ensure regulatory compliance and a positive contribution to sustainable development.

Tanggung Jawab Khusus terhadap Keberlanjutan
Specific Responsibility for Sustainability

Divisi Sekretariat Perusahaan mengemban tanggung jawab strategis dalam mengoordinasikan seluruh implementasi agenda keberlanjutan, termasuk kompilasi dan pelaporan kinerja Environmental, Social, and Governance (ESG) perseroan agar senantiasa selaras dengan standar Global Reporting Initiative (GRI) serta regulasi Otoritas Jasa Keuangan (OJK). Sementara itu, Dewan Komisaris dan Direksi secara kolektif menjalankan fungsi pengawasan dan eksekutif untuk memastikan bahwa pencapaian indikator ESG perseroan memenuhi target yang telah ditetapkan, seperti reduksi jejak karbon, peningkatan inklusi UMKM dalam ekosistem rantai pasok, serta penguatan tata kelola melalui sistem pengendalian internal yang handal. Evaluasi komprehensif terhadap kinerja ESG dilaksanakan secara berkala, di mana hasilnya diungkapkan secara transparan dalam Rapat Umum Pemegang Saham (RUPS) guna menjamin akuntabilitas mutakhir di tingkat tertinggi korporasi.

The Corporate Secretary Division carries a strategic responsibility for coordinating the implementation of the entire sustainability agenda, including the compilation and reporting of the Company's Environmental, Social, and Governance (ESG) performance, to ensure continued alignment with the Global Reporting Initiative (GRI) Standards and regulations issued by the Financial Services Authority (OJK). Meanwhile, the Board of Commissioners and the Board of Directors collectively perform oversight and executive functions to ensure that the Company's ESG indicators meet the established targets, such as reducing its carbon footprint, increasing MSME inclusion within the supply chain ecosystem, and strengthening governance through a reliable internal control system. A comprehensive evaluation of ESG performance is conducted periodically, with the results transparently disclosed at the General Meeting of Shareholders (GMS) to ensure accountability at the highest level of the corporation.

Melalui arsitektur tata Kelola yang terintegrasi ini, PT Perikanan Indonesia (Persero) memastikan bahwa pengelolaan dampak ESG tidak sekadar ditujukan untuk memenuhi kepatuhan regulasi (compliance), melainkan menjadi instrumen penguat komitmen keberlanjutan jangka panjang, akselerator pencapaian Tujuan Pembangunan Berkelanjutan (SDGs), serta kreator nilai tambah bagi seluruh pemangku kepentingan. Melangkah ke depan, perseroan berkomitmen untuk terus meningkatkan efektivitas pengawasan dan kualitas pelaporan ESG melalui penguatan kapasitas sistem berbasis teknologi, program edukasi berkelanjutan, serta intensifikasi pelibatan aktif bersama para pemangku kepentingan.

Through this integrated governance architecture, PT Perikanan Indonesia (Persero) ensures that the management of ESG impacts is not merely aimed at fulfilling regulatory compliance, but also serves as an instrument to strengthen its long-term sustainability commitment, accelerate the achievement of the Sustainable Development Goals (SDGs), and create added value for all stakeholders. Going forward, the Company is committed to continuously improving the effectiveness of oversight and the quality of ESG reporting through the strengthening of technology-based systems, continuous education programs, and intensified active engagement with stakeholders.

Pengawasan Dewan Komisaris dan Direksi terhadap Risiko dan Peluang pada Perubahan Iklim
Oversight by the Board of Commissioners and the Board of Directors of Climate Change-Related Risks and Opportunities

Sebagai organ eksekutif tertinggi perusahaan, Direksi PT Perikanan Indonesia (Persero) memegang tanggung jawab penuh dalam merumuskan arah kebijakan strategis, melakukan pengawasan operasional, serta mengeksekusi langkah adaptasi dan mitigasi terhadap risiko serta peluang yang ditimbulkan oleh perubahan iklim global. Langkah pengawasan dan pengelolaan strategis oleh Direksi diimplementasikan secara komprehensif melalui mekanisme berikut:

1. Integrasi Risiko Iklim dalam Perencanaan Bisnis dan Finansial

As the Company's highest executive body, the Board of Directors of PT Perikanan Indonesia (Persero) holds full responsibility for formulating strategic policy directions, overseeing operations, and executing adaptation and mitigation measures in response to risks and opportunities arising from global climate change. The Board of Directors' strategic oversight and management are comprehensively implemented through the following mechanisms:

1. Integration of Climate Risks into Business and Financial Planning

Direksi secara aktif mengawasi pengintegrasian variabel risiko iklim ke dalam Rencana Kerja dan Anggaran Perusahaan (RKAP) serta rencana investasi jangka panjang perseroan. Hal ini mencakup Ketahanan Infrastruktur Hilir berupa Direksi mengawasi investasi penguatan sistem rantai dingin (cold chain storage) di berbagai pelabuhan cabang guna memastikan kualitas produk perikanan tetap terjaga di tengah lonjakan suhu udara ekstrem.

The Board of Directors actively oversees the integration of climate risk variables into the Company's Work Plan and Budget (RKAP) as well as the Company's long-term investment plans. This includes downstream infrastructure resilience, whereby the Board of Directors oversees investments to strengthen cold chain storage systems across branch ports to ensure that the quality of fishery products is maintained amid extreme increases in air temperature.

2. Struktur Pelaporan dan Akuntabilitas Multi-Divisi
Dalam menjalankan fungsi pengawasan ini, Direksi didukung oleh struktur tata kelola internal yang terintegrasi. Divisi Manajemen Risiko dan Satuan Pengawas Internal (SPI) melakukan identifikasi serta audit berkala terhadap kepatuhan lingkungan, yang kemudian dilaporkan langsung kepada Direksi. Selanjutnya, kinerja pengelolaan dampak iklim ini dikompilasikan oleh Divisi Sekretariat Perusahaan ke dalam Laporan Keberlanjutan sesuai standar Global Reporting Initiative (GRI) dan regulasi OJK sebagai bentuk akuntabilitas kepada RUPS dan pemangku kepentingan.

2. Multi-Division Reporting and Accountability Structure
In carrying out its oversight function, the Board of Directors is supported by an integrated internal governance structure. The Risk Management Division and the Internal Audit Unit (SPI) identify and periodically audit environmental compliance, with the findings subsequently reported directly to the Board of Directors. Furthermore, climate impact management performance is compiled by the Corporate Secretary Division into the Sustainability Report in accordance with the Global Reporting Initiative (GRI) Standards and OJK regulations as a form of accountability to the General Meeting of Shareholders (GMS) and stakeholders.

3. Optimalisasi Peluang Bisnis Berbasis Iklim
Selain memitigasi risiko, Direksi mengawasi pencarian peluang ekonomi baru yang adaptif terhadap isu lingkungan, termasuk pengembangan ekosistem bisnis hulu-hilir berbasis Creating Shared Value (CSV) yang dilaksanakan pada Program TJSL. Langkah ini mencakup penguatan kapasitas ekonomi lokal nelayan tradisional dan UMKM mitra melalui bantuan sarana produksi (seperti freezer),alat tangkap ramah lingkungan bagi nelayan untuk menciptakan stabilitas rantai pasok ikan perseroan yang berkelanjutan.

3. Optimization of Climate-Based Business Opportunities
In addition to mitigating risks, the Board of Directors oversees the identification of new economic opportunities that are adaptive to environmental issues, including the development of an upstream-to-downstream business ecosystem based on Creating Shared Value (CSV), implemented through the TJSL Program. These efforts include strengthening the economic capacity of traditional fishermen and MSME partners through the provision of production facilities, such as freezers, and environmentally friendly fishing gear for fishermen to create stability within the Company's sustainable fish supply chain.

Peran Manajemen dalam Penilaian dan Pengelolaan Risiko serta Peluang terkait Perubahan Iklim

Management's Role in Assessing and Managing Climate Change-Related Risks and Opportunities

Jajaran manajemen PT Perikanan Indonesia (Persero) memegang peran sentral selaku fungsi eksekutif dalam menerjemahkan komitmen iklim korporasi menjadi tindakan operasional yang terukur. Manajemen bertanggung jawab penuh untuk mengidentifikasi secara dini, melakukan asesmen dampak, serta mengimplementasikan strategi pengelolaan terhadap dinamika risiko dan peluang perubahan iklim di seluruh lini bisnis hulu-hilir perusahaan. Mekanisme peran dan tata kelola yang dijalankan oleh manajemen perseroan mencakup aspek-aspek strategis sebagai berikut:

The management of PT Perikanan Indonesia (Persero) plays a central role as the executive function in translating the Company's climate commitments into measurable operational actions. Management is fully responsible for the early identification, impact assessment, and implementation of management strategies for the dynamics of climate change-related risks and opportunities across all upstream and downstream business lines of the Company. The roles and governance mechanisms implemented by the

1. Proses Penilaian Risiko Iklim
   Manajemen menerapkan pendekatan proaktif dalam menilai potensi dampak perubahan iklim terhadap stabilitas bisnis. Manajemen melakukan asesmen terhadap dampak cuaca ekstrem, anomali suhu permukaan laut dan kenaikan permukaan air laut yang berpotensi mengganggu produktivitas armada kapal tangkap, merusak ekosistem wilayah pesisir, serta mengancam keamanan infrastruktur aset pelabuhan perikanan milik perseroan.

2. Strategi Pengelolaan dan Mitigasi Dampak
   Manajemen mengelola risiko penurunan hasil tangkapan dengan mendistribusikan alat tangkap yang aman dan berkelanjutan bagi ekosistem laut.

3. Optimalisasi Peluang Berbasis Ekonomi Hijau
   Di samping memitigasi risiko, manajemen berperan aktif dalam menangkap peluang bisnis baru yang muncul dari tren keberlanjutan global. Langkah ini diwujudkan melalui pengembangan model bisnis berbasis Creating Shared Value (CSV) pada pelaksanaan program TJSL, seperti melakukan pembinaan dan penyaluran bantuan freezer ramah lingkungan bagi UMKM sektor perikanan, pembinaan bagi dan bantuan alat tangkap ramah lingkungan bagi nelayan. Strategi ini berhasil menciptakan jaringan distribusi hilir baru yang loyal, meningkatkan serapan omzet komersial, sekaligus memperkuat ketahanan ekonomi lokal.

Company's management encompass the following strategic aspects:

1. Climate-Related Risk Assessment Process
   Management adopts a proactive approach to assessing the potential impacts of climate change on business stability. Management assesses the impacts of extreme weather events, marine heatwaves, and sea-level rise, which have the potential to disrupt the productivity of fishing vessel fleets, damage coastal ecosystems, and threaten the safety of the Company's fishery port infrastructure and assets.

2. Impact Management and Mitigation Strategies
   Management manages the risk of declining fish catches by distributing safe and sustainable fishing gear that supports the sustainability of marine ecosystems.

3. Optimization of Green Economy-Based Opportunities
   In addition to mitigating risks, management plays an active role in capturing new business opportunities arising from global sustainability trends. This is realized through the development of a Creating Shared Value (CSV)-based business model in the implementation of the TJSL Program, such as providing capacity-building programs and environmentally friendly freezer assistance to MSMEs in the fisheries sector, as well as capacity-building programs and environmentally friendly fishing gear assistance for fishers. This strategy has successfully created a new and loyal downstream distribution network, increased commercial revenue absorption, and strengthened local economic resilience.

Peran Divisi Sekretaris Perusahaan
The Role of the Corporate Secretary Division

Divisi Sekretaris Perusahaan PT Perikanan Indonesia (Persero) mengemban peran sentral sebagai inkubator, koordinator, dan komunikator utama dalam mengintegrasikan prinsip-prinsip keberlanjutan ke dalam strategi bisnis inti perusahaan. Melalui fungsi khusus yang dijalankan oleh Unit Pengelolaan Tanggung Jawab Sosial dan Lingkungan (TJSL) serta tim kerja Environmental, Social, and Governance (ESG), divisi ini bertindak sebagai jembatan strategis yang menghubungkan kebijakan eksekutif Direksi dengan implementasi nyata di lapangan, guna memastikan perseroan mampu menciptakan nilai bersama (Creating Shared Value) bagi masyarakat dan korporasi.

Adapun rincian peran, tanggung jawab, dan kontribusi strategis Divisi Sekretariat Perusahaan dalam mendukung keberlanjutan perseroan dijabarkan sebagai berikut:

1. Peran Unit Pengelolaan TJSL (Pemberdayaan Ekonomi & Sosial Terukur)

PT Perikanan Indonesia's (Persero) Corporate Secretary Division plays a central role as an incubator, coordinator, and primary communicator in integrating sustainability principles into the Company's core business strategy. Through specialized functions carried out by the Social and Environmental Responsibility (TJSL) Management Unit and the Environmental, Social, and Governance (ESG) working team, this division acts as a strategic bridge connecting the Board of Directors' executive policies with actual implementation in the field, to ensure that the Company is able to create shared value (Creating Shared Value) for the community and the corporation.

The details of the roles, responsibilities, and strategic contributions of the Corporate Secretary Division in supporting the Company's sustainability are described as follows:

1. Role of the TJSL Management Unit (Measurable Economic & Social Empowerment)

Bagian Pengelolaan TJSL berfungsi sebagai motor penggerak program investasi sosial perusahaan dengan menggeser paradigma filantropi murni (corporate charity) menjadi program pemberdayaan berbasis nilai bersama (CSV). Peran konkret unit ini meliputi:

a. Akselerasi Ekonomi Hulu-Hilir: Merancang dan mengeksekusi program bantuan produktif tepat sasaran, seperti penyaluran bantuan alat tangkap ramah lingkungan bagi kelompok nelayan di Sorong serta bantuan unit freezer bagi UMKM dan Koperasi perikanan di Pati.

b. Penyelarasan Target SDGs Nasional: Memastikan setiap alokasi anggaran TJSL (seperti Program Non-PUMK yang didistribusikan pada pilar sosial, ekonomi, dan lingkungan) berkontribusi langsung pada pencapaian Tujuan Pembangunan Berkelanjutan (TPB), khususnya SDG 2 (Tanpa Kelaparan), SDG 8 (Pekerjaan Layak dan Pertumbuhan Ekonomi), serta SDG 14 (Ekosistem Laut).

2. Peran Pengelola ESG dalam Kompilasi Pelaporan dan Komunikasi Pemangku Kepentingan
Sebagai fungsi Corporate Secretary, divisi ini memegang tanggung jawab dalam menyajikan transparansi kinerja perusahaan kepada publik dan pemegang saham melalui:

a. Penyusunan Laporan Keberlanjutan: Mengoordinasikan kompilasi data lintas divisi untuk menyusun Laporan Keberlanjutan tahunan yang mengadopsi secara konsisten delapan prinsip pelaporan Global Reporting Initiative (GRI) Standards Universal dan regulasi OJK (SEOJK 16/2021).

b. Manajemen Umpan Balik konstruktif: Membuka saluran komunikasi dua arah (feedback mechanism) untuk menyerap aspirasi dan kritik dari masyarakat, lembaga swadaya, maupun kementerian (KKP/BUMN), yang kemudian dievaluasi sebagai bagian dari siklus perbaikan berkelanjutan (continuous improvement) pelaporan masa depan.

The TJSL Management Unit serves as the driving force of the Company's social investment programs by shifting the paradigm from pure philanthropy (corporate charity) to empowerment programs based on shared value (CSV). The concrete roles of this unit include:

a. Upstream-Downstream Economic Acceleration: Designing and executing targeted productive assistance programs, such as the distribution of environmentally friendly fishing gear assistance to fisher groups in Sorong and the provision of freezer units to fisheries MSMEs and Cooperatives in Pati.

b. Alignment with National SDG Targets: Ensuring that each TJSL budget allocation (such as the Non-PUMK Program distributed across the social, economic, and environmental pillars) directly contributes to the achievement of the Sustainable Development Goals (SDGs), particularly SDG 2 (Zero Hunger), SDG 8 (Decent Work and Economic Growth), and SDG 14 (Life Below Water).

2. Role of ESG Management in Reporting Compilation and Stakeholder Communication
As a Corporate Secretary function, this division is responsible for presenting the Company's performance transparency to the public and shareholders through:

a. Preparation of the Sustainability Report: Coordinating cross-divisional data compilation to prepare the annual Sustainability Report, which consistently adopts the eight reporting principles of the Global Reporting Initiative (GRI) Standards Universal and OJK regulations (SEOJK 16/2021).

b. Constructive Feedback Management: Establishing two-way communication channels (feedback mechanism) to absorb aspirations and criticism from the community, non-governmental organizations, as well as ministries (KKP/BUMN), which are subsequently evaluated as part of the continuous improvement cycle for future reporting.

Integrasi Divisi dalam Pengelolaan ESG
Integration of Divisions in ESG Management

Guna memastikan prinsip-prinsip Environmental, Social, and Governance (ESG) terinternalisasi secara mendalam di setiap jenjang operasional, PT Perikanan Indonesia (Persero) menerapkan model Integrasi Lintas Divisi. Struktur ini membagi peran dan tanggung jawab secara spesifik namun saling terhubung, sehingga setiap divisi dapat berkontribusi secara kolektif dalam mengelola dampak, memitigasi risiko

To ensure that the principles of Environmental, Social, and Governance (ESG) are deeply embedded at every level of operations, PT Perikanan Indonesia (Persero) implements a Cross-Functional ESG Integration model. This structure assigns specific yet interconnected roles and responsibilities, enabling each division to collectively contribute to managing impacts, mitigating climate risks, and creating shared value for the

iklim, dan menciptakan nilai bersama bagi perseroan serta masyarakat. Berikut adalah matriks integrasi peran divisi internal PT Perikanan Indonesia (Persero) dalam tata kelola ESG:

1. Divisi Sekretariat Perusahaan (Unit Pengelolaan TJSL & ESG)

   a. Peran Strategis: Bertindak sebagai core-coordinator, agregator data, dan komunikator utama kebijakan keberlanjutan perusahaan.

   b. Fungsi Integrasi:
      - Merancang program investasi sosial berbasis CSV yang menyasar penguatan ekonomi nelayan hulu (Sorong) dan UMKM hilir (Pati).
      - Mengompilasi data kinerja ESG dari seluruh divisi operasional untuk disusun menjadi Laporan Keberlanjutan tahunan yang patuh pada standar GRI dan regulasi OJK.
      - Mengelola hubungan kemitraan strategis dan menyerap umpan balik dari pemangku kepentingan eksternal, seperti Kementerian Kelautan dan Perikanan (KKP) dan Badan Pengaturan BUMN.

2. Divisi Management Risiko

   a. Peran Strategis: Mengintegrasikan variabel lingkungan dan sosial ke dalam sistem Manajemen Risiko Perusahaan (ERM).

   b. Fungsi Integrasi:
      - Melakukan asesmen berkala terhadap Risiko Fisik iklim (seperti dampak cuaca ekstrem pada armada kapal tangkap) dan Risiko Transisi (seperti kesiapan menghadapi skema regulasi pajak karbon BUMN).
      - Menyusun parameter penilaian Indeks Keberlanjutan Semesteran bersama Direksi guna memastikan profil risiko iklim terkendali dalam batas aman korporasi

3. Divisi Satuan Pengawas Internal (SPI)

   a. Peran Strategis: Menjalankan fungsi pengawasan lini ketiga (*third-line defense*) untuk menjamin kepatuhan tata kelola.

   b. Fungsi Integrasi:
      - Melakukan audit internal secara independen terhadap efektivitas sistem pengendalian internal di setiap unit kerja.
      - Memastikan operasional perseroan berjalan dengan patuh terhadap hukum.

4. Divisi Hukum & Kepatuhan

   a. Peran Strategis: Memastikan keabsahan aspek hukum dan mitigasi risiko legalitas dalam setiap aktivitas keberlanjutan.

Company and society. The following is the matrix of internal divisional roles within PT Perikanan Indonesia's (Persero) ESG governance:

1. Corporate Secretary Division (TJSL & ESG Management Unit)

   a. Strategic Role:Acts as the core coordinator, data aggregator, and primary communicator of the Company's sustainability policies.

   b. Integration Functions:
      - Develops CSV-based social investment programs aimed at strengthening the upstream fishing community economy in Sorong and downstream MSMEs in Pati.
      - Compiles ESG performance data from all operational divisions to prepare the annual Sustainability Report in compliance with GRI Standards and OJK regulations.
      - Manages strategic partnership relationships and gathers feedback from external stakeholders, such as the Ministry of Marine Affairs and Fisheries (KKP) and the BUMN Regulatory Agency.

2. Risk Management Division

   a. Strategic Role: Integrates environmental and social variables into the Company's Enterprise Risk Management (ERM) system.

   b. Integration Functions:
      - Conducts periodic assessments of Physical Climate Risks, such as the impacts of extreme weather on fishing vessel fleets, and Transition Risks, such as preparedness for BUMN carbon tax regulatory schemes.
      - Develops the parameters for the Semiannual Sustainability Index assessment together with the Board of Directors to ensure that the Company's climate risk profile remains within acceptable corporate risk limits.

3. Internal Audit Unit (SPI)

   a. Strategic Role: Performs the third line of defense function to ensure governance compliance.

   b. Integration Functions:
      - Conducts independent internal audits of the effectiveness of internal control systems in each work unit.
      - Ensures that the Company's operations comply with applicable laws and regulations.

4. Legal & Compliance Division

   a. Strategic Role: Ensures the legal validity of and mitigates legal risks associated with every sustainability activity.

b. Fungsi Integrasi: Memantau pembaruan regulasi hijau nasional guna memastikan perseroan terhindar dari sanksi hukum akibat ketidakpatuhan regulasi operasional.

5. Divisi Operasional

a. Peran Strategis: Menjadi eksekutor teknis lapangan yang menerapkan standardisasi operasional berbasis lingkungan

b. Fungsi integrasi: Mengimplementasikan metode penangkapan ikan yang legal dan mendistribusikan alat tangkap ramah lingkungan kepada nelayan mitra.

b. Integration Function: Monitors updates to national green regulations to ensure that the Company avoids legal sanctions arising from non-compliance with operational regulations.

5. Operations Division

a. Strategic Role: Serves as the technical field executor responsible for implementing environmentally based operational standards.

b. Integration Function: Implements legal fishing methods and distributes environmentally friendly fishing gear to partner fishers.

Komitmen dan Langkah ke Depan

Commitment and Way Forward

Sekretariat Perusahaan, berkolaborasi dengan unit kerja terkait, secara berkala melaksanakan pemantauan dan evaluasi terhadap metrik iklim guna memastikan pemenuhan target yang ditetapkan dalam Rencana Kerja dan Anggaran Perusahaan (RKAP) serta Rencana Kerja dan Anggaran Tanggung Jawab Sosial dan Lingkungan (RKA TJSL). Ke depan, Perseroan berkomitmen memperkuat strategi ketahanan iklim melalui investasi pada teknologi hijau, peningkatan kapabilitas sumber daya manusia, serta perluasan kolaborasi dengan pemangku kepentingan. Langkah ini merupakan perwujudan kontribusi aktif Perseroan dalam mendukung Tujuan Pembangunan Berkelanjutan (TPB) 13: Penanganan Perubahan Iklim, sekaligus merealisasikan visi keberlanjutan jangka panjang perusahaan.

The Corporate Secretary, in collaboration with the relevant work units, periodically monitors and evaluates climate-related metrics to ensure the achievement of targets established in the Company's Corporate Work Plan and Budget (RKAP) and the Social and Environmental Responsibility Work Plan and Budget (RKA TJSL). Going forward, the Company is committed to strengthening its climate resilience strategy through investments in green technology, enhancing human resource capabilities, and expanding collaboration with stakeholders. This initiative represents the Company's active contribution to supporting Sustainable Development Goal (SDG) 13: Climate Action, while also realizing the Company's long-term sustainability vision.

No	Aspek Keberlanjutan Sustainability Aspects	Pedoman dalam Penerapan Guidelines for Implementation
1.	Aspek Pelestarian Lingkungan Environmental Conservation Aspects	• ISO 14001 tentang Sistem Manajemen Lingkungan, yang menjadi acuan untuk mengelola dampak lingkungan dari operasional, seperti pengelolaan limbah dan efisiensi energi di fasilitas cold storage dan unit pengolahan ikan (UPI). ISO 14001 on Environmental Management Systems, which serves as a reference for managing the environmental impacts of operations, such as waste management and energy efficiency at cold storage facilities and fish processing units (UPI). • Standar Industri Hijau, yang mendorong penerapan praktik ramah lingkungan dalam proses produksi. Green Industry Standards, which encourage the implementation of environmentally friendly practices in production processes. • Kebijakan Lingkungan Perusahaan, yang mencakup komitmen internal untuk mengurangi emisi karbon, mengelola limbah secara bertanggung jawab, dan mendukung pelestarian ekosistem laut. Corporate Environmental Policy, which encompasses the Company's internal commitment to reducing carbon emissions, responsibly managing waste, and supporting the conservation of marine ecosystems. • Penerapan pedoman ini memastikan bahwa operasional Perseroan meminimalkan dampak lingkungan dan mendukung SDG 13 (Penanganan Perubahan Iklim) serta SDG 14 (Kehidupan di Bawah Air). The implementation of these guidelines ensures that the Company's operations minimize environmental impacts and support SDG 13 (Climate Action) and SDG 14 (Life Below Water).

No	Aspek Keberlanjutan Sustainability Aspects	Pedoman dalam Penerapan Guidelines for Implementation
2.	Aspek Tanggung Jawab Sosial dan Lingkungan Social and Environmental Responsibility Aspects	• Undang-Undang Nomor 40 Tahun 2007 tentang Perseroan Terbatas, yang mengatur tanggung jawab perusahaan terhadap masyarakat dan lingkungan. Law No. 40 of 2007 concerning Limited Liability Companies, which regulates corporate responsibility toward society and the environment. • Undang-Undang Nomor 19 Tahun 2003 tentang Badan Usaha Milik Negara, yang menegaskan peran BUMN dalam mendukung pembangunan sosial dan ekonomi. Law No. 19 of 2003 concerning State-Owned Enterprises, which emphasizes the role of SOEs in supporting social and economic development. • Peraturan Menteri BUMN Nomor PER-1/MBU/03/2023 tentang Penugasan Khusus dan Program Tanggung Jawab Sosial dan Lingkungan Badan Usaha Milik Negara, yang memberikan panduan untuk melaksanakan program TJSL yang berdampak positif, seperti pemberdayaan UMKM dan komunitas pesisir. Minister of State-Owned Enterprises Regulation No. PER-1/MBU/03/2023 concerning Special Assignments and State-Owned Enterprises' Social and Environmental Responsibility Programs, which provides guidelines for implementing impactful TJSL programs, such as empowering MSMEs and coastal communities. • Program TJSL Perseroan difokuskan pada peningkatan kesejahteraan masyarakat lokal, pendidikan, dan pelestarian lingkungan, sejalan dengan SDG 8 (Pekerjaan Layak dan Pertumbuhan Ekonomi) dan SDG 11 (Kota dan Komunitas yang Berkelanjutan). The Company's TJSL Program focuses on improving the welfare of local communities, education, and environmental conservation, in line with SDG 8 (Decent Work and Economic Growth) and SDG 11 (Sustainable Cities and Communities).
3.	Aspek Ekonomi Economic Aspects	• Peraturan Otoritas Jasa Keuangan (POJK) Nomor 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik, yang berlaku per 1 Januari 2021, mengatur alokasi sumber daya untuk mendukung inisiatif berkelanjutan. Financial Services Authority Regulation (POJK) No. 51/POJK.03/2017 concerning the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies, which has been effective since January 1, 2021, regulates the allocation of resources to support sustainability initiatives. • Peraturan terkait pajak, manajemen risiko (MR), imbalan pensiun, anti-korupsi, dan pengadaan barang/jasa, termasuk penerapan sistem E-Proc untuk memastikan transparansi dan akuntabilitas. Perseroan juga berkomitmen untuk meningkatkan efisiensi operasional, mendukung pemasok domestik (terutama UMKM sesuai Surat Edaran Menteri BUMN Nomor SE-10/MBU/08/2020), dan memastikan pertumbuhan ekonomi yang inklusif, sejalan dengan SDG 8 (Pekerjaan Layak dan Pertumbuhan Ekonomi) dan SDG 12 (Konsumsi dan Produksi yang Bertanggung Jawab). Regulations related to taxation, risk management (RM), pension benefits, anti-corruption, and the procurement of goods and services, including the implementation of the E-Proc system to ensure transparency and accountability. The Company is also committed to improving operational efficiency, supporting domestic suppliers, particularly MSMEs in accordance with Minister of SOEs Circular Letter No. SE-10/MBU/08/2020, and ensuring inclusive economic growth, in line with SDG 8 (Decent Work and Economic Growth) and SDG 12 (Responsible Consumption and Production).
4.	Aspek Hukum dan Tata Kelola Legal and Governance Aspects	• Peraturan Menteri BUMN Nomor PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara, yang menjadi landasan penerapan prinsip Tata Kelola Perusahaan yang Baik (GCG). Minister of State-Owned Enterprises Regulation No. PER-2/MBU/03/2023 concerning the Guidelines for Governance and Significant Corporate Actions of State-Owned Enterprises, which serves as the basis for the implementation of Good Corporate Governance (GCG) principles. • Komitmen terhadap prinsip transparansi, akuntabilitas, tanggung jawab, independensi, dan keadilan dalam setiap aspek pengelolaan, termasuk

No	Aspek Keberlanjutan Sustainability Aspects	Pedoman dalam Penerapan Guidelines for Implementation
		pengadaan barang/jasa dan pelaporan keuangan. Commitment to the principles of transparency, accountability, responsibility, independence, and fairness in every aspect of management, including the procurement of goods and services and financial reporting. • Perseroan memastikan bahwa tata kelola perusahaan mendukung kepatuhan hukum dan etika bisnis, sekaligus memperkuat kepercayaan pemangku kepentingan, sesuai dengan SDG 16 (Perdamaian, Keadilan, dan Kelembagaan yang Kuat). The Company ensures that its corporate governance supports legal compliance and business ethics while strengthening stakeholder trust, in line with SDG 16 (Peace, Justice and Strong Institutions).

Komitmen Keberlanjutan dan Komitmen terhadap Regulasi dan Tata Kelola

Sustainability Commitment and Commitment to Regulations and Governance

Dengan mengacu pada pedoman dan regulasi yang berlaku, PT Perikanan Indonesia (Persero) memastikan seluruh pilar keberlanjutan—yang mencakup aspek ekonomi, lingkungan, sosial, hukum, serta tata kelola dikelola secara terintegrasi dan bertanggung jawab. Perseroan secara berkala melaksanakan evaluasi dan pemutakhiran sistem guna menegakkan kepatuhan regulasi, mengoptimalkan dampak positif, serta memitigasi dampak negatif dari aktivitas operasional. Ke depan, Perseroan berkomitmen memperkuat inisiatif keberlanjutan melalui adopsi inovasi teknologi, perluasan kemitraan strategis, dan peningkatan pelibatan pemangku kepentingan demi mendukung pencapaian visi pembangunan berkelanjutan di tingkat nasional maupun global

With reference to the applicable guidelines and regulations, PT Perikanan Indonesia (Persero) ensures that all sustainability pillars—including economic, environmental, social, legal, and governance aspects—are managed in an integrated and responsible manner. The Company periodically conducts evaluations and system updates to uphold regulatory compliance, optimize positive impacts, and mitigate the negative impacts of operational activities. Going forward, the Company is committed to strengthening its sustainability initiatives through the adoption of technological innovations, expansion of strategic partnerships, and increased stakeholder engagement to support the achievement of sustainable development goals at both the national and global levels.

PT Perikanan Indonesia (Persero) menegaskan komitmennya bahwa penegakan regulasi dan kepatuhan tata kelola bukan sekadar pemenuhan kewajiban administratif (compliance), melainkan fondasi fundamental dalam menjaga resiliensi, reputasi, dan keberlanjutan bisnis korporasi di tengah dinamika industri perikanan yang kompetitif. Sebagai anggota dari Holding Pangan (ID FOOD), perseroan secara konsisten menerapkan prinsip-prinsip Tata Kelola Perusahaan yang Baik yang diintegrasikan dengan aspek Environmental, Social, and Governance (ESG) di seluruh lini operasional perusahaan.

PT Perikanan Indonesia (Persero) emphasizes its commitment that regulatory enforcement and governance compliance are not merely matters of fulfilling administrative obligations (compliance), but serve as fundamental foundations for maintaining corporate resilience, reputation, and business sustainability amid the dynamics of the competitive fisheries industry. As a member of the Food Holding (ID FOOD), the Company consistently implements Good Corporate Governance (GCG) principles, integrated with Environmental, Social, and Governance (ESG) aspects across all areas of its operations.

Komitmen strategis perseroan terhadap regulasi dan tata kelola diwujudkan secara nyata melalui pilar-pilar akuntabilitas berikut:

1. Kepatuhan Terhadap Regulasi Sektoral dan Keuangan Berkelanjutan
   Perseroan menjamin bahwa seluruh aktivitas bisnis hulu-hilir dijalankan dengan kepatuhan mutlak terhadap kerangka hukum dan kebijakan nasional yang berlaku. Komitmen ini meliputi:

The Company's strategic commitment to regulations and governance is concretely realized through the following accountability pillars:

1. Compliance with Sectoral Regulations and Sustainable Finance
   The Company ensures that all upstream and downstream business activities are conducted in full compliance with the applicable national legal framework and policies. This commitment includes:

a. Regulasi Otoritas Jasa Keuangan (OJK): Menyusun dan mempublikasikan Laporan Keberlanjutan tahunan dengan mengacu secara ketat pada Peraturan OJK (POJK) Nomor 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan serta Surat Edaran OJK (SEOJK) Nomor 16/SEOJK.04/2021.

b. Regulasi Kementerian Kelautan dan Perikanan (KKP): Mendukung penuh kebijakan Penangkapan Ikan Terukur (PIT) melalui standardisasi operasional armada kapal tangkap yang legal, pengadopsian alat tangkap ramah lingkungan, serta pemenuhan sertifikasi mutu produk perikanan yang berkelanjutan.

c. Regulasi Lingkungan Hidup: Memastikan seluruh fasilitas pelabuhan perikanan, pabrik pengolahan, dan gudang beku (cold storage) milik perseroan memiliki dokumen lingkungan yang valid (AMDAL/UKL-UPL) serta patuh pada ambang batas pengelolaan limbah industri perikanan

2. Penegakan Prinsip GCG Berbasis Integritas dan Transparansi
Dalam mengelola korporasi, PT Perikanan Indonesia (Persero) mengadopsi secara konsisten lima prinsip dasar GCG (TARIF: Transparency, Accountability, Responsibility, Independency, Fairness) sebagai kompas pengambilan keputusan strategis:

a. Integritas Tindakan: Menjamin bahwa setiap kebijakan korporasi bebas dari benturan kepentingan, praktik korupsi, kolusi, dan nepotisme, guna memperkokoh nilai-mana inti BUMN.

b. Transparansi Informasi: Membuka ruang keterbukaan informasi publik secara akuntabel, di mana data kinerja ekonomi disajikan bersumber dari Laporan Keuangan Tahunan yang telah diaudit oleh Kantor Akuntan Publik (KAP) independen, serta membuka saluran komunikasi dua arah untuk menyerap aspirasi pemangku kepentingan.

3. Arsitektur Struktur Tata Kelola Keberlanjutan yang Terintegrasi
Komitmen ini didukung secara struktural melalui pembagian fungsi pengawasan dan eksekutif yang andal lintas divisi perusahaan:

a. Dewan Komisaris dan Direksi: Secara kolektif menjalankan fungsi pengawasan strategis dan eksekutif untuk memastikan perumusan kebijakan bisnis senantiasa selaras dengan target Indeks Keberlanjutan semesteran perseroan.

b. Divisi Sekretariat Perusahaan (Unit TJSL & ESG): Bertindak sebagai koordinator utama dalam mengelola program investasi sosial berbasis Creating Shared Value (CSV) serta

a. Financial Services Authority (OJK) Regulations: Preparing and publishing an annual Sustainability Report with strict reference to Financial Services Authority Regulation (POJK) No. 51/POJK.03/2017 concerning the Implementation of Sustainable Finance, as well as Financial Services Authority Circular Letter (SEOJK) No. 16/SEOJK.04/2021.

b. Ministry of Marine Affairs and Fisheries (KKP) Regulations: Fully supporting the Measured Fishing policy through the standardization of legal fishing vessel operations, adoption of environmentally friendly fishing gear, and fulfillment of sustainable fishery product quality certifications.

c. Environmental Regulations: Ensuring that all fishery port facilities, processing plants, and cold storage facilities owned by the Company have valid environmental documents (AMDAL/UKL-UPL) and comply with the applicable thresholds for managing fishery industry waste.

2. Enforcement of Integrity- and Transparency-Based GCG Principles
In managing the corporation, PT Perikanan Indonesia (Persero) consistently adopts the five fundamental GCG principles (TARIF: Transparency, Accountability, Responsibility, Independency, Fairness) as a guiding framework for strategic decision-making:

a. Integrity in Action: Ensuring that every corporate policy is free from conflicts of interest, corruption, collusion, and nepotism, thereby strengthening the core values of SOEs.

b. Transparency of Information: Providing accountable public information disclosure, with economic performance data presented based on the Annual Financial Statements audited by an independent Public Accounting Firm (KAP), while also providing two-way communication channels (feedback mechanisms) to gather stakeholder aspirations
.

3. Integrated Sustainability Governance Structure

This commitment is structurally supported through a reliable division of oversight and executive functions across the Company's divisions:

a. Board of Commissioners and Board of Directors: Collectively performing strategic oversight and executive functions to ensure that the formulation of business policies remains aligned with the Company's semiannual Sustainability Index targets.

b. Corporate Secretary Division (TJSL & ESG Unit): Acting as the primary coordinator in managing Creating Shared Value (CSV)-based social investment programs and ensuring that

memastikan pelaporan non-finansial patuh pada standar Global Reporting Initiative (GRI) Standards Universal.

c. Divisi Manajemen Risiko & SPI: Berkolaborasi melakukan asesmen terhadap risiko fisik dan transisi perubahan iklim, sekaligus melakukan audit kepatuhan internal lini ketiga guna memitigasi risiko hukum dan risiko operasional secara dini.

4. Penyelarasan Agenda Global (SDGs)
Melalui integrasi tata kelola yang bersih dan patuh regulasi, PT Perikanan Indonesia (Persero) berkontribusi aktif dalam mengakselerasi pencapaian SDG 16 (Perdamaian, Keadilan, dan Kelembagaan yang Kuat). Perseroan percaya bahwa dengan membangun kelembagaan yang transparan, akuntabel, dan berintegritas, perusahaan dapat menciptakan nilai tambah jangka panjang yang berkelanjutan bagi seluruh pemangku kepentingan, masyarakat pesisir, serta lingkungan hidup.

5. Kepatuhan Terhadap Regulasi Sektoral dan Keuangan Berkelanjutan
Perseroan menjamin bahwa seluruh aktivitas bisnis hulu-hilir dijalankan dengan kepatuhan mutlak terhadap kerangka hukum dan kebijakan nasional yang berlaku. Komitmen ini meliputi:
a. Regulasi Otoritas Jasa Keuangan (OJK): Menyusun dan mempublikasikan Laporan Keberlanjutan tahunan dengan mengacu secara ketat pada Peraturan OJK (POJK) Nomor 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan serta Surat Edaran OJK (SEOJK) Nomor 16/SEOJK.04/2021.

b. Regulasi Kementerian Kelautan dan Perikanan (KKP): Mendukung penuh kebijakan Penangkapan Ikan Terukur (PIT) melalui standardisasi operasional armada kapal tangkap yang legal, pengadopsian alat tangkap ramah lingkungan, serta pemenuhan sertifikasi mutu produk perikanan yang berkelanjutan.

c. Regulasi Lingkungan Hidup: Memastikan seluruh fasilitas pelabuhan perikanan, pabrik pengolahan, dan gudang beku (cold storage) milik perseroan memiliki dokumen lingkungan yang valid (AMDAL/UKL-UPL) serta patuh pada ambang batas pengelolaan limbah industri perikanan

6. Penegakan Prinsip GCG Berbasis Integritas dan Transparansi
Dalam mengelola korporasi, PT Perikanan Indonesia (Persero) mengadopsi secara konsisten lima prinsip dasar GCG (TARIF: Transparency, Accountability, Responsibility, Independency, Fairness) sebagai kompas pengambilan keputusan strategis:

a. Integritas Tindakan: Menjamin bahwa setiap kebijakan korporasi bebas dari benturan

non-financial reporting complies with the Global Reporting Initiative (GRI) Universal Standards.

c. Risk Management Division & Internal Audit Unit (SPI): Collaborating to assess physical and transition risks associated with climate change, while conducting third-line internal compliance audits to mitigate legal and operational risks at an early stage.

4. Alignment with the Global Agenda (SDGs)
Through the integration of clean governance and regulatory compliance, PT Perikanan Indonesia (Persero) actively contributes to accelerating the achievement of SDG 16 (Peace, Justice and Strong Institutions). The Company believes that by building transparent, accountable, and integrity-driven institutions, it can create long-term sustainable value creation for all stakeholders, coastal communities, and the environment.

5. Compliance with Sectoral Regulations and Sustainable Finance
The Company ensures that all upstream and downstream business activities are carried out in full compliance with the applicable national legal framework and policies. This commitment includes:
a. Financial Services Authority (OJK) Regulations: Preparing and publishing an annual Sustainability Report with strict reference to Financial Services Authority Regulation (POJK) No. 51/POJK.03/2017 concerning the Implementation of Sustainable Finance and Financial Services Authority Circular Letter (SEOJK) No. 16/SEOJK.04/2021.

b. Ministry of Marine Affairs and Fisheries (KKP) Regulations: Fully supporting the Measured Fishing (PIT) policy through the standardization of legal fishing vessel fleet operations, adoption of environmentally friendly fishing gear, and fulfillment of sustainable fishery product quality certifications.

c. Environmental Regulations: Ensuring that all fishery port facilities, processing plants, and cold storage facilities owned by the Company have valid environmental documents (AMDAL/UKL-UPL) and comply with the applicable thresholds for managing fishery industry waste.

6. Enforcement of GCG Principles Based on Integrity and Transparency
In managing the corporation, PT Perikanan Indonesia (Persero) consistently adopts the five basic GCG principles (TARIF: Transparency, Accountability, Responsibility, Independency, Fairness) as a compass for strategic decision-making:

a. Integrity in Action: Ensuring that every corporate policy is free from conflicts of interest,

kepentingan (conflict of interest), praktik korupsi, kolusi, dan nepotisme, guna memperkokoh nilai-mana inti BUMN.

b. Transparansi Informasi: Membuka ruang keterbukaan informasi publik secara akuntabel, di mana data kinerja ekonomi disajikan bersumber dari Laporan Keuangan Tahunan yang telah diaudit oleh Kantor Akuntan Publik (KAP) independen, serta membuka saluran komunikasi dua arah untuk menyerap aspirasi pemangku kepentingan.

7. Arsitektur Struktur Tata Kelola Keberlanjutan yang Terintegrasi
Komitmen ini didukung secara struktural melalui pembagian fungsi pengawasan dan eksekutif yang andal lintas divisi perusahaan:

a. Dewan Komisaris dan Direksi: Secara kolektif menjalankan fungsi pengawasan strategis dan eksekutif untuk memastikan perumusan kebijakan bisnis senantiasa selaras dengan target Indeks Keberlanjutan semesteran perseroan.

b. Divisi Sekretariat Perusahaan (Unit TJSL & ESG): Bertindak sebagai koordinator utama dalam mengelola program investasi sosial berbasis Creating Shared Value (CSV) serta memastikan pelaporan non-finansial patuh pada standar Global Reporting Initiative (GRI) Standards Universal.

c. Divisi Manajemen Risiko & SPI: Berkolaborasi melakukan asesmen terhadap risiko fisik dan transisi perubahan iklim, sekaligus melakukan audit kepatuhan internal lini ketiga guna memitigasi risiko hukum dan risiko operasional secara dini.

8. Penyelarasan Agenda Global (SDGs) Melalui integrasi tata kelola yang bersih dan patuh regulasi, PT Perikanan Indonesia (Persero) berkontribusi aktif dalam mengakselerasi pencapaian SDG 16 (Perdamaian, Keadilan, dan Kelembagaan yang Kuat). Perseroan percaya bahwa dengan membangun kelembagaan yang transparan, akuntabel, dan berintegritas, perusahaan dapat menciptakan nilai tambah jangka panjang yang berkelanjutan bagi seluruh pemangku kepentingan, masyarakat pesisir, serta lingkungan hidup.

Dengan mengacu pada pedoman dan regulasi yang berlaku, PT Perikanan Indonesia (Persero) memastikan seluruh pilar keberlanjutan yang mencakup aspek ekonomi, lingkungan, sosial, hukum, serta tata kelola dikelola secara terintegrasi dan bertanggung jawab. Perseroan secara berkala melaksanakan evaluasi dan pemutakhiran sistem guna menegakkan kepatuhan regulasi, mengoptimalkan dampak positif, serta memitigasi dampak negatif dari aktivitas operasional. Ke depan, Perseroan berkomitmen memperkuat inisiatif keberlanjutan melalui adopsi inovasi teknologi, perluasan kemitraan strategis, dan peningkatan pelibatan pemangku

corruption, collusion, and nepotism practices, in order to strengthen the core values of SOEs.

b. Information Transparency: Providing accountable public information disclosure, where economic performance data is presented based on the Annual Financial Statements audited by an independent Public Accounting Firm (KAP), as well as providing two-way communication channels (feedback mechanisms) to gather stakeholder aspirations.

7. Integrated Sustainability Governance Structure Architecture
This commitment is structurally supported through the division of reliable oversight and executive functions across the Company's divisions:

a. Board of Commissioners and Board of Directors: Collectively performing strategic oversight and executive functions to ensure that the formulation of business policies remains aligned with the Company's semiannual Sustainability Index targets.

b. Corporate Secretary Division (TJSL & ESG Unit): Acting as the main coordinator in managing Creating Shared Value (CSV)-based social investment programs and ensuring that non-financial reporting complies with the Global Reporting Initiative (GRI) Universal Standards.

c. Risk Management Division & SPI: Collaborating to assess physical and transition risks related to climate change, while also conducting third-line internal compliance audits to mitigate legal and operational risks at an early stage.

8. Alignment with the Global Agenda (SDGs)
Through the integration of clean and regulatory-compliant governance, PT Perikanan Indonesia (Persero) actively contributes to accelerating the achievement of SDG 16 (Peace, Justice and Strong Institutions). The Company believes that by building transparent, accountable, and integrity-driven institutions, the Company can create sustainable long-term added value (sustainable value creation) for all stakeholders, coastal communities, and the environment.

With reference to the applicable guidelines and regulations, PT Perikanan Indonesia (Persero) ensures that all sustainability pillars which include economic, environmental, social, legal, and governance aspects are managed in an integrated and responsible manner. The Company periodically conducts evaluations and system updates to uphold regulatory compliance, optimize positive impacts, and mitigate the negative impacts of operational activities. Going forward, the Company is committed to strengthening its sustainability initiatives through the adoption of technological innovations, expansion of strategic partnerships, and increased stakeholder engagement

kepentingan demi mendukung pencapaian visi pembangunan berkelanjutan di tingkat nasional maupun global

to support the achievement of sustainable development goals at both the national and global levels.

PT Perikanan Indonesia (Persero) menegaskan komitmennya bahwa penegakan regulasi dan kepatuhan tata kelola bukan sekadar pemenuhan kewajiban administratif (compliance), melainkan fondasi fundamental dalam menjaga resiliensi, reputasi, dan keberlanjutan bisnis korporasi di tengah dinamika industri perikanan yang kompetitif. Sebagai anggota dari Holding Pangan (ID FOOD), perseroan secara konsisten menerapkan prinsip-prinsip Tata Kelola Perusahaan yang Baik (Good Corporate Governance/GCG) yang diintegrasikan dengan aspek Environmental, Social, and Governance (ESG) di seluruh lini operasional perusahaan.

PT Perikanan (Persero) Indonesia emphasizes its commitment that regulatory enforcement and governance compliance are not merely the fulfillment of administrative obligations (compliance), but rather a fundamental foundation for maintaining the resilience, reputation, and sustainability of the Company's business amid the dynamics of the competitive fisheries industry. As a member of the Food Holding (ID FOOD), the Company consistently implements Good Corporate Governance (GCG) principles integrated with Environmental, Social, and Governance (ESG) aspects across all areas of the Company's operations.

Komitmen strategis perseroan terhadap regulasi dan tata kelola diwujudkan secara nyata melalui pilar-pilar akuntabilitas berikut:

The Company's strategic commitment to regulations and governance is concretely realized through the following accountability pillars:

Langkah ke Depan
Way Forward

Menghadapi dinamika industri perikanan global yang kian menuntut penerapan standarisasi hijau, PT Perikanan Indonesia (Persero) menetapkan langkah ke depan melalui peta jalan strategis (sustainability roadmap) yang berfokus pada penguatan bisnis inti hulu-hilir yang dipadukan dengan komitmen penuh terhadap aspek Environmental, Social, and Governance (ESG). Sebagai agen pembangunan nasional, perseroan berkomitmen untuk melangkah maju dengan mengedepankan efisiensi operasional, inovasi teknologi, serta penguatan inklusi ekonomi kerakyatan secara berkesinambungan. Arah kebijakan strategis jangka panjang perseroan dititikberatkan pada pilar-pilar akselerasi berikut:

Facing the increasingly demanding dynamics of the global fisheries industry in terms of green standardization, PT Perikanan Indonesia (Persero) has established its way forward through a strategic roadmap (sustainability roadmap) focused on strengthening its upstream and downstream core businesses, combined with a full commitment to Environmental, Social, and Governance (ESG) aspects. As an agent of national development, the Company is committed to moving forward by prioritizing operational efficiency, technological innovation, and the continuous strengthening of people's economic inclusion. The Company's long-term strategic policy direction focuses on the following acceleration pillars:

1. Komersialisasi Bisnis Berbasis Creating Shared Value (CSV)
   Perseroan secara progresif memperluas integrasi model bisnis CSV di berbagai wilayah operasional pelabuhan cabang guna mengamankan ketahanan pangan nasional:

   a. Sektor Hulu:
      Memperluas cakupan wilayah modernisasi armada tangkap nelayan tradisional melalui kelanjutan program kemitraan alat tangkap ramah lingkungan di Indonesia Timur (seperti Sorong), demi menjaga stabilitas serapan pasokan produk perikanan bermutu tinggi dari tangan pertama.

   b. Sektor Hilir:
      Mengakselerasi target keterlibatan mitra usaha mikro dengan memproyeksikan eskalasi partisipasi UMKM dalam ekosistem rantai pasok hilir perseroan pada tahun buku 2027. Program

1. Commercialization of Creating Shared Value (CSV)-Based Business
   The Company is progressively expanding the integration of the CSV business model across various branch port operational areas to secure national food security:

   a. Upstream Sector:
      Expanding the coverage of traditional fishermen's fishing fleet modernization through the continuation of environmentally friendly fishing gear partnership programs in Eastern Indonesia (such as Sorong), in order to maintain the stability of high-quality fishery product supply absorption directly from the source.

   b. Downstream Sector:
      Accelerating the target for the involvement of micro-business partners by projecting an increase in MSME participation in the Company's downstream supply chain

ini akan terus diperkuat melalui penyaluran bantuan sarana freezer untuk mengunci komitmen pembelian ulang (repeat order) komoditas laut.

ecosystem in the 2027 financial year. This program will continue to be strengthened through the provision of freezer facilities to secure repeat purchase commitments (repeat orders) for marine commodities.

2. Peningkatan Kualitas dan Kredibilitas Produk Global
   PT Perikanan Indonesia (Persero) berkomitmen untuk mempertahankan dan memperluas portofolio sertifikasi jaminan mutu internasional guna menembus pasar ekspor premium:

   a. Secara konsisten mempertahankan predikat kelayakan ekspor melalui pembaruan sertifikasi HACCP, FDA Registration, dan SKP di setiap Unit Pengolahan Ikan (UPI).

   b. Mengintensifkan digitalisasi ketertelusuran produk (traceability system) dari hulu kapal tangkap hingga ke tangan konsumen retail, sebagai pemenuhan syarat pasar global terhadap produk perikanan yang legal dan bertanggung jawab (sustainable seafood industry).

2. Improving Global Product Quality and Credibility

   PT Perikanan Indonesia (Persero) is committed to maintaining and expanding its portfolio of international quality assurance certifications to penetrate premium export markets:

   a. Consistently maintaining export eligibility status through the renewal of HACCP, FDA Registration, and SKP certifications at each Fish Processing Unit (UPI).

   b. Intensifying the digitalization of product traceability (traceability system) from fishing vessels at the upstream level to retail consumers, as a fulfillment of global market requirements for legal and responsible fishery products (sustainable seafood industry).

Prinsip Dasar GCG

GCG Basic Principles

[GRI 2]

Penerapan prinsip Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*/GCG) merupakan landasan utama sekaligus kompas strategis dalam pengelolaan seluruh lini bisnis PT Perikanan Indonesia (Persero). Implementasi GCG mencakup pengintegrasian kaidah, norma, dan pedoman tata kelola secara konsisten guna memastikan seluruh aktivitas operasional perseroan berjalan secara sehat, transparan, akuntabel, profesional, dan berkelanjutan. Bagi perseroan, penegakan prinsip GCG tidak sekadar ditujukan untuk memenuhi kepatuhan terhadap regulasi perundang-undangan yang berlaku (compliance), melainkan telah menjadi instrumen esensial dalam mengakselerasi perwujudan visi dan misi korporasi. Penerapan tata kelola yang bersih dan adaptif ini terbukti efektif dalam memacu peningkatan kinerja operasional, memperkuat daya saing usaha di industri perikanan, serta memperkokoh sistem akuntabilitas publik. Melalui komitmen komprehensif ini, Perseroan senantiasa berupaya menciptakan nilai tambah jangka panjang yang berkelanjutan (sustainable value creation) bagi seluruh pemangku kepentingan, yang mencakup pemegang saham, insan perseroan, mitra bisnis strategis, masyarakat, hingga kelestarian lingkungan hidup

The implementation of Good Corporate Governance (GCG) principles serves as the primary foundation as well as the strategic compass in managing all business lines of PT Perikanan Indonesia (Persero). GCG implementation encompasses the consistent integration of governance principles, norms, and guidelines to ensure that all of the Company's operational activities are conducted in a sound, transparent, accountable, professional, and sustainable manner. For the Company, the enforcement of GCG principles is not merely intended to ensure compliance with applicable laws and regulations, but has also become an essential instrument in accelerating the realization of the Company's vision and mission. The implementation of clean and adaptive governance has proven effective in driving improvements in operational performance, strengthening business competitiveness in the fisheries industry, and reinforcing the public accountability system. Through this comprehensive commitment, the Company continuously strives to create sustainable long-term value (sustainable value creation) for all stakeholders, including shareholders, Company personnel, strategic business partners, communities, and environmental sustainability.

Implementasi Good Corporate Governance (GCG) merupakan fondasi fundamental dalam tata kelola dan ekspansi bisnis PT Perikanan Indonesia (Persero), sekaligus instrumen krusial dalam menjaga resiliensi serta keberlanjutan perseroan di tengah dinamika

The implementation of Good Corporate Governance (GCG) serves as a fundamental foundation for the governance and business expansion of PT Perikanan Indonesia (Persero), as well as a crucial instrument in maintaining the Company's resilience and sustainability

industri perikanan yang kompetitif. Penegakan prinsip GCG tidak hanya dipandang sebagai pemenuhan kebutuhan internal, melainkan telah bertransformasi menjadi ekspektasi utama dari para pemangku kepentingan dan pemegang saham. Oleh karena itu, perseroan menempatkan tata kelola perusahaan yang baik sebagai prioritas strategis yang sejajar dengan pencapaian kinerja finansial serta pertumbuhan bisnis yang berkelanjutan. Melalui kepatuhan terhadap prinsip GCG, perseroan memberikan jaminan bahwa setiap kebijakan, keputusan, dan tindakan korporasi senantiasa dilaksanakan atas dasar integritas, transparansi, serta akuntabilitas tingkat tinggi, guna memperkokoh kepercayaan jangka panjang para pemangku kepentingan

amid the dynamics of the competitive fisheries industry. The enforcement of GCG principles is not only regarded as a fulfillment of internal requirements, but has transformed into a key expectation of stakeholders and shareholders. Therefore, the Company positions good corporate governance as a strategic priority on an equal footing with the achievement of financial performance and sustainable business growth. Through compliance with GCG principles, the Company ensures that every corporate policy, decision, and action is consistently carried out based on integrity, transparency, and a high level of accountability, in order to strengthen the long-term trust of stakeholders.

PT Perikanan Indonesia (Persero) menjadikan GCG sebagai landasan untuk memastikan pengelolaan yang transparan, akuntabel, dan profesional. Penerapan GCG dilakukan dengan mengacu pada Peraturan Menteri Badan Usaha Milik Negara Nomor PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara, serta regulasi lain yang relevan, seperti Peraturan Otoritas Jasa Keuangan (POJK) Nomor 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan. Dengan demikian, GCG tidak hanya mendukung kepatuhan terhadap regulasi, tetapi juga memperkuat komitmen Perseroan terhadap keberlanjutan dan tanggung jawab sosial.

PT Perikanan Indonesia (Persero) establishes GCG as the foundation to ensure transparent, accountable, and professional management. The implementation of GCG is carried out with reference to the Regulation of the Minister of State-Owned Enterprises Number PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises, as well as other relevant regulations, such as Financial Services Authority Regulation (POJK) Number 51/POJK.03/2017 concerning the Implementation of Sustainable Finance. Accordingly, GCG not only supports regulatory compliance, but also strengthens the Company's commitment to sustainability and social responsibility.

Penerapan GCG di PT Perikanan Indonesia (Persero) mencakup lima prinsip utama, yaitu transparansi, akuntabilitas, tanggung jawab, independensi, dan keadilan, yang diimplementasikan melalui berbagai inisiatif, seperti:

The implementation of GCG at PT Perikanan Indonesia (Persero) encompasses five main principles, namely transparency, accountability, responsibility, independence, and fairness, which are implemented through various initiatives, including:

1. Transparansi:
   Memastikan keterbukaan informasi melalui pelaporan yang jelas, akurat, dan tepat waktu, termasuk melalui Laporan Keberlanjutan dan Laporan Keuangan Tahunan yang telah diaudit.

1. Transparency:
   Ensuring information disclosure through clear, accurate, and timely reporting, including through the Sustainability Report and audited Annual Financial Statements.

2. Akuntabilitas:
   Menetapkan tanggung jawab yang jelas dalam setiap tingkat pengambilan keputusan, didukung oleh struktur organisasi yang efektif dan sistem pengendalian internal yang kuat.

2. Accountability:
   Establishing clear responsibilities at every level of decision-making, supported by an effective organizational structure and a strong internal control system.

3. Tanggung Jawab:
   Mematuhi peraturan perundang-undangan serta memperhatikan kepentingan masyarakat dan lingkungan dalam setiap aktivitas operasional.

3. Responsibility:
   Complying with laws and regulations while taking into consideration the interests of society and the environment in every operational activity.

4. Independensi:
   Mengelola Perseroan secara profesional tanpa konflik kepentingan, dengan memastikan independensi dalam pengambilan keputusan strategis.

4. Independence:
   Managing the Company professionally without conflicts of interest, while ensuring independence in strategic decision-making.

5. Keadilan:
   Menjamin perlakuan yang adil terhadap semua pemangku kepentingan, termasuk dalam pengadaan barang/jasa melalui sistem *E-Proc* yang transparan dan kompetitif.

5. Fairness:
   Ensuring fair treatment of all stakeholders, including in the procurement of goods/services through a transparent and competitive E-Proc system.

Melalui konsistensi implementasi GCG, PT Perikanan Indonesia (Persero) tidak sekadar memperkokoh arsitektur tata kelola internal, melainkan turut berkontribusi aktif dalam mengakselerasi pencapaian Tujuan Pembangunan Berkelanjutan (Sustainable Development Goals/SDGs). Peran nyata ini diwujudkan khususnya pada SDG 16 (Perdamaian, Keadilan, dan Kelembagaan yang Kuat) melalui penegakan pilar transparansi dan akuntabilitas kelembagaan [–]. Melangkah ke depan, perseroan berkomitmen untuk terus menyempurnakan praktik GCG secara berkelanjutan dengan mengadopsi inovasi sistem tata kelola mutakhir, memperkuat program edukasi serta internalisasi nilai bagi insan perseroan, serta meningkatkan intensitas pelibatan pemangku kepentingan guna mengamankan resiliensi bisnis, keberlanjutan ekonomi, dan daya saing jangka panjang perseroan

Through the consistent implementation of GCG, PT Perikanan Indonesia (Persero) not only strengthens its internal governance architecture, but also actively contributes to accelerating the achievement of the Sustainable Development Goals (SDGs). This tangible role is particularly realized through SDG 16 (Peace, Justice and Strong Institutions) by upholding the pillars of institutional transparency and accountability [–]. Moving forward, the Company is committed to continuously improving GCG practices by adopting innovations in advanced governance systems, strengthening education and value internalization programs for Company personnel, and increasing the intensity of stakeholder engagement to safeguard the Company's business resilience, economic sustainability, and long-term competitiveness.

Struktur Tata Kelola

Governance Structure

[GRI 2-9]

PT Perikanan Indonesia (Persero) menerapkan sistem dua dewan (two-board system) yang memisahkan secara tegas fungsi pengawasan strategis dan fungsi eksekutif operasional korporasi. Struktur tata kelola perseroan dirancang secara hierarkis dan terintegrasi guna menjamin check and balance yang andal, memitigasi risiko benturan kepentingan, serta memastikan kepatuhan mutlak terhadap regulasi perundang-undangan dan prinsip-prinsip Keuangan Berkelanjutan.

PT Perikanan Indonesia (Persero) implements a two-board system that clearly separates the strategic oversight function from the corporate executive and operational functions. The Company's governance structure is designed hierarchically and in an integrated manner to ensure reliable checks and balances, mitigate the risk of conflicts of interest, and ensure full compliance with applicable laws and regulations and Sustainable Finance principles.

Organ tata kelola utama PT Perikanan Indonesia (Persero) terdiri atas tiga pilar akuntabilitas tertinggi:

The main governance organs of PT Perikanan Indonesia (Persero) consist of three pillars of highest accountability:

1. Rapat Umum Pemegang Saham (RUPS)
   [GRI 2-10]

   RUPS memegang kekuasaan tertinggi dalam struktur tata kelola perseroan dan menjadi wadah akuntabilitas mutakhir manajemen kepada pemegang saham (Kementerian BUMN dan PT Rajawali Nusantara Indonesia (Persero) / ID FOOD selaku induk Holding Pangan).

   Wewenang Strategis: Mengesahkan Lencana Kerja dan Anggaran Perusahaan (RKAP) serta Rencana Kerja dan Anggaran (RKA) TJSL, mengangkat dan memberhentikan anggota Dewan Komisaris dan Direksi, menyetujui laporan keuangan tahunan yang telah diaudit, serta menetapkan penggunaan laba bersih korporasi.

2. Dewan Komisaris
   [GRI 2-11]

   Dewan Komisaris menjalankan fungsi pengawasan strategis (oversight function) secara independen

1. General Meeting of Shareholders (GMS)
   [GRI 2-10]

   The GMS holds the highest authority within the Company's governance structure and serves as the ultimate accountability forum for management to shareholders (the Ministry of State-Owned Enterprises and PT Rajawali Nusantara Indonesia (Persero) / ID FOOD as the parent company of the Food Holding).

   Strategic Authority: Approving the Company's Work Plan and Budget (RKAP) and the TJSL Work Plan and Budget (RKA), appointing and dismissing members of the Board of Commissioners and the Board of Directors, approving the audited annual financial statements, and determining the use of the Company's net profit.

2. Board of Commissioners
   [GRI 2-11]

   The Board of Commissioners performs an independent and periodic strategic oversight

dan berkala atas kebijakan pengurusan serta jalannya operasional perseroan yang dilakukan oleh Direksi.

Wewenang Strategis: Memberikan nasihat, arahan, dan rekomendasi strategis kepada Direksi mengenai mitigasi risiko usaha, termasuk memantau kepatuhan operasional terhadap hukum lingkungan hidup serta mengkonfirmasi efisiensi anggaran investasi hijau korporasi.
Komite Pendukung:

a. Komite Audit: Bertanggung jawab untuk mengawasi integritas laporan keuangan, efektivitas sistem pengendalian internal, dan kepatuhan terhadap peraturan yang berlaku.

b. Komite Manajemen Risiko: Memantau dan mengevaluasi pengelolaan risiko perusahaan untuk memastikan mitigasi yang efektif terhadap potensi risiko operasional, finansial, dan strategis.

c. Komite Nominasi dan Remunerasi: Mengawasi proses seleksi, pengangkatan, dan penilaian kinerja anggota Dewan Komisaris dan Direksi, serta menetapkan kebijakan remunerasi yang adil dan kompetitif.

d. Sekretaris Dewan Komisaris: Membantu kelancaran administrasi, koordinasi, dan dokumentasi kegiatan Dewan Komisaris, serta memastikan komunikasi yang efektif dengan pemangku kepentingan.

3. Direksi
[GRI 2-11]

Direksi mengemban tanggung jawab eksekutif penuh (*executive function*) dalam memimpin, mengurus, dan menavigasi aktivitas bisnis hulu-hilir perseroan sesuai dengan maksud dan tujuan berdirinya perusahaan.

Wewenang Strategis: Merumuskan arah kebijakan strategis jangka pendek dan jangka panjang (RJPP), mengeksekusi rencana operasional berbasis komersial dan sosial (Creating Shared Value), serta mengawasi manajemen risiko fisik dan transisi terkait dampak perubahan iklim global.

Struktur tata kelola ini dirancang secara strategis untuk menciptakan sinergi yang harmonis antara fungsi pengawasan, pengelolaan, dan eksekusi operasional, guna mendukung penegakan prinsip Good Corporate Governance (GCG) secara konsisten di seluruh lini bisnis perseroan. Dengan mengoptimalkan peran organ-organ pendukung tersebut, PT Perikanan Indonesia (Persero) menjamin bahwa setiap proses pengambilan keputusan strategis dilaksanakan dengan mengadopsi secara ketat prinsip Transparansi, Akuntabilitas, Tanggung Jawab, Independensi, dan Keadilan (TARIF). Seluruh komitmen ini berjalan selaras dengan amanat Peraturan Menteri BUMN

function over the management policies and the Company's operations carried out by the Board of Directors.

Strategic Authority: Providing advice, direction, and strategic recommendations to the Board of Directors regarding business risk mitigation, including monitoring operational compliance with environmental laws and confirming the efficiency of the Company's green investment budget.
Supporting Committees:

a. Audit Committee: Responsible for overseeing the integrity of financial statements, the effectiveness of the internal control system, and compliance with applicable regulations.

b. Risk Management Committee: Monitoring and evaluating the Company's risk management to ensure effective mitigation of potential operational, financial, and strategic risks.

c. Nomination and Remuneration Committee: Overseeing the selection, appointment, and performance assessment processes of members of the Board of Commissioners and the Board of Directors, as well as establishing fair and competitive remuneration policies.

d. Secretary to the Board of Commissioners: Supporting the smooth administration, coordination, and documentation of the activities of the Board of Commissioners, as well as ensuring effective communication with stakeholders.

3. Board of Directors
[GRI 2-11]

The Board of Directors assumes full executive responsibility in leading, managing, and navigating the Company's upstream-to-downstream business activities in accordance with the Company's purposes and objectives.

Strategic Authority: Formulating short-term and long-term strategic policy directions (RJPP), executing commercially and socially based operational plans (Creating Shared Value), and overseeing physical and transition risk management related to the impacts of global climate change.

This governance structure is strategically designed to create harmonious synergy among the oversight, management, and operational execution functions, in order to consistently support the enforcement of Good Corporate Governance (GCG) principles across all of the Company's business lines. By optimizing the roles of these supporting organs, PT Perikanan Indonesia (Persero) ensures that every strategic decision-making process is carried out with strict adherence to the principles of Transparency, Accountability, Responsibility, Independence, and Fairness (TARIF). All of these commitments are aligned with the mandate of the Regulation of the Minister of State-Owned Enterprises Number PER-2/MBU/03/2023 concerning

Nomor PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara. Struktur tata kelola yang adaptif ini juga memposisikan perseroan untuk merespons dinamika industri secara proaktif, memperkokoh kepercayaan para pemangku kepentingan, serta mengakselerasi kontribusi nyata terhadap pencapaian Tujuan Pembangunan Berkelanjutan (Sustainable Development Goals/SDGs), khususnya SDG 16 (Perdamaian, Keadilan, dan Kelembagaan yang Kuat)

Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises. This adaptive governance structure also positions the Company to proactively respond to industry dynamics, strengthen stakeholder confidence, and accelerate its tangible contribution to the achievement of the Sustainable Development Goals (SDGs), particularly SDG 16 (Peace, Justice and Strong Institutions).

Rapat Umum Pemegang Saham (RUPS)

General Meeting of Shareholders (GMS)

[GRI 2-10]

Rapat Umum Pemegang Saham (RUPS) merupakan organ perusahaan tertinggi dalam struktur tata kelola PT Perikanan Indonesia (Persero) yang memegang kekuasaan tertinggi serta segala wewenang yang tidak diserahkan kepada Direksi atau Dewan Komisaris. Sebagai anak perusahaan BUMN di bawah klaster Holding Pangan (ID FOOD), pelaksanaan RUPS perseroan melibatkan perwakilan Pemegang Saham Seri A Dwiwarna (Kementerian BUMN) serta Pemegang Saham Seri B (PT Rajawali Nusantara Indonesia (Persero) / ID FOOD).

Dalam kerangka akuntabilitas korporasi dan penyusunan laporan keberlanjutan, pelaksanaan RUPS PT Perikanan Indonesia (Persero) secara garis besar terbagi ke dalam dua agenda periodik utama:

1. RUPS Pengesahan RKAP dan RKA TJSL
   Agenda ini dilaksanakan di awal tahun buku untuk menetapkan legalitas rencana kerja, target finansial, serta investasi sosial perseroan sepanjang tahun berjalan diantaranya:

   a. Pengesahan Anggaran dan Rencana Kerja: RUPS mengesahkan Rencana Kerja dan Anggaran Perusahaan (RKAP) serta Rencana Kerja dan Anggaran Program Tanggung Jawab Sosial dan Lingkungan (RKA TJSL) untuk memastikan seluruh investasi strategis selaras dengan parameter ESG.

   b. Penetapan Kontrak Manajemen: Menyepakati serta menetapkan Key Performance Indicators (KPI) bagi jajaran Direksi secara kolegial serta Dewan Komisaris sebagai dasar evaluasi kinerja operasional tahunan.

2. RUPS Tahunan (Persetujuan dan Pengesahan Kinerja)
   Agenda ini dilaksanakan pasca-berakhirnya tahun buku (biasanya pada pertengahan tahun berjalan) untuk mengevaluasi realisasi target operasional, keuangan, dan dampak sosial yang telah dicapai.

The General Meeting of Shareholders (GMS) is the highest corporate organ within the governance structure of PT Perikanan Indonesia (Persero) , holding the highest authority as well as all authorities not delegated to the Board of Directors or the Board of Commissioners. As a state-owned enterprise subsidiary under the Food Holding cluster (ID FOOD), the Company's GMS involves representatives of the Series A Dwiwarna Shareholder (Ministry of State-Owned Enterprises) and the Series B Shareholder (PT Rajawali Nusantara Indonesia (Persero) / ID FOOD).

Within the framework of corporate accountability and sustainability report preparation, the implementation of the PT Perikanan Indonesia (Persero) GMS is broadly divided into two main periodic agendas:

1. GMS for the Approval of the Corporate Work Plan and Budget and TJSL Work Plan and Budget
   This agenda is conducted at the beginning of the fiscal year to establish the legality of the Company's work plan, financial targets, and social investments throughout the current year, including:

   a. Approval of the Budget and Work Plan: The GMS approves the Company's Work Plan and Budget (RKAP) and the Work Plan and Budget for the Social and Environmental Responsibility Program (RKA TJSL) to ensure that all strategic investments are aligned with ESG parameters.

   b. Determination of the Management Contract: Agreeing upon and determining the Key Performance Indicators (KPIs) for the Board of Directors collectively and the Board of Commissioners as the basis for evaluating annual operational performance.

2. Annual GMS (Performance Approval and Ratification)
   This agenda is conducted after the end of the fiscal year (usually in the middle of the current year) to evaluate the realization of operational, financial, and social impact targets achieved.

a. Persetujuan Laporan Keuangan dan Tahunan: Mengesahkan Laporan Tahunan korporasi dan Laporan Keuangan Konsolidasian yang telah melalui proses audit oleh Kantor Akuntan Publik (KAP) independen.

b. Pengesahan Kinerja ESG dan TJSL: RUPS mengevaluasi dan mengesahkan Laporan Keuangan Program Pendanaan Usaha Mikro dan Kecil (PUMK) serta capaian dampak Non-PUMK pada pilar sosial, ekonomi, dan lingkungan yang dilaporkan dalam dokumen keberlanjutan.

c. Penilaian Fungsi Pengawasan: Menerima dan menyetujui Laporan Tugas Pengawasan yang telah dijalankan oleh Dewan Komisaris sepanjang tahun buku terkait.

a. Approval of the Annual and Financial Statements: Approving the Company's Annual Report and Consolidated Financial Statements that have undergone an audit process by an independent Public Accounting Firm (KAP).

b. Approval of ESG and TJSL Performance: The GMS evaluates and approves the Financial Statements of the Micro and Small Business Funding Program (PUMK) and the Non-PUMK impact achievements across the social, economic, and environmental pillars reported in the sustainability document.

c. Assessment of the Oversight Function: Receiving and approving the Oversight Task Report carried out by the Board of Commissioners throughout the relevant fiscal year.

Melalui mekanisme pengambilan keputusan di tingkat RUPS ini, PT Perikanan Indonesia (Persero) memastikan bahwa setiap kebijakan bisnis strategis dan alokasi modal investasi sosial senantiasa berjalan di atas koridor transparansi, berintegritas, serta patuh pada prinsip Good Corporate Governance (GCG) demi menciptakan nilai tambah jangka panjang yang berkelanjutan bagi pemangku kepentingan

Through this decision-making mechanism at the GMS level, PT Perikanan Indonesia (Persero) ensures that every strategic business policy and allocation of social investment capital is consistently carried out within the framework of transparency, integrity, and compliance with Good Corporate Governance (GCG) principles in order to create sustainable long-term added value for stakeholders.

Pelaksanaan RUPS Tahun 2025
Di tahun 2025, PT Perikanan Indonesia (Persero) menyelenggarakan RUPST Pengesahan Rencana Kerja dan Anggaran Perusahaan (RKAP) tahun 2025 dan RUPS Tahunan Kinerja Tahun Buku 2024. Informasi RUPS Tahunan PT Perikanan Indonesia (Persero) di tahun 2025 adalah sebagai berikut:

Implementation of the 2025 GMS
In 2025, PT Perikanan Indonesia (Persero) held the Annual GMS for the Approval of the 2025 Company's Work Plan and Budget (RKAP) and the Annual GMS for the Performance of the 2024 Fiscal Year. The information on the Annual GMS of PT Perikanan Indonesia (Persero) in 2025 is as follows:

RUPS Tahunan Pengesahan Rencana Kerja dan Anggaran Perusahaan (RKAP) tahun 2025
Rapat Umum Pemegang Saham (RUPS) Tahunan PT Perikanan Indonesia (Persero) mengenai Pengesahan Rencana Kerja dan Anggaran Perusahaan (RKAP) Tahun 2025 diselenggarakan sebagai forum bagi Pemegang Saham untuk melakukan pembahasan, evaluasi, serta pemberian persetujuan atas rencana kerja dan target kinerja Perseroan untuk Tahun Buku 2025.

Annual GMS for the Approval of the 2025 Company's Work Plan and Budget (RKAP)
The Annual General Meeting of Shareholders (GMS) of PT Perikanan Indonesia (Persero) concerning the Approval of the 2025 Company's Work Plan and Budget (RKAP) was held as a forum for the Shareholders to discuss, evaluate, and provide approval for the Company's work plan and performance targets for the 2025 Fiscal Year.

Hari dan Tanggal Day and Date	Kamis, 30 Januari 2025 Thursday, January 30, 2025
Waktu Time	Pukul 19.30 WIB – 20.30 WIB 19.30 WIB – 20.30 WIB
Tempat Place	Ruang rapat Room 4, lantai UG, Gedung Waskita Rajawali Tower (WRT) Jalan M.T. Haryono Kavling 12, Jatinegara, Jakarta Timur, Jakarta Meeting room Room 4, UG floor, Waskita Rajawali Tower (WRT) Building, Jalan M.T. Haryono Kavling 12, Jatinegara, East Jakarta, Jakarta

Rekapitulasi Kehadiran pada RUPS Tahunan Pengesahan Rencana Kerja dan Anggaran Perusahaan (RKAP) Tahun 2025

Attendance Recapitulation at the Annual General Meeting of Shareholders (GMS) for the Approval of the 2025 Corporate Work Plan and Budget (RKAP)

No	Nama Name	Jabatan Position	Kehadiran Attedance
Dewan Komisaris / Board of Commissioners			
1	Muhammad Yusuf	Komisaris Utama / President Commissioner	Hadir / Present
2	Johnson Sihombing	Komisaris Independen / Independent Commissioner	Hadir / Present
3	Nurikasari	Komisaris Independen / Independent Commissioner	Hadir / Present
4	Cecep Sutiawan	Komisaris / Commissioner	Hadir / Present
5	Gellwynn Daniel Hamzah Jusuf	Komisaris / Commissioner	Hadir / Present
Direksi / Board of Directors			
1	Sigit Muhartono	Direktur Utama / President director	Hadir / Present
2	Manahan Hutapea	Direktur Keuangan dan Dukungan Kerja / Director of Finance and Work Support	Hadir / Present
3	Fajar Widisasono	Direktur Operasional / Director of Operations	Hadir / Present

RUPS Tahunan Kinerja Tahun Buku 2024

Annual GMS for the 2024 Fiscal Year Performance

Rapat Umum Pemegang Saham (RUPS) Tahunan PT Perikanan Indonesia (Persero) Tahun Buku 2024 diselenggarakan sebagai forum pertanggungjawaban Direksi atas pengelolaan Perseroan selama Tahun Buku yang berakhir pada 31 Desember 2024. Dalam rapat tersebut, Pemegang Saham melakukan evaluasi terhadap kinerja operasional, keuangan, tata kelola perusahaan, serta pelaksanaan berbagai program strategis yang telah dijalankan Perseroan sepanjang tahun 2024.

The Annual General Meeting of Shareholders (GMS) of PT Perikanan Indonesia (Persero) for the 2024 Fiscal Year was held as a forum for the Board of Directors to account for the management of the Company during the Fiscal Year ending December 31, 2024. During the meeting, the Shareholders evaluated the Company's operational and financial performance, corporate governance, as well as the implementation of various strategic programs carried out by the Company throughout 2024.

Hari dan Tanggal Day and Date	Rabu, 12 November 2025 Wednesday, November 12, 2025
Waktu Time	Pukul 15.00 WIB – 16.00 WIB 15.00 WIB – 16.00 WIB
Tempat Place	Grha PPI, Jl. Abdul Muis No. 8, Petojo Selatan, Gambir, Jakarta Pusat, Jakarta. Grha, Jl. Abdul Muis No. 8, South Petojo , Gambir, Central Jakarta, Jakarta.

Rekapitulasi Kehadiran pada RUPS Tahunan Kinerja Tahun Buku 2024

Attendance Recapitulation at the Annual General Meeting of Shareholders (GMS) on the Performance for the 2024 Financial Year

No	Nama Name	Jabatan Position	Kehadiran Attedance
Dewan Komisaris / Board of Commissioners			
1	Didit Herdiawan Ashaf	Komisaris Utama / President Commissioner	Hadir / Present
2	Gellwynn Daniel Hamzah Jusuf	Komisaris / Commissioner	Hadir / Present
3	Nurikasari	Komisaris Independen / Independent Commissioner	Hadir / Present
4	Mohamad Abdi	Komisaris Independen / Independent Commissioner	Hadir / Present
Direksi / Board of Directors			

1	Muhammad Rizali Umarella	Direktur Infrastruktur (merangkap Plt. Direktur Utama) / Director of Infrastructure (concurrently Acting President Director)	Hadir / Present
2	Eddi Santosa	Direktur Keuangan / Director of Finance	Hadir / Present
3	Rene van Joost	Direktur Komoditi / Director of Commodity	Hadir / Present

Dewan Komisaris
Board of Commissioners
[GRI 2-11]

Dewan Komisaris PT Perikanan Indonesia (Persero) menjalankan fungsi pengawasan terhadap pelaksanaan strategi keberlanjutan Perseroan sebagai bagian dari penerapan Tata Kelola Perusahaan yang Baik (Good Corporate Governance/GCG). Pengawasan dilakukan melalui evaluasi terhadap kebijakan, pencapaian target, pengelolaan risiko, serta kinerja keberlanjutan yang mencakup aspek ekonomi, lingkungan, sosial, dan tata kelola. Dalam menjalankan tugasnya, Dewan Komisaris memberikan arahan strategis dan rekomendasi kepada Direksi guna memastikan bahwa implementasi program keberlanjutan selaras dengan visi, misi, strategi bisnis, serta ketentuan peraturan perundang-undangan yang berlaku.

The Board of Commissioners of PT Perikanan Indonesia (Persero) performs an oversight function over the implementation of the Company's sustainability strategy as part of the implementation of Good Corporate Governance (GCG). Oversight is conducted through evaluations of policies, target achievement, risk management, and sustainability performance covering economic, environmental, social, and governance aspects. In carrying out its duties, the Board of Commissioners provides strategic direction and recommendations to the Board of Directors to ensure that the implementation of sustainability programs is aligned with the vision, mission, business strategy, and applicable laws and regulations.

Direksi
Directors
[GRI 2-11]

Direksi PT Perikanan Indonesia (Persero) bertanggung jawab atas perumusan kebijakan, strategi, dan target keberlanjutan yang terintegrasi dengan strategi bisnis Perseroan. Dalam menjalankan fungsi tersebut, Direksi memastikan bahwa aspek ekonomi, lingkungan, sosial, dan tata kelola (ESG) menjadi bagian dari proses pengambilan keputusan serta pengelolaan risiko perusahaan.

Direksi juga mengarahkan seluruh unit kerja untuk mengimplementasikan program keberlanjutan sesuai dengan rencana kerja yang telah ditetapkan, melakukan pemantauan atas pencapaian target, serta mengevaluasi efektivitas pelaksanaan program secara berkala. Hasil evaluasi tersebut menjadi dasar bagi penyempurnaan kebijakan dan strategi keberlanjutan guna mendukung terciptanya nilai jangka panjang bagi perusahaan dan para pemangku kepentingan.

Melalui kepemimpinan Direksi, PT Perikanan Indonesia (Persero) berkomitmen untuk menerapkan praktik bisnis yang bertanggung jawab, meningkatkan kinerja operasional yang berkelanjutan, memperkuat penerapan tata kelola perusahaan yang baik (Good Corporate Governance/GCG), serta mendukung pencapaian Tujuan Pembangunan Berkelanjutan (Sustainable Development Goals/SDGs).

The Board of Directors of PT Perikanan Indonesia (Persero) is responsible for formulating sustainability policies, strategies, and targets that are integrated with the Company's business strategy. In carrying out this function, the Board of Directors ensures that economic, environmental, social, and governance (ESG) aspects are incorporated into the Company's decision-making processes and risk management.

The Board of Directors also directs all work units to implement sustainability programs in accordance with the established work plans, monitors the achievement of targets, and periodically evaluates the effectiveness of program implementation. The results of these evaluations serve as the basis for improving sustainability policies and strategies to support the creation of long-term value for the Company and its stakeholders.

Through the leadership of the Board of Directors, PT Perikanan Indonesia (Persero) is committed to implementing responsible business practices, improving sustainable operational performance, strengthening the implementation of Good Corporate Governance (GCG), and supporting the achievement of the Sustainable Development Goals (SDGs).

Susunan Dewan Komisaris dan Direksi

Composition of the Board of Commissioners and Board of Directors

Susunan Dewan Komisaris PT Perikanan Indonesia (Persero) berdasarkan:

1. Keputusan Menteri Badan Usaha Milik Negara dan Direktur Utama Perusahaan Perseroan (Persero) PT Rajawali Nusantara Indonesia selaku Para Pemegang Saham PT Perikanan Indonesia (Persero) Nomor: SK-82/MBU/03/2022 dan Nomor: 38/Kep.PS/RNI.01/III/2022 tanggal 21 Maret 2022 tentang Pemberhentian dan Pengangkatan Anggota Dewan Komisaris PT Perikanan Indonesia (Persero), memutuskan:

    - Memberhentikan dengan hormat Sdr. Muhammad Riza Adha Damanik sebagai Komisaris PT Perikanan Indonesia (Persero) yang diangkat berdasarkan Keputusan Menteri Badan Usaha Milik Negara Nomor: SK 384/MBU/12/2021 tanggal 2 Desember 2021;

    - Mengangkat Sdr. Gellwynn Daniel Hamzah Jusuf sebagai Komisaris PT Perikanan Indonesia (Persero).

2. Keputusan Menteri Badan Usaha Milik Negara dan Direktur Utama Perusahaan Perseroan (Persero) PT Rajawali Nusantara Indonesia selaku Para Pemegang Saham PT Perikanan Indonesia (Persero) Nomor: SK-171/MBU/07/2024 dan Nomor: 78/Kep.PS/RNI.01/VII/2024 tanggal 15 Juli 2024 dan tanggal 16 Juli 2024 tentang Pemberhentian dan Pengangkatan Anggota Dewan Komisaris PT Perikanan Indonesia (Persero), memutuskan:

    - Memberhentikan dengan hormat Sdr. Andre J.O Sumual sebagai Komisaris Independen PT Perikanan Indonesia (Persero) yang diangkat berdasarkan Keputusan Menteri Badan Usaha Milik Negara Nomor: SK-384/MBU/12/2021 tanggal 2 Desember 2021 dengan ucapan terima kasih atas segala sumbangan tenaga dan pikirannya selama memangku jabatan tersebut;

    - Mengangkat Sdri. Nurikasari sebagai Komisaris Independen PT Perikanan Indonesia (Persero).

3. Keputusan Menteri Badan Usaha Milik Negara dan Direktur Utama Perusahaan Perseroan (Persero) PT Rajawali Nusantara Indonesia selaku Para Pemegang Saham PT Perikanan Indonesia (Persero) Nomor: SK-121/MBU/05/2025 dan Nomor: 36/Kep.PS/RNI.01/V/2025 tentang Pemberhentian, Pengalihan Tugas, dan Pengangkatan Anggota-Anggota Dewan Komisaris PT Perikanan Indonesia (Persero), memutuskan:

The composition of the Board of Commissioners of PT Perikanan Indonesia (Persero) is based on:

1. Decision of the Minister of State-Owned Enterprises and the President Director of Perusahaan Perseroan (Persero) PT Rajawali Nusantara Indonesia, as the Shareholders of PT Perikanan Indonesia (Persero), Number: SK-82/MBU/03/2022 and Number: 38/Kep.PS/RNI.01/III/2022 dated 21 March 2022 concerning the Dismissal and Appointment of Members of the Board of Commissioners of PT Perikanan Indonesia (Persero), which decided to:

    - Honorably dismiss Mr. Muhammad Riza` Adha Damanik as Commissioner of PT Perikanan Indonesia (Persero), who was appointed pursuant to the Decision of the Minister of State-Owned Enterprises Number: SK 384/MBU/12/2021 dated 2 December 2021;

    - Appoint Mr. Gellwynn Daniel Hamzah Jusuf as Commissioner of PT Perikanan Indonesia (Persero).

2. Decision of the Minister of State-Owned Enterprises and the President Director of Perusahaan Perseroan (Persero) PT Rajawali Nusantara Indonesia, as the Shareholders of PT Perikanan Indonesia (Persero), Number: SK-171/MBU/07/2024 and Number: 78/Kep.PS/RNI.01/VII/2024 dated 15 July 2024 and 16 July 2024 concerning the Dismissal and Appointment of Members of the Board of Commissioners of PT Perikanan Indonesia (Persero), which decided to:

    - Honorably dismiss Mr. Andre J.O Sumual as Independent Commissioner of PT Perikanan Indonesia (Persero), who was appointed pursuant to the Decision of the Minister of State-Owned Enterprises Number: SK-384/MBU/12/2021 dated 2 December 2021, with appreciation for his contributions of effort and thought during his tenure;

    - Appoint Ms. Nurikasari as Independent Commissioner of PT Perikanan Indonesia (Persero).

3. Decision of the Minister of State-Owned Enterprises and the President Director of Perusahaan Perseroan (Persero) PT Rajawali Nusantara Indonesia, as the Shareholders of PT Perikanan Indonesia (Persero), Number: SK-121/MBU/05/2025 and Number: 36/Kep.PS/RNI.01/V/2025 concerning the Dismissal, Reassignment, and Appointment of

- Memberhentikan dengan hormat nama-nama tersebut di bawah ini sebagai anggota Dewan Komisaris PT Perikanan Indonesia (Persero): Sdr. Johnson Sihombing sebagai Komisaris Independen, Sdr. Cecep Sutiawan sebagai komisaris yang diangkat masing-masing berdasarkan Keputusan Menteri Badan Usaha Milik Negara Nomor SK-235/MBU/07/2020 tanggal 9 Juli 2020 jo. SK-260/MBU/08/2021 tanggal 5 Agustus 2021, dan SK-384/MBU/12/2021 tanggal 2 Desember 2021;

- Mengalihkan penugasan Sdr. Muhammad Yusuf yang diangkat berdasarkan Keputusan Menteri Badan Usaha Milik Negara Nomor SK-235/MBU/07/2020 tanggal 9 Juli 2020 jo. SK-260/MBU/08/2021 tanggal 5 Agustus 2021, semula Komisaris Utama menjadi Komisaris PT Perikanan Indonesia (Persero) dengan masa jabatan meneruskan sisa masa jabatannya sesuai dengan Keputusan Menteri Badan Usaha Milik Negara tersebut;

- Mengangkat nama-nama tersebut dibawah ini sebagai anggota Dewan Komisaris PT Perikanan Indonesia (Persero): Sdr. Didit Herdiawan Ashaf sebagai Komisaris Utama, Sdr. Mohamad Abdi sebagai Komisaris Independen.

Dengan keputusan tersebut, susunan Dewan Komisaris PT Perikanan Indonesia (Persero) adalah sebagai berikut:
1. Sdr. Didit Herdiawan Ashaf sebagai Komisaris Utama
2. Sdr. Mohamad Abdi sebagai Komisaris Independen
3. Sdri. Nurikasari sebagai Komisaris Independen
4. Sdr. Gellwynn Daniel Hamzah Jusuf sebagai Komisaris

Susunan Direksi PT Perikanan Indonesia (Persero) berdasarkan:

1. Keputusan Menteri Badan Usaha Milik Negara dan Direktur Utama Perusahaan Perseroan (Persero) PT Rajawali Nusantara Indonesia selaku Para Pemegang Saham PT Perikanan Indonesia (Persero) Nomor: SK-122/MBU/05/2025 dan Nomor: 37/Kep.PS/RNI.01/V/2025 tentang Pemberhentian, Perubahan Nomenklatur Jabatan, dan Pengangkatan Anggota-Anggota Direksi PT Perikanan Indonesia (Persero), memutuskan:

   - Memberhentikan dengan hormat nama-nama tersebut dibawah ini sebagai anggota Direksi PT Perikanan Indonesia (Persero): Sdr. Fajar Widisasono sebagai Direktur Operasional, Sdr. Manahan Hutapea sebagai Direktur Keuangan dan Dukungan Kerja yang diangkat masing-masing berdasarkan Keputusan Menteri Badan

Members of the Board of Commissioners of PT Perikanan Indonesia (Persero), which decided to:

- Honorably dismiss the following individuals as members of the Board of Commissioners of PT Perikanan Indonesia (Persero): Mr. Johnson Sihombing as Independent Commissioner and Mr. Cecep Sutiawan as Commissioner, who were respectively appointed pursuant to the Decision of the Minister of State-Owned Enterprises Number SK-235/MBU/07/2020 dated 9 July 2020 jo. SK-260/MBU/08/2021 dated 5 August 2021, and SK-384/MBU/12/2021 dated 2 December 2021;

- Reassign Mr. Muhammad Yusuf, who was appointed pursuant to the Decision of the Minister of State-Owned Enterprises Number SK-235/MBU/07/2020 dated 9 July 2020 jo. SK-260/MBU/08/2021 dated 5 August 2021, from President Commissioner to Commissioner of PT Perikanan Indonesia (Persero), with a term of office continuing for the remainder of his term of office in accordance with the aforementioned Decision of the Minister of State-Owned Enterprises;

- Appoint the following individuals as members of the Board of Commissioners of PT Perikanan Indonesia (Persero): Mr. Didit Herdiawan Ashaf as President Commissioner and Mr. Mohamad Abdi as Independent Commissioner.

Based on the aforementioned decision, the composition of the Board of Commissioners of PT Perikanan Indonesia (Persero) is as follows:
1. Mr. Didit Herdiawan Ashaf as President Commissioner
2. Mr. Mohamad Abdi as Independent Commissioner
3. Ms. Nurikasari as Independent Commissioner
4. Mr. Gellwynn Daniel Hamzah Jusuf as Commissioner

The composition of the Board of Directors of PT Perikanan Indonesia (Persero) is based on:

1. Decision of the Minister of State-Owned Enterprises and the President Director of Perusahaan Perseroan (Persero) PT Rajawali Nusantara Indonesia, as the Shareholders of PT Perikanan Indonesia (Persero), Number: SK-122/MBU/05/2025 and Number: 37/Kep.PS /RNI.01/V/2025 concerning the Dismissal, Change in Position Nomenclature, and Appointment of Members of the Board of Directors of PT Perikanan Indonesia (Persero), which decided to:

   - Honorably dismiss the following individuals as members of the Board of Directors of PT Perikanan Indonesia (Persero): Mr. Fajar Widisasono as Director of Operations and Mr. Manahan Hutapea as Director of Finance and Work Support, who were respectively appointed pursuant to the Decision of the Minister of State-

Usaha Milik Negara Nomor: SK-379/MBU/12/2021 tanggal 2 Desember 2021 dan Keputusan Para Pemegang Saham PT Perikanan Indonesia (Persero) Nomor: SK-91/MBU/04/2022; 46/Kep.PS/RNI.01/IV/2022 tanggal 4 April 2022;

- Mengangkat nama-nama tersebut di bawah ini sebagai anggota Direksi PT Perikanan Indonesia (Persero):
  - Sdr. Eddi Santosa sebagai Direktur Keuangan
  - Sdr. Rene Van Joost sebagai Direktur Komoditi
  - Sdr. Muhammad Rizali Umarella sebagai Direktur Infrastruktur

2. Keputusan Dewan Komisaris PT Perikanan Indonesia (Persero) Nomor: KEP-03/DK/VII/2025 tentang Penunjukan Pelaksana Tugas Direktur Utama PT Perikanan Indonesia (Persero), tertanggal 29 Juli 2025, mengangkat Muhammad Rizali Umarella sebagai Plt. Direktur Utama.

3. Keputusan Para Pemegang Saham PT Perikanan Indonesia (Persero) Nomor: 115 Tahun 2025 dan Nomor: 135/Kep.PS/RNI.01/XII/2025 tentang Pemberhentian, Perubahan Nomenklatur Jabatan, Pengalihan Tugas, dan Pengangkatan Anggota-Anggota Direksi PT Perikanan Indonesia (Persero), memutuskan:
   - Mengukuhkan pemberhentian dengan hormat Sdr. Sigit Muhartono sebagai Direktur Utama PT Perikanan Indonesia (Persero) yang diangkat berdasarkan Keputusan Menteri Badan Usaha Milik Negara Nomor SK-379/MBU/12/2021 tanggal 2 Desember 2021 terhitung sejak tanggal 28 Juli 2025;
   - Mengalihkan penugasan Sdr. Muhammad Rizalli Umarella yang diangkat berdasarkan Keputusan Para Pemegang Saham PT Perikanan Indonesia (Persero) Nomor SK-122/MBU/05/2025 dan Nomor 37/Kep.PS/RNI.01/V/2025 tanggal 2 Mei 2025 semula sebagai Direktur Infrastruktur PT Perikanan Indonesia (Persero) menjadi Wakil Direktur Utama PT Perikanan Indonesia (Persero), dengan masa jabatan meneruskan sisa masa jabatan berdasarkan Keputusan Para Pemegang Saham tersebut.
   - Mengangkat nama-nama tersebut di bawah ini sebagai anggota-anggota Direksi PT Perikanan Indonesia (Persero):
     - Sdri. Titik Mustikasari sebagai Direktur Utama
     - Sdr. Errinto Pardede sebagai Direktur Pengembangan

4. Keputusan Para Pemegang Saham PT Perikanan Indonesia (Persero) Nomor: KEP-48 Tahun 2026 dan Nomor: 05/Kep.PS/RNI.01/I/2026 tentang Pemberhentian Anggota Direksi PT Perikanan Indonesia (Persero). Memberhentikan dengan hormat Sdr. Rene Van Joost sebagai Direktur Komoditi PT Perikanan Indonesia (Persero) yang

Owned Enterprises Number: SK-379/MBU/12/2021 dated 2 December 2021 and the Decision of the Shareholders of PT Perikanan Indonesia (Persero) Number: SK-91/MBU/04/2022; 46/Kep.PS/RNI.01/IV/2022 dated 4 April 2022;

- Appoint the following individuals as members of the Board of Directors of PT Perikanan Indonesia (Persero):
  - Mr. Eddi Santosa as Director of Finance
  - Mr. Rene Van Joost as Director of Commodities
  - Mr. Muhammad Rizali Umarella as Director of Infrastructure

2. Decision of the Board of Commissioners of PT Perikanan Indonesia (Persero) Number: KEP-03/DK/VII/2025 concerning the Appointment of the Acting President Director of PT Perikanan Indonesia (Persero), dated 29 July 2025, appointed Muhammad Rizali Umarella as Acting President Director.

3. Decision of the Shareholders of PT Perikanan Indonesia (Persero) Number: 115 of 2025 and Number: 135/Kep.PS/RNI.01/XII/2025 concerning the Dismissal, Change in Position Nomenclature, Reassignment, and Appointment of Members of the Board of Directors of PT Perikanan Indonesia (Persero), which decided to:
   - Confirm the honorable dismissal of Mr. Sigit Muhartono as President Director of PT Perikanan Indonesia (Persero), who was appointed pursuant to the Decision of the Minister of State-Owned Enterprises Number SK-379/MBU/12/2021 dated 2 December 2021, effective as of 28 July 2025;
   - Reassign Mr. Muhammad Rizalli Umarella, who was appointed pursuant to the Decision of the Shareholders of PT Perikanan Indonesia (Persero) Number SK-122/MBU/05/2025 and Number 37/Kep.PS/RNI.01/V/2025 dated 2 May 2025, from Director of Infrastructure of PT Perikanan Indonesia (Persero) to Deputy President Director of PT Perikanan Indonesia (Persero), with a term of office continuing for the remainder of his term of office based on the aforementioned Decision of the Shareholders;
   - Appoint the following individuals as members of the Board of Directors of PT Perikanan Indonesia (Persero):
     - Ms. Titik Mustikasari as President Director
     - Mr. Errinto Pardede as Director of Development

4. Decision of the Shareholders of PT Perikanan Indonesia (Persero) Number: KEP-48 of 2026 and Number: 05/Kep.PS/RNI.01/I/2026 concerning the Dismissal of a Member of the Board of Directors of PT Perikanan Indonesia (Persero), honorably dismissed Mr. Rene Van Joost as Director of Commodities of PT Perikanan Indonesia (Persero),

diangkat berdasarkan Keputusan Pemegang Saham PT Perikanan Indonesia (Persero) Nomor SK-122/MBU/05/2025 dan 37/Kep.PS/RNI.01/V/2025 tanggal 02 Mei 2025.

Dengan keputusan tersebut, susunan Direksi PT Perikanan Indonesia (Persero):

1. Sdri. Titik Mustikasari sebagai Direktur Utama
2. Sdr. Muhammad Rizali Umarella sebagai Wakil Direktur Utama PT Perikanan Indonesia (Persero)
3. Sdr. Eddi Santosa sebagai Direktur Keuangan
4. Sdr. Errinto Pardede sebagai Direktur Pengembangan

who was appointed pursuant to the Decision of the Shareholders of PT Perikanan Indonesia (Persero) Number SK-122/MBU/05/2025 and 37/Kep.PS/RNI.01/V/2025 dated 2 May 2025.

Based on the aforementioned decision, the composition of the Board of Directors of PT Perikanan Indonesia (Persero) is as follows:

1. Ms. Titik Mustikasari as President Director
2. Mr. Muhammad Rizali Umarella as Deputy President Director of PT Perikanan Indonesia (Persero)
3. Mr. Eddi Santosa as Director of Finance
4. Mr. Errinto Pardede as Director of Development

Peran Badan Tata Kelola Tertinggi dalam Mengawasi Pengelolaan Dampak

Role of the Highest Governance Body in Overseeing Impact Management

[GRI 2-12]

Dalam menjalankan fungsi tata kelola korporasi, Dewan Komisaris dan Direksi PT Perikanan Indonesia (Persero) memegang peran sentral dalam mengawasi serta mengarahkan pengelolaan dampak operasional terhadap aspek lingkungan, sosial, dan tata kelola (*Environmental, Social, and Governance*/ESG). Sebagai organ tata kelola tertinggi, keduanya menjalankan fungsi eksekutif dan pengawasan secara kolektif untuk menjamin bahwa perumusan strategi serta aktivitas bisnis perseroan senantiasa selaras dengan prinsip keuangan berkelanjutan, patuh terhadap regulasi yang berlaku (*compliance*), serta memberikan kontribusi positif yang berkesinambungan bagi seluruh pemangku kepentingan dan percepatan pembangunan nasional.

In carrying out their corporate governance functions, the Board of Commissioners and the Board of Directors of PT Perikanan Indonesia (Persero) play a central role in overseeing and directing the management of operational impacts on environmental, social, and governance (ESG) aspects. As the highest governance organs, both collectively perform executive and oversight functions to ensure that the formulation of strategies and the Company's business activities remain aligned with sustainable finance principles, comply with applicable regulations, and provide continuous positive contributions to all stakeholders and the acceleration of national development.

Peran dan Tanggung Jawab

1. **Dewan Komisaris:** Berperan sebagai organ pengawas yang bertugas memantau dan mengevaluasi pelaksanaan kebijakan keberlanjutan yang diterapkan oleh Direksi. Dewan Komisaris memastikan bahwa pengelolaan dampak ESG sesuai dengan target yang ditetapkan dalam Rencana Kerja dan Anggaran Perusahaan (RKAP) serta Rencana Kerja Anggaran Tanggung Jawab Sosial dan Lingkungan (RKA TJSL). Pengawasan ini mencakup evaluasi terhadap kepatuhan terhadap Peraturan Otoritas Jasa Keuangan (POJK) Nomor 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan dan Peraturan Menteri BUMN Nomor PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara. Dewan Komisaris juga memberikan nasihat strategis untuk memastikan bahwa inisiatif keberlanjutan mendukung Tujuan Pembangunan Berkelanjutan (SDGs), khususnya SDG 12

Roles and Responsibilities

1. **Board of Commissioners:** Acts as the supervisory organ responsible for monitoring and evaluating the implementation of sustainability policies implemented by the Board of Directors. The Board of Commissioners ensures that the management of ESG impacts is in accordance with the targets established in the Company's Work Plan and Budget (RKAP) and the Social and Environmental Responsibility Work Plan and Budget (RKA TJSL). This oversight includes evaluating compliance with Financial Services Authority Regulation (POJK) Number 51/POJK.03/2017 concerning the Implementation of Sustainable Finance and Minister of State-Owned Enterprises Regulation Number PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises. The Board of Commissioners also provides strategic advice to ensure that sustainability initiatives support the Sustainable Development Goals (SDGs),

(Konsumsi dan Produksi yang Bertanggung Jawab) dan SDG 16 (Perdamaian, Keadilan, dan Kelembagaan yang Kuat).

2. **Direksi:** Bertanggung jawab atas pelaksanaan operasional dan implementasi strategi keberlanjutan, termasuk pengelolaan dampak ESG. Direksi memastikan bahwa setiap keputusan operasional mempertimbangkan aspek lingkungan, sosial, dan tata kelola. Direksi juga bertugas merumuskan kebijakan yang mendukung pengurangan dampak negatif dan peningkatan dampak positif atas operasional perusahaan.

particularly SDG 12 (Responsible Consumption and Production) and SDG 16 (Peace, Justice and Strong Institutions).

2. **Board of Directors:** Is responsible for operational implementation and the implementation of the sustainability strategy, including the management of ESG impacts. The Board of Directors ensures that every operational decision takes into consideration environmental, social, and governance aspects. The Board of Directors is also responsible for formulating policies that support the reduction of negative impacts and the enhancement of positive impacts arising from the Company's operations.

Pendelegasian Wewenang Penanggung Jawab Penerapan Prinsip Keberlanjutan

Delegation of Authority to the Party Responsible for the Implementation of Sustainability Principles

1. Direksi PT Perikanan Indonesia (Persero) bertanggung jawab atas penetapan kebijakan, strategi, dan arah pengelolaan keberlanjutan Perseroan. Dalam rangka memastikan implementasi yang efektif di seluruh lini organisasi, Direksi mendelegasikan wewenang pelaksanaan dan pengelolaan program keberlanjutan kepada unit kerja yang memiliki fungsi dan tanggung jawab sesuai. Pendelegasian wewenang dilakukan melalui penetapan tugas, fungsi, dan tanggung jawab yang terintegrasi dalam struktur organisasi, kebijakan internal, serta rencana kerja Perseroan.

2. Setiap unit kerja bertanggung jawab untuk mengimplementasikan program keberlanjutan yang berkaitan dengan aspek ekonomi, lingkungan, sosial, dan tata kelola (Environmental, Social, and Governance/ESG), termasuk melakukan identifikasi dampak, pengelolaan risiko, pencapaian target, serta pelaporan kinerja sesuai kewenangannya.

3. Dalam pelaksanaannya, manajemen menunjuk Divisi Sekretaris Perusahaan sebagai unit kerja yang bertanggung jawab untuk mengkoordinasikan penerapan prinsip-prinsip keberlanjutan di tingkat Perseroan. Divisi Sekretaris Perusahaan berperan dalam mengkoordinasikan penyusunan strategi keberlanjutan, memfasilitasi pelaksanaan program lintas fungsi, mengkoordinasikan pengumpulan dan konsolidasi data keberlanjutan, serta memastikan proses pelaporan keberlanjutan dilaksanakan secara tepat waktu, akurat, dan sesuai dengan ketentuan peraturan perundang-undangan maupun standar pelaporan yang berlaku.

4. Melalui mekanisme pendelegasian wewenang yang jelas, Perseroan memastikan bahwa penerapan prinsip keberlanjutan tidak hanya menjadi tanggung jawab manajemen puncak, tetapi juga terintegrasi

1. The Board of Directors of PT Perikanan Indonesia (Persero) is responsible for establishing the Company's sustainability policies, strategies, and direction. To ensure effective implementation across all levels of the organization, the Board of Directors delegates the authority to implement and manage sustainability programs to the relevant work units with appropriate functions and responsibilities. The delegation of authority is carried out through the assignment of duties, functions, and responsibilities integrated into the organizational structure, internal policies, and the Company's work plans.

2. Each work unit is responsible for implementing sustainability programs related to economic, environmental, social, and governance (ESG) aspects, including identifying impacts, managing risks, achieving targets, and reporting performance in accordance with its respective authority.

3. In its implementation, management appoints the Corporate Secretary Division as the work unit responsible for coordinating the implementation of sustainability principles at the Company level. The Corporate Secretary Division plays a role in coordinating the formulation of the sustainability strategy, facilitating the implementation of cross-functional programs, coordinating the collection and consolidation of sustainability data, and ensuring that the sustainability reporting process is carried out in a timely and accurate manner and in accordance with applicable laws and regulations and reporting standards.

4. Through a clear authority delegation mechanism, the Company ensures that the implementation of sustainability principles is not solely the responsibility of top management, but is also

ke dalam proses bisnis dan aktivitas operasional di seluruh unit kerja. Pendekatan ini mendukung terciptanya tata kelola keberlanjutan yang efektif, akuntabel, dan berorientasi pada perbaikan berkelanjutan.

integrated into business processes and operational activities across all work units. This approach supports the establishment of effective, accountable, and continuously improving sustainability governance.

Pencalonan dan Pemilihan Badan Tata Kelola Tertinggi

Nomination and Selection of the Highest Governance Body

[GRI 2-10]

Nominasi Direksi dan Dewan Komisaris dilakukan oleh BP BUMN melalui serangkaian proses yang mencakup penjaringan, penilaian calon anggota Direksi dan calon anggota Dewan Komisaris serta penetapan mengacu pada Peraturan Menteri BUMN Indonesia Nomor PER-3/MBU/03/2023 tanggal 20 Maret 2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara. Suksesi Direksi merupakan bagian dari penerapan fungsi nominasi di tingkat manajerial tertinggi dalam rangka mempersiapkan regenerasi untuk melanjutkan tonggak kepemimpinan Perusahaan.

Nomination of the Board of Directors and Board of Commissioners is carried out by BP BUMN through a series of processes that include the screening, assessment of candidates for members of the Board of Directors and candidates for members of the Board of Commissioners, as well as appointment, referring to the Regulation of the Minister of State-Owned Enterprises of the Republic of Indonesia Number PER-3/MBU/03/2023 dated 20 March 2023 concerning the Organs and Human Resources of State-Owned Enterprises. The succession of the Board of Directors is part of the implementation of the nomination function at the highest managerial level in order to prepare regeneration to continue the Company's leadership milestones.

Adapun kriteria untuk memilih Direksi Perusahaan oleh Kementerian BUMN berdasarkan Peraturan Menteri BUMN Indonesia Nomor PER-3/MBU/03/2023 tanggal 20 Maret 2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara adalah berdasarkan keahlian, integritas, kepemimpinan, dll. Dan untuk kriteria pemilihan dan pencalonan Dewan Komisaris meliputi integritas, dedikasi, memahami masalah-masalah manajemen perusahaan dll. Selain itu, kriteria mengenai keberagaman, independensi dan kompetensi yang relevan pada masing-masing jabatan juga dipertimbangkan. Calon Dewan Komisaris dan Direksi harus memiliki rekam jejak kuat di industri yang relevan, kemampuan manajerial dan pemahaman tentang regulasi Pangan dan Pertanian, serta memastikan tidak ada konflik kepentingan. Kompetensi dinilai untuk memastikan operasi yang efisien dan berkelanjutan

The criteria for selecting the Company's Board of Directors by the Ministry of State-Owned Enterprises based on the Regulation of the Minister of State-Owned Enterprises of the Republic of Indonesia Number PER-3/MBU/03/2023 dated 20 March 2023 concerning the Organs and Human Resources of State-Owned Enterprises are based on expertise, integrity, leadership, etc. The criteria for the selection and nomination of the Board of Commissioners include integrity, dedication, understanding of the Company's management issues, etc. In addition, criteria concerning diversity, independence, and relevant competencies for each position are also considered. Candidates for the Board of Commissioners and Board of Directors must have a strong track record in the relevant industry, managerial capabilities, and an understanding of Food and Agriculture regulations, as well as ensuring that there are no conflicts of interest. Competencies are assessed to ensure efficient and sustainable operations.

Pengembangan Kompetensi Manajemen terkait Keberlanjutan

Management Competency Development Related to Sustainability

No	Jenis Pelatihan Type of Training	Penyelenggara Organizer	Jumlah Peserta Number of Participants	Waktu Pelaksanaan Execution Time	Biaya (Rp) Cost (Rp)
1	Tantangan & Peluang Hubungan Industrial Tahun 2025 Challenges and Opportunities in Industrial Relations 2025	Masykar Isnan & Partners Law Firm	1 Orang 1 Participant	31 Januari 2025 January 31, 2025	200,000
2	SKILL UP 2025 Smart Import Strategies SKILL UP 2025 Smart Import Strategies	PT Rajawali Nusantara Indonesia (Persero)	1 Orang 1 Participant	23 April 2025 April 23, 2025	Gratis Free
3	SKILL UP 2025 Training Emisi GRK & Workshop Roadmap Dekarbonisasi SKILL UP 2025 GHG Emissions Training & Decarbonization Roadmap Workshop	PT Rajawali Nusantara Indonesia (Persero)	3 Orang 3 Participants	28 April 2025 April 28, 2025	Gratis Free
4	Akhlak Talk Series ID Food Group: Work Smart High Impact ID FOOD Group AKHLAK Talk Series: Work Smart, High Impact	PT Rajawali Nusantara Indonesia (Persero)	Seluruh Karyawan All Employees	16 Mei 2025 May 16, 2025	Gratis Free
5	Workshop Komunikasi BUMN: Optimasi AI SOE Communication Workshop: AI Optimization	PT Rajawali Nusantara Indonesia (Persero)	1 Orang 1 Participant	27–28 Mei 2025 May 27–28, 2025	5,000,000
6	SKILL UP 2025: Excel Intermediate SKILL UP 2025: Intermediate Excel	PT Rajawali Nusantara Indonesia (Persero)	1 Orang 1 Participant	17 Juni 2025 June 17, 2025	Gratis Free
7	SKILL UP 2025: Foto Jurnalistik & Penulisan Press Release SKILL UP 2025: Photojournalism & Press Release Writing	PT Rajawali Nusantara Indonesia (Persero)	2 Orang 2 Participants	6–8 Juli 2025 July 6–8, 2025	Gratis Free
8	Sosialisasi Program Jaminan Kehilangan Pekerjaan (JKP) Socialization of the Job Loss Insurance (JKP) Program	BPJS Ketenagakerjaan	1 Orang 1 Participant	9 Juli 2025 July 9, 2025	Gratis Free
9	SKILL UP Finance For Non Finance SKILL UP Finance for Non-Finance	PT Rajawali Nusantara Indonesia (Persero)	2 Orang 2 Participants	5 Agustus 2025 August 5, 2025	Gratis Free
10	SKILL UP Treasury Management & Pengelolaan Piutang SKILL UP Treasury Management & Accounts Receivable Management	PT Rajawali Nusantara Indonesia (Persero)	2 Orang 2 Participants	13 Agustus 2025 August 13, 2025	Gratis Free
11	SKILL UP Data Driven Presentation Skills SKILL UP Data-Driven Presentation Skills	PT Rajawali Nusantara Indonesia (Persero)	2 Orang 2 Participants	14–15 & 22 Agustus 2025 August 14–15 & 22, 2025	Gratis Free
12	SKILL UP Training Assessment dan Awareness GCG SKILL UP GCG Assessment and Awareness Training	PT Rajawali Nusantara Indonesia (Persero)	2 Orang 2 Participants	20 Agustus 2025 August 20, 2025	Gratis Free
13	Ujian Sertifikasi Konsultan Pajak Periode II (Tingkat A & B) Tax Consultant Certification Examination – Period II (Levels A & B)	PPSKP (Panitia Penyelenggara) PPSKP (Organizing Committee)	1 Orang 1 Participant	19–21 Agustus 2025 August 19–21, 2025	Gratis Free
14	Seminar Penguatan Teknik Penyelesaian PHI Seminar on Strengthening Industrial Relations Court (PHI) Dispute Resolution Techniques	Dinas Tenaga Kerja, Transmigrasi & Energi Department of Manpower, Transmigration and Energy	2 Orang 2 Participants	28–29 Agustus 2025 August 28–29, 2025	Gratis Free

No	Jenis Pelatihan Type of Training	Penyelenggara Organizer	Jumlah Peserta Number of Participants	Waktu Pelaksanaan Execution Time	Biaya (Rp) Cost (Rp)
15	Sertifikasi CRMO / Analis Manajemen Risiko Organisasi CRMO Certification / Organizational Risk Management Analyst	LSPMR (Lembaga Sertifikasi Profesi) LSPMR (Professional Certification Body)	2 Orang 2 Participants	30 Agustus 2025 August 30, 2025	2,100,000
16	Sertifikasi Qualified Internal Auditor (QIA) Qualified Internal Auditor (QIA) Certification	The Center of Internal Audit Resources (CIAR)	1 Orang 1 Participant	8–13 September 2025 September 8–13, 2025	13,500,000
17	ToT International Cooperation Centre National Dev (Dalian Univ. China) Training of Trainers – International Cooperation Centre for National Development (Dalian University, China)	Kemenko Marves dengan ICC NDRC Tiongkok Coordinating Ministry for Maritime Affairs and Investment in collaboration with ICC NDRC China	5 Orang 5 Participants	15 Sep–12 Okt 2025 September 15–October 12, 2025	Gratis Free
18	SKILL UP Warehouse Management System SKILL UP Warehouse Management System	PT Rajawali Nusantara Indonesia (Persero)	5 Orang 5 Participants	23 September 2025 September 23, 2025	Gratis Free
19	SKILL UP Excel Intermediate Batch 2 SKILL UP Intermediate Excel – Batch 2	PT Rajawali Nusantara Indonesia (Persero)	10 Orang 10 Participants	24 September 2025 September 24, 2025	Gratis Free
20	SKILL UP 2025 Training Refreshment Awareness ISO SKILL UP 2025 ISO Awareness Refresher Training	PT Rajawali Nusantara Indonesia (Persero)	5 Orang 5 Participants	10 Oktober 2025 October 10, 2025	Gratis Free
21	Inhouse Training Professional Office Boy Training In-House Professional Office Boy Training	Duta Sukses Training Specialist	4 Orang 4 Participants	1 November 2025 November 1, 2025	4,300,000
22	Pelatihan Certified Risk Professional (CRP) & Certified Risk Associate (CRA) Certified Risk Professional (CRP) & Certified Risk Associate (CRA) Training	TAP Kapital	2 Orang 2 Participants	November–Desember 2025 November–December 2025	14,800,000
23	Akhlak Talk Series ID FOOD Group seri Adaptif 2025 ID FOOD Group AKHLAK Talk Series – Adaptability Series 2025	PT Rajawali Nusantara Indonesia (Persero)	Seluruh Karyawan All Employees	14 November 2025 November 14, 2025	Gratis Free
24	Data Analytics With AI For HR Performance Data Analytics with AI for HR Performance	Executrain	1 Orang 1 Participant	20 November 2025 November 20, 2025	Gratis Free
25	Konferensi Nasional Profesional Manajemen Risiko ke XI 11th National Risk Management Professionals Conference	LSPMR	1 Orang 1 Participant	27–28 November 2025 November 27–28, 2025	3,650,000
26	Skill Up OD Clinic: Job Analysis dan Job Evaluation Skill Up OD Clinic: Job Analysis and Job Evaluation	PT Rajawali Nusantara Indonesia (Persero)	5 Orang 5 Participants	3 Desember 2025 December 3, 2025	Gratis Free
27	Skill Up Implementasi PSAK 116: Dampak, Strategi dan Penerapan Skill Up Implementation of PSAK 116: Impacts, Strategies, and Implementation	PT Rajawali Nusantara Indonesia (Persero)	4 Orang 4 Participants	17 Desember 2025 December 17, 2025	Gratis Free

Konflik Kepentingan
Conflict of Interest

Sebagai bagian dari komitmen dalam menerapkan Tata Kelola Perusahaan yang Baik (Good Corporate Governance/GCG) secara konsisten, PT Perikanan Indonesia (Persero) telah menetapkan Pedoman Benturan Kepentingan (Conflict of Interest Guidelines) melalui Peraturan Direksi Nomor PER-0005/Dir.A/IV/2026. Pedoman tersebut menjadi landasan dan acuan bagi Dewan Komisaris, Direksi, dan seluruh pekerja Perseroan dalam mengidentifikasi, mencegah, mengungkapkan, mengelola, serta melaporkan setiap potensi maupun benturan kepentingan yang dapat memengaruhi independensi, objektivitas, integritas, dan profesionalisme dalam pelaksanaan tugas dan pengambilan keputusan.

As part of its commitment to consistently implementing Good Corporate Governance (GCG), PT Perikanan Indonesia (Persero) has established Conflict of Interest Guidelines through Board of Directors Regulation Number PER-0005/Dir.A/IV/2026. These guidelines serve as a foundation and reference for the Board of Commissioners, the Board of Directors, and all Company employees in identifying, preventing, disclosing, managing, and reporting any potential or actual conflicts of interest that could affect independence, objectivity, integrity, and professionalism in the execution of duties and decision-making.

Penerapan Pedoman Benturan Kepentingan merupakan bagian penting dari upaya Perseroan untuk memastikan bahwa setiap proses bisnis dan pengambilan keputusan dilaksanakan secara transparan, objektif, akuntabel, serta mengutamakan kepentingan Perseroan. Pedoman ini mengatur mekanisme yang mencakup identifikasi, pencegahan, pengungkapan, pelaporan, penanganan, dan pemantauan benturan kepentingan sesuai dengan ketentuan yang berlaku.

The implementation of the Conflict of Interest Guidelines is a crucial part of the Company's efforts to ensure that all business processes and decision-making activities are conducted transparently, objectively, and accountably, while prioritizing the Company's interests. These guidelines establish mechanisms covering the identification, prevention, disclosure, reporting, handling, and monitoring of conflicts of interest in accordance with applicable regulations.

Potensi benturan kepentingan dapat timbul dalam berbagai kondisi dan aktivitas, antara lain penerimaan gratifikasi, penyalahgunaan aset dan/atau informasi Perseroan, perangkapan jabatan, pemberian perlakuan khusus kepada pihak tertentu, keterlibatan dalam proses pengadaan yang memiliki hubungan afiliasi, serta penggunaan kewenangan untuk kepentingan pribadi atau pihak lain. Oleh karena itu, setiap individu di lingkungan Perseroan dituntut untuk mengenali dan mengungkapkan potensi benturan kepentingan secara tepat waktu serta mengambil langkah yang diperlukan untuk mencegah terjadinya benturan kepentingan maupun dampak negatif yang dapat ditimbulkannya.

Potential conflicts of interest may arise in various situations and activities, including the acceptance of gratuities, the misuse of Company assets and/or information, the holding of concurrent positions, the granting of preferential treatment to specific parties, involvement in procurement processes involving affiliated parties, and the exercise of authority for personal gain or the benefit of others. Therefore, every individual within the Company is required to recognize and disclose potential conflicts of interest in a timely manner and to take the necessary steps to prevent such conflicts and any resulting negative impacts.

Melalui penerapan Pedoman Benturan Kepentingan tersebut, Perseroan terus memperkuat budaya integritas dan kepatuhan serta memastikan bahwa seluruh insan Perseroan menjalankan tugas dan tanggung jawab secara profesional, independen, dan beretika. Upaya ini merupakan bagian dari penguatan sistem GCG Perseroan guna menjaga kepercayaan para pemangku kepentingan dan mendukung keberlanjutan kegiatan usaha Perseroan.

Through the implementation of these Conflict of Interest Guidelines, the Company continues to strengthen its culture of integrity and compliance, ensuring that all personnel carry out their duties and responsibilities professionally, independently, and ethically. This initiative is part of strengthening the Company's GCG system to maintain stakeholder trust and support the sustainability of the Company's business operations.

Evaluasi Kinerja Dewan Komisaris dan Direksi

Performance Evaluation of the Board of Commissioners and the Board of Directors

[GRI 2-18]

Evaluasi kinerja Dewan Komisaris dan Direksi PT Perikanan Indonesia (Persero) dilaksanakan secara berkala guna menjamin bahwa kepemimpinan perseroan tidak sekadar berorientasi pada pencapaian keberhasilan finansial jangka pendek, melainkan memiliki kapabilitas tinggi dalam mengintegrasikan prinsip-prinsip keberlanjutan ke dalam tata kelola operasional perusahaan secara komprehensif. Proses evaluasi ini merupakan instrumen strategis untuk mendukung transformasi Perseroan sebagai entitas bisnis yang berkelanjutan (sustainable business entity). Fokus utamanya diarahkan pada penciptaan dampak positif jangka panjang yang bernilai tambah (sustainable value creation) bagi seluruh pemangku kepentingan, yang mencakup pemegang saham, insan perseroan, mitra bisnis strategis, masyarakat luas, hingga kelestarian lingkungan hidup

The performance evaluation of the Board of Commissioners and the Board of Directors of PT Perikanan Indonesia (Persero) is conducted periodically to ensure that the Company's leadership is not merely oriented toward achieving short-term financial success, but also possesses a high level of capability in comprehensively integrating sustainability principles into the Company's operational governance. This evaluation process serves as a strategic instrument to support the Company's transformation into a sustainable business entity. Its primary focus is directed toward creating long-term positive impacts with added value (sustainable value creation) for all stakeholders, including shareholders, Company personnel, strategic business partners, the wider community, and environmental sustainability.

Kebijakan Evaluasi Dewan Komisaris

Board of Commissioners Evaluation Policy

1. Dewan Komisaris wajib melakukan evaluasi tahunan secara objektif untuk menentukan efektivitas dewan, komite, dan setiap individu komisaris.
2. Evaluasi tahunan sebagaimana dimaksud dilakukan berdasarkan pada tolak ukur atau kriteria penilaian yang spesifik, terukur, dapat dicapai, dan relevan.
3. Evaluasi tahunan sebagaimana dimaksud disampaikan oleh Dewan Komisaris kepada RUPS.

1. The Board of Commissioners shall conduct an objective annual evaluation to determine the effectiveness of the Board, committees, and each individual Commissioner.
2. The annual evaluation as referred to above shall be conducted based on specific, measurable, achievable, and relevant assessment benchmarks or criteria.
3. The annual evaluation as referred to above shall be submitted by the Board of Commissioners to the General Meeting of Shareholders (GMS).

Proses dan Kriteria Evaluasi

Evaluation Process and Criteria

Evaluasi kinerja Dewan Komisaris dan Direksi dilakukan secara tahunan, dengan kriteria yang telah ditetapkan dalam Rapat Umum Pemegang Saham (RUPS). Kriteria evaluasi mencakup:

1. Kinerja Strategis:
   Kemampuan Dewan Komisaris dan Direksi dalam merumuskan dan melaksanakan strategi yang mendukung visi dan misi Perseroan, termasuk pencapaian Rencana Kerja dan Anggaran

The performance evaluation of the Board of Commissioners and the Board of Directors is conducted annually, based on criteria established at the General Meeting of Shareholders (GMS). The evaluation criteria include:

1. Strategic Performance:
   The ability of the Board of Commissioners and the Board of Directors to formulate and implement strategies that support the Company's vision and mission, including the achievement of the Company

Perusahaan (RKAP) serta Rencana Kerja Anggaran Tanggung Jawab Sosial dan Lingkungan (RKA TJSL).

2. Penerapan *Good Corporate Governance* (GCG): Kepatuhan terhadap prinsip transparansi, akuntabilitas, tanggung jawab, independensi, dan keadilan, sebagaimana diatur dalam Peraturan Menteri BUMN Nomor PER-2/MBU/03/2023 dan Peraturan Otoritas Jasa Keuangan (POJK) Nomor 51/POJK.03/2017.

3. Integrasi Keberlanjutan: Kontribusi dalam mengintegrasikan aspek lingkungan, sosial, dan tata kelola (LST) dalam operasional perusahaan, termasuk dukungan terhadap Tujuan Pembangunan Berkelanjutan (SDGs), khususnya SDG 16 (Perdamaian, Keadilan, dan Kelembagaan yang Kuat).

4. Manajemen Risiko dan Kepatuhan: Efektivitas dalam mengelola risiko operasional, finansial, dan strategis, serta memastikan kepatuhan terhadap regulasi yang berlaku.

5. Keterlibatan Pemangku Kepentingan: Kemampuan untuk membangun hubungan yang konstruktif dengan pemangku kepentingan melalui komunikasi yang transparan dan responsif.

Selain kriteria di atas, evaluasi juga mempertimbangkan pencapaian *Key Performance Indicators* (KPI) individu yang ditetapkan untuk masing-masing anggota Dewan Komisaris dan Direksi, meskipun fokus utama tetap pada kontribusi kolektif terhadap keberlanjutan dan pertumbuhan jangka panjang Perseroan.

Work Plan and Budget (RKAP) and the Social and Environmental Responsibility Work Plan and Budget (RKA TJSL).

2. Implementation of Good Corporate Governance (GCG): Compliance with the principles of transparency, accountability, responsibility, independence, and fairness, as stipulated in Minister of State-Owned Enterprises Regulation Number PER-2/MBU/03/2023 and Financial Services Authority Regulation (POJK) Number 51/POJK.03/2017.

3. Sustainability Integration: Contribution to integrating environmental, social, and governance (ESG) aspects into the Company's operations, including support for the Sustainable Development Goals (SDGs), particularly SDG 16 (Peace, Justice and Strong Institutions).

4. Risk Management and Compliance: Effectiveness in managing operational, financial, and strategic risks, as well as ensuring compliance with applicable regulations.

5. Stakeholder Engagement: The ability to build constructive relationships with stakeholders through transparent and responsive communication.

In addition to the above criteria, the evaluation also considers the achievement of individual Key Performance Indicators (KPIs) established for each member of the Board of Commissioners and the Board of Directors, although the primary focus remains on collective contributions to the Company's long-term sustainability and growth.

Kebijakan Evaluasi Direksi

Board of Directors Evaluation Policy

GRI 2-18

Kebijakan evaluasi Direksi yaitu:

1. Kinerja Direksi dan masing-masing Anggota Direksi akan dievaluasi oleh Dewan Komisaris dan disampaikan kepada Pemegang Saham dalam Rapat Umum Pemegang Saham.

2. Secara umum, kinerja Direksi ditentukan berdasarkan tugas kewajiban yang tercantum dalam peraturan perundang-undangan yang berlaku dan Anggaran Dasar Perseroan maupun amanat Pemegang Saham. Kriteria evaluasi formal disampaikan secara terbuka kepada Anggota Direksi yang bersangkutan sejak tanggal pengangkatannya.

The Board of Directors Evaluation Policy is as follows:

1. The performance of the Board of Directors and each member of the Board of Directors shall be evaluated by the Board of Commissioners and submitted to the Shareholders at the General Meeting of Shareholders.

2. In general, the performance of the Board of Directors is determined based on the duties and obligations stipulated in the applicable laws and regulations and the Company's Articles of Association, as well as the mandates of the Shareholders. The formal evaluation criteria shall be openly communicated to the relevant members of the Board of Directors as of their date of appointment.

3. Hasil evaluasi terhadap kinerja Direksi secara keseluruhan dan kinerja masing-masing Anggota Direksi secara individual merupakan bagian tidak terpisahkan dalam skema kompensasi dan pemberian insentif bagi Anggota Direksi.

4. KPI Direksi bertujuan untuk memastikan pencapaian sasaran strategis Perseroan, meningkatkan efektivitas pengendalian kinerja Perseroan, memastikan Perseroan beroperasi pada koridor risiko yang dapat ditoleransi yang ditetapkan sebelumnya, mengoptimalkan upaya kapitalisasi potensi Perseroan, mengakselerasi pertumbuhan kinerja Perseroan, dan menilai kinerja Direksi Perseroan secara adil.

3. The results of the evaluation of the overall performance of the Board of Directors and the individual performance of each member of the Board of Directors constitute an integral part of the compensation and incentive scheme for members of the Board of Directors.

4. The Board of Directors' KPIs aim to ensure the achievement of the Company's strategic objectives, improve the effectiveness of the Company's performance control, ensure that the Company operates within the previously established tolerable risk parameters, optimize efforts to capitalize on the Company's potential, accelerate the growth of the Company's performance, and assess the performance of the Company's Board of Directors fairly.

Pencapaian Key Performance Indicator's (KPI)

Key Performance Indicator's (KPI) Achievment

Realisasi pencapaian *Key Performance Indicators* (KPI) PT Perikanan Indonesia (Persero) (Persero) sampai dengan akhir Tahun 2025 mencapai skor sebesar 76,6 dari total bobot 100,00. Capaian tersebut mencerminkan tingkat kinerja Perusahaan berdasarkan indikator penilaian yang telah ditetapkan, dengan rincian sebagai berikut:

The realization of the Key Performance Indicators (KPI) achievement of PT Perikanan Indonesia (Persero) as of the end of 2025 reached a score of 76.6 out of a total weight of 100.00. This achievement reflects the Company's performance level based on the established assessment indicators, with the following details:

No	Indikator Penilaian Assessment Indicators	Bobot (%) Weight	Skor
1	Nilai Ekonomi Sosial Economic and Social Value	55.0	48.3
2	Inovasi Model Bisnis Business Model Innovation	18.0	11.7
3	Kepemimpinan Teknologi Technology Leadership	5.0	5.0
4	Peningkatan Investasi Incresead Investment	17.0	7.6
5	Pengembangan Talenta Talent Development	5.0	4.0
	Jumlah Bobot Total Weight	**100,00**	**76,6**

Tata Nilai dan Pedoman Perilaku dan Etika

Code of Values and Code of Conduct

Sebagai bagian dari komitmen dalam menerapkan prinsip Tata Kelola Perusahaan yang Baik (Good Corporate Governance/GCG), PT Perikanan Indonesia (Persero) (Persero) memiliki Tata Nilai dan Pedoman Perilaku dan Etika (*Code of Conduct*) yang menjadi acuan bagi Dewan Komisaris, Direksi, dan seluruh pekerja dalam menjalankan tugas, tanggung jawab, serta aktivitas bisnis secara profesional, berintegritas, dan bertanggung jawab.

As part of its commitment to implementing Good Corporate Governance (GCG) principles, PT Perikanan Indonesia (Persero) has a Code of Values and Code of Conduct that serves as a reference for the Board of Commissioners, Board of Directors, and all employees in carrying out their duties, responsibilities, and business activities in a professional, integrity-driven, and responsible manner.

Penerapan *Code of Conduct* di PT Perikanan Indonesia (Persero) (Persero) ditetapkan melalui Keputusan

The implementation of the Code of Conduct at PT Perikanan Indonesia (Persero) is established through

Bersama Direksi dan Dewan Komisaris PT Perikanan Indonesia (Persero) Nomor KEP-0001/Dir.A/III/2026 dan Nomor KEP-03/DK/III/2026 tentang Tata Nilai dan Pedoman Perilaku dan Etika (*Code of Conduct)* PT Perikanan Indonesia (Persero). Pedoman ini menjadi landasan bagi seluruh insan perusahaan dalam membangun budaya kerja yang berlandaskan integritas, transparansi, akuntabilitas, tanggung jawab, independensi, serta kewajaran.

Joint Decree of the Board of Directors and Board of Commissioners of PT Perikanan Indonesia (Persero) No. KEP-0001/Dir.A/III/2026 and No. KEP-03/DK/III/2026 concerning the Code of Values and Code of Conduct of PT Perikanan Indonesia (Persero). This Code serves as the foundation for all Company employees in building a work culture based on integrity, transparency, accountability, responsibility, independence, and fairness.

Code of Conduct mengatur standar perilaku yang wajib dipatuhi oleh seluruh insan perusahaan dalam menjalankan kegiatan usaha, termasuk hubungan dengan sesama pekerja, pelanggan, pemasok, mitra usaha, pemerintah, pemegang saham, maupun masyarakat. Pedoman ini juga menjadi instrumen untuk mencegah terjadinya penyimpangan, benturan kepentingan, praktik korupsi, suap, gratifikasi, penyalahgunaan wewenang, serta tindakan lain yang dapat merugikan Perseroan.

The Code of Conduct establishes mandatory standards of conduct for all Company employees in carrying out business activities, including relationships with fellow employees, customers, suppliers, business partners, the Government, shareholders, and the community. The Code also serves as an instrument to prevent misconduct, conflicts of interest, corruption, bribery, gratification, abuse of authority, and other actions that may harm the Company.

Ruang lingkup Code of Conduct mencakup, antara lain:

The scope of the Code of Conduct includes, among others:

1. Kepatuhan terhadap peraturan perundang-undangan dan kebijakan perusahaan.
2. Penerapan nilai-nilai perusahaan dalam setiap aktivitas kerja.
3. Pencegahan benturan kepentingan.
4. Larangan terhadap praktik penyuapan, gratifikasi, dan korupsi.
5. Perlindungan aset, informasi, dan data perusahaan.
6. Menjaga kerahasiaan informasi serta keamanan data.
7. Penciptaan lingkungan kerja yang profesional, aman, inklusif, serta bebas dari diskriminasi dan pelecehan.
8. Kepatuhan terhadap aspek kesehatan dan keselamatan kerja serta perlindungan lingkungan.
9. Penyediaan mekanisme pelaporan pelanggaran yang menjamin kerahasiaan identitas pelapor dan perlindungan dari tindakan pembalasan.

1. Compliance with applicable laws and regulations and Company policies.
2. Implementation of Company values in every work activity.
3. Prevention of conflicts of interest.
4. Prohibition of bribery, gratification, and corruption practices.
5. Protection of Company assets, information, and data.
6. Maintaining the confidentiality of information and data security.
7. Creating a professional, safe, and inclusive work environment that is free from discrimination and harassment.
8. Compliance with occupational health and safety requirements and environmental protection.
9. Provision of a Whistleblowing System that ensures the confidentiality of the whistleblower's identity and protection against retaliation.

Melalui penerapan Tata Nilai dan Pedoman Perilaku dan Etika secara konsisten, PT Perikanan Indonesia (Persero) berkomitmen membangun budaya perusahaan yang berintegritas, meningkatkan kepercayaan para pemangku kepentingan, serta mendukung terciptanya pertumbuhan usaha yang berkelanjutan.

Through the consistent implementation of the Code of Values and Code of Conduct, PT Perikanan Indonesia (Persero) is committed to building a corporate culture grounded in integrity, strengthening stakeholder trust, and supporting the achievement of sustainable business growth.

Produk serta Layanan yang Adil dan Setara

Fair and Equal Products and Services

[OJK F.17]

PT Perikanan Indonesia (Persero) berkomitmen penuh untuk menegakkan prinsip keadilan, kesetaraan, dan keterbukaan informasi dalam menyediakan produk serta layanan di seluruh rantai nilai bisnis hulu-hilir perusahaan. Perseroan memandang bahwa penyediaan produk dan layanan yang adil (fair) serta setara (equitable) merupakan manifestasi nyata dari nilai-nilai utama BUMN (Core Values AKHLAK) dalam memenuhi hak-hak dasar konsumen, nelayan mitra, dan pelaku UMKM. Komitmen ini diterapkan secara konsisten guna mematuhi amanat Undang-Undang Nomor 8 Tahun 1999 tentang Perlindungan Konsumen serta mendukung ketercapaian SDG 10 (Berkurangnya Kesenjangan) dan SDG 12 (Konsumsi dan Produksi yang Bertanggung Jawab).

Praktik nyata perseroan dalam menyelenggarakan produk serta layanan yang adil dan setara dijabarkan secara transparan melalui tiga lini bisnis inti korporasi berikut:

1. Lini Bisnis Jasa Kepelabuhanan: Standarisasi Layanan Inklusif Bebas Diskriminasi
   Perseroan memastikan bahwa operasional pelabuhan perikanan yang dikelola oleh 12 Kantor Cabang dan 21 Kantor Unit diselenggarakan secara adil dan setara bagi seluruh pengguna jasa:

   a. Transparansi Tarif Pelayanan: Perseroan menerapkan standarisasi tarif pelayanan jasa kepelabuhanan (seperti tambat labuh kapal, sewa lahan, pengisian BBM solar, suplai air bersih, kelistrikan, dan es balok penunjang rantai dingin) secara transparan dan setara.

   b. Skema Kemitraan Fair Price Hulu: Melalui pendekatan Creating Shared Value (CSV), perseroan memberikan perlindungan ekonomi bagi nelayan mitra tradisional hulu dengan bertindak sebagai penyerap utama (offtaker) tangan pertama. Penerapan skema harga yang adil (fair price) ini berhasil membebaskan nelayan dari jeratan tengkulak informal, menjamin hak pendapatan yang setara, serta menekan kesenjangan sosial di wilayah pesisir.

2. Lini Bisnis Fish Processing & Trading: Jaminan Mutu Global dan Transparansi Informasi.
   Di sektor pengolahan dan perdagangan ikan komersial domestik maupun ekspor premium, perseroan menjamin hak kesetaraan konsumen atas keamanan pangan dan keterbukaan informasi produk:

   a. Keamanan Produk Setara (GRI 416): Setiap produk hasil laut yang diproses di Unit Pengolahan Ikan (UPI) cabang wajib melalui pengawasan berlapis oleh Unit Quality Control (QC) dan mengantongi sertifikasi global

PT Perikanan Indonesia (Persero) is fully committed to upholding the principles of fairness, equality, and information transparency in providing products and services throughout the Company's upstream-to-downstream business value chain. The Company views the provision of fair and equitable products and services as a tangible manifestation of the core values of SOEs (Core Values AKHLAK) in fulfilling the fundamental rights of consumers, partner fishermen, and MSME operators. This commitment is consistently implemented to comply with the mandate of Law No. 8 of 1999 concerning Consumer Protection and to support the achievement of SDG 10 (Reduced Inequalities) and SDG 12 (Responsible Consumption and Production).

The Company's tangible practices in providing fair and equal products and services are transparently described through the following three core corporate business lines:

1. Port Services Business Line: Standardization of Inclusive, Non-Discriminatory Services
   The Company ensures that the operations of fishing ports managed by 12 Branch Offices and 21 Unit Offices are conducted fairly and equitably for all service users:

   a. Service Tariff Transparency: The Company applies standardized tariffs for port services, such as vessel berthing, land rental, diesel fuel supply, clean water supply, electricity, and ice blocks supporting the cold chain, in a transparent and equitable manner.

   b. Fair Price Upstream Partnership Scheme: Through the Creating Shared Value (CSV) approach, the Company provides economic protection for traditional upstream fishermen partners by acting as the primary first-hand offtaker. The implementation of a fair price scheme successfully frees fishermen from dependence on informal middlemen, ensures equal income rights, and reduces social inequality in coastal areas.

2. Fish Processing & Trading Business Line: Global Quality Assurance and Information Transparency
   In the domestic commercial and premium export fish processing and trading sector, the Company ensures consumers' equal rights to food safety and product information transparency:

   a. Equal Product Safety (GRI 416): Every seafood product processed at the branch Fish Processing Units (UPI) is subject to layered supervision by the Quality Control (QC) Unit and obtains global certifications (HACCP, Processing Feasibility

(HACCP, Kelayakan Pengolahan/SKP KKP, FDA Registration, serta Halal BPJPH berpredikat Excellent untuk 99 jenis produk ritel seperti Tukato Seafood). Disiplin mutu ini berhasil mempertahankan rekam jejak nihil penarikan produk (zero product recall) sepanjang tahun buku berjalan.

Certificate (SKP) from KKP, FDA Registration, and an Excellent-rated Halal Certificate from BPJPH for 99 types of retail products such as Tukato Seafood). This quality discipline has successfully maintained a record of zero product recalls throughout the current fiscal year.

b. Hak Informasi dan Ketertelusuran (GRI 417): Seluruh kemasan dilengkapi informasi nilai gizi (nutrition facts), tanggal kedaluwarsa tegas, dan metode penanganan rantai dingin. Konsumen dari berbagai segmen diberikan hak informasi yang setara.

b. Information and Traceability Rights (GRI 417): All packaging is equipped with nutritional information (nutrition facts), clearly stated expiration dates, and cold chain handling methods. Consumers across various segments are provided with equal access to information.

c. Stimulus Aset Distribusi Hilir: Perseroan membuka akses interaksi komersial yang setara bagi pelaku usaha mikro melalui Program Non-Pendanaan Usaha Mikro dan Kecil (Non-PUMK) di Pati, Jawa Tengah berupa pembinaan mutu dan penyaluran freezer pembeku.

c. Downstream Distribution Asset Stimulus: The Company provides equal access to commercial interaction for micro-enterprise operators through the Non-Funding Micro and Small Enterprise Program (Non-PUMK) in Pati, Central Java, in the form of quality development and the distribution of freezers.

3. Lini Bisnis Pabrik Pakan: Kemitraan Sirkular dan Akses Pakan Terjangkau.
Melalui pengoperasian Pabrik Pakan Ikan & Udang, perseroan berkontribusi aktif dalam mendukung kemandirian finansial dan ketahanan pangan petambak budidaya nasional:

3. Feed Mill Business Line: Circular Partnership and Affordable Feed Access
Through the operation of the Fish & Shrimp Feed Mill, the Company actively contributes to supporting the financial independence and food security of national aquaculture farmers:

a. Formulasi Produk Berkualitas Berbiaya Adil: Pabrik pakan perseroan memproduksi varian pakan berkualitas tinggi dengan penetapan harga jual yang adil dan kompetitif di pasar. Langkah ini dirancang secara inklusif guna membantu para pembudidaya ikan dan udang lokal menekan struktur biaya pakan (feed cost ratio), meningkatkan produktivitas panen, serta memperoleh margin keuntungan usaha yang adil.

a. Quality Product Formulation at Fair Cost: The Company's feed mill produces high-quality feed variants with fair and competitive selling prices in the market. This measure is designed inclusively to help local fish and shrimp farmers reduce feed cost ratios, increase harvest productivity, and obtain fair business profit margins.

b. Penerapan Ekonomi Sirkular yang Bertanggung Jawab: Inovasi produk pakan dijalankan dengan mengadopsi prinsip ekonomi sirkular, di mana sisa limbah padat (kepala, tulang, cangkang) dari Unit Pengolahan Ikan (UPI) lini bisnis FTP diproses kembali secara bertanggung jawab menjadi tepung ikan bermutu tinggi sebagai bahan baku sekunder pakan udang. Praktik produksi bertanggung jawab ini menekan emisi pembuangan limbah darat (SDG 15), mengurangi biaya pengadaan bahan baku internal, serta menjamin ketersediaan produk pakan hijau komersial yang andal bagi petambak budidaya

b. Responsible Circular Economy Implementation: Feed product innovation is carried out by adopting circular economy principles, whereby solid waste residues (heads, bones, and shells) from the Fish Processing Unit (UPI) of the FPT business line are responsibly reprocessed into high-quality fishmeal as a secondary raw material for shrimp feed. This responsible production practice reduces land-based waste disposal emissions (SDG 15), lowers internal raw material procurement costs, and ensures the availability of reliable commercial green feed products for aquaculture farmers.

Membantu Nelayan dan Pembudidaya Ikan dengan Keterbatasan Finansial
Dengan kemudahan akses terhadap alat penangkapan ikan dan benih berkualitas tinggi, meningkatkan efisiensi produksi tanpa membebani keuangan mereka. Program ini mendukung SDG 1 (Tanpa Kemiskinan) dengan mengurangi beban finansial dan meningkatkan akses ke sumber daya produktif.

Supporting Fishermen and Aquaculture Farmers with Financial Constraints
By facilitating access to fishing gear and high-quality seeds, the Company improves production efficiency without imposing additional financial burdens on them. This program supports SDG 1 (No Poverty) by reducing financial burdens and improving access to productive resources.

Mengurangi Beban Biaya Produksi
Dengan biaya input yang lebih rendah, mereka dapat bersaing di pasar lokal dan nasional, menjual produk perikanan dengan harga yang kompetitif tanpa mengorbankan kualitas. Hal ini mendukung SDG 10 (Berkurangnya Kesenjangan) dengan menciptakan peluang ekonomi yang lebih adil.

Reducing Production Cost Burden
With lower input costs, they can compete in local and national markets by selling fishery products at competitive prices without compromising quality. This supports SDG 10 (Reduced Inequalities) by creating fairer economic opportunities.

Meningkatkan Produktivitas dan Diversifikasi Produk Perikanan
Peningkatan produktivitas ini memungkinkan diversifikasi produk, seperti pengembangan ikan olahan (nugget, kaleng, atau kerupuk ikan) yang dihasilkan oleh UMKM mitra Perseroan. Hasilnya adalah peningkatan pendapatan bagi nelayan dan pembudidaya, yang mendukung SDG 8 (Pekerjaan Layak dan Pertumbuhan Ekonomi)

Increasing Productivity and Diversification of Fishery Products
This increase in productivity enables product diversification, such as the development of processed fishery products (nuggets, canned fish, or fish crackers) produced by the Company's MSME partners. This results in increased income for fishermen and aquaculture farmers, supporting SDG 8 (Decent Work and Economic Growth).

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Memberdayakan Nelayan dan Pembudidaya serta Meningkatkan Inklusi Gender
Perseroan memastikan bahwa perempuan di komunitas pesisir memiliki akses yang setara ke program ini, misalnya melalui pelatihan pengolahan ikan atau kewirausahaan, untuk mendukung SDG 5 (Kesetaraan Gender). Dalam program TJSL khususnya di wilayah Lampung, perseroan melibatkan kelompok perempuan dalam pengelolaan UMKM produk olahan perikanan, meningkatkan inklusi gender dan kesejahteraan ekonomi.

Empowering Fishermen and Aquaculture Farmers and Increasing Gender Inclusion
The Company ensures that women in coastal communities have equal access to this program, for example through fish processing or entrepreneurship training, to support SDG 5 (Gender Equality). In the TJSL program, particularly in the Lampung area, the Company involves women's groups in managing MSMEs producing processed fishery products, thereby increasing gender inclusion and economic welfare.

Penerapan Prinsip Pelayanan yang Adil dan Setara
Untuk memastikan pelayanan yang adil dan setara, PT Perikanan Indonesia (Persero):

Implementation of Fair and Equal Service Principles
To ensure fair and equal services, PT Perikanan Indonesia (Persero):

1. Menerapkan Standar Pelayanan Non-Diskriminatif: Sesuai dengan UU Perlindungan Konsumen, Perseroan memastikan bahwa semua konsumen, termasuk nelayan, pembudidaya, dan UMKM, menerima akses yang sama terhadap produk (seperti pupuk bersubsidi) dan layanan pendukung, seperti pelatihan atau akses pasar.

1. Implementing Non-Discriminatory Service Standards: In accordance with the Consumer Protection Law, the Company ensures that all consumers, including fishermen, aquaculture farmers, and MSMEs, have equal access to products (such as subsidized fertilizer) and supporting services, such as training and market access.

2. Mengelola Saluran Komunikasi: Saluran seperti situs web (www.perikananindonesia.co.id) dan email (corcomm@perikananindonesia.co.id) tersedia untuk menerima masukan dan keluhan dari semua pemangku kepentingan, memastikan respons yang cepat dan adil.

2. Managing Communication Channels: Channels such as the website (www.perikananindonesia.co.id) and email (corcomm@perikananindonesia.co.id) are available to receive feedback and complaints from all stakeholders, ensuring prompt and fair responses.

3. Mendukung Kemitraan dengan UMKM: Sesuai dengan Surat Edaran Menteri BUMN Nomor SE-10/MBU/08/2020, Perseroan memprioritaskan kemitraan dengan UMKM lokal untuk mendistribusikan pupuk bersubsidi dan produk perikanan, memastikan inklusi ekonomi di wilayah operasional seperti Subang, Sorong, dan Ambon.

3. Supporting Partnerships with MSMEs: In accordance with Circular Letter of the Minister of State-Owned Enterprises No. SE-10/MBU/08/2020, the Company prioritizes partnerships with local MSMEs to distribute subsidized fertilizer and fishery products, ensuring economic inclusion in operational areas such as Subang, Sorong, and Ambon.

Dengan inisiatif ini, PT Perikanan Indonesia (Persero) tidak hanya mendukung strategi pemerintah untuk inklusi ekonomi, tetapi juga memperkuat ketahanan pangan nasional, memajukan keberlanjutan lingkungan, dan berkontribusi pada pencapaian SDGs 1, 5, 8, 10, 12, dan 14 hingga tahun 2030.

Through these initiatives, PT Perikanan Indonesia (Persero) not only supports the Government's strategy for economic inclusion but also strengthens national food security, advances environmental sustainability, and contributes to the achievement of SDGs 1, 5, 8, 10, 12, and 14 through 2030.

Tanggung Jawab Pengembangan Produk / Jasa Berkelanjutan

Responsibility for Sustainable Product/Service Development

Komitmen untuk Memberikan Layanan atas Produk dan/atau Jasa yang Setara kepada Konsumen

Commitment to Providing Equal Services for Products and/or Services to Consumers

[GRI 417] [OJK F.17]

Perseroan berkomitmen tinggi untuk menyajikan produk perikanan dan layanan kepelabuhan yang berkualitas, aman, serta diproduksi melalui praktik yang bertanggung jawab. Bagi Perseroan, pengembangan produk dan jasa berkelanjutan merupakan pilar penting dalam menjaga kepercayaan pelanggan sekaligus memastikan kelestarian ekosistem laut. Kami mengintegrasikan standar mutu internasional dengan prinsip ketertelusuran (*traceability*) untuk menjamin bahwa setiap produk yang didistribusikan berasal dari sumber perikanan yang legal dan dikelola secara lestari. Komitmen ini diwujudkan mulai dari proses hulu hingga hilir, mencakup penerapan metode penangkapan ikan yang ramah lingkungan, standardisasi higienitas pada fasilitas pengolahan, hingga pengelolaan kawasan pelabuhan perikanan yang bersih dan aman. Melalui pendekatan tata kelola mutu yang ketat, PT Perikanan Indonesia (Persero) senantiasa berupaya meminimalkan dampak lingkungan dari rantai pasok produk, sekaligus memberikan nilai tambah ekonomi dan sosial yang berkelanjutan bagi mitra nelayan serta konsumen luas.

The Company is highly committed to providing quality and safe fishery products and port services produced through responsible practices. For the Company, the development of sustainable products and services is an important pillar in maintaining customer trust while ensuring the preservation of marine ecosystems. We integrate international quality standards with traceability principles to ensure that every product distributed originates from legal and sustainably managed fisheries sources. This commitment is realized from upstream to downstream processes, including the implementation of environmentally friendly fishing methods, hygiene standardization at processing facilities, and the management of clean and safe fishing port areas. Through a strict quality governance approach, PT Perikanan Indonesia (Persero) continuously strives to minimize the environmental impacts of the product supply chain while providing sustainable economic and social added value for fishermen partners and consumers at large.

Perseroan juga senantiasa menjunjung tinggi prinsip keadilan, transparansi, dan non diskriminasi dalam berinteraksi dengan seluruh pelanggan maupun pengguna jasa pelabuhan. Perseroan berkomitmen penuh untuk memberikan pelayanan yang setara, tanpa membedakan latar belakang suku, agama, ras, antar golongan, gender, maupun skala kapabilitas ekonomi konsumen. Bagi kami, menyediakan akses yang adil terhadap produk pangan laut berkualitas tinggi serta fasilitas kepelabuhanan yang prima merupakan perwujudan nyata dari tata kelola bisnis yang beretika dan bertanggung jawab.Komitmen kesetaraan ini diimplementasikan melalui standarisasi pelayanan di seluruh wilayah operasional perusahaan, mulai dari proses transaksi perdagangan ikan hingga pemanfaatan infrastruktur pelabuhan perikanan. Perseroan terus memastikan bahwa baik mitra nelayan tradisional, pelaku usaha mikro, kecil, dan menengah (UMKM), hingga mitra korporasi skala besar mendapatkan hak, perlakuan, dan kualitas layanan

The Company also consistently upholds the principles of fairness, transparency, and non-discrimination in its interactions with all customers and port service users. The Company is fully committed to providing equal services without distinction based on ethnicity, religion, race, social groups, gender, or the economic capacity of consumers. For us, providing fair access to high-quality seafood products and excellent port facilities is a tangible manifestation of ethical and responsible business governance. This commitment to equality is implemented through service standardization across all of the Company's operational areas, from fish trading transactions to the utilization of fishing port infrastructure. The Company continuously ensures that traditional fishermen partners, Micro, Small, and Medium Enterprise (MSME) operators, and large-scale corporate partners receive proportionate and inclusive rights, treatment, and service quality. This measure aims to build long-term partnerships based on mutual trust and shared growth.

yang proporsional serta inklusif. Langkah ini bertujuan untuk membangun hubungan kemitraan jangka panjang yang berbasis pada rasa saling percaya dan pertumbuhan bersama.

Produk/Jasa yang Sudah Dievaluasi Keamanannya bagi Pelanggan

Perseroan menempatkan kesehatan, keselamatan, dan keamanan pelanggan sebagai prioritas tertinggi yang tidak dapat ditawar dalam seluruh rantai nilai operasional bisnis perusahaan. Sebagai penyedia komoditas pangan laut, Perseroan secara berkala mengevaluasi 100% produk dan jasa yang ditawarkan untuk memastikan kepatuhan menyeluruh terhadap regulasi keamanan pangan nasional maupun standar ketat negara tujuan ekspor.Jaminan keamanan komoditas perikanan Perseroan didukung oleh pengoperasian Unit Pengolahan Ikan (UPI) yang telah mengimplementasikan sistem manajemen keamanan pangan terpadu. Proses evaluasi dilakukan secara ketat mulai dari tahap penerimaan bahan baku hulu (raw material), proses pembekuan dan pengemasan di cold storage, hingga rantai distribusi logistik hulu-hilir. Langkah proaktif ini merupakan bagian dari manajemen risiko Perseroan untuk mengeliminasi potensi bahaya kontaminasi biologi, kimia, maupun fisik demi melindungi kepercayaan konsumen secara berkelanjutan.

Products/Services Evaluated for Customer Safety

The Company places customer health, safety, and security as the highest non-negotiable priority throughout the entire operational business value chain. As a provider of seafood commodities, the Company periodically evaluates 100% of the products and services offered to ensure full compliance with national food safety regulations and the stringent standards of export destination countries. The safety assurance of the Company's fishery commodities is supported by the operation of Fish Processing Units (UPI) that have implemented an integrated food safety management system. The evaluation process is conducted rigorously, starting from the receipt of upstream raw materials, freezing and packaging processes in cold storage facilities, through to the upstream-to-downstream logistics distribution chain. This proactive measure forms part of the Company's risk management efforts to eliminate potential biological, chemical, and physical contamination hazards while sustainably maintaining consumer trust.

Standarisasi Kualitas Produk dan Kepatuhan Regulasi Melalui Sertifikasi

Product Quality Standardization and Regulatory Compliance through Certification

PT Perikanan Indonesia (Persero) berkomitmen penuh untuk menegakkan integritas kualitas produk melalui penerapan standardisasi yang ketat dan pemenuhan regulasi secara menyeluruh. Bagi Perseroan, kepemilikan sertifikasi mutu dari lembaga otoritas resmi bukan sekadar instrumen pemenuhan aspek legalitas, melainkan bentuk jaminan moral dan akuntabilitas bisnis kepada konsumen global maupun domestik. Langkah strategis ini diambil untuk memastikan seluruh komoditas hasil laut yang diproses memenuhi parameter keamanan pangan, kelayakan konsumsi, serta prinsip perdagangan yang adil (fair trade). Seluruh proses manajemen mutu, mulai dari penanganan bahan baku hulu hingga distribusi hilir, diselaraskan dengan standar internasional. Melalui sistem jaminan mutu yang tersertifikasi, PT Perikanan Indonesia (Persero) senantiasa memitigasi risiko ketidakpatuhan produk, mengeliminasi kontaminasi, serta mendukung terciptanya ekosistem rantai pasok perikanan yang andal dan berkelanjutan.

Implementasi sertifikasi operasional yang dimiliki oleh perseroan dibagi ke dalam 4 pilar teknis berikut:

PT Perikanan Indonesia (Persero) is fully committed to upholding product quality integrity through the implementation of strict standardization and comprehensive regulatory compliance. For the Company, obtaining quality certifications from official authorities is not merely an instrument for fulfilling legal requirements, but also a form of moral assurance and business accountability to both global and domestic consumers. This strategic measure is undertaken to ensure that all processed seafood commodities meet food safety, fitness for consumption, and fair trade principles. All quality management processes, from upstream raw material handling to downstream distribution, are aligned with international standards. Through a certified quality assurance system, PT Perikanan Indonesia (Persero) continuously mitigates the risk of product non-compliance, eliminates contamination, and supports the establishment of a reliable and sustainable fisheries supply chain ecosystem.

The implementation of operational certifications held by the Company is divided into the following four technical pillars:

1. Sertifikat Kelayakan Pengolahan (SKP): Menjelaskan bahwa setiap Unit Pengolahan Ikan (UPI) milik Perseroan telah mengantongi SKP dari Kementerian Kelautan dan Perikanan (KKP). Sertifikasi ini membuktikan bahwa sarana dan prasarana produksi telah memenuhi persyaratan sanitasi dan higienitas (Good Manufacturing Practices & Sanitation Standard Operating Procedures).

2. Sertifikasi Manajemen Keamanan Pangan (HACCP): Memaparkan kepatuhan operasional terhadap standar sistem Hazard Analysis Critical Control Point (HACCP). Sertifikasi ini menjamin bahwa titik-titik kritis yang berpotensi menimbulkan bahaya biologi, kimia, maupun fisik pada produk perikanan telah dimitigasi sejak tahap awal pengolahan.

3. Sertifikasi Jaminan Halal: Menunjukkan pemenuhan regulasi domestik (UU Jaminan Produk Halal) dengan memastikan seluruh produk konsumsi ritel dan komoditas olahan Perseroan telah tersertifikasi Halal oleh Badan Penyelenggara Jaminan Produk Halal (BPJPH) demi memberikan rasa aman bagi mayoritas konsumen.

4. Kepatuhan Kriteria Pasar Ekspor: Menyebutkan pemenuhan standar ekspor spesifik sesuai regulasi negara tujuan.

Nihil Penarikan Produk dan Jaminan Perlindungan Konsumen

Sepanjang tahun buku 2025, PT Perikanan Indonesia (Persero) mencatatkan rekam jejak nihil penarikan kembali produk (zero product recall) yang diakibatkan oleh isu keamanan pangan maupun penurunan kualitas. Pencapaian signifikan ini menjadi indikator utama atas efektivitas dan konsistensi implementasi seluruh sertifikasi mutu yang dimiliki oleh perseroan. Keberhasilan operasional tersebut didukung secara ketat melalui fungsi pengawasan berkala oleh Unit Quality Control (QC) serta kepatuhan mutlak terhadap regulasi nasional, khususnya Undang-Undang Nomor 8 Tahun 1999 tentang Perlindungan Konsumen. Melalui kepemilikan portofolio sertifikasi mutu yang komprehensif, PT Perikanan Indonesia (Persero) senantiasa memperkuat posisinya sebagai pelaku bisnis yang bertanggung jawab, memperkuat fondasi ketahanan pangan nasional, serta mengakselerasi kontribusi nyata terhadap pencapaian Agenda Tujuan Pembangunan Berkelanjutan (Sustainable Development Goals/SDGs) menuju tahun 2030

1. Processing Feasibility Certificate (SKP): Each Fish Processing Unit (UPI) owned by the Company has obtained an SKP from the Ministry of Marine Affairs and Fisheries (KKP). This certification demonstrates that the production facilities and infrastructure meet the requirements for sanitation and hygiene (Good Manufacturing Practices and Sanitation Standard Operating Procedures).

2. Food Safety Management Certification (HACCP): Demonstrates operational compliance with the Hazard Analysis Critical Control Point (HACCP) system standards. This certification ensures that critical points that may pose biological, chemical, or physical hazards to fishery products are mitigated from the initial stage of processing.

3. Halal Assurance Certification: Demonstrates compliance with domestic regulations (Halal Product Assurance Law) by ensuring that all of the Company's retail consumer products and processed commodities have obtained Halal certification from the Halal Product Assurance Organizing Agency (BPJPH), thereby providing a sense of security to the majority of consumers.

4. Export Market Compliance: Demonstrates compliance with specific export standards in accordance with the regulations of the destination countries.

Zero Product Recall and Consumer Protection Assurance

Throughout the 2025 fiscal year, PT Perikanan Indonesia (Persero) recorded zero product recalls resulting from food safety issues or quality deterioration. This significant achievement serves as a key indicator of the effectiveness and consistency of the implementation of all quality certifications held by the Company. This operational achievement is supported by strict periodic supervision by the Quality Control (QC) Unit and full compliance with national regulations, particularly Law No. 8 of 1999 concerning Consumer Protection. Through its comprehensive portfolio of quality certifications, PT Perikanan Indonesia (Persero) continues to strengthen its position as a responsible business entity, reinforce the foundation of national food security, and accelerate its tangible contribution to the achievement of the Sustainable Development Goals (SDGs) Agenda toward 2030.

Manajemen Risiko Keberlanjutan

Sustainbility Risk Management

[GRI 2-23, 2-24, 201-2] [OJK E.3] [S1-44a, 44b, 44c] [S2-25a, 25b, 25c]

Manajemen Risiko Keberlanjutan merupakan bagian yang tidak terpisahkan dari penerapan Manajemen Risiko Perusahaan yang bertujuan untuk memastikan bahwa risiko-risiko yang dapat memengaruhi keberlangsungan usaha, pencapaian tujuan strategis, serta komitmen perusahaan terhadap aspek ekonomi, lingkungan, sosial, dan tata kelola dikelola secara efektif dan berkesinambungan.

Sustainability Risk Management is an integral part of the implementation of the Company's Risk Management, which aims to ensure that risks that may affect business continuity, the achievement of strategic objectives, and the Company's commitment to economic, environmental, social, and governance aspects are managed effectively and continuously.

Penerapan Manajemen Risiko Keberlanjutan dilakukan secara terintegrasi dengan proses bisnis dan pengambilan keputusan perusahaan. Setiap aktivitas operasional maupun strategis wajib mempertimbangkan potensi risiko yang dapat memengaruhi keberlanjutan perusahaan dalam jangka pendek, menengah, maupun jangka panjang.

The implementation of Sustainability Risk Management is integrated into the Company's business processes and decision-making. Every operational and strategic activity is required to consider potential risks that may affect the Company's sustainability in the short, medium, and long term.

Manajemen Risiko Keberlanjutan dilaksanakan dengan mengacu pada prinsip-prinsip Manajemen Risiko sesuai kerangka *Enterprise Risk Management* (ERM) dan ISO 31000, serta memperhatikan ketentuan peraturan perundang-undangan, kebijakan perusahaan, dan praktik terbaik yang berlaku terkait aspek keberlanjutan.

Sustainability Risk Management is implemented with reference to Risk Management principles in accordance with the Enterprise Risk Management (ERM) framework and ISO 31000, while taking into account applicable laws and regulations, Company policies, and applicable best practices related to sustainability aspects.

1. Tujuan dari manajemen Risiko berkelanjutan yaitu:

   a. mendukung pencapaian tujuan strategis perusahaan secara berkelanjutan;

   b. mengidentifikasi, menganalisis, mengevaluasi, dan mengendalikan risiko yang berpotensi memengaruhi aspek ekonomi, lingkungan, sosial, dan tata kelola perusahaan;

   c. meningkatkan kemampuan perusahaan dalam mengantisipasi perubahan lingkungan usaha, perkembangan regulasi, serta ekspektasi pemangku kepentingan;

   d. menjaga keberlangsungan operasional perusahaan melalui penerapan pengendalian risiko yang efektif;

   e. meningkatkan nilai perusahaan, reputasi, serta kepercayaan para pemangku kepentingan.

1. The objectives of Sustainability Risk Management are to:

   a. support the sustainable achievement of the Company's strategic objectives;

   b. identify, analyze, evaluate, and control risks that may potentially affect the Company's economic, environmental, social, and governance aspects;

   c. enhance the Company's ability to anticipate changes in the business environment, regulatory developments, and stakeholder expectations;

   d. maintain the continuity of the Company's operations through the implementation of effective risk controls;

   e. enhance the Company's value, reputation, and stakeholder confidence.

2. Ruang Lingkup Manajemen Risiko Keberlanjutan diterapkan terhadap seluruh aktivitas, proses bisnis, proyek, investasi, maupun kegiatan lainnya yang berpotensi menimbulkan risiko terhadap keberlanjutan perusahaan. Ruang lingkup Manajemen Risiko Keberlanjutan meliputi risiko yang berkaitan dengan aspek:

   a. **Lingkungan**
   Risiko lingkungan merupakan risiko yang timbul akibat aktivitas perusahaan maupun perubahan

2. The Scope of Sustainability Risk Management applies to all activities, business processes, projects, investments, and other activities that have the potential to pose risks to the Company's sustainability. The scope of Sustainability Risk Management includes risks related to the following aspects:

   a. **Environmental**
   Environmental risks are risks arising from the Company's activities or changes in environmental

kondisi lingkungan yang dapat memengaruhi kelangsungan usaha, antara lain perubahan iklim, pencemaran lingkungan, pengelolaan limbah, penggunaan energi, penggunaan air, emisi gas rumah kaca, pemanfaatan sumber daya alam, dan pelestarian keanekaragaman hayati.

conditions that may affect business continuity, including climate change, environmental pollution, waste management, energy use, water use, greenhouse gas emissions, utilization of natural resources, and biodiversity conservation.

b. **Sosial**
Risiko sosial merupakan risiko yang berkaitan dengan hubungan perusahaan terhadap pekerja, pelanggan, masyarakat, mitra usaha, dan pemangku kepentingan lainnya, termasuk keselamatan dan kesehatan kerja, hak asasi manusia, kesejahteraan pekerja, hubungan industrial, keamanan pangan, kepuasan pelanggan, serta tanggung jawab sosial perusahaan.

b. **Social**
Social risks are risks related to the Company's relationships with employees, customers, communities, business partners, and other stakeholders, including occupational health and safety, human rights, employee welfare, industrial relations, food safety, customer satisfaction, and corporate social responsibility.

c. **Tata Kelola**
Risiko tata kelola merupakan risiko yang berkaitan dengan penerapan prinsip-prinsip tata kelola perusahaan yang baik, antara lain kepatuhan terhadap ketentuan peraturan perundang-undangan, etika bisnis, pencegahan fraud, benturan kepentingan, transparansi, akuntabilitas, perlindungan data dan informasi, serta efektivitas sistem pengendalian internal.

c. **Governance**
Governance risks are risks related to the implementation of Good Corporate Governance principles, including compliance with applicable laws and regulations, business ethics, fraud prevention, conflicts of interest, transparency, accountability, data and information protection, and the effectiveness of the internal control system.

Penerapan manajemen risiko keberlanjutan. Manajemen Risiko Keberlanjutan dilaksanakan dengan menggunakan proses Manajemen Risiko Perusahaan yang meliputi penetapan konteks, identifikasi risiko, analisis risiko, evaluasi risiko, penanganan risiko, pemantauan, dan pelaporan risiko.

Implementation of Sustainability Risk Management Sustainability Risk Management is implemented using the Company's Risk Management process, which includes context establishment, risk identification, risk analysis, risk evaluation, risk treatment, risk monitoring, and risk reporting.

Dalam proses identifikasi risiko, setiap Unit Kerja wajib mempertimbangkan faktor internal maupun eksternal yang dapat memengaruhi keberlanjutan perusahaan, termasuk perubahan kondisi ekonomi, lingkungan, sosial, teknologi, regulasi, maupun ekspektasi pemangku kepentingan.

In the risk identification process, each Work Unit is required to consider internal and external factors that may affect the Company's sustainability, including changes in economic, environmental, social, technological, and regulatory conditions, as well as stakeholder expectations.

Risiko yang telah diidentifikasi selanjutnya dianalisis berdasarkan tingkat kemungkinan terjadinya dan besarnya dampak yang dapat ditimbulkan terhadap pencapaian sasaran perusahaan. Hasil analisis digunakan sebagai dasar dalam menentukan prioritas penanganan risiko dan penyusunan rencana mitigasi.

The identified risks are subsequently analyzed based on their likelihood of occurrence and the magnitude of their potential impact on the achievement of the Company's objectives. The results of the analysis serve as a basis for determining risk treatment priorities and preparing mitigation plans.

Penanganan risiko dilakukan melalui pengembangan dan pelaksanaan tindakan pengendalian yang proporsional sesuai tingkat risiko, dengan tetap mempertimbangkan efektivitas biaya, manfaat, serta kemampuan perusahaan dalam mengelola risiko tersebut.

Risk treatment is carried out through the development and implementation of proportionate control measures in accordance with the level of risk, while taking into consideration cost-effectiveness, benefits, and the Company's capacity to manage such risks.

Pemantauan dan evaluasi terhadap efektivitas pengendalian risiko dilakukan secara berkala untuk memastikan bahwa risiko keberlanjutan tetap berada dalam batas toleransi risiko yang telah ditetapkan oleh perusahaan.

Monitoring and evaluation of the effectiveness of risk controls are conducted periodically to ensure that sustainability risks remain within the risk tolerance limits established by the Company.

Peran Manajemen dalam Penilaian dan Pengelolaan Risiko Keberlanjutan

Management's Role in Sustainbility Risk Assessment and Management

PT Perikanan Indonesia (Persero) (Persero) menempatkan manajemen sebagai pihak yang bertanggung jawab dalam memastikan proses penilaian dan pengelolaan risiko keberlanjutan dilaksanakan secara efektif, terintegrasi, dan selaras dengan strategi bisnis Perseroan. Peran tersebut diwujudkan melalui penyusunan kebijakan, pelaksanaan identifikasi dan evaluasi risiko, penetapan langkah mitigasi, serta pemantauan terhadap efektivitas pengendalian risiko yang berkaitan dengan aspek ekonomi, lingkungan, sosial, dan tata kelola (ESG). Peran dan tanggung jawab dapat dijabarkan sebagai berikut:

a. Dewan Komisaris menjalankan fungsi pengawasan terhadap penerapan manajemen risiko keberlanjutan melalui pemantauan atas efektivitas kebijakan dan implementasinya. Pengawasan tersebut bertujuan untuk memastikan bahwa pengelolaan risiko telah dilaksanakan sesuai dengan prinsip kehati-hatian, tata kelola perusahaan yang baik (Good Corporate Governance), serta ketentuan peraturan perundang-undangan yang berlaku.

b. Direksi bertanggung jawab menetapkan arah kebijakan dan memastikan penerapan Manajemen Risiko Keberlanjutan secara efektif pada seluruh tingkatan organisasi.

c. Unit Manajemen Risiko sebagai lini kedua bertanggung jawab mengembangkan metodologi, memfasilitasi proses identifikasi dan evaluasi penilaian risiko keberlanjutan, melakukan pemantauan, serta menyusun pelaporan risiko kepada manajemen.

d. Setiap Unit Kerja sebagai Pemilik Risiko atau lini pertama bertanggung jawab mengidentifikasi, menilai, mengendalikan, dan memantau risiko keberlanjutan yang timbul dari proses bisnis yang menjadi tanggung jawabnya.

e. Satuan Pengawasan Intern sebagai lini ketiga melakukan evaluasi independen terhadap efektivitas penerapan Manajemen Risiko Keberlanjutan sebagai bagian dari fungsi assurance perusahaan.

Melalui keterlibatan aktif Direksi, Dewan Komisaris, dan seluruh unit kerja, PT Perikanan Indonesia (Persero) berupaya membangun budaya sadar risiko (risk awareness culture) yang mendukung terciptanya perusahaan yang tangguh, adaptif, dan berkelanjutan. Pendekatan ini memastikan bahwa risiko keberlanjutan tidak hanya dikelola sebagai potensi ancaman, tetapi

PT Perikanan Indonesia (Persero) places management as the party responsible for ensuring that the assessment and management of sustainability risks are carried out effectively, in an integrated manner, and in alignment with the Company's business strategy. This role is realized through the formulation of policies, implementation of risk identification and evaluation, determination of mitigation measures, and monitoring of the effectiveness of risk controls related to economic, environmental, social, and governance (ESG) aspects. The roles and responsibilities are described as follows:

a. The Board of Commissioners performs an oversight function over the implementation of sustainability risk management by monitoring the effectiveness of its policies and implementation. Such oversight aims to ensure that risk management is carried out in accordance with the principles of prudence, Good Corporate Governance (GCG), and applicable laws and regulations.

b. The Board of Directors is responsible for establishing policy direction and ensuring the effective implementation of Sustainability Risk Management at all levels of the organization.

c. The Risk Management Unit, as the second line of defense, is responsible for developing methodologies, facilitating the identification and assessment of sustainability risks, conducting monitoring, and preparing risk reports for management.

d. Each Work Unit, as the Risk Owner or first line of defense, is responsible for identifying, assessing, controlling, and monitoring sustainability risks arising from the business processes under its responsibility.

e. The Internal Audit Unit (SPI), as the third line of defense, conducts independent evaluations of the effectiveness of Sustainability Risk Management implementation as part of the Company's assurance function.

Through the active involvement of the Board of Directors, Board of Commissioners, and all Work Units, PT Perikanan Indonesia (Persero) strives to build a risk awareness culture that supports the creation of a resilient, adaptive, and sustainable company. This approach ensures that sustainability risks are not only managed as potential threats but are also viewed as

juga dipandang sebagai peluang untuk meningkatkan nilai tambah, daya saing, dan keberlanjutan usaha dalam jangka panjang.

opportunities to increase added value, competitiveness, and long-term business sustainability.

Manajemen Risiko Utama terhadap Keberlanjutan

Key Risk Management for Sustainbility

Manajemen Risiko Utama terhadap Keberlanjutan merupakan proses pengelolaan terhadap risiko-risiko utama (*key risks*) yang berpotensi memberikan dampak signifikan terhadap kemampuan Perusahaan dalam mempertahankan keberlangsungan usaha, menciptakan nilai jangka panjang, serta mencapai tujuan strategis secara berkelanjutan. Risiko-risiko tersebut dapat berasal dari faktor internal maupun eksternal yang memengaruhi aspek ekonomi, lingkungan, sosial, dan tata kelola perusahaan.

Key Risk Management for Sustainability is a process of managing key risks that have the potential to significantly affect the Company's ability to maintain business continuity, create long-term value, and achieve strategic objectives sustainably. These risks may arise from internal and external factors that affect the Company's economic, environmental, social, and governance aspects.

Identifikasi Risiko Utama terhadap Keberlanjutan dilakukan secara terintegrasi dalam proses Manajemen Risiko Perusahaan dengan mempertimbangkan strategi bisnis, perubahan lingkungan usaha, perkembangan regulasi, kondisi pasar, ekspektasi pemangku kepentingan, serta isu-isu keberlanjutan yang material bagi Perusahaan. Penetapan suatu risiko sebagai Risiko Utama terhadap Keberlanjutan didasarkan pada tingkat kemungkinan terjadinya, besarnya dampak yang ditimbulkan, serta potensi pengaruhnya terhadap keberlangsungan operasional, kinerja keuangan, reputasi, dan pencapaian sasaran strategis Perusahaan.

The identification of Key Risks for Sustainability is carried out in an integrated manner within the Company's Risk Management process by considering business strategies, changes in the business environment, regulatory developments, market conditions, stakeholder expectations, and material sustainability issues relevant to the Company. The designation of a risk as a Key Risk for Sustainability is based on its likelihood of occurrence, the magnitude of its potential impact, and its potential influence on operational continuity, financial performance, reputation, and the achievement of the Company's strategic objectives.

Pengelolaan Risiko Utama terhadap Keberlanjutan dilaksanakan melalui penerapan proses Manajemen Risiko yang meliputi identifikasi, analisis, evaluasi, penetapan strategi penanganan, pemantauan, dan pelaporan risiko secara berkesinambungan. Setiap Pemilik Risiko bertanggung jawab memastikan tersedianya pengendalian yang memadai dan melaksanakan rencana mitigasi untuk menjaga tingkat risiko berada dalam batas toleransi risiko (risk appetite dan risk tolerance) yang telah ditetapkan oleh Perusahaan.

The management of Key Risks for Sustainability is carried out through the implementation of a Risk Management process that includes risk identification, analysis, evaluation, determination of risk treatment strategies, monitoring, and continuous risk reporting. Each Risk Owner is responsible for ensuring the availability of adequate controls and implementing mitigation plans to maintain the risk level within the risk appetite and risk tolerance established by the Company.

Pemantauan terhadap Risiko Utama terhadap Keberlanjutan dilakukan secara berkala melalui pengukuran indikator risiko utama (*Key Risk Indicators/KRI*) dan evaluasi efektivitas pengendalian yang telah diterapkan. Hasil pemantauan menjadi dasar bagi manajemen dalam melakukan penyesuaian strategi mitigasi, pengambilan keputusan, serta penyempurnaan pengelolaan risiko agar Perusahaan tetap memiliki ketahanan (business resilience) dalam menghadapi perubahan lingkungan bisnis dan tantangan keberlanjutan.

Monitoring of Key Risks for Sustainability is conducted periodically through the measurement of Key Risk Indicators (KRI) and evaluation of the effectiveness of the controls implemented. The monitoring results serve as a basis for management to adjust mitigation strategies, make decisions, and improve risk management practices to ensure that the Company maintains business resilience in addressing changes in the business environment and sustainability challenges.

Dalam konteks Perusahaan, Risiko Utama terhadap Keberlanjutan dapat mencakup, namun tidak terbatas pada, risiko yang berkaitan dengan perubahan iklim, keberlanjutan sumber daya perikanan, kepatuhan terhadap regulasi, keamanan pangan, gangguan rantai pasok, keselamatan dan kesehatan kerja, reputasi

In the context of the Company, Key Risks for Sustainability may include, but are not limited to, risks related to climate change, the sustainability of fisheries resources, regulatory compliance, food safety, supply chain disruptions, occupational health and safety, corporate reputation, corporate governance, as well as

perusahaan, tata kelola perusahaan, serta perubahan kondisi ekonomi dan pasar yang dapat memengaruhi keberlangsungan usaha.

changes in economic and market conditions that may affect business continuity.

Perseroan secara berkala melakukan pemantauan terhadap perkembangan risiko utama beserta efektivitas langkah mitigasi yang telah diterapkan. Hasil pemantauan tersebut menjadi dasar bagi Direksi dalam menetapkan kebijakan, strategi, dan rencana tindak lanjut guna meningkatkan ketahanan bisnis serta memastikan keberlangsungan usaha. Dengan pendekatan tersebut, PT Perikanan Indonesia (Persero) berkomitmen untuk mengelola risiko secara proaktif, memperkuat daya saing, dan menciptakan nilai jangka panjang bagi seluruh pemangku kepentingan melalui penerapan prinsip-prinsip keberlanjutan.

The Company periodically monitors developments in key risks and the effectiveness of the mitigation measures implemented. The results of such monitoring serve as a basis for the Board of Directors in determining policies, strategies, and follow-up plans to strengthen business resilience and ensure business continuity. Through this approach, PT Perikanan Indonesia (Persero) is committed to proactively managing risks, strengthening competitiveness, and creating long-term value for all stakeholders through the implementation of sustainability principles.

Profil Risiko PT Perikanan Indonesia (Persero) Tahun 2025 beserta Mitigasinya:
Risk Profile of PT Perikanan Indonesia (Persero) in 2025 and Its Mitigation

NO	Peristiwa Risiko Risk Event	Rencana Mitigasi Risiko Risk Mitigation Plan
1	Rencana eksport ikan tidak sesuai target RKAP Fish Export Plan Not Meeting the RKAP Target	1. Mempersiapkan Fasilitas UPI Eks. PPI (Unit Muara Baru) yang mendukung Ekspor baik HACCP maupun Nomor Registrasi ke Negara Mitra maupun Negara Tujuan. Prepare the Former PPI UPI Facilities (Muara Baru Unit) to support exports, including HACCP certification and registration numbers for partner countries and destination countries. 2. Melengkapi sarana prasana UPI untuk mendukung procesing ikan untuk ekspor Complete the UPI facilities and infrastructure to support fish processing for export. 3. Melakukan pemasaran menggunakan plalform digital dan media sosial untuk mempromosikan produk secara luar dan meningkatkan visibilitas brand di pasar internasional Conduct marketing through digital platforms and social media to broadly promote products and increase brand visibility in international markets. 4. Berpartisipasi dalam pameran Participate in exhibitions. 5. Mengevaluasi evektivitas strategi pemasaran yang diterapkan secara rutin dan melakukan penyesuaian jika diperlukan Routinely evaluate the effectiveness of the marketing strategies implemented and make adjustments as necessary. 6. Menambah jumlah mitra supplier bahan baku Increase the number of raw material supplier partners.
2	Margin Perdagangan Ikan Tidak Sesuai Target Fish Trading Margin Not Meeting Target	1. Meningkat volume penjualan perdagangan ikan Increase fish trading sales volume. 2. Meningkatkan penjualan value added product Increase sales of value-added products. 3. Menambah mitra supplier dan mitra buyer Add supplier and buyer partners. 4. Mengoperasionalkan kapal milik sendiri Operate the Company's own vessels. 5. Upskilling Kompetensi khususnya dibidang Marketing Upskill competencies, particularly in the Marketing function. 6. Mencari Mitra Vendor Logistik dedicated yang dapat menekan biaya operasional Seek dedicated logistics vendor partners that can reduce operating costs. 7. Mengevaluasi dan menetapkan standart costing HPP Ikan yang menguntungkan perusahaan Evaluate and establish profitable standard costing for the Cost of Goods Sold (COGS) of fish.
3	Kegagalan perusahaan mendanai kegiatan jangka pendek Failure to Finance Short-Term Activities	1. Menyusun financial modelling (cash to cash cycle) untuk setiap komoditi yang diperdagangkan Prepare financial modeling (cash-to-cash cycle) for each traded commodity. 2. Penurunan tingkat piutang usaha dengan melakukan soft dan hard collection atas piutang jatuh tempo

NO	Peristiwa Risiko Risk Event	Rencana Mitigasi Risiko Risk Mitigation Plan
		Reduce the level of trade receivables by conducting soft and hard collection efforts for overdue receivables. 3. Membuat perjanjian sewa lahan dengan tenan Prepare land lease agreements with tenants. 4. Melaksanakan divestasi aset Carry out asset divestment.
4	Tingginya Piutang Macet High Level of Bad Debts	1. Penerapan Know Your Costumer (KYC): Implementation of KYC a. Pada saat akan bekerjasama dengan mitra Prior to entering into cooperation with business partners. b. Pengkinian database customer Updating the customer database. 2. Mengoptimalkan fungsi dan tugas masing-masing PIC TIM Piutang Kantor pusat, cabang dan unit untuk melakukan penagihan piutang Optimize the functions and responsibilities of each PIC within the Accounts Receivable Team at the Head Office, branches, and units to collect outstanding receivables. 3. Pencegahan piutang lancar menjadi piutang macet dengan: Prevent current receivables from becoming bad debts by: a. Melakukan proses transaksi perdagangan, sewa menyewa dan transaksi lainnya sesuai dengan SOP yang berlaku diperusahaan Conducting trade transactions, leasing transactions, and other transactions in accordance with the applicable SOPs of the Company. b. Melakukan pencatatan secara tepat waktu Recording transactions accurately and in a timely manner. c. Melakukan monitoring posisi jumlah & umur piutang Monitoring the amount and aging of receivables. d. Melakakukan penagihan pelayanan bang/jasa sesuai dengan term of payment Conducting collection for service and goods transactions in accordance with the applicable payment terms. 4. Mencantumkan Term off payment dalam invoice (jangka waktu pembayaran/sanksi keterlambatan pembayaran) Include the payment terms in invoices, including the payment period and penalties for late payment.
5	Proses Divestasi Aset tidak sesuai dengan jadwal yang ditentukan Asset divestment process not in accordance with the established schedule	1. Membuat time schedule divestasi aset Develop an asset divestment timeline. 2. Melakukan identifikasi potensial problem yang membuat pelaksanaan divestasi aset terhambat dan menyelesaikan problem tersebut Identify potential issues that may hinder the asset divestment process and resolve such issues. 3. Melaksanakan proses divestasi mengacu pada time schedule Carry out the divestment process in accordance with the established timeline.
6	Penyelesaian Investasi PMN Completion of PMN Investment	1. Berkoordinasi dengan Vendor untuk melakukan Pembayaran Retensi Coordinate with vendors to process retention payments. 2. Mereview kondisi proyek yang sudah berjalan dan kemudian melaksanakan proses penyelesaian proyek Review the condition of ongoing projects and subsequently carry out the project completion process.
7	Perdagangan ikan lokal menurun Decline in Local Fish Trading	1. Membuat kontrak tertulis dengan nelayan untuk mengambil hasil tangkapan dengan harga yang telah disepakati atau off take dari nelayan Establish written contracts with fishermen to purchase their catches at agreed-upon prices, or implement an off-take arrangement with fishermen. 2. Membuat *buffer stok* ikan dengan menganalisis permintaan dan membuat pola permintaan untuk mengelola persediaan agar tidak kelebihan stok Establish fish buffer stock by analyzing demand and developing demand patterns to manage inventory and avoid overstocking. 3. Pemasaran yang efektif dan penjualan yang masif serta terukur Implement effective marketing and massive, measurable sales activities. 4. Meningkatkan jumlah buyer Increase the number of buyers. 5. Mendapatkan kuota Impor ikan untuk CPP Obtain fish import quotas for CPP. 6. Penyediaan modal kerja untuk pembelian ikan Provide working capital for fish procurement.

NO	Peristiwa Risiko Risk Event	Rencana Mitigasi Risiko Risk Mitigation Plan
		7. Pembayaran dilakukan cash before delivery atau menggunakan jaminan dalam bertransaksi jual beli ikan Make payments on a cash-before-delivery basis or use guarantees in fish trading transactions.
8	Pendapatan pemanfaatan lahan tidak sesuai dari Target yang ditetapkan Land utilization revenue did not meet the established target.	1. Melakukan monitoring pemanfaatan lahan yang telah jatuh tempo dan melakukan: Monitor land utilization agreements that have expired and undertake the following actions a. Membuat surat kepada mitra yang belum mengajukan permohonan perpanjangan pemanfaatan lahan Send letters to partners who have not yet submitted applications for the extension of land utilization b. Meminta mitra untuk melengkapi kelengkapan dokumen persyaratan Request partners to complete the required supporting documents. c. Melakukan sosialisasi tarif kepada mitra Conduct tariff socialization for partners. 2. Melakukan tindakan tegas untuk upaya penyelesaian perjanjian pemanfaatan lahan Take firm action to resolve outstanding land utilization agreements. 3. Memasarkan aset lahan dan mencari mitra baru Market land assets and seek new partners. 4. Meningkatkan pelayanan pemanfaatan lahan kepada penyewa antara lain dengan : Improve land utilization services for tenants through, among others: a. Percepatan proses persetujuan pemanfaatan lahan sesuai dengan SOP/ketentuan yang berlaku Accelerating the approval process for land utilization in accordance with the applicable SOPs and provisions. b. Memberikan informasi pada website perusahaan antara lain: lokasi lahan yang akan dimanfaatkan, persyaratan administrasi dan informasi tarif pemanfaatan lahan Providing information on the Company's website, including the location of land available for utilization, administrative requirements, and land utilization tariff information.
9	Perolehan Mitra Sewa Aset Produksi Acquisition of Production Asset Leasing Partners	1. Membuat SOP penyewaan Aset Develop an Asset Leasing SOP. 2. Memastikan bahwa peralatan pabrik pakan dapat berfungsi dengan baik Ensure that the feed mill equipment is functioning properly 3. Pemasaran aset secara aktif Actively market the assets 4. Menunjuk KJPP sebagai dasar penentuan ketentuan tarif penyewaan /pemanfaatan pabrik pakan Appoint a Public Appraisal Services Office (KJPP) as the basis for determining the rental/utilization tariff for the feed mill. 5. Mernyampaikan hasil penilaian KJPP kepada divisi terkait/Direksi sebagai bahan dalam penyususunan SK Tarif Submit the KJPP appraisal results to the relevant division/Board of Director's as a basis for preparing the Tariff Decree (SK Tarif).

Penerapan Manajemen Risiko Utama terhadap Keberlanjutan merupakan komitmen Perusahaan dalam memperkuat tata kelola, meningkatkan efektivitas pengambilan keputusan, serta memastikan bahwa setiap risiko yang berpotensi memengaruhi keberlanjutan usaha dikelola secara sistematis, terukur, dan berkesinambungan. Dengan demikian, Perusahaan dapat mempertahankan kinerja yang berkelanjutan sekaligus meningkatkan kepercayaan para pemangku kepentingan.

The implementation of Key Risk Management for Sustainability represents the Company's commitment to strengthening governance, improving the effectiveness of decision-making, and ensuring that every risk potentially affecting business sustainability is managed systematically, measurably, and continuously. Accordingly, the Company can maintain sustainable performance while strengthening stakeholder confidence.

Hubungan dengan Pemangku Kepentingan

Stakeholder Relations

[GRI 2-29, 304-1] [OJK E.4]

PT Perikanan Indonesia (Persero) (Persero) menyadari bahwa keberhasilan dalam menciptakan nilai berkelanjutan tidak terlepas dari dukungan, partisipasi, dan kolaborasi seluruh pemangku kepentingan. Oleh karena itu, Perseroan senantiasa membangun hubungan yang terbuka, konstruktif, inklusif, dan berlandaskan pada prinsip saling percaya dengan para pemangku kepentingan, baik internal maupun eksternal.

PT Perikanan Indonesia (Persero) (Persero) recognizes that success in creating sustainable value cannot be separated from the support, participation, and collaboration of all stakeholders. Therefore, the Company continuously builds open, constructive, inclusive, and trust-based relationships with both internal and external stakeholders.

Perseroan mengidentifikasi dan melibatkan pemangku kepentingan berdasarkan tingkat pengaruh, kepentingan, serta keterkaitan mereka terhadap kegiatan operasional dan pencapaian tujuan strategis Perseroan. Pemangku kepentingan PT Perikanan Indonesia (Persero) (Persero) meliputi pemegang saham, Dewan Komisaris, Direksi, karyawan, pelanggan, pemasok dan mitra usaha, nelayan dan masyarakat pesisir, pemerintah dan regulator, masyarakat, media, serta pemangku kepentingan lainnya.

The Company identifies and engages stakeholders based on their level of influence, interest, and relevance to the Company's operational activities and achievement of its strategic objectives. PT Perikanan Indonesia (Persero) (Persero)'s stakeholders include shareholders, the Board of Commissioners, the Board of Directors, employees, customers, suppliers and business partners, fishermen and coastal communities, government and regulators, communities, media, and other stakeholders.

Melalui berbagai mekanisme komunikasi dan pelibatan, Perseroan berupaya memahami kebutuhan, harapan, aspirasi, serta isu-isu yang menjadi perhatian para pemangku kepentingan. Proses tersebut dilakukan melalui rapat, forum konsultasi, survei, kegiatan sosialisasi, koordinasi, kerjasama, penyampaian informasi, serta saluran pengaduan dan umpan balik. Masukan yang diperoleh menjadi salah satu pertimbangan dalam penyusunan kebijakan, penetapan strategi, pengelolaan risiko, pengambilan keputusan, serta peningkatan kinerja keberlanjutan Perseroan.

Through various communication and engagement mechanisms, the Company seeks to understand the needs, expectations, aspirations, and issues of concern to stakeholders. This process is carried out through meetings, consultation forums, surveys, outreach activities, coordination, cooperation, information dissemination, as well as complaint and feedback channels. The input obtained serves as one of the considerations in policy formulation, strategy setting, risk management, decision-making, and improvement of the Company's sustainability performance.

Dalam membangunan dengan pemangku kepentingan, Perseroan berkomitmen untuk menerapkan prinsip transparansi, akuntabilitas, responsivitas, dan kesetaraan. Perseroan juga berupaya memastikan bahwa proses pelibatan dilakukan secara berkelanjutan dan memberikan manfaat bersama, sekaligus mendukung terciptanya ekosistem perikanan yang tangguh, inklusif, bertanggung jawab, dan berkelanjutan.

In building relationships with stakeholders, the Company is committed to applying the principles of transparency, accountability, responsiveness, and equality. The Company also strives to ensure that the engagement process is conducted continuously and provides mutual benefits, while supporting the creation of a resilient, inclusive, responsible, and sustainable fisheries ecosystem.

Melalui hubungan dan kolaborasi yang efektif dengan seluruh pemangku kepentingan, PT Perikanan Indonesia (Persero) terus memperkuat upaya penciptaan nilai ekonomi, sosial, lingkungan, dan tata kelola secara berkelanjutan serta mendukung ketahanan pangan nasional dan pembangunan yang berkelanjutan.

Through effective relationships and collaboration with all stakeholders, PT Perikanan Indonesia (Persero) continues to strengthen efforts to create economic, social, environmental, and governance value sustainably, while supporting national food security and sustainable development.

Pemangku Kepentingan Stakeholders	**Metode Pelibatan** Engagement Method	**Topik/Harapan Utama** Main Topics/Expectations	**Bentuk Respons atau Tindak Lanjut Perseroan** Form of Company Response or Follow-Up
Pemegang Saham	RUPS, rapat koordinasi,	Pencapaian kinerja, pertumbuhan usaha, penerapan tata kelola yang	Penyampaian informasi secara transparan dan akuntabel, pelaksanaan

Shareholders	penyampaian laporan kinerja, dan komunikasi berkala General Meetings of Shareholders (GMS), coordination meetings, performance reporting, and regular communication	baik, pengelolaan risiko, serta pencapaian target keberlanjutan performance achievement, business growth, good governance implementation, risk management, and sustainability target achievement	strategi bisnis, penguatan tata kelola, serta pemantauan pencapaian kinerja transparent and accountable information disclosure, business strategy implementation, governance strengthening, and performance monitoring
Dewan Komisaris dan Direksi Board of Commisioners and Board of Directors	Rapat Dewan Komisaris, rapat Direksi, rapat gabungan Board of Commissioners Meetings, Board of Directors Meetings, and Joint Meetings	Efektivitas pengawasan, pencapaian target strategis, pengelolaan risiko, kepatuhan, serta kinerja keberlanjutan oversight effectiveness, strategic target achievement, risk management, compliance, and sustainability performance	Penguatan fungsi pengawasan dan pengelolaan, evaluasi berkala, serta tindak lanjut atas rekomendasi dan hasil pengawasan strengthening oversight and management functions, periodic evaluation, and follow-up on recommendations and oversight results
Karyawan Employess	Rapat internal, sosialisasi kebijakan, pelatihan, akhlak day Internal meetings, policy socilization, training, and AKHLAK Day	pengembangan kompetensi, kesejahteraan, kesempatan berkarier, serta lingkungan kerja yang inklusif competency development, welfare, career opportunities, and an inclusive work environment	Pelaksanaan program pengembangan kompetensi, peningkatan komunikasi internal, serta penguatan praktik ketenagakerjaan yang adil Implementation of competency development programs, enhancement of internal communication, and strengthening of fair employment practices
Pelanggan Customers	Komunikasi langsung, layanan pelanggan, evaluasi kontrak Direct communication, customer service, and contract evaluation	Kualitas dan keamanan produk, ketepatan waktu pengiriman, ketersediaan produk, serta pelayanan yang responsif Product quality and safety, timely delivery, product availability, and responsive service	Pengendalian mutu, peningkatan kualitas layanan, evaluasi kepuasan pelanggan, dan tindak lanjut atas keluhan atau masukan Quality control, service quality improvement, customer satisfaction evaluation, and follow-up on complaints or feedback
Pemasok dan Mitra Usaha Suppliers and Business Partners	Proses pengadaan, evaluasi kinerja, rapat koordinasi, komunikasi bisnis, dan kerja sama Procurement processes, performance evaluation, coordination meetings, business communication, and cooperation	Proses pengadaan yang transparan, kepastian kerja sama, pembayaran yang tepat waktu, serta hubungan usaha yang adil Transparent procurement processes, partnership certainty, timely payments, and fair business relationships	Penerapan prinsip tata kelola dalam pengadaan, evaluasi kinerja pemasok, dan penguatan kemitraan yang saling memberikan manfaat Implementation of governance principles in procurement, supplier performance evaluation, and strengthening mutually beneficial partnerships
Nelayan dan Masyarakat Pesisir Fishermen and Coastal Communities	Kegiatan TJSL, dialog, pendampingan TJSL activities, dialogues, and assistance	Peningkatan kesejahteraan, akses pasar, penguatan kapasitas, keberlanjutan sumber daya perikanan, serta manfaat ekonomi Welfare improvement, market access, capacity building, fisheries	Pelaksanaan program pemberdayaan, dukungan terhadap praktik perikanan yang bertanggung jawab, serta pengembangan kemitraan yang inklusif Implementation of empowerment programs, support for responsible

		resource sustainability, and economic benefits	fisheries practices, and development of inclusive partnerships
Pemerintah dan Regulator Goverment and Regulators	Rapat koordinasi, konsultasi, pelaporan, sosialisasi regulasi, dan forum lintas instansi Coordination meetings, consultations, reporting, regulatory socialization, and inter-agency forums	Kepatuhan terhadap peraturan, kontribusi terhadap ketahanan pangan, penerapan tata kelola, serta pelaksanaan program pembangunan Regulatory compliance, contributions to food security, governance implementation, and development program implementation	Pemenuhan kewajiban dan kepatuhan, penyampaian laporan, koordinasi aktif, serta dukungan terhadap kebijakan dan program pemerintah Fulfillment of obligations and compliance, reporting, active coordination, and support for government policies and programs
Masyarakat Communities	Kegiatan TJSL TJSL activities	Dampak sosial dan lingkungan, kesempatan ekonomi, kontribusi terhadap pembangunan, serta penanganan keluhan Social and environmental impacts, economic opportunities, contributions to development, and grievance handling	Pelaksanaan program TJSL, pengelolaan dampak operasional, pemberdayaan masyarakat, dan tindak lanjut atas masukan atau pengaduan Implementation of TJSL programs, management of operational impacts, community empowerment, and follow-up on feedback or complaints
Media	publikasi, wawancara, dan penyampaian informasi melalui media digital publications, interviews, and information dissemination through digital media	Keterbukaan informasi, perkembangan kinerja, kegiatan Perseroan, serta isu keberlanjutan Information disclosure, performance updates, Company activities, and sustainability issues	Penyampaian informasi yang akurat, relevan, tepat waktu, dan dapat dipertanggungjawabkan Provision of accurate, relevant, timely, and accountable information

Stakeholder Mapping

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

PT Perikanan Indonesia (Persero) mengidentifikasi dan memetakan para pemangku kepentingan sebagai dasar dalam membangun hubungan yang transparan, akuntabel, dan saling memberikan nilai tambah. Pemetaan ini dilakukan dengan mempertimbangkan tingkat pengaruh (influence) dan tingkat kepentingan (interest) masing-masing pemangku kepentingan terhadap kegiatan usaha Perseroan. Hasil pemetaan menjadi acuan dalam menentukan strategi komunikasi, pelibatan, serta penyusunan program keberlanjutan yang responsif terhadap kebutuhan para pemangku kepentingan.

PT Perikanan Indonesia (Persero) identifies and maps its stakeholders as a basis for building transparent, accountable, and mutually beneficial relationships. This mapping is conducted by considering the level of influence and level of interest of each stakeholder in relation to the Company's business activities. The results of the mapping serve as a reference for determining communication and engagement strategies, as well as developing sustainability programs that are responsive to stakeholder needs.

PEMANGKU KEPENTINGAN Stakeholders	ANALISIS STAKEHOLDERS		
	Level of Power	*Level of Intere st*	STATUS
A. SHAREHOLDER			
1. Badan Pengaturan BUMN Republik Indonesia The Republic of Indonesia's State-Owned Enterprises Regulatory Agency	High	High	Manage closely
2. PT RNI (Persero)	High	High	Manage closely
B. STAKEHOLDER SEKTOR PARLEMEN Parlements Sector Stakeholder			

1. Komisi IV DPR RI	High	Low	Manage closely
2. Komisi VI DPR RI	High	High	Manage closely
C. STAKEHOLDER SEKTOR PEMERINTAHAN (1/1) Goverments Sector Stakeholder			
1. Kementerian Kelautan dan Perikanan Ministry of Marine Affairs and Fisheries	High	High	Manage closely
2. Pemerintah Daerah Regional Goverment	Low	High	Keep satisfied
3. Kementerian dan Badan lainnya Other Ministers and Goverment Agencies	Low	Low	Monitor
D. MITRA BUMN SOE Partners			
1. PT Sang Hyang Seri	Low	Low	Monitor
2. PT Garam	Low	Low	Monitor
3. PT Perusahaan Perdagangan Indonesia	Low	Low	Monitor
4. PT Berdikari	Low	Low	Monitor
5. BUMN lain non cluster pangan	Low	Low	Monitor
E. STAKEHOLDER SEKTOR NON PEMERINTAHAN Non-Goverments Sector Stakeholder			
1. Tenant Pelabuhan Port Tenants	Low	Low	Monitor
2. Universitas Indonesia	Low	Low	Monitor
3. Universitas Gajah Mada	Low	Low	Monitor
4. Institut Pertanian Bogor	Low	Low	Monitor
5. Universitas yang melakukan program magang di Perusahaan Universities conducting internship programs at the Company	Low	Low	Monitor
6. Universitas tempat BOD menjadi narasumber Universities where members of the Board of Directors serve as speakers	Low	Low	Monitor
7. Akademisi Academics	Low	Low	Monitor
8. Researcher	Low	Low	Monitor
9. Importir Importer	Low	Low	Monitor
10. Media (elektronik, cetak, online) Media (electronic, print, online)	High	Low	Keep informed
11. Pakar Hukum Legal Experts	High	Low	Keep informed
12. Pakar Pemerintahan Goverment Experts	High	Low	Keep informed
13. Himpunan Nelayan Seluruh Indonesia Indonesian Fishermen's Association	High	Low	Keep informed
14. Ikatan Sarjana Perikanan Indonesia (ISPIKANI) Indonesian Fisheries Scholars Association	High	Low	Keep informed
15. Himpunan Mahasiswa Perikanan Indonesia (HIMAPIKANI) Indonesian Fisheries Students Association	High	Low	Keep informed
16. Kamar Dagang dan Industri Indonesia Indonesian Chamber of Commerce and Industry	High	Low	Keep informed

Sistem Pelaporan Pelanggaran
Whistleblowing System

Kontribusi Politik
Political Contributions

PT Perikanan Indonesia (Persero) berkomitmen untuk menjalankan kegiatan usaha secara profesional, independen, dan berintegritas dengan menjunjung tinggi prinsip Tata Kelola Perusahaan yang Baik (Good Corporate Governance/GCG). Dalam menjalankan operasionalnya, Perseroan menjaga netralitas dan

PT Perikanan Indonesia (Persero) is committed to conducting its business activities professionally, independently, and with integrity by upholding the principles of Good Corporate Governance (GCG). In conducting its operations, the Company maintains neutrality and does not utilize corporate resources for practical political interests.

tidak memanfaatkan sumber daya perusahaan untuk kepentingan politik praktis.

Selama periode pelaporan, Perseroan tidak memberikan kontribusi dalam bentuk dana, barang, jasa, maupun bentuk dukungan lainnya kepada partai politik, organisasi politik, kandidat, atau kegiatan politik, baik secara langsung maupun tidak langsung.

Perseroan juga menerapkan kebijakan yang melarang penggunaan aset, fasilitas, maupun sumber daya perusahaan untuk mendukung aktivitas politik yang tidak berkaitan dengan kepentingan bisnis Perseroan. Seluruh insan perusahaan diwajibkan mematuhi ketentuan tersebut sebagai bagian dari penerapan etika bisnis, kepatuhan terhadap peraturan perundang-undangan, serta upaya menjaga independensi dan profesionalisme perusahaan.

Melalui komitmen tersebut, PT Perikanan Indonesia (Persero) memastikan bahwa seluruh aktivitas usaha dijalankan secara transparan, akuntabel, dan bebas dari konflik kepentingan, sehingga mampu menjaga kepercayaan para pemangku kepentingan serta mendukung terciptanya tata kelola perusahaan yang baik.

During the reporting period, the Company did not provide contributions in the form of funds, goods, services, or other forms of support to political parties, political organizations, candidates, or political activities, either directly or indirectly.

The Company also implements a policy prohibiting the use of corporate assets, facilities, or resources to support political activities unrelated to the Company's business interests. All Company employees are required to comply with these provisions as part of the implementation of business ethics, compliance with applicable laws and regulations, and efforts to maintain the Company's independence and professionalism.

Through this commitment, PT Perikanan Indonesia (Persero) ensures that all business activities are conducted transparently, accountably, and free from conflicts of interest, thereby maintaining stakeholder trust and supporting the realization of good corporate governance.

Kebijakan Anti Korupsi
Anti-Corruption Policy
Strategi dan Praktik Penerapan Berkelanjutan
Sustainbility Implementation Strategies and Practices
[GRI 2-22] [OJK A.1]

PT Perikanan Indonesia (Persero) mengintegrasikan prinsip-prinsip keberlanjutan secara mendalam ke dalam model bisnis inti perusahaan hulu-hilir. Sebagai anak perusahaan BUMN Holding Pangan (ID FOOD), perseroan mentransformasikan tanggung jawab sosial dan lingkungan menjadi strategi Creating Shared Value (CSV). Pendekatan ini memastikan bahwa setiap alokasi modal investasi non-finansial tidak sekadar menjadi pusat biaya (cost center), melainkan penggerak nilai tambah jangka panjang (sustainable value creation) yang menguntungkan masyarakat pesisir sekaligus memperkuat profitabilitas bisnis perseroan. Peta jalan (roadmap) praktik keberlanjutan PT Perikanan Indonesia (Persero) diwujudkan secara akuntabel melalui empat pilar pembangunan utama:

1. Pilar Pembangunan Ekonomi: Integrasi Bisnis Inklusif dan Penguncian Pasar.
   Perseroan membangun ekosistem rantai pasok yang kokoh dengan melibatkan dan memperkuat kapasitas pelaku ekonomi lokal di sekitar wilayah kerja. Pelibatan tersebut berupa:

   a. Akselerasi Sektor Hulu dengan membangun kemitraan strategis dengan Nelayan dan Pelaku Usaha Sektor Perikanan.

PT Perikanan Indonesia (Persero) deeply integrates sustainability principles into the Company's core upstream-to-downstream business model. As a subsidiary of the SOE Food Holding (ID FOOD), the Company transforms Environmental and Social Responsibility into a Creating Shared Value (CSV) strategy. This approach ensures that every allocation of non-financial investment capital does not merely serve as a cost center, but also acts as a driver of long-term sustainable value creation that benefits coastal communities while strengthening the Company's business profitability. The roadmap for PT Perikanan Indonesia (Persero)'s sustainability practices is realized accountably through four main development pillars:

1. Economic Development Pillar: Inclusive Business Integration and Market Lock-In
   The Company builds a strong supply chain ecosystem by involving and strengthening the capacity of local economic actors in and around its operational areas. Such involvement includes:

   a. Upstream Sector Acceleration through Strategic Partnerships with Fishermen and Fisheries Sector Business Operators

PT Perikanan Indonesia (Persero) menempatkan kelompok nelayan dan pelaku usaha sektor perikanan, sebagai mitra strategis hulu utama (primary upstream stakeholders) penopang keberlanjutan bisnis korporasi. Perseroan mengadopsi strategi Creating Shared Value (CSV) untuk membangun ekosistem rantai pasok inklusif yang saling menguntungkan (win-win partnership). Sinergi hulu ini didedikasikan untuk mengatasi tantangan sosial-ekonomi komunitas pesisir sekaligus memberikan imbal balik komersial (business return) yang memperkokoh resiliensi bahan baku komoditas laut perseroan sejalan dengan pemenuhan SDG 1 (Tanpa Kemiskinan) dan SDG 8 (Pekerjaan Layak dan Pertumbuhan Ekonomi).

PT Perikanan Indonesia (Persero) positions fishermen's groups and fisheries sector business operators as key strategic upstream partners (primary upstream stakeholders) supporting the sustainability of the corporate business. The Company adopts a Creating Shared Value (CSV) strategy to build an inclusive and mutually beneficial supply chain ecosystem (win-win partnership). This upstream synergy is dedicated to addressing the socio-economic challenges of coastal communities while providing commercial returns (business return) that strengthen the resilience of the Company's marine commodity raw material supply, in line with the achievement of SDG 1 (No Poverty) and SDG 8 (Decent Work and Economic Growth).

b. Pemberdayaan Sektor Hilir (Inklusi UMKM):
PT Perikanan Indonesia (Persero) memandang pelaku Usaha Mikro, Kecil, dan Menengah (UMKM) serta Koperasi di sektor perikanan sebagai mitra strategis dalam memperluas ekosistem industri hasil laut nasional. Sebagai bagian dari BUMN Holding Pangan (ID FOOD), perseroan mengadopsi strategi Creating Shared Value (CSV) yang melekat pada bisnis inti (core business) untuk membangun pola kemitraan dua arah yang inklusif dan akuntabel. Melalui komitmen ini, perseroan menolak bantuan sosial habis pakai (corporate charity) dan fokus mentransformasikan UMKM daerah menjadi entitas bisnis yang berdaya saing tinggi. Langkah taktis ini dirancang untuk menciptakan efek pengganda ekonomi (economic multiplier effect) bagi kesejahteraan komunitas sekaligus mengamankan jangkar pasar produk komersial korporasi sejalan dengan SDG 8 (Pekerjaan Layak dan Pertumbuhan Ekonomi) dan SDG 10 (Berkurangnya Kesenjangan).

b. Downstream Sector Empowerment (MSME Inclusion)
PT Perikanan Indonesia (Persero) views Micro, Small, and Medium Enterprises (MSMEs) and Cooperatives in the fisheries sector as strategic partners in expanding the national marine products industry ecosystem. As part of the SOE Food Holding (ID FOOD), the Company adopts a Creating Shared Value (CSV) strategy embedded in its core business to establish an inclusive and accountable two-way partnership model. Through this commitment, the Company moves away from consumptive social assistance (corporate charity) and focuses on transforming regional MSMEs into highly competitive business entities. This tactical approach is designed to create an economic multiplier effect for community welfare while securing a market anchor for the Company's commercial products, in line with SDG 8 (Decent Work and Economic Growth) and SDG 10 (Reduced Inequalities).

2. Pilar Pembangunan Lingkungan:
Perseroan mengelola risiko fisik dan transisi iklim secara disiplin untuk mendukung komitmen Pemerintah Indonesia menuju Net Zero Emission:

2. Environmental Development Pillar
The Company manages physical and climate transition risks in a disciplined manner to support the Indonesian Government's commitment to achieving Net Zero Emissions:

a. Implementasi Ekonomi Sirkular: Memanfaatkan limbah padat sisa produksi Unit Pengolahan Ikan (UPI) seperti kepala dan tulang ikan secara bertanggung jawab untuk diproses kembali menjadi bahan baku tepung ikan berkualitas tinggi.

a. Circular Economy Implementation: Responsibly utilizing solid waste from the production process at Fish Processing Units (UPI), such as fish heads and bones, to be reprocessed into high-quality fishmeal raw materials.

b. Konservasi Maritim & Transparansi Informasi: Menolak komersialisasi spesies biota laut yang dilindungi (IUCN Red List) yang dikawal ketat melalui kode QR sistem ketertelusuran digital (traceability system) pada produk ritel Tukato Seafood.

b. Marine Conservation & Information Transparency: Rejecting the commercialization of protected marine species listed on the IUCN Red List, strictly safeguarded through a QR code integrated into the digital traceability system for Tukato Seafood retail products.

c. Target SDGs: Pilar lingkungan ini berkontribusi pada pencapaian SDG 6 (Air Bersih dan Sanitasi Layak), SDG 12 (Konsumsi dan

c. SDG Targets:
This environmental pillar contributes to the achievement of SDG 6 (Clean Water and Sanitation), SDG 12 (Responsible Consumption

Produksi yang Bertanggung Jawab), SDG 13 (Penanganan Perubahan Iklim), dan SDG 14 (Ekosistem Laut)

and Production), SDG 13 (Climate Action), and SDG 14 (Life Below Water).

3. Pilar Pembangunan Sosial:
Perseroan mendedikasikan pilar sosial untuk membangun kesejahteraan yang seimbang di internal korporasi maupun ekosistem eksternal masyarakat pesisir, berupa:

   a. Modal Sumberdaya Manusia /Karyawan (Human Capital): Menjamin lingkungan kerja yang layak dan aman melalui pemenuhan upah minimum standar UMP/UMK, kesetaraan peluang karir (equal opportunity) tanpa diskriminasi gender, kepesertaan aktif 100% perlindungan sosial BPJS Kesehatan dan Ketenagakerjaan, serta penguatan kompetensi daya saing global melalui Sertifikasi BNSP skema Pengolahan Hasil Perikanan sejalan dengan SDG 5 dan SDG 8.

   b. Kedaulatan Nutrisi & Tanggap Bencana: Berkolaborasi bersama stakeholder dan pihak lainnya, perseroan turut serta dalam menjalankan upaya pemenuhan gizi nasional guna menurunkan stunting serta memenuhi kebutuhan gizi dalam keadaan darurat salah satunya melalui berbagai program Tanggung Jawab Sosial dan Lingkungan berbagi ikan, bantuan sosial kebencanaan.

3. Social Development Pillar
The Company dedicates the social pillar to building balanced welfare both within the corporation and across the external coastal community ecosystem, including:

   a. Human Capital/Employees: Ensuring a decent and safe working environment through compliance with UMP/UMK minimum wage standards, equal career opportunities without gender discrimination, 100% active participation in BPJS Health and Employment social protection programs, and strengthening globally competitive competencies through BNSP Certification under the Fishery Product Processing scheme, in line with SDG 5 and SDG 8.

   b. Nutrition Sovereignty & Disaster Response: In collaboration with stakeholders and other parties, the Company also participates in efforts to fulfill national nutritional needs to reduce stunting and meet nutritional needs during emergencies, including through various Environmental and Social Responsibility programs such as fish-sharing initiatives and disaster relief assistance.

4. Pilar Tata Kelola Berkelanjutan dan Hukum (SDG 16)
Penegakan kepatuhan regulasi dan transparansi non-finansial diwujudkan secara konsisten melalui implementasi lima prinsip dasar GCG (TARIF: Transparency, Accountability, Responsibility, Independency, Fairness):

   a. Fungsi Komite Khusus: Mengoptimalkan peran Komite TJSL (berdasarkan Keputusan Direksi Nomor: KEP-0029/PERINDO/Dir.A/XII/2022) dalam memetakan, merencanakan, dan mengevaluasi seluruh portofolio investasi sosial korporasi.

   b. Pengawasan Berlapis: Penilaian risiko lingkungan diintegrasikan dalam parameter Indeks Keberlanjutan Semesteran oleh Divisi Manajemen Risiko, didukung oleh Satuan Pengawas Internal (SPI) yang menjalankan audit kepatuhan lapangan lini ketiga untuk memastikan operasional bebas dari risiko fraud dan benturan kepentingan.

   c. Mekanisme Pengaduan: Menyediakan saluran pengaduan masyarakat dan Whistleblowing System (WBS) secara rahasia guna memperkokoh kelembagaan tata kelola sejalan

4. Sustainable Governance and Legal Pillar (SDG 16)
Regulatory compliance and non-financial transparency are consistently enforced through the implementation of the five basic GCG principles (TARIF: Transparency, Accountability, Responsibility, Independency, and Fairness):

   a. Special Committee Function: Optimizing the role of the TJSL Committee (based on Board of Directors Decree No. KEP-0029/PERINDO/Dir.A/XII/2022) in mapping, planning, and evaluating the entire portfolio of corporate social investments.

   b. Layered Oversight: Environmental risk assessments are integrated into the parameters of the Semiannual Sustainability Index by the Risk Management Division, supported by the Internal Audit Unit (SPI), which conducts third-line field compliance audits to ensure that operations are free from fraud and conflicts of interest.

   c. Grievance Mechanism: Providing confidential public complaint channels and a Whistleblowing System (WBS) to strengthen governance

dengan SDG 16 (Perdamaian, Keadilan, dan Kelembagaan yang Kuat).

Sebagai bagian dari BUMN Holding Pangan ID FOOD, mengadopsi kerangka Tujuan Pembangunan Berkelanjutan (SDGs) sesuai dengan Peraturan Presiden Nomor 59 Tahun 2017 tentang Pelaksanaan Pencapaian Tujuan Pembangunan Berkelanjutan. Strategi keberlanjutan Perseroan dirancang untuk mendukung 17 tujuan SDGs dengan target pencapaian pada tahun 2030, dengan fokus pada karakteristik industri perikanan dan ketahanan pangan nasional. Berikut adalah strategi Perseroan yang selaras dengan matriks agenda SDGs 2030:

1. **Tanpa Kemiskinan (SDG 1)**
   Meningkatkan kesejahteraan masyarakat, khususnya pemangku kepentingan terdekat seperti komunitas nelayan dan UMKM, melalui program Tanggung Jawab Sosial dan Lingkungan (TJSL). Inisiatif ini mencakup penyediaan bantuan sosial, pelatihan keterampilan, dan akses terhadap pelayanan dasar seperti pendidikan dan kesehatan, sejalan dengan Peraturan Menteri BUMN Nomor PER-1/MBU/03/2023. Contohnya, program pemberdayaan UMKM di wilayah operasional seperti Sorong dan Ambon.

2. **Tanpa Kelaparan (SDG 2)**
   Mendukung ketahanan pangan nasional dengan menyediakan produk perikanan berkualitas tinggi yang aman dan terjangkau. Perseroan meningkatkan produktivitas melalui fasilitas *cold storage* dan unit pengolahan ikan (UPI) yang efisien, memastikan keamanan pangan sesuai standar ISO 22000 dan SNI, serta mendukung perbaikan gizi masyarakat untuk mengurangi angka kelaparan dan stunting.

3. **Kehidupan Sehat dan Sejahtera (SDG 3)**
   Meningkatkan akses terhadap pelayanan kesehatan berkualitas melalui program TJSL, seperti kegiatan donor darah, pemeriksaan kesehatan gratis untuk karyawan dan masyarakat sekitar, serta kampanye perilaku hidup sehat. Perseroan juga berkontribusi dalam menurunkan risiko penyakit melalui penyediaan produk perikanan yang higienis dan bersertifikasi halal.

4. **Pendidikan Berkualitas (SDG 4)**
   Meningkatkan akses dan kualitas pendidikan dasar dan menengah melalui dukungan terhadap pemenuhan kebutuhan kegiatan belajar mengajar.

5. **Kesetaraan Gender (SDG 5)**
   Mendorong kesetaraan gender melalui kebijakan ketenagakerjaan yang bebas dari diskriminasi, memberikan kesempatan yang setara bagi perempuan dalam lingkungan kerja, dan mendukung program pemberdayaan perempuan di komunitas lokal, seperti pelatihan kewirausahaan untuk UMKM yang dikelola perempuan.

6. **Air Bersih dan Sanitasi Layak (SDG 6)**

institutions in line with SDG 16 (Peace, Justice, and Strong Institutions).

As part of the SOE Food Holding, ID FOOD, the Company adopts the Sustainable Development Goals (SDGs) framework in accordance with Presidential Regulation No. 59 of 2017 concerning the Implementation of the Achievement of the Sustainable Development Goals. The Company's sustainability strategy is designed to support the 17 SDGs with achievement targets by 2030, with a focus on the characteristics of the fisheries industry and national food security. The following presents the Company's strategies aligned with the 2030 SDG agenda matrix:

1. **No Poverty (SDG 1)**
   Improving community welfare, particularly among the Company's closest stakeholders, such as fishing communities and MSMEs, through Environmental and Social Responsibility (TJSL) programs. These initiatives include the provision of social assistance, skills training, and access to basic services such as education and healthcare, in line with Regulation of the Minister of State-Owned Enterprises No. PER-1/MBU/03/2023. Examples include MSME empowerment programs in operational areas such as Sorong and Ambon.

2. **Zero Hunger (SDG 2)**
   Supporting national food security by providing high-quality, safe, and affordable fishery products. The Company increases productivity through efficient *cold storage* facilities and Fish Processing Units (UPI), ensuring food safety in accordance with ISO 22000 and SNI standards, while supporting improvements in community nutrition to reduce hunger and stunting rates.

3. **Good Health and Well-Being (SDG 3)**
   Improving access to quality healthcare services through TJSL programs, such as blood donation activities, free health check-ups for employees and surrounding communities, and healthy lifestyle campaigns. The Company also contributes to reducing disease risks through the provision of hygienic and halal-certified fishery products.

4. **Quality Education (SDG 4)**
   Improving access to and the quality of primary and secondary education through support for meeting the needs of teaching and learning activities.

5. **Gender Equality (SDG 5)**
   Promoting gender equality through non-discriminatory employment policies, providing equal opportunities for women in the workplace, and supporting women's empowerment programs in local communities, such as entrepreneurship training for women-owned MSMEs.

6. **Clean Water and Sanitation (SDG 6)**

Mengelola penggunaan air dalam proses produksi secara bertanggung jawab, memastikan efisiensi dan keberlanjutan sumber daya air. Perseroan juga mendukung penyediaan air bersih dan sanitasi layak bagi masyarakat serta stakeholder yang berada di wilayah operasional perusahaan.

Managing water use in production processes responsibly to ensure the efficiency and sustainability of water resources. The Company also supports the provision of clean water and adequate sanitation for communities and stakeholders in the Company's operational areas.

7. **Energi Bersih dan Terjangkau (SDG 7)**
Perseroan memandang ketahanan energi dan efisiensi konsumsi daya listrik sebagai instrumen vital dalam menjaga keberlanjutan bisnis hulu-hilir perusahaan. Pengoperasian Unit Pengolahan Ikan (UPI), pabrik es balok, fasilitas kepelabuhanan, hingga sistem rantai dingin (cold chain storage) secara inheren memiliki ketergantungan yang tinggi terhadap pasokan daya listrik.

7. **Affordable and Clean Energy (SDG 7)**
The Company views energy resilience and electricity consumption efficiency as vital instruments for maintaining the sustainability of its upstream-to-downstream business. The operation of Fish Processing Units (UPI), ice block plants, port facilities, and cold chain storage systems inherently relies heavily on the availability of electricity.

8. **Pekerjaan Layak dan Pertumbuhan Ekonomi (SDG 8)**
PT Perikanan Indonesia (Persero) memandang penegakan hak pekerja yang layak dan penguatan pertumbuhan ekonomi yang inklusif sebagai pilar fundamental dalam menopang keberlanjutan ekspansi bisnis hulu-hilir perusahaan. Sebagai bagian dari BUMN Holding Pangan (ID FOOD), perseroan memposisikan diri sebagai agen pembangunan nasional (economic driver) yang tidak hanya berfokus pada profitabilitas komersial, melainkan aktif mendorong kesejahteraan sosial-ekonomi kerakyatan.

8. **Decent Work and Economic Growth (SDG 8)**
PT Perikanan Indonesia (Persero) views the enforcement of decent workers' rights and the strengthening of inclusive economic growth as fundamental pillars supporting the sustainability of the Company's upstream-to-downstream business expansion. As part of the SOE Food Holding (ID FOOD), the Company positions itself as a national development agent (economic driver) that focuses not only on commercial profitability but also actively promotes the socio-economic welfare of the people.

9. **Industri, Inovasi, dan Infrastruktur (SDG 9)**
PT Perikanan Indonesia (Persero) memandang penguatan infrastruktur industri perikanan terpadu dan pengadopsian inovasi teknologi modern sebagai pendorong utama dalam membangun efisiensi hulu-hilir serta ketahanan pangan maritim yang tangguh. Sebagai anak perusahaan BUMN Holding Pangan (ID FOOD), perseroan secara progresif merumuskan peta jalan pembaruan aset infrastruktur dan digitalisasi operasional.

9. **Industry, Innovation, and Infrastructure (SDG 9)**
PT Perikanan Indonesia (Persero) views the strengthening of integrated fisheries industry infrastructure and the adoption of modern technological innovations as key drivers in building upstream-to-downstream efficiency and resilient maritime food security. As a subsidiary of the SOE Food Holding (ID FOOD), the Company is progressively formulating a roadmap for infrastructure asset renewal and operational digitalization.

10. **Berkurangnya Kesenjangan (SDG 10)**
Mengurangi kesenjangan ekonomi melalui kemitraan inklusif dengan UMKM dan komunitas lokal, memastikan distribusi manfaat ekonomi yang adil, dan mendukung lingkungan kerja yang aman dan berkeadilan.

10. **Reduced Inequalities (SDG 10)**
Reducing economic inequality through inclusive partnerships with MSMEs and local communities, ensuring fair distribution of economic benefits, and supporting a safe and equitable work environment.

11. **Kota dan Permukiman yang Berkelanjutan (SDG 11)**
Berkontribusi pada pembangunan komunitas yang aman dan berkelanjutan melalui program TJSL, seperti pengembangan fasilitas umum di wilayah operasional dan inisiatif berbasis energi terbarukan untuk mendukung ketahanan komunitas pesisir.

11. **Sustainable Cities and Communities (SDG 11)**

Contributing to the development of safe and sustainable communities through TJSL programs, such as the development of public facilities in operational areas and renewable energy-based initiatives to support the resilience of coastal communities.

12. **Konsumsi dan Produksi yang Bertanggung Jawab (SDG 12)**
Mengoptimalkan penggunaan sumber daya alam melalui pengelolaan limbah Non-B3 sebagai faktor produksi penunjang, seperti pemanfaatan limbah pengolahan ikan untuk pupuk atau pakan ternak. Perseroan juga menerapkan sistem *E-Proc* untuk

12. **Responsible Consumption and Production (SDG 12)**
Optimizing the use of natural resources through the management of Non-Hazardous and Toxic Waste (Non-B3) as supporting production inputs, such as utilizing fish processing waste for fertilizer or animal feed. The Company also implements an *E-Proc* system

memastikan pengadaan barang/jasa yang transparan dan berkelanjutan.

to ensure transparent and sustainable procurement of goods and services.

13. Penanganan Perubahan Iklim (SDG 13)

PT Perikanan Indonesia (Persero) menyadari bahwa dinamika perubahan iklim global memberikan tantangan transisi dan dampak fisik langsung terhadap kelangsungan industri perikanan, mulai dari anomali cuaca harian yang memengaruhi produktivitas nelayan hingga lonjakan suhu yang mengancam kualitas komoditas. Sebagai langkah adaptatif dan mitigatif, perseroan menempatkan manajemen ketahanan iklim sebagai salah satu prioritas strategis korporasi. Selaras dengan mandat Peraturan Menteri BUMN Nomor PER-2/MBU/03/2023, perseroan secara aktif mengintegrasikan langkah dekarbonisasi ke dalam strategi bisnis hulu-hilir guna memberikan kontribusi nyata terhadap pencapaian pilar SDG 13 (Penanganan Perubahan Iklim) serta mendukung target Pemerintah Indonesia menuju Net Zero Emission.

13. Climate Action (SDG 13)

PT Perikanan Indonesia (Persero) recognizes that global climate change dynamics pose transition challenges and direct physical impacts on the sustainability of the fisheries industry, ranging from daily weather anomalies that affect fishermen's productivity to temperature increases that threaten commodity quality. As an adaptive and mitigative measure, the Company places climate resilience management as one of its strategic corporate priorities. In line with the mandate of Regulation of the Minister of State-Owned Enterprises No. PER-2/MBU/03/2023, the Company actively integrates decarbonization measures into its upstream-to-downstream business strategy to make a tangible contribution to the achievement of SDG 13 (Climate Action) while supporting the Indonesian Government's target of achieving Net Zero Emissions.

14. Ekosistem Lautan (SDG 14)

Perseroan menyadari bahwa kelestarian, kesehatan, dan keseimbangan biodiversitas ekosistem maritim merupakan pilar utama yang menopang keberlanjutan bisnis hulu-hilir perusahaan. Eksploitasi laut yang berlebihan atau merusak tidak hanya mengancam kelestarian biota laut, melainkan juga mengganggu stabilitas pasokan bahan baku protein hewani nasional. Perseroan secara aktif mengintegrasikan komitmen perlindungan laut ke dalam operasionalnya guna memberikan kontribusi nyata terhadap pencapaian pilar SDG 14 (Ekosistem Lautan).

14. Life Below Water (SDG 14)

The Company recognizes that the sustainability, health, and balance of marine ecosystem biodiversity are key pillars supporting the sustainability of the Company's upstream-to-downstream business. Overexploitation or destructive exploitation of marine resources not only threatens the sustainability of marine life but also disrupts the stability of the national animal protein raw material supply. The Company actively integrates its commitment to marine protection into its operations to make a tangible contribution to the achievement of SDG 14 (Life Below Water).

15. Ekosistem Daratan (SDG 15)

Meskipun fokus bisnis inti PT Perikanan Indonesia (Persero) bergerak di sektor kelautan dan perikanan, perseroan menyadari bahwa operasional darat pada fasilitas pangkalan pelabuhan, Unit Pengolahan Ikan (UPI), gudang penyimpanan beku (cold storage), serta aktivitas logistik memiliki keterkaitan langsung terhadap ekosistem daratan. Dampak berupa penumpukan limbah padat industri perikanan, penggunaan material kemasan non-organik, serta pencemaran tanah akibat efluen yang tidak terkelola dapat mengancam keanekaragaman hayati darat dan kenyamanan permukiman pesisir. Perseroan secara aktif mengintegrasikan komitmen pelestarian daratan ke dalam kebijakan operasional korporasi guna memberikan kontribusi nyata terhadap pencapaian pilar SDG 15 (Ekosistem Daratan).

15. Life on Land (SDG 15)

Although PT Perikanan Indonesia (Persero)'s core business focuses on the marine and fisheries sector, the Company recognizes that land-based operations at port base facilities, Fish Processing Units (UPI), cold storage facilities, and logistics activities are directly connected to terrestrial ecosystems. Impacts such as the accumulation of solid waste from the fisheries industry, the use of non-organic packaging materials, and soil pollution resulting from unmanaged effluent may threaten terrestrial biodiversity and the comfort of coastal settlements. The Company actively integrates its commitment to terrestrial conservation into its corporate operational policies to make a tangible contribution to the achievement of SDG 15 (Life on Land).

16. Pembangunan Hukum dan Tata Kelola (SDG 16)

PT Perikanan Indonesia (Persero) menegaskan komitmennya bahwa penegakan hukum dan kepatuhan tata kelola merupakan fondasi fundamental dalam menjaga resiliensi, reputasi, dan keberlanjutan bisnis korporasi. Sebagai anggota dari BUMN Holding Pangan (ID FOOD), perseroan secara konsisten menerapkan prinsip

16. Peace, Justice, and Strong Institutions (SDG 16)

PT Perikanan Indonesia (Persero) reaffirms its commitment that law enforcement and governance compliance are fundamental foundations for maintaining the resilience, reputation, and sustainability of the Company's business. As a member of the SOE Food Holding (ID FOOD), the Company consistently applies the principles of Good Corporate Governance

Tata Kelola Perusahaan yang Baik (Good Corporate Governance/GCG) yang diintegrasikan dengan aspek Environmental, Social, and Governance (ESG) di seluruh lini operasional perusahaan.

(GCG), integrated with Environmental, Social, and Governance (ESG) aspects across all areas of the Company's operations.

17. **Kemitraan untuk Mencapai Tujuan (SDG 17)**
PT Perikanan Indonesia (Persero) meyakini bahwa akselerasi pencapaian seluruh pilar Tujuan Pembangunan Berkelanjutan (SDGs) tidak dapat dicapai melalui kerja sektoral yang terisolasi. Keberhasilan transformasi industri kelautan hulu-hilir sangat bergantung pada kekuatan kolaborasi multipihak yang inklusif.

17. **Partnerships for the Goals (SDG 17)**
PT Perikanan Indonesia (Persero) believes that accelerating the achievement of all pillars of the Sustainable Development Goals (SDGs) cannot be accomplished through isolated sectoral efforts. The successful transformation of the upstream-to-downstream marine industry depends heavily on the strength of inclusive multi-stakeholder collaboration.

Strategi Keberlanjutan
Sustainbility Strategy
[POJK 51]

Sejalan dengan visi dan misi perusahaan, **PT Perikanan Indonesia (Persero)** mengintegrasikan prinsip-prinsip keberlanjutan ke dalam seluruh aktivitas operasional dan proses bisnisnya dengan memperhatikan keseimbangan antara pencapaian kinerja ekonomi, pengelolaan lingkungan yang bertanggung jawab, serta pemenuhan tanggung jawab sosial kepada para pemangku kepentingan.

In line with the Company's vision and mission, PT Perikanan Indonesia (Persero) integrates sustainability principles into all operational activities and business processes by maintaining a balance between achieving economic performance, responsible environmental management, and fulfilling social responsibilities toward stakeholders.

Komitmen tersebut diwujudkan melalui penerapan tata kelola perusahaan yang terintegrasi guna memastikan setiap kegiatan operasional berjalan selaras dengan prinsip **Lingkungan, Sosial, dan Tata Kelola (Environmental, Social, and Governance/ESG)**, serta mendukung kontribusi Perseroan terhadap pencapaian **Tujuan Pembangunan Berkelanjutan (TPB/Sustainable Development Goals)**.

This commitment is realized through the implementation of integrated corporate governance to ensure that every operational activity is aligned with the principles of Environmental, Social, and Governance (ESG), while supporting the Company's contribution to the achievement of the Sustainable Development Goals (SDGs).

Praktik Keberlanjutan dalam Operasional

Sustainability Practices in Operations

1. Penggunaan Sumber Daya yang Bertanggung Jawab dan Praktik Perikanan yang Berkelanjutan
Pada tahun 2025, PT Perikanan Indonesia (Persero) melaksanakan kegiatan perikanan tangkap dengan mengoperasikan 1 (satu) kapal penangkap ikan jenis purse seine, yaitu KM Maramata 02. Kegiatan operasional dilakukan dengan mengacu pada ketentuan perikanan yang berlaku serta menerapkan prinsip pemanfaatan sumber daya ikan secara bertanggung jawab guna mendukung pengelolaan perikanan yang berkelanjutan.

1. Responsible Use of Resources and Sustainable Fishing Practices
In 2025, PT Perikanan Indonesia (Persero) conducted fishing activities by operating one (1) purse seine fishing vessel, namely KM Maramata 02. The operational activities were carried out in accordance with applicable fisheries regulations and by applying the principles of responsible utilization of fishery resources to support sustainable fisheries management.

Selain itu, Unit Pengolahan Ikan (UPI) dan fasilitas cold storage melaksanakan perawatan rutin terhadap sistem refrigerasi, termasuk penanganan dan perbaikan kebocoran freon, sebagai upaya mengurangi potensi pelepasan gas refrigeran yang dapat berkontribusi terhadap efek rumah kaca. Langkah ini merupakan bagian dari komitmen Perseroan dalam meningkatkan efisiensi operasional, meminimalkan dampak lingkungan, serta mendukung pencapaian Sustainable

In addition, the Fish Processing Units (UPI) and cold storage facilities carried out routine maintenance of refrigeration systems, including the handling and repair of Freon leaks, as an effort to reduce the potential release of refrigerant gases that may contribute to the greenhouse effect. This measure forms part of the Company's commitment to improving operational efficiency, minimizing environmental impacts, and supporting the achievement of Sustainable Development Goal

Development Goal (SDG) 14: Kehidupan di Bawah Air (Life Below Water) dan SDG 13: Penanganan Perubahan Iklim (Climate Action).

2. Dampak Sosial terhadap Masyarakat Lokal
Melalui pelaksanaan program Tanggung Jawab Sosial dan Lingkungan (TJSL) yang mengacu pada Peraturan Menteri BUMN Nomor PER-1/MBU/03/2023, Perseroan berkomitmen untuk mendukung peningkatan kesejahteraan dan pemberdayaan masyarakat di sekitar wilayah operasional. Program TJSL dilaksanakan melalui berbagai inisiatif, antara lain pengembangan kapasitas dan peningkatan keterampilan bagi nelayan, bumdes dan pemberdayaan Usaha Mikro, Kecil, dan Menengah (UMKM) melalui penguatan kemitraan dalam kegiatan usaha melalui rantai pasok, serta pengembangan kemitraan dengan nelayan sesuai dengan Surat Edaran Menteri BUMN Nomor SE-10/MBU/08/2020. Selain itu, Perseroan turut mendukung peningkatan kualitas pendidikan bagi komunitas pesisir sebagai bagian dari kontribusi terhadap pembangunan sosial yang berkelanjutan.

   Pelaksanaan program tersebut merupakan bentuk komitmen Perseroan dalam menciptakan manfaat ekonomi dan sosial bagi masyarakat, sekaligus mendukung pencapaian Sustainable Development Goal (SDG) 8: Pekerjaan Layak dan Pertumbuhan Ekonomi.

3. Pengurangan Limbah dan Emisi Karbon
Perseroan berupaya mengurangi dampak lingkungan melalui pengelolaan limbah hasil kegiatan operasional secara bertanggung jawab. Salah satu upaya yang dilakukan adalah dengan mengoptimalkan pemanfaatan limbah hasil proses pengolahan ikan melalui kegiatan penjualan kepada pihak yang dapat memanfaatkan kembali limbah tersebut karena masih memiliki nilai ekonomi. Pengelolaan ini dilakukan sebagai bentuk penerapan prinsip ekonomi sirkular guna mengurangi potensi limbah yang terbuang serta meningkatkan nilai tambah dari hasil samping proses produksi.

(SDG) 14: Life Below Water and SDG 13: Climate Action.

2. Social Impacts on Local Communities
Through the implementation of the Environmental and Social Responsibility (TJSL) Program in accordance with Regulation of the Minister of State-Owned Enterprises No. PER-1/MBU/03/2023, the Company is committed to supporting the improvement of welfare and community empowerment in areas surrounding its operational sites. The TJSL Program is implemented through various initiatives, including capacity building and skills development for fishermen, BUMDes, and the empowerment of Micro, Small, and Medium Enterprises (MSMEs) through strengthened partnerships in business activities across the supply chain, as well as the development of partnerships with fishermen in accordance with Circular Letter of the Minister of State-Owned Enterprises No. SE-10/MBU/08/2020. In addition, the Company supports improvements in the quality of education for coastal communities as part of its contribution to sustainable social development.

   The implementation of these programs represents the Company's commitment to creating economic and social benefits for communities while supporting the achievement of Sustainable Development Goal (SDG) 8: Decent Work and Economic Growth.

3. Waste and Carbon Emission Reduction
The Company strives to reduce environmental impacts through the responsible management of waste generated from its operational activities. One of the measures undertaken is to optimize the utilization of waste generated from fish processing activities by selling it to parties that can reuse the waste, as it still has economic value. This management approach represents the application of circular economy principles to reduce the potential for waste disposal while increasing the added value of by-products generated from the production process.

Menjawab Tantangan dan Menangkap Peluang Keberlanjutan

Addressing Sustainbility Challenges and Capturing Oppurtunities

Industri perikanan menghadapi berbagai tantangan yang semakin kompleks, mulai dari perubahan iklim, penurunan kualitas lingkungan laut, dinamika rantai pasok, perubahan preferensi konsumen terhadap produk yang berkelanjutan, hingga perkembangan regulasi di bidang lingkungan, sosial, dan tata kelola (ESG). Di sisi lain, meningkatnya kesadaran masyarakat terhadap pentingnya konsumsi pangan bergizi, pemanfaatan sumber daya kelautan secara bertanggung jawab, serta kemajuan teknologi

The fisheries industry faces increasingly complex challenges, ranging from climate change, declining marine environmental quality, supply chain dynamics, and changing consumer preferences toward sustainable products, to evolving regulations in the areas of environmental, social, and governance (ESG) aspects. On the other hand, growing public awareness of the importance of nutritious food consumption, responsible utilization of marine resources, and technological advancements present opportunities for

menghadirkan peluang bagi Perseroan untuk memperkuat daya saing dan menciptakan nilai jangka panjang.

the Company to strengthen its competitiveness and create long-term value.

Perseroan memandang tantangan tersebut sebagai momentum untuk meningkatkan ketahanan bisnis melalui penerapan prinsip keberlanjutan dalam setiap aktivitas operasional. Pendekatan ini diwujudkan dengan memperkuat tata kelola perusahaan, meningkatkan efisiensi operasional, mengoptimalkan pengelolaan sumber daya, memperhatikan aspek lingkungan, serta membangun hubungan yang harmonis dengan seluruh pemangku kepentingan.

The Company views these challenges as an opportunity to strengthen business resilience through the implementation of sustainability principles in every operational activity. This approach is realized by strengthening corporate governance, improving operational efficiency, optimizing resource management, taking environmental aspects into consideration, and building harmonious relationships with all stakeholders.

Dalam menjawab tantangan keberlanjutan, PT Perikanan Indonesia (Persero) berfokus pada beberapa strategi utama, yaitu:

1. Memperkuat penerapan tata kelola perusahaan yang baik (Good Corporate Governance/GCG) dan manajemen risiko;
2. Meningkatkan efisiensi penggunaan energi, air, dan sumber daya lainnya dalam kegiatan operasional;
3. Mengendalikan dampak lingkungan melalui pengelolaan limbah, efisiensi penggunaan bahan baku, serta upaya pengurangan emisi gas rumah kaca;
4. Mendorong pengembangan sumber daya manusia yang kompeten, berintegritas, dan berbudaya keselamatan kerja;
5. Memperkuat hubungan dengan nelayan, pelanggan, mitra usaha, pemerintah, dan masyarakat untuk menciptakan nilai bersama; serta
6. Mengembangkan produk dan layanan yang mampu memenuhi kebutuhan pasar dengan tetap memperhatikan prinsip keberlanjutan.

In addressing sustainability challenges, PT Perikanan Indonesia (Persero) focuses on several key strategies, namely:

1. Strengthening the Implementation of Good Corporate Governance (GCG) and Risk Management;
2. Improving the Efficiency of Energy, Water, and Other Resource Use in Operational Activities;
3. Managing Environmental Impacts through Waste Management, Efficient Use of Raw Materials, and Efforts to Reduce Greenhouse Gas Emissions;
4. Promoting the Development of Competent and Integrity-Driven Human Resources and a Strong Occupational Safety Culture;
5. Strengthening Relationships with Fishermen, Customers, Business Partners, the Government, and Communities to Create Shared Value; and
6. Developing Products and Services that Meet Market Needs while Continuing to Uphold Sustainability Principles.

Perseroan juga melihat adanya peluang untuk meningkatkan kontribusi terhadap ketahanan pangan nasional melalui penyediaan produk perikanan yang berkualitas, aman, dan bernilai tambah. Dengan dukungan inovasi, peningkatan kualitas proses bisnis, serta sinergi dengan berbagai pemangku kepentingan, PT Perikanan Indonesia (Persero) berupaya memperkuat posisi sebagai perusahaan perikanan nasional yang tidak hanya berorientasi pada pertumbuhan ekonomi, tetapi juga memberikan manfaat bagi masyarakat dan menjaga kelestarian sumber daya kelautan.

The Company also recognizes opportunities to increase its contribution to national food security through the provision of quality, safe, and value-added fishery products. With the support of innovation, improvements in business process quality, and synergies with various stakeholders, PT Perikanan Indonesia (Persero) strives to strengthen its position as a national fisheries company that is not only oriented toward economic growth but also provides benefits to communities and preserves marine resources.

Ke depan, Perseroan akan terus meningkatkan kemampuan dalam mengidentifikasi risiko dan peluang keberlanjutan, mengintegrasikan aspek ekonomi, lingkungan, sosial, dan tata kelola ke dalam proses pengambilan keputusan, serta melakukan evaluasi secara berkala terhadap efektivitas implementasi strategi keberlanjutan. Melalui langkah tersebut, PT Perikanan Indonesia (Persero) optimistis dapat menciptakan pertumbuhan usaha yang tangguh, adaptif, dan berkelanjutan sekaligus memberikan nilai tambah bagi seluruh pemangku kepentingan.

Going forward, the Company will continue to strengthen its ability to identify sustainability risks and opportunities, integrate economic, environmental, social, and governance aspects into decision-making processes, and periodically evaluate the effectiveness of sustainability strategy implementation. Through these efforts, PT Perikanan Indonesia (Persero) is confident in its ability to achieve resilient, adaptive, and sustainable business growth while creating added value for all stakeholders.

Pernyataan Komitmen Berkelanjutan

Sustainbility Commitment Statment

[GRI 2-23] [GRI 2-24]

Sebagai bagian dari Holding Pangan Nasional (ID FOOD) yang bergerak di sektor hilirisasi produk perikanan, PT Perikanan Indonesia (Persero) menegaskan komitmen untuk memposisikan prinsip berkelanjutan bukan sekadar sebagai kewajiban regulasi, melainkan sebagai ruh utama dalam setiap pengambilan keputusan strategis dan operasional bisnis hulu-hilir perusahaan. Kami percaya bahwa keberhasilan ekonomi jangka panjang hanya dapat tercapai apabila perseroan mampu tumbuh secara selaras dan seimbang dengan kelestarian lingkungan hidup serta kesejahteraan sosial masyarakat pesisir.

As part of the National Food Holding (ID FOOD) operating in the downstream fisheries sector, PT Perikanan Indonesia (Persero) reaffirms its commitment to positioning sustainability principles not merely as a regulatory obligation, but as the core foundation of every strategic decision and upstream-to-downstream business operation. We believe that long-term economic success can only be achieved when the Company is able to grow in harmony and balance with environmental sustainability and the social welfare of coastal communities.

Komitmen keberlanjutan PT Perikanan Indonesia (Persero) berakar pada empat pilar strategis yang akuntabel, diantaranya:

PT Perikanan Indonesia (Persero)'s sustainability commitment is rooted in four accountable strategic pillars, including:

1. Komitmen Terhadap Kedaulatan Pangan dan Ekosistem Laut
   Perseroan berkomitmen penuh untuk mengawal kelestarian sumber daya kelautan Indonesia melalui penerapan praktik penangkapan ikan terukur yang legal dan bertanggung jawab sesuai regulasi Kementerian Kelautan dan Perikanan (KKP). Kami secara progresif memitigasi risiko perubahan iklim dengan menekan jejak karbon operasional, mengoptimalkan tata kelola limbah industri perikanan, guna mendukung ketercapaian SDG 13 (Penanganan Perubahan Iklim) dan SDG 14 (Ekosistem Laut)

1. Commitment to Food Sovereignty and Marine Ecosystems
   The Company is fully committed to safeguarding the sustainability of Indonesia's marine resources through the implementation of measured, legal, and responsible fishing practices in accordance with the regulations of the Ministry of Marine Affairs and Fisheries (KKP). We progressively mitigate climate change risks by reducing our operational carbon footprint and optimizing fisheries industry waste management to support the achievement of SDG 13 (Climate Action) and SDG 14 (Life Below Water).

2. Komitmen Terhadap Penciptaan Nilai Bersama (Social & Economic Value Creation)
   Kami mendedikasikan investasi sosial perusahaan untuk mendorong efek pengganda ekonomi (economic multiplier effect) bagi masyarakat lokal melalui model bisnis berbasis Creating Shared Value (CSV). PT Perikanan Indonesia (Persero) memfasilitasi modernisasi alat tangkap nelayan tradisional hulu serta memperkuat kapasitas rantai pasok pelaku UMKM dan Koperasi perikanan hilir lewat bantuan sarana produksi yang terintegrasi. Langkah nyata ini merupakan kontribusi konkrit perseroan dalam mengakselerasi SDG 2 (Tanpa Kelaparan) dan SDG 8 (Pekerjaan Layak dan Pertumbuhan Ekonomi)

2. Commitment to Creating Shared Value (Social & Economic Value Creation)
   We dedicate corporate social investment to driving an economic multiplier effect for local communities through a business model based on Creating Shared Value (CSV). PT Perikanan Indonesia (Persero) facilitates the modernization of fishing gear for traditional upstream fishermen while strengthening the supply chain capacity of downstream MSMEs and fisheries cooperatives through integrated production facility assistance. This tangible initiative represents the Company's concrete contribution to accelerating SDG 2 (Zero Hunger) and SDG 8 (Decent Work and Economic Growth).

3. Komitmen Terhadap Integritas Tata Kelola Berintegritas (Governance Excellence)
   Perseroan menjamin penegakan prinsip Tata Kelola Perusahaan yang Baik (Good Corporate Governance/GCG) secara konsisten, transparan, dan akuntabel di setiap lini manajemen. Dengan dukungan penuh dari fungsi pengawasan berlapis lintas divisi—mulai dari Satuan Pengawas Internal (SPI), Manajemen Risiko, hingga Divisi Hukum & Kepatuhan—kami memastikan setiap kebijakan korporasi senantiasa patuh (compliance) terhadap aturan Otoritas Jasa Keuangan (POJK 51/2017)

3. Commitment to Governance Integrity (Governance Excellence)
   The Company ensures the consistent, transparent, and accountable enforcement of Good Corporate Governance (GCG) principles across all levels of management. With full support from cross-divisional layered oversight functions—from the Internal Audit Unit (SPI), Risk Management, to the Legal & Compliance Division—we ensure that every corporate policy remains compliant with Financial Services Authority Regulation (POJK) No. 51/2017 and free from conflicts of interest, thereby

dan bebas dari benturan kepentingan, demi mewujudkan kelembagaan yang kuat sejalan dengan SDG 16 (Perdamaian, Keadilan, dan Kelembagaan yang Kuat).

4. Komitmen Terhadap Transparansi dan Siklus Perbaikan Berkelanjutan
PT Perikanan Indonesia (Persero) berkomitmen untuk menjaga keterbukaan informasi kepada publik secara jujur dan dapat dipertanggungjawabkan. Melalui penyusunan Laporan Keberlanjutan yang mengadopsi prinsip Global Reporting Initiative (GRI) Standards Universal, kami membuka ruang komunikasi dua arah untuk menyerap aspirasi serta umpan balik dari para pemangku kepentingan. Masukan tersebut kami jadikan sebagai basis evaluasi dalam siklus perbaikan berkelanjutan demi meningkatkan mutu tata kelola perusahaan di masa depan. Melalui keteguhan komitmen ini, seluruh insan PT Perikanan Indonesia (Persero) siap melangkah ke depan dengan penuh integritas, merajut kolaborasi multipihak, dan mengoptimalkan potensi maritim nasional demi mewujudkan ketahanan pangan yang tangguh, inklusif, dan berwawasan lingkungan bagi generasi masa kini dan masa depan

establishing strong institutions in line with SDG 16 (Peace, Justice, and Strong Institutions).

4. Commitment to Transparency and Continuous Improvement Cycle
PT Perikanan Indonesia (Persero) is committed to maintaining honest and accountable public information disclosure. Through the preparation of the Sustainability Report adopting the Global Reporting Initiative (GRI) Standards Universal principles, we provide opportunities for two-way communication to receive aspirations and feedback from stakeholders. We use such input as a basis for evaluation in a continuous improvement cycle to enhance the quality of corporate governance in the future. Through this firm commitment, all PT Perikanan Indonesia (Persero) employees are ready to move forward with integrity, foster multi-stakeholder collaboration, and optimize national maritime potential to realize resilient, inclusive, and environmentally conscious food security for present and future generations.

Komitmen Kebijakan yang Diterapkan

Policy Commitment and Implementation

[GRI 2-24] [OJK F.1]

PT Perikanan Indonesia (Persero) berkomitmen untuk menjalankan kegiatan usaha yang berlandaskan prinsip keberlanjutan, tata kelola perusahaan yang baik (Good Corporate Governance/GCG), serta kepatuhan terhadap peraturan perundang-undangan yang berlaku. Komitmen tersebut diwujudkan melalui penyusunan dan penerapan berbagai kebijakan perusahaan yang menjadi pedoman bagi seluruh Direksi, Dewan Komisaris, dan pegawai dalam melaksanakan tugas dan tanggung jawabnya.

PT Perikanan Indonesia (Persero) is committed to conducting business activities based on the principles of sustainability, Good Corporate Governance (GCG), and compliance with applicable laws and regulations. This commitment is realized through the development and implementation of various corporate policies that serve as guidelines for the Board of Directors, Board of Commissioners, and employees in carrying out their duties and responsibilities.

Kebijakan yang diterapkan mencakup aspek tata kelola, etika bisnis, kepatuhan, pengelolaan risiko, keselamatan dan kesehatan kerja, pengelolaan lingkungan, pengembangan sumber daya manusia, Tanggung Jawab Sosial dan Lingkungan, keamanan informasi, serta pengelolaan rantai pasok yang bertanggung jawab. Seluruh kebijakan tersebut dirancang untuk mendukung pencapaian tujuan strategis Perseroan sekaligus menciptakan nilai jangka panjang bagi para pemangku kepentingan.

The policies implemented cover aspects of governance, business ethics, compliance, risk management, occupational health and safety, environmental management, human resource development, Environmental and Social Responsibility, information security, and responsible supply chain management. All policies are designed to support the achievement of the Company's strategic objectives while creating long-term value for stakeholders.

Dalam implementasinya, Perseroan memastikan bahwa setiap kebijakan disosialisasikan kepada seluruh insan perusahaan melalui berbagai media komunikasi internal dan forum koordinasi. Perseroan juga melakukan pemantauan dan evaluasi secara berkala untuk memastikan kebijakan diterapkan secara konsisten, efektif, dan sesuai dengan perkembangan

In its implementation, the Company ensures that every policy is communicated to all Company employees through various internal communication media and coordination forums. The Company also conducts regular monitoring and evaluation to ensure that policies are implemented consistently and effectively, and remain aligned with regulatory developments, business dynamics, and stakeholder expectations.

regulasi, dinamika bisnis, serta ekspektasi para pemangku kepentingan.

Sebagai bagian dari komitmen terhadap keberlanjutan, Perseroan mengintegrasikan aspek ekonomi, lingkungan, sosial, dan tata kelola (Environmental, Social, and Governance/ESG) ke dalam proses pengambilan keputusan dan kegiatan operasional. Pendekatan ini mendukung pengelolaan risiko yang lebih baik, peningkatan daya saing perusahaan, serta terciptanya pertumbuhan usaha yang berkelanjutan.

Melalui penerapan kebijakan yang komprehensif dan pelaksanaannya secara konsisten, PT Perikanan Indonesia (Persero) terus memperkuat budaya integritas, akuntabilitas, transparansi, dan profesionalisme sebagai landasan dalam mewujudkan perusahaan perikanan yang berdaya saing, bertanggung jawab, dan berkelanjutan.

As part of its commitment to sustainability, the Company integrates economic, environmental, social, and governance (Environmental, Social, and Governance/ESG) aspects into its decision-making processes and operational activities. This approach supports better risk management, enhanced corporate competitiveness, and the achievement of sustainable business growth.

Through the implementation of comprehensive policies and their consistent application, PT Perikanan Indonesia (Persero) continues to strengthen a culture of integrity, accountability, transparency, and professionalism as the foundation for realizing a competitive, responsible, and sustainable fisheries company.

Komitmen Produk yang Unggul dan Terjaga Mutunya

Commitment to Product Excellence and Quality Assurance

[GRI 416-1] [GRI 416-2] [OJK F.27] [OJK F.28] [OJK F.29]

PT Perikanan Indonesia (Persero) menetapkan penyediaan produk yang unggul serta jaminan mutu yang konsisten sebagai salah satu pilar utama dalam menjaga kepercayaan pelanggan dan daya saing perseroan di pasar domestik maupun global. Sebagai bagian dari Holding Pangan (ID FOOD), perseroan mengimplementasikan sistem manajemen mutu yang ketat di sepanjang rantai nilai—mulai dari penerimaan bahan baku dari nelayan hulu hingga proses standardisasi dan distribusi produk di tingkat hilir. Langkah strategis perseroan dalam menghadirkan produk unggulan yang terjaga mutunya diwujudkan melalui sistem komprehensif berikut:

1. Penerapan Sistem Rantai Dingin yang Andal (Cold Chain Integrity)
   Guna memastikan kesegaran, higienitas, dan nilai gizi produk perikanan tetap terjaga optimal, perseroan menerapkan manajemen rantai dingin (cold chain management) yang disiplin di seluruh unit kerja. Proses pembekuan dan penyimpanan komoditas pada gudang beku (cold storage) cabang dikontrol secara berkala guna menekan risiko kerusakan pangan (food loss reduction) akibat fluktuasi suhu udara ekstrem

2. Pengawasan Ketat Divisi Quality Control (QC)
   Setiap tahapan proses pengolahan ikan di Unit Pengolahan Ikan (UPI) berada di bawah pengawasan ketat dan berlapis oleh Tim Quality Control (QC) perseroan. Pengujian mutu mencakup analisis sensori (organoleptik), mikrobiologi, dan kimiawi untuk memastikan bahwa seluruh produk yang dipasarkan memenuhi standar bebas kontaminan berbahaya, memiliki tingkat kesegaran prima, serta aman untuk dikonsumsi.

PT Perikanan Indonesia (Persero) establishes the provision of superior products and consistent quality assurance as one of the main pillars in maintaining customer trust and the Company's competitiveness in both domestic and global markets. As part of the Food Holding (ID FOOD), the Company implements a strict quality management system throughout the value chain—from the receipt of raw materials from upstream fishermen to the standardization and distribution of products at the downstream level. The Company's strategic measures to deliver superior products with maintained quality are realized through the following comprehensive system:

1. Implementation of a Reliable Cold Chain System (Cold Chain Integrity)
   To ensure that the freshness, hygiene, and nutritional value of fishery products are optimally maintained, the Company implements disciplined cold chain management across all work units. The freezing and storage processes for commodities in branch cold storage facilities are regularly monitored to minimize the risk of food spoilage (food loss reduction) due to extreme fluctuations in air temperature.

2. Strict Quality Control (QC) Supervision
   Every stage of the fish processing process at the Fish Processing Units (UPI) is subject to strict and layered supervision by the Company's Quality Control (QC) Team. Quality testing covers sensory (organoleptic), microbiological, and chemical analyses to ensure that all marketed products meet standards for freedom from hazardous contaminants, maintain optimal freshness, and are safe for consumption.

3. Kepemilikan Portofolio Sertifikasi Global dan Domestik
   Keunggulan mutu produk PT Perikanan Indonesia (Persero) divalidasi secara hukum melalui kepemilikan berbagai sertifikasi resmi yang diakui secara nasional dan internasional:
   a. Sertifikat Kelayakan Pengolahan (SKP): Menjamin fasilitas pabrik pengolahan memenuhi standar prosedur operasi standar sanitasi dari KKP.
   b. Sertifikasi HACCP & FDA Registration: Memberikan jaminan analisis bahaya kritis, membuka akses kelayakan komoditas ekspor menembus pasar premium global seperti Amerika Serikat dan Asia.
   c. Sertifikat Halal BPJPH (Predikat Excellent): Memberikan kepastian kepatuhan syariah dan kehalalan menyeluruh untuk 99 jenis produk perikanan perusahaan, termasuk varian ikan beku, produk olahan siap saji Tukato Seafood, hingga komoditas premium seperti udang, kepiting, dan lobster.

3. Ownership of a Global and Domestic Certification Portfolio
   The superior quality of PT Perikanan Indonesia (Persero)'s products is legally validated through various official certifications recognized nationally and internationally:
   a. Processing Feasibility Certificate (SKP): Ensures that the processing plant facilities meet the sanitary standard operating procedures established by the Ministry of Marine Affairs and Fisheries (KKP).
   b. HACCP & FDA Registration Certification: Provides assurance through critical hazard analysis and enables access for export commodities to enter premium global markets such as the United States and Asia.
   c. BPJPH Halal Certificate (Excellent Rating): Provides assurance of comprehensive Sharia compliance and halal status for 99 types of the Company's fishery products, including frozen fish variants, ready-to-eat processed products under the Tukato Seafood brand, and premium commodities such as shrimp, crab, and lobster.

4. Rekam Jejak Nihil Penarikan Produk (Zero Product Recall)
   Efektivitas dari integrasi pengawasan QC dan portofolio sertifikasi yang kuat ini dibuktikan secara nyata lewat pencapaian rekam jejak nihil penarikan kembali produk (zero product recall) akibat isu keamanan pangan atau penurunan kualitas. Kinerja tanpa cacat ini merupakan bukti komitmen perseroan dalam memenuhi hak-hak konsumen secara bertanggung jawab sesuai amanat Undang-Undang Nomor 8 Tahun 1999 tentang Perlindungan Konsumen.

4. Zero Product Recall
   The effectiveness of the integrated QC supervision and strong certification portfolio is demonstrated through the achievement of a zero product recall record due to food safety issues or quality deterioration. This zero-defect performance demonstrates the Company's commitment to fulfilling consumer rights responsibly in accordance with the mandate of Law No. 8 of 1999 concerning Consumer Protection.

5. Sistem Ketertelusuran Produk (Traceability)
   Perseroan secara progresif membangun sistem ketertelusuran produk dari hulu ke hilir. Mekanisme ini memungkinkan pelacakan riwayat asal-usul ikan, metode penangkapan yang digunakan oleh nelayan mitra (memastikan penggunaan alat tangkap ramah lingkungan dan legal), hingga proses pengemasan akhir. Hal ini menjadi jawaban proaktif perseroan terhadap tren pasar global yang menuntut pasokan produk perikanan berkelanjutan.

5. Product Traceability System (Traceability)
   The Company is progressively developing a product traceability system from upstream to downstream. This mechanism enables the tracking of the history and origin of fish, the fishing methods used by partner fishermen (ensuring the use of environmentally friendly and legal fishing gear), through to the final packaging process. This serves as the Company's proactive response to global market trends demanding a sustainable supply of fishery products.

Melalui implementasi pendekatan komprehensif tersebut, PT Perikanan Indonesia (Persero) tidak sekadar memenuhi ekspektasi dan kebutuhan pasar akan produk perikanan yang aman, higienis, serta bermutu tinggi. Lebih dari itu, perseroan turut berkontribusi aktif dalam memperkokoh ekosistem industri hijau, memperkuat fondasi ketahanan pangan nasional yang mandiri, serta mengakselerasi pencapaian Agenda Tujuan Pembangunan Berkelanjutan (Sustainable Development Goals/SDGs) menuju tahun 2030

Through the implementation of this comprehensive approach, PT Perikanan Indonesia (Persero) not only meets market expectations and needs for safe, hygienic, and high-quality fishery products, but also actively contributes to strengthening the green industry ecosystem, reinforcing the foundation of an independent national food security system, and accelerating the achievement of the Sustainable Development Goals (SDGs) Agenda toward 2030.

Komitmen untuk Memberikan Layanan atas Produk dan/atau Jasa yang Setara kepada Konsumen

Commitment to Providing Equal Services for Products and/or Services to Consumers

[OJK F.17]

PT Perikanan Indonesia (Persero) berkomitmen untuk memperlakukan konsumen secara setara, tanpa membeda-bedakan berdasarkan suku, agama, ras, warna kulit, pandangan politik, dan sebagainya. Prinsip kesetaraan tersebut merupakan implementasi Undang-Undang Perlindungan Konsumen pasal 7, huruf c, "memperlakukan atau melayani konsumen secara benar dan jujur serta tidak diskriminatif." Dalam penjelasan pasal tersebut disebutkan, "Pelaku usaha dilarang membeda-bedakan konsumen dalam memberikan pelayanan. Pelaku usaha dilarang membeda-bedakan mutu pelayanan kepada konsumen."

PT Perikanan Indonesia (Persero) is committed to treating consumers equally, without discrimination based on ethnicity, religion, race, skin color, political views, or other factors. This principle of equality is an implementation of Article 7 letter c of the Consumer Protection Law, which stipulates that business actors must "treat or serve consumers properly and honestly and without discrimination." The elucidation of the article states that "Business actors are prohibited from discriminating against consumers in providing services. Business actors are prohibited from discriminating against consumers in the quality of services provided."

Kemasan dan Informasi Produk

Packaging and Product Information

[GRI 417-1] [GRI 417-2]

PT Perikanan Indonesia (Persero) berkomitmen penuh untuk menjamin transparansi, keamanan pangan, dan keandalan informasi pada setiap produk perikanan yang dipasarkan, baik untuk segmen pasar domestik maupun komoditas ekspor premium global. Perseroan memandang bahwa penyediaan informasi produk yang jujur, akurat, dan komprehensif merupakan hak mendasar konsumen yang dilindungi oleh Undang-Undang Nomor 8 Tahun 1999 tentang Perlindungan Konsumen, sekaligus menjadi instrumen krusial dalam memperkuat nilai merek (*brand equity*) perusahaan. komitmen tersebut diaplikasikan pada transparansi Informasi pada Label Produk (Product Labeling Disclosure). Seluruh produk olahan dan varian ikan beku (termasuk merek retail Tukato Seafood) dikemas dengan label resmi yang telah lulus verifikasi Badan Pengawas Obat dan Makanan (BPOM) serta Badan Penyelenggara Jaminan Produk Halal (BPJPH). Informasi yang tercantum secara jelas pada kemasan meliputi:

1. Identitas dan Asal-Usul Produk: Mencantumkan nama produk, berat bersih (netto), nama dan alamat produsen (PT Perikanan Indonesia (Persero) beserta cabang unit pengolahannya).
2. Jaminan Kepatuhan Syariah: Menampilkan Logo Halal resmi beserta nomor registrasi BPJPH kategori "A" (Excellent) yang mencakup 99 jenis varian produk perikanan perusahaan.

PT Perikanan Indonesia (Persero) is fully committed to ensuring transparency, food safety, and the reliability of information for every fishery product marketed, both for the domestic market segment and premium global export commodities. The Company views the provision of honest, accurate, and comprehensive product information as a fundamental consumer right protected under Law No. 8 of 1999 concerning Consumer Protection, as well as a crucial instrument for strengthening the Company's brand equity. This commitment is implemented through Product Labeling Disclosure. All processed products and frozen fish variants, including the Tukato Seafood retail brand, are packaged with official labels that have passed verification by the Food and Drug Supervisory Agency (BPOM) and the Halal Product Assurance Organizing Agency (BPJPH). The information clearly stated on the packaging includes:

1. Product Identity and Origin: Stating the product name, net weight, and the name and address of the manufacturer (PT Perikanan Indonesia (Persero) and its processing unit branches).
2. Sharia Compliance Assurance: Displaying the official Halal logo along with the BPJPH registration number under category "A" (Excellent), covering 99 types of the Company's fishery product variants.

3. Informasi Kandungan Gizi (Nutrition Facts): Menyajikan rincian nilai gizi, kadar protein hewani, omega-3, lemak, dan kalori guna mendukung edukasi konsumsi pangan sehat berkelanjutan sejalan dengan agenda SDG 2 (Tanpa Kelaparan) dan SDG 3 (Kehidupan Sehat & Sejahtera)

3. Nutritional Information (Nutrition Facts): Presenting detailed nutritional values, animal protein, omega-3, fat, and calorie content to support education on healthy and sustainable food consumption, in line with the agenda of SDG 2 (Zero Hunger) and SDG 3 (Good Health and Well-Being).

Produk PT Perikanan Indonesia (Persero)

PT Perikanan Indonesia (Persero) Products

PT Perikanan Indonesia (Persero) memiliki beberapa produk yang menjadi andalan diantaranya sebagai berikut:
PT Perikanan Indonesia (Persero) has several featured products, including the following:

- Produk *fish Processing and Trading* (FPT) meupakan produk hasil perikanan. diantaranya sebagai berikut:
  Fish Processing and Trading (FPT) Products are fishery products, including the following:



1. Tukato Bay
   Produk perikanan konsumsi harian masyarakat Indonesia yang diperuntukan untuk komoditas makan bergizi kegiatan bantuan social. Terdiri dari 3 jenis ikan; Layang, Tongkol, dan Kembung. Dalam packaging vacum dan seal dengan ukuran 500gr & 1000gr. Target market Kementerian dan lembaga pemerintahan lainnya.
   Fishery products intended for daily consumption by the Indonesian community and designated as nutritious food commodities for social assistance activities. The products consist of three types of fish: Scad, Skipjack Tuna, and Mackerel. They are vacuum-packed and sealed in 500 g and 1,000 g sizes. The target market includes Ministries and other government institutions.

2. Tukato Sea
   Produk perikanan dengan nilai jual yang lebih tinggi dan ditujukan untuk segmen pasar ekonomi menengah. Dipasarkan di Modern Trade, offline store, dan online store. Terdiri dari 17 jenis ikan; Fillet Patin, Steak Tuna, Steak Tenggiri, Fillet Kakap, Cumi Ring, Cumi Jarum, Cumi Tube, Sirip Cumi, Kembung Banjar, Kembung Gepeng, Udang Kupas, Udang Banana, Salmon Portion, Layang, Tongkol, Batari, Steamed Slice Octopus, dan dikemas dalam packaging vacum dan seal dengan ukuran 500 & 1000gr.
   Fishery products with higher selling value, targeting the middle-income market segment. The products are marketed through Modern Trade, offline stores, and online stores. The product range consists of 17 types of fishery products: Catfish Fillet, Tuna Steak, Spanish Mackerel Steak, Snapper Fillet, Squid Rings, Needle Squid, Squid Tubes, Squid Fins, Banjar



Mackerel, Flat Mackerel, Peeled Shrimp, Banana Shrimp, Salmon Portions, Scad, Skipjack Tuna, Batari, and Steamed Sliced Octopus. The products are vacuum-packed and sealed in 500 g and 1,000 g size.

3. Tukato Ocean
   Produk perikanan dengan nilai jual tinggi dan ditujukan untuk segmen pasar ekonomi menengah ke atas. Terdiri dari 10 jenis ikan; dengan ukuran 180-200gr/pcs.
   1 Paket berisi 2 pcs dari masing – masing jenis ikan
   (20pcs).
   Fishery products with high selling value, targeting the upper-middle-income market segment. The product range consists of 10 types of fish, with each piece weighing 180–200 g.
   One package contains 2 pieces of each type of fish (20 pieces in total).

- Produk Pakan Ikan. diantaranya sebagai berikut:
  Fish Feed Products, including the following



1. Pakan Ikan Apung
   Pakan ikan apung untuk budidaya berbagai species ikan dengan penyusunan formulasi hasil riset dan development panjang. Dibuat dengan bahan baku terbaik dan diperkaya dengan vitamin dan mineral penting, membuat pakan dapat dicerna dengan baik dan ramah lingkungan

1. Floating Fish Feed
   Floating fish feed for the cultivation of various fish species, formulated based on extensive research and development. Made from high-quality raw materials and enriched with essential vitamins and minerals, the feed is highly digestible and environmentally friendly.

Spesifikasi MPL / MPL specifications

Ingredients	MPL - ECO	MPL - PRO	MPL - BEST
Protein (%)	Min 26	Min 28	Min 32
Fat (%)	Min 5	Min 5	Min 5
Fiber (%)	Min 8	Min 8	Min 8
Ash (%)	Max 13	Max 13	Max 13
Moisture (%)	Max 12	Max 12	Max 12
Bags (Kg)	30	30	30
Size (mm)	2,3	2,3	2,3
Comodity	Tilapia	Carp	Catfish
Product			

Program Pemberian Pakan / Feeding

Product	Feeding ratio (% from fish biomass)	Feeding frequency (per day)	Pellet Size (mm)	Fish size (gr)
ECO	3-4	3-4	2,3	50 - 125
PRO	3-4	3-4	2,3	50-100
SUPER	3-4	3-4	2,3	25 - 50

2. Pakan Ikan Tenggelam
   Pakan berkualitas tinggi untuk budidaya ikan. Semua produk dirancang khusus untuk kecukupan nutrisi bagi setiap spesies, menjamin pertumbuhan dan kesehatan yang optimal dan hasil yang dapat menguntungkan.

2. Sinking Fish Feed
   High-quality feed for fish farming. All products are specifically formulated to meet the nutritional requirements of each species, ensuring optimal growth and health while delivering profitable results.

Spesifikasi MET / MET specifications

Ingredients	MET - BASIC	MET - ECO	MET - PRO	MET - SUPER
Protein (%)	Min 22	Min 26	Min 28	Min 30
Fat (%)	Min 8	Min 5	Min 5	Min 5
Fiber (%)	Min 8	Min 8	Min 8	Min 8
Ash (%)	Max 13	Max 13	Max 13	Max 13
Moisture (%)	Max 12	Max 12	Max 12	Max 12
Bags (Kg)	25	50	50	50
Size (mm)	3,4	3	3	3
Comodity	Pangasius	Tilapia	Carp	Tilapia
Product				

Product	Feeding ratio (% from fish biomass)	Feeding frequency (per day)	Pellet Size (mm)	Fish size (gr)
BASIC	2-3	3-4	3,4	50-100
ECO	2-3	3-4	3	100-125
PRO	2-3	3-4	3	100-125
SUPER	2-3	3-4	3	100-125

Fokus Kepada Pelanggan

Customer Focus

[GRI 416]

PT Perikanan Indonesia (Persero) menempatkan kepuasan, keamanan, dan kepercayaan pelanggan sebagai inti dari keberlanjutan ekspansi bisnis hulu-hilir perusahaan. Perseroan memandang bahwa fokus kepada pelanggan (customer centricity) bukan sekadar strategi pemasaran, melainkan manifestasi nyata dari nilai-nilai utama BUMN (Core Values AKHLAK) dalam memberikan pelayanan prima yang berintegritas. Melalui penjaminan kualitas produk yang higienis serta penyediaan saluran komunikasi yang responsif,

PT Perikanan Indonesia (Persero) places customer satisfaction, safety, and trust at the core of the sustainability of the Company's upstream-to-downstream business expansion. The Company views customer centricity not merely as a marketing strategy, but as a tangible manifestation of the core values of SOEs (Core Values AKHLAK) in providing excellent and integrity-driven services. Through ensuring hygienic product quality and providing responsive communication channels, the Company is fully

perseroan berkomitmen penuh untuk memenuhi hak-hak konsumen sesuai amanat Undang-Undang Nomor 8 Tahun 1999 tentang Perlindungan Konsumen.

Langkah nyata dan praktik strategis perseroan dalam mengelola fokus kepada pelanggan dijalankan melalui empat pilar akuntabilitas berikut:

1. Jaminan Kesehatan dan Keamanan Konsumen (Customer Health and Safety)
   Perseroan menerapkan standarisasi mutu pangan yang ketat guna memastikan seluruh produk perikanan yang sampai ke tangan konsumen aman untuk dikonsumsi berupa:

   a. Pengawasan Berlapis Quality Control (QC): Tim QC melakukan pengujian di setiap Unit Pengolahan Ikan (UPI) cabang untuk menjamin produk bebas dari zat kontaminan berbahaya.

   b. Sertifikasi Mutu Internasional: Keamanan produk divalidasi secara hukum melalui kepemilikan Sertifikat Kelayakan Pengolahan (SKP) KKP, HACCP, FDA Registration, serta Sertifikat Halal BPJPH berpredikat Excellent. Integrasi sistem ini berhasil mempertahankan rekam jejak nihil penarikan kembali produk (zero product recall) sepanjang tahun buku berjalan.

2. Transparansi dan Edukasi Informasi Produk (Product Transparency)
   Fokus kepada pelanggan diwujudkan melalui keterbukaan informasi yang jujur pada kemasan produk (termasuk merek retail Tukato Seafood) berupa:

   a. Perseroan mencantumkan label informasi nilai gizi (nutrition facts), tanggal kedaluwarsa yang tegas, serta instruksi suhu penyimpanan rantai dingin yang ideal (cold chain).

   b. Perseroan membangun sistem ketertelusuran (traceability).
   Mekanisme ini memberikan kepastian kepada pelanggan bahwa produk yang mereka beli berasal dari tangkapan legal dan ditangkap menggunakan alat tangkap ramah lingkungan oleh nelayan mitra.

3. Mekanisme Saluran Komunikasi dan Penanganan Keluhan Dua Arah
   Perseroan menyediakan infrastruktur pengaduan masyarakat dan layanan keluhan pelanggan (customer grievance mechanism) yang responsif, mudah diakses, dan dikelola secara profesional:

   a. Pelanggan dapat menyampaikan saran konstruktif, klaim layanan, atau masukan materiil melalui saluran resmi email korporasi di corcomm@perikananindonesia.co.id atau tautan "Kontak Kami" pada situs web resmi www.perikananindonesia.co.id.

   b. Melalui integrasi arsitektur tata kelola yang terintegrasi lintas divisi (Divisi Sekretariat

committed to fulfilling consumer rights in accordance with the mandate of Law No. 8 of 1999 concerning Consumer Protection.

The Company's tangible measures and strategic practices in managing customer focus are implemented through the following four accountability pillars:

1. Customer Health and Safety
   The Company implements strict food quality standards to ensure that all fishery products reaching consumers are safe for consumption, including:

   a. Layered Quality Control (QC) Supervision: The QC team conducts testing at each Fish Processing Unit (UPI) branch to ensure that products are free from hazardous contaminants.

   b. International Quality Certifications: Product safety is legally validated through the possession of the Ministry of Marine Affairs and Fisheries (KKP) Processing Feasibility Certificate (SKP), HACCP, FDA Registration, and an Excellent-rated Halal Certificate from the Halal Product Assurance Organizing Agency (BPJPH). The integration of these systems has successfully maintained a record of zero product recalls throughout the current financial year.

2. Transparency and Product Information Education (Product Transparency)
   Customer focus is realized through transparent and accurate product information on product packaging, including the Tukato Seafood retail brand, in the form of:

   a. The Company provides nutritional information labels (nutrition facts), clearly stated expiration dates, and instructions on ideal cold chain storage temperatures.

   b. The Company establishes a traceability system.
   This mechanism provides customers with assurance that the products they purchase originate from legal catches and are caught using environmentally friendly fishing gear by partner fishermen.

3. Two-Way Communication Channels and Complaint Handling Mechanism
   The Company provides public complaint infrastructure and a responsive, accessible, and professionally managed customer grievance mechanism:

   a. Customers may submit constructive suggestions, service claims, or material feedback through the official corporate email at corcomm@perikananindonesia.co.id or via the "Contact Us" link on the official website.

   b. Through the integration of a cross-divisional governance framework (Corporate Secretary

Perusahaan dan Divisi Operasional), perseroan menjamin setiap keluhan pelanggan diselesaikan dengan waktu tanggap (response time) yang cepat dan adil demi menjaga loyalitas jangka panjang

Division and Operations Division), the Company ensures that every customer complaint is resolved promptly and fairly to maintain long-term customer loyalty.

Strategi Edukasi Pelanggan dan Kampanye Pangan Berkelanjutan

Customer Education and Suistanable Food Campaign Strategies

[GR1 417]

PT Perikanan Indonesia (Persero) memandang bahwa fokus kepada pelanggan tidak terbatas pada penyediaan produk yang aman dan higienis, melainkan juga mencakup tanggung jawab sosiologis untuk mengedukasi pasar secara berkesinambungan. Sebagai BUMN sektor perikanan, perseroan secara proaktif menjalankan program edukasi pelanggan (customer education) guna membangun kesadaran publik mengenai pentingnya konsumsi produk laut yang bertanggung jawab, pemenuhan gizi protein hewani, serta tata cara penanganan produk rantai dingin yang tepat di tingkat konsumen hulu-hilir.

PT Perikanan Indonesia (Persero) views customer focus as extending beyond the provision of safe and hygienic products to also encompass a sociological responsibility to continuously educate the market. As a State-Owned Enterprise (SOE) in the fisheries sector, the Company proactively implements customer education programs to raise public awareness of the importance of responsible seafood consumption, adequate animal protein nutrition, and proper handling of cold chain products at the upstream-to-downstream consumer level.

Langkah strategis dan praktik nyata perseroan dalam mengedukasi pelanggan diimplementasikan melalui pilar-pilar komunikasi berupa:

The Company's strategic measures and tangible practices in educating customers are implemented through the following communication pillars:

1. Edukasi Konsumsi Protein dan Ketahanan Gizi Nasional Melalui sinergi erat bersama Kementerian Kelautan dan Perikanan (KKP), perseroan memanfaatkan momentum investasi sosial untuk mengedukasi masyarakat luas mengenai pentingnya pemenuhan gizi keluarga. Kampanye Gemarikan: Lewat program Berbagi Ikan Hari Ikan Nasional (Harkannas), perseroan memberikan edukasi langsung kepada ibu rumah tangga dan anak-anak usia dini mengenai manfaat kandungan Omega-3, asam amino, dan protein ikan dalam mencegah stunting serta mengeksplorasi kecerdasan Generasi Emas Indonesia sejalan dengan SDG 2 (Tanpa Kelaparan).

1. Education on Protein Consumption and National Nutritional SecurityThrough close synergy with the Ministry of Marine Affairs and Fisheries (KKP), the Company leverages social investment momentum to educate the broader community on the importance of fulfilling family nutritional needs.
   Gemarikan Campaign: Through the Berbagi Ikan program as part of National Fish Day (Harkannas), the Company provides direct education to mothers and young children on the benefits of Omega-3, amino acids, and fish protein in preventing stunting and supporting the cognitive development of Indonesia's Golden Generation, in line with SDG 2 (Zero Hunger).

2. Transparansi Label Kemasan sebagai Media Edukasi Pangan
   Perseroan mentransformasikan label kemasan produk retail (seperti merek Tukato Seafood) menjadi sarana edukasi pangan yang informatif bagi pelanggan berupa:Informasi Nilai Gizi, Petunjuk Penanganan Produk Rantai Dingin: Menyertakan instruksi edukatif mengenai metode pencairan ikan beku yang benar (thawing method) serta suhu penyimpanan ideal di kulkas domestik guna menjaga kualitas nutrisi dan mencegah kontaminasi bakteri pasca-pembelian.

2. Packaging Label Transparency as a Food Education Medium
   The Company transforms the packaging labels of retail products, such as the Tukato Seafood brand, into informative food education media for customers through: Nutritional Value Information and Cold Chain Product Handling Instructions: Providing educational instructions on the proper thawing method for frozen fish and the ideal storage temperature in domestic refrigerators to maintain nutritional quality and prevent bacterial contamination after purchase.

Media Komunikasi
Communication Media

PT Perikanan Indonesia (Persero) menyediakan berbagai media komunikasi sebagai sarana penyampaian informasi, pembangunan hubungan, serta pelibatan pemangku kepentingan. Media komunikasi tersebut digunakan untuk mendukung keterbukaan informasi, memperluas akses terhadap informasi perusahaan, menampung aspirasi dan masukan, serta memperkuat komunikasi yang efektif, transparan, dan berkelanjutan.

PT Perikanan Indonesia (Persero) provides various communication media as a means of disseminating information, building relationships, and engaging with stakeholders. These communication media are utilized to support information transparency, expand access to corporate information, receive aspirations and feedback, and strengthen effective, transparent, and sustainable communication.

Dalam pelaksanaannya, Perseroan memanfaatkan berbagai saluran komunikasi, baik secara langsung maupun melalui media digital, yang disesuaikan dengan karakteristik dan kebutuhan masing-masing pemangku kepentingan. Media komunikasi yang digunakan antara lain situs web resmi, surat elektronik, media sosial resmi, publikasi perusahaan, laporan tahunan, laporan keberlanjutan, rapat, forum koordinasi serta kegiatan sosialisasi.

In its implementation, the Company utilizes various communication channels, both directly and through digital media, tailored to the characteristics and needs of each stakeholder. The communication media used include the official website, electronic mail, official social media, corporate publications, annual reports, sustainability reports, meetings, coordination forums, and outreach activities.

Perseroan berkomitmen untuk memastikan bahwa informasi yang disampaikan melalui berbagai media komunikasi dapat diakses secara tepat, relevan, akurat, dan tepat waktu. Selain sebagai sarana penyampaian informasi, media komunikasi juga menjadi wadah bagi pemangku kepentingan untuk menyampaikan pertanyaan, saran, aspirasi, maupun pengaduan yang selanjutnya ditindaklanjuti sesuai dengan kebijakan dan mekanisme yang berlaku.

The Company is committed to ensuring that information communicated through various communication media is accessible in an appropriate, relevant, accurate, and timely manner. In addition to serving as a means of disseminating information, communication media also provide a platform for stakeholders to submit questions, suggestions, aspirations, and complaints, which are subsequently followed up in accordance with applicable policies and mechanisms.

Melalui pengelolaan media komunikasi yang efektif dan responsif, PT Perikanan Indonesia (Persero) berupaya membangun hubungan yang saling percaya dengan para pemangku kepentingan serta mendukung peningkatan transparansi, akuntabilitas, dan kinerja keberlanjutan Perseroan.

Through effective and responsive management of communication media, PT Perikanan Indonesia (Persero) seeks to build mutually trusting relationships with stakeholders while supporting improvements in the Company's transparency, accountability, and sustainability performance.

website	www.perikananindonesia.co.id
surat elektronik electronic mail	persuratan@perikananindonesia.co.id
	corcomm@perikananindonesia.co.id
media sosial social media	Instagram: pt.perikananindonesia
	twitter: @perikananID

Inovasi Produk Berkelanjutan

Sustainable Product Innovation

[OJK F.26]

PT Perikanan Indonesia (Persero) memandang bahwa inovasi produk berkelanjutan merupakan instrumen krusial dalam memperkokoh posisi strategis korporasi, memitigasi dampak lingkungan operasional, serta menjawab pergeseran preferensi pasar global yang menuntut produk pangan laut bertanggung jawab (sustainable seafood industry). Sebagai anak perusahaan BUMN Holding Pangan (ID FOOD), perseroan secara progresif melakukan riset dan pengembangan hulu-hilir untuk melahirkan variasi produk bernilai tambah tinggi dengan mengadopsi efisiensi sumber daya dan prinsip ekosistem industri hijau.

Rencana inovasi teknologi strategis yang akan diimplementasikan oleh perseroan meliputi pilar-pilar akselerasi berikut:

1. Rencana Modernisasi Jasa Kepelabuhanan Melalui Teknologi Sistem Penyimpanan Ikan (Smart Cold Chain System)
   Perseroan merencanakan transformasi digital pada sistem penyimpanan ikan terintegrasi berbasis IoT (Internet of Things). Inovasi ini mengoptimalkan manajemen rantai dingin (cold chain) melalui pemantauan suhu otomatis secara real-time . Langkah ini ditargetkan mampu memangkas risiko kerusakan komoditas (food loss reduction). Dalam hal ini Perusahaan sedang dalam progres pematangan konsep implementasi perencanaan tersebut dan masih terus berupaya dalam realisasinya

2. Kajian Penerapan Teknologi Desalinasi (Pengolahan Air Laut Menjadi Air Tawar)
   Guna mengatasi risiko transisi kelangkaan pasokan air bersih akibat perubahan iklim ekstrem di wilayah pesisir, perseroan mengagendakan inovasi teknologi desalinasi air laut berbasis Reverse Osmosis (RO). Pemanfaatan teknologi ini bertujuan untuk menyuplai kebutuhan air tawar mandiri yang terstandarisasi bagi operasional kapal tangkap serta proses higienis komoditas di Unit Pengolahan Ikan (UPI). Langkah inovatif ini berkontribusi langsung pada efisiensi biaya pengadaan air komersial serta menjamin pemenuhan kriteria ketat sertifikasi SKP dan HACCP. Pada tahn 2025 telah diselesaikan pematangan konsep baik dalam hal konsep kerjasama maupun implementasi teknis di lapangan dan progres masih berlanjut.

3. Rencana Ekspansi dan Pengembangan Diversifikasi Produk Olahan Bernilai Tambah:
   Perseroan secara progresif mengintensifkan Business Development dan Strategic Sourcing pada lini bisnis hilirisasi perikanan melalui

PT Perikanan Indonesia (Persero) views sustainable product innovation as a crucial instrument for strengthening the Company's strategic position, mitigating the environmental impacts of its operations, and responding to shifting global market preferences that demand responsible seafood products (*sustainable seafood industry*). As a subsidiary of the SOE Food Holding (ID FOOD), the Company progressively conducts upstream-to-downstream research and development to create a variety of high-value-added products by adopting resource efficiency and green industry ecosystem principles.

The strategic technology innovation plans to be implemented by the Company include the following acceleration pillars:

1. Modernization Plan for Port Services through Fish Storage Technology (Smart Cold Chain System)
   The Company plans to implement digital transformation of an integrated fish storage system based on IoT (Internet of Things) technology. This innovation will optimize cold chain management through automated, real-time temperature monitoring. This initiative is targeted at reducing the risk of commodity spoilage (*food loss reduction*). In this regard, the Company is currently refining the implementation concept and planning for this initiative and continues to work toward its realization.

2. Study on the Implementation of Desalination Technology (Seawater to Freshwater Treatment)
   To address the risk of freshwater supply scarcity due to extreme climate change in coastal areas, the Company has scheduled an innovation involving seawater desalination technology based on Reverse Osmosis (RO). The utilization of this technology aims to provide a standardized independent freshwater supply for fishing vessel operations and the hygienic processing of commodities at Fish Processing Units (UPI). This innovative initiative directly contributes to the efficiency of commercial water procurement costs while ensuring compliance with the stringent criteria of SKP and HACCP certifications. In 2025, the Company completed the refinement of the concept, both in terms of the cooperation framework and technical implementation in the field, with progress continuing toward realization.

3. Expansion Plan and Development of Diversified Value-Added Processed Products:
   The Company is progressively intensifying Business Development and Strategic Sourcing activities in the downstream fisheries business through the

diversifikasi produk olahan siap saji (ready-to-eat) dan siap masak (ready-to-cook).

diversification of ready-to-eat and ready-to-cook processed products.

Dampak Produk / Jasa

Impacts Products / Services

[OJK F.28]

Produk dan jasa yang dihasilkan PT Perikanan Indonesia (Persero) tidak hanya berorientasi pada penciptaan nilai ekonomi, tetapi juga memperhatikan dampaknya terhadap lingkungan, masyarakat, dan seluruh pemangku kepentingan. Perseroan berkomitmen untuk menghadirkan produk dan layanan yang berkualitas, aman, serta memenuhi prinsip keberlanjutan melalui pengelolaan operasional yang bertanggung jawab. Dengan demikian, setiap aktivitas bisnis diharapkan mampu memberikan manfaat yang berkelanjutan sekaligus meminimalkan dampak negatif yang mungkin timbul.

The products and services produced by PT Perikanan Indonesia (Persero) are not solely oriented toward creating economic value but also take into consideration their impacts on the environment, communities, and all stakeholders. The Company is committed to providing quality and safe products and services that uphold sustainability principles through responsible operational management. Accordingly, each business activity is expected to provide sustainable benefits while minimizing any potential negative impacts.

PT Perikanan Indonesia (Persero) menghasilkan berbagai produk dan jasa yang berperan dalam mendukung ketahanan pangan nasional, pengembangan industri perikanan, serta peningkatan kesejahteraan pelaku usaha perikanan. Dalam menjalankan kegiatan usahanya, Perseroan berkomitmen untuk memastikan bahwa produk dan jasa yang dihasilkan memberikan manfaat ekonomi, sosial, dan lingkungan secara berkelanjutan.

PT Perikanan Indonesia (Persero) produces various products and services that contribute to supporting national food security, developing the fisheries industry, and improving the welfare of fisheries business operators. In conducting its business activities, the Company is committed to ensuring that the products and services it produces provide sustainable economic, social, and environmental benefits.

Dampak Ekonomi

Produk dan jasa Perseroan memberikan kontribusi terhadap peningkatan nilai tambah sektor perikanan melalui penyediaan produk perikanan yang berkualitas, penguatan rantai pasok, serta pengembangan jaringan distribusi. Kegiatan usaha Perseroan juga menciptakan peluang usaha bagi nelayan, pembudidaya ikan, pelaku UMKM, dan mitra usaha lainnya, sehingga turut mendorong pertumbuhan ekonomi di wilayah operasional.

Economic Impact

The Company's products and services contribute to increasing the added value of the fisheries sector through the provision of quality fishery products, strengthening of supply chains, and development of distribution networks. The Company's business activities also create business opportunities for fishermen, fish farmers, MSME operators, and other business partners, thereby contributing to economic growth in its operational areas.

Dampak Sosial

Perseroan berupaya memberikan manfaat sosial melalui penyediaan produk perikanan yang aman dan bermutu bagi masyarakat, peningkatan kesejahteraan nelayan melalui kemitraan usaha, serta penciptaan lapangan kerja. Selain itu, Perseroan menjalankan program pengembangan kapasitas bagi mitra dan pelaku usaha perikanan untuk meningkatkan produktivitas, kualitas hasil tangkapan, dan daya saing produk perikanan.

Social Impact

The Company seeks to provide social benefits through the provision of safe and high-quality fishery products to the community, improving the welfare of fishermen through business partnerships, and creating employment opportunities. In addition, the Company implements capacity-building programs for partners and fisheries business operators to improve productivity, catch quality, and the competitiveness of fishery products.

Dampak Lingkungan

Dalam menghasilkan produk dan memberikan layanan, Perseroan berupaya meminimalkan dampak terhadap lingkungan melalui penggunaan sumber daya yang lebih efisien, pengelolaan limbah operasional, pengendalian emisi gas rumah kaca, serta penerapan praktik operasional yang mendukung kelestarian sumber daya perikanan. Perseroan juga mendorong penerapan praktik penangkapan dan pengelolaan hasil

Environmental Impact

In producing its products and providing services, the Company seeks to minimize environmental impacts through more efficient resource use, operational waste management, greenhouse gas emission control, and the implementation of operational practices that support the sustainability of fisheries resources. The Company also promotes responsible fishing and fishery product management practices in accordance with applicable regulations.

perikanan yang bertanggung jawab sesuai dengan ketentuan yang berlaku.

Jumlah Produk yang Ditarik Kembali
PT Perikanan Indonesia (Persero) berkomitmen untuk memastikan bahwa seluruh produk yang dipasarkan memenuhi standar mutu, keamanan pangan, dan ketentuan peraturan yang berlaku. Perseroan menerapkan sistem pengendalian mutu pada setiap tahapan proses bisnis, mulai dari penerimaan bahan baku, proses pengolahan, penyimpanan, hingga distribusi, guna meminimalkan risiko ketidaksesuaian produk.

Selama periode pelaporan, tidak terdapat produk yang ditarik kembali (product recall) akibat ketidaksesuaian terhadap persyaratan mutu, keamanan pangan, maupun ketentuan regulasi. Capaian ini mencerminkan efektivitas sistem pengendalian mutu dan komitmen Perseroan dalam menjaga kualitas produk yang diterima pelanggan.

Number of Products Recalled
PT Perikanan Indonesia (Persero) is committed to ensuring that all marketed products meet quality standards, food safety requirements, and applicable regulatory provisions. The Company implements a quality control system at every stage of the business process, from raw material receipt, processing, and storage to distribution, to minimize the risk of product non-conformity.

During the reporting period, there were no products recalled (*product recall*) due to non-compliance with quality requirements, food safety standards, or regulatory provisions. This achievement reflects the effectiveness of the quality control system and the Company's commitment to maintaining the quality of products received by customers.

Kontribusi terhadap SDGs dan Manfaat Jangka Panjang

Contribution to the SDGs and Long-Term Benefits

Sebagai Badan Usaha Milik Negara (BUMN) yang bergerak di sektor kelautan dan perikanan, PT Perikanan Indonesia (Persero) berkomitmen untuk menyelaraskan pertumbuhan bisnis komersial dengan agenda global Tujuan Pembangunan Berkelanjutan (Sustainable Development Goals/SDGs). Melalui model bisnis terintegrasi dan investasi sosial berbasis Creating Shared Value (CSV), perseroan tidak sekadar mengejar profitabilitas jangka pendek, melainkan berfokus pada penciptaan nilai tambah ekonomi berkelanjutan yang memberikan multiplier effect positif bagi masyarakat, negara, dan lingkungan hidup.

Berikut adalah pemetaan kontribusi nyata PT Perikanan Indonesia (Persero) terhadap pilar-pilar SDGs beserta proyeksi manfaat jangka panjang yang dihasilkan:

1. Pilar Sosial: Menjaga Ketahanan Pangan dan Kesejahteraan (SDG 2 & SDG 3)

   a. Bentuk Kontribusi: Perseroan menginisiasi program edukasi gizi dan distribusi pangan berkelanjutan melalui program Berbagi Ikan dalam rangka Hari Ikan Nasional (Harkannas) yang berkolaborasi dengan Kementerian Kelautan dan Perikanan (KKP). Program ini menyasar kelompok rentan dan anak-anak usia dini.

   b. Manfaat Jangka Panjang:
   - Akselerasi Generasi Emas: Membantu menurunkan angka stunting nasional dan memperbaiki kualitas asupan gizi protein

As a State-Owned Enterprise (SOE) operating in the marine and fisheries sector, PT Perikanan Indonesia (Persero) is committed to aligning commercial business growth with the global agenda of the Sustainable Development Goals (SDGs). Through an integrated business model and social investment based on Creating Shared Value (CSV), the Company does not merely pursue short-term profitability, but focuses on creating sustainable economic added value that generates a positive multiplier effect for communities, the state, and the environment.

The following presents a mapping of PT Perikanan Indonesia (Persero)'s tangible contributions to the SDG pillars, along with the projected long-term benefits generated:

1. Social Pillar: Maintaining Food Security and Well-Being (SDG 2 & SDG 3)

   a. Form of Contribution: The Company initiated nutrition education and sustainable food distribution programs through the Berbagi Ikan program as part of National Fish Day (Harkannas), in collaboration with the Ministry of Marine Affairs and Fisheries (KKP). The program targets vulnerable groups and young children.

   b. Long-Term Benefits:
   - Acceleration of the Golden Generation: Contributing to the reduction of the national stunting rate and sustainably improving the

hewani masyarakat secara berkelanjutan.Resiliensi
- Kesehatan Publik: Mengurangi beban anggaran belanja jaminan kesehatan pemerintah (avoided health intervention cost) akibat penyakit kelaparan atau malnutrisi pada masa depan.

2. Pilar Ekonomi: Pertumbuhan Ekonomi Inklusif dan Penguatan Rantai Pasok (SDG 8 & SDG 12)

   a. Bentuk Kontribusi: Penerapan skema kemitraan hulu-hilir berbasis CSV melalui Pembinaan UMKM/Koperasi Perikanan (Bantuan Freezer di Pati) serta Modernisasi Alat Tangkap Nelayan Tradisional di Sorong. PT Perikanan Indonesia (Persero) bertindak sebagai anchor supplier yang menjamin kepastian pasar bagi hasil produksi lokal.

   b. Manfaat Jangka Panjang:
   - Kemandirian Ekonomi Daerah: Memicu perputaran roda ekonomi lokal, meningkatkan pendapatan riil nelayan dan pelaku usaha mikro secara konsisten, serta membuka lapangan kerja informal baru di pesisir.
   - Efisiensi Rantai Pasok Korporasi: Mengamankan kontinuitas pasokan bahan baku komoditas laut bermutu tinggi bagi perseroan, memperluas jaringan distribusi hilir, dan membangun loyalitas mitra bisnis guna menjaga stabilitas omzet penjualan jangka panjang.
   - Reduksi Pemborosan Pangan (Food Loss): Kapasitas sistem rantai dingin (cold chain) yang meningkat berhasil meminimalisasi volume produk perikanan yang rusak sebelum dipasarkan.

3. Pilar Lingkungan: Resiliensi Iklim dan Ekosistem Kelautan (SDG 13 & SDG 14)
   - Bentuk Kontribusi: pembagian alat tangkap yang aman bagi ekosistem terumbu karang.
   - Manfaat Jangka Panjang berupa Keberlanjutan Sumber Daya Maritim yaitu Menjaga keanekaragaman hayati laut dari ancaman pembalakan ikan ilegal (destructive fishing), sehingga menjamin ketersediaan stok ikan nasional untuk generasi mendatang.

4. Pilar Tata Kelola: Kelembagaan yang Kuat dan Transparan (SDG 16)

   a. Bentuk Kontribusi: Penegakan prinsip Good Corporate Governance (GCG) secara konsisten yang diawasi berlapis oleh Satuan Pengawas Internal (SPI) dan Divisi Manajemen Risiko, serta dipublikasikan secara jujur melalui Laporan Keberlanjutan berstandar GRI.

   b. Manfaat Jangka Panjang:
   - Kredibilitas Korporasi Tingkat Tinggi: Memperkokoh kepercayaan para pemegang saham, investor, perbankan, dan regulator (BP BUMN & KKP) terhadap tata kelola perseroan.

quality of dietary intake of animal protein among communities.Public Health Resilience:
- Reducing the burden on the government's health insurance expenditure (avoided health intervention costs) arising from hunger- or malnutrition-related diseases in the future.

2. Economic Pillar: Inclusive Economic Growth and Supply Chain Strengthening (SDG 8 & SDG 12)

   a. Form of Contribution: Implementing a CSV-based upstream-to-downstream partnership scheme through MSME/Fisheries Cooperative development (Freezer Assistance in Pati) and the modernization of fishing gear for traditional fishermen in Sorong. PT Perikanan Indonesia (Persero) acts as an anchor supplier that ensures market certainty for local production.

   b. Long-Term Benefits:
   - Regional Economic Independence: Stimulating local economic activity, consistently increasing the real income of fishermen and micro-enterprise operators, and creating new informal employment opportunities in coastal areas.
   - Corporate Supply Chain Efficiency: Securing the continuity of high-quality marine commodity raw material supplies for the Company, expanding downstream distribution networks, and building business partner loyalty to maintain long-term sales turnover stability.
   - Food Loss Reduction: Increased cold chain system capacity successfully minimizes the volume of fishery products that spoil before reaching the market.

3. Environmental Pillar: Climate and Marine Ecosystem Resilience (SDG 13 & SDG 14)
   - Form of Contribution: Distributing fishing gear that is safe for coral reef ecosystems.
   - Long-Term Benefit – Maritime Resource Sustainability: Preserving marine biodiversity from the threat of illegal and destructive fishing, thereby ensuring the availability of national fish stocks for future generations.

4. Governance Pillar: Strong and Transparent Institutions (SDG 16)

   a. Form of Contribution: Consistently enforcing Good Corporate Governance (GCG) principles through layered oversight by the Internal Audit Unit (SPI) and Risk Management Division, while transparently disclosing information through the GRI-based Sustainability Report.

   b. Long-Term Benefits:
   - High-Level Corporate Credibility: Strengthening the confidence of shareholders, investors, banks, and regulators (Ministry of SOEs & KKP) in the Company's governance.

- Mitigasi Risiko Hukum: Memastikan perseroan memiliki ketahanan prima terhadap risiko sengketa regulasi, risiko manajemen krisis sosial, serta risiko ketidakpatuhan hukum lingkungan.
- Akses Pembiayaan Hijau: Membuka peluang besar bagi perseroan untuk mendapatkan fasilitas pinjaman khusus keberlanjutan (Sustainability-Linked Loan) dengan suku bunga yang lebih efisien.

- Legal Risk Mitigation: Ensuring that the Company maintains strong resilience against regulatory dispute risks, social crisis management risks, and environmental legal compliance risks.
- Access to Green Financing: Creating greater opportunities for the Company to obtain sustainability-linked financing facilities (*Sustainability-Linked Loans*) at more efficient interest rates.

Perikanan Indonesia

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Bab/Chapter

05

Kinerja Keberlanjutan Ekonomi

Economic Sustainability Performance



PT Perikanan Indonesia (Persero) mencatatkan kinerja keberlanjutan yang positif melalui transformasi bisnis yang berfokus pada tiga pilar utama (ekonomi, lingkungan, dan sosial) serta penerapan Good Corporate Governance (GCG). Perseroan mengacu pada standar Otoritas Jasa Keuangan (OJK) dalam mewujudkan ekosistem perikanan nasional yang berkelanjutan dari hulu ke hilir.

Berikut adalah rincian capaian kinerja keberlanjutan PT Perikanan Indonesia (Persero) berdasarkan aspek ESG

1. Aspek Lingkungan (Environmental)

   a. Penangkapan Ikan Ramah Lingkungan: Menerapkan metode operasional yang bertanggung jawab guna menjaga keseimbangan ekosistem laut dan mendukung regenerasi stok ikan nasional.

   b. Teknologi Hijau & Pengurangan Limbah: Mengadopsi teknologi ramah lingkungan di pabrik pengolahan ikan, sekaligus mengoptimalkan pengelolaan sisa produksi demi mengurangi limbah operasional.

   c. Eko-efisiensi Pabrik Pakan: Memproduksi pakan ikan dan udang yang aman secara ekologis guna memasok kebutuhan petambak tanpa merusak lingkungan perairan sekitarnya.

2. Aspek Sosial (Social)

   a. Pemberdayaan Nelayan Tradisional: Menggelar berbagai pelatihan bagi masyarakat pesisir untuk mendongkrak keahlian kerja serta meningkatkan kesadaran konservasi laut.

   b. Aksi Sosial Pencegahan Stunting: Menyalurkan bantuan pangan kepada petugas pelabuhan, pembersih jalanan, dan keluarga nelayan di kawasan Pelabuhan Perikanan Samudera Nizam Zachman Jakarta.

   c. Penyediaan Lapangan Kerja Berkelanjutan: Memberikan nilai tambah bagi kesejahteraan ekonomi mitra nelayan lokal lewat skema penyerapan hasil laut yang adil.

3. Aspek Ekonomi & Tata Kelola (Economic & Governance) berupa: Aktivitas Berbasis GCG: Berkomitmen mengelola bisnis perdagangan, pabrik pakan, dan jasa kepelabuhanan dengan prinsip transparansi serta akuntabilitas tinggi.

PT Perikanan Indonesia (Persero) recorded positive sustainability performance through a business transformation focused on three main pillars (economic, environmental, and social), supported by the implementation of Good Corporate Governance (GCG). The Company refers to the standards of the Financial Services Authority (OJK) in realizing a sustainable national fisheries ecosystem from upstream to downstream.

The following details the sustainability performance achievements of PT Perikanan Indonesia (Persero) based on the ESG (Environmental, Social, and Governance) aspects:

1. Environmental Aspect

   a. Environmentally Friendly Fishing: Implementing responsible operational methods to maintain the balance of marine ecosystems and support the regeneration of national fish stocks.

   b. Green Technology & Waste Reduction: Adopting environmentally friendly technologies in fish processing plants while optimizing the management of production residues to reduce operational waste.

   c. Feed Mill Eco-Efficiency: Producing ecologically safe fish and shrimp feed to meet the needs of aquaculture farmers without harming the surrounding aquatic environment.

2. Social Aspect

   a. Traditional Fishermen Empowerment: Conducting various training programs for coastal communities to enhance their work skills and raise awareness of marine conservation.

   b. Stunting Prevention Social Action: Providing food assistance to port workers, street cleaners, and fishermen's families in the area of Nizam Zachman Jakarta Ocean Fishing Port.

   c. Provision of Sustainable Employment Opportunities: Creating added value for the economic welfare of local fishing partners through a fair marine catch absorption scheme.

3. Economic & Governance Aspect, in the form of:
   GCG-Based Activities: Committing to managing the trading, feed mill, and port services businesses based on the principles of transparency and high accountability.

Membangun Budaya Keuangan Berkelanjutan

Building a Sustainable Financial Culture

[OJK F.1]

PT Perikanan Indonesia (Persero) berkomitmen membangun budaya keuangan yang berkelanjutan melalui penerapan tata kelola keuangan yang transparan, akuntabel, dan berorientasi pada penciptaan nilai jangka panjang. Perseroan meyakini bahwa pengelolaan keuangan yang sehat merupakan fondasi penting dalam menjaga keberlangsungan usaha, meningkatkan daya saing, serta memberikan manfaat yang berkelanjutan bagi pemegang saham, pelanggan, mitra usaha, karyawan, dan masyarakat.

PT Perikanan Indonesia (Persero) is committed to building a sustainable financial culture through the implementation of transparent, accountable, and long-term value-oriented financial governance. The Company believes that sound financial management is an essential foundation for maintaining business continuity, enhancing competitiveness, and providing sustainable benefits to shareholders, customers, business partners, employees, and the community.

Sebagai bagian dari implementasi prinsip keberlanjutan, Perseroan menerapkan pengelolaan anggaran secara disiplin, pengendalian biaya operasional, optimalisasi pemanfaatan aset, serta penguatan sistem pengendalian internal untuk memastikan penggunaan sumber daya keuangan dilakukan secara efektif, efisien, dan sesuai dengan ketentuan yang berlaku.

As part of the implementation of sustainability principles, the Company applies disciplined budget management, operational cost control, optimization of asset utilization, and strengthening of the internal control system to ensure that financial resources are utilized effectively, efficiently, and in accordance with applicable regulations.

Selain itu, PT Perikanan Indonesia (Persero) terus mengembangkan budaya sadar biaya (cost awareness) di seluruh unit kerja melalui perencanaan anggaran yang terukur, evaluasi kinerja keuangan secara berkala, serta peningkatan kapasitas sumber daya manusia di bidang pengelolaan keuangan dan kepatuhan. Upaya ini bertujuan untuk meningkatkan kualitas pengambilan keputusan, memperkuat ketahanan finansial perusahaan, serta mendukung pencapaian target bisnis secara berkelanjutan. Perseroan juga mengintegrasikan pertimbangan aspek ekonomi, sosial, dan lingkungan dalam proses pengambilan keputusan investasi maupun operasional. Dengan demikian, setiap kebijakan keuangan tidak hanya mempertimbangkan aspek profitabilitas, tetapi juga dampaknya terhadap keberlanjutan usaha, pelestarian lingkungan, dan peningkatan kesejahteraan para pemangku kepentingan.

In addition, PT Perikanan Indonesia (Persero) continues to foster a cost awareness culture across all work units through measurable budget planning, periodic financial performance evaluations, and capacity building for human resources in financial management and compliance. These efforts aim to improve the quality of decision-making, strengthen the Company's financial resilience, and support the achievement of business targets sustainably. The Company also integrates economic, social, and environmental considerations into investment and operational decision-making processes. Accordingly, each financial policy considers not only profitability but also its impact on business sustainability, environmental preservation, and the improvement of stakeholder welfare.

Ke depan, PT Perikanan Indonesia (Persero) akan terus memperkuat budaya keuangan berkelanjutan melalui peningkatan digitalisasi proses keuangan, penguatan manajemen risiko, penerapan prinsip tata kelola perusahaan yang baik (Good Corporate Governance/GCG), serta optimalisasi efisiensi operasional. Langkah ini diharapkan dapat mendukung terciptanya pertumbuhan usaha yang tangguh, berkelanjutan, dan mampu memberikan nilai tambah bagi seluruh pemangku kepentingan.

Going forward, PT Perikanan Indonesia (Persero) will continue to strengthen its sustainable financial culture through increased digitalization of financial processes, strengthened risk management, implementation of Good Corporate Governance (GCG) principles, and optimization of operational efficiency. These measures are expected to support resilient and sustainable business growth while creating added value for all stakeholders.

Praktik manajemen keberlanjutan berfokus pada pengelolaan aspek ekonomi, lingkungan, dan sosial dalam menjalankan kegiatan operasional Perseroan. Perseroan mengupayakan usaha terbaik dalam melakukan pengelolaan dampak yang timbul dari aktivitas operasional Perseroan. Pengelolaan dampak tersebut diarahkan pada kontribusi terhadap pembangunan berkelanjutan. Pengelolaan dampak

Sustainability management practices focus on managing economic, environmental, and social aspects in carrying out the Company's operational activities. The Company strives to make every effort to manage impacts arising from its operational activities. Such impact management is directed toward contributing to sustainable development. Impact management consists of reducing or mitigating negative impacts and enhancing positive impacts.

terdiri dari pengurangan atau mitigasi dampak negatif dan peningkatan dampak positif.

Aspek pemenuhan HAM karyawan mengacu kepada diantaranya: Undang-Undang No. 13 Tahun 2003 tentang Ketenagakerjaan, Undang-Undang Republik Indonesia No. 21 Tahun 2000 tentang Serikat Pekerja/Serikat Buruh, Konvensi ILO No. 138/1973 tentang Batas Usia Minimum untuk Bekerja (Minimum Age for Admission to Employment), Konvensi ILO No. 182/1999 tentang Penghapusan Bentuk-bentuk Pekerjaan Terburuk untuk Anak (Elimination of the Worst Forms of Child Labour), Konvensi ILO No. 29/1930 tentang Kerja Paksa atau Kerja Wajib (Forced or Compulsory Labour), Konvensi ILO No. 105/1957 tentang Penghapusan Kerja Paksa (Abolition of forced labor), Konvensi ILO No. 87/1948 tentang Kebebasan Berserikat dan Perlindungan atas Hak Berorganisasi (Freedom of Association and Protection of Right to Organize), serta Kebijakan Ketenagakerjaan Perseroan.

The fulfillment of employees' human rights refers, among others, to Law No. 13 of 2003 concerning Manpower, Law of the Republic of Indonesia No. 21 of 2000 concerning Trade Unions/Labor Unions, ILO Convention No. 138/1973 concerning the Minimum Age for Admission to Employment, ILO Convention No. 182/1999 concerning the Elimination of the Worst Forms of Child Labour, ILO Convention No. 29/1930 concerning Forced or Compulsory Labour, ILO Convention No. 105/1957 concerning the Abolition of Forced Labour, ILO Convention No. 87/1948 concerning Freedom of Association and Protection of the Right to Organize, as well as the Company's Employment Policy.

Prinsip kehati-hatian dalam aspek pelestarian lingkungan dilaksanakan dengan mengacu kepada seluruh peraturan perundangan terkait lingkungan. Aspek Tanggung Jawab Sosial dan Lingkungan mengacu kepada seluruh peraturan perundangan terkait TJSL, di antaranya UU No. 40 Tahun 2007 tentang Perseroan Terbatas, UU No. 19 Tahun 2003 tentang Badan Usaha Milik Negara, Peraturan Nomor PER-02/MBU/07/2017 tentang Perubahan Kedua atas PER-09/MBU/07/2015 mengenai Program Kemitraan dan Program Bina Lingkungan (PKBL) BUMN (tanggal 5 Juli 2017), Peraturan Menteri Badan Usaha Milik Negara Republik Indonesia Nomor PER-1/MBU/03/2023 tentang Penugasan Khusus dan Program Tanggung Jawab Sosial dan Lingkungan Badan Usaha Milik Negara, beserta seluruh peraturan sebelumnya yaitu, serta Peraturan Nomor PER-02/MBU/04/2020 tentang Perubahan Ketiga atas PER-09/MBU/07/2015 mengenai Program Kemitraan dan Program Bina Lingkungan (PKBL) BUMN (tanggal 20 April 2020), Peraturan Otoritas Jasa Keuangan (POJK) Nomor 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik (berlaku efektif sejak 1 Januari 2020), Pedoman Perilaku Etika (Code of Conduct). Aspek ekonomi mengacu kepada seluruh peraturan perundangan terkait Pajak, UMR, Imbalan Pensiun, serta Kebijakan Perseroan terkait Anti-Korupsi dan Pengadaan Barang.

The precautionary principle in environmental conservation is implemented with reference to all applicable environmental laws and regulations. The Environmental and Social Responsibility (TJSL) aspect refers to all applicable laws and regulations concerning TJSL, including Law No. 40 of 2007 concerning Limited Liability Companies, Law No. 19 of 2003 concerning State-Owned Enterprises, Regulation No. PER-02/MBU/07/2017 concerning the Second Amendment to PER-09/MBU/07/2015 concerning the Partnership Program and Community Development Program (PKBL) of SOEs (dated July 5, 2017), Regulation of the Minister of State-Owned Enterprises of the Republic of Indonesia No. PER-1/MBU/03/2023 concerning Special Assignments and Environmental and Social Responsibility Programs of State-Owned Enterprises, along with all preceding regulations, including Regulation No. PER-02/MBU/04/2020 concerning the Third Amendment to PER-09/MBU/07/2015 concerning the Partnership Program and Community Development Program (PKBL) of SOEs (dated April 20, 2020), Financial Services Authority Regulation (POJK) No. 51/POJK.03/2017 concerning the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies (effective as of January 1, 2020), and the Code of Conduct. The economic aspect refers to all applicable laws and regulations concerning taxation, regional minimum wages, pension benefits, as well as the Company's policies concerning Anti-Corruption and Procurement of Goods.

Untuk menjalankan fungsi perencanaan, pemantauan, dan evaluasi kinerja berkelanjutan, Direksi mendelegasikan wewenang untuk merancang kebijakan dan strategi tersebut kepada masing-masing unit kerja terkait bidang ekonomi, lingkungan dan sosial. Pendelegasian dilakukan melalui kebijakan dan strategi yang dituangkan dalam rencana kerja untuk dilaksanakan oleh masing-masing unit kerja. Saat ini, tanggung jawab pada tingkat Direksi terhadap fungsi Keberlanjutan yang mencakup aspek ekonomi, lingkungan dan sosial dirangkap oleh Direktur SDM, Tata Kelola dan Manajemen Risiko. Direktur SDM, Tata Kelola, dan Manajemen Risiko memegang tanggung

To carry out the functions of planning, monitoring, and evaluating sustainable performance, the Board of Directors delegates the authority to formulate relevant policies and strategies to the respective work units responsible for economic, environmental, and social aspects. Such delegation is carried out through policies and strategies set forth in work plans to be implemented by each work unit. Currently, responsibility at the Board of Directors level for the Sustainability function, covering economic, environmental, and social aspects, is concurrently held by the Director of Human Resources, Governance, and Risk Management. The Director of Human Resources, Governance, and Risk

jawab dalam menganalisis dan mengelola dampak ekonomi, lingkungan, dan sosial akibat kegiatan operasional Perseroan serta mengidentifikasi risiko lingkungan dan sosial secara berkala.

Management is responsible for analyzing and managing the economic, environmental, and social impacts arising from the Company's operational activities, as well as periodically identifying environmental and social risks.

Demi mendukung berjalannya fungsi tersebut maka PT Perikanan Indonesia (Persero) perlu memperhatikan masukan dari pemangku kepentingan, terutama investor dan masyarakat yang terdampak melalui berbagai saluran yang tersedia, seperti kunjungan investor, dialog bersama masyarakat, email, dan kotak surat pelayanan. Selain itu, satuan kerja kami juga mengadakan konsultasi berupa pertemuan-pertemuan dengan para pemangku kepentingan untuk mendapatkan masukan dalam topik ekonomi, lingkungan dan sosial, yang hasilnya kemudian disampaikan ke Direksi dan ditindaklanjuti sesuai arahan Direksi.

To support the implementation of these functions, PT Perikanan Indonesia (Persero) needs to take into consideration input from stakeholders, particularly investors and affected communities, through various available channels, such as investor visits, community dialogues, email, and service mailboxes. In addition, our work unit also conducts consultations through meetings with stakeholders to obtain input on economic, environmental, and social topics, the results of which are subsequently submitted to the Board of Directors and followed up in accordance with the Board of Directors' directions.

Untuk mengimplementasikan prinsip transparansi, Perseroan melaporkan kinerja keberlanjutannya secara berkala melalui Laporan Keberlanjutan. Penyusunan Laporan Keberlanjutan melibatkan Direksi yang membentuk tim gabungan perwakilan berbagai unit kerja yang terkait dengan aspek keberlanjutan. Vice President Sekretaris Perusahaan bertindak sebagai koordinator pelaksanaan penyusunan laporan. Tugas utamanya Adalah memastikan seluruh elemen material terkait Perseroan disajikan dalam laporan. Finalisasi laporan dilakukan dengan meminta persetujuan dan tanggapan dari Dewan Komisaris dan Direksi sebelum laporan dapat diterbitkan.

To implement the principle of transparency, the Company periodically reports its sustainability performance through the Sustainability Report. The preparation of the Sustainability Report involves the Board of Directors, which establishes a joint team comprising representatives from various work units related to sustainability aspects. The Vice President of Corporate Secretary acts as the coordinator of the report preparation process. The main responsibility is to ensure that all material elements related to the Company are presented in the report. The report is finalized by obtaining approval and feedback from the Board of Commissioners and the Board of Directors before publication.

Komitmen PT Perikanan Indonesia (Persero) untuk memenuhi seluruh peraturan perundangan dan menjalankan etika bisnis dapat dilihat dari nihilnya jumlah pelanggaran terhadap peraturan perundangan selama periode pelaporan.

PT Perikanan Indonesia (Persero)'s commitment to complying with all applicable laws and regulations and upholding business ethics is demonstrated by the absence of any violations of laws and regulations during the reporting period.

Penanggung Jawab Penerapan Keuangan Berkelanjutan

Person Responsible for the Implementation of Sustainable Finance

[OJK E.1]

PT Perikanan Indonesia (Persero) berkomitmen penuh untuk menerapkan praktik manajemen keberlanjutan secara holistik yang berfokus pada pengintegrasian aspek ekonomi, lingkungan, dan sosial dalam seluruh lini operasional perusahaan. Manifestasi dari komitmen ini diwujudkan melalui penerapan standardisasi terbaik (best practices) dalam mengelola dampak yang timbul dari aktivitas bisnis, guna memberikan kontribusi nyata yang signifikan dan berkesinambungan bagi percepatan pembangunan nasional. Strategi pengelolaan dampak tersebut diimplementasikan melalui dua pendekatan utama:

PT Perikanan Indonesia (Persero) is fully committed to implementing holistic sustainability management practices focused on integrating economic, environmental, and social aspects across all areas of the Company's operations. This commitment is manifested through the implementation of best practices in managing impacts arising from business activities, with the aim of making a significant and sustainable contribution to accelerating national development. The impact management strategy is implemented through two main approaches:

1. Mitigasi Dampak Negatif (Impact Mitigation): Melakukan pengelolaan, pembatasan, dan

1. Negative Impact Mitigation (Impact Mitigation): Managing, limiting, and reducing negative

pengurangan eksternalitas negatif operasional, seperti minimalisasi emisi karbon serta optimalisasi tata kelola limbah industri perikanan secara bertanggung jawab.

operational externalities, such as minimizing carbon emissions and optimizing the governance of fisheries industry waste in a responsible manner.

2. Akselerasi Dampak Positif (Value Creation Acceleration): Memperluas pemanfaatan nilai tambah sosial dan ekonomi melalui program pemberdayaan masyarakat pesisir serta penguatan kapasitas UMKM mitra lokal berbasis kemitraan strategis hulu-hilir yang berkelanjutan

2. Positive Impact Acceleration (Value Creation Acceleration): Expanding the utilization of social and economic added value through coastal community empowerment programs and strengthening the capacity of local MSME partners based on sustainable upstream-to-downstream strategic partnerships.

Sebagai bagian dari kepatuhan terhadap Peraturan Otoritas Jasa Keuangan (POJK) Nomor 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik, PT Perikanan Indonesia (Persero) menunjuk Direktorat Keuangan sebagai penanggung jawab utama pelaksanaan keuangan berkelanjutan. Direktorat Keuangan bertugas memastikan bahwa strategi keuangan Perseroan selaras dengan prinsip keberlanjutan, termasuk alokasi sumber daya untuk inisiatif lingkungan, sosial, dan tata kelola (LST).

As part of compliance with Financial Services Authority Regulation (POJK) Number 51/POJK.03/2017 concerning the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies, PT Perikanan Indonesia (Persero) has designated the Finance Directorate as the primary party responsible for implementing sustainable finance. The Finance Directorate is responsible for ensuring that the Company's financial strategy is aligned with sustainability principles, including the allocation of resources for environmental, social, and governance (ESG) initiatives.

Selain itu, pengelolaan topik-topik material yang mencakup aspek ekonomi, lingkungan, dan sosial didukung oleh:

In addition, the management of material topics covering economic, environmental, and social aspects is supported by:

1. Divisi Keuangan & Akuntansi, yang bertanggung jawab atas pelaporan keuangan yang transparan dan akuntabel, serta memastikan efisiensi penggunaan sumber daya untuk mendukung inisiatif keberlanjutan.

1. Finance & Accounting Division, responsible for transparent and accountable financial reporting, as well as ensuring the efficient use of resources to support sustainability initiatives.

2. Divisi Sekretaris Perusahaan, yang berperan dalam komunikasi dengan pemangku kepentingan, penyusunan Laporan Keberlanjutan sesuai standar Global Reporting Initiative (GRI), dan koordinasi pelaporan kepada Otoritas Jasa Keuangan (OJK).

2. Corporate Secretary Division, which plays a role in stakeholder communication, preparation of the Sustainability Report in accordance with the Global Reporting Initiative (GRI) Standards, and coordination of reporting to the Financial Services Authority (OJK).

Kinerja Ekonomi
Economic Performance
[OJK F.2] [OJK F.3]

Perbandingan Target dan Kinerja Produksi, Pendapatan dan Laba Rugi
Comparison of Production Targets and Performance, Revenue, and Profit or Loss

Uraian Description	RKAP 2025 (Rp)	Realisasi 2025 (Rp)	Pencapaian (%) Achievment
Pendapatan Revenue	365.451.031.046	325.430.921.046	89
Laba Kotor Gross Profit	96.523.250.131	83.264.710.460	86
Jumlah Beban Usaha Total Operating Expenses	69.072.931.363	78.791.307.475	114
Laba (Rugi) Usaha Operating Profit (Loss)	27.450.318.768	4.473.402.985	16

Pendapatan (Beban) Lain-Lain Bersih Net Other Income (Expenses)	6.209.465.449	94.088.538.622	1.515
Laba (Rugi) Sebelum Bunga Profit (Loss) Before Interest	33.659.784.217	98.561.941.607	293
Laba Sebelum Pajak Penghasilan Profit Before Income Tax	22.546.831.404	79.405.747.165	352
Laba Setelah Pajak Penghasilan Profit After Income Tax	17.586.528.495	54.383.596.688	309

Kinerja Keuangan Perusahaan Tahun 2025 laba sebesar Rp54,3 miliar. Adapun penjelasan kinerja keuangan tahun 2025 adalah sebagai berikut :

1. Realisasi pendapatan sampai dengan Desember 2025 mencapai sebesar Rp325,4 miliar atau turun sebesar 22% dibandingkan tahun 2024, terhadap RKAP-2024 Pendapatan mencapai 89%. Penurunan pendapatan ini disebabkan oleh belum optimalnya kinerja segmen Fish Processing and Trading yang hanya mencapai sekitar 55% dari target RKAP. Selain itu, penghentian sementara operasional beberapa unit usaha dalam rangka implementasi strategi MOC dan program restrukturisasi perusahaan, termasuk pada segmen pabrik pakan, turut memengaruhi penurunan pendapatan dibandingkan tahun sebelumnya. Namun demikian, kinerja segmen Jasa Kepelabuhanan tetap menunjukkan hasil yang positif dengan realisasi pendapatan mencapai 122% dari target RKAP dan menjadi penopang utama pendapatan perusahaan.

2. Realisasi Beban Pokok Pendapatan/Harga Pokok Penjualan (BPP/HPP) tahun 2025 sebesar Rp242,1 miliar atau 90% dari RKAP-2025 yang bernilai Rp268,9 miliar. Penurunan HPP ini mencerminkan efektivitas langkah efisiensi yang dijalankan Perusahaan.

   Keberhasilan pengendalian biaya tersebut berdampak positif terhadap tingkat profitabilitas. Laba Kotor tercatat sebesar Rp83,26 miliar atau mencapai 86% dari target RKAP. Sementara itu, Gross Profit Margin (GPM) meningkat dari 20,75% pada Tahun 2024 menjadi 25,59% pada Tahun 2025, menunjukkan bahwa kualitas pendapatan dan efisiensi operasional Perusahaan semakin baik.

3. Laba Kotor tahun 2025 mencapai sebesar Rp83,2 miliar, lebih kecil dibandingkan tahun sebelumnya yang mencapai Rp86,5 miliar dan juga masih dibawah RKAP tahun 2024 sebesar 86%. Hal ini disebabkan oleh turunnya penjualan tahun 2025 dibandingkan tahun 2024 (Jika dibandingkan tahun sebelumnya BPP di tahun 2025 sebesar 27% dibandingkan penurunan penjualan di tahun 2025 sebesar 22% menunjukkan efektivitas dan efisiensi dalam penjualan).

The Company's financial performance in 2025 recorded a profit of Rp54.3 billion. The financial performance for 2025 is explained as follows:

1. Revenue realization as of December 2025 reached Rp325.4 billion, a decrease of 22% compared to 2024, while achieving 89% of the 2024 RKAP target. The decline in revenue was attributable to the less-than-optimal performance of the *Fish Processing and Trading* segment, which achieved only approximately 55% of the RKAP target. In addition, the temporary suspension of operations of several business units as part of the implementation of the MOC strategy and the Company's restructuring program, including the feed mill segment, also contributed to the decline in revenue compared to the previous year. Nevertheless, the Port Services segment continued to demonstrate positive performance, with revenue realization reaching 122% of the RKAP target and serving as the Company's main revenue support.

2. The realization of Cost of Revenue/Cost of Goods Sold (BPP/HPP) in 2025 amounted to Rp242.1 billion, or 90% of the 2025 RKAP target of Rp268.9 billion. The decrease in Cost of Goods Sold reflects the effectiveness of the efficiency measures implemented by the Company.

   The successful cost control had a positive impact on profitability. Gross Profit was recorded at Rp83.26 billion, or 86% of the RKAP target. Meanwhile, the Gross Profit Margin (GPM) increased from 20.75% in 2024 to 25.59% in 2025, indicating improved revenue quality and operational efficiency of the Company.

3. Gross Profit in 2025 amounted to Rp83.2 billion, lower than the previous year's Rp86.5 billion and still below the 2024 RKAP target, achieving 86% of the target. This was attributable to the decline in sales in 2025 compared to 2024. Compared to the previous year, the 27% decrease in Cost of Revenue in 2025 relative to the 22% decline in sales in 2025 demonstrates the effectiveness and efficiency of the Company's sales performance.

4. Biaya Usaha Perusahaan di tahun 2025 turun jauh sekitar 43% dibandingkan dengan periode yang sama tahun sebelumnya, hal ini dikarenakan adanya Rasionalisasi Pegawai di akhir tahun 2024 yang realisasi atas program Homologasi Perusahaan yang disepakati di tanggal 10 Oktober 2024, Meskipun demikian, realisasi beban usaha masih mencapai 114% dari RKAP. Hal ini disebabkan masih adanya beban tetap yang harus ditanggung pada beberapa cabang dan unit usaha yang dihibernasi, terutama untuk kegiatan pengamanan aset, pemeliharaan fasilitas, serta penyelesaian dan penagihan piutang perusahaan.

5. Upaya efisiensi yang dilakukan secara konsisten sepanjang Tahun 2025 berhasil meningkatkan kemampuan Perusahaan dalam menghasilkan laba operasional. EBITDA tercatat positif sebesar Rp32,58 miliar, meningkat signifikan dibandingkan Tahun 2024 yang masih mencatatkan EBITDA negatif sebesar Rp15,97 miliar.
   Meskipun realisasi EBITDA baru mencapai 58% dari target RKAP sebesar Rp55,95 miliar, capaian tersebut menunjukkan perbaikan fundamental operasional yang cukup kuat dan keberhasilan Perusahaan dalam mengendalikan biaya usaha selama proses restrukturisasi berlangsung.

6. Laba Bersih perusahaan di tahun 2024 mencapai sebesar Rp54,4 miliar atau turun Rp18,9 miliar dibandingkan tahun sebelumnya, namun dibandingkan dengan RKAP mengalami pencapaian diatas target tersebut sebesar 309%. Meskipun laba bersih tahun 2025 lebih rendah dibandingkan tahun sebelumnya, secara operasional kinerja perusahaan menunjukkan perbaikan yang signifikan. Hal ini tercermin dari perubahan signifikan laba usaha yang berbalik positif menjadi Rp4,47 miliar, dibandingkan rugi usaha sebesar Rp52,18 miliar pada Tahun 2024. Perbaikan tersebut menunjukkan bahwa profitabilitas Tahun 2025 semakin ditopang oleh hasil kegiatan operasional inti perusahaan, bukan semata-mata berasal dari faktor non-operasional.

   Secara keseluruhan, kinerja keuangan Tahun 2025 menunjukkan keberhasilan manajemen dalam menjaga profitabilitas, meningkatkan efisiensi operasional, serta melaksanakan program restrukturisasi dan penyehatan perusahaan secara efektif. Capaian ini menjadi fondasi penting bagi penguatan kinerja dan pertumbuhan usaha PT Perikanan Indonesia (Persero) pada periode-periode berikutnya.

4. The Company's operating expenses in 2025 decreased significantly by approximately 43% compared to the same period of the previous year, primarily due to employee rationalization at the end of 2024 as part of the implementation of the Company's Homologation program agreed on October 10, 2024. Nevertheless, the realization of operating expenses still reached 114% of the RKAP target. This was attributable to the continued presence of fixed costs that must be borne by several branches and business units placed in hibernation, particularly for asset security activities, facility maintenance, and the settlement and collection of the Company's receivables.

5. Consistent efficiency measures implemented throughout 2025 successfully improved the Company's ability to generate operating profit. EBITDA was positive at Rp32.58 billion, representing a significant improvement compared to 2024, when the Company recorded negative EBITDA of Rp15.97 billion.
   Although EBITDA realization reached only 58% of the RKAP target of Rp55.95 billion, this achievement demonstrates a strong fundamental improvement in operational performance and the Company's success in controlling operating expenses throughout the restructuring process.

6. The Company's net profit in 2024 amounted to Rp54.4 billion, a decrease of Rp18.9 billion compared to the previous year. However, compared to the RKAP, the Company achieved 309% of the target. Although net profit in 2025 was lower than in the previous year, the Company's operational performance showed significant improvement. This is reflected in the significant change in operating profit, which turned positive at Rp4.47 billion, compared to an operating loss of Rp52.18 billion in 2024. This improvement indicates that profitability in 2025 was increasingly supported by the results of the Company's core operating activities, rather than being derived solely from non-operating factors.

   Overall, the Company's financial performance in 2025 demonstrates management's success in maintaining profitability, improving operational efficiency, and effectively implementing the Company's restructuring and financial recovery programs. This achievement provides an important foundation for strengthening the performance and business growth of PT Perikanan Indonesia (Persero) in subsequent periods.

Perbandingan Target dan Realisasi Posisi Keuangan Tahun 2025
Comparison of 2025 Financial Position Targets and Realization

URAIAN Description	Tahun 2024 (Audited)	RKAP 2025	Tahun 2025 (Audited)	%	
				Growth	Capaian Achievment
1	2	3	4	(4-2) : 2	04:03
ASET LANCAR Current Assets					
Kas dan setara kas Cash and Cash Equivalents	59.892.990.041	59.892.990.041	59.892.990.041	128	**573**
Piutang usaha Trade Receivables	25.169.340.108	25.169.340.108	25.169.340.108	-38	**19**
Piutang non usaha Non-Trade Receivables	11.959.584.919	11.959.584.919	11.959.584.919	-37	**351**
Persediaan - neto Inventories - neto	6.867.751.925	6.867.751.925	6.867.751.925	0	**53**
Uang muka dan biaya dibayar dimuka Advances and Prepaid Expenses	9.470.313.683	9.470.313.683	9.470.313.683	-24	**63**
Pajak dibayar dimuka Prepaid Taxes	30.627.624.040	30.627.624.040	30.627.624.040	-86	**148**
Aset lancar lainnya Other Current Assets	12.691.824.868	12.691.824.868	12.691.824.868	-17	**23**
JUMLAH ASET LANCAR Total Current Assets	**156.679.429.584**	**156.679.429.584**	**156.679.429.584**	**20**	**104**
ASET TIDAK LANCAR Non-Current Assets					
Aset pajak tangguhan Deferred Tax Assets	74.210.586.463	74.210.586.463	74.210.586.463	-33	**21**
Properti investasi Investment Properties	1.544.856.900.000	1.544.856.900.000	1.544.856.900.000	8	**1212**
Aset tetap setelah dikurangi Akumulasi penyutusan Fixed Assets, Net of Accumulated Depreciation	726.245.220.409	726.245.220.409	726.245.220.409	-2	**145**
Aset dalam penyelesaian Assets Under Construction	-	-	-		
Aset lain - lain Other Assets	38.760.881.285	38.760.881.285	38.760.881.285	76	**68**
JUMLAH ASET TIDAK LANCAR Total Non-Current Assets	**2.384.073.588.157**	**2.384.073.588.157**	**2.384.073.588.157**	**4**	**258**
JUMLAH ASET Total Assets	**2.540.753.017.741**	**2.540.753.017.741**	**2.540.753.017.741**	**5**	**234**
LIABILITAS JANGKA PENDEK Current Liabilities					
Utang usaha Trade Payables	108.770.865	108.770.865	108.770.865	575	**2**
Utang bank Bank Loans	-	-	-	0	**0**
Utang medium term notes (MTN) Medium-Term Notes (MTN) Payables	-	-	-	0	**0**
Beban yang masih harus dibayar Accrued Expenses	36.833.420.915	36.833.420.915	36.833.420.915	-3	**147**
Utang pajak Tax Payables	63.429.614.862	63.429.614.862	63.429.614.862	-3	**179**
Bagian jangka panjang yang jatuh tempo dalam waktu satu tahun utang rekening dana investasi Current Portion of Long-Term Liabilities Due Within One Year Investment Fund Account Payable	-	-	-	0	**0**
Pendapatan diterima dimuka Unearned Revenue	132.782.434.060	132.782.434.060	132.782.434.060	46	**288**
Liabilitas Kontrak Contract Liabilities	-	-	-		
Utang jangka pendek lainnya Other Short-term Liabilities	6.386.712.292	6.386.712.292	6.386.712.292	160	**172**

JUMLAH LIABILITIAS JANGKA PENDEK Total Current Liabilities	**239.540.952.994**	**239.540.952.994**	**239.540.952.994**	**29**	**181**
LIABILITAS JANGKA PANJANG Long-term Liabilities					
Utang usaha Trade Payables	92.322.955.982	92.322.955.982	92.322.955.982	-8	**NA**
Pinjaman non lembaga keuangan Non-Financial Institution Loans	10.384.331.925	10.384.331.925	10.384.331.925	6	**41**
Liabilitas imbalan kerja Employee Benefits Liabilities	7.385.360.977	7.385.360.977	7.385.360.977	14	**NA**
Utang medium term notes (MTN) Medium-Term Notes (MTN) Payables	118.217.297.341	118.217.297.341	118.217.297.341	3	**59**
Bagian jk pjg setelah dikurangi bagian jatuh tempo dalam satu tahun utang rekening dana invesatasi Long-term portion after deducting the portion of liabilities due within one year Investment Fund Account Payable	44.750.398.706	44.750.398.706	44.750.398.706	0	**101**
Utang bank Bank Loans	186.813.062.576	186.813.062.576	186.813.062.576	2	**66**
Pendapatan diterima dimuka Unearned Revenue	226.150.064.253	226.150.064.253	226.150.064.253	1	**77**
Utang jangka panjang lainnya Other Long-term Liabilites	90.324.**218**.743	90.324.218.743	90.324.218.743	-3	**112**
JUMLAH LIABILITAS JANGKA PANJANG Total Long-term Liabilities	**776.347.690.503**	**776.347.690.503**	**776.347.690.503**	**0**	**83**
JUMLAH LIABILITAS Total Liabilities	**1.015.888.643.497**	**1.015.888.643.497**	**1.015.888.643.497**	**7**	**98**
EKUITAS Equity					
Modal Disetor Paid-in Capital	732.587.807.481	732.587.807.481	732.587.807.481	0	**100**
Laba (rugi) Profit (Loss)	651.439.190.295	651.439.190.295	651.439.190.295	8	**-103**
KOMPONEN EKUITAS LAINNYA Other Equity Components	140.837.376.469	140.837.376.469	140.837.376.469	6	**-776**
JUMLAH EKUITAS Total Equity	**1.524.864.374.244**	**1.524.864.374.244**	**1.524.864.374.244**	**4**	**5101**
JUMLAH LIABILITIAS DAN EKUITAS Total Liabilities And Equity	**2.540.753.017.741**	**2.540.753.017.741**	**2.540.753.017.741**	**5**	**234**

Sampai dengan akhir Tahun 2025, PT Perikanan Indonesia (Persero) mencatatkan total aset sebesar Rp2,68 triliun, meningkat 5% dibandingkan posisi Tahun 2024 sebesar Rp2,54 triliun. Peningkatan aset terutama didorong oleh kenaikan pada Properti Investasi sebesar Rp115,88 miliar (dampak dilakukannya revaluasi aset tanah/lahan di tahun 2025) atau tumbuh 8% dibandingkan tahun sebelumnya serta Kas dan Setara Kas yang naik sebesar Rp76,77 miliar menjadi Rp136,66 miliar atau tumbuh 128%.

Total liabilitas pada Tahun 2025 tercatat sebesar Rp1,09 triliun, meningkat 7% dibandingkan Tahun 2024 sebesar Rp1,02 triliun. Kenaikan tersebut terutama berasal dari peningkatan liabilitas jangka pendek dari sebesar Rp239,54 miliar di tahun 2024 menjadi sebesar Rp309,08 miliar di tahun 2025 atau naik 29%. Peningkatan ini antara lain dipengaruhi oleh bertambahnya pendapatan diterima dimuka yang berasal dari pembayaran sewa lahan dan aset yang telah memiliki perjanjian kerja sama, serta meningkatnya kewajiban operasional lainnya. Kondisi tersebut menunjukkan semakin meningkatnya aktivitas bisnis dan tingkat kepercayaan mitra usaha terhadap Perusahaan.

As of the end of 2025, PT Perikanan Indonesia (Persero) recorded total assets of Rp2.68 trillion, an increase of 5% compared to Rp2.54 trillion in 2024. The increase in assets was primarily driven by an increase in Investment Properties of Rp115.88 billion, resulting from the revaluation of land assets in 2025, or an 8% increase compared to the previous year, as well as an increase in Cash and Cash Equivalents of Rp76.77 billion to Rp136.66 billion, representing a 128% increase.

Total liabilities in 2025 amounted to Rp1.09 trillion, an increase of 7% compared to Rp1.02 trillion in 2024. The increase was primarily attributable to an increase in current liabilities from Rp239.54 billion in 2024 to Rp309.08 billion in 2025, or an increase of 29%. This increase was partly influenced by higher unearned revenue arising from land and asset lease payments covered by cooperation agreements, as well as an increase in other operating liabilities. This condition indicates increasing business activity and growing business partners' confidence in the Company.

Sementara itu, liabilitas jangka panjang tercatat sebesar Rp778,49 miliar dan relatif stabil dibandingkan Tahun 2024. Struktur liabilitas jangka panjang masih didominasi oleh kewajiban yang timbul dari pelaksanaan Perjanjian Perdamaian (Homologasi), termasuk pengakuan kewajiban berdasarkan metode Net Present Value (NPV) yang telah dibukukan sejak Tahun 2024. Pengakuan tersebut merupakan bagian dari implementasi restrukturisasi keuangan.

Meanwhile, long-term liabilities amounted to Rp778.49 billion and remained relatively stable compared to 2024. The structure of long-term liabilities continues to be dominated by obligations arising from the implementation of the Settlement Agreement (Homologation), including the recognition of liabilities based on the Net Present Value (NPV) method, which has been recorded since 2024. This recognition forms part of the implementation of the financial restructuring.

Pendapatan Diterima Dimuka yang terdapat pada liabilitas jangka pendek dan liabilitas jangka panjang ini bukan merupakan kewajiban finansial yang akan dibayarkan dalam nominal rupiah tertentu. Pos ini timbul dikarenakan aktivitas sewa lahan jangka panjang perusahaan dimana pembayaran sewa telah diterima dimuka bahkan sebelum pembayaran sewa jatuh tempo. Oleh karenanya kewajiban Perusahaan bersifat non moneter, yaitu berupa komitmen untuk tetap menyediakan lahan selama masa sewa berlangsung. Selama Perusahaan berdiri hingga saat ini, belum pernah terdapat klaim atas usaha sewa lahan, yang terjadi justru adalah perpanjangan dan pengalihan sewa.

Unearned Revenue included in current liabilities and long-term liabilities does not constitute a financial obligation to be paid in a specific rupiah amount. This account arises from the Company's long-term land lease activities, whereby lease payments have been received in advance, even before the lease payments become due. Therefore, the Company's obligation is non-monetary in nature, namely a commitment to continue providing the land throughout the lease period. Since the establishment of the Company to date, there have been no claims related to land lease arrangements; instead, the arrangements have involved lease extensions and transfers.

Di sisi permodalan, ekuitas Perusahaan pada Tahun 2025 mencapai Rp1,59 triliun, meningkat 4% dibandingkan posisi Tahun 2024 sebesar Rp1,52 triliun. Peningkatan tersebut didukung oleh perolehan laba tahun berjalan sebesar Rp705,82 juta serta penguatan komponen ekuitas lainnya yang berasal dari hasil revaluasi aset tetap, khususnya aset tanah/lahan. Dengan meningkatnya nilai ekuitas dan terjaganya posisi kas yang kuat, struktur keuangan Perusahaan pada Tahun 2025 menjadi semakin sehat dan memberikan fondasi yang lebih kokoh dalam mendukung keberlanjutan usaha, pelaksanaan kewajiban homologasi, serta pengembangan bisnis pada periode mendatang.

In terms of capital structure, the Company's equity in 2025 reached Rp1.59 trillion, an increase of 4% compared to Rp1.52 trillion in 2024. The increase was supported by profit for the year of Rp705.82 million, as well as strengthening in other equity components arising from the revaluation of fixed assets, particularly land assets. With the increase in equity value and the maintenance of a strong cash position, the Company's financial structure in 2025 became increasingly sound, providing a stronger foundation to support business continuity, the fulfillment of homologation obligations, and business development in the coming periods.

Pendapatan per Segmen Usaha 2025
Revenue by Bussines Segment 2025

Uraian Description	Satuan Unit	RKAP Tahun 2025 2025 RKAP		Realisasi Tahun 2025 2025 Realization		Pencapaian (%) Achievement	
		Volume	Nilai (Rp) Value	Volume	Nilai (Rp) Value	Volume	Nilai Value
Fish Processing and Trading							
Domestik	Ton	4.993	126.888.082.852	2.714	71.561.053.996	54	56
Ekspor	Ton	1.084	51.835.000.000	667	26.430.776.667	62	51
Jumlah		**6.077**	**178.723.082.852**	**3.381**	**97.991.830.663**	**56**	**55**
Jasa Kepelabuhanan Port Services							
Es Ice	Ton	24.538	9.743.259.000	25.983	10.393.049.875	106	107
Cold Storage	Ton	263.776	7.913.275.000	530.709	15.921.282.996	201	201
Ruang & Tanah Space and Land	M^2	1.699.182	67.927.950.031	702.572	75.241.409.483	41	111

Tambat Labuh Vessel Berthing	Kapal Vessel	79.422	595.665.295	268.153	2.011.151.203	338	338
Bengkel & Dok Workshop& Docking	Kapal Vessel	214	10.706.826.506	549	16.625.016.722	257	155
Listrik Electricity	kWh	13.029.029	22.813.830.195	12.358.024	21.677.250.438	95	95
Air Water	M^3	606.845	19.419.045.527	575.345	18.073.376.349	95	93
BBM Fuel	KL	6.388.302	43.612.862.000	9.488	64.647.825.705	0	148
Jasa Lainnya Other Services	-	-	3.995.234.641		2.848.727.613	-	71
Jumlah	**-**	**-**	**186.727.948.195**	**-**	**227.439.090.384**	**-**	**122**
Total		**-**	**365.451.031.046**	**-**	**325.430.921.046**	**-**	**89**

Secara konsolidasi, realisasi pendapatan Perusahaan Tahun 2025 mencapai Rp325,43 miliar atau 89% dari target RKAP sebesar Rp365,45 miliar. Capaian ini dipengaruhi oleh tekanan pada segmen perdagangan, meskipun berhasil diimbangi oleh kinerja yang sangat baik pada segmen jasa kepelabuhanan.

On a consolidated basis, the Company's revenue realization in 2025 reached Rp325.43 billion, or 89% of the RKAP target of Rp365.45 billion. This achievement was affected by pressure on the trading segment, although it was offset by the very strong performance of the Port Services segment.

Fish Processing and Trading

Pada Tahun 2025, kinerja segmen *Fish Processing and Trading* mengalami tekanan yang cukup signifikan dibandingkan dengan target RKAP yang telah ditetapkan. Segmen ini merupakan aktivitas inti Perusahaan yang mencakup perdagangan hasil tangkapan kapal perikanan serta pengolahan ikan melalui Unit Pengolahan Ikan (UPI), dengan cakupan pemasaran untuk pasar domestik maupun ekspor.

In 2025, the performance of the *Fish Processing and Trading* segment came under significant pressure compared to the established RKAP target. This segment represents the Company's core activities, comprising the trading of fishery catches and fish processing through Fish Processing Units (UPI), with market coverage encompassing both domestic and export markets.

Sampai dengan akhir Tahun 2025, realisasi volume penjualan tercatat sebesar 3.381 ton atau 56% dari target RKAP sebesar 6.077 ton. Dari sisi nilai, pendapatan yang dibukukan mencapai Rp97,99 miliar atau 55% dari target sebesar Rp178,72 miliar.
Secara rinci, kinerja penjualan adalah sebagai berikut:

- Penjualan domestik terealisasi sebesar 2.714 ton atau 54% dari target, dengan nilai Rp71,56 miliar atau 56% dari target.
- Penjualan ekspor terealisasi sebesar 667 ton atau 62% dari target, dengan nilai Rp26,43 miliar atau 51% dari target.

As of the end of 2025, realized sales volume amounted to 3,381 tons, or 56% of the RKAP target of 6,077 tons. In terms of value, revenue recorded amounted to Rp97.99 billion, or 55% of the target of Rp178.72 billion. The sales performance is detailed as follows:

- Domestic sales realized 2,714 tons, or 54% of the target, with a value of Rp71.56 billion, or 56% of the target.
- Export sales realized 667 tons, or 62% of the target, with a value of Rp26.43 billion, or 51% of the target.

Struktur penjualan domestik masih didominasi oleh komoditas Tuna, Malalugis, dan Layang, sedangkan penjualan ekspor tetap ditopang oleh komoditas Gurita sebagai kontributor utama terhadap pendapatan luar negeri.

The domestic sales structure continues to be dominated by Tuna, Malalugis, and Scad commodities, while export sales continue to be supported by Octopus as the main contributor to overseas revenue.

Meskipun menghadapi tekanan kinerja, sepanjang Tahun 2025 Perusahaan berhasil mencatat sejumlah pencapaian strategis. Perusahaan telah merealisasikan kemitraan dengan enam pemilik kapal di Juwana dan Jakarta yang secara keseluruhan mengoperasikan 64 kapal, dengan potensi kapasitas pasokan mencapai 1.500 ton untuk mendukung ketersediaan bahan baku ikan cakalang dan baby tuna guna pemenuhan penjualan domestik maupun ekspor.

Despite facing performance pressures, throughout 2025 the Company achieved several strategic milestones. The Company successfully established partnerships with six vessel owners in Juwana and Jakarta, collectively operating 64 vessels, with potential supply capacity reaching 1,500 tons to support the availability of Skipjack Tuna and Baby Tuna raw materials for both domestic and export sales.

Pada periode yang sama, dari total empat *purchase order* ekspor yang diterima, telah terealisasi pengiriman

During the same period, out of a total of four export *purchase orders* received, 19 containers of Skipjack

sebanyak 19 kontainer ikan cakalang dengan tujuan Thailand, China, dan Jepang, dengan total nilai sebesar USD 811.243,14. Realisasi ini turut membuka peluang *repeat order* dalam volume yang lebih besar pada periode berikutnya. Selain itu, Perusahaan juga mengidentifikasi potensi ekspor ikan demersal ke Korea serta rencana penjajakan *long term contract* ekspor cakalang ke China sebagai bagian dari strategi penguatan pasar ekspor.

Tuna were shipped to Thailand, China, and Japan, with a total value of USD 811,243.14. This realization also opened opportunities for *repeat orders* in larger volumes in the subsequent period. In addition, the Company identified potential exports of demersal fish to Korea and plans to explore a *long-term contract* for Skipjack Tuna exports to China as part of its strategy to strengthen the export market.

Namun demikian, kinerja segmen secara keseluruhan belum mencapai target yang ditetapkan. Beberapa faktor utama yang memengaruhi antara lain keterbatasan pasokan bahan baku sehingga tidak seluruh *purchase order* dapat dipenuhi, penurunan permintaan industri pengalengan sebagai dampak perlambatan ekonomi global, serta tingginya harga beli ikan domestik yang berdampak pada menurunnya daya saing ekspor. Selain itu, pembatasan operasional akibat kebijakan Minimum Operating Company (MOC) serta keterbatasan sertifikasi tertentu, seperti *dolphin-safe* dan Marine Stewardship Council (MSC), yang menjadi prasyarat bagi sejumlah pembeli internasional, turut memengaruhi performa penjualan.

Nevertheless, the overall performance of the segment has not yet reached the established target. Several key factors affecting performance include limited raw material supply, resulting in not all *purchase orders* being fulfilled; declining demand from the canning industry due to the global economic slowdown; and high domestic fish purchase prices, which have reduced export competitiveness. In addition, operational limitations resulting from the Minimum Operating Company (MOC) policy, as well as limitations in certain certifications, such as *dolphin-safe* and Marine Stewardship Council (MSC) certification, which are prerequisites for certain international buyers, have also affected sales performance.

Sebagai langkah perbaikan dan penguatan kinerja, Perusahaan terus melakukan berbagai upaya strategis, antara lain memperluas jaringan *buyer* potensial dengan kapasitas pembelian besar, mengupayakan pemenuhan sertifikasi internasional yang dipersyaratkan pasar global, mengoptimalkan cabang yang masih beroperasi, menjajaki pasar ekspor alternatif dengan kondisi ekonomi yang lebih stabil, serta memperbaiki struktur biaya dan skema kemitraan produksi agar lebih kompetitif dan berkelanjutan.

As part of efforts to improve and strengthen performance, the Company continues to undertake various strategic measures, including expanding its network of potential buyers with large purchasing capacities, pursuing the fulfillment of international certifications required by global markets, optimizing branches that remain operational, exploring alternative export markets with more stable economic conditions, and improving the cost structure and production partnership schemes to enhance competitiveness and sustainability.

Jasa Kepelabuhanan
Port Services

Segmen Jasa Kepelabuhanan menunjukkan kinerja yang sangat positif sepanjang Tahun 2025. Realisasi pendapatan mencapai Rp227,44 miliar atau 122% dari target RKAP sebesar Rp186,73 miliar. Kinerja ini menjadi kontributor utama pendapatan Perusahaan Tahun 2025. Rincian capaian per layanan sebagai berikut:

The Port Services Segment demonstrated very positive performance throughout 2025. Revenue realization reached Rp227.44 billion, or 122% of the RKAP target of Rp186.73 billion. This performance made the segment the main contributor to the Company's revenue in 2025. The details of performance by service are as follows:

Es
Ice

Realisasi penjualan es mencapai 25.983 ton atau 106% dari target, dengan pendapatan sebesar Rp10,39 miliar atau 107% dari target.

Realization of ice sales reached 25,983 tons, or 106% of the target, with revenue of Rp10.39 billion, or 107% of the target.

Meskipun kinerja penjualan menunjukkan hasil positif secara persentase, produksi es yang dihasilkan belum optimal. Hal ini disebabkan oleh berbagai kendala teknis, terutama kerusakan sarana dan prasarana produksi di beberapa cabang, yaitu Sorong, Ambon, Bacan, Bitung, dan Padang. Kerusakan peralatan menyebabkan kapasitas produksi tidak dapat dimanfaatkan sepenuhnya, sehingga berpotensi menghambat pemenuhan kebutuhan pasar secara maksimal.

Although sales performance showed positive results in percentage terms, ice production has not yet been optimal. This was due to various technical constraints, particularly damage to production facilities and infrastructure at several branches, namely Sorong, Ambon, Bacan, Bitung, and Padang. Equipment damage prevented production capacity from being fully utilized, thereby potentially hindering the fulfillment of market demand to the fullest extent.

Sebagai tindak lanjut, perusahaan akan melakukan langkah perbaikan sarana dan prasarana produksi es di cabang-cabang tersebut. Selain itu, perusahaan juga mengambil langkah strategis untuk mengoptimalkan pemanfaatan aset melalui skema kerja sama sewa, sehingga operasional dapat berjalan lebih efisien dan memberikan kontribusi pendapatan yang lebih stabil ke depannya.

As a follow-up, the Company will undertake measures to improve ice production facilities and infrastructure at these branches. In addition, the Company is taking strategic measures to optimize asset utilization through a lease cooperation scheme, enabling operations to run more efficiently and provide a more stable revenue contribution going forward.

Cold Storage

Realisasi pelayanan mencapai 530.709 ton atau 201% dari target, dengan pendapatan sebesar Rp15,92 miliar atau 201% dari target. Capaian tersebut mencerminkan performa yang sangat baik dan jauh melampaui target yang telah ditetapkan.

Service realization reached 530,709 tons, or 201% of the target, with revenue of Rp15.92 billion, or 201% of the target. This achievement reflects very strong performance and significantly exceeded the established target.

Namun demikian, terdapat beberapa kendala operasional yang perlu menjadi perhatian. Pertama, jumlah mitra yang memanfaatkan jasa Cold Storage masih sangat terbatas, sehingga sebagian besar kapasitas terpaksa digunakan untuk penyimpanan stok internal. Kedua, penyimpanan stok ikan internal saat ini tidak dibebani biaya simpan, padahal biaya penyimpanan merupakan salah satu sumber pendapatan utama segmen Cold Storage. Kondisi ini menyebabkan potensi pendapatan tidak dapat dimaksimalkan.

However, several operational challenges require attention. First, the number of partners utilizing Cold Storage services remains very limited, resulting in most of the capacity being used for internal stock storage. Second, the storage of internal fish stock is currently not subject to storage fees, even though storage fees are one of the main sources of revenue for the Cold Storage segment. This condition prevents revenue potential from being maximized.

Sebagai tindak lanjut, perusahaan telah merumuskan beberapa langkah perbaikan. Pertama, penerapan kebijakan pembebanan biaya penyimpanan bagi segmen perdagangan dan produksi yang memanfaatkan fasilitas Cold Storage internal, sehingga dapat mengurangi beban biaya dan meningkatkan pendapatan segmen. Kedua, perusahaan akan memperluas kerja sama dengan mitra potensial baru guna meningkatkan utilisasi fasilitas Cold Storage secara komersial dan menambah kontribusi pendapatan dari jasa penyimpanan.

As a follow-up, the Company has formulated several improvement measures. First, implementing a storage fee policy for the trading and production segments that utilize the Company's internal Cold Storage facilities, thereby reducing cost burdens and increasing segment revenue. Second, the Company will expand cooperation with new potential partners to increase the commercial utilization of Cold Storage facilities and increase the revenue contribution from storage services.

Ruang & Tanah
Space & Land

Realisasi volume tercatat sebesar 702.572 m² atau 41% dari target, namun pendapatan mencapai Rp75,24 miliar atau 111% dari target. Kinerja ini menunjukkan pertumbuhan positif dan kontribusi signifikan terhadap pendapatan segmen jasa kepelabuhanan.

Volume realization amounted to 702,572 m², or 41% of the target, while revenue reached Rp75.24 billion, or 111% of the target. This performance indicates positive growth and a significant contribution to revenue in the port services segment.

Sebanyak delapan tenant pelapor Ombudsman telah menyepakati perjanjian penyesuaian tarif sesuai dengan SK Tarif Tahun 2025 dan melakukan pembayaran termin pertama pada bulan Oktober. Hal ini semakin memperkuat kepastian pendapatan serta stabilitas sektor kepelabuhanan ke depan.

A total of eight tenants reporting to the Ombudsman have agreed to tariff adjustment agreements in accordance with the 2025 Tariff Decree (SK Tariff) and made their first installment payments in October. This further strengthens revenue certainty and the stability of the port services sector going forward.

Adapun kendala yang dihadapi berkaitan dengan kelengkapan dokumen dari sejumlah mitra penyewa, yang berpotensi menghambat proses administrasi dan kepastian kerja sama. Untuk mengatasi hal tersebut, Perusahaan melakukan komunikasi intensif dengan para mitra guna memastikan kelengkapan data dan dokumen sesuai ketentuan, sehingga proses

The challenges faced relate to the completeness of documents from several tenant partners, which may hinder the administrative process and certainty of cooperation. To address this, the Company conducts intensive communication with partners to ensure the completeness of data and documents in accordance with applicable provisions, enabling administrative

administrasi dapat berjalan tertib dan kerja sama penyewaan berlangsung secara berkelanjutan.

processes to proceed in an orderly manner and rental cooperation to continue sustainably.

Tambat Labuh
Vessel Berthing

Realisasi pelayanan mencapai 268.153 kapal atau 338% dari target, dengan pendapatan sebesar Rp2,01 miliar atau 338% dari target

Service realization reached 268,153 vessels, or 338% of the target, with revenue of Rp2.01 billion, or 338% of the target.

Bengkel & Dok
Workshop & Docking

Realisasi mencapai 549 kapal atau 257% dari target, dengan pendapatan sebesar Rp16,63 miliar atau 155% dari target. Hasil tersebut mencerminkan kinerja yang kuat dan pertumbuhan layanan yang melampaui target yang ditetapkan.

Realization reached 549 vessels, or 257% of the target, with revenue of Rp16.63 billion, or 155% of the target. This achievement reflects strong performance and service growth that exceeded the established target.

Walaupun menunjukkan tren positif, operasional segmen ini masih menghadapi kendala pada fasilitas slipway di beberapa lokasi, yaitu Jakarta, Tegal, Ambon, Bitung, dan Sorong. Kondisi tersebut berpotensi menurunkan optimalitas pelayanan dan membatasi kapasitas Perusahaan dalam menangani volume kapal yang lebih besar.

Despite the positive trend, the operations of this segment continue to face challenges with slipway facilities at several locations, namely Jakarta, Tegal, Ambon, Bitung, and Sorong. This condition has the potential to reduce service optimization and limit the Company's capacity to handle larger vessel volumes.

Sebagai tindak lanjut, diperlukan peremajaan dan perbaikan sarana serta prasarana docking pada cabang-cabang terdampak guna memastikan keandalan fasilitas, meningkatkan kapasitas layanan, serta menjaga kualitas pelayanan bengkel dan dok pada periode berikutnya.

As a follow-up, the affected branches require the renewal and improvement of docking facilities and infrastructure to ensure facility reliability, increase service capacity, and maintain the quality of workshop and docking services in the subsequent period.

Listrik
Electricity

Realisasi sebesar 12.358.024 kWh atau 95% dari target, dengan pendapatan Rp21,68 miliar atau 95% dari target. Meskipun realisasi berada sedikit di bawah target, kinerja layanan listrik tetap menunjukkan kontribusi signifikan terhadap pendapatan segmen jasa kepelabuhanan.

Realization amounted to 12,358,024 kWh, or 95% of the target, with revenue of Rp21.68 billion, or 95% of the target. Although realization was slightly below target, the performance of electricity services continued to make a significant contribution to revenue in the port services segment.

Operasional layanan listrik masih menghadapi kendala teknis, khususnya gangguan pada genset dan trafo yang berpotensi memengaruhi keandalan pasokan energi bagi pengguna jasa. Untuk menjaga kualitas layanan, Perusahaan melakukan penguatan sarana dan prasarana kelistrikan, antara lain melalui peninggian dudukan trafo dan panel kubikal listrik di Cabang Jakarta guna memitigasi risiko kerusakan akibat kondisi lingkungan, serta rencana pengadaan trafo dan kubikal baru guna meningkatkan kapasitas dan keandalan suplai listrik.

The operation of electricity services continues to face technical challenges, particularly disruptions to generators and transformers that may affect the reliability of energy supply for service users. To maintain service quality, the Company is strengthening electricity facilities and infrastructure, including raising the transformer and electrical cubicle panel platforms at the Jakarta Branch to mitigate the risk of damage due to environmental conditions, as well as planning the procurement of new transformers and electrical cubicles to increase electricity supply capacity and reliability.

Air
Water

Realisasi sebesar 575.345 m³ atau 95% dari target, dengan pendapatan Rp18,07 miliar atau 93% dari target. Meskipun capaian volume dan pendapatan berada di bawah target, kontribusi layanan air tetap relevan bagi aktivitas operasional di lingkungan pelabuhan.

Realization amounted to 575,345 m³, or 95% of the target, with revenue of Rp18.07 billion, or 93% of the target. Although the volume and revenue achievements were below target, the contribution of water services remains relevant to operational activities within the port environment.

Kendala utama yang dihadapi meliputi tingginya tingkat losses air, belum optimalnya operasional SWRO (Sea Water Reverse Osmosis), serta penyesuaian tarif air dari PDAM yang berdampak pada efisiensi biaya dan daya saing tarif Perusahaan.

The main challenges faced include a high level of water losses, suboptimal SWRO (Sea Water Reverse Osmosis) operations, and adjustments to water tariffs by the Regional Water Utility Company (PDAM), which affect cost efficiency and the competitiveness of the Company's tariffs.

Sebagai langkah perbaikan, Perusahaan melaksanakan peningkatan sarana dan prasarana distribusi guna menekan tingkat losses, merencanakan perbaikan dan reaktivasi SWRO untuk memperkuat kapasitas produksi air bersih secara mandiri, serta melakukan evaluasi dan penyesuaian tarif air di Cabang Jakarta agar selaras dengan perubahan tarif PDAM dan menjaga keberlanjutan pendapatan.

As an improvement measure, the Company is upgrading distribution facilities and infrastructure to reduce water losses, planning the repair and reactivation of SWRO to strengthen independent clean water production capacity, and evaluating and adjusting water tariffs at the Jakarta Branch to align with changes in PDAM tariffs and maintain revenue sustainability.

Bahan Bakar Minyak (BBM)
Fuel

Pendapatan mencapai Rp64,65 miliar atau 148% dari target, didorong oleh peningkatan kebutuhan operasional kapal dan optimalisasi SPBUN. Capaian ini menunjukkan kinerja yang sangat positif dan melampaui target yang ditetapkan, mencerminkan tingginya kebutuhan operasional kapal serta meningkatnya efektivitas layanan penyaluran BBM.

Revenue reached Rp64.65 billion, or 148% of the target, driven by increased vessel operational needs and the optimization of SPBUN operations. This achievement demonstrates very positive performance and exceeded the established target, reflecting high vessel operational needs and increased effectiveness of fuel distribution services.

Di sisi lain, terdapat sejumlah kendala operasional, antara lain ketidakpastian jadwal kapal melaut di SPBUN Prigi dan SPBUN Brondong akibat kondisi cuaca, keterbatasan kuota BBM di SPBUN Pekalongan, serta penurunan kuota BBM di SPBUN Brondong yang membatasi potensi pelayanan.

On the other hand, several operational challenges remain, including uncertainty regarding vessel sailing schedules at SPBUN Prigi and SPBUN Brondong due to weather conditions, limited fuel quotas at SPBUN Pekalongan, and a reduction in the fuel quota at SPBUN Brondong, which limits service potential.

Sebagai tindak lanjut, Perusahaan melakukan penyusunan jadwal keluar masuk kapal untuk optimalisasi pelayanan di SPBUN Prigi dan Brondong, mengajukan permohonan penambahan kuota BBM SPBUN Pekalongan kepada PT Pertamina Patra Niaga, serta meningkatkan realisasi serapan kuota di SPBUN Brondong guna menjaga kontinuitas pelayanan dan mendukung pencapaian target pendapatan.

As a follow-up, the Company prepares vessel arrival and departure schedules to optimize services at SPBUN Prigi and Brondong, submits a request for an additional fuel quota for SPBUN Pekalongan to PT Pertamina Patra Niaga, and increases the realization of quota utilization at SPBUN Brondong to maintain service continuity and support the achievement of revenue targets.

Sebagai bagian dari penguatan kinerja segmen, Perusahaan juga telah melakukan perpanjangan Perjanjian Kerja Sama pengusahaan SPBU Nelayan Type A No. 58.622.02 Cabang Brondong. Kerja sama tersebut membuka potensi kuota penyaluran BBM Solar dari PT Pertamina Patra Niaga sebesar 632 KL per bulan, dengan estimasi nilai penyaluran sekitar Rp4,3 miliar per bulan atau setara Rp51,5 miliar per tahun. Langkah ini diharapkan semakin memperkuat kontribusi pendapatan serta menjaga kesinambungan layanan penyaluran BBM kepada nelayan.

As part of efforts to strengthen segment performance, the Company has also extended the Cooperation Agreement for the operation of Fishermen's Fuel Station Type A No. 58.622.02, Brondong Branch. This cooperation opens up potential diesel fuel distribution quota from PT Pertamina Patra Niaga of 632 KL per month, with an estimated distribution value of approximately Rp4.3 billion per month or equivalent to Rp51.5 billion per year. This measure is expected to further strengthen the contribution to revenue and maintain the continuity of fuel distribution services to fishermen.

Jasa Lainnya
Other Services

Realisasi pendapatan sebesar Rp2,85 miliar atau 71% dari target. Capaian ini menunjukkan bahwa pendapatan segmen belum optimal dan masih memerlukan penguatan dalam pengelolaan bisnis penunjang.

Revenue realization amounted to Rp2.85 billion, or 71% of the target. This achievement indicates that segment revenue has not yet been optimal and still requires strengthening in the management of supporting businesses.

Beberapa layanan, seperti pas masuk, parkir, kebersihan, dan pengelolaan limbah (IPAL), masih dikelola oleh pihak eksternal, yaitu Pelabuhan Perikanan Samudera Nizam Zachman Jakarta, sehingga membatasi optimalisasi pendapatan dari aset yang dimiliki Perusahaan.

Several services, such as access passes, parking, cleaning, and wastewater management (IPAL), are still managed by external parties, namely Nizam Zachman Jakarta Ocean Fishing Port, thereby limiting the optimization of revenue from the Company's assets.

Sebagai tindak lanjut, Perusahaan melakukan koordinasi intensif terkait pengelolaan aset kepelabuhanan sesuai kewenangan, menyusun kajian bisnis untuk pengelolaan pas masuk, parkir, kebersihan, dan IPAL sebagai potensi pendapatan tambahan, serta melakukan penataan model bisnis agar Perusahaan dapat mengambil peran yang lebih besar dalam pengelolaan jasa penunjang secara berkelanjutan.

As a follow-up, the Company conducts intensive coordination regarding the management of port assets in accordance with its authority, prepares business studies for the management of access passes, parking, cleaning, and IPAL as potential sources of additional revenue, and restructures the business model so that the Company can assume a greater role in managing supporting services sustainably.

Nilai Ekonomi yang Diterima dan Distribusikan

Economic Value Generated and Distributed

GRI 201-1

Pada tahun 2025, nilai ekonomi yang diterima sebesar Rp403.299.133.71,-. Nilai ekonomi yang diterima berasal dari penjualan, pendapatan bunga, dividen, royalty, sewa property dan penjualan asset tetap. Nilai ekonomi yang didistribusikan yaitu untuk biaya operasional, gaji dan tunjangan karyawan, Pembayaran kepada Penyedia Modal dan Pemerintah Investasi kepada masyarakat melalui program TJSL. Berikut tabelnya:

In 2025, the economic value generated amounted to Rp403,299,133.71. The economic value generated was derived from sales, interest income, dividends, royalties, property rentals, and the sale of fixed assets. The economic value distributed was allocated to operating expenses, employee salaries and benefits, payments to capital providers and the Government, as well as community investment through the TJSL Program. The following table presents the details:

Uraian Description	2024	2025
Nilai Ekonomi yang dihasilkan Generated Economic Value		
Penjualan Sales	416.900.486.467	325.430.921.046
Pendapatan Bunga Interest Income	2.076.829.081	2.626.803.187
Dividen Dividends	-	-
Royalti Royalties	-	-
Sewa Properti Property Rentals	71.925.093.575	75.241.409.483
Penjualan Aset Tetap Sale of Fixed Assets	24.000.000	-
Total Nilai Ekonomi yang Dihasilkan (1) Total Generated Economic Value	**490.926.409.123**	**403.299.133.716**
Nilai Ekonomi yang didistribusikan Distributed Economic Value		
Biaya Operasional Operating Expenses		
Beban Pokok Pendapatan Cost of Revenue	316.578.135.312	242.166.210.586
Beban Penjualan Selling Expenses	-	-
Beban Administrasi dan Umum General and Admnistrative Expenses	50.697.428.643	37.692.164.183
Sub Total Biaya Operasional *Subtotal Operating Expenses*	*381.111.383.864*	*279.858.374.769*
Gaji dan Tunjangan Karyawan Employee Salaries and Benefits		
Beban Pokok Pendapatan Cost of Revenue	-	

Beban Penjualan Selling Expenses	-	
Beban Umum dan Administrasi General and Administrative Expenses	87.971.845.661	41.099.143.292
Subtotal Gaji dan Tunjangan Karyawan *Subtotal Employee Salaries and Benefits*	*87.971.845.661*	*41.099.143.292*
Pembayaran Kepada Penyedia Modal Payments to Capital Providers		
Bunga Interest	-	-
Dividen Dividends	-	-
Subtotal Pembayaran Kepada Penyedia Modal *Subtotal Payments to Capital Providers*	**-**	**-**
Pembayaran Kepada Pemerintah Payments to Goverment		
Pembayaran Kepada Pemerintah Payments to Goverment	**-**	**-**
Investasi Masyarakat Community Investment		
Program Kemitraan/ PUMK Partnetship Program	-	
CSR/ Non PUMK	128.879.509	216.776.833
Subtotal Investasi Masyarakat *Subtotal Community Investment*	*128.879.509*	216.776.833
Total Nilai Ekonomi yang Didistribusikan (2) Total Distributed Economic Value	**469.083.229.525**	**280.075.151.602**
Nilai Ekonomi Ditahan (1-2) Retained Economic Value	**21.843.179.598**	**123.223.982.114**
Subsidi Pemerintah Goverment Subsidies	**-**	**-**

Bantuan Finansial dari Pemerintah

Financial Assistance Received from Government

[GRI 201-4]

Selama tahun pelaporan, PT Perikanan Indonesia (Persero) tidak menerima bantuan keuangan dari Pemerintah Indonesia dalam bentuk apa pun.

During the reporting year, PT Perikanan Indonesia (Persero) did not receive any financial assistance from the Government of Indonesia in any form.

Pajak

Tax

[GRI 207-1] [GRI 207-2] [GRI 207-3]

Kepatuhan Pajak
Tax Compliance

PT Perikanan Indonesia (Persero) berkomitmen untuk memenuhi seluruh kewajiban perpajakan sesuai dengan ketentuan peraturan perundang-undangan yang berlaku. Dalam menjalankan kewajiban tersebut, Perseroan senantiasa berupaya memastikan setiap proses administrasi dan pelaporan perpajakan dilaksanakan secara tepat waktu, akurat, dan sesuai dengan prinsip kepatuhan.

PT Perikanan Indonesia (Persero) is committed to fulfilling all tax obligations in accordance with applicable laws and regulations. In fulfilling these obligations, the Company continuously strives to ensure that all tax administration and reporting processes are carried out in a timely and accurate manner and in accordance with compliance principles.

Perseroan juga terus melakukan pemantauan terhadap perkembangan regulasi perpajakan sebagai bagian dari upaya menjaga kesesuaian pelaksanaan kewajiban perpajakan dengan ketentuan yang berlaku. Koordinasi dan pembinaan kepada unit kerja terkait dilakukan secara berkesinambungan guna mendukung

The Company also continuously monitors developments in tax regulations as part of its efforts to ensure that the implementation of tax obligations remains in accordance with applicable provisions. Coordination and guidance for relevant work units are carried out on an ongoing basis to support the

penerapan tata kelola perpajakan yang baik di lingkungan Perseroan.

Pengelolaan kebijakan dan strategi perpajakan berada di bawah pengawasan Direksi, dengan Direktur Keuangan sebagai penanggung jawab atas fungsi keuangan dan perpajakan Perseroan. Melalui tata kelola yang baik, Perseroan berupaya mengelola aspek perpajakan secara prudent, transparan, dan akuntabel, serta memastikan bahwa setiap keputusan bisnis mempertimbangkan kepatuhan terhadap ketentuan perpajakan yang berlaku sebagai bagian dari praktik usaha yang berkelanjutan.

implementation of sound tax governance within the Company.

The management of tax policies and strategies is under the supervision of the Board of Directors, with the Director of Finance responsible for the Company's finance and tax functions. Through sound governance, the Company strives to manage tax matters prudently, transparently, and accountably, while ensuring that every business decision considers compliance with applicable tax regulations as part of sustainable business practices.

Tata Kelola, Pengendalian, dan Manajemen Risiko Pajak

Tax Governance, Control, and Risk Management

[GRI 207-2]

PT Perikanan Indonesia (Persero) berupaya menerapkan pengelolaan risiko perpajakan sebagai bagian dari penerapan tata kelola perusahaan yang baik. Dalam pelaksanaannya, aspek perpajakan menjadi salah satu pertimbangan dalam setiap kegiatan usaha yang berpotensi menimbulkan konsekuensi perpajakan, sehingga risiko dapat diidentifikasi dan dikelola secara lebih efektif.

PT Perikanan Indonesia (Persero) seeks to implement tax risk management as part of the implementation of good corporate governance. In its implementation, tax aspects are considered in every business activity that may give rise to tax consequences, enabling risks to be identified and managed more effectively.

Perseroan melakukan koordinasi antara fungsi perpajakan dengan unit kerja terkait untuk memastikan pemenuhan kewajiban perpajakan dilaksanakan sesuai dengan ketentuan yang berlaku. Selain itu, evaluasi terhadap potensi risiko perpajakan dilakukan secara berkala sebagai bagian dari upaya menjaga kepatuhan serta meminimalkan kemungkinan timbulnya risiko di kemudian hari.

The Company coordinates between the tax function and relevant work units to ensure that the fulfillment of tax obligations is carried out in accordance with applicable regulations. In addition, potential tax risks are periodically evaluated as part of efforts to maintain compliance and minimize the possibility of risks arising in the future.

Melalui penguatan koordinasi internal dan peningkatan kesadaran terhadap aspek perpajakan, Perseroan terus mendorong terciptanya budaya kepatuhan di seluruh unit kerja. Pendekatan tersebut diharapkan dapat mendukung pengelolaan perpajakan yang transparan, akuntabel, dan selaras dengan prinsip tata kelola perusahaan yang baik.

Through strengthened internal coordination and increased awareness of tax aspects, the Company continues to promote a culture of compliance across all work units. This approach is expected to support transparent and accountable tax management aligned with the principles of good corporate governance.

Keterlibatan Pemangku Kepentingan dan Pengelolaan Isu Perpajakan

Stakeholder Engagement and Management of Tax-Related Issues

[GRI 207-3]

PT Perikanan Indonesia (Persero) senantiasa meningkatkan pemahaman terhadap perkembangan kebijakan perpajakan melalui keikutsertaan dalam Tax Forum BUMN serta berbagai kegiatan sosialisasi dan diskusi yang diselenggarakan oleh Direktorat Jenderal Pajak (DJP). Partisipasi tersebut menjadi sarana bagi

PT Perikanan Indonesia (Persero) continuously enhances its understanding of developments in tax policies through participation in the SOE Tax Forum, as well as various socialization and discussion activities organized by the Directorate General of Taxes (DJP). Such participation serves as a means for the Company

Perseroan untuk memperoleh informasi terkini mengenai perubahan regulasi perpajakan sekaligus mendukung penerapan kepatuhan perpajakan secara berkelanjutan.

to obtain the latest information on changes in tax regulations while supporting the sustainable implementation of tax compliance.

Sebagai bagian dari penerapan tata kelola perpajakan yang baik, Perseroan secara berkala melakukan evaluasi terhadap pelaksanaan kewajiban perpajakan guna memastikan seluruh proses administrasi dan pemenuhan hak serta kewajiban perpajakan telah dilaksanakan sesuai dengan ketentuan yang berlaku, termasuk dalam proses restitusi pajak apabila diperlukan.

As part of implementing sound tax governance, the Company periodically evaluates the fulfillment of its tax obligations to ensure that all administrative processes and the fulfillment of tax rights and obligations have been carried out in accordance with applicable provisions, including tax refund processes when necessary.

Apabila terdapat hasil pemeriksaan maupun masukan dari otoritas perpajakan, Perseroan menindaklanjutinya melalui penyempurnaan prosedur dan penguatan pengendalian internal sesuai dengan Pedoman Pengelolaan Perpajakan yang berlaku. Selain itu, Perseroan juga memperhatikan masukan dari para pemangku kepentingan sebagai bagian dari upaya untuk terus meningkatkan transparansi, akuntabilitas, dan kepatuhan dalam pengelolaan perpajakan.

If there are audit findings or input from the tax authorities, the Company follows them up by improving procedures and strengthening internal controls in accordance with the applicable Tax Management Guidelines. In addition, the Company takes into consideration input from stakeholders as part of its efforts to continuously improve transparency, accountability, and compliance in tax management.

Dukungan Terhadap Pembangunan Ekonomi Lokal

Support for Local Economic Development

PT Perikanan Indonesia (Persero) berkomitmen penuh untuk mendorong penguatan dan kemandirian ekonomi masyarakat lokal di sekitar wilayah operasional perusahaan.

PT Perikanan Indonesia (Persero) is fully committed to strengthening and fostering the economic independence of local communities around the Company's operational areas.

Realisasi dukungan perseroan terhadap akselerasi pertumbuhan ekonomi daerah dijabarkan melalui pilar-pilar intervensi nyata berikut:

The realization of the Company's support for accelerating regional economic growth is outlined through the following pillars of tangible intervention:

1. Pemberdayaan Klaster Lokal dan Penyerapan Tenaga Kerja.
   Perseroan memanfaatkan skala usahanya yang masif di 12 Kantor Cabang dan 21 Kantor Unit untuk memprioritaskan penyerapan tenaga kerja lokal serta pengguna jasa kepelabuhanan. Langkah ini membuka lapangan kerja formal maupun informal baru di daerah dan menciptakan efek pengganda ekonomi (economic multiplier effect) yang menekan angka kesenjangan sosial.

2. Pelaksanaan program TJSL dengan konsep CSV.
   yaitu program bantuan mesin pendingin (freezer) di Pati, Jawa Tengah, serta program bantuan alat tangkap bagi nelayan tradisional di Sorong, Papua Barat Daya. Di wilayah Pati, Jawa Tengah, dukungan berfokus pada penguatan sektor hilir melalui penyaluran bantuan freezer kepada tiga pelaku UMKM dan satu koperasi lokal. Program ini bertujuan untuk meningkatkan ketahanan pangan lokal serta kapasitas rantai dingin (cold chain storage), yang berdampak langsung pada minimalisasi risiko kerusakan komoditas dan peningkatan stabilitas omzet harian mitra usaha. Melalui pola pembinaan ini, perusahaan menumbuhkan ekonomi mikro baru yang mandiri.

1. Local Cluster Empowerment and Employment Absorption
   The Company leverages its extensive scale of operations across 12 Branch Offices and 21 Unit Offices to prioritize the employment of local workers and users of port services. This measure creates new formal and informal employment opportunities in the regions and generates an economic multiplier effect that helps reduce social disparities.

2. Implementation of TJSL Programs Based on the CSV Concept
   This includes the provision of freezer assistance in Pati, Central Java, as well as fishing gear assistance for traditional fishermen in Sorong, Southwest Papua. In Pati, Central Java, the support focuses on strengthening the downstream sector through the distribution of freezer assistance to three MSMEs and one local cooperative. This program aims to strengthen local food security and cold chain storage capacity, directly contributing to the minimization of commodity spoilage risks and increased daily revenue stability for business partners. Through this development approach,

Sementara itu, di wilayah Sorong, Papua Barat Daya, perusahaan melaksanakan kegiatan TJSL di sektor hulu dengan mendistribusikan paket bantuan alat tangkap ramah lingkungan kepada kelompok nelayan tradisional. Program ini tidak hanya memicu peningkatan produktivitas volume hasil tangkapan laut secara signifikan, tetapi juga efisiensi biaya operasional melaut. Melalui sinergi kedua program intervensi hulu-hilir ini, PT Perikanan Indonesia (Persero) secara nyata berperan sebagai economic driver dalam menggerakkan roda perekonomian daerah. Keberhasilan ini tidak hanya diukur dari penyerapan dana investasi sosial perusahaan, melainkan dari terciptanya efek ekonomi berupa peningkatan pendapatan riil masyarakat, perluasan lapangan kerja informal, serta penguatan rantai pasok industri perikanan nasional yang berkelanjutan.

the Company fosters new, self-sustaining micro-enterprises. Meanwhile, in Sorong, Southwest Papua, the Company implements a TJSL activity in the upstream sector by distributing environmentally friendly fishing gear assistance packages to traditional fishermen's groups. This program not only significantly increases the productivity of marine catch volumes but also improves the efficiency of fishing operational costs. Through the synergy of these two upstream-to-downstream intervention programs, PT Perikanan Indonesia (Persero) tangibly serves as an economic driver in stimulating regional economic activity. This success is measured not only by the absorption of the Company's social investment funds, but also by the creation of economic impacts in the form of increased real community income, expanded informal employment opportunities, and strengthened sustainable national fisheries industry supply chains.

Sebagai badan usaha milik negara yang bertransformasi menjadi **PT Perikanan Indonesia (Persero)** dan bergerak di sektor perikanan, perusahaan berkomitmen untuk terus meningkatkan kontribusinya terhadap pembangunan ekonomi nasional secara berkelanjutan. Komitmen tersebut diwujudkan melalui pemenuhan kewajiban perpajakan kepada negara serta dukungan terhadap pengembangan ekonomi masyarakat di wilayah operasional perusahaan. PT Perikanan Indonesia (Persero) meyakini bahwa penguatan ekonomi di tingkat lokal akan memberikan dampak positif terhadap pertumbuhan ekonomi nasional secara menyeluruh.

As a State-Owned Enterprise (SOE) that has transformed into PT Perikanan Indonesia (Persero) and operates in the fisheries sector, the Company is committed to continuously increasing its contribution to sustainable national economic development. This commitment is realized through the fulfillment of tax obligations to the state, as well as support for economic development in the communities within the Company's operational areas. PT Perikanan Indonesia (Persero) believes that strengthening the local economy will have a positive impact on overall national economic growth.

Sebagai bagian dari komitmen dalam menciptakan nilai ekonomi, sosial, dan lingkungan, **PT Perikanan Indonesia (Persero)** melaksanakan Program Tanggung Jawab Sosial dan Lingkungan (TJSL) sebagai wujud kepedulian perusahaan terhadap peningkatan kesejahteraan masyarakat serta pelestarian lingkungan. Melalui berbagai program yang dirancang secara terarah, terukur, dan berkelanjutan, perusahaan berupaya memberikan manfaat yang nyata bagi masyarakat sekaligus mendorong pertumbuhan ekonomi yang inklusif. Dengan pelaksanaan Program TJSL yang konsisten, PT Perikanan Indonesia (Persero) berharap dapat menciptakan dampak positif yang berkelanjutan bagi seluruh pemangku kepentingan, khususnya masyarakat dan komunitas di sekitar wilayah operasional perusahaan.

As part of its commitment to creating economic, social, and environmental value, PT Perikanan Indonesia (Persero) implements the Environmental and Social Responsibility (TJSL) Program as a manifestation of the Company's concern for improving community welfare and preserving the environment. Through various programs designed in a targeted, measurable, and sustainable manner, the Company strives to provide tangible benefits to communities while promoting inclusive economic growth. Through the consistent implementation of the TJSL Program, PT Perikanan Indonesia (Persero) expects to create sustainable positive impacts for all stakeholders, particularly communities and those living around the Company's operational areas.

Survey Kepuasan Pemasok

Supplier Satisfaction Survey

[GRI 203-2]

Sebagai upaya mewujudkan tata kelola perusahaan yang baik (Good Corporate Governance/GCG) di seluruh lini pendukung operasional, Perseroan melalui Divisi Pengadaan secara berkala menyelenggarakan Survei Kepuasan Pemasok Non-Bahan Baku. Inisiatif

As part of its efforts to implement Good Corporate Governance (GCG) across all operational support functions, the Company, through the Procurement Division, periodically conducts a Non-Raw Material Supplier Satisfaction Survey. This initiative is intended

ini ditujukan bagi mitra penyedia barang, jasa, infrastruktur, maupun teknologi yang mendukung ekosistem korporasi. Perseroan memandang vendor non-komoditas sebagai mitra strategis yang menjamin kelancaran roda bisnis. Oleh karena itu, evaluasi dua arah ini penting untuk memastikan proses pengadaan berjalan secara transparan, akuntabel, efisien, dan bebas dari benturan kepentingan.

Melalui survei ini, Divisi Pengadaan mengukur kualitas pelayanan internal dari perspektif mitra kerja. Parameter yang dinilai mencakup kejelasan dokumen acuan kerja (Terms of Reference), keadilan proses tender, profesionalisme komunikasi panitia pengadaan, hingga ketepatan waktu penyelesaian administrasi keuangan. Hasil survei ini menjadi instrumen evaluasi kritis bagi Perseroan untuk terus memodernisasi sistem pengadaan, memitigasi risiko operasional, serta menegakkan etika bisnis yang bersih di seluruh rantai pasok non-produksi perusahaan. Berikut nilai kepuasan pemasok:

for partners providing goods, services, infrastructure, and technology that support the corporate ecosystem. The Company views non-commodity vendors as strategic partners that ensure the smooth continuity of business operations. Therefore, this two-way evaluation is important to ensure that procurement processes are transparent, accountable, efficient, and free from conflicts of interest.

Through this survey, the Procurement Division measures the quality of internal services from the perspective of business partners. The parameters assessed include the clarity of Terms of Reference (TOR) documents, fairness of the tender process, professionalism in communication by the procurement committee, and the timeliness of financial administration completion. The survey results serve as a critical evaluation instrument for the Company to continuously modernize its procurement system, mitigate operational risks, and uphold clean business ethics throughout the Company's non-production supply chain. The following presents the supplier satisfaction score:

Jenis Nilai Value Type	**2025**	**2024**
Nilai Kepuasan Pemasok Supplier Satisfaction Score	100%	100%
Nilai Ketidakpuasan Pemasok Supplier Dissatisfaction Score		

Tabel Pemasok Barang dan Jasa
Table of Goods and Services Suppliers

Melalui sistem manajemen rantai pasok yang inklusif dan transparan, PT Perikanan Indonesia (Persero) tidak sekadar memenuhi kepatuhan regulasi, melainkan turut berkontribusi aktif dalam mengakselerasi pencapaian Tujuan Pembangunan Berkelanjutan (Sustainable Development Goals/SDGs) Perserikatan Bangsa-Bangsa (PBB). Peran nyata ini diwujudkan khususnya pada SDG 8 (Pekerjaan Layak dan Pertumbuhan Ekonomi) serta SDG 12 (Konsumsi dan Produksi yang Bertanggung Jawab). Melangkah ke depan, perseroan berkomitmen untuk mengoptimalkan kemitraan strategis tersebut dengan menargetkan eskalasi partisipasi UMKM hingga mencapai 40% pada tahun buku 2026, yang diimbangi dengan proses evaluasi berkala terhadap dampak lingkungan serta sosial dari setiap kolaborasi hulu-hilir yang berjalan

Through an inclusive and transparent supply chain management system, PT Perikanan Indonesia (Persero) not only fulfills regulatory compliance but also actively contributes to accelerating the achievement of the United Nations (UN) Sustainable Development Goals (SDGs). This tangible role is demonstrated particularly through SDG 8 (Decent Work and Economic Growth) and SDG 12 (Responsible Consumption and Production). Going forward, the Company is committed to optimizing these strategic partnerships by targeting an increase in MSME participation to 40% in the 2026 financial year, supported by periodic evaluations of the environmental and social impacts of each ongoing upstream-to-downstream collaboration.

Pemasok Supplier	**Jumlah Pemasok Barang dan Jasa /** Number of Goods and Services Suppliers	
	2025	**2024**
BUMN / SOE	0	3
Swasta / Private Enterprise	21	15
UMKM / MSMEs	3	6
Asing / Foreign Company	0	0
Total	24	24

Distribusi Nilai Ekonomi
Distributed Economic Value

Perusahaan telah menerima nilai ekonomi dari penjualan dan pendapatan usaha lainnya pada tahun 2025. Distribusi nilai ekonomi tersebut meliputi beban pokok penjualan, gaji karyawan, pembayaran pajak kepada pemerintah, dan dana program TJSL kepada masyarakat. Selisih antara nilai ekonomi yang dihasilkan dan yang didistribusikan menjadi nilai ekonomi yang ditahan oleh Perusahaan. Berikut adalah distribusi nilai ekonomi Perusahaan dalam 2 (dua) tahun terakhir:

The Company generated economic value from sales and other operating income in 2025. The distribution of this economic value included the cost of goods sold, employee salaries, tax payments to the government, and TJSL Program funds provided to the community. The difference between the economic value generated and distributed represents the economic value retained by the Company. The following presents the Company's distribution of economic value over the past two years:

Tabel Nilai Ekonomi yang Diperoleh dan Didistribusikan:
Table of Economic Value Generated and Distributed:

Uraian Description	2024	2025
Nilai Ekonomi yang Dihasilkan: Generated Economic Value:		
Penjualan Sales	416.900.486.467	325.430.921.046
Pendapatan Lain-lain Other Income	339.713.545.061	126.046.685.425
Jumlah Nilai Ekonomi yang Dihasilkan (A) Total Generated Economic Value	**756.614.031.528**	**451.477.606.471**
Nilai Ekonomi yang Didistribusikan: Distributed Economic Value:		
Beban Pokok Penjualan Cost of Goods Sold	316.578.135.312	230.288.752.996
Jaminan Sosial Pegawai Employee Social Security	5.490.023.408	2.224.098.732
Beban Gaji, Pengobatan, dan Premi Pensiun Salaries, Medical Expenses, and Pension Contributions	87.971.845.661	41.099.143.292
Pembayaran Pajak Final Final Tax Payments		
Pembayaran Pajak Kini Current Tax Payments		
Program TJSL	128.879.509	216.776.833
Jumlah Nilai Ekonomi yang Didistribusikan (B) Total Distributed Economic Value	**410.168.883.890**	**232.729.628.561**
Nilai Ekonomi yang Ditahan (A-B) Retained Economic Value	346.445.147.638	218.747.977.910

Dukungan Strategis terhadap Komitmen Pemerintah Indonesia
Strategic Support for the Indonesian Government's Commitments

PT Perikanan Indonesia (Persero) senantiasa menempatkan perannya sebagai BUMN sektor perikanan sekaligus kepanjangan tangan pemerintah dalam merealisasikan agenda prioritas nasional. Perseroan secara proaktif menyelaraskan visi bisnis, kebijakan operasional hulu-hilir, serta program Tanggung Jawab Sosial dan Lingkungan (TJSL) untuk mendukung penuh berbagai komitmen regulasi, ketahanan pangan, dan transisi ekonomi hijau yang

PT Perikanan Indonesia (Persero) consistently positions its role as a State-Owned Enterprise (SOE) in the fisheries sector and as an extension of the government in realizing the national priority agenda. The Company proactively aligns its business vision, upstream-to-downstream operational policies, and Environmental and Social Responsibility (TJSL) programs to fully support various regulatory commitments, food security, and the green economic

dicanangkan oleh Pemerintah Republik Indonesia.Bentuk dukungan konkrit.

PT Perikanan Indonesia (Persero) terhadap komitmen pemerintah dijabarkan dalam beberapa klaster strategis berikut:

1. Kontribusi terhadap Target Penurunan Stunting dan Ketahanan Pangan

   a. Komitmen Pemerintah: Pemerintah Indonesia menempatkan percepatan penurunan angka stunting dan penguatan kedaulatan pangan berbasis protein lokal sebagai prioritas nasional menuju Indonesia Emas.

   b. Dukungan Nyata Perseroan: Melalui kolaborasi strategis bersama KKP, perseroan secara rutin mengeksekusi program Berbagi Ikan dalam rangka Hari Ikan Nasional (Harkannas). Program baksos darurat logistik pangan dan pembagian paket ikan bergizi gratis ini menyasar pemenuhan gizi anak usia dini (TK) serta keluarga prasejahtera di wilayah pesisir guna mempercepat tercapainya target Gerakan Memasyarakatkan Makan Ikan (Gemarikan) nasional.

2. Penguatan Ekonomi Kerakyatan Melalui Pembiayaan UMKM

   a. Komitmen Pemerintah: Pemerintah berkomitmen mendorong penguatan kapasitas UMKM sebagai pilar stabilitas ekonomi nasional pasca-pandemi.

   b. Dukungan Nyata Perseroan: Melalui pendekatan Creating Shared Value (CSV) pada program TJSL, PT Perikanan Indonesia (Persero) memfasilitasi pembinaan dan penyaluran bantuan peralatan usaha berupa freezer bagi UMKM dan Koperasi perikanan lokal di Pati, Jawa Tengah. Program ini memberikan kepastian pasokan bahan baku bermutu tinggi dan mengintegrasikan UMKM ke dalam jaringan distribusi hilir korporasi.

transition established by the Government of the Republic of Indonesia.

PT Perikanan Indonesia (Persero)'s concrete forms of support for the Government's commitments are outlined in the following strategic clusters:

1. Contribution to Stunting Reduction Targets and Food Security

   a. Government Commitment: The Government of Indonesia places the acceleration of stunting reduction and the strengthening of food sovereignty based on local protein as national priorities toward Golden Indonesia.

   b. The Company's Concrete Support: Through strategic collaboration with KKP, the Company regularly implements the Fish Sharing Program as part of National Fish Day (Harkannas). This emergency food logistics social assistance program and free distribution of nutritious fish packages target the nutritional needs of early childhood (kindergarten) and underprivileged families in coastal areas to accelerate the achievement of the national Fish Consumption Movement (Gemarikan) target.

2. Strengthening the People's Economy through MSME Financing

   a. Government Commitment: The Government is committed to strengthening MSME capacity as a pillar of national economic stability in the post-pandemic period.

   b. The Company's Concrete Support: Through the Creating Shared Value (CSV) approach under the TJSL Program, PT Perikanan Indonesia (Persero) facilitates the development and distribution of business equipment assistance in the form of freezers to local fisheries MSMEs and cooperatives in Pati, Central Java. This program provides certainty of high-quality raw material supply and integrates MSMEs into the Company's downstream distribution network.

Langkah ke Depan
Way Forward

PT Perikanan Indonesia (Persero) meyakini bahwa penerapan prinsip keberlanjutan merupakan fondasi penting dalam menciptakan pertumbuhan usaha yang tangguh, bertanggung jawab, dan berdaya saing. Oleh karena itu, Perusahaan akan terus memperkuat integrasi aspek lingkungan, sosial, dan tata kelola (Environmental, Social, and Governance/ESG) ke dalam strategi bisnis, proses pengambilan keputusan, serta kegiatan operasional di seluruh unit usaha.

PT Perikanan Indonesia (Persero) believes that the implementation of sustainability principles is an important foundation for creating resilient, responsible, and competitive business growth. Therefore, the Company will continue to strengthen the integration of Environmental, Social, and Governance (ESG) aspects into its business strategy, decision-making processes, and operational activities across all business units.

Ke depan, Perusahaan berkomitmen untuk meningkatkan efisiensi penggunaan energi dan sumber daya, memperkuat pengelolaan emisi Gas Rumah Kaca (GRK), serta mengoptimalkan pengelolaan limbah melalui penerapan prinsip ekonomi sirkular. Perusahaan juga akan terus mengembangkan sistem pemantauan dan pengelolaan data keberlanjutan agar pelaporan yang disampaikan semakin akurat, transparan, dan dapat dipertanggungjawabkan.

Going forward, the Company is committed to improving the efficiency of energy and resource use, strengthening Greenhouse Gas (GHG) emissions management, and optimizing waste management through the implementation of circular economy principles. The Company will also continue to develop sustainability data monitoring and management systems to ensure that the information disclosed becomes increasingly accurate, transparent, and accountable.

Di bidang sosial, PT Perikanan Indonesia (Persero) akan terus berupaya menciptakan lingkungan kerja yang aman, sehat, inklusif, dan mendukung pengembangan kompetensi sumber daya manusia. Di saat yang sama, Perusahaan akan memperkuat kolaborasi dengan nelayan, pembudidaya, pelaku usaha perikanan, pemerintah, akademisi, dan masyarakat dalam mendukung pengembangan sektor perikanan yang berkelanjutan serta memberikan manfaat ekonomi yang lebih luas.

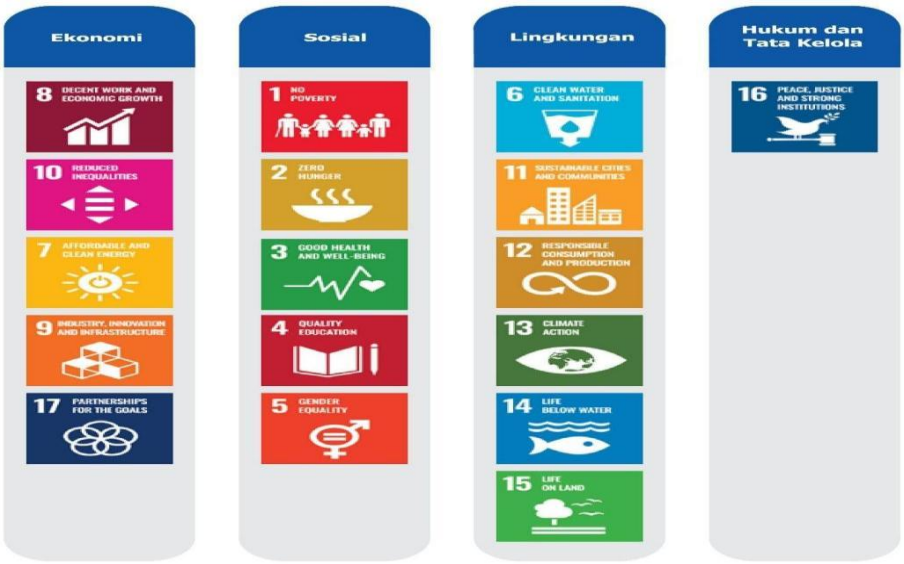
In the social area, PT Perikanan Indonesia (Persero) will continue to strive to create a safe, healthy, inclusive, and competency-supportive working environment. At the same time, the Company will strengthen collaboration with fishermen, aquaculture farmers, fisheries business operators, government, academics, and communities in supporting the development of a sustainable fisheries sector while providing broader economic benefits.

Dalam aspek tata kelola, Perusahaan akan terus meningkatkan penerapan prinsip tata kelola perusahaan yang baik (Good Corporate Governance/GCG), memperkuat manajemen risiko, memastikan kepatuhan terhadap peraturan perundang-undangan, serta membangun budaya integritas dan etika bisnis di seluruh jenjang organisasi.

In terms of governance, the Company will continue to improve the implementation of Good Corporate Governance (GCG) principles, strengthen risk management, ensure compliance with laws and regulations, and build a culture of integrity and business ethics across all organizational levels.

Sebagai bagian dari transformasi menuju perusahaan yang berkelanjutan, PT Perikanan Indonesia (Persero) akan terus mengevaluasi kinerja keberlanjutan secara berkala, menetapkan target yang terukur, serta mengembangkan inovasi yang mendukung efisiensi operasional dan penciptaan nilai jangka panjang. Perusahaan percaya bahwa sinergi dengan seluruh pemangku kepentingan merupakan faktor penting dalam mewujudkan industri perikanan yang produktif, bertanggung jawab, dan berkelanjutan, sekaligus memberikan kontribusi terhadap pencapaian Tujuan Pembangunan Berkelanjutan (Sustainable Development Goals/SDGs) dan agenda pembangunan nasional.

As part of its transformation toward becoming a sustainable company, PT Perikanan Indonesia (Persero) will continue to periodically evaluate its sustainability performance, establish measurable targets, and develop innovations that support operational efficiency and long-term value creation. The Company believes that synergy with all stakeholders is an important factor in realizing a productive, responsible, and sustainable fisheries industry, while contributing to the achievement of the Sustainable Development Goals (SDGs) and the national development agenda.



Perikanan Indonesia

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Bab/Chapter

06

Kinerja Keberlanjutan Lingkungan

Environmental Sustainability Performance



PT Perikanan Indonesia (Persero) berkomitmen penuh untuk memitigasi dampak negatif dari aktivitas industri dan logistik perikanan hulu-hilir melalui penerapan manajemen lingkungan yang disiplin, terukur, dan akuntabel. Perseroan mengintegrasikan prinsip tata kelola hijau (green governance) ke dalam aktivitas operasional, Unit Pengolahan Ikan (UPI), serta sarana gudang penyimpanan beku (cold storage). Komitmen ini ditujukan untuk mendukung ketahanan iklim. Realisasi capaian dan parameter kuantitatif kinerja lingkungan perseroan dijabarkan melalui pilar-pilar pelaporan berikut:

1. Pengelolaan dan Efisiensi Energi (GRI 302 & SDG 13)
   Perseroan secara konsisten mengelola konsumsi energi listrik dan bahan bakar minyak (BBM) armada guna menekan emisi Gas Rumah Kaca (GRK):

   a. Perawatan Rantai Dingin: Perseroan melaksanakan inspeksi dan pemeliharaan preventif secara berkala terhadap seluruh infrastruktur sistem pendingin, termasuk gudang beku (cold storage) dan pabrik es di kawasan pelabuhan. Langkah mitigasi ini bertujuan untuk meminimalkan risiko kerusakan serta mendeteksi dini kebocoran zat pendingin (refrigerant/freon) yang berpotensi melepas emisi gas rumah kaca ke atmosfer.

   b. Efisiensi Armada Kapal Tangkap: Menerapkan tata kelola manajemen armada secara efisien dengan mengoptimalkan rute pelayaran dan jadwal trip melaut kapal tangkap perseroan. Langkah ini memotong volume penggunaan bahan bakar minyak (BBM) fosil harian sekaligus menekan beban biaya logistik hulu secara berkelanjutan.

2. Efisiensi Konsumsi Air. Kebijakan pengelolaan air difokuskan pada penghematan penggunaan. Implementasi budaya hemat air berhasil mencatatkan penurunan volume konsumsi air secara signifikan pada skala operasional yang sama. Melalui disiplin pemantauan, total volume penggunaan air ditekan menjadi 600.000 m³, berhasil menghemat sebesar 48.341 m³ dibandingkan dengan realisasi periode tahun buku sebelumnya.

3. Perlindungan Keanekaragaman Hayati Maritim (GRI 304 & SDG 14).
   Perseroan menjaga kelestarian biodiversitas laut lepas serta area pesisir sekitar wilayah operasional perusahaan. kegiatan tersebut berupa: Mitigasi Penangkapan Merusak dengan Menerapkan strategi Creating Shared Value (CSV) di Sorong, Papua Barat Daya, melalui pembinaan dan penyaluran bantuan alat tangkap ramah lingkungan terstandarisasi KKP guna menghentikan praktik penangkapan ikan tidak ramah lingkungan yang merusak lingkungan.

4. Pengelolaan Limbah Padat Industri Darat (GRI 306 & SDG 15)

PT Perikanan Indonesia (Persero) is fully committed to mitigating the negative impacts of its upstream-to-downstream fisheries industry and logistics activities through the implementation of disciplined, measurable, and accountable environmental management. The Company integrates green governance principles into its operational activities, Fish Processing Units (UPI), and cold storage facilities. This commitment is aimed at supporting climate resilience. The Company's environmental performance achievements and quantitative performance parameters are presented through the following reporting pillars:

1. Energy Management and Efficiency (GRI 302 & SDG 13)
   The Company consistently manages electricity and fuel consumption of its fleet to reduce Greenhouse Gas (GHG) emissions:

   a. Cold Chain Maintenance: The Company conducts regular inspections and preventive maintenance of all cooling system infrastructure, including cold storage facilities and ice plants in port areas. This mitigation measure aims to minimize the risk of equipment damage and enable early detection of refrigerant/freon leaks that may release greenhouse gas emissions into the atmosphere.

   b. Fishing Vessel Fleet Efficiency: The Company implements efficient fleet management by optimizing sailing routes and fishing trip schedules. This measure reduces daily fossil fuel consumption while sustainably lowering upstream logistics costs.

2. Water Consumption Efficiency
   The Company's water management policy focuses on reducing water use. The implementation of a water-saving culture has resulted in a significant decrease in water consumption at the same operational scale. Through disciplined monitoring, total water use was reduced to 600,000 m³, representing savings of 48,341 m³ compared with the realization in the previous financial year.

3. Marine Biodiversity Protection (GRI 304 & SDG 14)
   The Company preserves marine biodiversity in open waters and coastal areas surrounding its operational areas. The activities include: Mitigation of Destructive Fishing: Implementing a Creating Shared Value (CSV) strategy in Sorong, Southwest Papua, through guidance and the distribution of standardized environmentally friendly fishing gear in accordance with KKP standards to eliminate environmentally destructive fishing practices.

4. Industrial Solid Waste Management on Land (GRI 306 & SDG 15)

Implementasi Ekonomi Sirkular. Guna mencegah akumulasi sampah organik hasil pemrosesan komoditas laut yang dapat memicu pencemaran tanah dan bau di daratan, perseroan memanfaatkan limbah padat sisa produksi UPI (seperti kepala, tulang, dan cangkang ikan) secara bertanggung jawab. Sisa bahan baku tersebut diproses kembali menjadi produk sekunder bernilai ekonomis tinggi.

Circular Economy Implementation: To prevent the accumulation of organic waste from marine commodity processing that may cause land pollution and odors, the Company responsibly utilizes solid waste from Fish Processing Units (UPI), such as fish heads, bones, and shells. These raw material residues are reprocessed into secondary products with high economic value.

Biaya Lingkungan Hidup
Environmental Costs

PT Perikanan Indonesia (Persero) memandang bahwa tanggung jawab pengelolaan dampak lingkungan harus diintegrasikan ke dalam seluruh inisiatif sosial perusahaan. Sebagai wujud nyata sinergi BUMN, Perseroan mengalokasikan investasi sosial-lingkungan melalui keikutsertaan aktif dalam program Mudik Gratis BUMN. Dari perspektif akuntansi keberlanjutan, kontribusi pendanaan armada transportasi massal ini merupakan bagian dari upaya Perseroan dalam mendukung efisiensi energi makro dan mitigasi emisi gas rumah kaca (GRK) secara nasional.

PT Perikanan Indonesia (Persero) considers that responsibility for managing environmental impacts must be integrated into all of the Company's social initiatives. As a tangible manifestation of SOE synergy, the Company allocates social and environmental investment through active participation in the SOE Free Homecoming Program (Mudik Gratis BUMN). From a sustainability accounting perspective, the contribution to funding mass transportation fleets forms part of the Company's efforts to support macro-level energy efficiency and mitigate greenhouse gas (GHG) emissions at the national level.

Melalui penyediaan armada bus publik yang difasilitasi oleh Perseroan, PT Perikanan Indonesia (Persero) berhasil mengonsolidasikan mobilisasi masyarakat dari penggunaan kendaraan pribadi roda dua maupun roda empat ke dalam satu moda transportasi massal yang lebih efisien. Pendekatan ini tidak hanya memberikan nilai manfaat sosial-ekonomi langsung bagi masyarakat dan pekerja sektor perikanan, namun juga berkontribusi secara tidak langsung dalam mereduksi jejak karbon kumulatif di jalur transportasi publik selama periode perayaan hari raya, selaras dengan semangat Tujuan Pembangunan Berkelanjutan (TPB) 13 tentang Penanganan Perubahan Iklim. Nilai anggaran program tersebut sebesar Rp18.107.143,-.

Through the provision of public bus fleets facilitated by the Company, PT Perikanan Indonesia (Persero) successfully consolidates community mobility from the use of private two-wheeled and four-wheeled vehicles into a more efficient mode of mass transportation. This approach not only provides direct socio-economic benefits to communities and fisheries sector workers, but also indirectly contributes to reducing the cumulative carbon footprint of public transportation routes during the holiday period, in line with the spirit of Sustainable Development Goal (SDG) 13 on Climate Action. The program budget amounted to Rp18,107,143.

Implikasi Finansial Akibat Perubahan Iklim
Financial Implications of Climate Change
[GRI 201-2]

PT Perikanan Indonesia (Persero) menetapkan pengelolaan risiko iklim sebagai salah satu prioritas manajemen risiko korporasi, mengingat seluruh lini bisnis hulu-hilir perusahaan terintegrasi secara inheren dengan pemanfaatan sumber daya alam kelautan. Sepanjang tahun buku 2025, perseroan mengidentifikasi serta mengkalkulasi rangkaian implikasi finansial tidak langsung akibat perubahan iklim yang memengaruhi struktur biaya operasional harian (OpEx) dan pendapatan usaha perusahaan melalui dua klaster risiko utama:

1. Peningkatan Beban Biaya Utilitas dan Risiko Penurunan Pendapatan FTP:

PT Perikanan Indonesia (Persero) has established climate risk management as one of the priorities of corporate risk management, considering that all of the Company's upstream-to-downstream business lines are inherently integrated with the utilization of marine natural resources. Throughout the 2025 financial year, the Company identified and calculated a series of indirect financial implications arising from climate change that affect the Company's daily operating cost structure (OpEx) and business revenue through two main risk clusters:

1. Increased Utility Costs and Risk of Declining FTP Revenue:

Anomali kenaikan suhu permukaan air laut serta gelombang panas (heatwave) yang ekstrem berdampak besar pada lini bisnis utama Fish Processing & Trading (FTP)]. Dari sisi operasional, suhu udara luar yang ekstrem memaksa mesin pembekuan cepat (Air Blast Freezer) dan gudang beku (cold storage) cabang bekerja lebih keras guna menjaga rantai dingin (cold chain management) komoditas tetap optimal. Hal ini memicu implikasi finansial berupa pembengkakan tagihan daya listrik KWh perusahaan. Di samping itu, perubahan iklim mendisrupsi pola migrasi stok ikan liar di laut, sehingga menurunkan volume pasokan bahan baku dan hasil budidaya tambak yang berpotensi menekan realisasi pendapatan usaha harian korporasi.

Anomalous increases in sea surface temperatures and extreme heatwaves have significantly affected the Company's main Fish Processing & Trading (FTP) business line. From an operational perspective, extreme outdoor temperatures force Air Blast Freezers and branch cold storage facilities to operate more intensively to maintain optimal commodity cold chain management. This results in financial implications in the form of increased electricity (kWh) costs incurred by the Company. In addition, climate change disrupts the migration patterns of wild fish stocks in the sea, thereby reducing the volume of raw material supply and aquaculture production, which may potentially put pressure on the Company's daily business revenue realization.

2. Eskalasi Biaya Perbaikan dan Beban Investasi Sarana Kepelabuhanan (Green CapEx):
Sektor bisnis Jasa Kepelabuhanan Perikanan yang dikelola perseroan menjadi lini yang paling rentan terhadap paparan risiko fisik iklim. Bencana alam pesisir berupa banjir rob yang destruktif dan fenomena sea level rise menjadi pemicu utama kerusakan fisik pada infrastruktur pangkalan dermaga pendaratan ikan, instalasi pabrik es, dan gedung unit pengolahan. Implikasi keuangannya tecermin secara langsung pada pembengkakan biaya pemeliharaan darurat (maintenance cost), serta tuntutan meningkatkan alokasi pengeluaran modal belanja investasi hijau (green capital expenditure) guna melakukan restorasi dan penguatan struktur fasilitas kepelabuhanan dari ancaman korosi dini.

2. Escalation of Repair Costs and Capital Expenditure for Port Facilities (Green CapEx):
The Fisheries Port Services business sector managed by the Company is the business line most vulnerable to physical climate risk exposure. Coastal natural disasters in the form of destructive tidal flooding (banjir rob) and sea level rise are the primary drivers of physical damage to fish landing pier infrastructure, ice plant facilities, and processing unit buildings. The financial implications are directly reflected in increased emergency maintenance costs, as well as the need to increase capital expenditure allocations for green capital expenditure to restore and strengthen port facility structures against the threat of premature corrosion.

salah satu upaya mitigasi atas perubahan iklim perseroan ada pada bagian TJSL. Sebagai bentuk tanggung jawab sosiologis terhadap aktivitas operasional sekaligus kontribusi nyata dalam penyerapan emisi karbon (dekarbonisasi), perseroan mengalokasikan anggaran Program Tanggung Jawab Sosial dan Lingkungan (TJSL) pilar lingkungan secara presisi diantaranya:

One of the Company's climate change mitigation efforts is implemented through the TJSL Program. As a form of social responsibility for the Company's operational activities, as well as a tangible contribution to carbon emission absorption (decarbonization), the Company allocates the Environmental Pillar of the Environmental and Social Responsibility (TJSL) Program budget through the following initiatives:

1.) Aksi Penghijauan Kawasan: Menjalankan program penanaman vegetasi hijau dan penghijauan secara masif di sekitar wilayah operasional pelabuhan perikanan dan unit pengolahan perusahaan.

1.) Area Greening Actions: Implementing extensive vegetation planting and greening programs around the Company's fisheries port operational areas and processing units.

2.) Skema Kemitraan Bersama: Aksi pelestarian ini dieksekusi melalui skema kolaborasi multipihak bersama instansi vertikal pemerintah (KKP), komunitas lokal, dan BUMN kelautan lainnya guna melipatgandakan skala dampak (multiplier effect) ekologis yang tercipta sejalan dengan SDG 13 (Penanganan Perubahan Iklim) dan SDG 14 (Ekosistem Laut)

2.) Joint Partnership Scheme: These conservation efforts are implemented through a multi-stakeholder collaboration scheme involving government vertical agencies (KKP), local communities, and other maritime SOEs to multiply the ecological impact (multiplier effect) created, in line with SDG 13 (Climate Action) and SDG 14 (Life Below Water).

Pengelolaan Risiko dan Peluang Terkait Perubahan Iklim

Management of Climate-Related Risks and Opportunities

PT Perikanan Indonesia (Persero) menyadari bahwa dinamika perubahan iklim global memberikan dampak langsung yang signifikan terhadap stabilitas ekosistem kelautan dan kelangsungan industri perikanan hulu-hilir. Sebagai langkah adaptatif, perseroan mengintegrasikan pengelolaan risiko dan optimalisasi peluang iklim ke dalam Sistem Manajemen Risiko Perusahaan dan prioritas strategis korporasi. Langkah ini diambil guna menjamin resiliensi operasional, menjaga kepatuhan regulasi (compliance), serta mengakselerasi pencapaian SDG 13 (Penanganan Perubahan Iklim).

Berikut adalah matriks identifikasi, penilaian (assessment), dan strategi pengelolaan risiko serta peluang iklim yang diterapkan oleh PT Perikanan Indonesia (Persero):

1. Identifikasi dan Mitigasi Risiko Iklim (Climate-Related Risk Management):

   a. Dampak Nyata: Fenomena cuaca ekstrem yang tidak menentu dan anomali kenaikan suhu permukaan laut (marine heatwaves) memicu pergeseran migrasi ikan laut liar, menurunkan volume hasil tangkapan nelayan, serta mengancam keamanan infrastruktur aset pelabuhan.

   b. Strategi Pengelolaan: perseroan memperkuat keandalan sistem rantai dingin (cold chain storage capability) pada gudang beku (cold storage) untuk menjaga higienitas komoditas di tengah lonjakan suhu udara ekstrem.

2. Optimalisasi Peluang Iklim
   Di balik tantangan yang ada, perseroan secara proaktif mengidentifikasi dan menangkap peluang ekonomi baru yaitu berupa Penciptaan Nilai Bersama (Creating Shared Value / CSV). Mengintegrasikan program TJSL dengan kebutuhan rantai pasok hilir korporasi melalui pembinaan dan penyaluran bantuan freezer hemat energi bagi UMKM dan Koperasi perikanan lokal (seperti di Pati, Jawa Tengah). Skema ini berhasil menciptakan jaringan distribusi hilir baru yang loyal, meningkatkan omzet komersial, sekaligus memperkuat ketahanan pangan dan ekonomi lokal.

PT Perikanan Indonesia (Persero) recognizes that the dynamics of global climate change have significant direct impacts on the stability of marine ecosystems and the continuity of the upstream-to-downstream fisheries industry. As an adaptive measure, the Company integrates climate risk management and the optimization of climate-related opportunities into the Company's Risk Management System and corporate strategic priorities. This measure is undertaken to ensure operational resilience, maintain regulatory compliance, and accelerate the achievement of SDG 13 (Climate Action).

The following is the climate-related risk and opportunity identification, assessment, and management strategy matrix implemented by PT Perikanan Indonesia (Persero):

1. Identification and Mitigation of Climate-Related Risks (Climate-Related Risk Management):

   a. Actual Impacts: Unpredictable extreme weather phenomena and anomalous increases in sea surface temperatures (marine heatwaves) trigger shifts in the migration patterns of wild marine fish, reduce fishermen's catch volumes, and threaten the security of port infrastructure and assets.

   b. Management Strategy: The Company strengthens the reliability of cold chain storage capabilities at cold storage facilities to maintain commodity hygiene amid extreme increases in air temperatures.

2. Optimization of Climate-Related Opportunities
   Amid the existing challenges, the Company proactively identifies and captures new economic opportunities through Creating Shared Value (CSV). The Company integrates TJSL programs with the needs of the corporate downstream supply chain through the development and distribution of energy-efficient freezers to local fisheries MSMEs and cooperatives (such as those in Pati, Central Java). This scheme has successfully created a new and loyal downstream distribution network, increased commercial revenue, and simultaneously strengthened local food security and the local economy.

Emisi
Emissions
[GRI 305-1] [GRI 305-2] [GRI 305-3] [GRI 305-4] [GRI 305-5] [GRI 305-6] [GRI 305-7]

Jumlah dan Intensitas Emisi yang Dihasilkan Berdasarkan Jenisnya
Amount and Intensity of Emissions Generated by Type

PT Perikanan Indonesia (Persero) menyadari bahwa emisi Gas Rumah Kaca (GRK) dari aktivitas industri dan logistik merupakan salah satu pemicu utama perubahan iklim global yang berdampak langsung pada pemanasan suhu laut serta perubahan cuaca ekstrem di sektor perikanan. Perseroan berkomitmen penuh untuk memitigasi jejak karbon (*carbon footprint*) dari seluruh rantai operasionalnya. Langkah strategis ini merupakan bagian dari tanggung jawab Perseroan untuk mendukung target penurunan emisi nasional menuju Net Zero Emission (NZE) sekaligus menyelaraskan bisnis dengan Tujuan Pembangunan Berkelanjutan (TPB) 13 mengenai Penanganan Perubahan Iklim.

PT Perikanan Indonesia (Persero) recognizes that Greenhouse Gas (GHG) emissions from industrial and logistics activities are among the main drivers of global climate change, directly contributing to rising ocean temperatures and changes in extreme weather patterns in the fisheries sector. The Company is fully committed to mitigating its carbon footprint across its entire operational value chain. This strategic measure forms part of the Company's responsibility to support the national emission reduction target toward Net Zero Emission (NZE), while aligning its business with Sustainable Development Goal (SDG) 13 on Climate Action.

Sepanjang tahun pelaporan, PT Perikanan Indonesia (Persero) secara konsisten memantau dan mengelola sumber-sumber emisi yang timbul dari aktivitas kepelabuhanan, fasilitas pembekuan (*cold storage*), pabrik es, hingga mobilitas armada distribusi. Perseroan menerapkan prinsip *eco-efficiency* dengan fokus pada optimalisasi konsumsi energi dan penguatan sistem pemeliharaan aset guna menekan keluaran emisi karbon dari hulu ke hilir.

Throughout the reporting year, PT Perikanan Indonesia (Persero) consistently monitored and managed emission sources arising from port activities, cold storage facilities, ice plants, and the mobility of distribution fleets. The Company implements the principle of eco-efficiency, focusing on optimizing energy consumption and strengthening asset maintenance systems to reduce carbon emissions from upstream to downstream.

Perseroan membagi sumber emisi PT Perikanan Indonesia (Persero) ke dalam 2 cakupan (scope) utama berikut:

The Company categorizes the emission sources of PT Perikanan Indonesia (Persero) into the following two main scopes:

1. Emisi Langsung / Cakupan 1 (Scope 1 Emissions - GRI 305-1)

   a. Sumber Emisi: Emisi yang berasal dari sumber-sumber yang dimiliki atau dikendalikan langsung oleh Perseroan.

   b. Aktivitas Lapangan: Penggunaan bahan bakar solar untuk operasional seperti: armada kapal tangkap mandiri, kendaraan operasional, serta risiko pelepasan zat pendingin (refrigerant/freon) akibat kebocoran teknis pada mesin pembeku.

   c. Langkah Mitigasi: Melakukan inspeksi dan pemeliharaan preventif secara berkala pada saluran pipa freon cold storage dan pabrik es untuk mengeliminasi potensi kebocoran gas rumah kaca ke atmosfer.

2. Emisi Tidak Langsung / Cakupan 2 (Scope 2 Emissions - GRI 305-2)

   a. Sumber Emisi: Emisi yang timbul dari konsumsi energi listrik yang dibeli oleh Perseroan dari pihak eksternal untuk menjalankan operasionalnya.

1. Direct Emissions / Scope 1 (Scope 1 Emissions – GRI 305-1)

   a. Emission Sources: Emissions originating from sources owned or directly controlled by the Company.

   b. Field Activities: The use of diesel fuel for operational activities, including independently operated fishing vessel fleets and operational vehicles, as well as the risk of refrigerant (freon) release due to technical leaks in refrigeration equipment.

   c. Mitigation Measures: Conducting regular inspections and preventive maintenance of freon piping systems in cold storage facilities and ice plants to eliminate the potential leakage of greenhouse gases into the atmosphere.

2. Indirect Emissions / Scope 2 (Scope 2 Emissions – GRI 305-2)

   a. Emission Sources: Emissions arising from the consumption of electricity purchased by the Company from external parties to support its operations.

b. Aktivitas Lapangan: Penggunaan energi listrik PLN dalam skala besar untuk menggerakkan kompresor utama pada fasilitas gudang beku (cold storage).

c. Langkah Mitigasi: Perseroan menerapkan berbagai upaya untuk mengurangi emisi yang berasal dari penggunaan sistem pendingin udara dan konsumsi energi listrik, antara lain melalui pelaksanaan perawatan dan pemeliharaan peralatan secara berkala guna meminimalkan risiko kebocoran refrigeran (freon), optimalisasi pengelolaan dan pemanfaatan ruang agar penggunaan sistem pendingin lebih efisien, serta pengaturan suhu operasional sesuai standar kebutuhan untuk mencegah peningkatan konsumsi energi listrik yang berlebihan. Melalui langkah-langkah tersebut, Perseroan berupaya meningkatkan efisiensi operasional sekaligus mengurangi dampak lingkungan yang ditimbulkan dari aktivitas operasional.perawatan berkala untuk mengurangi potensi kerusakan yang berdampak pada kebocoran alat pendingin/ freon, optimalisasi/ management penggunaan ruangan, pengaturan suhu agar tidak terjadi lonjakan listrik.

b. Field Activities: Large-scale use of electricity supplied by PLN to operate the main compressors at cold storage facilities.

c. Mitigation Measures: The Company implements various measures to reduce emissions arising from the use of air-conditioning systems and electricity consumption, including regular servicing and maintenance of equipment to minimize the risk of refrigerant (freon) leakage, optimizing the management and utilization of space to improve the efficiency of cooling systems, and regulating operating temperatures according to required standards to prevent excessive increases in electricity consumption. Through these measures, the Company strives to improve operational efficiency while reducing the environmental impacts arising from its operational activities.

Pengurangan Emisi yang Dilakukan

Emission Reduction Efforts

[GRI 305-5] [OJK F.12]

PT Perikanan Indonesia (Persero) berkomitmen untuk mendukung upaya mitigasi perubahan iklim melalui penerapan berbagai inisiatif yang bertujuan meningkatkan efisiensi penggunaan energi dan mengurangi emisi Gas Rumah Kaca (GRK) dari aktivitas operasional. Sejalan dengan prinsip keberlanjutan, Perusahaan secara bertahap mengintegrasikan aspek pengelolaan emisi ke dalam kegiatan operasional, pengelolaan aset, serta pengambilan keputusan bisnis.

Selama periode pelaporan, upaya pengurangan emisi yang telah dilakukan antara lain meliputi:

1. Optimalisasi konsumsi energi listrik, berupa: pengaturan suhu ruang kerja dan ruang pendingin sesuai kebutuhan operasional dan penggunaan peralatan hemat energi.

2. Perawatan berkala sistem pendingin (cold storage, freezer, chiller, dan AC) untuk menjaga efisiensi operasional, mengurangi konsumsi energi, serta meminimalkan potensi kebocoran refrigeran yang memiliki nilai Global Warming Potential (GWP) tinggi.

3. Efisiensi penggunaan bahan bakar kendaraan operasional, melalui pemeliharaan kendaraan secara berkala dan pengaturan jadwal perjalanan yang lebih efektif.

PT Perikanan Indonesia (Persero) is committed to supporting climate change mitigation efforts through the implementation of various initiatives aimed at improving energy use efficiency and reducing Greenhouse Gas (GHG) emissions from operational activities. In line with sustainability principles, the Company gradually integrates emission management aspects into operational activities, asset management, and business decision-making.

During the reporting period, emission reduction efforts undertaken included:

1. Optimization of electricity consumption, including adjusting the temperature of workspaces and cooling rooms according to operational needs and using energy-efficient equipment.

2. Regular maintenance of cooling systems (cold storage, freezers, chillers, and air conditioners) to maintain operational efficiency, reduce energy consumption, and minimize the potential for refrigerant leakage with high Global Warming Potential (GWP) values.

3. Efficiency in the use of fuel for operational vehicles, through regular vehicle maintenance and more effective travel scheduling.

4. Optimalisasi pengoperasian generator set (genset) dengan mengutamakan penggunaan listrik dari jaringan utama serta memastikan genset hanya dioperasikan pada kondisi yang diperlukan, sehingga konsumsi bahan bakar dapat ditekan.

Ke depan, PT Perikanan Indonesia (Persero) akan terus memperkuat upaya dekarbonisasi melalui peningkatan efisiensi energi, pengembangan sistem pengelolaan data emisi yang lebih komprehensif, penerapan teknologi yang lebih ramah lingkungan, serta perluasan implementasi praktik operasional berkelanjutan di seluruh unit usaha. Langkah-langkah tersebut diharapkan dapat mendukung pencapaian target pengurangan emisi, meningkatkan ketahanan bisnis terhadap risiko perubahan iklim, serta memberikan nilai tambah bagi para pemangku kepentingan.

4. Optimization of generator set (genset) operations by prioritizing the use of electricity from the main grid and ensuring that gensets are operated only when necessary, thereby reducing fuel consumption.

Going forward, PT Perikanan Indonesia (Persero) will continue to strengthen its decarbonization efforts through improved energy efficiency, the development of a more comprehensive emissions data management system, the adoption of more environmentally friendly technologies, and the expansion of sustainable operational practices across all business units. These measures are expected to support the achievement of emission reduction targets, strengthen business resilience to climate change risks, and create added value for stakeholders.

Metodologi Penghitungan GRK

GHG Calculation Methodology

[GRI 305-1] [GRI 305-2] [GRI 305-3]

Penghitungan emisi Gas Rumah Kaca (GRK) dilakukan untuk mengidentifikasi dan mengukur besaran emisi yang dihasilkan dari aktivitas operasional Perusahaan sebagai dasar dalam penyusunan strategi pengelolaan dan pengurangan emisi. Perhitungan ini mengacu pada prinsip transparansi, akurasi, konsistensi, kelengkapan, dan relevansi agar informasi yang disampaikan dapat dipertanggungjawabkan.

Dalam melakukan inventarisasi emisi Gas Rumah Kaca (GRK), Perusahaan mengelompokkan sumber emisi berdasarkan konsep Scope 1, Scope 2, dan Scope 3 sebagaimana diatur dalam GHG Protocol Corporate Accounting and Reporting Standard. Pengelompokan ini bertujuan untuk memberikan gambaran yang jelas mengenai sumber emisi yang berada di bawah kendali operasional Perusahaan maupun emisi yang timbul sebagai akibat dari aktivitas bisnis Perusahaan.

Scope 1 (Emisi Langsung) merupakan emisi GRK yang berasal dari sumber yang dimiliki atau dikendalikan secara langsung oleh Perusahaan. Emisi ini umumnya berasal dari pembakaran bahan bakar pada kendaraan operasional, penggunaan generator set (genset), boiler atau peralatan berbahan bakar fosil lainnya, serta kebocoran refrigeran dari sistem pendingin atau pendingin udara (AC).

Scope 2 (Emisi Tidak Langsung dari Energi yang Dibeli) merupakan emisi yang dihasilkan dari pembangkitan energi yang dibeli dan dikonsumsi oleh Perusahaan, terutama listrik yang dipasok oleh penyedia tenaga listrik. Meskipun emisi tersebut terjadi di fasilitas pembangkit listrik, emisi tersebut diatribusikan kepada Perusahaan sebagai pengguna energi.

Scope 3 (Emisi Tidak Langsung Lainnya) mencakup seluruh emisi tidak langsung yang terjadi di sepanjang rantai nilai (value chain) Perusahaan, baik pada

The calculation of Greenhouse Gas (GHG) emissions is conducted to identify and measure the amount of emissions generated from the Company's operational activities as a basis for developing emission management and reduction strategies. This calculation refers to the principles of transparency, accuracy, consistency, completeness, and relevance to ensure that the information disclosed is accountable.

In conducting the Greenhouse Gas (GHG) emissions inventory, the Company categorizes emission sources based on the concepts of Scope 1, Scope 2, and Scope 3 as stipulated in the GHG Protocol Corporate Accounting and Reporting Standard. This classification aims to provide a clear overview of emission sources that are directly under the Company's operational control, as well as emissions arising as a result of the Company's business activities.

Scope 1 (Direct Emissions) refers to GHG emissions originating from sources owned or directly controlled by the Company. These emissions generally arise from fuel combustion in operational vehicles, the use of generator sets (gensets), boilers or other fossil fuel-powered equipment, as well as refrigerant leakage from cooling systems or air-conditioning (AC) systems.

Scope 2 (Indirect Emissions from Purchased Energy) refers to emissions generated from the production of energy purchased and consumed by the Company, particularly electricity supplied by electricity providers. Although these emissions occur at power generation facilities, they are attributed to the Company as the energy user.

Scope 3 (Other Indirect Emissions) encompasses all indirect emissions occurring throughout the Company's value chain, both in upstream and downstream

aktivitas hulu (upstream) maupun hilir (downstream), namun tidak termasuk dalam Scope 2. Contohnya meliputi perjalanan dinas, perjalanan karyawan, pengangkutan dan distribusi oleh pihak ketiga, pengelolaan limbah, pembelian barang dan jasa, penggunaan produk yang dijual, hingga aktivitas lain yang secara tidak langsung dipengaruhi oleh operasional Perusahaan.

activities, but excluding Scope 2. Examples include business travel, employee commuting, transportation and distribution by third parties, waste management, the purchase of goods and services, the use of sold products, and other activities indirectly influenced by the Company's operations.

Pada periode pelaporan, Perusahaan melakukan pengukuran emisi untuk Scope 1 sebagai sumber emisi yang memiliki ketersediaan data dan berada dalam kendali operasional Perusahaan. Adapun pengukuran Scope 2 dan 3 masih dalam tahap pengembangan seiring dengan peningkatan sistem pengumpulan data, koordinasi dengan mitra usaha, serta penyempurnaan metodologi inventarisasi emisi. Ke depan, Perusahaan berupaya untuk memperluas cakupan pengukuran emisi secara bertahap guna memperoleh gambaran yang lebih komprehensif mengenai jejak karbon di seluruh rantai nilai.

During the reporting period, the Company measured Scope 1 emissions as emission sources for which data were available and that were under the Company's operational control. Meanwhile, the measurement of Scope 2 and Scope 3 emissions remains under development in line with improvements to the data collection system, coordination with business partners, and refinement of the emissions inventory methodology. Going forward, the Company will gradually expand the scope of emissions measurement to obtain a more comprehensive overview of its carbon footprint across the entire value chain.

Cakupan Scope	**No**	**Kategori** Category	**Contoh Sumber Emisi** Example Emission Sources	**GRK yang dilaporkan: Menggunakan unit yang ditentukan** Reported GHGs: Using the Specified Unit
Cakupan 1 Scope 1	1.1	Emisi langsung dari pembakaran stasioner Direct Emissions from Stationary Combustion	Pembakaran bahan bakar, termasuk pembakaran biomassa (harus dihitung secara terpisah), misalnya Generator,boiler pada pabrik pakan (periode tahun pelaporan emisi ini tidak ada dikarenakan pabrik pakan tidak beroperasi). Fuel combustion, including biomass combustion (to be calculated separately), such as generators and boilers at the feed mill (no emissions were recorded during the reporting period because the feed mill was not operational).	CO2, CH4, N2O, CO2e
	1.2	Emisi langsung dari pembakaran kendaraan Direct Emissions from Vehicle Combustion	Pembakaran bahan bakar dari sumber bergerak termasuk pembakaran biomassa (harus dihitung secara terpisah, misalnya pengangkutan ikan). Fuel combustion from mobile sources, including biomass combustion (to be calculated separately), such as fish transportation.	CO2, CH4, N2O, CO2e
	1.3	Emisi terkait proses langsung Direct Process-Related Emissions	N/A	
	1.4	Emisi bocor langsung Direct Fugitive Emissions	Emisi GRK yang hilang termasuk kebocoran dari peralatan dan sistem penyimpanan seperti *Cold Storage*. Fugitive GHG emissions, including leaks from equipment and storage systems such as cold storage facilities.	HFC, PFC, CO2e (kulkas, AC), N2O, CO2e (pupuk), CH4, N2O, CO2e, CH4, CO2e

Cakupan Scope	**No**	**Kategori** Category	**Contoh Sumber Emisi** Example Emission Sources	**GRK yang dilaporkan: Menggunakan unit yang ditentukan** Reported GHGs: Using the Specified Unit
Cakupan 2	2.1	Emisi tidak langsung dari energi yang dikonsumsi yang diimpor melalui jaringan fisik (Pemanasan, uap,pendinginan, udara bertekanan) tidak termasuk Listrik Indirect Emissions from Consumed Energy Imported Through Physical Networks (Heating, Steam, Cooling, Compressed Air), Excluding Electricity	Emisi yang dihasilkan dari pembangkitan uap impor, pemanasan, pendinginan, udara bertekanan. Emissions generated from the generation of imported steam, heating, cooling, and compressed air.	
Cakupan 3	3.1	Transportasi dan distribusi Hulu Upstream Transportation and Distribution	Transportasi dan distribusi input (yaitu barang, jasa, bahan, atau bahan bakar yang dibeli atau diperoleh), termasuk transportasi dan distribusi perantara (antar fasilitas), pergudangan, dan penyimpanan, yang terkait dengan pemasok langsung. Transportation and distribution of inputs (i.e., purchased or acquired goods, services, materials, or fuels), including intermediate transportation and distribution (between facilities), warehousing, and storage associated with direct suppliers.	CO2, CH4, N2O, CO2e
	3.2	Transportasi dan distribusi Hilir Downstream Transportation and Distribution	Transportasi dan distribusi produk yang dijual, termasuk pergudangan dan ritel. Transportation and distribution of sold products, including warehousing and retail.	CO2, CH4, N2O, CO2e
	3.3	Perjalanan karyawan Employee Commuting	Transportasi karyawan dari rumah ke tempat kerja selama tahun pelaporan (dengan kendaraan yang tidak dimiliki atau dioperasikan oleh perusahaan pelapor); Karyawan yang bekerja dari rumah ke tempat kerja (telecommuting). Transportation of employees between their homes and workplaces during the reporting year using vehicles not owned or operated by the reporting company; employees commuting between home and the workplace (telecommuting).	CO2, CH4, N2O, CO2e
	3.4	Transportasi Klien dan Pengunjung Client and Visitor Transportation	Transportasi ke dan dari lokasi pengunjung klien ke organisasi Transportation to and from client and visitor locations to the organization.	CO2, CH4, N2O, CO2e
	3.5	Perjalanan bisnis Business Travel	Perjalanan bisnis karyawan. Employee Business Travel	CO2, CH4, N2O, CO2e

Dalam tahapan operasional untuk memperoleh data emisi Gas Rumah Kaca, PT Perikanan Indonesia

In the operational stage of obtaining Greenhouse Gas (GHG) emissions data, PT Perikanan Indonesia

(Persero) Bersama PT RNI (Persero) melakukan perhitungan melalui kalkulator GRK dengan memasukkan data-data operasional perusahaan.

(Persero), together with PT RNI (Persero), performs calculations using a GHG calculator by entering the Company's operational data.

Berdasarkan perhitungan tersebut, dan dengan menggunakan metodologi yang sama untuk memproses data operasional tahun 2024 menjadi emisi GRK, PT Perikanan Indonesia (Persero) melaporkan jumlah emisi sebagai berikut:

Based on these calculations, and using the same methodology to process the 2024 operational data into GHG emissions, PT Perikanan Indonesia (Persero) reports the total emissions as follows:

Cakupan 1:
Scope 1:

No	Sumber Emisi Emission Sources	Bahan Bakar Fuel	Emisi Emissions	Satuan Unit
1	Pabrik Pakan Feed Mill	Batu bara Coal	0	CO2
2	Bahan bakar kapal Vessel Fuel	Solar Diesel	75,33	CO2
3	Bahan bakar kapal Vessel Fuel	Gasoline Pertalite	7,24	CO2
4	Kendaraan dinas Direksi Directors' Official Vehicles	Solar Diesel	56,11	CO2
5	Kendaraan dinas operasional Operational Vehicles	Gasoline Pertalite	0,37	CO2
6	Refigerant AC kantor Office AC Refigrant	Refrigeran (R22, R32)	254,11	CO2eq
7	Refigerant Cold Storage	Refrigeran (R22, A404A)	7586,91	CO2eq

Cakupan 2 Belum dilakukan pengukuran
Scope 2: Not Yet Measured
Cakupan 3 Belum dilakukan pengukuran
Scope 3: Not Yet Measured

Proses Mengelola Dampak

Impact Management Process

[GRI 2-25]

Sebagai Badan Usaha Milik Negara (BUMN) yang memegang peran ganda yaitu mencari keuntungan komersial sekaligus menjadi agen pembangunan (agent of development), proses mengelola dampak di PT Perikanan Indonesia (Persero) berpusat pada keseimbangan antara pilar Ekonomi, Sosial, dan Lingkungan (ESG).

As a State-Owned Enterprise (SOE) that plays a dual role, namely pursuing commercial profit while also serving as an agent of development, the impact management process at PT Perikanan Indonesia (Persero) focuses on maintaining a balance among the Economic, Social, and Environmental (ESG) pillars.

Proses pengelolaan dampak di sektor perikanan sangat kompleks karena berhadapan langsung dengan eksploitasi sumber daya alam dan hajat hidup masyarakat khususnya masyarakat pesisir. Berikut adalah tahapan sistematis dalam mengelola dampak tersebut:

The impact management process in the fisheries sector is highly complex because it directly involves the exploitation of natural resources and the livelihoods of communities, particularly coastal communities. The following are the systematic stages in managing these impacts:

Identifikasi dan Penilaian Materialitas (Materiality Assessment)

Identification and Materiality Assessment (Materiality Assessment)

1. Langkah pertama adalah memetakan dampak operasional perusahaan dari hulu (penangkapan) hingga hilir (pengolahan dan distribusi).

1. The first step is to map the Company's operational impacts from upstream (fishing) to downstream (processing and distribution)

a. Dampak Lingkungan: Risiko penangkapan ikan berlebih (overfishing), bycatch (tangkapan spesies yang tidak ditargetkan), jejak karbon dari operasional cold storage dan kapal, serta pengelolaan limbah cair dari pabrik pengolahan.

b. Dampak Sosial: Kesejahteraan dan keselamatan kerja nelayan mitra, standar ketenagakerjaan di pabrik pengolahan, serta dampak operasi pelabuhan terhadap masyarakat pesisir.
c. Dampak Ekonomi: Stabilitas harga ikan di pasaran, ketahanan pangan nasional, dan kontribusi terhadap Pendapatan Negara.

2. Strategi Mitigasi dan Perencanaan
Setelah dampak diidentifikasi, perusahaan menyusun strategi mitigasi dengan menggunakan pendekatan hierarki: mencegah, mengurangi, atau memulihkan.

a. Pencegahan IUU Fishing: Menolak hasil tangkapan dari praktik Illegal, Unreported, and Unregulated (IUU) Fishing. Ini adalah mitigasi dampak lingkungan paling krusial.

b. Efisiensi Sumber Daya: Merencanakan modernisasi fasilitas cold storage dengan teknologi hemat energi untuk menekan emisi karbon dan menurunkan biaya operasional.

c. Pemberdayaan Terstruktur: Menyusun skema kemitraan inti-plasma yang adil, di mana Perseroan bertindak sebagai offtaker (pembeli siaga) yang menjamin serapan hasil tangkapan nelayan dengan harga yang wajar dan stabil.

3. Implementasi dan Integrasi Operasional
Rencana mitigasi yang diterapkan perseroan yaitu:

a. Sistem Ketertelusuran (Traceability): Mengimplementasikan sistem pelacakan untuk memastikan setiap ikan yang diproses dapat dilacak asal-usulnya, alat tangkap yang digunakan, dan legalitas kapalnya.

b. Pengelolaan Limbah Terpadu: Mengoperasikan Instalasi Pengolahan Air Limbah (IPAL) secara ketat di seluruh unit pengolahan ikan agar efluen yang dibuang ke laut sesuai dengan baku mutu lingkungan.

c. Penyaluran Tanggung Jawab Sosial (TJSL/CSR): Melaksanakan Program TJSL yang memberikan dampak nyata bagi masyarakat, lingkungan dan perusahaan.

4. Identifik Pemantauan, Pengukuran, dan Audit
Untuk memastikan program berjalan efektif, dampak yang telah dimitigasi harus diukur

.
a. Environmental Impacts: Risks of overfishing, bycatch (capture of non-target species), carbon footprint from cold storage and vessel operations, and wastewater management from processing plants.

b. Social Impacts: Welfare and occupational safety of partner fishermen, labor standards at processing plants, and the impacts of port operations on coastal communities.
c. Economic Impacts: Stability of fish prices in the market, national food security, and contribution to State Revenue.

2. Mitigation Strategy and Planning
After the impacts are identified, the Company develops mitigation strategies using a hierarchical approach: prevention, reduction, or restoration.

a. IUU Fishing Prevention: Rejecting catches resulting from Illegal, Unreported, and Unregulated (IUU) Fishing practices. This is the most crucial environmental impact mitigation measure.

b. Resource Efficiency: Planning the modernization of cold storage facilities with energy-efficient technology to reduce carbon emissions and lower operational costs.

c. Structured Empowerment: Developing a fair core-plasma partnership scheme, whereby the Company acts as an offtaker (standby buyer) that guarantees the absorption of fishermen's catches at fair and stable prices.

3. Operational Implementation and Integration
The mitigation plans implemented by the Company are as follows:

a. Traceability System: Implementing a tracking system to ensure that every fish processed can be traced to its origin, the fishing gear used, and the legality of the vessel.

b. Integrated Waste Management: Strictly operating Wastewater Treatment Plants (IPAL) across all fish processing units to ensure that effluent discharged into the sea complies with environmental quality standards.

c. Distribution of Environmental and Social Responsibility (TJSL/CSR): Implementing TJSL Programs that provide tangible impacts for communities, the environment, and the Company.

4. Identification, Monitoring, Measurement, and Audit

secara berkala berupa Sertifikasi Standar, yaitu mengejar atau mempertahankan sertifikasi keberlanjutan seperti HACCP, SKP dan Halal pada fasilitas pengolahan.

5. Pelaporan dan Peningkatan Berkelanjutan
   Tahap terakhir adalah mengomunikasikan hasil pengelolaan dampak kepada para pemangku kepentingan (pemerintah, investor, masyarakat) berupa Laporan Keberlanjutan (Sustainability Report). Laporan berkala yang diterbitkan perusahaan untuk mengungkapkan kinerja dan dampak organisasi terkait ekonomi, lingkungan, sosial, dan tata kelola (ESG).

To ensure that the programs are implemented effectively, the mitigated impacts must be measured periodically through Standard Certification, namely pursuing or maintaining sustainability certifications such as HACCP, SKP, and Halal certifications at processing facilities.

5. Reporting and Continuous Improvement
   The final stage is to communicate the results of impact management to stakeholders (government, investors, and communities) through the Sustainability Report. This periodic report is issued by the Company to disclose the organization's performance and impacts related to economic, environmental, social, and governance (ESG) aspects.

Material

[GRI 301-1] [GRI 301-2] [GRI 301-3]

Penggunaan Material yang Ramah Lingkungan

Use of Environmentally Friendly Materials

[OJK F.5]

PT Perikanan Indonesia (Persero) berkomitmen penuh untuk mengintegrasikan prinsip-prinsip konsumsi dan produksi yang bertanggung jawab di sepanjang rantai nilai industri kelautan hulu-hilir perusahaan. Perseroan menyadari bahwa pemilihan material bahan baku, pembungkus retail, dan bahan penunjang operasional pabrik memegang peranan krusial dalam memitigasi dampak penumpukan limbah non-organik di ekosistem daratan maupun laut lepas.

Sebagai perwujudan nyata komitmen terhadap kelestarian ekosistem laut, Perseroan menerapkan program keberlanjutan yang terintegrasi dari sektor hulu hingga hilir, dengan rincian aplikasi sebagai berikut:

1. Sektor Hulu (Penangkapan dan Pengadaan Bahan Baku Bertanggung Jawab):
   Dalam aktivitas penangkapan ikan, Perseroan secara konsisten mengimplementasikan penggunaan alat tangkap yang ramah lingkungan dan selektif. Guna memperkuat ekosistem hulu, Perseroan berkomitmen menjaga integrasi rantai pasok dengan memastikan bahwa seluruh komoditas bahan baku yang diterima dari mitra pihak ketiga berasal dari aktivitas penangkapan yang bertanggung jawab. Langkah ini didukung melalui penyelenggaraan sosialisasi reguler mengenai metode penangkapan berkelanjutan serta penyaluran bantuan alat tangkap ramah lingkungan kepada kelompok nelayan.

2. Sektor Hilir (Tata Kelola Pengolahan dan Penanganan Dampak):
   Pada fase pasca produksi, Perseroan menerapkan sistem pengelolaan limbah yang ketat di seluruh

PT Perikanan Indonesia (Persero) is fully committed to iIntegrating the principles of responsible consumption and production throughout the Company's upstream-to-downstream marine industry value chain. The Company recognizes that the selection of raw materials, retail packaging, and supporting materials for factory operations plays a crucial role in mitigating the impacts of non-organic waste accumulation in terrestrial and marine ecosystems.

As a tangible manifestation of its commitment to marine ecosystem conservation, the Company implements an integrated sustainability program from upstream to downstream, with the following applications:

1. Upstream Sector (Responsible Fishing and Raw Material Procurement):
   In fishing activities, the Company consistently implements the use of environmentally friendly and selective fishing gear. To strengthen the upstream ecosystem, the Company is committed to maintaining supply chain integration by ensuring that all raw material commodities received from third-party partners originate from responsible fishing activities. This measure is supported through regular socialization on sustainable fishing methods and the distribution of environmentally friendly fishing gear assistance to fishermen groups.

2. Downstream Sector (Processing Governance and Impact Management):
   In the post-production phase, the Company implements a strict waste management system

jaringan Unit Pengolahan Ikan (UPI). Aktivitas ini difokuskan pada pengolahan limbah operasional hasil pemrosesan produk perikanan guna memitigasi risiko pencemaran lingkungan sekitar pelabuhan. Perseroan memastikan seluruh parameter buangan sisa produksi telah memenuhi baku mutu yang aman sebelum dilepaskan kembali ke lingkungan, sejalan dengan prinsip industri hijau.

throughout its network of Fish Processing Units (UPI). This activity focuses on managing operational waste resulting from fisheries product processing to mitigate the risk of environmental pollution around port areas. The Company ensures that all parameters of production residual discharges meet safe quality standards before being released back into the environment, in line with green industry principles.

Pengendalian Polusi Udara
Air Pollution Control

PT Perikanan Indonesia (Persero) berkomitmen untuk mengendalikan potensi pencemaran udara yang timbul dari kegiatan operasional Perseroan sebagai bagian dari upaya menjaga kualitas lingkungan dan mendukung keberlanjutan usaha. Pengendalian dilakukan melalui penerapan langkah-langkah pencegahan, pemantauan, dan pengelolaan terhadap sumber emisi yang berasal dari penggunaan energi, pengoperasian kendaraan, peralatan operasional, serta kegiatan pendukung lainnya.

PT Perikanan Indonesia (Persero) is committed to controlling potential air pollution arising from the Company's operational activities as part of its efforts to maintain environmental quality and support business sustainability. Control measures are implemented through prevention, monitoring, and management of emission sources arising from energy use, vehicle operations, operational equipment, and other supporting activities.

Dalam pelaksanaannya, Perseroan melakukan pemeliharaan dan pemeriksaan berkala terhadap kendaraan, mesin, serta peralatan operasional guna menjaga kinerja peralatan dan meminimalkan potensi peningkatan emisi. Perseroan juga mendorong penggunaan energi secara efisien, optimalisasi pemanfaatan fasilitas operasional, serta penerapan praktik kerja yang mendukung pengurangan emisi dan pencemaran udara.

In its implementation, the Company conducts regular maintenance and inspections of vehicles, machinery, and operational equipment to maintain equipment performance and minimize potential increases in emissions. The Company also promotes efficient energy use, optimizes the utilization of operational facilities, and implements work practices that support the reduction of emissions and air pollution.

Melalui berbagai upaya tersebut, PT Perikanan Indonesia (Persero) berkomitmen untuk mengurangi potensi dampak lingkungan dari kegiatan operasional, meningkatkan efisiensi penggunaan energi, serta mendukung terciptanya lingkungan yang lebih bersih, sehat, dan berkelanjutan.

Through these efforts, PT Perikanan Indonesia (Persero) is committed to reducing the potential environmental impacts of operational activities, improving energy use efficiency, and supporting the creation of a cleaner, healthier, and more sustainable environment.

Mengelola Penggunaan dan Efisiensi Energi
Managing Energy Use and Efficiency

PT Perikanan Indonesia (Persero) menyadari bahwa energi merupakan salah satu sumber daya penting dalam mendukung kelangsungan kegiatan operasional Perseroan. Oleh karena itu, Perseroan berkomitmen untuk mengelola penggunaan energi secara efektif, efisien, dan bertanggung jawab sebagai bagian dari upaya meningkatkan efisiensi operasional, mengendalikan biaya, serta meminimalkan potensi dampak lingkungan yang ditimbulkan.

PT Perikanan Indonesia (Persero) recognizes that energy is one of the important resources supporting the continuity of the Company's operational activities. Therefore, the Company is committed to managing energy use effectively, efficiently, and responsibly as part of its efforts to improve operational efficiency, control costs, and minimize potential environmental impacts arising from its activities.

Pengelolaan energi dilakukan melalui pemantauan penggunaan energi pada fasilitas dan kegiatan operasional, serta penerapan berbagai langkah efisiensi yang disesuaikan dengan kebutuhan dan

Energy management is carried out through monitoring energy use in facilities and operational activities, as well as implementing various efficiency measures tailored to the Company's operational needs and characteristics.

karakteristik operasional Perseroan. Upaya tersebut antara lain dilakukan melalui optimalisasi penggunaan listrik dan bahan bakar, pengaturan penggunaan peralatan dan fasilitas operasional, pemeliharaan berkala terhadap mesin dan peralatan, serta penerapan perilaku hemat energi di lingkungan kerja.

These efforts include optimizing the use of electricity and fuel, regulating the use of operational equipment and facilities, conducting regular maintenance of machinery and equipment, and implementing energy-saving practices in the workplace.

Perseroan juga melakukan pengelolaan penggunaan energi pada fasilitas pendukung, termasuk pengaturan penggunaan pencahayaan, sistem pendingin ruangan, serta peralatan operasional lainnya. Penggunaan peralatan dilakukan secara proporsional sesuai dengan kebutuhan kegiatan, disertai dengan pengawasan dan pengendalian untuk menghindari penggunaan energi yang tidak efisien.

The Company also manages energy use in supporting facilities, including regulating the use of lighting, air-conditioning systems, and other operational equipment. Equipment is used proportionally according to operational needs, accompanied by supervision and control to prevent inefficient energy use.

Melalui pengelolaan penggunaan dan efisiensi energi secara berkelanjutan, PT Perikanan Indonesia (Persero) berupaya meningkatkan produktivitas dan efisiensi operasional, mengoptimalkan pemanfaatan sumber daya, serta mendukung upaya pengurangan emisi gas rumah kaca dan pencapaian tujuan pembangunan berkelanjutan.

Through sustainable energy use and efficiency management, PT Perikanan Indonesia (Persero) strives to improve productivity and operational efficiency, optimize resource utilization, support efforts to reduce greenhouse gas emissions, and contribute to the achievement of the Sustainable Development Goals.

Pendekatan Manajemen Topik Pengelolaan Energi

Management Approach to Energy Management Topics

Energi

Energy

[GRI 302-1] [GRI 302-2] [GRI 302-3] [GRI 302-4] [GRI 302-5]

Jumlah dan Intensitas Energi yang Digunakan

Amount and Intensity of Energy Used

[OJK F.6]

PT Perikanan Indonesia (Persero) menyadari bahwa sektor industri perikanan hulu-hilir khususnya pada pengoperasian fasilitas pelabuhan, Unit Pengolahan Ikan (UPI), dan sistem rantai dingin (*cold chain storage*) memiliki ketergantungan yang tinggi terhadap konsumsi energi listrik dan bahan bakar minyak (BBM). Sebagai bagian dari komitmen perseroan terhadap aspek lingkungan (*Environmental*) dan dukungan terhadap target Pemerintah Indonesia dalam menurunkan emisi Gas Rumah Kaca (GRK) menuju *Net Zero Emission*, perseroan secara konsisten menerapkan praktik manajemen energi yang efisien, bertanggung jawab, dan adaptif terhadap risiko perubahan iklim.

PT Perikanan Indonesia (Persero) recognizes that the upstream-to-downstream fisheries industry, particularly in the operation of port facilities, Fish Processing Units (UPI), and cold chain storage systems, is highly dependent on electricity and fuel consumption. As part of the Company's commitment to environmental (Environmental) aspects and its support for the Indonesian Government's target of reducing Greenhouse Gas (GHG) emissions toward Net Zero Emission, the Company consistently implements efficient, responsible, and climate risk-adaptive energy management practices.

Guna memastikan transparansi dan sebagai basis penentuan Indeks Keberlanjutan Semesteran, perseroan melakukan pencatatan serta monitoring berkala terhadap sumber energi utama operasional hulu-hilir.

To ensure transparency and as a basis for determining the Semiannual Sustainability Index, the Company records and regularly monitors the main energy sources used in its upstream-to-downstream operations.

berikut penggunaan energi PT Perikanan Indonesia (Persero) Tahun 2025

The following presents the energy use of PT Perikanan Indonesia (Persero) in 2025.

Sumber Energi Energy Sources	Jumlah Quantity	Satuan Unit
Listrik PLN PLN Electricity	9.769	MWH
BBM Fuel		
Bahan bakar kapal Vessel Fuel	30.504	Liter
Kendaraan dinas direksi Directors' Official Vehicles	21.600	Liter
Kendaraan dinas operasional Operational Vehicles	5.130	Liter

Aspek Air
Water Aspect
[OJK F.8]

Penggunaan Air
Water Use

PT Perikanan Indonesia (Persero) memahami bahwa air merupakan sumber daya alam yang sangat krusial dan krits dalam rantai nilai industri kelautan dan perikanan. Penggunaan air dalam volume yang signifikan mutlak diperlukan pada sektor hulu-hilir, mulai dari operasional kepelabuhanan (suplai air bersih untuk kapal tangkap), pembersihan bahan baku secara higienis di Unit Pengolahan Ikan (UPI), hingga proses produksi es balok sebagai penunjang utama sistem rantai dingin (cold chain). Oleh karena itu, perseroan berkomitmen untuk menerapkan praktik tata kelola air yang bertanggung jawab, efisien, dan berwawasan lingkungan guna mendukung ketercapaian SDG 6 (Air Bersih dan Sanitasi Layak) serta SDG 14 (Ekosistem Laut).

PT Perikanan Indonesia (Persero) recognizes that water is a highly crucial and critical natural resource within the marine and fisheries industry value chain. The use of significant volumes of water is essential across the upstream-to-downstream sectors, ranging from port operations (clean water supply for fishing vessels), hygienic cleaning of raw materials at Fish Processing Units (UPI), to the production of block ice as a key component supporting the cold chain system. Therefore, the Company is committed to implementing responsible, efficient, and environmentally conscious water management practices to support the achievement of SDG 6 (Clean Water and Sanitation) and SDG 14 (Life Below Water).

Implementasi kebijakan penghematan air yang dijalankan secara konsisten oleh perseroan diproyeksikan mampu mereduksi volume pengambilan air secara signifikan pada skala operasional yang sama. Praktik manajemen air ini berhasil menekan tingkat konsumsi air secara berkelanjutan, di mana efisiensi pemanfaatan air tetap tercapai secara optimal tanpa mengkompromikan stabilitas volume produksi perusahaan [–].Sebagai bukti nyata dari keberhasilan strategi efisiensi tersebut, pada tahun buku 2025 perseroan mencatatkan total volume penggunaan air sebanyak 600.000 m³, atau berhasil mengalami penurunan sebesar 48.341 m³ jika dibandingkan dengan realisasi konsumsi air pada periode tahun buku 2024.

The implementation of water conservation policies consistently carried out by the Company is projected to significantly reduce water withdrawal volumes at the same operational scale. These water management practices have successfully reduced water consumption levels sustainably, whereby optimal water use efficiency is achieved without compromising the stability of the Company's production volume [–]. As tangible evidence of the success of this efficiency strategy, in the 2025 financial year, the Company recorded a total water use volume of 600,000 m³, representing a decrease of 48,341 m³ compared to the realized water consumption in the 2024 financial year.

Risiko Kelangkaan Air
Water Scarcity Risk

Air merupakan salah satu sumber daya penting dalam mendukung kegiatan operasional PT Perikanan Indonesia (Persero), khususnya untuk kebutuhan sanitasi, kebersihan fasilitas, proses operasional, serta kegiatan pendukung lainnya. Ketersediaan air yang memadai dan berkualitas menjadi faktor penting dalam menjaga kelancaran operasional serta pemenuhan standar kebersihan dan keamanan produk.

Water is one of the important resources supporting the operational activities of PT Perikanan Indonesia (Persero), particularly for sanitation, facility cleanliness, operational processes, and other supporting activities. Adequate availability and quality of water are important factors in maintaining operational continuity and meeting product hygiene and safety standards.

Perseroan menyadari bahwa perubahan kondisi lingkungan, peningkatan kebutuhan air, keterbatasan ketersediaan sumber air di wilayah tertentu, serta potensi gangguan terhadap pasokan air dapat menimbulkan risiko terhadap keberlangsungan kegiatan operasional. Risiko kelangkaan air berpotensi menyebabkan terganggunya aktivitas operasional, meningkatnya biaya penyediaan air, serta memengaruhi efektivitas kegiatan yang membutuhkan ketersediaan air secara berkelanjutan.

The Company recognizes that changes in environmental conditions, increasing water demand, limited availability of water sources in certain areas, and potential disruptions to water supply may pose risks to the continuity of operational activities. The risk of water scarcity has the potential to disrupt operational activities, increase water supply costs, and affect the effectiveness of activities that require a sustainable water supply.

Untuk memitigasi risiko tersebut, PT Perikanan Indonesia (Persero) melakukan pengelolaan penggunaan air secara bertanggung jawab melalui pemantauan dan pengendalian konsumsi air sesuai dengan kebutuhan operasional. Perseroan juga mendorong penggunaan air secara efisien, melakukan pemeliharaan terhadap jaringan dan fasilitas penyediaan air, serta mengupayakan pencegahan terhadap kebocoran atau penggunaan air yang tidak diperlukan.

To mitigate these risks, PT Perikanan Indonesia (Persero) responsibly manages water use through monitoring and controlling water consumption according to operational needs. The Company also promotes efficient water use, maintains water supply networks and facilities, and seeks to prevent leaks or unnecessary water use.

Ke depan, PT Perikanan Indonesia (Persero) akan terus melakukan evaluasi terhadap penggunaan dan kebutuhan air, mengidentifikasi potensi risiko ketersediaan air pada lokasi operasional, serta mengembangkan langkah-langkah peningkatan efisiensi sesuai dengan kebutuhan dan kapasitas Perseroan. Melalui upaya tersebut, Perseroan berkomitmen untuk menjaga keberlangsungan operasional sekaligus mendukung pemanfaatan sumber daya air secara bertanggung jawab dan berkelanjutan.

Going forward, PT Perikanan Indonesia (Persero) will continue to evaluate water use and requirements, identify potential water availability risks at operational locations, and develop efficiency improvement measures according to the Company's needs and capacity. Through these efforts, the Company is committed to maintaining operational continuity while supporting the responsible and sustainable use of water resources.

Pengambilan/Penarikan, Pembuangan dan Konsumsi

Withdrawal, Discharge, and Consumption

[GRI 306-1] [GRI 306-2] [GRI 306-3] [GRI 306-4] [GRI 306-5]

Aspek Limbah dan Efluen
Waste and Effluents Aspect

PT Perikanan Indonesia (Persero) berkomitmen penuh untuk mengeliminasi potensi polusi dan degradasi lingkungan di sekitar kawasan operasional melalui penerapan tata kelola limbah yang bertanggung jawab. Perseroan menyadari bahwa limbah padat dan efluen (limbah cair domestik serta industri) jika tidak dikelola dengan baik dapat mengganggu kualitas ekosistem perairan. Oleh karena itu, Perseroan mengintegrasikan sistem manajemen lingkungan hulu-hilir guna memastikan seluruh buangan operasional memenuhi standar baku mutu lingkungan.

PT Perikanan Indonesia (Persero) is fully committed to eliminating potential pollution and environmental degradation around its operational areas through the implementation of responsible waste management practices. The Company recognizes that solid waste and effluent (domestic and industrial wastewater), if not properly managed, may adversely affect the quality of aquatic ecosystems. Therefore, the Company integrates an upstream-to-downstream environmental management system to ensure that all operational discharges comply with applicable environmental quality standards.

Perusahaan berkomitmen tinggi dalam mengelola limbah buangan agar tidak mencemari ekosistem dan masyarakat. Sebelum dibuang ke badan air, limbah buangan terlebih dahulu diproses agar tidak melebihi ambang batas baku mutu yang telah ditetapkan dalam

The Company is highly committed to managing waste discharges to prevent pollution of ecosystems and communities. Prior to discharge into water bodies, waste discharges are first treated to ensure that they do not exceed the environmental quality thresholds established under applicable laws and regulations or

peraturan perundangan atau perizinan. Adapun proses pengelolaan limbah di Perusahaan mengacu kepada:

1. Undang-Undang Republik Indonesia No. 32 Tahun 2009 tentang Perlindungan dan Pengelolaan Lingkungan Hidup.
2. Undang-Undang Republik Indonesia No. 18 Tahun 2008 tentang Pengelolaan Sampah.
3. Undang-Undang Republik Indonesia No. 11 Tahun 2020 tentang Cipta Kerja.
4. Peraturan Pemerintah Republik Indonesia No. 22 Tahun 2021 tentang Penyelenggaraan Perlindungan dan Pengelolaan Lingkungan Hidup.
5. Peraturan Menteri Lingkungan Hidup dan Kehutanan Nomor 6 Tahun 2021 tentang Tata Cara dan Persyaratan Pengelolaan Limbah Bahan Berbahaya Dan Beracun.

permits. The Company's waste management process refers to:

1. Law of the Republic of Indonesia No. 32 of 2009 concerning Environmental Protection and Management.
2. Law of the Republic of Indonesia No. 18 of 2008 concerning Waste Management.
3. Law of the Republic of Indonesia No. 11 of 2020 concerning Job Creation.
4. Government Regulation of the Republic of Indonesia No. 22 of 2021 concerning the Implementation of Environmental Protection and Management.
5. Regulation of the Minister of Environment and Forestry No. 6 of 2021 concerning Procedures and Requirements for the Management of Hazardous and Toxic Waste.

Timbulan Limbah dan Dampak-Dampak yang Signifikan terkait Limbah

Waste Generation ad Significant Waste-Related Impacts

PT Perikanan Indonesia (Persero) menyadari bahwa setiap tahapan operasional hulu-hilir mulai dari aktivitas bongkar muat kapal di pelabuhan, produksi es, hingga proses pembekuan ikan di Unit Pengolahan Ikan (UPI) secara inheren menghasilkan timbulan limbah. Sebagai perusahaan yang menaruh perhatian besar pada keberlanjutan ekosistem maritim, Perseroan melakukan identifikasi dan memetakan karakteristik timbulan limbah guna memitigasi dampak-dampak signifikan yang dapat ditimbulkan terhadap lingkungan hidup, kesehatan masyarakat pesisir, serta kelangsungan bisnis Perusahaan. Melalui pemetaan rantai nilai (*value chain assessment*), Perseroan mengelompokkan timbulan limbah menjadi tiga kategori utama: limbah padat non-B3 (sisa potongan ikan dan sampah domestik), limbah cair/efluen (air sisa pencucian komoditas), dan limbah B3 (oli bekas dan lampu merkuri). Perseroan berkomitmen penuh untuk mengelola seluruh timbulan tersebut dari hulu guna memastikan bahwa tidak ada dampak negatif signifikan yang merusak baku mutu lingkungan perairan sekitar wilayah pelabuhan perikanan, selaras dengan pemenuhan regulasi POJK 51 dan indikator GRI 306-1.

PT Perikanan Indonesia (Persero) recognizes that each stage of its upstream-to-downstream operations, ranging from vessel loading and unloading activities at ports, ice production, to fish freezing processes at Fish Processing Units (UPI), inherently generates waste. As a company that places strong emphasis on the sustainability of marine ecosystems, the Company identifies and maps the characteristics of waste generation to mitigate significant impacts that may arise on the environment, the health of coastal communities, and the continuity of the Company's business. Through a value chain assessment, the Company categorizes waste generation into three main categories: non-B3 solid waste (fish trimmings and domestic waste), liquid waste/effluent (wastewater from commodity washing), and B3 waste (used oil and mercury lamps). The Company is fully committed to managing all such waste from the upstream stage to ensure that there are no significant negative impacts that damage the environmental quality standards of waters surrounding fisheries port areas, in line with compliance with POJK 51 and GRI 306-1 indicators.

Pengelolaan Dampak yang Signifikan terkait Limbah

Management of Significant Waste-Related Impacts

[GRI 306]

Sebagai bentuk tanggung jawab atas timbulan operasional, Perseroan menerapkan sistem manajemen lingkungan untuk mengelola dan memitigasi dampak terkait limbah. Perseroan mengutamakan pencegahan dari sumber (*prevention*), pengurangan volume (*reduction*), dan pemanfaatan kembali (*recovery*) sebelum melakukan pembuangan akhir. Langkah ini diambil untuk menjamin bahwa seluruh aktivitas Unit Pengolahan Ikan (UPI) dan kawasan pelabuhan tidak mendegradasi daya dukung lingkungan pesisir. Guna memastikan efektivitas pengelolaan dampak, Perseroan melibatkan seluruh karyawan dan mitra pengguna jasa pelabuhan dalam program pelestarian lingkungan. Pengawasan ketat ini dilakukan demi menegakkan kepatuhan terhadap regulasi lingkungan hidup nasional, meminimalkan risiko sanksi hukum, serta menjaga ekosistem laut tetap higienis, aman, dan berkelanjutan, selaras dengan pemenuhan POJK 51 dan indikator GRI 306-2.

As a form of responsibility for operational waste generation, the Company implements an environmental management system to manage and mitigate waste-related impacts. The Company prioritizes prevention at the source, volume reduction, and recovery before final disposal. This measure is taken to ensure that all activities of Fish Processing Units (UPI) and port areas do not degrade the carrying capacity of coastal environments. To ensure the effectiveness of impact management, the Company involves all employees and port service user partners in environmental conservation programs. This strict oversight is carried out to ensure compliance with national environmental regulations, minimize the risk of legal sanctions, and maintain marine ecosystems in a hygienic, safe, and sustainable condition, in line with compliance with POJK 51 and GRI 306-2 indicators.

Jumlah Limbah dan Efluen yang Dihasilkan Berdasarkan Jenis

Amount of Waste and Effluents Generated by Type

[OJK F.13]

PT Perikanan Indonesia (Persero) berkomitmen untuk mengelola limbah dan efluen secara bertanggung jawab guna meminimalkan dampak lingkungan yang timbul dari kegiatan operasional. Pengelolaan limbah dilakukan dengan mengedepankan prinsip pencegahan pencemaran, kepatuhan terhadap peraturan perundang-undangan, serta peningkatan efisiensi pemanfaatan sumber daya.

PT Perikanan Indonesia (Persero) is committed to managing waste and effluent responsibly to minimize the environmental impacts arising from operational activities. Waste management is carried out by prioritizing the principles of pollution prevention, compliance with laws and regulations, and improved resource use efficiency.

Limbah yang dihasilkan dari kegiatan operasional Perusahaan dikelompokkan berdasarkan karakteristiknya, yaitu limbah non-Bahan Berbahaya dan Beracun (non-B3) serta limbah Bahan Berbahaya dan Beracun (B3). Limbah non-B3 meliputi sampah organik, plastik, kertas, kardus, kayu, logam, dan jenis limbah lainnya yang berasal dari aktivitas perkantoran, operasional, maupun pengolahan hasil perikanan. Sementara itu, limbah B3 antara lain berupa oli pelumas bekas, aki bekas, lampu bekas, kemasan bahan kimia, serta limbah lain yang dikategorikan sebagai B3 sesuai dengan ketentuan yang berlaku.

Waste generated from the Company's operational activities is classified based on its characteristics, namely non-Hazardous and Toxic Waste (non-B3) and Hazardous and Toxic Waste (B3). Non-B3 waste includes organic waste, plastic, paper, cardboard, wood, metal, and other types of waste originating from office activities, operational activities, and fisheries product processing. Meanwhile, B3 waste includes used lubricating oil, used batteries, used lamps, chemical packaging, and other waste categorized as B3 in accordance with applicable requirements.

Selain limbah padat, Perusahaan juga menghasilkan efluen yang berasal dari kegiatan operasional, seperti proses pencucian bahan baku, pengolahan produk perikanan, sanitasi fasilitas, dan aktivitas domestik di lingkungan kerja. Sebelum dibuang ke lingkungan, efluen dikelola melalui sistem pengolahan air limbah sesuai kapasitas dan karakteristik masing-masing fasilitas, dengan tujuan memastikan kualitas air buangan memenuhi baku mutu yang dipersyaratkan oleh peraturan yang berlaku.

In addition to solid waste, the Company also generates effluent from operational activities, such as raw material washing processes, fisheries product processing, facility sanitation, and domestic activities within the workplace. Prior to discharge into the environment, effluent is managed through wastewater treatment systems according to the capacity and characteristics of each facility, with the aim of ensuring that the quality of discharged water meets the quality standards required by applicable regulations.

Perusahaan secara berkala melakukan pencatatan terhadap jumlah limbah dan volume efluen yang

The Company periodically records the amount of waste and volume of effluent generated as part of its

dihasilkan sebagai bagian dari sistem pemantauan kinerja lingkungan. Data tersebut digunakan untuk mengevaluasi efektivitas program pengelolaan limbah, mengidentifikasi peluang pengurangan timbulan limbah, meningkatkan kegiatan pemanfaatan atau daur ulang, serta mendukung perbaikan berkelanjutan dalam pengelolaan lingkungan.

environmental performance monitoring system. The data is used to evaluate the effectiveness of waste management programs, identify opportunities to reduce waste generation, enhance utilization or recycling activities, and support continuous improvement in environmental management.

Rincian jumlah limbah dan efluen yang dihasilkan selama periode pelaporan disajikan berdasarkan jenis limbah dan karakteristik efluen pada tabel berikut.

Details of the amount of waste and effluent generated during the reporting period are presented based on the type of waste and characteristics of the effluent in the following table.

Komposisi Limbah Waste Composition	**Jenis Timbulan Limbah** Types of Waste Generated	**Timbulan Limbah** Waste Generation	**Limbah yang dikirim ke Pembuangan Akhir** Waste Sent to Final Disposal
Limbah B3 Waste B3	Batu Bara (Pabrik Pakan) Coal (Feed Mill)	0 ton/ tahun	0 ton/ tahun
Limbah Non B3 Non Waste B3	ATK Office Supplies	0,1 ton/ tahun	0,1 ton/ tahun
	Plastik Plastic	0,1 ton/ tahun	0,1 ton/ tahun
	Limbah organik (sampah kebun) Organic Waste (Garden Waste)	1,8 ton/ tahun	1,8 ton/ tahun
	Limbah kertas dan kardus Paper and Cardboard Waste	0,4 Ton/ tahun	0,4 Ton/ tahun
	Limbah pengolahan ikan (kepala, jeroan, tulang) Fish Processing Waste (Heads, Innards, Bones)	36 Ton/ tahun	36 Ton/ tahun

Upaya Mengurangi Timbulan Limbah

Efforts to Reduce Waste Generation
[OJK F.14]

PT Perikanan Indonesia (Persero) berkomitmen untuk mengurangi timbulan limbah melalui penerapan prinsip pengelolaan lingkungan yang berorientasi pada pencegahan, pengurangan di sumbernya (source reduction), penggunaan kembali (reuse), daur ulang (recycle), dan pemanfaatan kembali (recovery). Pendekatan ini dilakukan sebagai bagian dari upaya meningkatkan efisiensi operasional sekaligus meminimalkan dampak lingkungan yang ditimbulkan dari kegiatan usaha Perusahaan.

PT Perikanan Indonesia (Persero) is committed to reducing waste generation through the implementation of environmental management principles oriented toward prevention, source reduction, reuse, recycling, and recovery. This approach is implemented as part of the Company's efforts to improve operational efficiency while minimizing the environmental impacts arising from the Company's business activities.

Selama periode pelaporan, Perusahaan melaksanakan berbagai inisiatif untuk mengurangi timbulan limbah, antara lain:

During the reporting period, the Company implemented various initiatives to reduce waste generation, including:

1. Mengoptimalkan penggunaan bahan baku dan bahan penunjang operasional guna meminimalkan sisa material yang tidak termanfaatkan.
2. Menerapkan digitalisasi proses administrasi dan dokumentasi untuk mengurangi penggunaan kertas serta kebutuhan pencetakan dokumen.
3. Melakukan pemilahan limbah di sumber berdasarkan jenisnya, seperti limbah organik, anorganik, dan limbah Bahan Berbahaya dan Beracun (B3), sehingga memudahkan proses

1. Optimize the use of raw materials and operational supporting materials to minimize unused material residues.
2. Implement digitalization of administrative and documentation processes to reduce paper use and the need for document printing.
3. Conduct waste segregation at the source based on type, such as organic waste, inorganic waste, and Hazardous and Toxic Waste (B3), to facilitate reuse and

pemanfaatan kembali maupun pengelolaan sesuai ketentuan yang berlaku.

4. Mendorong pemanfaatan kembali material yang masih layak digunakan, seperti penggunaan kertas bekas..
5. Menyalurkan limbah yang memiliki nilai ekonomi, seperti kertas, kardus, plastik, dan logam, kepada pihak yang memiliki izin atau kompetensi untuk didaur ulang.
6. Mengelola limbah B3 melalui penyimpanan sementara yang memenuhi persyaratan serta menyerahkannya kepada pengelola limbah berizin sesuai dengan ketentuan peraturan perundang-undangan.

Sebagai perusahaan yang bergerak di sektor perikanan, PT Perikanan Indonesia (Persero) juga terus berupaya mengoptimalkan pemanfaatan hasil samping (*by-product*) dari proses penanganan dan pengolahan hasil perikanan. Upaya ini dilakukan untuk meningkatkan nilai tambah sumber daya sekaligus mengurangi volume limbah yang harus dikelola, dengan tetap memperhatikan aspek keamanan pangan, kualitas produk, dan ketentuan yang berlaku.

Ke depan, Perusahaan akan terus memperkuat program pengurangan timbulan limbah melalui peningkatan efisiensi penggunaan sumber daya. Perusahaan berharap dapat mengurangi dampak lingkungan dari kegiatan operasional sekaligus menciptakan nilai yang berkelanjutan bagi para pemangku kepentingan.

management in accordance with applicable requirements.

4. Promote the reuse of materials that are still suitable for use, such as the use of used paper.
5. Deliver waste with economic value, such as paper, cardboard, plastic, and metal, to parties that are licensed or competent to recycle such waste.
6. Manage B3 waste through temporary storage that meets the applicable requirements and deliver it to licensed waste management providers in accordance with the provisions of applicable laws and regulations.

As a company operating in the fisheries sector, PT Perikanan Indonesia (Persero) also continues to strive to optimize the utilization of by-products from fish handling and processing activities. This effort is undertaken to increase the added value of resources while reducing the volume of waste that needs to be managed, while continuing to pay attention to food safety, product quality, and applicable requirements.

Going forward, the Company will continue to strengthen its waste generation reduction programs through improved resource use efficiency. The Company expects to reduce the environmental impacts of operational activities while creating sustainable value for stakeholders.

Keanekaragaman Hayati
Biodiversity
[GRI 304]

PT Perikanan Indonesia (Persero) menyadari bahwa keberlanjutan bisnis hulu-hilir perusahaan sangat bergantung pada kesehatan, keseimbangan, dan kekayaan keanekaragaman hayati laut Indonesia. Eksploitasi sumber daya laut yang berlebihan atau tidak ramah lingkungan berisiko merusak rantai makanan maritim, mempercepat kepunahan spesies langka, dan mengancam mata pencaharian nelayan tradisional jangka panjang. Oleh karena itu, perseroan berkomitmen penuh untuk mengintegrasikan prinsip-prinsip konservasi ekosistem ke dalam kebijakan operasional perusahaan guna mendukung ketercapaian SDG 14 (Ekosistem Laut)

Langkah nyata dan strategi perseroan dalam menjaga keanekaragaman hayati maritim diwujudkan melalui pilar-pilar kebijakan berikut:

1. Komitmen Menolak Praktik Penangkapan Merusak (Anti-Destructive Fishing)
   Perseroan menerapkan kebijakan ketat di sektor hulu untuk memastikan bahwa seluruh pasokan

PT Perikanan Indonesia (Persero) recognizes that the sustainability of the Company's upstream-to-downstream business is highly dependent on the health, balance, and richness of Indonesia's marine biodiversity. Excessive or environmentally unsustainable exploitation of marine resources risks damaging marine food chains, accelerating the extinction of endangered species, and threatening the long-term livelihoods of traditional fishermen. Therefore, the Company is fully committed to integrating ecosystem conservation principles into its operational policies to support the achievement of SDG 14 (Life Below Water).

The Company's concrete measures and strategies for preserving marine biodiversity are realized through the following policy pillars:

1. Commitment to Rejecting Destructive Fishing Practices (Anti-Destructive Fishing)
   The Company implements strict policies in the upstream sector to ensure that all fisheries

produk perikanan yang dikelola berasal dari aktivitas penangkapan yang legal, dilaporkan, dan diatur.

a. Modernisasi Alat Tangkap Ramah Lingkungan: Seperti yang diimplementasikan di wilayah Sorong, Papua Barat Daya, perseroan secara aktif membina dan mendistribusikan bantuan paket alat tangkap yang aman bagi ekosistem laut. Langkah ini diambil untuk menghentikan penggunaan alat tangkap destruktif (seperti cantrang atau pukat harimau) yang berpotensi merusak terumbu karang serta menangkap spesies non-target secara masif (bycatch).

b. Kepatuhan Kuota Penangkapan Ikan Terukur (PIT): Perseroan mematuhi regulasi Kementerian Kelautan dan Perikanan (KKP) terkait pembatasan kuota dan zonasi penangkapan untuk menjamin stok ikan liar di laut tetap memiliki waktu untuk bereproduksi secara alami.

2. Mitigasi Dampak Limbah Terhadap Ekosistem Pesisir
Perlindungan keanekaragaman hayati tidak hanya dilakukan di laut lepas, melainkan juga di wilayah pesisir sekitar pangkalan pendaratan ikan perusahaan.

products managed by the Company are sourced from legal, reported, and regulated fishing activities.

a. Modernization of Environmentally Friendly Fishing Gear: As implemented in the Sorong area, Southwest Papua, the Company actively provides guidance and distributes assistance packages containing fishing gear that is safe for marine ecosystems. This measure is taken to eliminate the use of destructive fishing gear (such as cantrang or trawl nets) that has the potential to damage coral reefs and massively capture non-target species (bycatch).

b. Compliance with Measured Fishing Quotas (PIT): The Company complies with the regulations of the Ministry of Marine Affairs and Fisheries (KKP) concerning fishing quotas and zoning restrictions to ensure that wild fish stocks in the sea have sufficient time to reproduce naturally.

2. Mitigation of Waste Impacts on Coastal Ecosystems
Biodiversity protection is carried out not only in open waters but also in coastal areas surrounding the Company's fish landing facilities.

Dampak dari Wilayah Operasional yang Dekat atau Berada di Daerah Konservasi atau memiliki Keanekaragaman Hayati

Impacts of Operational Areas Near or Within Conservation Areas or Areas with Biodiversity

[OJK F9]

PT Perikanan Indonesia (Persero) berkomitmen penuh untuk menyelaraskan seluruh aktivitas bisnis komersial dengan prinsip perlindungan keanekaragaman hayati (*biodiversity protection*) dan kelestarian ekosistem sensitif. Perseroan menyadari bahwa kelangsungan industri perikanan sangat bergantung pada kesehatan ekosistem pesisir yang berfungsi sebagai tempat pemijahan alami (*spawning ground*) biota laut. Berdasarkan hasil pemetaan batasan operasional, kantor unit PT Perikanan Indonesia (Persero) di Tarakan, Kalimantan Utara, diidentifikasi berbatasan langsung dengan Kawasan Konservasi Mangrove dan Bekantan (KKMB). Menyadari posisi strategis dan sensitivitas ekologis wilayah tersebut, Perseroan secara pruden menerapkan kebijakan tata kelola lingkungan yang ketat guna meminimalkan jejak ekologis, mencegah fragmentasi habitat, serta memastikan aktivitas pelabuhan dan pengolahan ikan tidak mengganggu kelestarian fauna endemik Bekantan (Nasalis larvatus) maupun vegetasi mangrove di area tersebut.

PT Perikanan Indonesia (Persero) is fully committed to aligning all commercial business activities with the principles of biodiversity protection and the conservation of sensitive ecosystems. The Company recognizes that the sustainability of the fisheries industry is highly dependent on the health of coastal ecosystems that serve as natural spawning grounds for marine biota. Based on the results of operational boundary mapping, the PT Perikanan Indonesia (Persero) unit office in Tarakan, North Kalimantan, has been identified as directly adjacent to the Mangrove and Proboscis Monkey Conservation Area (KKMB). Recognizing the strategic position and ecological sensitivity of the area, the Company prudently implements strict environmental governance policies to minimize its ecological footprint, prevent habitat fragmentation, and ensure that port and fish processing activities do not disrupt the conservation of the endemic proboscis monkey (Nasalis larvatus) or mangrove vegetation in the area.

Berikut adalah pemetaan lokasi perusahaan terhadap Kawasan konservasi:
The Following is the mapping of the Company's locations in relation to conservation areas:

Lokasi Location	**Dampak Aktivitas Perusahaan terhadap Keanekaragaman Hayati** Impact of Company Activities on Biodiversity
Unit Bisnis Tarakan Tarakan Business Unit	Potensi pencemaran peraian Potential Water Pollution

Perikanan Indonesia

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Bab/Chapter

07

Kinerja Sosial

Social Performance



Perikanan Indonesia (Persero) meyakini bahwa keberhasilan bisnis yang berkelanjutan tidak hanya diukur melalui pencapaian kinerja ekonomi, tetapi juga dari kemampuan Perseroan dalam menciptakan nilai tambah bagi karyawan, masyarakat, pelanggan, serta seluruh pemangku kepentingan. Oleh karena itu, Perseroan senantiasa mengintegrasikan aspek sosial ke dalam setiap aktivitas operasional melalui penerapan praktik bisnis yang bertanggung jawab, inklusif, dan berorientasi pada kesejahteraan bersama.

PT Perikanan Indonesia (Persero) believes that sustainable business success is measured not only by the achievement of economic performance, but also by the Company's ability to create added value for employees, communities, customers, and all stakeholders. Therefore, the Company continuously integrates social aspects into every operational activity through the implementation of responsible, inclusive, and welfare-oriented business practices.

Sepanjang tahun pelaporan, Perseroan terus memperkuat implementasi program-program sosial yang berfokus pada peningkatan kualitas sumber daya manusia, perlindungan terhadap hak-hak pekerja, pengembangan kompetensi, penciptaan lingkungan kerja yang aman dan bebas diskriminasi, serta pemberdayaan masyarakat di sekitar wilayah operasional.

Throughout the reporting year, the Company continued to strengthen the implementation of social programs focused on improving human resource quality, protecting workers' rights, developing competencies, creating a safe and discrimination-free working environment, and empowering communities around its operational areas.

Di bidang ketenagakerjaan, Perseroan berkomitmen menciptakan hubungan industrial yang harmonis melalui penerapan kebijakan yang adil, pemberian kesempatan yang setara bagi seluruh pegawai tanpa membedakan suku, agama, ras, gender, usia, maupun latar belakang lainnya. Perseroan juga terus mendorong peningkatan kompetensi pegawai melalui berbagai program pendidikan, pelatihan, dan pengembangan kapasitas yang disesuaikan dengan kebutuhan organisasi dan perkembangan industri perikanan.

In the area of employment, the Company is committed to creating harmonious industrial relations through the implementation of fair policies and providing equal opportunities for all employees without distinction based on ethnicity, religion, race, gender, age, or other backgrounds. The Company also continues to promote employee competency development through various education, training, and capacity development programs tailored to organizational needs and developments in the fisheries industry.

Dalam aspek keselamatan dan kesehatan kerja, Perseroan menerapkan berbagai langkah preventif untuk meminimalkan risiko kecelakaan kerja serta menjaga kesehatan seluruh pekerja. Upaya tersebut dilakukan melalui penyediaan fasilitas pendukung, identifikasi potensi bahaya, serta pemantauan dan evaluasi secara berkala terhadap implementasi sistem manajemen keselamatan kerja.

In terms of occupational health and safety, the Company implements various preventive measures to minimize the risk of work-related accidents and maintain the health of all employees. These efforts are carried out through the provision of supporting facilities, identification of potential hazards, as well as regular monitoring and evaluation of the implementation of the occupational safety management system.

Perseroan juga berupaya memberikan kontribusi positif kepada masyarakat melalui pelaksanaan program Tanggung Jawab Sosial dan Lingkungan (TJSL) yang difokuskan pada peningkatan kesejahteraan masyarakat, pemberdayaan pelaku usaha perikanan, peningkatan kapasitas nelayan dan UMKM, dukungan terhadap pendidikan, kesehatan, serta pelestarian lingkungan. Program-program tersebut dirancang agar memberikan manfaat yang berkelanjutan sekaligus memperkuat hubungan yang harmonis antara Perseroan dengan masyarakat.

The Company also strives to make a positive contribution to society through the implementation of Environmental and Social Responsibility (TJSL) programs focused on improving community welfare, empowering fisheries business operators, enhancing the capacity of fishermen and MSMEs, supporting education and health, and preserving the environment. These programs are designed to provide sustainable benefits while strengthening harmonious relationships between the Company and the community.

Ke depan, PT Perikanan Indonesia (Persero) akan terus meningkatkan kinerja sosial melalui penguatan tata kelola ketenagakerjaan, pengembangan kompetensi sumber daya manusia, peningkatan budaya keselamatan kerja, penghormatan terhadap hak asasi manusia, serta perluasan dampak positif program pemberdayaan masyarakat. Dengan demikian, Perseroan berharap dapat menciptakan pertumbuhan usaha yang inklusif, berkelanjutan, dan memberikan manfaat bagi seluruh pemangku kepentingan.

Going forward, PT Perikanan Indonesia (Persero) will continue to improve its social performance by strengthening employment governance, developing human resource competencies, fostering a stronger occupational safety culture, respecting human rights, and expanding the positive impact of community empowerment programs. Accordingly, the Company expects to create inclusive and sustainable business growth that provides benefits to all stakeholders.

Aspek Ketenagakerjaan
Lingkungan Bekerja yang Layak dan Aman

Employment Aspects
Decent and Safe Working Environment

[GRI 403] [OJK F.21]

Perseroan memandang seluruh insan karyawan sebagai aset strategis mutlak sekaligus penggerak utama dalam pencapaian transformasi bisnis berkelanjutan perusahaan. Sebagai anggota Holding BUMN Pangan ID FOOD, Perseroan berkomitmen penuh untuk menciptakan lingkungan kerja yang aman, inklusif, dan beretika. Kami senantiasa menghormati hak asasi manusia serta menjunjung tinggi asas kesetaraan peluang kerja tanpa adanya diskriminasi berbasis suku, agama, ras, antar golongan, maupun gender.

The Company views all employees as strategic assets and the main drivers in achieving the Company's sustainable business transformation. As a member of the ID FOOD State-Owned Enterprises (SOE) Food Holding, the Company is fully committed to creating a safe, inclusive, and ethical working environment. We consistently respect human rights and uphold the principle of equal employment opportunities without discrimination based on ethnicity, religion, race, inter-group affiliation, or gender.

Sepanjang tahun pelaporan, Perseroan secara konsisten menerapkan kebijakan ketenagakerjaan yang patuh terhadap seluruh regulasi ketenagakerjaan nasional, termasuk pemenuhan hak kesejahteraan karyawan secara adil. Komitmen ini diwujudkan melalui penguatan tata kelola hubungan industrial yang harmonis dan program peningkatan kapabilitas sumber daya manusia secara terencana. Langkah proaktif ini dirancang untuk mendukung Tujuan Pembangunan Berkelanjutan (TPB) Utamanya TPB 5 tentang Kesetaraan Gender dan TPB 8 tentang Pekerjaan Layak dan Pertumbuhan Ekonomi.

Throughout the reporting year, the Company consistently implemented employment policies that comply with all national labor regulations, including the fair fulfillment of employee welfare rights. This commitment is realized through strengthening harmonious industrial relations governance and implementing planned human resource capability development programs. These proactive measures are designed to support the Sustainable Development Goals (SDGs), particularly SDG 5 on Gender Equality and SDG 8 on Decent Work and Economic Growth.

Dalam mengimplementasikan tata kelola sumber daya manusia (SDM), PT Perikanan Indonesia (Persero) senantiasa menegakkan kepatuhan menyeluruh terhadap regulasi nasional serta standar internasional yang mengatur bidang ketenagakerjaan, hubungan industrial, dan penghormatan terhadap Hak Asasi Manusia (HAM). Kerangka kepatuhan hukum tersebut mencakup:

In implementing human resources (HR) governance, PT Perikanan Indonesia (Persero) consistently upholds comprehensive compliance with national regulations and international standards governing employment, industrial relations, and respect for Human Rights (HR). This legal compliance framework includes:

1. UU Nomor 39 Tahun 1999 tentang Hak Asasi Manusia: Menjamin hak karyawan atas perlakuan yang adil dan bebas dari diskriminasi.
2. UU Nomor 13 Tahun 2003 tentang Ketenagakerjaan: Mengatur hak dan kewajiban pekerja, termasuk upah yang layak dan jam kerja yang sesuai.
3. UU Nomor 6 Tahun 2023 tentang Penetapan Perppu Nomor 2 Tahun 2022 tentang Cipta Kerja: Mendukung fleksibilitas ketenagakerjaan sambil melindungi hak pekerja.
4. UU Nomor 21 Tahun 2000 tentang Serikat Pekerja/Serikat Buruh: Menjamin kebebasan berserikat bagi karyawan.

1. Law Number 39 of 1999 concerning Human Rights: Guarantees employees' rights to fair and non-discriminatory treatment.
2. Law Number 13 of 2003 concerning Manpower: Regulates workers' rights and obligations, including fair wages and appropriate working hours.
3. Law Number 6 of 2023 concerning the Stipulation of Government Regulation in Lieu of Law Number 2 of 2022 concerning Job Creation: Supports employment flexibility while protecting workers' rights.
4. Law Number 21 of 2000 concerning Trade Unions/Labor Unions: Guarantees employees' freedom of association.

5. UU Nomor 2 Tahun 2004 tentang Penyelesaian Perselisihan Hubungan Industrial: Memberikan kerangka penyelesaian konflik kerja secara adil.

6. PP Nomor 35 Tahun 2021: Mengatur perjanjian kerja, alih daya, waktu kerja, dan pemutusan hubungan kerja.

7. PP Nomor 36 Tahun 2021 tentang Pengupahan: Memastikan sistem pengupahan yang transparan dan kompetitif.

8. Peraturan Menteri Ketenagakerjaan Nomor 2 Tahun 2021: Menyediakan panduan pengupahan di industri padat karya selama pandemi.

9. Universal Declaration of Human Rights (PBB): Menjamin hak dasar karyawan di tempat kerja.
   Konvensi ILO No. 87/1948: Menjamin kebebasan berserikat dan perlindungan hak berorganisasi.

10. Konvensi ILO No. 87/1948: Menjamin kebebasan berserikat dan perlindungan hak untuk berorganisasi.

PT Perikanan Indonesia (Persero) berkomitmen penuh untuk mewujudkan lingkungan kerja yang aman, kondusif, dan inklusif sebagai fondasi dalam mendorong produktivitas serta kesejahteraan karyawan. Komitmen strategis ini diimplementasikan melalui fokus pada pilar-pilar utama berikut:

1. Keberagaman dan Inklusivitas (Kesetaraan Peluang):
   Perseroan menjunjung tinggi keberagaman dengan merangkul talenta dari berbagai latar belakang serta menegakkan kebijakan zero-discrimination terhadap jender, agama, suku, maupun etnis. Langkah ini merupakan kontribusi aktif Perseroan dalam mendukung Tujuan Pembangunan Berkelanjutan (TPB) 5: Kesetaraan Jender dan TPB 10: Berkurangnya Kesenjangan. Keadilan ini diwujudkan melalui pemberian akses yang setara pada program pengembangan kompetensi serta akselerasi karier (promosi) berbasis meritokrasi.

2. Jaminan Kesehatan dan Kesejahteraan Komprehensif:
   Dalam rangka menyelaraskan operasional dengan TPB 3: Kehidupan Sehat dan Sejahtera, Perseroan menjamin perlindungan kesehatan seluruh insan karyawan. Jaminan ini mencakup keanggotaan aktif BPJS Kesehatan, BPJS Ketenagakerjaan.

3. Infrastruktur dan Fasilitas Kerja yang Ergonomis: Perseroan menyediakan prasarana kerja yang higienis, bersih, dan memenuhi standar ergonomis demi menjaga kesehatan fisik serta mental karyawan.

4. Sistem Kompensasi yang Kompetitif:
   Guna menarik dan mempertahankan talenta terbaik industri (talent retention), Perseroan menerapkan struktur skala upah dan paket kompensasi yang kompetitif sesuai standar industri perikanan nasional. Sistem remunerasi ini mencakup gaji

5. Law Number 2 of 2004 concerning the Settlement of Industrial Relations Disputes: Provides a framework for resolving employment conflicts fairly.

6. Government Regulation Number 35 of 2021: Regulates employment agreements, outsourcing, working hours, and termination of employment.

7. Government Regulation Number 36 of 2021 concerning Wages: Ensures a transparent and competitive remuneration system.

8. Regulation of the Minister of Manpower Number 2 of 2021: Provides wage guidelines for labor-intensive industries during the pandemic.

9. Universal Declaration of Human Rights (United Nations): Guarantees employees' fundamental rights in the workplace.

10. ILO Convention No. 87/1948:
    Guarantees freedom of association and the protection of organizational rights.

PT Perikanan Indonesia (Persero) is fully committed to creating a safe, conducive, and inclusive working environment as a foundation for promoting employee productivity and welfare. This strategic commitment is implemented through a focus on the following key pillars:

1. Diversity and Inclusivity (Equal Opportunity):
   The Company upholds diversity by embracing talent from various backgrounds and enforcing a zero-discrimination policy with respect to gender, religion, ethnicity, and race. This initiative represents the Company's active contribution to supporting Sustainable Development Goal (SDG) 5: Gender Equality and SDG 10: Reduced Inequalities. This commitment to fairness is realized through equal access to competency development programs and meritocracy-based career advancement (promotion).

2. Comprehensive Health and Welfare Protection:
   In aligning its operations with SDG 3: Good Health and Well-Being, the Company ensures health protection for all employees. This protection includes active participation in BPJS Kesehatan and BPJS Ketenagakerjaan.

3. Ergonomic Work Infrastructure and Facilities: The Company provides hygienic, clean, and ergonomically compliant work facilities to maintain the physical and mental health of employees.

4. Competitive Compensation System:
   To attract and retain the industry's best talent (talent retention), the Company implements a wage scale structure and competitive compensation package in accordance with national fisheries industry standards. This remuneration system

pokok, tunjangan kesejahteraan, serta insentif yang dikaitkan langsung dengan pemenuhan Indikator Kinerja Utama (KPI) individu maupun korporasi.

includes basic salary, welfare allowances, and incentives directly linked to the achievement of individual and corporate Key Performance Indicators (KPIs).

Perekrutan dan Perputaran Karyawan

Employee Recruitment and Turnover

[GRI 401-1]

PT Perikanan Indonesia (Persero) memandang pengelolaan dinamika rekrutmen dan perputaran (turnover) karyawan sebagai indikator krusial dalam mengukur kesehatan organisasi, efektivitas manajemen talenta, serta stabilitas iklim kerja perusahaan. Sebagai bagian dari BUMN Holding Pangan (ID FOOD), perseroan berkomitmen untuk membangun sistem rekrutmen yang adil, transparan, dan inklusif guna menarik talenta-talenta terbaik bangsa. Di samping itu, perseroan secara proaktif menekan angka perputaran pekerja melalui penguatan retensi karyawan, penyediaan remunerasi yang adil, serta pencapaian lingkungan kerja yang layak dan aman sejalan dengan SDG 8 (Pekerjaan Layak dan Pertumbuhan Ekonomi).

PT Perikanan Indonesia (Persero) views the management of employee recruitment and turnover dynamics as a crucial indicator for measuring organizational health, talent management effectiveness, and the stability of the Company's work environment. As part of the State-Owned Enterprises (SOE) Food Holding (ID FOOD), the Company is committed to establishing a fair, transparent, and inclusive recruitment system to attract the nation's best talent. In addition, the Company proactively seeks to reduce employee turnover through strengthened employee retention, the provision of fair remuneration, and the achievement of a decent and safe working environment in line with SDG 8 (Decent Work and Economic Growth).

Praktik strategis perseroan dalam mengelola dinamika perputaran tenaga kerja harian dijabarkan melalui pilar-pilar akuntabilitas berikut:

The Company's strategic practices in managing daily workforce turnover dynamics are outlined through the following pillars of accountability:

1. Sistem Perekrutan Berbasis Meritokrasi dan Kesetaraan Peluang
   Proses pengadaan tenaga kerja (talent acquisition) di lingkungan PT Perikanan Indonesia (Persero) diselenggarakan secara tersentralisasi dan patuh pada prinsip Tata Kelola Perusahaan yang Baik (GCG):

   a. Anti-Diskriminasi dan Inklusi: Perseroan memberikan hak kesetaraan peluang (equal opportunity) yang mutlak bagi setiap pelamar kerja tanpa memandang gender, suku, agama, ras, antar-golongan (SARA), maupun kondisi fisik. Kompetensi teknis, kecocokan budaya kerja, serta integritas menjadi parameter tunggal dalam proses seleksi.

   b. Penyelarasan Kompetensi Global: Rekrutmen difokuskan untuk menjaring talenta yang adaptif terhadap modernisasi industri perikanan, guna mendukung rencana inovasi strategis seperti pengadopsian teknologi Smart Cold Chain System dan hilirisasi produk ritel premium Tukato Seafood

2. Manajemen Perputaran Pekerja (Employee Turnover Management)Perseroan menyadari bahwa angka perputaran karyawan yang tinggi dapat memicu inefisiensi biaya diklat serta mengganggu kontinuitas operasional Unit Pengolahan Ikan (UPI) cabang. Oleh karena itu, strategi retensi karyawan diterapkan secara disiplin melalui:

1. Meritocracy- and Equal Opportunity-Based Recruitment System
   The talent acquisition process within PT Perikanan Indonesia (Persero) is conducted in a centralized manner and adheres to the principles of Good Corporate Governance (GCG):

   a. Anti-Discrimination and Inclusion: The Company provides absolute equal opportunity rights to every job applicant regardless of gender, ethnicity, religion, race, inter-group affiliation (SARA), or physical condition. Technical competence, cultural fit, and integrity serve as the sole parameters in the selection process.

   b. Global Competency Alignment: Recruitment focuses on attracting talent that is adaptive to the modernization of the fisheries industry, in order to support strategic innovation plans such as the adoption of the Smart Cold Chain System and the downstream development of premium retail products under Tukato Seafood.

2. Employee Turnover Management
   The Company recognizes that a high employee turnover rate can lead to training cost inefficiencies and disrupt the operational continuity of branch Fish Processing Units (UPI). Therefore, employee retention strategies are implemented consistently through:

a. Evaluasi Exit Interview: Setiap karyawan yang mengajukan pengunduran diri (resignation) diwajibkan melalui proses wawancara akhir guna memetakan akar masalah sosiologis atau finansial yang menjadi pendorong perputaran pekerja.

a. Exit Interview Evaluation: Every employee who submits a resignation is required to undergo a final interview process to identify the sociological or financial root causes driving employee turnover.

b. Optimalisasi Retensi: Menekan angka keterputusan hubungan kerja melalui kejelasan jalur karir (career pathing), pemberian jaminan sosial 100% kepesertaan BPJS Kesehatan dan Ketenagakerjaan, serta penguatan kompetensi melalui program Sertifikasi BNSP.

b. Retention Optimization: Reducing employment termination rates through clear career paths, 100% participation in BPJS Kesehatan and BPJS Ketenagakerjaan social security programs, and competency strengthening through the BNSP Certification Program.

3. Kesetaraan Gender dalam Dinamika Tenaga Kerja (SDG 5)
Sejalan dengan kontribusi terhadap SDG 5 (Kesetaraan Gender), perseroan memantau secara ketat rasio rekrutmen dan turnover antara pekerja laki-laki dan perempuan. PT Perikanan Indonesia (Persero) memastikan bahwa kebijakan perlindungan hak normatif seperti jaminan cuti melahirkan dan penyediaan ruang laktasi menjadi instrumen penunjang yang efektif dalam mempertahankan talenta perempuan berbakat di tingkat staf hingga manajerial eksekutif.

3. Gender Equality in Workforce Dynamics (SDG 5)
In line with its contribution to SDG 5 (Gender Equality), the Company closely monitors recruitment and turnover ratios between male and female employees. PT Perikanan Indonesia (Persero) ensures that policies protecting normative rights, such as maternity leave entitlements and the provision of lactation rooms, serve as effective supporting instruments for retaining talented female employees from staff to executive management levels.

Berikut jumlah dan tingkat karyawan masuk dan keluar Perseroan Tahun 2025:
The following are the number and rate of employees joining and leaving the Company in 2025:

Uraian Decription	**2025**			
	Karyawan Masuk New Employees		**Karyawan Keluar** Employees Leaving	
	Jumlah Total	**%**	**Jumlah Total**	**%**
Jenis Kelamin Gender				
Laki – Laki Man	7	87,50%	9	75,00%
Perempuan Woman	1	12,50%	3	25,00%
Jumlah Total	8	100,00%	12	100,00%
Wilayah Kerja Work Area				
Sumatera	-	0,00%	2	16,67%
DKI Jakarta	7	87,50%	8	66,67%
Jawa Barat	-	0,00%	1	8,33%
Jawa Tengah	-	0,00%	-	0,00%
Jawa Timur	-	0,00%	-	0,00%
Bali, NTB, NTT	-	0,00%	-	0,00%
Sulawesi	-	0,00%	-	0,00%
Kalimantan	-	0,00%	-	0,00%
Maluku	1	12,50%	1	8,33%
Papua	-	0,00%	-	0,00%
Jumlah Total	8	100,00%	12	100,00%
Usia Age				
<30 Tahun <30 Years	1	12,50%	3	25,00%
31 – 50 Tahun 31 – 50 Years	2	25,00%	5	41,67%
>50 Tahun >50 Years	5	62,50%	4	33,33%
Jumlah Total	8	100,00%	12	100,00%

Kompensasi dan Kesejahteraan
Compensation and Welfare
GRI 401

PT Perikanan Indonesia (Persero) menetapkan pemenuhan sistem kompensasi yang adil dan jaminan kesejahteraan yang komprehensif sebagai pilar utama dalam membangun motivasi, produktivitas, serta retensi talenta terbaik korporasi. Sebagai bagian dari BUMN Holding Pangan (ID FOOD), perseroan memandang bahwa kesejahteraan insan perseroan merupakan investasi strategis yang berbanding lurus dengan keberlanjutan bisnis hulu-hilir perusahaan. Oleh karena itu, perseroan menjamin bahwa seluruh kebijakan remunerasi dan fasilitas penunjang dikelola secara transparan berbasis meritokrasi, patuh mutlak terhadap regulasi Undang-Undang Ketenagakerjaan nasional, serta berkontribusi nyata terhadap SDG 8 (Pekerjaan Layak dan Pertumbuhan Ekonomi).

PT Perikanan Indonesia (Persero) establishes the fulfillment of a fair compensation system and comprehensive welfare protection as key pillars in building motivation, productivity, and retention of the Company's best talent. As part of the State-Owned Enterprises (SOE) Food Holding (ID FOOD), the Company views the welfare of its employees as a strategic investment that is directly proportional to the sustainability of the Company's upstream-to-downstream business. Therefore, the Company ensures that all remuneration policies and supporting facilities are managed transparently based on meritocracy, fully comply with national labor laws and regulations, and make a tangible contribution to SDG 8 (Decent Work and Economic Growth).

Komposisi Pekerja
Employee Composition
[GRI 2-7] [GRI 2-8] [GRI 405-1] [OJK C.3]

Per 31 Desember 2024, jumlah pekerja PT Perikanan Indonesia (Persero), yang terdiri dari pekerja tetap dan pekerja kontrak, tercatat sebanyak 143 orang. Jumlah ini mengalami penurunan sebanyak 7 orang dibandingkan dengan tahun 2024 yang mencapai 150 orang.

As of December 31, 2024, the total number of PT Perikanan Indonesia (Persero) employees, consisting of permanent and contract employees, was 143 employees. This number decreased by 7 employees compared to 2024, when the total reached 150 employees.

Komposisi Pekerja Berdasarkan Jenis Kelamin
Composition of Employees by Gender

Jenis Kelamin Gender	2024	2025
Pria Man	113	108
Wanita Woman	37	35
Jumlah Total	**150**	**143**

Komposisi Pekerja Berdasarkan Level Jabatan
Composition of Employees by Job Level

Level Jabatan Job Level	2024	2025
Senior Executive Vice President	1	-
Vice President	9	10
Manager	22	21
Branch Manager	10	6
Assistant Manager	29	30
Kepala Unit Head of Unit	7	6
Staff	72	70
Jumlah Total	**150**	**143**

Komposisi Pekerja Berdasarkan Rentang Usia
Composition of Employees by Age Range

Rentang Usia Age Range	2024	2025
<24 tahun <24 years	-	1
25 - 36 tahun 25 – 36 years	59	50
37 - 45 tahun 37 – 45 years	36	33
46 - 50 tahun 46 – 50 years	26	24
51 - 55 tahun 51 – 55 years	25	27
>56 tahun >56 years	4	8
Jumlah Total	**150**	**143**

Komposisi Pekerja Berdasarkan Tingkat Pendidikan
Composition of Employees by Education Level

Tingkat Pendidikan Education Level	2024	2025
SD	4	3
SMP	0	2
SMA	39	36
Diploma	13	13
S1	80	274
S2	14	15
S3	-	-
Jumlah Total	**150**	**143**

Komposisi Pekerja Berdasarkan Status Kepegawaian
Composition of Employees by Employment Status

Status Kepegawaian Employment Status	2024	2025
Tetap Permanent	127	120
PKWT Fixed-Term Employment Agreement	23	23
Jumlah Total	**150**	**143**

Upah Minimum Regional
Minimum Wage Allowance
[GRI 202-1] [GRI 405-2] [OJK F.20]

PT Perikanan Indonesia (Persero) berkomitmen penuh untuk menegakkan prinsip keadilan, kelayakan finansial, dan kepatuhan hukum dalam menetapkan sistem remunerasi bagi seluruh pekerja di setiap level organisasi. Sebagai anggota dari BUMN Holding Pangan (ID FOOD), perseroan menjamin bahwa 100% upah minimum pekerja tetap maupun profesional berada di atas batas standar UMP atau UMK yang ditetapkan secara resmi oleh Pemerintah Daerah di

PT Perikanan Indonesia (Persero) is fully committed to upholding the principles of fairness, financial adequacy, and legal compliance in establishing a remuneration system for all employees at every organizational level. As a member of the State-Owned Enterprises (SOE) Food Holding (ID FOOD), the Company ensures that 100% of the minimum wages of permanent employees and professionals are above the UMP or UMK standards officially established by the Regional

masing-masing wilayah kerja kantor cabang dan kantor unit perseroan. Kebijakan kepatuhan remunerasi harian ini dikawal secara disiplin guna memenuhi amanat Undang-Undang Ketenagakerjaan nasional, serta sebagai wujud kontribusi nyata korporasi terhadap pencapaian pilar SDG 8 (Pekerjaan Layak dan Pertumbuhan Ekonomi).

Government in each work area of the Company's branch offices and unit offices. This daily remuneration compliance policy is strictly monitored to fulfill the mandate of national labor laws and regulations, as well as to demonstrate the Company's tangible contribution to the achievement of SDG 8 (Decent Work and Economic Growth).

Tunjangan

Regional

[GRI 401-2]

PT Perikanan Indonesia (Persero) menerapkan sistem tunjangan yang komprehensif dan akuntabel sebagai instrumen strategis untuk meningkatkan kesejahteraan, motivasi, serta kualitas hidup seluruh insan perseroan. Perseroan memandang penentuan komponen tunjangan bukan sekadar pengeluaran biaya operasional, melainkan investasi modal manusia (human capital investment) yang berdampak langsung pada resiliensi bisnis hulu-hilir perusahaan. Seluruh struktur pemberian tunjangan dikelola secara adil berbasis meritokrasi dan kepatuhan regulasi ketenagakerjaan nasional guna memberikan kontribusi nyata terhadap pencapaian pilar SDG 8 (Pekerjaan Layak dan Pertumbuhan Ekonomi) [–].Manifestasi nyata perseroan dalam menyelenggarakan komponen tunjangan pekerja harian diklasifikasikan ke dalam empat pilar perlindungan berikut:

PT Perikanan Indonesia (Persero) implements a comprehensive and accountable benefits system as a strategic instrument to improve the welfare, motivation, and quality of life of all Company employees. The Company views the determination of benefit components not merely as an operational expense, but as a human capital investment that directly impacts the resilience of the Company's upstream-to-downstream business. The entire benefits structure is managed fairly based on meritocracy and compliance with national labor regulations to make a tangible contribution to the achievement of SDG 8 (Decent Work and Economic Growth). The Company's tangible implementation in providing benefits for daily workers is classified into the following four pillars of protection:

1. Tunjangan Kesejahteraan Khusus dan Perlindungan Sosial

    a. Tunjangan Hari Raya (THR) Keagamaan: Pembayaran tunjangan hari raya keagamaan dilakukan secara disiplin dan tepat waktu bagi seluruh insan perseroan sesuai regulasi Kementerian Ketenagakerjaan.

    b. Uang duka. Perseroan berkomitmen penuh untuk hadir mendampingi serta meringankan beban finansial keluarga atau ahli waris insan perseroan yang mengalami musibah kedukaan

    c. Tunjangan Kesehatan & Fasilitas Perlindungan (100% Kepesertaan): Meliputi alokasi subsidi iuran kepesertaan aktif jaminan sosial komprehensif pada program BPJS Kesehatan serta BPJS Ketenagakerjaan (mencakup Jaminan Kecelakaan Kerja, Jaminan Hari Tua, Jaminan Pensiun, dan Jaminan Kematian) guna memitigasi risiko kerja fisik

2. Tunjangan Operasional berupa pembayaran Kompensasi Kerja Lembur bagi pekerja level staf dan pelaksana yang menjalankan jam kerja tambahan di luar jam reguler sesuai koridor UU Ketenagakerjaan.

1. Special Welfare Benefits and Social Protection

    a. Religious Holiday Allowance (THR): Payment of the religious holiday allowance is made consistently and on time for all Company employees in accordance with the regulations of the Ministry of Manpower.

    b. Bereavement Assistance: The Company is fully committed to providing support and alleviating the financial burden on the families or heirs of Company employees who experience bereavement.

    c. Health Benefits & Protection Facilities (100% Participation): Includes the allocation of contribution subsidies for active participation in comprehensive social security programs through BPJS Kesehatan and BPJS Ketenagakerjaan (covering Work Accident Insurance, Old Age Security, Pension Security, and Death Security) to mitigate physical work-related risks.

2. Operational Benefits in the form of overtime compensation payments for staff-level and operational employees who work additional hours beyond regular working hours in accordance with the provisions of the Labor Law.

3. Tunjangan Peralihan. Dalam hal terjadinya perubahan nomenklatur organisasi, penggabungan unit kerja, atau penyelarasan kelas jabatan (grading system) perseroan memberikan tunjangan peralihan secara proporsional.

3. Transition Allowance . In the event of changes to the organizational nomenclature, the merger of work units, or the alignment of the Company's job grades (grading system), the Company provides a proportional transition allowance.

PT Perikanan Indonesia (Persero) memahami bahwa kompensasi dan kesejahteraan karyawan merupakan pilar utama dalam meningkatkan kepuasan, produktivitas, dan retensi tenaga kerja. Perseroan berkomitmen untuk menyediakan paket kompensasi yang kompetitif serta program kesejahteraan yang mendukung keseimbangan kerja dan kehidupan karyawan, sekaligus memperkuat kontribusi terhadap visi perusahaan dalam mendukung ketahanan pangan nasional dan industri hijau. Komitmen ini sejalan dengan Peraturan Pemerintah Nomor 36 Tahun 2021 tentang Pengupahan, Peraturan Menteri Ketenagakerjaan Nomor 2 Tahun 2021, serta Tujuan Pembangunan Berkelanjutan (SDG) Nomor 8 (Pekerjaan Layak dan Pertumbuhan Ekonomi)

PT Perikanan Indonesia (Persero) understands that employee compensation and welfare are key pillars in improving employee satisfaction, productivity, and workforce retention. The Company is committed to providing competitive compensation packages and welfare programs that support employees' work-life balance, while also strengthening its contribution to the Company's vision of supporting national food security and the green industry. This commitment is aligned with Government Regulation Number 36 of 2021 concerning Wages, Regulation of the Minister of Manpower Number 2 of 2021, as well as Sustainable Development Goal (SDG) 8 (Decent Work and Economic Growth).

PT Perikanan Indonesia (Persero) menghargai dedikasi karyawan dalam mencapai tujuan perusahaan, termasuk implementasi strategi terintegrasi untuk mendukung industri dan ekonomi hijau melalui praktik perikanan berkelanjutan dan pengelolaan limbah Non-B3. Paket kompensasi yang diberikan mencakup:

PT Perikanan Indonesia (Persero) appreciates the dedication of its employees in achieving the Company's objectives, including the implementation of integrated strategies to support green industry and the green economy through sustainable fisheries practices and non-hazardous and toxic waste (Non-B3) management. The compensation package provided includes:

1. Gaji Pokok: Menggabungkan seluruh komponen eksisting yang pada hakikatnya menghargai faktor orang (pay for person)

1. Basic Salary: Combines all existing components that essentially recognize the individual factor (*pay for person*).

2. Tunjangan Jabatan: Pekerja yang menduduki jabatan struktural akan mendapatkan tunjangan jabatan sesuai tarif (fixed) yang ditentukan, sesuai dengan job grade yang diduduki saat ini

2. Position Allowance: Employees holding structural positions receive a position allowance at the specified fixed rate, in accordance with the job grade currently held.

3. Tunjangan Produktivitas: Menggabungkan seluruh komponen eksisting yang pada hakikatnya terkait dengan kehadiran (pay for productivity). Ketidakhadiran di tempat kerja akan dilakukan pemotongan dari penghasilan sebelum kewajiban yang lain sesuai tabel tunjangan produktivitas untuk setiap karyawan, kecuali menjalankan cuti dan karena sakit yang harus dibuktikan dengan surat keterangan dokter

3. Productivity Allowance: Combines all existing components that are essentially related to attendance (*pay for productivity*). Absence from the workplace will result in a deduction from income prior to other obligations, in accordance with the productivity allowance table applicable to each employee, except for employees taking leave or absent due to illness, which must be supported by a doctor's certificate.

4. Tunjangan Transisi: Merupakan selisih dari Take Home Pay (THP) existing dengan nilai gaji pokok dan tunjangan-tunjangan baru, untuk memastikan tidak ada karyawan yang mengalami penurunan penghasilan. Untuk tunjangan transisi bersifat sementara sampai ada evaluasi lebih lanjut, saat sistem remunerasi PT Rajawali Nusantara Indonesia (Persero) selaku Holding ID Food diberlakukan

4. Transition Allowance: Represents the difference between the existing Take-Home Pay (THP) and the value of the basic salary and new allowances, to ensure that no employee experiences a reduction in income. The transition allowance is temporary until further evaluation is conducted, when the remuneration system of PT Rajawali Nusantara Indonesia (Persero), as the Holding Company of ID FOOD, is implemented.

5. Tunjangan UMK: Bagi pekerja yang gaji pokok dan tunjangan produktivitas masih dibawah tarif UMK di masing-masing Kabupaten/Kota untuk sementara

5. UMK Allowance: Employees whose basic salary and productivity allowance remain below the applicable UMK rate in their respective regencies/municipalities

mendapatkan tunjangan UMK (sampai struktur remunerasi final ID FOOD diberlakukan)

will temporarily receive a UMK allowance until the final ID FOOD remuneration structure is implemented.

Tinjauan Kinerja

Worker Review

[GRI 404-3]

Sepanjang tahun pelaporan, PT Perikanan Indonesia (Persero) secara konsisten mengevaluasi kinerja pengelolaan Sumber Daya Manusia (SDM) guna memastikan seluruh kebijakan ketenagakerjaan selaras dengan arah transformasi strategis korporasi. Perseroan memandang bahwa optimalisasi kapabilitas karyawan merupakan pilar fundamental dalam mempertahankan pertumbuhan bisnis yang sehat dan berkelanjutan. Melalui implementasi pengelolaan SDM berbasis kompetensi (*Competency Based Human Resource Management*/CBHRM), Perseroan terus memantau pemenuhan Indikator Kinerja Utama (KPI) individu yang dikorelasikan langsung dengan produktivitas perusahaan. Tinjauan kinerja ketenagakerjaan pada tahun ini difokuskan pada penguatan kompetensi teknis, penegakan budaya kerja yang beretika, serta penciptaan lingkungan kerja yang inklusif dan aman. Pencapaian indikator kinerja SDM melalui 4 matriks evaluasi berikut:

1. Realisasi Jam Pelatihan Karyawan (GRI 404-1):
   Pada tahun 2025, Perseroan berhasil merealisasikan pelaksanaan program pelatihan dengan total durasi mencapai 2.634 jam. Upaya ini mencerminkan komitmen Perseroan dalam meningkatkan kompetensi, pengetahuan, dan keterampilan sumber daya manusia secara berkelanjutan. Secara rata-rata, setiap karyawan memperoleh 21,77 jam pelatihan sepanjang tahun, yang diharapkan mampu mendukung peningkatan produktivitas, profesionalisme, serta kesiapan karyawan dalam menghadapi dinamika dan tantangan bisnis yang terus berkembang.

2. Evaluasi Kinerja dan Pengembangan Karier (GRI 404-3):
   Menegaskan bahwa 100% karyawan tetap telah melalui proses tinjauan kinerja formal (performance appraisal) untuk memastikan penilaian yang adil dan memitigasi kesenjangan kompetensi.

3. Tingkat Retensi dan Perputaran Karyawan (Turnover Rate) (GRI 401-1):
   Menyajikan analisis angka perputaran karyawan. Tingkat turnover yang rendah mencerminkan keberhasilan kebijakan Perseroan dalam menjaga kepuasan kerja. Pada tahun pelaporan, Perseroan mencatat tingkat turnover karyawan sebesar 0,08%. Capaian tersebut menunjukkan tingkat pergantian karyawan yang sangat rendah, sehingga mencerminkan kemampuan Perseroan dalam mempertahankan tenaga kerja yang kompeten. Rendahnya tingkat turnover juga mengindikasikan terciptanya lingkungan kerja

Throughout the reporting year, PT Perikanan Indonesia (Persero) consistently evaluated the performance of Human Resources (HR) management to ensure that all employment policies were aligned with the direction of the Company's strategic transformation. The Company views the optimization of employee capabilities as a fundamental pillar in maintaining healthy and sustainable business growth. Through the implementation of Competency Based Human Resource Management (CBHRM), the Company continues to monitor the fulfillment of individual Key Performance Indicators (KPIs), which are directly correlated with Company productivity. The review of employment performance this year focused on strengthening technical competencies, upholding an ethical work culture, and creating an inclusive and safe working environment. The achievement of HR performance indicators is measured through the following four evaluation matrices:

1. Realization of Employee Training Hours (GRI 404-1):
   In 2025, the Company successfully implemented training programs with a total duration of 2,634 hours. This effort reflects the Company's commitment to continuously improving the competencies, knowledge, and skills of its human resources. On average, each employee received 21.77 hours of training throughout the year, which is expected to support improvements in productivity, professionalism, and employee readiness in facing the continuously evolving dynamics and challenges of the business.

2. Performance Evaluation and Career Development (GRI 404-3):
   The Company confirms that 100% of permanent employees have undergone a formal performance review (performance appraisal) process to ensure fair assessment and mitigate competency gaps.

3. Employee Retention and Turnover Rate (GRI 401-1):
   The Company presents an analysis of employee turnover figures. A low turnover rate reflects the success of the Company's policies in maintaining job satisfaction. During the reporting year, the Company recorded an employee turnover rate of 0.08%. This achievement indicates a very low employee turnover rate, reflecting the Company's ability to retain competent employees. The low turnover rate also indicates the creation of a conducive working environment, supported by an effective human resources management system,

yang kondusif, didukung oleh sistem pengelolaan sumber daya manusia yang efektif, kesempatan pengembangan kompetensi, serta pemberian kompensasi dan kesejahteraan yang kompetitif. Kondisi ini diharapkan dapat menjaga keberlangsungan operasional, mempertahankan pengetahuan organisasi, dan mendukung pencapaian tujuan bisnis Perseroan secara berkelanjutan.

opportunities for competency development, and competitive compensation and welfare. This condition is expected to maintain operational continuity, retain organizational knowledge, and support the achievement of the Company's business objectives in a sustainable manner.

Pelatihan dan Pengembangan Pekerja

Worker Training and Development

[GRI 2-23] [GRI 404-1] [GRI 404-2] [OJK F.22]

PT Perikanan Indonesia (Persero) meyakini bahwa penguatan kapasitas non-fisik insan perseroan merupakan pilar fundamental dalam mendukung siklus perbaikan berkelanjutan korporasi]. Di tengah dinamika industri kelautan yang menuntut standardisasi tinggi, perseroan secara berkala mengalokasikan anggaran khusus untuk menyelenggarakan program pelatihan dan edukasi berkelanjutan. Langkah strategis ini bertujuan untuk mengasah kompetensi teknis, memperluas wawasan manajerial, serta mendorong produktivitas kerja yang berdaya saing global sejalan dengan kontribusi terhadap SDG 8 (Pekerjaan Layak dan Pertumbuhan Ekonomi). berikut daftarnya:

PT Perikanan Indonesia (Persero) believes that strengthening the non-physical capacity of its employees is a fundamental pillar in supporting the Company's continuous improvement cycle. Amid the dynamics of the marine industry, which requires high standards of standardization, the Company periodically allocates a dedicated budget to organize continuous training and education programs. This strategic step aims to enhance technical competencies, broaden managerial knowledge, and promote globally competitive work productivity in line with its contribution to SDG 8 (Decent Work and Economic Growth). The list is as follows:

No	Nama Pendidikan, Seminar, dan Pelatihan Name of Education, Seminars, and Training	Penyelenggara Organizer	Peserta Participants	Lokasi Kerja Work Location	Waktu Pelaksanaan Implementation Date	Biaya Cost	Ket Remarks
1	Tantangan & Peluang Hubungan Industrial Tahun 2025 Industrial Relations Challenges & Opportunities in 2025	Masykur Isnan & Partners Law Firm	Dendy Setiady Darma Putra	Aminta Hall Lantai 1 Jakarta Selatan	31 Januari 2025 31 January 2025	200.000	Lulus Passed
2	SKILL UP 2025 Smart Import Strategies	PT RNI	Muadz Izharudin	Gedung WRT Lt UG	23-Apr-25	Gratis Free	Lulus Passed
3	SKILL UP 2025 Training Emisi GRK & Workshop Penyusunan Roadmap Dekarbonisasi SKILL UP 2025 Training: GHG Emissions & Decarbonization Roadmap Preparation Workshop	PT RNI	1. Adi Setya Purnama 2. Deliana Pradhita Sari 3. Jon Budi	Gedung WRT Lt UG	28-Apr-25	Gratis Free	Lulus Passed
4	Akhlak Talk Series IDE Food Group seri Kompeten 2025 : Work Smart High Impact	PT RNI	Segenap Karyawan Perindo	Online (PT Perikanan Indonesia (Persero))	16 Mei 2025 16 May 2025	Gratis Free	Lulus Passed
5	Workshop Komunikasi BUMN : Komunikasi Media Sosial melalui Optimasi Artificial Intelligence (AI) SOE Communication Workshop: Social Media Communication through Artificial Intelligence (AI) Optimization	PT RNI	Meryl Noveny Tamboto	Gedung Nawasena, Mandiri Corporate University Jl. Daan Mogot - Jakarta Barat	27 Mei - 28 Mei 2025 27 May–28 May 2025	5.000.000	Lulus Passed
6	SKILL UP 2025 : Excel Intermediate	PT RNI	Muhammad Wildy Kamali	Gedung WRT Lt UG	17 Juni 2025 17 Juni 2025	Gratis Free	Lulus Passed
7	SKILL UP 2025 : Foto Jurnalistik & Penulisan Press Release SKILL UP 2025: Photojournalism & Press Release Writing	PT RNI	1. Deliana Pradhita Sari 2. Yolanda Wulandevi	Gedung WRT Lt UG	08 - 09 Juli 2025 08-09 July 2025	Gratis Free	Lulus Passed
8	Sosialisasi Program Jaminan Kehilangan Pekerjaan (JKP) Socialization of the Job Loss Security (JKP) Program	BPJS Ketenagakerjaan	Dhiniawati	Ruang Rapat Selendang Mayang Blok G Balaikota Propinsi DKI Jakarta Lantai 23 Selendang Mayang Meeting Room, Block G, DKI Jakarta Provincial City Hall, 23rd Floor	09 Juli 2025 09 July 2025	Gratis Free	Lulus Passed
9	SKILL UP Finance For Non Finance	PT RNI	1. Yuldhastiya Rachmanda 2. Rudy Adi Nofian	Gedung WRT Lt UG WRT Building, UG Floor	05 Agustus 2025 05 August 2025	Gratis Free	Lulus Passed

No	Nama Pendidikan, Seminar, dan Pelatihan Name of Education, Seminars, and Training	Penyelenggara Organizer	Peserta Participants	Lokasi Kerja Work Location	Waktu Pelaksanaan Implementation Date	Biaya Cost	Ket Remarks
10	SKILL UP Treasury Management & Pengelolaan Piutang SKILL UP Treasury Management & Receivables Management	PT RNI	1. Teuku Muhammad Irfan 2. Merrisa Ayu Hapsari	Online	13 Agustus 2025 13 August 2025	Gratis Free	Lulus Passed
11	SKILL UP Data Driven Presentation Skills	PT RNI	1. Yuniastin 2. Dhyan Chairunissa Januaristy	Gedung WRT Lt UG WRT Building, UG Floor	1. 14-15 Agustus 2025 : Sesi Pelatihan 1. 14-15 August 2025: Training Session 2. 22 Agustus 2025 : Sesi Evaluasi 2. 22 August 2025: Evaluation Session	Gratis Free	Lulus Passed
12	SKILL UP Training Assesment dan Awareness GCG	PT RNI	1. Jon Budi Prayogo 2. Rachmanurendra Azis	Gedung WRT Lt UG WRT Building, UG Floor	20 Agustus 2025 20 August 2025	Gratis Free	Lulus Passed
13	Ujian Sertifikasi Konsultan Pajak Periode II Tahun 2025 Tingkat A dan Tingkat B Tax Consultant Certification Examination for Period II of 2025, Levels A and B	PPSKP (Panitia Penyelenggara Sertifikasi Konsultan Pajak) Komite Pelaksana	Furqon Imam Satria	Pusdiklat Pajak - Palmerah	19-21 Agustus 2025 19-21 August 2025	Gratis Free	Lulus Passed
14	Seminar Penguatan Teknik Penyelesaian PHI pada Perusahaan Swasta di Provinsi DKI Jakarta Seminar on Strengthening Industrial Relations Dispute Resolution Techniques (PHI) in Private Companies in DKI Jakarta Province	Dinas Tenaga Kerja, Transmigrasi dan Energi	1. Dhiniawati 2. Yogi Ramdan Anggara	Hotel Orchadz Jayakarta	28-29 Agustus 2025 28-29 August 2025	Gratis Free	Lulus Passed
15	Sertifikasi CRMO / Analis Manajemen Risiko Organisasi Terintegrasi (Perpanjangan) CRMO / Integrated Organization Risk Management Analyst Certification (Renewal)	LSPMR (Lembaga Sertifikasi Profesi Manajemen Risiko)	1. Yoerly Hana Gumiyanti 2. Imran Azis	Online	30 Agustus 2025 30 August 2025	2.100.000	Lulus Passed
16	Sertifikasi Qualified Internal Auditor (QIA)	The Center of Internal Audit Resources (CIAR)	Saanah	L'Avenue Office Tower Lt.17F	08-13 September 2025	13.500.000	Lulus Passed
17	SKILL UP Warehouse Mangement System	PT RNI	1. Ruri Nursanti 2. Agus Frianto 3. Riska Wijayanti 4. Teuku Muhammad Irfan 5. Muadz Izharudin	Online (PT Perikanan Indonesia (Persero))	23-Sep-25	Gratis Free	Lulus Passed

No	Nama Pendidikan, Seminar, dan Pelatihan Name of Education, Seminars, and Training	Penyelenggara Organizer	Peserta Participants	Lokasi Kerja Work Location	Waktu Pelaksanaan Implementation Date	Biaya Cost	Ket Remarks
18	SKILL UP Excel Intermediate Batch 2	PT RNI	1. Hesti Nitya N 2. Dhiniawati Yogi Ramdan 3. Anggara Rudy Adi Nofian 4. Maryati Yohana 5. Muhammad Wildy Kamali 6. Adi Setya Purnama 7. SaanahRumiris	Online (PT Perikanan Indonesia (Persero))	24-Sep-25	Gratis Free	Lulus Passed
19	SKILL UP 2025 Training Refreshment Awareness ISO 9001:2015 SMM, ISO 37001:2016 SMAP serta Internal Audit ISO 19011:2018	PT RNI	1. Isnanie Wulandari 2. Saanah 3. Erni Suhartati 4. M. Rezza Septhio 5. Rachmanurendra Azis	Online (PT Perikanan Indonesia (Persero))	10 Oktober 2026 10 October 2026	Gratis Free	Lulus Passed
20	Inhouse Training Professional Office Boy Training	Duta Sukses Training Specialist	1. Muhamad Sofiyan 2. Sayidina Ali 3. Muhammad Ilham Nurdin 4. Abdul Khanif	Offline (PT Perikanan Indonesia (Persero))	01-Nov-25	4.360.000	Lulus Passed
21	Pelatihan Certified Risk Professional (CRP) dan Certified Risk Associate (CRA) Training on Certified Risk Professional (CRP) and Certified Risk Associate (CRA)	TAP Kapital	1. Aris Kusrini 2. Baehaki Fajri Ibnu Abbas	1. Offline (Hotel Amaroosa Antasari) 2. Online	1. 18 s/d 20 November 2025 2. 29 November dan 06 Desember 2025	14.600.000	Lulus Passed
						39.760.000	

Membangun Sumber Daya Manusia yang Kompetitif secara Global

Building Globally Competitive Human Resources

[GRI 404]

PT Perikanan Indonesia (Persero) menetapkan transformasi modal manusia (human capital transformation) sebagai pilar strategis dalam menavigasi ekspansi bisnis hulu-hilir perusahaan ke kancah internasional. Di tengah ketatnya standardisasi industri kelautan global, perseroan tidak lagi memandang insan perseroan sebagai biaya operasional, melainkan sebagai aset strategis utama penopang keberlanjutan korporasi.

PT Perikanan Indonesia (Persero) establishes human capital transformation as a strategic pillar in navigating the Company's upstream-to-downstream business expansion into the international arena. Amid the stringent standardization of the global maritime industry, the Company no longer views its employees as operational costs, but rather as key strategic assets supporting corporate sustainability.

Melalui penyediaan program edukasi yang terstruktur, penguatan integritas, serta penerapan sistem meritokrasi, perseroan berkomitmen penuh untuk mencetak tenaga kerja yang andal, adaptif, dan kompetitif secara global sejalan dengan kontribusi terhadap SDG 8 (Pekerjaan Layak dan Pertumbuhan Ekonomi).

Through the provision of structured education programs, strengthening of integrity, and implementation of a merit-based system, the Company is fully committed to developing a reliable, adaptive, and globally competitive workforce in line with its contribution to SDG 8 (Decent Work and Economic Growth).

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Langkah taktis dan manifes nyata perseroan dalam membangun daya saing global modal manusia diwujudkan melalui klaster program berikut:

The Company's tactical steps and tangible manifestations in building the global competitiveness of its human capital are realized through the following program clusters:

1. Standardisasi Kompetensi Teknis Berkelayakan Internasional
   Guna memastikan seluruh produk perikanan yang diproduksi mampu menembus pasar ekspor premium global (seperti Amerika Serikat dan Asia), perseroan mengintensifkan sertifikasi profesi ketenagakerjaan hulu-hilir:
   a. Sertifikasi Kompetensi BNSP: Memfasilitasi dan mewajibkan karyawan operasional di unit pengolahan dan logistik rantai dingin untuk mengantongi Sertifikat Kompetensi resmi dari Badan Nasional Sertifikasi Profesi (BNSP) dengan skema Pengolahan Hasil Perikanan
   b. Pelatihan Sistem Keamanan Pangan Global: Membekali personel Quality Control (QC) dengan pelatihan berkala terkait pembaruan

1. Internationally Qualified Technical Competency Standardization
   To ensure that all fisheries products produced are able to penetrate premium global export markets (such as the United States and Asia), the Company intensifies upstream-to-downstream workforce professional certification:
   a. BNSP Competency Certification: Facilitate and require operational employees in processing units and cold chain logistics to obtain official Competency Certificates from the National Professional Certification Agency (BNSP) under the Fishery Product Processing scheme.
   b. Global Food Safety System Training: Equip Quality Control (QC) personnel with regular training on updates to Hazard Analysis Critical

regulasi Hazard Analysis Critical Control Point (HACCP) dan standardisasi Food and Drug Administration (FDA) Registration. Kompetensi mutakhir ini berhasil menjaga kedaulatan mutu perseroan dengan capaian rekam jejak nihil penarikan kembali produk (zero product recall).

Control Point (HACCP) regulations and Food and Drug Administration (FDA) Registration standards. These up-to-date competencies have successfully maintained the Company's quality assurance, with a track record of zero product recalls.

2. Internalisasi Budaya Kerja AKHLAK Berkredibilitas Tinggi
Daya saing global tidak hanya ditopang oleh keahlian teknis (hard skills), melainkan juga oleh integritas dan etika kerja (soft skills). Perseroan secara masif menyelenggarakan program internalisasi nilai-nilai utama BUMN, yaitu Amanah, Kompeten, Harmonis, Loyal, Adaptif, dan Kolaboratif (AKHLAK). Pembentukan karakter ini krusial untuk menciptakan lingkungan kerja yang transparan, berkinerja tinggi, serta bebas dari praktik benturan kepentingan (conflict of interest) guna mendukung arsitektur Good Corporate Governance (GCG) korporasi.

2. AKHLAK Work Culture Internalization with High CredibilityGlobal competitiveness is supported not only by technical expertise (hard skills), but also by integrity and work ethics (soft skills). The Company extensively conducts programs to internalize the core values of SOEs, namely Trustworthy, Competent, Harmonious, Loyal, Adaptive, and Collaborative (AKHLAK). This character building is crucial for creating a transparent, high-performing working environment that is free from conflict-of-interest practices, thereby supporting the Company's Good Corporate Governance (GCG) architecture.

3. Penegakan Kesetaraan Peluang dan Inklusi (SDG 5)
Perseroan meyakini bahwa lingkungan kerja yang kompetitif global adalah lingkungan yang inklusif dan menghargai keragaman. Sejalan dengan SDG 5 (Kesetaraan Gender), PT Perikanan Indonesia (Persero) memberikan hak kesetaraan peluang (equal opportunity) yang mutlak bagi pekerja perempuan maupun laki-laki dalam mengakses program kedinasan, pelatihan manajerial, beasiswa, hingga promosi jabatan struktural strategis perusahaan.

3. Enforcement of Equal Opportunities and Inclusion (SDG 5)
The Company believes that a globally competitive working environment is one that is inclusive and values diversity. In line with SDG 5 (Gender Equality), PT Perikanan Indonesia (Persero) provides absolute equal opportunity rights for female and male employees in accessing official assignments, managerial training, scholarships, and promotions to strategic structural positions within the Company.

PT Perikanan Indonesia (Persero) menjadikan pengembangan karyawan sebagai inti dari Competency Based Human Resource Management (CBHRM). Sistem ini mencakup analisa potensi, pelatihan & pengembangan, evaluasi kompetensi, serta pengelolaan informasi SDM yang komprehensif. Dengan pendekatan ini, karyawan dapat mengukur dan mengembangkan potensi diri secara terarah, sehingga meningkatkan:

- Kompetensi & kualitas kerja
- Loyalitas karyawan
- Kualitas proses bisnis internal
- Kepuasan pemangku kepentingan dalam rantai nilai perikanan berkelanjutan

PT Perikanan Indonesia (Persero) places employee development at the core of Competency Based Human Resource Management (CBHRM). This system encompasses potential analysis, training and development, competency evaluation, as well as comprehensive HR information management. Through this approach, employees can measure and develop their potential in a structured manner, thereby improving:

- Competence and quality of work
- Employee loyalty
- Quality of internal business processes
- Stakeholder satisfaction within the sustainable fisheries value chain

Perseroan berkomitmen mengembangkan kompetensi pekerja melalui program pelatihan, pendidikan, dan sertifikasi yang relevan dengan kebutuhan bisnis inti, sejalan dengan Peraturan Menteri BUMN Nomor PER-2/MBU/03/2023, SDG 4 (Pendidikan Berkualitas), dan SDG 8 (Pekerjaan Layak dan Pertumbuhan Ekonomi).

The Company is committed to developing employee competencies through training, education, and certification programs relevant to core business needs, in line with Regulation of the Minister of State-Owned Enterprises Number PER-2/MBU/03/2023, SDG 4 (Quality Education), and SDG 8 (Decent Work and Economic Growth).

Cuti Melahirkan
Maternity Leave
[GRI 401-3]

PT Perikanan Indonesia (Persero) menghormati dan memenuhi hak pekerja perempuan untuk memperoleh cuti melahirkan sebagai bagian dari komitmen Perseroan dalam menciptakan lingkungan kerja yang mendukung kesejahteraan karyawan serta perlindungan hak-hak pekerja. Pelaksanaan cuti melahirkan mengacu pada ketentuan peraturan perundang-undangan yang berlaku dan kebijakan internal Perseroan.

PT Perikanan Indonesia (Persero) respects and fulfills the rights of female employees to maternity leave as part of the Company's commitment to creating a working environment that supports employee welfare and the protection of workers' rights. The implementation of maternity leave refers to applicable laws and regulations and the Company's internal policies.

Ketentuan mengenai cuti melahirkan di lingkungan Perseroan meliputi:
- Pekerja perempuan yang menjalani cuti melahirkan tetap memperoleh hak penghasilan berupa upah pokok beserta tunjangan tetap sesuai dengan ketentuan yang berlaku.
- Hak cuti melahirkan diberikan selama 1,5 (satu setengah) bulan sebelum persalinan dan 1,5 (satu setengah) bulan setelah persalinan, dengan pelaksanaannya disesuaikan dengan kondisi kesehatan pekerja berdasarkan rekomendasi dokter.
- Pekerja yang mengalami keguguran kandungan berhak memperoleh cuti selama 1,5 (satu setengah) bulan atau sesuai dengan rekomendasi dokter yang merawat.

The provisions regarding maternity leave within the Company include:
- Female employees taking maternity leave continue to receive income entitlements in the form of basic salary and fixed allowances in accordance with applicable
- Maternity provisions.aternity leave is granted for 1.5 (one and a half) months prior to childbirth and 1.5 (one and a half) months after childbirth, with its implementation adjusted to the employee's health condition based on a doctor's recommendation.
- Employees who experience a miscarriage are entitled to 1.5 (one and a half) months of leave or in accordance with the recommendation of the attending doctor.

Pengajuan cuti melahirkan maupun cuti akibat keguguran dilakukan secara tertulis kepada unit yang membidangi sumber daya manusia di Kantor Pusat atau Kantor Cabang dengan melampirkan surat keterangan dari dokter atau bidan sebagai persyaratan administrasi.

Applications for maternity leave or miscarriage leave must be submitted in writing to the unit responsible for human resources at the Head Office or Branch Office, accompanied by a medical certificate from a doctor or midwife as an administrative requirement.

Program Pensiun
Pension Program
[GRI 201-3]

PT Perikanan Indonesia (Persero) berkomitmen untuk memberikan perlindungan kesejahteraan kepada karyawan, termasuk dalam menghadapi masa purna tugas. Pengelolaan program pensiun dilaksanakan secara bertanggung jawab dengan mengedepankan prinsip tata kelola yang baik, kepatuhan terhadap ketentuan peraturan perundang-undangan, serta nilai-nilai etika dan akuntabilitas.

PT Perikanan Indonesia (Persero) is committed to providing welfare protection for employees, including in preparation for retirement. The management of pension programs is carried out responsibly by prioritizing the principles of good governance, compliance with applicable laws and regulations, as well as ethical values and accountability.

Sebagai bentuk apresiasi atas loyalitas dan kontribusi karyawan selama masa kerja, Perseroan menyediakan berbagai program manfaat pensiun yang bertujuan memberikan perlindungan finansial dan mendukung keberlanjutan kesejahteraan setelah memasuki masa pensiun. Usia pensiun normal di lingkungan Perseroan ditetapkan pada 56 tahun.

As a form of appreciation for employees' loyalty and contributions throughout their employment, the Company provides various retirement benefit programs aimed at providing financial protection and supporting the continuity of welfare after entering retirement. The normal retirement age within the Company is set at 56 years.

Program manfaat pensiun yang disediakan Perseroan meliputi:

- Program Pensiun Iuran Pasti (PPIP)
  Program dana pensiun yang dikelola oleh Perseroan melalui mekanisme iuran pasti sebagai sarana pembentukan manfaat pensiun bagi karyawan.

- Pesangon
  Perseroan memberikan uang pesangon dan penghargaan masa kerja sesuai ketentuan yang berlaku, termasuk kompensasi sebesar 60% dari gaji untuk setiap tahun masa kerja atau sekurang-kurangnya memenuhi ketentuan yang diatur dalam peraturan perundang-undangan.

- Program Jaminan Hari Tua (JHT) BPJS Ketenagakerjaan
  Program jaminan sosial yang memberikan manfaat berupa akumulasi dana kepada peserta ketika memasuki usia pensiun, mengalami cacat total tetap, atau meninggal dunia sesuai dengan ketentuan yang berlaku.

- Program Jaminan Pensiun (JP) BPJS Ketenagakerjaan
  Program perlindungan sosial yang bertujuan memberikan manfaat pensiun secara berkala guna membantu peserta mempertahankan tingkat kesejahteraan setelah tidak lagi memperoleh penghasilan karena memasuki usia pensiun atau kondisi lain yang memenuhi persyaratan program.

The retirement benefit programs provided by the Company include:

- Defined Contribution Pension Program (PPIP)
  A pension fund program managed by the Company through a defined contribution mechanism as a means of establishing retirement benefits for employees.

- Severance Pay
  The Company provides severance pay and long-service awards in accordance with applicable provisions, including compensation equivalent to 60% of salary for each year of service or at least in accordance with the provisions stipulated in applicable laws and regulations.

- BPJS Ketenagakerjaan Old Age Security (JHT) Program
  A social security program that provides benefits in the form of accumulated funds to participants upon reaching retirement age, experiencing permanent total disability, or passing away in accordance with applicable provisions.

- BPJS Ketenagakerjaan Pension Security (JP) Program
  A social protection program aimed at providing periodic pension benefits to help participants maintain their level of welfare after no longer receiving income due to reaching retirement age or other conditions that meet the program requirements.

Manajemen Penilaian Kinerja

Performance Appraisal Management

[GRI 404-3] [OJK F.22]

PT Perikanan Indonesia (Persero) menerapkan sistem manajemen penilaian kinerja sumber daya manusia (SDM) sebagai instrumen untuk memastikan setiap pegawai memberikan kontribusi optimal terhadap pencapaian sasaran strategis Perseroan. Sistem penilaian kinerja dirancang berdasarkan prinsip objektivitas, transparansi, keadilan, akuntabilitas, dan pengembangan berkelanjutan, sehingga mampu mendorong terciptanya budaya kerja yang berkinerja tinggi.

Sistem Manajemen Kinerja di PT Perikanan Indonesia (Persero) meliputi empat langkah utama, yaitu Penetapan Target, Evaluasi Kinerja, Melakukan Pembinaan, dan Penerimaan Umpan Balik. Di awal tahun, semua karyawan menyusun rencana target kinerja yang harus dicapai. Untuk memastikan bahwa target kinerja tersebut tercapai, dilakukan evaluasi kinerja setiap tahun dengan menggunakan Key Performance Indicators (KPI). Selain aspek KPI, terdapat penilaian AKHLAK yang dilakukan 360 derajat

PT Perikanan Indonesia (Persero) implements a human resources (HR) performance appraisal management system as an instrument to ensure that every employee makes an optimal contribution to the achievement of the Company's strategic objectives. The performance appraisal system is designed based on the principles of objectivity, transparency, fairness, accountability, and continuous development, thereby fostering a high-performance work culture.

The Performance Management System at PT Perikanan Indonesia (Persero) comprises four main steps, namely Target Setting, Performance Evaluation, Coaching, and Feedback. At the beginning of the year, all employees prepare performance target plans to be achieved. To ensure that these performance targets are achieved, annual performance evaluations are conducted using Key Performance Indicators (KPIs). In addition to the KPI aspect, a 360-degree AKHLAK assessment is conducted at the end of the year. The

yang dilaksanakan di akhir tahun. Metode penilaian kinerja di Perseroan menggunakan KPI individu, untuk mengukur dan menilai pencapaian target yang telah disepakati antara karyawan dan atasan. Evaluasi KPI bersifat kuantitatif dan dilakukan secara rutin setiap tahun.

Company's performance appraisal method uses individual KPIs to measure and assess the achievement of targets agreed upon between employees and their supervisors. KPI evaluations are quantitative and conducted regularly every year.

Kesetaraan dalam Peluang Pengembangan Karir Karyawan

Equality in Career Development Opportunities

PT Perikanan Indonesia (Persero) berkomitmen untuk menciptakan lingkungan kerja yang inklusif dan memberikan kesempatan yang setara bagi seluruh karyawan dalam mengembangkan karier. Perseroan meyakini bahwa setiap karyawan memiliki hak yang sama untuk memperoleh peluang pengembangan kompetensi, promosi jabatan, dan peningkatan karier tanpa membedakan suku, agama, ras, gender, usia, maupun latar belakang lainnya.

PT Perikanan Indonesia (Persero) is committed to creating an inclusive working environment and providing equal opportunities for all employees to develop their careers. The Company believes that every employee has the same rights to obtain opportunities for competency development, promotion, and career advancement without distinction based on ethnicity, religion, race, gender, age, or other backgrounds.

Penerapan pengembangan karier dilakukan berdasarkan prinsip merit system, yaitu mempertimbangkan kompetensi, kinerja, integritas, potensi, serta kebutuhan organisasi. Melalui pendekatan ini, setiap proses promosi, rotasi, mutasi, maupun pengembangan talenta dilaksanakan secara objektif, transparan, dan adil sehingga mampu mendorong terciptanya sumber daya manusia yang profesional dan berdaya saing.

Career development is implemented based on the merit system principle, which considers competency, performance, integrity, potential, and organizational needs. Through this approach, every process of promotion, rotation, transfer, and talent development is carried out objectively, transparently, and fairly, thereby encouraging the development of professional and competitive human resources.

Melalui penerapan kebijakan kesempatan yang setara dalam pengembangan karier, Perseroan berupaya membangun budaya kerja yang menghargai kompetensi, mendorong peningkatan kinerja, serta menciptakan sumber daya manusia yang unggul untuk mendukung pertumbuhan perusahaan yang berkelanjutan.

Through the implementation of equal opportunity policies in career development, the Company strives to build a work culture that values competence, encourages improved performance, and creates excellent human resources to support the Company's sustainable growth.

Berikut adalah data pegawai yang mendapatkan promosi di tahun 2025
The following is the data of employees who received promotions in 2025.

No	Nama Pegawai Employee Name	Jabatan Lama Previous Position	Jabatan Baru New Position
1	Samsul Hasan	Assistant Manager Penjualan Assitant Manager Sales	Plt. Branch Manager Ambon Acting Branch Manager, Ambon
2	Yuniastin	Staf Pendukung Direksi Director's Support Staff	Assistant Manager Pendukung Direksi Asistant Manager, Director's Support

Keberagaman dan Kesetaraan

Diversity and Equality

[GRI 202-2] [GRI 405-1] [GRI 406-1] [OJK C.3.b] [OJK F.18]

PT Perikanan Indonesia (Persero) berkomitmen membangun lingkungan kerja yang profesional, inklusif, dan saling menghormati dengan berpedoman pada nilai-nilai utama (*Core Values*) **AKHLAK** sebagai budaya kerja seluruh Badan Usaha Milik Negara (BUMN). Nilai-nilai Amanah, Kompeten, Harmonis,

PT Perikanan Indonesia (Persero) is committed to building a professional, inclusive, and respectful working environment guided by the core values of **AKHLAK** as the work culture of all State-Owned Enterprises (SOEs). The values of Trustworthy, Competent, Harmonious, Loyal, Adaptive, and

Loyal, Adaptif, dan Kolaboratif menjadi pedoman bagi seluruh insan Perseroan dalam menjalankan tugas, berinteraksi, serta memberikan pelayanan kepada para pemangku kepentingan.

Collaborative serve as guidelines for all Company employees in carrying out their duties, interacting, and providing services to stakeholders.

Penerapan *Core Values* AKHLAK mendorong terciptanya lingkungan kerja yang menghargai keberagaman, menjunjung tinggi kesetaraan kesempatan, serta membangun hubungan kerja yang saling menghormati tanpa membedakan latar belakang suku, agama, ras, gender, usia, maupun karakteristik pribadi lainnya. Perseroan juga berkomitmen untuk menerapkan praktik ketenagakerjaan yang adil sesuai dengan ketentuan peraturan perundang-undangan yang berlaku.

The implementation of the *Core Values* AKHLAK encourages the creation of a working environment that values diversity, upholds equal opportunities, and fosters mutually respectful working relationships without distinction based on ethnicity, religion, race, gender, age, or other personal characteristics. The Company is also committed to implementing fair employment practices in accordance with applicable laws and regulations.

Dalam menjalankan kegiatan usaha, Perseroan menolak segala bentuk diskriminasi, pelecehan, maupun perlakuan yang tidak setara di lingkungan kerja. Setiap karyawan diharapkan menjunjung tinggi nilai-nilai AKHLAK dalam menciptakan lingkungan kerja yang harmonis, kolaboratif, dan saling menghargai.

In conducting its business activities, the Company rejects all forms of discrimination, harassment, and unequal treatment in the workplace. Every employee is expected to uphold the AKHLAK values in creating a harmonious, collaborative, and mutually respectful working environment.

Perseroan akan terus memperkuat implementasi *Core Values* AKHLAK sebagai fondasi budaya perusahaan guna mendukung terciptanya lingkungan kerja yang inklusif, profesional, dan berintegritas.

The Company will continue to strengthen the implementation of the *Core Values* AKHLAK as the foundation of its corporate culture to support the creation of an inclusive, professional, and integrity-driven working environment.

Kebebasan Berserikat

Freedom of Association

[GRI 2-30] [GRI 407-1]

PT Perikanan Indonesia (Persero) menjamin dan menghormati hak seluruh insan perseroan untuk berserikat, berkumpul, dan mengeluarkan pendapat secara legal melalui pembentukan wadah organisasi ketenagakerjaan. Perseroan memandang bahwa kebebasan berserikat merupakan hak asasi pekerja yang fundamental dan dilindungi secara hukum berdasarkan Pasal 28 Undang-Undang Dasar 1945, Undang-Undang Nomor 21 Tahun 2000 tentang Serikat Pekerja/Serikat Buruh, serta Konvensi Organisasi Perburuhan Internasional (ILO) Nomor 87 dan Nomor 98.

PT Perikanan Indonesia (Persero) guarantees and respects the rights of all Company employees to associate, assemble, and express opinions legally through the establishment of employment organizations. The Company views freedom of association as a fundamental workers' right that is legally protected under Article 28 of the 1945 Constitution, Law Number 21 of 2000 concerning Trade Unions/Labor Unions, as well as International Labour Organization (ILO) Conventions No. 87 and No. 98.

Penegakan komitmen ketenagakerjaan ini merupakan kontribusi konkret perseroan terhadap pencapaian SDG 8 (Pekerjaan Layak dan Pertumbuhan Ekonomi) serta SDG 16 (Perdamaian, Keadilan, dan Kelembagaan yang Kuat). Praktik tata kelola hubungan industrial yang harmonis di lingkungan perseroan diwujudkan melalui mekanisme berupa Perlindungan Hak Berserikat Tanpa Intervensi Perseroan menjamin 100% independensi serikat pekerja yang dibentuk secara legal oleh karyawan di seluruh kantor cabang pelabuhan perusahaan. Manajemen puncak secara tegas melarang segala bentuk tindakan anti-serikat, intimidasi, maupun diskriminasi karir terhadap pengurus maupun anggota serikat pekerja. Keikutsertaan dalam organisasi dijalankan atas dasar sukarela tanpa adanya paksaan atau intervensi dari pihak manajemen.

The enforcement of this employment commitment represents the Company's tangible contribution to the achievement of SDG 8 (Decent Work and Economic Growth) and SDG 16 (Peace, Justice, and Strong Institutions). The practice of harmonious industrial relations governance within the Company is manifested through mechanisms including Protection of the Right to Freedom of Association Without Company Intervention. The Company guarantees 100% independence of legally established trade unions formed by employees at all of the Company's port branch offices. Senior management strictly prohibits all forms of anti-union actions, intimidation, or career discrimination against trade union officers or members. Participation in organizations is carried out voluntarily without coercion or intervention from management.

Pemenuhan Hak Pekerja

Fulfillment of Employment Rights

[GRI 2-30] [GRI 201-3] [GRI 401-3] [GRI 402-1] [GRI 404-2] [GRI 407-1] [GRI 408-1] [GRI 409-1]

PT Perikanan Indonesia (Persero) berkomitmen penuh untuk menegakkan standar tertinggi dalam pemenuhan hak pekerja, penciptaan lingkungan kerja yang inklusif, serta penyediaan iklim ketenagakerjaan yang layak. Perseroan memandang bahwa insan perseroan bukan sekadar aset operasional, melainkan pilar utama penopang keberlanjutan dan ekspansi bisnis hulu-hilir perusahaan.

Oleh karena itu, perseroan menjamin bahwa seluruh kebijakan ketenagakerjaan dikelola secara transparan, adil, dan patuh mutlak terhadap regulasi Undang-Undang Nomor 13 Tahun 2003 tentang Ketenagakerjaan serta Undang-Undang Nomor 6 Tahun 2023 tentang Penetapan Peraturan Pemerintah Pengganti Undang-Undang Nomor 2 Tahun 2022 tentang Cipta Kerja Menjadi Undang-Undang. Komitmen ini merupakan kontribusi konkrit perseroan terhadap pencapaian SDG 8 (Pekerjaan Layak dan Pertumbuhan Ekonomi).

Praktik dan manifestasi nyata perseroan dalam mengelola pemenuhan hak pekerja dijabarkan melalui pilar-pilar akuntabilitas berikut:

1. Kesetaraan Peluang dan Anti-Diskriminasi
Perseroan memberikan kesempatan yang setara bagi setiap warga negara dalam proses rekrutmen, pengembangan karir, maupun remunerasi tanpa memandang suku, agama, ras, antar-golongan (SARA), latar belakang gender, maupun kondisi fisik. Kebijakan ini diterapkan secara disiplin untuk menciptakan budaya kerja yang inklusif, aman, dan harmonis

2. Remunerasi Adil dan Kesejahteraan Pekerja
PT Perikanan Indonesia (Persero) menjamin pemenuhan hak finansial dan perlindungan sosial bagi seluruh pekerja tetap dan profesional sesuai standar regulasi nasional yang berlaku:

   a. Upah Minimum: Memastikan struktur skala upah dasar pekerja berada di atas standar Upah Minimum Provinsi (UMP) atau Upah Minimum Kabupaten/Kota (UMK) yang ditetapkan oleh pemerintah daerah di masing-masing wilayah operasional.

   b. Jaminan Perlindungan Sosial: Memberikan perlindungan jaminan kesehatan dan ketenagakerjaan yang komprehensif melalui kepesertaan aktif 100% karyawan pada program BPJS Ketenagakerjaan (Jaminan Kecelakaan Kerja, Jaminan Hari Tua, Jaminan Pensiun, Jaminan Kematian) serta BPJS Kesehatan.

PT Perikanan Indonesia (Persero) is fully committed to upholding the highest standards in fulfilling workers' rights, creating an inclusive working environment, and providing decent employment conditions. The Company views its employees not merely as operational assets, but as key pillars supporting the sustainability and expansion of the Company's upstream-to-downstream business.

Therefore, the Company ensures that all employment policies are managed transparently and fairly, with full compliance with Law Number 13 of 2003 concerning Manpower and Law Number 6 of 2023 concerning the Stipulation of Government Regulation in Lieu of Law Number 2 of 2022 concerning Job Creation into Law. This commitment represents the Company's tangible contribution to the achievement of SDG 8 (Decent Work and Economic Growth).

The Company's practices and tangible manifestations in managing the fulfillment of workers' rights are elaborated through the following accountability pillars:

1. Equal Opportunities and Non-Discrimination
The Company provides equal opportunities for every citizen in the recruitment, career development, and remuneration processes, regardless of ethnicity, religion, race, inter-group relations (SARA), gender background, or physical condition. This policy is implemented consistently to create an inclusive, safe, and harmonious working culture.

2. PT Perikanan Indonesia (Persero) guarantees the fulfillment of financial rights and social protection for all permanent employees and professionals in accordance with applicable national regulatory standards:Upah Minimum:

   a. Minimum Wage: Ensure that the basic employee wage structure is above the Provincial Minimum Wage (UMP) or Regency/Municipality Minimum Wage (UMK) standards established by the local government in each operational area.

   b. Social Protection Coverage: Provide comprehensive health and employment social security protection through 100% active employee participation in the BPJS Ketenagakerjaan programs (Work Accident Insurance, Old Age Security, Pension Security, and Death Security) as well as BPJS Kesehatan.

3. Pengembangan Kapasitas dan Kompetensi Karyawan (Human Capital Development)

Dalam mendukung siklus perbaikan berkelanjutan (continuous improvement) organisasi, perseroan mengalokasikan anggaran khusus untuk penguatan kapasitas non-fisik insan perseroan.

a. Program Edukasi Berkelanjutan: Menyelenggarakan pelatihan teknis, sertifikasi keahlian, serta program internalisasi nilai-nilai utama BUMN (Core Values AKHLAK) untuk mendorong produktivitas kerja.

b. Aspek Sektoral: Memfasilitasi karyawan operasional di bidang produksi dan logistik hulu-hilir untuk mengantongi Sertifikasi Kompetensi BNSP dengan skema Pengolahan Hasil Perikanan guna mempertahankan standar mutu global produk

4. Hak Berserikat dan Hubungan Industrial yang Harmonis
Perseroan menghormati kebebasan berserikat dan hak berorganisasi bagi seluruh pekerja sebagai wadah penyaluran aspirasi yang legal. Hubungan industrial yang harmonis dibangun melalui komunikasi dua arah yang konstruktif antara manajemen dan perwakilan serikat pekerja.

3. Employee Capacity and Competency Development (Human Capital Development)

In supporting the organization's continuous improvement cycle, the Company allocates a dedicated budget for strengthening the non-physical capacity of its employees.

a. Continuous Education Program: Conduct technical training, professional competency certification, as well as programs for internalizing the core values of SOEs (AKHLAK Core Values) to promote work productivity.

b. Sectoral Aspect: Facilitate operational employees in upstream-to-downstream production and logistics to obtain BNSP Competency Certification under the Fishery Product Processing scheme to maintain

4. Freedom of Association and Harmonious Industrial Relations
The Company respects the freedom of association and organizational rights of all employees as a legal forum for expressing their aspirations. Harmonious industrial relations are established through constructive two-way communication between management and employee union representatives.

Membangun Budaya Kesehatan dan Keselamatan Kerja

Building an Occupational Health and Safety Culture

Keselamatan dan Kesehatan Kerja (K3) menjadi pondasi utama dalam menjaga kelangsungan operasional perusahaan yang berkelanjutan. Dengan menempatkan K3 sebagai prioritas, perusahaan tidak hanya melindungi karyawan dari potensi risiko kecelakaan, tetapi juga menjaga kepercayaan pelanggan dan masyarakat sekitar. Budaya K3 yang kuat menjadi kunci untuk menciptakan lingkungan kerja yang produktif dan aman.

Perusahaan menyadari bahwa lingkungan kerja yang aman dan sehat sangat berpengaruh pada motivasi dan kinerja karyawan. Oleh sebab itu, penerapan praktik K3 harus menjadi bagian dari rutinitas sehari-hari dan dipahami oleh seluruh lapisan organisasi. Komitmen penuh terhadap K3 membantu mengurangi kecelakaan kerja serta dampak negatif terhadap lingkungan.

Dengan membangun budaya K3 yang menyeluruh, perusahaan bertujuan untuk menciptakan suasana kerja yang nyaman dan bebas risiko. Langkah ini tidak

Occupational Health and Safety (OHS) serves as a fundamental foundation for maintaining the continuity of sustainable business operations. By prioritizing OHS, the Company not only protects employees from potential accident risks but also maintains the trust of customers and surrounding communities. A strong OHS culture is key to creating a productive and safe working environment.

The Company recognizes that a safe and healthy working environment has a significant impact on employee motivation and performance. Therefore, the implementation of OHS practices must form part of daily routines and be understood by all levels of the organization. A full commitment to OHS helps reduce work-related accidents and negative impacts on the environment.

By building a comprehensive OHS culture, the Company aims to create a comfortable and risk-free working environment. This approach not only protects

hanya melindungi aspek fisik karyawan, tetapi juga mendukung kesejahteraan psikologis mereka. Melalui kesadaran dan tanggung jawab bersama, perusahaan terus memperkuat standar keselamatan demi mencapai tujuan bisnis yang berkelanjutan.

the physical well-being of employees but also supports their psychological well-being. Through shared awareness and responsibility, the Company continues to strengthen safety standards to achieve sustainable business objectives.

Identifikasi Jenis Pekerjaan Beresiko Tinggi

Identification of Types of High-Risk Work

[GRI 403-2, 403-7]

PT Perikanan Indonesia (Persero) secara berkala melakukan identifikasi terhadap jenis pekerjaan yang memiliki tingkat risiko tinggi sebagai bagian dari penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) serta manajemen risiko operasional. Identifikasi ini bertujuan untuk mengenali potensi bahaya sejak dini, menilai tingkat risiko, serta menetapkan langkah-langkah pengendalian yang efektif guna melindungi keselamatan dan kesehatan pekerja. Di lingkungan PT Perikanan Indonesia (Persero), pekerjaan yang dikategorikan memiliki risiko tinggi antara lain:

PT Perikanan Indonesia (Persero) periodically identifies types of work that involve high levels of risk as part of the implementation of the Occupational Health and Safety Management System (SMK3) and operational risk management. This identification aims to recognize potential hazards at an early stage, assess the level of risk, and establish effective control measures to protect the safety and health of workers. At PT Perikanan Indonesia (Persero), work categorized as high-risk includes:

Jenis Pekerjaan Berisiko Tinggi Types of High-Risk Work	**Upaya Pencegahan** Preventive Measures
Aktivitas bongkar muat ikan dan logistik di pelabuhan atau gudang Fish and Logistics Loading and Unloading Activities at Ports or Warehouses	Melaksanakan briefing keselamatan sebelum bekerja (*toolbox meeting*), memastikan area kerja bebas dari hambatan, menerapkan prosedur pengangkatan beban yang aman, menggunakan alat bantu angkat sesuai kapasitas, Conduct Safety Briefings Before Work (Toolbox Meetings), Ensure That the Work Area Is Free from Obstructions, Implement Safe Load-Lifting Procedures, and Use Lifting Aids in Accordance with Their Capacity
Pengoperasian alat berat, forklift, crane, dan peralatan mekanis lainnya Operation of Heavy Equipment, Forklifts, Cranes, and Other Mechanical Equipment	Memastikan operator memiliki kompetensi dan izin yang sesuai, melakukan pemeriksaan harian (*pre-use inspection*), melaksanakan perawatan berkala, serta melarang pengoperasian alat oleh personel yang tidak berwenang. Ensure that Operators Have the Appropriate Competence and Licenses, Conduct Daily Pre-Use Inspections, Perform Regular Maintenance, and Prohibit Equipment Operation by Unauthorized Personnel
Pekerjaan pada sistem kelistrikan dan pemeliharaan instalasi listrik Work on Electrical Systems and Maintenance of Electrical Installations	Menerapkan prosedur *Lock Out Tag Out* (LOTO) sebelum pekerjaan dimulai, memastikan sumber listrik telah diisolasi, menggunakan APD khusus kelistrikan, melakukan inspeksi instalasi secara berkala, serta menugaskan pekerjaan hanya kepada personel yang kompeten. Implement Lockout/Tagout (LOTO) Procedures Before Work Begins, Ensure That Electrical Sources Are Isolated, Use Specialized Electrical PPE, Conduct Regular Inspections of Electrical Installations, and Assign Work Only to Competent Personnel
Aktivitas di lingkungan cold storage yang memiliki potensi paparan suhu ekstrem dan risiko terpeleset Activities in the Cold Storage Environment with Potential Exposure to Extreme Temperatures and Slip Hazards	Mewajibkan penggunaan pakaian pelindung terhadap suhu dingin, membatasi durasi kerja sesuai ketentuan, memasang material atau alas anti selip, menyediakan pencahayaan yang memadai, serta melakukan inspeksi rutin terhadap kondisi lantai dan sistem pendingin Require the Use of Protective Clothing Against Cold Temperatures, Limit Working Duration in Accordance with Applicable Provisions, Install Anti-Slip Materials or Flooring, Provide Adequate Lighting, and Conduct Routine Inspections of Floor Conditions and Refrigeration Systems

Pelatihan Karyawan Mengenai Kesehatan dan Keselamatan Kerja

Employee Training on Occupational Health and Safety

Pada tahun 2025, PT Perikanan Indonesia (Persero) belum menyelenggarakan pelatihan formal mengenai Kesehatan dan Keselamatan Kerja (K3). Meskipun demikian, Perseroan tetap berkomitmen untuk menjaga keselamatan dan kesehatan seluruh pekerja melalui penerapan prosedur operasional yang mengedepankan aspek K3, kepatuhan terhadap standar keselamatan kerja, serta pengawasan pelaksanaan aktivitas operasional di setiap unit kerja.

In 2025, PT Perikanan Indonesia (Persero) had not yet conducted formal training on Occupational Health and Safety (OHS). Nevertheless, the Company remains committed to maintaining the safety and health of all workers through the implementation of operational procedures that prioritize OHS aspects, compliance with occupational safety standards, and supervision of operational activities in each work unit.

Sebagai langkah preventif, Perseroan terus memastikan ketersediaan dan penggunaan Alat Pelindung Diri (APD) sesuai dengan jenis pekerjaan, melaksanakan inspeksi terhadap kondisi lingkungan kerja dan peralatan operasional, serta menerapkan prosedur kerja yang aman, khususnya pada aktivitas yang memiliki tingkat risiko tinggi. Upaya tersebut dilakukan untuk meminimalkan potensi kecelakaan kerja dan menciptakan lingkungan kerja yang aman dan kondusif.

As a preventive measure, the Company continues to ensure the availability and use of Personal Protective Equipment (PPE) according to the type of work, conduct inspections of workplace conditions and operational equipment, and implement safe work procedures, particularly for activities with high levels of risk. These efforts are undertaken to minimize the potential for work-related accidents and create a safe and conducive working environment.

Perseroan menyadari bahwa peningkatan kompetensi pekerja di bidang K3 merupakan salah satu faktor penting dalam mendukung terciptanya budaya keselamatan kerja. Oleh karena itu, pelaksanaan pelatihan K3 akan menjadi salah satu aspek yang dipertimbangkan dalam program pengembangan kompetensi karyawan pada periode mendatang, dengan mempertimbangkan kebutuhan operasional, tingkat risiko pekerjaan, serta ketersediaan sumber daya perusahaan.

The Company recognizes that improving workers' competencies in OHS is an important factor in supporting the establishment of a workplace safety culture. Therefore, the implementation of OHS training will be one of the aspects considered in employee competency development programs in the future, taking into account operational needs, occupational risk levels, and the availability of Company resources.

Ke depan, PT Perikanan Indonesia (Persero) berkomitmen untuk terus memperkuat implementasi aspek K3 melalui peningkatan kapasitas sumber daya manusia, penguatan budaya keselamatan kerja, serta penerapan praktik keselamatan yang selaras dengan peraturan perundang-undangan dan prinsip keberlanjutan.

Going forward, PT Perikanan Indonesia (Persero) is committed to continuously strengthening the implementation of OHS aspects through human resource capacity building, strengthening the workplace safety culture, and implementing safety practices in accordance with applicable laws and regulations and sustainability principles.

Adapun untuk sertifikasi K3 Perseroan telah melaksanakannya pada Tahun 2023 dengan rincian:

Regarding OHS certification, the Company conducted the certification in 2023, with the following details:

Nama Sertifikasi Certification Name	**Tanggal Sertifikasi** Certification Date	**Jumlah yang Mengikuti** Number of Participants
The Supervision Development of Occupational Safety and Health Norm (Ahli K3 Umum)	28 Oktober 2023 28 October 2023	6 orang 6 People

Kinerja dan Evaluasi Keselamatan dan Kesehatan Kerja Pengukuran Kepuasan dan Keterikatan Karyawan

Occupational Health and Safety Performance and Evaluation Employee Satisfaction and Engagement Measurement

Membangun Kesejahteraan Masyarakat

Building Community Welfare

[GRI 203]

PT Perikanan Indonesia (Persero) berkomitmen penuh untuk memposisikan aktivitas bisnis komersial perusahaan sebagai motor penggerak utama dalam meningkatkan kesejahteraan sosial-ekonomi masyarakat pesisir. Sebagai anggota dari BUMN Holding Pangan (ID FOOD), perseroan menolak pendekatan filantropi konvensional (corporate charity) yang menciptakan ketergantungan publik. Perseroan secara konsisten menerapkan skema Creating Shared Value (CSV), di mana program peningkatan kesejahteraan masyarakat dirancang agar terintegrasi langsung dengan rantai pasok bisnis inti (core business) hulu-hilir perusahaan. Melalui pendekatan ini, modal investasi sosial yang dialokasikan mampu melahirkan efek pengganda ekonomi (economic multiplier effect) bagi ekosistem lokal, sekaligus memberikan imbal balik komersial (business return) yang memperkuat resiliensi keuangan dan daya saing pasar korporasi sejalan dengan SDG 8 (Pekerjaan Layak dan Pertumbuhan Ekonomi) dan SDG 10 (Berkurangnya Kesenjangan).

Integrasi bisnis komersial dalam membangun kemakmuran masyarakat pesisir dijabarkan melalui dua pilar strategis berikut:

1. Integrasi Bisnis Hulu: Kemitraan Armada dan Kepastian Pasokan Bahan Baku

    a. Tantangan Ekosistem: Kelompok nelayan tradisional di wilayah Indonesia Timur (seperti di Sorong, Papua Barat Daya) sering menghadapi kendala keterbatasan teknologi penangkapan, akses pasar yang terbatas, serta jeratan tengkulak hulu yang menekan stabilitas harga.

    b. Sinergi Bisnis Inti: Melalui lini komersial penangkapan dan perdagangan ikan, perseroan mendistribusikan bantuan paket alat tangkap ramah lingkungan terstandarisasi KKP.

    c. Dampak Pengembalian Bersama (Shared Value):
        - Sisi Masyarakat (Social Value): Nelayan mengalami peningkatan produktivitas volume hasil tangkapan harian secara

PT Perikanan Indonesia (Persero) is fully committed to positioning the Company's commercial business activities as the primary driving force in improving the socio-economic welfare of coastal communities. As a member of the State-Owned Food Holding (ID FOOD), the Company rejects the conventional philanthropic approach (corporate charity) that creates public dependency. The Company consistently implements the Creating Shared Value (CSV) scheme, whereby community welfare improvement programs are designed to be directly integrated with the Company's upstream-to-downstream core business supply chain. Through this approach, the allocated social investment capital is able to generate an economic multiplier effect for the local ecosystem, while simultaneously providing commercial returns (business returns) that strengthen the Company's financial resilience and market competitiveness in line with SDG 8 (Decent Work and Economic Growth) and SDG 10 (Reduced Inequalities).

The integration of commercial business in building prosperity for coastal communities is elaborated through the following two strategic pillars:

1. Upstream Business Integration: Fleet Partnerships and Raw Material Supply Certainty

    a. Ecosystem Challenges: Traditional fishing groups in Eastern Indonesia (such as in Sorong, Southwest Papua) often face constraints related to limited fishing technology, limited market access, and dependence on upstream middlemen who exert pressure on price stability.

    b. Core Business Synergy: Through the commercial fishing and fish trading business lines, the Company distributes standardized environmentally friendly fishing gear assistance packages in accordance with Ministry of Marine Affairs and Fisheries (KKP) standards.

    c. Shared Value Impact:
        - Community Side (Social Value): Fishermen experience increased productivity in daily legally caught

legal, mendapatkan kepastian harga yang adil (fair price) dari tangan pertama, serta mengalami kenaikan pendapatan riil keluarga nelayan secara terukur.

- Sisi Perusahaan (Business Value): PT Perikanan Indonesia (Persero) mendapatkan jaminan kepastian pasokan (supply chain stability) bahan baku ikan segar bermutu tinggi dalam volume yang stabil untuk memasok kebutuhan lini bisnis perdagangan ikan (fish trading) dan ekspor korporasi

volumes, obtain certainty of fair first-hand prices, and experience measurable increases in the real income of fishing families.

- Company Side (Business Value): PT Perikanan Indonesia (Persero) obtains assurance of a stable supply of high-quality fresh fish raw materials in stable volumes to meet the needs of the Company's fish trading and corporate export business lines.

2. Integrasi Bisnis Hilir: Inklusi Rantai Pasok Usaha Mikro dan Penguncian Pasar

a. Tantangan Ekosistem: Pelaku UMKM dan koperasi lokal sering mengalami kerugian akibat tingginya angka kerusakan bahan baku (food loss) yang dipicu oleh keterbatasan fasilitas sarana mesin pendingin domestik harian.

2. Downstream Business Integration: Micro-Enterprise Supply Chain Inclusion and Market Lock-In

a. Ecosystem Challenges: Local MSMEs and cooperatives often experience losses due to high levels of raw material spoilage (food loss), driven by limited availability of domestic daily-use refrigeration facilities.

b. Sinergi Bisnis Inti: Melalui Program Non-Pendanaan Usaha Mikro dan Kecil (Non-PUMK) di wilayah Pati, Jawa Tengah, perseroan melakukan pembinaan manajemen mutu serta menyalurkan bantuan sarana produksi berupa unit freezer pembeku.

b. Core Business Synergy: Through the Non-Funding Micro and Small Enterprise Program (Non-PUMK) in Pati, Central Java, the Company provides quality management development and distributes production facility assistance in the form of freezer units.

c. Dampak Pengembalian Bersama (Shared Value):

- Sisi Masyarakat (Social Value): Pelaku usaha mikro daerah mampu memperkuat kapasitas penyimpanan rantai dingin (cold chain capability), mengeliminasi risiko pembusukan komoditas (food loss reduction), serta mengamankan stabilitas omzet harian.

- Sisi Perusahaan (Business Value): Perseroan berhasil mengunci loyalitas mitra hilir dan bertindak sebagai pemasok utama (anchor supplier) produk ikan beku komersial. Kemitraan ini memastikan adanya komitmen pembelian ulang (repeat order) bahan baku yang berkesinambungan ke PT Perikanan Indonesia (Persero).

c. Shared Value Impact:

- Community Side (Social Value): Local micro-enterprise operators are able to strengthen their cold chain storage capacity (cold chain capability), eliminate the risk of commodity spoilage (food loss reduction), and secure daily revenue stability.

- Company Side (Business Value): The Company successfully secures the loyalty of downstream partners and acts as the anchor supplier of commercial frozen fish products. This partnership ensures a commitment to continuous repeat orders for raw materials from PT Perikanan Indonesia (Persero).

Pengaduan Masyarakat
Community Complaints
[OJK F.24]

PT Perikanan Indonesia (Persero) berkomitmen untuk membangun hubungan yang terbuka, transparan, dan akuntabel dengan masyarakat serta seluruh pemangku kepentingan. Sebagai wujud komitmen tersebut, Perseroan menyediakan mekanisme penyampaian pengaduan yang dapat dimanfaatkan oleh masyarakat untuk menyampaikan keluhan, masukan, maupun laporan terkait dampak operasional perusahaan.

PT Perikanan Indonesia (Persero) is committed to building open, transparent, and accountable relationships with communities and all stakeholders. As a manifestation of this commitment, the Company provides a complaint mechanism that can be utilized by the public to submit complaints, feedback, or reports regarding the impacts of the Company's operations.

Setiap pengaduan yang diterima dicatat, diverifikasi, dan ditindaklanjuti sesuai dengan prosedur penanganan pengaduan yang berlaku. Perseroan memastikan bahwa setiap laporan diproses secara objektif, tepat waktu, dan dengan tetap menjaga kerahasiaan identitas pelapor apabila diperlukan. Hasil penanganan pengaduan juga dievaluasi sebagai bagian dari upaya perbaikan berkelanjutan dalam meningkatkan kualitas operasional dan hubungan dengan masyarakat.

Every complaint received is recorded, verified, and followed up in accordance with the applicable complaint handling procedures. The Company ensures that each report is processed objectively and in a timely manner while maintaining the confidentiality of the complainant's identity when necessary. The results of complaint handling are also evaluated as part of continuous improvement efforts to enhance the quality of operations and relationships with communities.

Selama periode pelaporan, Perseroan terus mendorong penyelesaian setiap pengaduan melalui pendekatan dialog, musyawarah, dan komunikasi yang konstruktif dengan para pihak terkait. Pendekatan ini bertujuan untuk menghasilkan penyelesaian yang adil, memperkuat kepercayaan pemangku kepentingan, serta meminimalkan potensi dampak sosial yang timbul dari kegiatan operasional perusahaan.

During the reporting period, the Company continued to encourage the resolution of each complaint through dialogue, deliberation, and constructive communication with the relevant parties. This approach aims to achieve fair resolutions, strengthen stakeholder trust, and minimize potential social impacts arising from the Company's operational activities.

Perseroan berkomitmen untuk terus meningkatkan efektivitas mekanisme pengaduan masyarakat melalui penguatan sistem pelaporan, peningkatan responsivitas dalam penanganan pengaduan, serta evaluasi berkala terhadap akar penyebab setiap pengaduan sebagai dasar penyusunan langkah-langkah perbaikan di masa mendatang.

The Company is committed to continuously improving the effectiveness of the community complaint mechanism by strengthening the reporting system, enhancing responsiveness in complaint handling, and conducting periodic evaluations of the root causes of each complaint as a basis for formulating improvement measures in the future.

Saluran Pengaduan yang Tersedia
Available Complaint Channels

PT Perikanan Indonesia (Persero) menyediakan berbagai opsi saluran pengaduan yang mudah diakses untuk memastikan inklusivitas dan kenyamanan bagi masyarakat dan konsumen. Saluran ini mencakup:

1. Situs Web Resmi: www.perikananindonesia.co.id, g.
2. Email: persuratan@perikananindonesia.co.id, corcom@perikananindonesia.co.id., yang dikelola oleh Divisi Sekretaris Perusahaan.
3. Telepon: (021) 6679604
4. Media Sosial: Interaksi melalui platform seperti Instagram: @pt.perikananindonesia dan Twitter: @perikananID, untuk menampung masukan atau keluhan secara cepat dan interaktif.

PT Perikanan Indonesia (Persero) provides various easily accessible complaint channels to ensure inclusivity and convenience for communities and consumers. These channels include:

1. Official Website: www.perikananindonesia.co.id.
2. Email: persuratan@perikananindonesia.co.id and corcom@perikananindonesia.co.id, managed by the Corporate Secretary Division.
3. Telephone: (021) 6679604.
4. Social Media: Interaction through platforms such as Instagram: @pt.perikananindonesia and Twitter: @perikananID, to receive feedback or complaints quickly and interactively.

Selama tahun 2025, Perseroan tidak menerima pengaduan dari masyarakat yang ditujukan kepada Perseroan.

During 2025, the Company did not receive any complaints from the public addressed to the Company.

Meningkatkan Kualitas Kesehatan Pekerja

Promotion of Worker Health

[GRI 403-6] [GRI 403-7]

PT Perikanan Indonesia (Persero) memandang kesehatan dan kesejahteraan karyawan sebagai salah satu aspek penting dalam mendukung produktivitas serta keberlangsungan operasional perusahaan. Oleh karena itu, Perseroan terus berupaya memberikan perlindungan dan dukungan terhadap kesehatan karyawan sesuai dengan kemampuan perusahaan dan ketentuan peraturan perundang-undangan yang berlaku.

PT Perikanan Indonesia (Persero) views the health and well-being of employees as an important aspect in supporting the Company's productivity and operational continuity. Therefore, the Company continues to strive to provide protection and support for employee health in accordance with the Company's capabilities and the provisions of applicable laws and regulations.

Sebagai bentuk pemenuhan hak karyawan atas layanan kesehatan, Perseroan memastikan seluruh karyawan terdaftar sebagai peserta BPJS Kesehatan sehingga memperoleh akses terhadap layanan kesehatan sesuai dengan ketentuan yang berlaku. Selain itu, Perseroan menyediakan sarana Pertolongan Pertama Pada Kecelakaan (P3K) di lingkungan kerja sebagai upaya penanganan awal apabila terjadi kondisi yang memerlukan tindakan pertolongan segera.

As part of fulfilling employees' rights to health services, the Company ensures that all employees are registered as participants in BPJS Kesehatan, thereby providing access to health services in accordance with applicable provisions. In addition, the Company provides First Aid (P3K) facilities in the workplace as an initial response measure in the event of conditions requiring immediate assistance.

Dalam mendukung penanganan keadaan darurat yang berkaitan dengan kesehatan karyawan, Perseroan juga menyediakan mobil operasional yang dapat digunakan untuk membantu proses mobilisasi menuju fasilitas pelayanan kesehatan apabila diperlukan.

To support the handling of health-related emergencies involving employees, the Company also provides operational vehicles that can be used to facilitate transportation to healthcare facilities when necessary.

Penyediaan sarana tersebut merupakan bagian dari upaya perusahaan dalam memberikan respons yang cepat terhadap kondisi kedaruratan di lingkungan kerja.

The provision of such facilities forms part of the Company's efforts to provide a prompt response to emergency conditions in the workplace.

Perseroan juga menghormati hak privasi setiap karyawan dengan menjaga kerahasiaan data dan informasi pribadi, termasuk informasi yang berkaitan dengan kondisi kesehatan, sesuai dengan kebijakan perusahaan dan ketentuan yang berlaku.

The Company also respects the privacy rights of every employee by maintaining the confidentiality of personal data and information, including information related to health conditions, in accordance with Company policies and applicable provisions.

Ke depan, Perseroan berkomitmen untuk terus meningkatkan upaya dalam mendukung kesehatan dan kesejahteraan karyawan secara bertahap melalui penyediaan fasilitas, penguatan program kesehatan kerja, serta peningkatan kesadaran akan pentingnya kesehatan di lingkungan kerja sesuai dengan kebutuhan operasional perusahaan.

Going forward, the Company is committed to continuously improving its efforts to support employee health and well-being through the gradual provision of facilities, strengthening of occupational health programs, and increasing awareness of the importance of health in the workplace in accordance with the Company's operational needs.

Tujuan Strategis TJSL

Strategic Objectives of the TJSL Program

[GRI 2-22]

Program Tanggung Jawab Sosial dan Lingkungan (TJSL) PT Perikanan Indonesia (Persero) dilaksanakan sebagai bagian dari komitmen Perseroan untuk

The Environmental and Social Responsibility (TJSL) Program of PT Perikanan Indonesia (Persero) is implemented as part of the Company's commitment to

menciptakan nilai ekonomi, sosial, dan lingkungan yang berkelanjutan bagi para pemangku kepentingan. Pelaksanaan program ini diarahkan untuk mendukung pembangunan nasional sekaligus memperkuat hubungan yang harmonis antara Perseroan dengan masyarakat di sekitar wilayah operasional.

Secara strategis, tujuan pelaksanaan Program TJSL meliputi:

1. **Meningkatkan kesejahteraan masyarakat** melalui program pemberdayaan yang mendorong kemandirian ekonomi dan peningkatan kualitas hidup.
2. **Mendukung pengembangan sektor kelautan dan perikanan** melalui peningkatan kapasitas nelayan, pembudidaya ikan, dan pelaku UMKM perikanan.
3. **Meningkatkan kualitas sumber daya manusia** melalui dukungan di bidang pendidikan, pelatihan, dan pengembangan kompetensi masyarakat.
4. **Melestarikan lingkungan** melalui kegiatan konservasi, pengelolaan lingkungan, dan peningkatan kesadaran masyarakat terhadap pentingnya keberlanjutan sumber daya alam.
5. **Membangun hubungan yang harmonis dengan para pemangku kepentingan**, sehingga tercipta kepercayaan, kolaborasi, dan nilai bersama (shared value) yang berkelanjutan.
6. **Mendukung pencapaian Tujuan Pembangunan Berkelanjutan (TPB/SDGs)** serta implementasi prinsip Environmental, Social, and Governance (ESG) dalam kegiatan operasional Perseroan.
7. **Menciptakan dampak sosial yang terukur dan berkelanjutan** melalui program-program yang memberikan manfaat nyata bagi masyarakat dan mendukung pertumbuhan ekonomi lokal.

Rumusan tujuan tersebut disesuaikan dengan **Rencana Kerja TJSL PT Perikanan Indonesia (Persero)** dan tetap selaras dengan arah kebijakan Kementerian BUMN, sehingga pelaksanaan TJSL tidak hanya memenuhi tanggung jawab sosial perusahaan, tetapi juga berkontribusi terhadap penciptaan nilai jangka panjang bagi masyarakat dan keberlanjutan usaha Perseroan.

creating sustainable economic, social, and environmental value for stakeholders. The implementation of this program is directed toward supporting national development while strengthening harmonious relations between the Company and communities around its operational areas.

Strategically, the objectives of the TJSL Program include:

1. **Improving community welfare** through empowerment programs that promote economic independence and improve quality of life.
2. **Supporting the development of the marine and fisheries sector** through capacity building for fishermen, fish farmers, and fisheries MSME operators.
3. **Improving the quality of human resources** through support in the fields of education, training, and community competency development.
4. **Preserving the environment** through conservation activities, environmental management, and increasing public awareness of the importance of natural resource sustainability.
5. **Building harmonious relationships with stakeholders**, thereby creating trust, collaboration, and sustainable shared value.
6. **Supporting the achievement of the Sustainable Development Goals (SDGs)** and the implementation of Environmental, Social, and Governance (ESG) principles in the Company's operations.
7. **Creating measurable and sustainable social impacts** through programs that provide tangible benefits to communities and support local economic growth.

The formulation of these objectives is aligned with the **TJSL Work Plan of PT Perikanan Indonesia (Persero)** and remains consistent with the policy direction of the Ministry of State-Owned Enterprises, so that the implementation of TJSL not only fulfills the Company's social responsibility but also contributes to the creation of long-term value for communities and the sustainability of the Company's business.

Perencanaan Program TJSL
TJSL Program Planning

PT Perikanan Indonesia (Persero) menyusun Program Tanggung Jawab Sosial dan Lingkungan (TJSL) secara terencana, sistematis, dan selaras dengan strategi bisnis, risiko serta komitmen keberlanjutan Perseroan. Perencanaan program dilakukan dengan mempertimbangkan kebutuhan masyarakat, dampak operasional Perseroan, prioritas pembangunan nasional, serta arah kebijakan Pemegang Saham, sehingga program yang dilaksanakan mampu memberikan manfaat yang tepat sasaran dan berkelanjutan.

PT Perikanan Indonesia (Persero) develops the Environmental and Social Responsibility (TJSL) Program in a planned, systematic manner and in alignment with the Company's business strategy, risks, and sustainability commitments. Program planning is carried out by considering community needs, the impacts of the Company's operations, national development priorities, and the direction of Shareholder policies, so that the programs implemented are able to provide targeted and sustainable benefits.

Proses perencanaan diawali dengan identifikasi kebutuhan dan pemetaan kondisi sosial masyarakat di sekitar wilayah operasional melalui koordinasi dengan unit kerja terkait, pemerintah daerah, kelompok masyarakat, serta pemangku kepentingan lainnya. Hasil identifikasi tersebut menjadi dasar dalam menentukan prioritas program yang memiliki dampak sosial dan ekonomi yang paling signifikan.

The planning process begins with the identification of needs and mapping of the social conditions of communities around the Company's operational areas through coordination with relevant work units, local governments, community groups, and other stakeholders. The results of the identification process serve as the basis for determining program priorities that have the most significant social and economic impacts.

Selanjutnya, Perseroan menetapkan tema, sasaran, indikator keberhasilan, alokasi anggaran, serta mekanisme pelaksanaan dan evaluasi untuk setiap program TJSL. Penyusunan rencana program juga mempertimbangkan prinsip tata kelola yang baik (*Good Corporate Governance*), akuntabilitas, transparansi, efektivitas, dan efisiensi penggunaan sumber daya.

Furthermore, the Company establishes the themes, targets, success indicators, budget allocations, as well as implementation and evaluation mechanisms for each TJSL program. The preparation of program plans also considers the principles of Good Corporate Governance (GCG), accountability, transparency, effectiveness, and efficiency in the use of resources.

Program TJSL diarahkan pada berbagai bidang prioritas, antara lain pemberdayaan ekonomi masyarakat, pendidikan, pelestarian lingkungan khususnya pada pengembangan sektor kelautan dan perikanan, serta bantuan sosial yang memberikan manfaat nyata bagi masyarakat. Dalam pelaksanaannya, Perseroan mendorong kolaborasi dengan pemerintah, lembaga pendidikan, komunitas, organisasi masyarakat, dan mitra strategis lainnya guna meningkatkan efektivitas serta keberlanjutan program.

The TJSL Program is directed toward various priority areas, including community economic empowerment, education, environmental conservation, particularly in the development of the marine and fisheries sector, as well as social assistance that provides tangible benefits to communities. In its implementation, the Company encourages collaboration with the government, educational institutions, communities, civil society organizations, and other strategic partners to enhance the effectiveness and sustainability of the programs.

Kebijakan Tanggung Jawab Sosial dan Lingkungan

Environmental and Social Responsibility Policy

PT Perikanan Indonesia (Persero) berkomitmen penuh untuk menjalankan Kebijakan Tanggung Jawab Sosial dan Lingkungan (TJSL) sebagai bagian tidak terpisahkan dari strategi pertumbuhan bisnis perseroan

PT Perikanan Indonesia (Persero) is fully committed to implementing the Environmental and Social Responsibility (TJSL) Policy as an integral part of the Company's business growth strategy.

Pelaksanaan program TJSL PT Perikanan Indonesia (Persero) berpedoman pada berbagai peraturan perundang-undangan dan praktik terbaik (best practice), antara lain:

The implementation of PT Perikanan Indonesia (Persero)'s TJSL Program is guided by various laws and regulations and best practices, including:

1. Undang-Undang Nomor 40 Tahun 2007 tentang Perseroan Terbatas;
2. Undang-Undang Nomor 19 Tahun 2003 tentang Badan Usaha Milik Negara;
3. Peraturan Menteri Badan Usaha Milik Negara Republik Indonesia Nomor PER-1/MBU/03/2023 tentang Penugasan Khusus dan Program Tanggung Jawab Sosial dan Lingkungan Badan Usaha Milik Negara, beserta seluruh peraturan sebelumnya, yaitu:
    a. PER-06/MBU/09/2022 tentang Perubahan atas Peraturan Menteri BUMN Nomor PER-05/MBU/04/2021 tentang Program Tanggung

1. Law Number 40 of 2007 concerning Limited Liability Companies;
2. Law Number 19 of 2003 concerning State-Owned Enterprises;
3. Regulation of the Minister of State-Owned Enterprises of the Republic of Indonesia Number PER-1/MBU/03/2023 concerning Special Assignments and Environmental and Social Responsibility Programs of State-Owned Enterprises, along with all previous regulations, namely:
    a. PER-06/MBU/09/2022 concerning Amendments to the Regulation of the Minister of State-Owned Enterprises Number PER-

Jawab Sosial dan Lingkungan Badan Usaha Milik Negara;

b. PER-02/MBU/07/2017 tentang Perubahan Kedua atas PER-09/MBU/07/2015 mengenai Program Kemitraan dan Program Bina Lingkungan (PKBL) BUMN (tanggal 5 Juli 2017);

c. PER-02/MBU/04/2020 tentang Perubahan Ketiga atas PER-09/MBU/07/2015 mengenai Program Kemitraan dan Program Bina Lingkungan (PKBL) BUMN (tanggal 20 April 2020).

4. Peraturan Otoritas Jasa Keuangan (POJK) Nomor 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik (berlaku efektif sejak 1 Januari 2020);

5. Kode Etik (Code of Conduct) dan peraturan internal Perusahaan yang terkait dengan masyarakat dan lingkungan;

6. Sustainable Development Goals (SDGs) / Tujuan Pembangunan Berkelanjutan (TPB).

05/MBU/04/2021 concerning the Environmental and Social Responsibility Program of State-Owned Enterprises;

b. PER-02/MBU/07/2017 concerning the Second Amendment to PER-09/MBU/07/2015 concerning the Partnership Program and Community Development Program (PKBL) of State-Owned Enterprises (dated July 5, 2017);

c. PER-02/MBU/04/2020 concerning the Third Amendment to PER-09/MBU/07/2015 concerning the Partnership Program and Community Development Program (PKBL) of State-Owned Enterprises (dated April 20, 2020).

4. Financial Services Authority Regulation (POJK) Number 51/POJK.03/2017 concerning the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies (effective as of January 1, 2020);

5. Code of Conduct and the Company's internal regulations related to communities and the environment;

6. Sustainable Development Goals (SDGs) / Sustainable Development Goals (TPB).

Komite dan Pelaksanaan TJSL

TJSL Committee and Implementation

Dalam rangka memperkuat arsitektur Tata Kelola Perusahaan yang Baik (Good Corporate Governance/GCG) serta memastikan pengelolaan investasi sosial berjalan secara akuntabel, PT Perikanan Indonesia (Persero) membentuk Komite TJSL. Pembentukan komite ini merupakan wujud kepatuhan nyata perseroan terhadap regulasi yang diamanatkan dalam Peraturan Menteri Badan Usaha Milik Negara Republik Indonesia Nomor: PER-1/MBU/03/2023 tentang Penugasan Khusus dan Program Tanggung Jawab Sosial dan Lingkungan Badan Usaha Milik Negara. Komite khusus ini mengemban peran strategis sebagai organ pendukung tata kelola yang berfungsi untuk:

1. Koordinasi Lintas Sektoral: Melakukan sinkronisasi dan koordinasi aktif antar-unit serta direktorat internal guna merumuskan arah tujuan serta petunjuk pelaksanaan Program TJSL yang selaras dengan kompetensi bisnis hulu-hilir perusahaan.

2. Perencanaan Strategis: Melakukan pemetaan isu-isu material sosial-lingkungan serta menyusun perencanaan Program TJSL berbasis penciptaan nilai bersama (Creating Shared Value/CSV).

To strengthen the Good Corporate Governance (GCG) architecture and ensure accountable management of social investments, PT Perikanan Indonesia (Persero) established the TJSL Committee. The establishment of this committee represents the Company's tangible compliance with the regulations stipulated in the Regulation of the Minister of State-Owned Enterprises of the Republic of Indonesia Number: PER-1/MBU/03/2023 concerning Special Assignments and Environmental and Social Responsibility Programs of State-Owned Enterprises. This special committee plays a strategic role as a governance supporting organ that functions to:

1. Cross-Sectoral Coordination: Conduct active synchronization and coordination among internal units and directorates to formulate the objectives and implementation guidelines for the TJSL Program in alignment with the Company's upstream-to-downstream business competencies.

2. Strategic Planning: Map social and environmental material issues and develop TJSL Program plans based on Creating Shared Value (CSV).

3. Akuntabilitas & Evaluasi: Membantu Direksi dalam melaksanakan evaluasi komprehensif atas implementasi dan pencapaian dampak dari setiap Program TJSL yang berjalan.

3. Accountability & Evaluation: Assist the Board of Directors in conducting comprehensive evaluations of the implementation and impact achievements of each ongoing TJSL Program.

Legalitas pembentukan Komite TJSL PT Perikanan Indonesia (Persero) ini tertuang secara resmi dalam Keputusan Direksi PT Perikanan Indonesia (Persero) Nomor: KEP-0029/PERINDO/Dir.A/XII/2022 tanggal 28 Desember 2022 tentang Pembentukan Komite Tanggung Jawab Sosial dan Lingkungan (TJSL) PT Perikanan Indonesia (Persero). Keberadaan komite ini menjadi bukti nyata dari komitmen perseroan dalam memperkokoh arsitektur GCG dan menjamin pengelolaan investasi sosial berjalan secara transparan, akuntabel, dan berdampak jangka panjang.

The legal basis for the establishment of the PT Perikanan Indonesia (Persero) TJSL Committee is formally stipulated in the Decree of the Board of Directors of PT Perikanan Indonesia (Persero) Number: KEP-0029/PERINDO/Dir.A/XII/2022 dated December 28, 2022, concerning the Establishment of the Environmental and Social Responsibility (TJSL) Committee of PT Perikanan Indonesia (Persero). The existence of this committee serves as tangible evidence of the Company's commitment to strengthening the GCG architecture and ensuring that social investment management is carried out in a transparent, accountable manner and delivers long-term impact.

Kegiatan Tanggung Jawab Sosial Lingkungan (TJSL)

Environmental and Social Responsibility (TJSL) Avtivities

Dalam Pelaksanaannya, Program Tanggung Jawab Sosial dan Lingkungan dibagi menjadi tiga, yaitu:

1. Program Tanggung Jawab Sosial dan Lingkungan Pendanaan Usaha Mikro dan Usaha Kecil (PUMK).
2. Program Tanggung Jawab Sosial dan Lingkungan Non PUMK CID (Community Involvement and Development) yaitu program TJSL Non PUMK yang dijalankan oleh Unit TJSL.
3. Program Tanggung Jawab Sosial dan Lingkungan Non PUMK Non CID (Non Community Involvement and Development) yaitu program TJSL Non PUMK yang dijalankan diluar Unit TJSL. Dalam hal ini dijalankan oleh Unit GCG Divisi Hukum dan Kepatuhan.

In its implementation, the Environmental and Social Responsibility Program is divided into three categories, namely:

1. Environmental and Social Responsibility Program for Micro and Small Enterprise Funding (PUMK).
2. Non-PUMK CID (Community Involvement and Development) Environmental and Social Responsibility Program, namely the Non-PUMK TJSL program implemented by the TJSL Unit.
3. Non-PUMK Non-CID (Non-Community Involvement and Development) Environmental and Social Responsibility Program, namely the Non-PUMK TJSL program implemented outside the TJSL Unit. In this case, it is implemented by the GCG Unit of the Legal and Compliance Division.

Berikut penjelasannya:
The Following is the explanation

1. Program Pendanaan Usaha Mikro dan Kecil (PUMK)
Program Pendanaan Usaha Mikro dan Kecil (PUMK) adalah inisiatif strategis dalam Program Tanggung Jawab Sosial dan Lingkungan (TJSL) BUMN yang difokuskan pada pemberian akses pembiayaan modal kerja dan pembinaan usaha. Di bawah pilar pembangunan ekonomi, program ini berfungsi memperkuat kapasitas pelaku usaha mikro dan kecil

1. Micro and Small Enterprise Funding Program (PUMK)
The Micro and Small Enterprise Funding Program (PUMK) is a strategic initiative under the SOE Environmental and Social Responsibility (TJSL) Program, focused on providing access to working capital financing and business development. Under the economic development pillar, this program serves to strengthen the capacity of micro and small enterprises

(UMK) agar tumbuh menjadi entitas bisnis yang Tangguh dan mandiri.

(MSEs) to grow into resilient and independent business entities.

Berdasarkan surat dari Menteri BUMN Nomor: S-721/MBU/11/2022 Tertanggal 10 November 2022 Perihal Kerja Sama Program Pendanaan Usaha Mikro dan Usaha Kecil (Kerja Sama Program PUMK), pelaksanaan atau penyaluran pinjaman modal usaha dalam program PUMK disalurkan melalui PT Bank Rakyat Indonesia (Persero) Tbk. Dalam pelaksanaannya PT Perikanan Indonesia (Persero) boleh mengusulkan calon mitra binaan kepada PT BRI (Persero) Tbk kemudian PT BRI (Persero) Tbk akan melakukan verifikasi terhadap usulan calon mitra binaan tersebut.

Based on the letter from the Minister of State-Owned Enterprises Number: S-721/MBU/11/2022 dated November 10, 2022, concerning the Cooperation of the Micro and Small Enterprise Funding Program (PUMK Program Cooperation), the implementation or disbursement of business capital loans under the PUMK Program is carried out through PT Bank Rakyat Indonesia (Persero) Tbk. In its implementation, PT Perikanan Indonesia (Persero) may propose prospective assisted partners to PT BRI (Persero) Tbk, after which PT BRI (Persero) Tbk will verify the proposed prospective assisted partners.

Sampai dengan periode Tahun 2025 (Audit) PT Perikanan Indonesia (Persero) tidak menyalurkan pinjaman modal usaha Program Pendanaan Usaha Mikro dan Kecil /PUMK yang dilakukan secara kolaborasi dengan PT BRI (Persero) atau realisasi Penyaluran PUMK kolaborasi dengan PT BRI (Persero) Tbk sebesar Rp0,-.

As of the 2025 Period (Audited), PT Perikanan Indonesia (Persero) did not disburse business capital loans under the Micro and Small Enterprise Funding Program (PUMK) in collaboration with PT BRI (Persero), or the realization of PUMK disbursement in collaboration with PT BRI (Persero) Tbk amounted to Rp0.

No	Nama Program Name Program	TPB	Waktu Pelaksanaan Implementation Period	Realisasi Anggaran (Rp) Budget Realization
Pilar Ekonomi Economic Pillar				-
1	Penyaluran PUMK kerjasama dengam PT BRI (Persero) PUMK Distribution in Collaboration with PT BRI (Persero)	8	-	-
Total				-

2. Program Tanggung Jawab Sosial dan Lingkungan Non Pendanaan Usaha Mikro dan Usaha Kecil (Non PUMK) - CID

Merupakan program TJSL non-pembiayaan, yang diimplementasikan secara strategis untuk mendukung pencapian Tujuan Pembangunan Berkelanjutan (TPB/SDGs). Dengan menyelaraskan pilar ekonomi, sosial, lingkungan, serta hukum dan tata kelola perusahaan yang baik (Good Corporate Governance), program ini berkomitmen menciptakan nilai bersama (Creating Shared Value) demi mewujudkan kemaslahatan multipihak, baik bagi pertumbuhan kinerja korporasi, kesejahteraan masyarakat, maupun pelestarian kualitas ekosistem secara berkesinambungan.

2. Non-Funding Micro and Small Enterprise (Non-PUMK) – CID Environmental and Social Responsibility Program

This is a non-financing TJSL program strategically implemented to support the achievement of the Sustainable Development Goals (SDGs). By aligning the economic, social, environmental, and legal and corporate governance pillars (Good Corporate Governance), the program is committed to creating shared value (Creating Shared Value) to realize benefits for multiple stakeholders, including corporate performance growth, community welfare, and the preservation of ecosystem quality in a sustainable manner.

Pada periode Tahun 2025 (Audit) realisasi pelaksanaan program TJSL Non PUMK CID PT Perikanan Indonesia (Persero) sebesar Rp216.776.833,- dengan rincian:

For the 2025 Period (Audited), the realization of the PT Perikanan Indonesia (Persero) Non-PUMK CID TJSL Program amounted to Rp216,776,833, with the following details:

No	Nama Program Name Program	TPB	Waktu Pelaksanaan Implementation Period	Realisasi Anggaran (Rp) Budget Realization
Pilar Sosial Social Pillar				**150.662.500**
1	PT Perikanan Indonesia (Persero) Peduli Banjir PT Perikanan Indonesia (Persero) Cares for Flood Victims	2	Maret March	4.895.000

2	Bakti Sosial Ramadhan bersama Korps Mubaigh Indonesia Ramadan Social Service with the Indonesian Preachers Corps	2	Maret March	1.500.000
3	Penyaluran hewan Qurban Idul Adha 1446 H Distribution of Qurban Animals for Eid al-Adha 1446 H	2	Juni June	45.267.500
4	Berbagi ikan hari Ikan Nasonal Fish Sharing on National Fish Day	2	November	60.000.000
5	Bantuan musibah banjir Sumatera dan Aceh Kolaborasi ID Food Group Flood Disaster Assistance for Sumatra and Aceh in Collaboration with the ID FOOD Group	2	Desember December	25.000.000
6	Bantuan dana pendidikan siswa/i TK-acara BAKULIKAN Educational Financial Assistance for Kindergarten Students – BAKULIKAN Event	4	Desember December	4.000.000
7	Bantuan pendidikan peralatan belajar mengajar GPIB Educational Assistance for Teaching and Learning Equipment at GPIB	4	Desember December	10.000.000
Pilar Ekonomi Economic Pillar				**48.007.190**
8	Penyaluran Freezer bagi Bumdes dan UMKM Distribution of Freezers to BUMDes and MSMEs	8	Agustus-September August - September	10.247.140
9	Bantuan alat pancing bagi nelayan Fishing Equipment Assistance for Fishermen	8	November	37.760.050
Pilar Lingkungan Environmental Pillar				**18.107.143**
5	Mudik Gratis bersama BUMN ID Food Group Free Homecoming Program with BUMN ID FOOD Group	11	Maret March	18.107.143
Total				**216.776.833**

3. Program Tanggung Jawab Sosial dan Lingkungan Non Pendanaan Usaha Mikro dan Usaha Kecil (Non PUMK) - Non CID

Program TJSL Non-PUMK Non-CID adalah kategori program kerja Tanggung Jawab Sosial dan Lingkungan di lingkungan BUMN yang dikelola oleh divisi atau unit kerja di luar bagian TJSL.

Program TJSL Non PUMK Non CID PT Perikanan Indonesia (Persero) dilaksanakan oleh Unit GCG Divisi Hukum dan Kepatuhan yaitu berupa pembuatan buku pedoman GCG untuk Direksi dan Dewan Komisaris.

3. Non-Funding Micro and Small Enterprise (Non-PUMK) – Non-CID Environmental and Social Responsibility Program

The Non-PUMK Non-CID TJSL Program is a category of Environmental and Social Responsibility programs within SOEs that are managed by divisions or work units outside the TJSL function.

The Non-PUMK Non-CID TJSL Program of PT Perikanan Indonesia (Persero) is implemented by the GCG Unit of the Legal and Compliance Division, in the form of preparing a GCG guidelines book for the Board of Directors and Board of Commissioners

No	Nama Program Program Name	SDG's	Waktu Pelaksanaan Implementation Period	Realisasi Anggaran (Rp) Budget Realization (RP)
Pilar Hukum dan Tata Kelola Legal and Governance Pillar				
1	Pembuatan buku pedoman GCG untuk Direksi dan Dewan Komisaris Preparation of the GCG Guidelines Book for the Board of Directors and Board of Commissioners	16	Mei	800.000
Total				800.000

Sehingga total realisasi anggaran pelaksanaan program TJSL Periode Tahun 2025 (Audit) sebesar Rp217.576.833,- (dua ratus tujuh belas juta lima ratus tujuh puluh enam ribu delapan ratus tiga puluh tiga rupiah) yang berasal dari:
Program TJSL PUMK sebesar Rp0,-
Program TJSL Non PUMK CID sebesar Rp216.776.833,-

Therefore, the total realization of the budget for the implementation of the TJSL Program for the 2025 Period (Audited) amounted to Rp217,576,833 (two hundred seventeen million five hundred seventy-six thousand eight hundred thirty-three rupiah), consisting of:
TJSL PUMK Program amounting to Rp0,-
TJSL Non-PUMK CID Program amounting to Rp216,776,833,-

Non TJSL Non PUMK Non CID sebesar Rp800.000,-

Non-TJSL Non-PUMK Non-CID amounting to Rp800,000,-

4. Pelaksanaan Program Prioritas TJSL

4. Implementation of Priority TJSL Programs

Berdasarkan Peraturan Menteri BUMN Nomor: PER-1/MBU/03/2023 Tentang Penugasan Khusus dan Program TJSL, terdapat tiga prioritas utama dalam melaksanakan program TJSL yaitu pada bidang Pendidikan, lingkungan dan pengembangan UMKM. Berikut rincian kegiatannya:

Based on Minister of State-Owned Enterprises Regulation Number: PER-1/MBU/03/2023 concerning Special Assignments and TJSL Programs, there are three main priorities in implementing TJSL programs, namely Education, Environment, and MSME Development. The details of the activities are as follows:

1) Bidang Pendidikan
Education Sector

No	**Nama Program** Name Program	**Realisasi (Rp)** Realization
1	Beasiswa bagi siswa/i TK Kec. Cipayung Jakarta Timur Kolaborasi bersama KKP Scholarships for Kindergarten Students in Cipayung District, East Jakarta, in Collaboration with KKP	4.000.000
2	Bantuan pendidikan peralatan belajar mengajar GPIB Kab. Bogor Educational Assistance for Teaching and Learning Equipment at GPIB, Bogor Regency	10.000.000
Total		14.000.000

2) Bidang Lingkungan
Environmental Sector

No	**Nama Program** Name Program	**Realisasi (Rp)** Realization
1	Mudik Bersama BUMN kolaborasi bersama ID Food group di Jakarta Joint Homecoming Program with SOEs in Collaboration with the ID FOOD Group in Jakarta	18.107.143
Total		18.107.143

3) Pengembangan UMKM
MSME Development

No	**Nama Program** Name Program	**Realisasi (Rp)** Realization
1	Pembinaan koperasi/ UMKM mitra bisnis PT Perikanan Indonesia (Persero) dan bantuan peralatan usaha (freezer) kolaborasi bersama BUMDes di Kab.Pati Jawa Tengah Development of Cooperatives/MSME Business Partners of PT Perikanan Indonesia (Persero) and Business Equipment Assistance (Freezers) in Collaboration with BUMDes in Pati Regency, Central Java	10.247.140
2	Pemberdayaan nelayan melalui Bantuan alat tangkap nelayan di Sorong Fishermen Empowerment through Fishing Gear Assistance in Sorong	37.760.050
Total		48.007.190

5. Pelaksanaan Program TJSL Non Prioritas dalam Rangka Tanggap darurat dan Peningkatan Gizi Masyarakat
Implementation of the Non-Priority TJSL Program for Emergency Response and Community Nutrition Improvement

Pelaksanaan Program TJSL Non-Prioritas perusahaan difokuskan pada arah strategis utama yaitu penguatan aspek sosial kemanusiaan dan investasi pembangunan manusia jangka panjang. Pada ranah pembangunan manusia, perusahaan melakukan intervensi nutrisi komprehensif guna meningkatkan pemenuhan gizi masyarakat demi mencetak Generasi Emas yang sehat dan berdaya saing. Sementara pada aspek sosial kemanusiaan, perusahaan berkomitmen menjaga ketahanan komunitas melalui penyaluran bantuan tanggap darurat yang cepat dan tepat sasaran bagi masyarakat terdampak musibah bencana alam. Berikut rinciannya:

The implementation of the Company's Non-Priority TJSL Program is focused on the main strategic directions, namely strengthening social and humanitarian aspects and investing in long-term human development. In the area of human development, the Company carries out comprehensive nutritional interventions to improve community nutritional fulfillment in order to create a healthy and competitive Golden Generation. Meanwhile, in the social and humanitarian aspect, the Company is committed to maintaining community resilience through the prompt and targeted distribution of emergency assistance to communities affected by natural disasters. The details are as follows:

No	**Nama Program** Program Name	**Realisasi (Rp)** Realization
1	PT Perikanan Indonesia (Persero) Peduli Banjir PT Perikanan Indonesia (Persero) Cares for Flood Victims	4.895.000
2	Bakti Sosial Ramadhan bersama Korps Mubaigh Indonesia Ramadan Social Service with the Indonesian Preachers Corps	1.500.000
3	Penyaluran hewan Qurban Idul Adha 1446 H Distribution of Qurban Animals for Eid al-Adha 1446 H	45.267.500
4	Berbagi ikan hari Ikan Nasonal Fish Sharing on National Fish Day	60.000.000
5	Bantuan musibah banjir Sumatera dan Aceh Kolaborasi ID Food Group Flood Disaster Assistance for Sumatra and Aceh in Collaboration with the ID FOOD Group	25.000.000
6	Pembuatan buku pedoman GCG untuk Direksi dan Dewan Komisaris Preparation of GCG Guidelines Book for the Board of Directors and Board of Commissioners	800.000
Total		137.462.500

Program TJSL dan Pilar TPB / SDG

TJSL Program and SDG Pillars

PT Perikanan Indonesia (Persero) berkomitmen penuh untuk memastikan bahwa setiap alokasi investasi sosial dalam Program TJSL Non-Pendanaan Usaha Mikro dan Kecil (Non-PUMK) dialokasikan secara presisi pada pilar utama pembangunan. Langkah ini diambil guna menjamin keselarasan antara agenda pemberdayaan ekonomi kerakyatan, kelestarian lingkungan, dan target capaian global Tujuan Pembangunan Berkelanjutan (TPB/SDGs) menuju tahun 2030.

PT Perikanan Indonesia (Persero) is fully committed to ensuring that every social investment allocation under the Non-Funding Program for Micro and Small Enterprises (Non-PUMK) is precisely allocated to the main development pillars. This measure is taken to ensure alignment between the people's economic empowerment agenda, environmental sustainability, and the global achievement targets of the Sustainable Development Goals (SDGs) towards 2030.

Pelaksanaan program Tanggung Jawab Sosial dan Lingkungan PT Perikanan Indonesia (Persero) berorientasi pada pencapaian Tujuan Pembangunan Berkelanjutan/ TPB atau *Sustainable Development Goal's* / SDG's serta berpedoman kepada ISO 26000 sebagai panduan pelaksanaan program, dengan harapan pelaksanaan program lebih terukur, berdampak dan berkelanjutan. Berikut penjabaran TPB/ SDG's berdasarkan pilarnya:

The implementation of PT Perikanan Indonesia (Persero)'s Environmental and Social Responsibility (TJSL) programs is oriented toward achieving the Sustainable Development Goals (SDGs) and guided by ISO 26000 as the basis for program implementation, with the aim of ensuring that program implementation is more measurable, impactful, and sustainable. The following provides an elaboration of the SDGs based on their respective pillars:

Pilar Sosial Social Pillar	
TPB 1	Mengakhiri kemiskinan dalam segala bentuk dimanapun End poverty in all its forms everywhere.
TPB 2	Menghilangkan kelaparan, mencapai ketahanan pangan dan gizi yang baik, serta meningkatkan pertanian berkelanjutan End hunger, achieve food security and improved nutrition, and promote sustainable agriculture.
TPB 3	Menjamin kehidupan yang sehat dan meningkatkan kesejahteraan seluruh penduduk semua usia Ensure healthy lives and promote well-being for all at all ages.
TPB 4	Menjamin kualitas pendidikan yang inklusif dan merata serta meningkatkan kesempatan belajar sepanjang hayat untuk semua Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.
TPB 5	Mencapai kesetaraan gender dan memberdayakan kaum perempuan Achieve gender equality and empower women.
Pilar Ekonomi Economic Pillar	
TPB 7	Menjamin akses energi yang terjangkau, andal, berkelanjutan dan modern untuk semua Ensure access to affordable, reliable, sustainable, and modern energy for all.
TPB 8	Meningkatkan pertumbuhan ekonomi yang inklusif dan berkelanjutan, kesempatan kerja yang produktif dan menyeluruh serta pekerjaan yang layak untuk semua Promote inclusive and sustainable economic growth, productive and full employment, and decent work for all.
TPB 9	Membangun infrastruktur yang tangguh, meningkatkan industri inklusif dan berkelanjutan, serta mendorong inovasi. Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.
TPB 10	Mengurangi kesenjangan intra dan antar negara Reduce inequality within and among countries.
TPB 17	Menguatkan sarana pelaksanaan dan merevitalisasi kemitran global untuk pembangunan berkelanjutan Strengthen the means of implementation and revitalize the global partnership for sustainable development.
Pilar Lingkungan Environmental Pillar	
TPB 6	Menjamin ketersediaan serta pengelolaan air bersih dan sanitasi yang berkelanjutan untuk semua Ensure the availability and sustainable management of clean water and sanitation for all.
TPB 11	Menjadikan kota dan pemukiman inklusif, aman, tangguh dan berkelanjutan Make cities and human settlements inclusive, safe, resilient, and sustainable.
TPB 12	Menjamin pola produksi dan konsumsi yang berkelanjutan Ensure sustainable consumption and production patterns.
TPB 13	Mengambil tindakan cepat untuk mengatasi perubahan iklim dan dampaknya Take urgent action to address climate change and its impacts.
TPB 14	Memastikan dan memanfaatkan secara berkelanjutan sumberdaya kelautan dan samudera untuk pembangunan berkelanjutan Ensure and sustainably utilize marine and ocean resources for sustainable development.
TPB 15	Melindungi, merestorasi dan meningkatkan pemanfaatan berkelanjutan ekosistem daratan, mengelola huta secara lestari, menghentikan penggurunan, memulihkan degradasi lahan, serta menghentikan kehilangan keanekaragaman hayati. Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation, and halt biodiversity loss.
Pilar Hukum dan Tata Kelola Law Pillar and Governance	

TPB 16	Menguatkan masyarakat yang inklusif dan damai untuk pembangunan berkelanjutan, menyediakan akses keadilan untuk semua, dan membangun kelembagaan yang efektif, akuntabel dan inklusif disemua tingkatan. Strengthen inclusive and peaceful societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels.

Pilar Sosial
Social Pillar

Pilar Pembangunan Sosial dalam Tujuan Pembangunan Berkelanjutan (TPB) atau Sustainable Development Goals (SDGs) berfokus pada pemenuhan hak dasar manusia yang berkeadilan dan inklusif. Tujuan utamanya adalah untuk memastikan bahwa seluruh lapisan masyarakat—terutama kelompok rentan dan prasejahtera—mencapai kesejahteraan, kesehatan, dan akses pendidikan yang merata.

The Social Development Pillar within the Sustainable Development Goals (SDGs) focuses on the fulfillment of fundamental human rights in a fair and inclusive manner. Its primary objective is to ensure that all segments of society—particularly vulnerable and underprivileged groups—achieve well-being, health, and equitable access to education.

Di dalam kerangka SDGs, Pilar Sosial secara spesifik mencakup 5 dari 17 Tujuan Global, yaitu:

- SDG 1: Tanpa Kemiskinan (No Poverty) – Mengakhiri kemiskinan dalam segala bentuk di mana pun.
- SDG 2: Tanpa Kelaparan (Zero Hunger) – Mengakhiri kelaparan, mencapai ketahanan pangan, meningkatkan gizi, dan mendukung pertanian berkelanjutan.
- SDG 3: Kehidupan Sehat dan Sejahtera (Good Health and Well-Being) – Menjamin kehidupan yang sehat dan meningkatkan kesejahteraan bagi semua orang di semua usia.
- SDG 4: Pendidikan Berkualitas (Quality Education) – Menjamin pendidikan yang inklusif dan merata, serta mendukung kesempatan belajar sepanjang hayat bagi semua.
- SDG 5: Kesetaraan Gender (Gender Equality) – Mencapai kesetaraan gender dan memberdayakan kaum perempuan.

Within the SDGs framework, the Social Pillar specifically encompasses 5 of the 17 Global Goals, namely:

- SDG 1: No Poverty – End poverty in all its forms everywhere.
- SDG 2: Zero Hunger – End hunger, achieve food security, improve nutrition, and promote sustainable agriculture.
- SDG 3: Good Health and Well-Being – Ensure healthy lives and promote well-being for all at all ages.
- SDG 4: Quality Education – Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.
- SDG 5: Gender Equality – Achieve gender equality and empower women.

Kontribusi Strategis Terhadap Pencapaian SDG 1 (Tanpa Kemiskinan)
Strategic Contribution to the Achievement of SDG 1 (No Poverty)

PT Perikanan Indonesia (Persero) berkomitmen penuh untuk berperan sebagai agen pembangunan nasional yang berkontribusi aktif dalam mengentaskan kemiskinan ekstrim, khususnya di wilayah pesisir dan komunitas nelayan tradisional. Perseroan menolak paradigma bantuan searah (corporate charity) yang memicu ketergantungan masyarakat, dan memilih mengimplementasikan strategi Creating Shared Value (CSV). Strategi ini dirancang untuk memutus rantai kemiskinan sistemik melalui penguatan kapasitas ekonomi produktif, penciptaan lapangan kerja informal, dan pengintegrasian pelaku usaha lokal ke dalam sistem manajemen rantai pasok perusahaan yang berkelanjutan. peran dan kontribusi strategis perseroan dalam mendukung ketercapaian SDG 1 (Tanpa Kemiskinan) dijabarkan melalui pilar intervensi berikut:

PT Perikanan Indonesia (Persero) is fully committed to serving as an agent of national development that actively contributes to eradicating extreme poverty, particularly in coastal areas and traditional fishing communities. The Company rejects the one-way assistance paradigm (corporate charity) that creates community dependency and instead chooses to implement the Creating Shared Value (CSV) strategy. This strategy is designed to break the cycle of systemic poverty through strengthening productive economic capacity, creating informal employment opportunities, and integrating local business actors into the Company's sustainable supply chain management system. The Company's strategic role and contribution in supporting the achievement of SDG 1 (No Poverty) are elaborated through the following intervention pillars:

1. Pemberdayaan dan Inklusi Rantai Pasok Nelayan Tradisional Hulu.
   Di sektor hulu (produksi), perseroan mengentaskan kemiskinan dengan merangkul kelompok nelayan

1. Empowerment and Supply Chain Inclusion of Upstream Traditional Fishermen
   In the upstream sector (production), the Company contributes to poverty alleviation by engaging

tradisional di wilayah Indonesia Timur, salah satunya di Sorong, Papua Barat Daya. Melalui penyaluran paket bantuan alat tangkap ramah lingkungan, perseroan berupaya mendorong eskalasi produktivitas volume hasil tangkapan nelayan secara legal. Langkah ini diimbangi dengan kepastian jaminan serapan pasar (offtaker) tangan pertama oleh perusahaan, sehingga nelayan terhindar dari jeratan tengkulak, mendapatkan kepastian harga yang adil (fair price), dan mengalami peningkatan pendapatan riil secara konsisten.

traditional fishing groups in Eastern Indonesia, one of which is located in Sorong, Southwest Papua. Through the distribution of environmentally friendly fishing gear assistance packages, the Company seeks to increase the productivity of legally caught fish volumes. This effort is complemented by guaranteed first-hand market absorption (offtaker) by the Company, enabling fishermen to avoid dependence on middlemen, obtain fair price certainty, and consistently increase their real income.

2. Penguatan Kapasitas Usaha dan Stimulus Aset Hilir UMKM.
   Di sektor hilir (pemasaran), perseroan menargetkan pengentasan kemiskinan melalui Program Non-Pendanaan Usaha Mikro dan Kecil (Non-PUMK) berupa pembinaan dan penyaluran bantuan peralatan usaha freezer bagi tiga UMKM dan satu koperasi perikanan lokal di Pati, Jawa Tengah. Intervensi sarana produksi ini berhasil meningkatkan kapasitas penyimpanan rantai dingin (cold chain capability) mitra, mengeliminasi kerugian akibat kerusakan barang (food loss reduction), serta meningkatkan stabilitas omzet harian.

2. Strengthening Business Capacity and Downstream MSME Asset Stimulus In the downstream sector (marketing), the Company targets poverty alleviation through the Non-Funding Program for Micro and Small Enterprises (Non-PUMK) in the form of capacity building and the distribution of freezer equipment assistance for three MSMEs and one local fisheries cooperative in Pati, Central Java. This production facility intervention successfully increased the partners' cold chain storage capacity (cold chain capability), eliminated losses resulting from product spoilage (food loss reduction), and improved daily revenue stability.

Kontribusi Strategis Terhadap Pencapaian SDG 2 (Tanpa Kelaparan)
Strategic Contribution to the Achievement of SDG 2 (Zero Hunger)

PT Perikanan Indonesia (Persero) berkomitmen penuh untuk mengintegrasikan investasi sosial perusahaan guna mendukung ketahanan pangan nasional, pemenuhan gizi masyarakat, serta penguatan jaring pengaman sosial bagi kelompok rentan dan prasejahtera. Komitmen ini dimanifestasikan secara nyata oleh perseroan sepanjang tahun pelaporan melalui akselerasi program kerja pada pilar SDG's 2 (Tanpa Kelaparan), yang meliputi serangkaian program taktis dan berkelanjutan sebagai berikut:

PT Perikanan Indonesia (Persero) is fully committed to integrating corporate social investment to support national food security, the fulfillment of community nutritional needs, and the strengthening of social safety nets for vulnerable and underprivileged groups. This commitment is tangibly manifested by the Company throughout the reporting year through the acceleration of work programs under SDG 2 (Zero Hunger), comprising a series of tactical and sustainable programs as follows:

1. Tanggap Darurat dan Bantuan Pangan Musibah Bencana Alam Banjir (Aceh dan Jabodetabek).
   Sebagai wujud kepedulian sosial kemanusiaan, perseroan bergerak cepat menyalurkan bantuan logistik darurat pangan bagi masyarakat yang terdampak musibah bencana alam banjir di wilayah Aceh dan Jabodetabek. Penyaluran bantuan makanan pokok ini ditujukan untuk memitigasi risiko kelaparan akut serta mengamankan ketahanan pangan domestik bagi para pengungsi di masa krisis darurat bencana.

1. Emergency Response and Food Assistance for Flood Disasters (Aceh and Greater Jakarta).
   As a manifestation of social and humanitarian concern, the Company promptly distributed emergency food logistics assistance to communities affected by flood disasters in the Aceh and Greater Jakarta areas. The distribution of staple food assistance was aimed at mitigating the risk of acute hunger and safeguarding domestic food security for evacuees during the emergency disaster crisis.

2. Penyaluran Hewan Qurban Idul Adha:
   Dalam rangka memperingati Hari Raya Idul Adha, PT Perikanan Indonesia (Persero) melaksanakan program pemenuhan kebutuhan protein hewani melalui penyaluran hewan qurban kepada komunitas masyarakat prasejahtera di sekitar wilayah operasional pelabuhan perikanan cabang. Program ini dirancang untuk memastikan pemerataan akses pangan bergizi dan meningkatkan kebahagiaan sosial keagamaan bagi kelompok masyarakat yang membutuhkan.

2. Distribution of Qurban Animals for Eid al-Adha:
   In commemoration of Eid al-Adha, PT Perikanan Indonesia (Persero) implemented a program to fulfill animal protein needs through the distribution of qurban animals to underprivileged communities around the operational areas of the Company's fisheries port branches. This program was designed to ensure equitable access to nutritious food and enhance social and religious well-being among communities in need.

3. Bakti Sosial Hari Raya (Pemberdayaan Pangan Komunitas).
   Perseroan secara konsisten menggelar agenda Bakti Sosial Hari Raya melalui pendistribusian paket pangan pokok gratis bagi keluarga nelayan tradisional, pekerja informal, dan masyarakat pesisir prasejahtera. Intervensi ini berhasil mengurangi hambatan beban pengeluaran finansial domestik rumah tangga sasaran selama masa puncak (peak season) hari raya keagamaan nasional.

3. Holiday Social Service (Community Food Empowerment).
   The Company consistently organizes Holiday Social Service activities through the distribution of free staple food packages to traditional fishing families, informal workers, and underprivileged coastal communities. This intervention successfully reduces the burden of household financial expenditure for the target households during the peak season of national religious holidays.

4. Program Berbagi Ikan dalam Rangka Peningkatan Gizi Masyarakat.
   Melalui sinergi erat bersama Kementerian Kelautan dan Perikanan (KKP), perseroan mengeksekusi program Berbagi Ikan sebagai bagian dari aksi nyata menyuplai gizi protein hewani gratis berkualitas tinggi secara langsung kepada anak-anak usia dini dan keluarga rawan pangan. Program intervensi gizi ini berkontribusi aktif dalam mendukung kampanye nasional Gerakan Memasyarakatkan Makan Ikan (Gemarikan) guna menekan risiko stunting dan membangun kecerdasan Generasi Emas Indonesia

4. Fish Sharing Program for Improving Community Nutrition.
   Through close collaboration with the Ministry of Marine Affairs and Fisheries (KKP), the Company implemented the Fish Sharing Program as a tangible action to directly provide high-quality free animal protein nutrition to young children and food-insecure families. This nutritional intervention program actively contributes to supporting the national campaign of the Fish Eating Community Movement (Gerakan Memasyarakatkan Makan Ikan/Gemarikan) to reduce the risk of stunting and foster the intelligence of Indonesia's Golden Generation.

Kontribusi Strategis Terhadap Pencapaian SDG 3 (Kehidupan Sehat dan Sejahtera)
Strategic Contribution to the Achievement of SDG 3 (Good Health and Well-Being)

PT Perikanan Indonesia (Persero) meyakini bahwa kesehatan dan kesejahteraan masyarakat merupakan fondasi utama dari terciptanya ketahanan nasional yang tangguh dan produktif. Perseroan secara aktif mengintegrasikan program investasi sosial dan kompetensi inti bisnisnya guna memberikan kontribusi nyata terhadap pencapaian pilar SDG 3 (Kehidupan Sehat dan Sejahtera). kontribusi perseroan dijabarkan melalui pilar-pilar strategis berikut:

1. Peningkatan Status Gizi Publik dan Pencegahan Stunting
2. Perlindungan Kesehatan dan Keselamatan Kerja (K3) Karyawan internal
3. Jaminan Keamanan Pangan bagi Kesehatan Konsumen

PT Perikanan Indonesia (Persero) believes that public health and well-being are the primary foundations for creating strong and productive national resilience. The Company actively integrates social investment programs and its core business competencies to make a tangible contribution to the achievement of SDG 3 (Good Health and Well-Being). The Company's contributions are elaborated through the following strategic pillars:

1. Improving Public Nutritional Status and Stunting Prevention
2. Occupational Health and Safety (OHS) Protection for Internal Employees
3. Food Safety Assurance for Consumer Health

Kontribusi Strategis Terhadap Pencapaian SDG 4 (Pendidikan Berkualitas)
Strategic Contribution to the Achievement of SDG 4 (Quality Education)

PT Perikanan Indonesia (Persero) meyakini bahwa investasi pada sektor pendidikan merupakan pilar fundamental dalam memutus rantai kemiskinan sistemik dan mendorong peningkatan kualitas hidup masyarakat secara berkelanjutan. Perseroan secara aktif mewujudkan komitmen tersebut melalui akselerasi program kerja pada pilar SDG 4 (Pendidikan Berkualitas) sepanjang tahun pelaporan, yang meliputi intervensi strategis sebagai berikut:

PT Perikanan Indonesia (Persero) believes that investment in the education sector is a fundamental pillar in breaking the cycle of systemic poverty and promoting sustainable improvements in the quality of life of communities. The Company actively realizes this commitment through the acceleration of work programs under the SDG 4 pillar (Quality Education) throughout the reporting year, which include the following strategic interventions:

1. Program Penyaluran Beasiswa Pendidikan Berkelanjutan.
   Guna mengurangi hambatan finansial domestik masyarakat prasejahtera di sekitar wilayah operasional perusahaan, perseroan menyalurkan bantuan dana beasiswa pendidikan. Salah satu inisiatif nyata diimplementasikan melalui program

1. Sustainable Education Scholarship Distribution ProgramTo reduce domestic financial barriers faced by underprivileged communities around the Company's operational areas, the Company provides educational scholarship assistance. One tangible initiative is implemented through the Kindergarten Children's Scholarship Program,

Beasiswa Anak TK yang dilaksanakan berkolaborasi dengan BBP3K Kementerian Kelautan dan Perikanan (KKP). Program ini dirancang untuk memastikan pemerataan hak akses pendidikan anak sejak usia dini guna membangun kesiapan belajar (school readiness) yang bermutu.

carried out in collaboration with BBP3K of the Ministry of Marine Affairs and Fisheries (KKP). This program is designed to ensure equitable access to education for children from an early age in order to build quality school readiness.

2. Penyaluran Bantuan Alat Belajar Mengajar (Stimulus Sarana Prasarana).
PT Perikanan Indonesia (Persero) berkontribusi aktif dalam meningkatkan kualitas lingkungan belajar melalui penyaluran bantuan sarana dan prasarana penunjang edukasi, yang salah satunya diwujudkan melalui Bantuan Alat Sekolah bagi Sekolah Minggu GPIB Nehemia. Stimulus ini ditujukan untuk menciptakan ruang belajar yang kondusif, meningkatkan kenyamanan interaksi edukatif, serta memfasilitasi ketercukupan perangkat literasi yang memadai bagi generasi muda.

2. Distribution of Teaching and Learning Equipment Assistance (Infrastructure Facilities Stimulus)PT Perikanan Indonesia (Persero) actively contributes to improving the quality of the learning environment through the distribution of educational facilities and infrastructure assistance, one of which is realized through the School Equipment Assistance for the GPIB Nehemia Sunday School. This stimulus is aimed at creating a conducive learning space, improving the comfort of educational interactions, and facilitating the availability of adequate literacy resources for the younger generation.

Kontribusi Strategis Terhadap Pencapaian SDG 5 (Kesetaraan Gender)
Strategic Contribution to the Achievement of SDG 5 (Gender Equality)

PT Perikanan Indonesia (Persero) meyakini bahwa perwujudan kesetaraan gender dan pemberdayaan perempuan merupakan elemen katalis dalam menciptakan lingkungan kerja yang produktif, inklusif, serta berdaya saing tinggi. Perseroan berkomitmen penuh untuk mengeliminasi segala bentuk diskriminasi berbasis gender di seluruh lini organisasi. Komitmen ini diwujudkan melalui penyediaan kesempatan yang setara bagi setiap insan perseroan untuk bertumbuh, memimpin, dan berkontribusi secara optimal pada pilar SDG 5 (Kesetaraan Gender).

PT Perikanan Indonesia (Persero) believes that the realization of gender equality and women's empowerment are catalytic elements in creating a productive, inclusive, and highly competitive work environment. The Company is fully committed to eliminating all forms of gender-based discrimination across all lines of the organization. This commitment is realized through the provision of equal opportunities for every member of the Company to grow, lead, and contribute optimally to the SDG 5 pillar (Gender Equality).

Manifestasi dan praktik nyata perseroan dalam mendukung ketercapaian kesetaraan gender dijabarkan melalui tiga kebijakan strategis berikut:

The Company's tangible manifestations and practices in supporting the achievement of gender equality are elaborated through the following three strategic policies:

1. Kesetaraan Peluang dalam Rekrutmen dan Pengembangan Karir.
Perseroan menerapkan sistem meritokrasi yang adil dan transparan dalam seluruh proses pengelolaan sumber daya manusia, mulai dari tahapan rekrutmen, penempatan kerja, penilaian kinerja, hingga promosi jabatan. PT Perikanan Indonesia (Persero) memberikan peluang yang setara bagi pekerja perempuan untuk menduduki posisi kepemimpinan strategis di tingkat manajerial maupun eksekutif. Kompetensi, integritas, dan profesionalisme menjadi parameter tunggal dalam pengembangan karir, tanpa memandang latar belakang gender atau kondisi fisik. pada tahun 2025, terdapat 23,97% talent perempuan.

1. Equal Opportunities in Recruitment and Career Development
The Company applies a fair and transparent meritocracy system throughout all human resource management processes, from recruitment, job placement, and performance assessment to position promotion. PT Perikanan Indonesia (Persero) provides equal opportunities for female employees to hold strategic leadership positions at both managerial and executive levels. Competence, integrity, and professionalism serve as the sole parameters in career development, regardless of gender background or physical condition. In 2025, female talent accounted for 23.97%.

2. Perlindungan Hak Normatif dan Kesejahteraan Khusus Pekerja Perempuan.
Dalam rangka memelihara kesejahteraan fisik dan mental karyawan perempuan, perseroan menjamin pemenuhan hak-hak normatif secara penuh sesuai dengan regulasi Undang-Undang Ketenagakerjaan yang berlaku yaitu Hak Cuti Khusus berupa Memberikan hak cuti haid

2. Protection of Normative Rights and Welfare of Female Employees
To maintain the physical and mental well-being of female employees, the Company fully guarantees the fulfillment of normative rights in accordance with applicable labor laws and regulations, namely special leave entitlements, including menstrual leave, as well

(menstruation leave) serta cuti melahirkan dan menyusui (maternity leave) dengan tetap memberikan hak remunerasi secara utuh.

as maternity and breastfeeding leave, while maintaining full remuneration entitlements.

3. Mitigasi Risiko dan Perlindungan dari Tindakan Kekerasan serta Pelecehan
PT Perikanan Indonesia (Persero) menegakkan kebijakan zero tolerance terhadap segala bentuk pelecehan seksual, kekerasan verbal maupun fisik, serta tindakan intimidasi di tempat kerja. Sistem Pelaporan Pelanggaran (Whistleblowing System): Melalui arsitektur tata kelola yang terintegrasi, perseroan menyediakan saluran pengaduan internal yang dikelola secara rahasia dan independen. Sistem ini memberikan jaminan perlindungan mutakhir bagi korban atau pelapor (whistleblower) untuk menyampaikan keluhan terkait diskriminasi gender tanpa rasa takut akan tindakan balasan, sejalan dengan prinsip tata kelola yang bersih dan bertanggung jawab

3. Risk Mitigation and Protection from Violence and Harassment
PT Perikanan Indonesia (Persero) enforces a zero-tolerance policy toward all forms of sexual harassment, verbal and physical violence, and intimidation in the workplace. Whistleblowing System: Through an integrated governance architecture, the Company provides an internal complaint channel managed confidentially and independently. This system provides robust protection for victims or whistleblowers to submit complaints regarding gender discrimination without fear of retaliation, in line with the principles of clean and responsible governance.

Pilar Lingkungan
Environmental Pillar
[POJK 51]

PT Perikanan Indonesia (Persero) menyadari bahwa keberlanjutan bisnis hulu-hilir perusahaan sangat bergantung pada kesehatan, keseimbangan, dan kekayaan keanekaragaman hayati maritim serta resiliensi iklim global. Sektor kelautan yang terdampak oleh polusi, cuaca ekstrem, dan eksploitasi destruktif dapat mengancam stabilitas pasokan bahan baku serta merusak ekosistem pesisir jangka panjang. Oleh karena itu, perseroan berkomitmen penuh untuk mengintegrasikan prinsip-prinsip tata kelola hijau (green governance) ke dalam kebijakan operasional perusahaan guna mendukung komitmen Pemerintah Indonesia menuju Net Zero Emission.

PT Perikanan Indonesia (Persero) recognizes that the sustainability of the Company's upstream-to-downstream business is highly dependent on the health, balance, and richness of marine biodiversity, as well as global climate resilience. The marine sector, which is affected by pollution, extreme weather, and destructive exploitation, may threaten the stability of raw material supplies and cause long-term damage to coastal ecosystems. Therefore, the Company is fully committed to integrating green governance principles into its corporate operational policies to support the Indonesian Government's commitment to achieving Net Zero Emissions.

Dalam kerangka Tujuan Pembangunan Berkelanjutan (Sustainable Development Goals/SDGs) yang ditetapkan oleh PBB, Pilar Pembangunan Lingkungan secara spesifik mencakup 6 dari 17 Tujuan Global. diantanya:

- SDG 6: Air Bersih dan Sanitasi Layak
- SDG 11: Kota dan Permukiman yang Berkelanjutan
- SDG 12: Konsumsi dan Produksi yang Bertanggung Jawab
- SDG 13: Penanganan Perubahan Iklim
- SDG 14: Ekosistem Laut
- SDG 15: Ekosistem Daratan

Within the framework of the Sustainable Development Goals (SDGs) established by the United Nations, the Environmental Development Pillar specifically encompasses 6 of the 17 Global Goals, namely:

- SDG 6: Clean Water and Adequate Sanitation
- SDG 11: Sustainable Cities and Communities
- SDG 12: Responsible Consumption and Production
- SDG 13: Climate Action
- SDG 14: Life Below Water
- SDG 15: Life on Land

Kontribusi Strategis Terhadap Pencapaian SDG 6 (Air Bersih dan Sanitasi Layak)
Strategic Contribution to the Achievement of SDG 6 (Clean Water and Adequate Sanitation)

PT Perikanan Indonesia (Persero) memandang akses terhadap air bersih dan pengelolaan air limbah yang bertanggung jawab sebagai pilar krusial dalam rantai nilai industri kelautan dan perikanan yang berkelanjutan. Ketersediaan air bersih sangat penting untuk mendukung operasional kepelabuhanan, pembersihan bahan baku secara higienis di Unit Pengolahan Ikan (UPI), hingga penunjang sistem rantai dingin (cold chain). Perseroan secara aktif mengintegrasikan komitmen tata kelola air bersih ke dalam operasional perusahaan guna memberikan kontribusi nyata terhadap pencapaian pilar SDG 6 (Air Bersih dan Sanitasi Layak).

PT Perikanan Indonesia (Persero) views access to clean water and responsible wastewater management as crucial pillars of a sustainable marine and fisheries industry value chain. The availability of clean water is essential to support port operations, hygienic cleaning of raw materials at Fish Processing Units (UPI), and the supporting of cold chain systems. The Company actively integrates its commitment to clean water governance into its corporate operations to make a tangible contribution to the achievement of SDG 6 (Clean Water and Adequate Sanitation).

Kontribusi nyata perseroan dijabarkan melalui langkah-langkah intervensi strategis berikut:
1. Praktik Efisiensi dan Penurunan Volume Penggunaan Air Operasional.
2. Optimalisasi Pengolahan Air Limbah.
3. Rencana Penerapan Inovasi Teknologi Desalinisasi Air Laut (Masa Depan)

The Company's tangible contributions are elaborated through the following strategic intervention measures:
1. Operational Water Use Efficiency Practices and Reduction of Water Use Volume
2. Optimization of Wastewater Treatment
3. Plan for the Implementation of Seawater Desalination Technology Innovation (Future)

Kontribusi Strategis Terhadap Pencapaian SDG 11 (Kota dan Permukiman yang Berkelanjutan)
Strategic Contribution to the Achievement of SDG 11 (Sustainable Cities and Communities)

PT Perikanan Indonesia (Persero) berkomitmen penuh untuk mendukung terwujudnya sistem perkotaan dan permukiman masyarakat yang inklusif, aman, tangguh, dan berkelanjutan. Sinergi ini tidak hanya diimplementasikan melalui penataan kawasan pangkalan pelabuhan perikanan yang higienis dan terstandarisasi, melainkan juga diwujudkan lewat partisipasi aktif perseroan dalam penyediaan fasilitas mobilitas publik yang aman dan inklusif bagi masyarakat sekitar wilayah operasional perseroan. Komitmen strategis ini diaplikasikan secara nyata oleh perseroan melalui pelaksanaan program kerja pada pilar SDG 11 (Kota dan Permukiman yang Berkelanjutan), khususnya melalui Partisipasi Aktif dalam Program Mudik Bersama BUMN Sebagai wujud nyata kontribusi terhadap penyediaan sistem transportasi massal yang aman, terjangkau, dan berkelanjutan bagi masyarakat luas, PT Perikanan Indonesia (Persero) secara konsisten berpartisipasi aktif dalam menyelenggarakan program Mudik Bersama BUMN.

PT Perikanan Indonesia (Persero) is fully committed to supporting the realization of inclusive, safe, resilient, and sustainable urban and community settlement systems. This synergy is implemented not only through the arrangement of hygienic and standardized fisheries port base areas, but also through the Company's active participation in providing safe and inclusive public mobility facilities for communities around the Company's operational areas. This strategic commitment is tangibly implemented by the Company through work programs under the SDG 11 pillar (Sustainable Cities and Communities), particularly through Active Participation in the Joint Homecoming Program with SOEs. As a tangible form of contribution to the provision of safe, affordable, and sustainable mass transportation systems for the wider community, PT Perikanan Indonesia (Persero) consistently actively participates in organizing the Joint Homecoming Program with SOEs.

Kontribusi Strategis Terhadap Pencapaian SDG 12 (Konsumsi dan Produksi yang Bertanggung Jawab)
Strategic Contribution to the Achievement of SDG 12 (Responsible Consumption and Production)

PT Perikanan Indonesia (Persero) berkomitmen penuh untuk menerapkan prinsip-prinsip konsumsi dan produksi yang bertanggung jawab di sepanjang rantai nilai industri kelautan dan perikanan hulu-hilir. Perseroan menyadari bahwa minimalisasi pemborosan sumber daya dan maksimalisasi efisiensi pangan merupakan kunci utama dalam menjaga kedaulatan pangan maritim nasional. Perseroan secara aktif mengintegrasikan pola produksi berkelanjutan ke dalam strategi korporasi guna memberikan kontribusi nyata terhadap pencapaian pilar SDG 12 (Konsumsi dan Produksi yang Bertanggung Jawab). Kontribusi

PT Perikanan Indonesia (Persero) is fully committed to implementing responsible consumption and production principles throughout the upstream-to-downstream value chain of the marine and fisheries industry. The Company recognizes that minimizing resource waste and maximizing food efficiency are key to maintaining national maritime food sovereignty. The Company actively integrates sustainable production practices into its corporate strategy to make a tangible contribution to the achievement of SDG 12 (Responsible Consumption and Production). The Company's tangible contributions are elaborated through the following strategic intervention measures:

nyata perseroan dijabarkan melalui langkah-langkah intervensi strategis berikut:

1. Reduksi Pemborosan Pangan Melalui Kemitraan Rantai Dingin Inklusif
2. Transparansi Informasi dan Transparansi Asal-Usul Produk Melalui *Traceability System*

1. Reducing Food Waste Through Inclusive Cold Chain Partnerships
2. Information Transparency and Product Origin Transparency Through a Traceability System

Kontribusi Strategis Terhadap Pencapaian SDG 13 (Penanganan Perubahan Iklim)
Strategic Contribution to the Achievment of SDG 13 (Climate Action)

PT Perikanan Indonesia (Persero) menyadari bahwa dinamika perubahan iklim global memberikan tantangan transisi dan dampak fisik langsung terhadap kelangsungan industri perikanan, mulai dari anomali cuaca yang memengaruhi produktivitas nelayan hingga lonjakan suhu yang mengancam kualitas komoditas. Sebagai langkah adaptatif dan mitigatif, perseroan menempatkan manajemen ketahanan iklim sebagai salah satu prioritas strategis korporasi. Perseroan secara aktif mengintegrasikan langkah dekarbonisasi ke dalam strategi bisnis hulu-hilir guna memberikan kontribusi nyata terhadap pencapaian pilar SDG 13 (Penanganan Perubahan Iklim) serta mendukung target Pemerintah Indonesia menuju Net Zero Emission.

PT Perikanan Indonesia (Persero) recognizes that the dynamics of global climate change pose transition challenges and direct physical impacts on the continuity of the fisheries industry, ranging from weather anomalies that affect fishermen's productivity to rising temperatures that threaten commodity quality. As an adaptive and mitigative measure, the Company places climate resilience management as one of its strategic corporate priorities. The Company actively integrates decarbonization measures into its upstream-to-downstream business strategy to make a tangible contribution to the achievement of SDG 13 (Climate Action) and support the Indonesian Government's target of achieving Net Zero Emissions.

Kontribusi Strategis Terhadap Pencapaian SDG 14 (Ekosistem Laut)
Strategic Contribution to the Achievment of SDG 14 (Life Below Water)

PT Perikanan Indonesia (Persero) menyadari bahwa kelestarian, kesehatan, dan keseimbangan biodiversitas ekosistem maritim merupakan pilar utama yang menopang keberlanjutan bisnis hulu-hilir perusahaan. Eksploitasi laut yang berlebihan atau merusak tidak hanya mengancam kelestarian biota laut, melainkan juga mengganggu stabilitas pasokan bahan baku protein hewani nasional. Perseroan secara aktif mengintegrasikan komitmen perlindungan laut ke dalam operasionalnya guna memberikan kontribusi nyata terhadap pencapaian pilar SDG 14 (Ekosistem Laut).

PT Perikanan Indonesia (Persero) recognizes that the preservation, health, and balance of biodiversity within marine ecosystems are fundamental pillars supporting the sustainability of the Company's upstream-to-downstream business. Overexploitation or destructive exploitation of marine resources not only threatens the sustainability of marine life, but also disrupts the stability of the national supply of animal protein raw materials. The Company actively integrates its commitment to marine protection into its operations to make a tangible contribution to the achievement of SDG 14 (Life Below Water).

Kontribusi Strategis Terhadap Pencapaian SDG 15 (Ekosistem Daratan)
Strategic Contribution to the Achievment of SDG 15 (Life On Land)

Meskipun fokus bisnis inti PT Perikanan Indonesia (Persero) bergerak di sektor kelautan dan perikanan, perseroan menyadari bahwa operasional darat pada fasilitas pangkalan pelabuhan, Unit Pengolahan Ikan (UPI), gudang penyimpanan beku (cold storage), serta aktivitas logistik memiliki keterikatan langsung terhadap ekosistem daratan [–, —]. Dampak berupa penumpukan limbah padat industri perikanan, penggunaan material kemasan non-organik, serta pencemaran tanah akibat efluen yang tidak terkelola dapat mengancam keanekaragaman hayati darat dan kenyamanan permukiman pesisir. Perseroan secara aktif mengintegrasikan komitmen pelestarian daratan ke dalam kebijakan operasional korporasi guna memberikan kontribusi nyata terhadap pencapaian pilar SDG 15 (Ekosistem Daratan).

Although PT Perikanan Indonesia (Persero)'s core business operates in the marine and fisheries sector, the Company recognizes that land-based operations at port facilities, Fish Processing Units (UPI), cold storage facilities, and logistics activities are directly connected to terrestrial ecosystems [–, —]. Impacts such as the accumulation of solid waste from the fisheries industry, the use of non-organic packaging materials, and soil pollution resulting from unmanaged effluents may threaten terrestrial biodiversity and the comfort of coastal settlements. The Company actively integrates its commitment to terrestrial conservation into its corporate operational policies to make a tangible contribution to the achievement of SDG 15 (Life on Land).

Pilar Ekonomi
Economic Pillar

PT Perikanan Indonesia (Persero) meyakini bahwa pertumbuhan finansial perusahaan yang sehat harus berjalan beriringan dengan penguatan ekonomi kerakyatan dan kemandirian masyarakat lokal. Sebagai anggota dari BUMN Holding Pangan (ID FOOD), perseroan secara konsisten menerapkan strategi Creating Shared Value (CSV). Strategi ini dirancang untuk menciptakan nilai tambah ekonomi berkelanjutan (sustainable value creation) melalui penguatan kapasitas ekonomi produktif hulu-hilir, penciptaan lapangan kerja, serta pengintegrasian pelaku usaha lokal ke dalam ekosistem bisnis perusahaan.

PT Perikanan Indonesia (Persero) believes that healthy corporate financial growth must go hand in hand with strengthening the people's economy and the independence of local communities. As a member of the State-Owned Food Holding (ID FOOD), the Company consistently implements the Creating Shared Value (CSV) strategy. This strategy is designed to create sustainable economic value (sustainable value creation) through strengthening upstream-to-downstream productive economic capacity, creating employment opportunities, and integrating local business actors into the Company's business ecosystem.

Dalam kerangka Tujuan Pembangunan Berkelanjutan (Sustainable Development Goals/SDGs) yang ditetapkan oleh PBB, Pilar Pembangunan Ekonomi secara spesifik mencakup 5 dari 17 Tujuan Global yaitu:

- SDG 7: Energi Bersih dan Terjangkau
- SDG 8: Pekerjaan Layak dan Pertumbuhan Ekonomi
- SDG 9: Industri, Inovasi, dan Infrastruktur
- SDG 10: Berkurangnya Kesenjangan
- SDG 12: Konsumsi dan Produksi yang Bertanggung Jawab

Within the framework of the Sustainable Development Goals (SDGs) established by the United Nations, the Economic Development Pillar specifically encompasses 5 of the 17 Global Goals, namely:

- SDG 7: Affordable and Clean Energy
- SDG 8: Decent Work and Economic Growth
- SDG 9: Industry, Innovation, and Infrastructure
- SDG 10: Reduced Inequalities
- SDG 12: Responsible Consumption and Production

Kontribusi Strategis Terhadap Pencapaian SDG 7 (Energi Bersih dan Terjangkau)
Strategic Contribution to the Achievement of SDG 7 (Affordable and Clean Energy)

PT Perikanan Indonesia (Persero) memandang ketahanan energi dan efisiensi konsumsi daya listrik sebagai instrumen vital dalam menjaga keberlanjutan bisnis hulu-hilir perusahaan. Pengoperasian Unit Pengolahan Ikan (UPI), pabrik es balok, fasilitas kepelabuhanan, hingga sistem rantai dingin (cold chain storage) secara inheren memiliki ketergantungan yang tinggi terhadap pasokan daya listrik. Perseroan secara aktif merumuskan peta jalan investasi hijau (green capex) guna memberikan kontribusi nyata terhadap pencapaian pilar SDG 7 (Energi Bersih dan Terjangkau) sekaligus mendukung komitmen dekarbonisasi Pemerintah Indonesia.

PT Perikanan Indonesia (Persero) views energy security and electricity consumption efficiency as vital instruments in maintaining the sustainability of the Company's upstream-to-downstream business. The operation of Fish Processing Units (UPI), ice block factories, port facilities, and cold chain storage systems inherently relies heavily on electricity supply. The Company is actively formulating a green investment (green capex) roadmap to make a tangible contribution to the achievement of SDG 7 (Affordable and Clean Energy), while also supporting the Indonesian Government's decarbonization commitment.

Kontribusi Strategis Terhadap Pencapaian SDG 8 (Pekerjaan Layak dan Pertumbuhan Ekonomi)
Strategic Contribution to the Achievement of SDG 8 (Decent Work and Economic Growth)

PT Perikanan Indonesia (Persero) memandang penegakan hak pekerja yang layak dan penguatan pertumbuhan ekonomi yang inklusif sebagai pilar fundamental dalam menopang keberlanjutan ekspansi bisnis hulu-hilir perusahaan. Sebagai bagian dari BUMN Holding Pangan (ID FOOD), perseroan memposisikan diri sebagai agen pembangunan nasional (economic driver) yang tidak hanya berfokus pada profitabilitas komersial, melainkan aktif mendorong kesejahteraan sosial-ekonomi kerakyatan. Perseroan secara konsisten menerapkan strategi Creating Shared Value (CSV) guna memberikan kontribusi nyata terhadap pencapaian pilar SDG 8 (Pekerjaan Layak dan Pertumbuhan Ekonomi).

PT Perikanan Indonesia (Persero) views the enforcement of decent labor rights and the strengthening of inclusive economic growth as fundamental pillars supporting the sustainability of the Company's upstream-to-downstream business expansion. As part of the State-Owned Food Holding (ID FOOD), the Company positions itself as an agent of national development (economic driver) that focuses not only on commercial profitability, but also actively promotes the socio-economic welfare of the people. The Company consistently implements the Creating Shared Value (CSV) strategy to make a tangible contribution to the achievement of SDG 8 (Decent Work and Economic Growth).

Kontribusi nyata perseroan dijabarkan melalui pilar-pilar intervensi strategis berikut:

The Company's tangible contributions are elaborated through the following strategic intervention pillars:

1. Penyediaan Praktik Ketenagakerjaan yang Layak dan Adil (Decent Work).
   Di lingkungan internal, perseroan menjamin hak normatif seluruh insan perseroan secara transparan dan patuh terhadap regulasi nasional. PT Perikanan Indonesia (Persero) memastikan struktur skala upah pekerja berada di atas standar UMP/UMK, memberikan perlindungan medis komprehensif melalui kepesertaan aktif 100% karyawan pada program BPJS Kesehatan dan BPJS Ketenagakerjaan, memberikan kesetaraan peluang karir (equal opportunity) tanpa diskriminasi gender, serta menjamin hak perlindungan penuh terhadap Kebebasan Berserikat karyawan secara independen.

1. Provision of Decent and Fair Employment Practices (Decent Work)
   Internally, the Company guarantees the normative rights of all Company personnel transparently and in compliance with national regulations. PT Perikanan Indonesia (Persero) ensures that the employee wage structure is above the UMP/UMK standards, provides comprehensive medical protection through 100% active employee participation in the BPJS Kesehatan and BPJS Ketenagakerjaan programs, provides equal career opportunities without gender discrimination, and guarantees full protection of employees' right to freedom of association independently.

2. Penguatan Kapasitas dan Pengentasan Kemiskinan Nelayan Hulu.
   Di sektor hulu (produksi), perseroan memacu pertumbuhan ekonomi inklusif dengan merangkul kelompok nelayan tradisional di wilayah Indonesia Timur, salah satunya di Sorong, Papua Barat Daya. Melalui penyaluran paket bantuan alat tangkap ramah lingkungan terstandarisasi KKP, perseroan berhasil mendorong eskalasi produktivitas volume hasil tangkapan nelayan secara legal.

2. Strengthening Capacity and Poverty Alleviation for Upstream Fishermen
   In the upstream sector (production), the Company promotes inclusive economic growth by engaging traditional fishermen's groups in Eastern Indonesia, one of which is in Sorong, Southwest Papua. Through the distribution of standardized environmentally friendly fishing gear assistance packages in accordance with the Ministry of Marine Affairs and Fisheries (KKP) standards, the Company has successfully encouraged an increase in the productivity of fishermen's legally caught fish volumes.

3. Akselerasi Kemitraan Rantai Pasok Usaha Mikro Hilir.
   Di sektor hilir (pemasaran), perseroan menggerakkan roda ekonomi lokal melalui Program Non-Pendanaan Usaha Mikro dan Kecil (Non-PUMK) berupa pembinaan dan penyaluran aset freezer hemat energi bagi pelaku UMKM dan Koperasi perikanan di Pati, Jawa Tengah. Pola kemitraan ini meningkatkan kapasitas penyimpanan rantai dingin (cold chain capability) mitra, mengeliminasi risiko pembusukan barang (food loss reduction), serta meningkatkan stabilitas omzet harian.

3. Accelerating Downstream Micro-Enterprise Supply Chain Partnerships
   In the downstream sector (marketing), the Company drives the local economy through the Non-Funding Program for Micro and Small Enterprises (Non-PUMK), in the form of capacity building and the distribution of energy-efficient freezer assets to MSMEs and fisheries cooperatives in Pati, Central Java. This partnership model enhances the partners' cold chain storage capacity (cold chain capability), eliminates the risk of product spoilage (food loss reduction), and increases daily revenue stability.

4. Peningkatan Kompetensi Sumber Daya Manusia (Human Capital Development).
   Perseroan secara berkala mengalokasikan anggaran khusus untuk penguatan kapasitas non-fisik insan perseroan melalui pelatihan teknis dan program internalisasi nilai-nilai utama BUMN (Core Values AKHLAK). Di samping itu, perseroan memfasilitasi karyawan operasional di bidang produksi dan logistik hulu-hilir untuk mengantongi Sertifikasi Kompetensi BNSP dengan skema Pengolahan Hasil Perikanan guna memastikan daya saing dan standar mutu produk terjaga secara berkelanjutan

4. Human Capital Development
   The Company periodically allocates a dedicated budget to strengthen the non-physical capacity of Company personnel through technical training and programs to internalize the core values of SOEs (AKHLAK Core Values). In addition, the Company facilitates operational employees in upstream and downstream production and logistics to obtain BNSP Competency Certification under the Fishery Product Processing scheme to ensure competitiveness and maintain product quality standards sustainably.

Kontribusi Strategis Terhadap Pencapaian SDG 9 (Industri, Inovasi, dan Infrastruktur)
Strategic Contribution to the Achievement of SDG 9 (Industry, Innovation, and Infrastructure)

PT Perikanan Indonesia (Persero) memandang penguatan infrastruktur industri perikanan terpadu dan pengadopsian inovasi teknologi modern sebagai pendorong utama dalam membangun efisiensi hulu-hilir

PT Perikanan Indonesia (Persero) views the strengthening of integrated fisheries industry infrastructure and the adoption of modern technological innovations as key drivers in building upstream-to-

serta ketahanan pangan maritim yang tangguh. Sebagai anak perusahaan BUMN Holding Pangan (ID FOOD), perseroan secara progresif merumuskan peta jalan pembaruan aset infrastruktur dan digitalisasi operasional. Perseroan menempatkan riset dan pengembangan (R&D) sebagai investasi jangka panjang guna memberikan kontribusi nyata terhadap pencapaian pilar SDG 9 (Industri, Inovasi, dan Infrastruktur). Meskipun pada periode tahun buku 2025 agenda pengadopsian teknologi hijau masih berada dalam fase perencanaan matang, kajian kelayakan (feasibility study), serta pemetaan alokasi anggaran, perseroan telah mennetukan arah kebijakan inovasi infrastruktur berkelanjutan yang dijabarkan melalui pilar intervensi berikut:

1. Rencana Inovasi Jasa Kepelabuhanan Berbasis Teknologi Penyimpanan Ikan (Smart Cold Chain System).
   Perseroan tengah mematangkan rencana transformasi digital pada infrastruktur jasa kepelabuhanan dengan merancang sistem penyimpanan ikan terintegrasi berbasis IoT (Internet of Things). Inovasi ini ditargetkan untuk mengotomatisasikan manajemen rantai dingin (smart cold chain) guna melakukan pemantauan suhu gudang beku (cold storage) secara real-time. Langkah ini diproyeksikan mampu mengeliminasi risiko kerusakan komoditas pangan (food loss), menstabilkan kualitas produk laut, serta mengefisiensikan biaya utilitas energi listrik korporasi secara berkesinambungan.

2. Rencana Inovasi Jasa Kepelabuhanan Berbasis Teknologi Penyimpanan Ikan (Smart Cold Chain System).Perseroan tengah mematangkan rencana transformasi digital pada infrastruktur jasa kepelabuhanan dengan merancang sistem penyimpanan ikan terintegrasi berbasis IoT (Internet of Things). Inovasi ini ditargetkan untuk mengotomatisasikan manajemen rantai dingin guna melakukan pemantauan suhu gudang beku secara real-time. Langkah ini diproyeksikan mampu mengeliminasi risiko kerusakan komoditas pangan, menstabilkan kualitas produk laut, serta mengefisiensikan biaya utilitas energi listrik korporasi secara berkesinambungan.

3. Kajian Implementasi Teknologi Pengolahan Air Laut Menjadi Air Tawar (Desalinisasi).
   Sebagai upaya membangun infrastruktur pengolahan yang mandiri dan adaptif terhadap risiko kelangkaan air bersih akibat perubahan iklim di wilayah pesisir, perseroan memasukkan rencana adopsi teknologi desalinisasi air laut berbasis Reverse Osmosis (RO) ke dalam agenda kerja strategis. Pemanfaatan teknologi ini direncanakan untuk menyuplai kebutuhan air tawar bersih mandiri yang terstandarisasi bagi operasional hulu armada kapal tangkap serta sanitasi higienis di Unit Pengolahan Ikan (UPI).

4. Rencana Inovasi Produk Olahan Hilir Bersertifikasi Mutu dan Sistem Ketertelusuran Digital.

downstream efficiency and resilient maritime food security. As a subsidiary of the State-Owned Food Holding (ID FOOD), the Company is progressively formulating a roadmap for infrastructure asset renewal and operational digitalization. The Company positions research and development (R&D) as a long-term investment to make a tangible contribution to the achievement of SDG 9 (Industry, Innovation, and Infrastructure). Although during the 2025 fiscal year the agenda for adopting green technology remained in the stages of detailed planning, feasibility studies, and budget allocation mapping, the Company has determined the direction of its sustainable infrastructure innovation policies, as elaborated through the following intervention pillars:

1. Technology-Based Port Services Innovation Plan for Fish Storage (Smart Cold Chain System)
   The Company is currently refining its digital transformation plan for port services infrastructure by designing an integrated fish storage system based on IoT (Internet of Things). This innovation is targeted at automating cold chain management (smart cold chain) to enable real-time monitoring of cold storage warehouse temperatures. This initiative is projected to eliminate the risk of food commodity damage (food loss), stabilize the quality of marine products, and continuously improve the efficiency of the Company's electricity utility costs.

2. Technology-Based Port Services Innovation Plan for Fish Storage (Smart Cold Chain System)The Company is currently refining its digital transformation plan for port services infrastructure by designing an integrated fish storage system based on IoT (Internet of Things). This innovation is targeted at automating cold chain management (smart cold chain) to enable real-time monitoring of cold storage warehouse temperatures. This initiative is projected to eliminate the risk of food commodity damage (food loss), stabilize the quality of marine products, and continuously improve the efficiency of the Company's electricity utility costs.

3. Study on the Implementation of Seawater-to-Freshwater Treatment Technology (Desalination)
   As part of efforts to build independent infrastructure for water treatment that is adaptive to the risk of clean water scarcity due to climate change in coastal areas, the Company has included plans to adopt Reverse Osmosis (RO)-based seawater desalination technology in its strategic work agenda. The utilization of this technology is planned to independently supply standardized clean freshwater needs for upstream operations of the fishing vessel fleet, as well as hygienic sanitation at Fish Processing Units (UPI).

4. Plan for Innovation in Certified Quality Downstream Processed Products and Digital Traceability System

Perseroan mengintensifkan industrialisasi perikanan berkelanjutan melalui hilirisasi produk olahan bernilai tambah (value-added products) bermerek retail Tukato Seafood. Inovasi hilir ini diperkuat dengan sistem ketertelusuran digital berbasis kode QR. Melalui inovasi digital ini, konsumen dapat melacak integritas asal-usul ikan, memastikan produk ditangkap menggunakan alat tangkap ramah lingkungan secara legal oleh nelayan mitra hulu, serta engkonfirmasi rekam jejak nihil penarikan produk (zero product recall) dari unit produksi perusahaan.

The Company is intensifying sustainable fisheries industrialization through the downstream processing of value-added products under the Tukato Seafood retail brand. This downstream innovation is strengthened by a QR code-based digital traceability system. Through this digital innovation, consumers can track the integrity of the fish's origin, ensure that the products were legally caught using environmentally friendly fishing gear by upstream partner fishermen, and confirm a zero product recall track record from the Company's production units.

Kontribusi Strategis Terhadap Pencapaian SDG 10 (Berkurangnya Kesenjangan)
Strategic Contribution to the Achievement of SDG 10 (Reduced Inequalities)

PT Perikanan Indonesia (Persero) berkomitmen penuh untuk menjadi katalis dalam mengikis kesenjangan ekonomi dan sosial, khususnya di wilayah pesisir serta komunitas nelayan yang kerap menjadi kantong kemiskinan maritim. Sebagai bagian dari BUMN Holding Pangan (ID FOOD), perseroan menolak pola bantuan sosial searah (corporate charity) yang menciptakan ketergantungan publik, dan secara konsisten menerapkan strategi Creating Shared Value (CSV). Strategi ini dirancang untuk menciptakan pemerataan kesejahteraan melalui inklusi rantai pasok, penyediaan upah yang adil, serta penguatan kapasitas ekonomi masyarakat lokal secara berkesinambungan.

PT Perikanan Indonesia (Persero) is fully committed to serving as a catalyst in reducing economic and social disparities, particularly in coastal areas and fishing communities that often constitute pockets of maritime poverty. As part of the State-Owned Food Holding (ID FOOD), the Company rejects one-way social assistance patterns (corporate charity) that create public dependency and consistently implements the Creating Shared Value (CSV) strategy. This strategy is designed to create equitable prosperity through supply chain inclusion, the provision of fair wages, and the continuous strengthening of the economic capacity of local communities.

Kontribusi Strategis Terhadap Pencapaian SDG 12 (Konsumsi dan Produksi yang Bertanggung Jawab)
Strategic Contribution to the Achievement of SDG 12 (Responsible Consumption and Production)

PT Perikanan Indonesia (Persero) berkomitmen penuh untuk menerapkan prinsip-prinsip konsumsi dan produksi yang bertanggung jawab di sepanjang rantai nilai industri kelautan dan perikanan hulu-hilir. Perseroan menyadari bahwa minimalisasi pemborosan sumber daya dan maksimalisasi efisiensi pangan merupakan kunci utama dalam menjaga kedaulatan pangan maritim nasional. Perseroan secara aktif mengintegrasikan pola produksi berkelanjutan ke dalam strategi korporasi guna memberikan kontribusi nyata terhadap pencapaian pilar SDG 12 (Konsumsi dan Produksi yang Bertanggung Jawab).

PT Perikanan Indonesia (Persero) is fully committed to implementing responsible consumption and production principles throughout the upstream-to-downstream value chain of the marine and fisheries industry. The Company recognizes that minimizing resource waste and maximizing food efficiency are key to maintaining national maritime food sovereignty. The Company actively integrates sustainable production practices into its corporate strategy to make a tangible contribution to the achievement of SDG 12 (Responsible Consumption and Production).

Pilar Hukum dan Tata Kelola
Legal and Governance Pillar

PT Perikanan Indonesia (Persero) menegaskan komitmennya bahwa penegakan hukum dan kepatuhan tata kelola bukan sekadar pemenuhan kewajiban administratif (*compliance*), melainkan fondasi fundamental dalam menjaga resiliensi, reputasi, dan keberlanjutan bisnis korporasi di tengah dinamika industri kelautan yang kompetitif. Perseroan secara konsisten menerapkan prinsip-prinsip Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*/GCG) yang diintegrasikan dengan aspek *Environmental, Social, and Governance* (ESG) di seluruh lini operasional perusahaan.

PT Perikanan Indonesia (Persero) reaffirms its commitment that law enforcement and governance compliance are not merely administrative obligations (*compliance*), but fundamental foundations for maintaining the resilience, reputation, and sustainability of the Company's business amid the dynamics of the competitive marine industry. The Company consistently implements the principles of Good Corporate Governance (GCG), integrated with Environmental, Social, and Governance (ESG) aspects across all areas of the Company's operations.

Sepanjang tahun pelaporan, kontribusi nyata perseroan dalam menavigasi agenda Pilar Pembangunan Hukum dan Tata Kelola diwujudkan secara terfokus pada SDG

Throughout the reporting year, the Company's tangible contribution to advancing the Legal Development and Governance Pillar agenda was specifically focused on SDG 16 (Peace, Justice, and Strong Institutions).

16 (Perdamaian, Keadilan, dan Kelembagaan yang Kuat)

Kontribusi Strategis Terhadap Pencapaian SDG 16 (Perdamaian, Keadilan, dan Kelembagaan yang Kuat)
Strategic Contribution to the Achievement of SDG 16 (Peace, Justice, and Strong Institutions)

Selaras dengan mandat Peraturan Menteri BUMN Nomor PER-2/MBU/03/2023, kontribusi nyata perseroan dalam menavigasi agenda Pilar Pembangunan Hukum dan Tata Kelola diwujudkan melalui empat pilar akuntabilitas berikut:

1. Penegakan Hukum dan Kepatuhan Regulasi Sektoral
2. Kelembagaan yang Transparan Berbasis Prinsip GCG
3. Arsitektur Struktur Tata Kelola Keberlanjutan yang Terintegrasi
4. Perlindungan Pemangku Kepentingan dan Saluran Pengaduan

In line with the mandate of Minister of State-Owned Enterprises Regulation Number PER-2/MBU/03/2023, the Company's tangible contribution to advancing the Legal Development and Governance Pillar agenda is realized through the following four pillars of accountability:

1. Law Enforcement and Compliance with Sectoral Regulations
2. Transparent Institutions Based on GCG Principles
3. Integrated Sustainability Governance Structure Architecture
4. Stakeholder Protection and Grievance Channels

Program Creating Shared Value (CSV)
Creating Shared Value (CSV) Program

Creating Shared Value (CSV) atau Penciptaan Nilai Bersama adalah sebuah strategi bisnis di mana perusahaan menciptakan nilai ekonomi (economic value) sekaligus menciptakan nilai bagi masyarakat (social value) dengan cara mengatasi tantangan dan kebutuhan sosial-lingkungan. Konsep ini pertama kali diperkenalkan oleh Michael E. Porter dan Mark R. Kramer pada tahun 2011 melalui artikel di Harvard Business Review.Dalam konteks Badan Usaha Milik Negara (BUMN) seperti PT Perikanan Indonesia (Persero), skema CSV menggeser paradigma lama dari tanggung jawab sosial yang bersifat searah (seperti donasi atau corporate charity) menjadi investasi sosial yang terintegrasi dengan bisnis inti (core business) perusahaan

Creating Shared Value (CSV) or Shared Value Creation is a business strategy in which companies create economic value while simultaneously creating value for society by addressing social and environmental challenges and needs. This concept was first introduced by Michael E. Porter and Mark R. Kramer in 2011 through an article in the Harvard Business Review. In the context of State-Owned Enterprises (SOEs) such as PT Perikanan Indonesia (Persero), the CSV approach shifts the previous paradigm of one-way social responsibility (such as donations or corporate charity) toward social investment integrated with the Company's core business.

Penerapan Skema CSV pada PT Perikanan Indonesia (Persero)
Application of the CSV Scheme at PT Perikanan Indonesia (Persero)

1. Jalur Klaster Lokal: Kemitraan Alat Tangkap Nelayan Tradisional (Hulu - Sorong)

    a. Masalah Sosial: Nelayan tradisional kekurangan modal, menggunakan alat tangkap destruktif.
    b. Intervensi CSV: Perseroan mendistribusikan bantuan paket alat tangkap ramah lingkungan.
    c. Nilai Bersama :

        - Nilai Sosial: Nelayan mengalami kenaikan produktivitas volume tangkapan secara legal, mendapat harga yang adil , serta kelestarian laut terjaga (SDG 1 & SDG 14).
        -

1. Local Cluster Pathway: Traditional Fishermen's Fishing Gear Patnership (Upstream – Sorong)

    a. Social Issue: Traditional fishermen lack capital and use destructive fishing gear.
    b. CSV Intervention: The Company distributes environmentally friendly fishing gear assistance packages.
    c. Shared Value:

        - Social Value: Fishermen experience an increase in the productivity of legally caught fish volumes, receive fair prices, and marine sustainability is maintained (SDG 1 & SDG 14).

- Nilai Bisnis: PT Perikanan Indonesia (Persero) mendapatkan jaminan kepastian pasokan bahan baku ikan bermutu tinggi dan stabil dari tangan pertama untuk linikomersial perdagangan ikan

2. Jalur Rantai Nilai: Kemitraan Bantuan Freezer bagi UMKM (Hilir - Pati)
   a. Masalah Sosial: Pelaku UMKM kuliner perikanan lokal sering merugi karena bahan bakunya cepat membusuk akibat keterbatasan mesin pendingin.
   b. Intervensi CSV: Perseroan memberikan pembinaan teknis dan menyalurkan stimulus aset berupa unit freezer.
   c. Nilai Bersama :
      - Nilai Sosial: UMKM mitra mampu memperkuat rantai dingin , mengeliminasi kerugian pembusukan barang, serta menghemat tagihan listrik bulanan mereka (SDG 8 & SDG 12).
      - Nilai Bisnis: PT Perikanan Indonesia (Persero) berhasil membangun loyalitas mitra hilir. UMKM tersebut secara konsisten melakukan pembelian ulang (repeat order) bahan baku ikan beku secara eksklusif ke perseroan selaku pemasok utama.

- Business Value: PT Perikanan Indonesia (Persero) obtains guaranteed and stable supplies of high-quality fish raw materials directly from the source for its fish trading commercial line.

2. Value Chain Pathway: Freezer Assistance Partnership for MSMEs (Downstream – Pati)
   a. Social Issue: Local fisheries-based MSMEs often incur losses because their raw materials spoil quickly (food loss) due to limited refrigeration equipment.
   b. CSV Intervention: The Company provides technical guidance and distributes asset-based stimulus in the form of freezer units.
   c. Shared Value:
      - Social Value: Partner MSMEs are able to strengthen their cold chain capability, eliminate losses from product spoilage, and reduce their monthly electricity bills (SDG 8 & SDG 12).
      - Business Value: PT Perikanan Indonesia (Persero) successfully builds loyalty among downstream partners. These MSMEs consistently make repeat purchases of frozen fish raw materials exclusively from the Company as the primary supplier (anchor supplier).

Analisis Dampak Investasi Sosial melalui Metode Social Return On Investment (SROI)

Social Impact Investment Analysis Using the Social Return on Investment (SROI) Method

SROI adalah sebuah metodologi atau kerangka kerja berbasis prinsip yang digunakan untuk mengukur, menghitung, dan mengkomunikasikan nilai non-finansial (yaitu dampak sosial, ekonomi, dan lingkungan) yang dihasilkan oleh sebuah proyek, program, atau investasi sosial perusahaan.

PT Perikanan Indonesia (Persero) berkomitmen untuk memastikan bahwa setiap rupiah alokasi modal investasi sosial yang disalurkan melalui Program Tanggung Jawab Sosial dan Lingkungan (TJSL) dikelola secara transparan, akuntabel, dan memberikan dampak bersih yang optimal bagi masyarakat. Untuk mengukur efektivitas dan tingkat pengembalian nilai sosial tersebut secara ilmiah, perseroan menerapkan metodologi Social Return on Investment (SROI) pada tahun pelaporan berjalan. Studi SROI ini difokuskan pada evaluasi longitudinal terhadap dua program strategis berbasis kemitraan Creating Shared Value (CSV) hulu-hilir perusahaan, yaitu: Program Non-PUMK Penyaluran Bantuan Freezer bagi UMKM & Koperasi di Pati, Jawa Tengah dan Penyaluran Bantuan Alat Tangkap bagi Nelayan Tradisional di Sorong, Papua Barat Daya. berikut penjabarannya:

SROI is a methodology or principle-based framework used to measure, calculate, and communicate the non-financial value (i.e., social, economic, and environmental impacts) generated by a project, program, or corporate social investment.

PT Perikanan Indonesia (Persero) is committed to ensuring that every rupiah of social investment capital allocated through the Environmental and Social Responsibility (TJSL) Program is managed transparently and accountably and generates optimal net impact for the community. To scientifically measure the effectiveness and social return on investment, the Company applies the Social Return on Investment (SROI) methodology in the current reporting year. This SROI study focuses on a longitudinal evaluation of two strategic partnership-based programs under the Company's upstream-downstream Creating Shared Value (CSV) approach, namely: the Non-PUMK Program for the Distribution of Freezer Assistance to MSMEs & Cooperatives in Pati, Central Java, and the Distribution of Fishing Gear Assistance to Traditional Fishermen in Sorong, Southwest Papua. The details are as follows:

1. Program pemberdayaan UMKM melalui peralatan usaha.
   Salah satu tujuan dari program ini adalah untuk memperluas jaringan distribusi produk retail dan menambah jumah mitra bisnis Perusahaan skala UMKM. Berikut Adalah analisis dampaknya:
   a. Stakeholder yang terlibat adalah PT Perikanan Indonesia (Persero) dan UMKM penerima bantuan
   b. Input berupa bantuan freezer senilai Rp10.247.140,-
   c. aktifitas berupa bantuan freezer sebanyak 4 buah.
   d. analisis dampak:

1. MSME Empowerment Program through Business Equipment
One of the objectives of this program is to expand the distribution network for retail products and increase the number of MSME-scale business partners of the Company. The following is an analysis of its impact:
a. The stakeholders involved are PT Perikanan Indonesia (Persero) and MSMEs that received assistance.
b. The input consisted of freezer assistance valued at Rp10,247,140.

c. The activity consisted of providing 4 freezers.
d. Impact Analysis:

The Outcomes (Perubahan apa yang terjadi) The Outcomes (What Changes Occurred)			
Outcome (Perubahan / Hasil) Outcome (Change / Result)	**Indicator**	**Sumber Mendapatkan Outcome** Source of Outcome	**Durasi Outcome (Month/Year)** Outcome Duration (Month/Year)
Publikasi internal dan brand exposure (citra perusahaan) Internal Publication and Brand Exposure (Corporate Image)	Terpublikasi tone pemberitaan positif tanpa adanya tone pemberitaan negative Published with a positive news tone without any negative news tone	hasil publikasi media Media Publication Results	1 Tahun
Peningkatan keuntungan Increase in Profit	Pendapatan perusahaan Company Revenue	data internal internal data	1 tahun
Perluasan jaringan distribusi hilir khususnya produk retail bagi Perusahaan. Expansion of the Company's Downstream Distribution Network, Particularly for Retail Products	Jumlah UMKM baru yang bekerja sama dengan PT Perikanan Indonesia (Persero) Number of New MSMEs Partnering with PT Perikanan Indonesia (Persero)	data internal internal data	1 tahun
Mengetahui sistem rantai dingin Knowledge of Cold Chain Systems	Kemampuan UMKM meningkat Improved MSME Capabilities	hasil wawancara Interview Results	1 thn
Motivasi bekerja Work Motivation	Etos kerja Work Ethic	hasil wawancara Interview Results	1 thn
Mitra UMKM loyal menggunakan produk PT Perikanan Indonesia (Persero) untuk berusaha MSME Partners' Loyalty to Using PT Perikanan Indonesia (Persero)'s Products for Their Business	Kenaikan penjualan ikan PT Perikanan Indonesia (Persero) Increase in PT Perikanan Indonesia (Persero)'s Fish Sales	hasil wawancara Interview Results	2 thn

Berikut merupakan asumsi dasar perhitungan dampak investasi Perusahaan terhadap program Bantuan *Freezer* Untuk UMKM Perikanan Indonesia:
The following are the basic assumptions for calculating the impact of the Company's investment in the Freezer Assistance Program for Perikanan Indonesia MSMEs:

Proxy			**Impact**
Financial Proxy	**Source Proxy**	**Value of Financial Proxy (Rp)**	**Net Impact (Rp)**
Peningkatan Penjualan retail ikan PT Perikanan Indonesia (Persero) Increase in PT Perikanan Indonesia (Persero)'s Retail Fish Sales	Data penjualan Sales Data	-	-
Peningkatan keuntungan PT Perikanan Indonesia (Persero) Increase in PT Perikanan Indonesia (Persero)'s Profit	Data penjualan Sales Data	19.930.000	19.930.000
Penambahan jumlah mitra Increase in the Number of Partners	https://www.99.co/id/sewa/ruko/pati	80.000.000	80.000.000
Biaya workshop	http://www.guyubingmanah.com/	1.050.000	2.940.000

Workshop cost			
Biaya Seminar ESQ ESQ Seminar Cost	Seminar motivasi https://arcartaconsultant.com/training/training-motivasi-dan-etos-kerja/	2.000.000	8.000.000
Biaya Outbond Team Building Team Building Outbound Costs	https://gilaoutbound.com/?gclid=Cj0KCQjwvL-oBhCxARIsAHkOiu3xCKwnxWvB_UzQKO7koyn6RinJEhL5OloX_qtOsmaHwLSVb8pVwaoaAu6EEALw_wcB	225.000	675.000
			91.615.000

dengan perhitungan sebagai berikut:
with the following calculation:

PVIF (Disc. Value (5.75%) : Suku Bunga Rata-rata Bank Indonesia tahun 2023) PVIF (Disc. Value (7.75%) : Average Bank Indonesia Interest Rate in 2023	1,06
Total PV Impact	86.429.245
Nilai Investasi Investment Value	10.247.140
SROI Ratio	8,434474915

1. Penentuan Nilai Investasi (Investment Input)

   a. Komponen Data: Merupakan total biaya riil, pagu anggaran, atau modal kerja yang dikucurkan secara presisi oleh perseroan untuk mendanai program intervensi hulu-hilir (seperti pengadaan aset freezer Pati).

   b. Nilai Nominal: Tercatat sebesar Rp10.247.140,-. Angka ini bertindak sebagai pembagi utama (denominator) dalam formula rasio.

1. Determination of Investment Value (Investment Input)

   a. Data Component: Represents the total actual costs, budget allocation, or working capital precisely disbursed by the Company to fund upstream-downstream intervention programs (such as the procurement of freezer assets in Pati).

   b. Nominal Value: Recorded at Rp10,247,140. This figure serves as the main denominator in the ratio formula.

2. Kuantifikasi Nilai Kini Dampak (Total Present Value Impact)

   a. Komponen Data: Hasil dari identifikasi perubahan kualitatif yang dirasakan oleh penerima manfaat (UMKM) yang kemudian dimonetisasi menggunakan harga pengganti di pasar lokal (financial proxies). Nilai dampak kotor tersebut kemudian dikurangi oleh faktor eliminasi standar (seperti Deadweight atau kontribusi pihak lain) guna memastikan dampak yang dihitung murni berasal dari intervensi perseroan.

   b. Nilai Nominal: Setelah disesuaikan dengan nilai Present Value Interest Factor (PVIF / Discount Value) sebesar 1,0600, total akumulasi dampak bersih nilai kini yang berhasil diciptakan tercatat secara signifikan sebesar Rp86.429.245,-.

2. Quantification of Present Value of Impact (Total Present Value Impact)

   a. Data Component: The result of identifying qualitative changes experienced by beneficiaries (MSMEs), which were subsequently monetized using replacement prices in the local market (financial proxies). The gross impact value was then reduced by standard elimination factors (such as Deadweight or contributions from other parties) to ensure that the calculated impact was purely attributable to the Company's intervention.

   b. Nominal Value: After being adjusted using the Present Value Interest Factor (PVIF / Discount Value) of 1.0600, the total accumulated net present value of the impact successfully created was recorded at Rp86,429,245

3. Kuantifikasi Nilai Kini Dampak (Total Present Value Impact)

   c. Komponen Data: Hasil dari identifikasi perubahan kualitatif yang dirasakan oleh penerima manfaat (UMKM) yang kemudian dimonetisasi menggunakan harga pengganti di pasar lokal (financial proxies). Nilai dampak kotor tersebut kemudian dikurangi oleh faktor eliminasi standar (seperti Deadweight atau

3. Quantification of Present Value of Impact (Total Present Value Impact

   c. Data Component: The result of identifying qualitative changes experienced by beneficiaries (MSMEs), which were subsequently monetized using replacement prices in the local market (financial proxies). The gross impact value was then reduced by standard elimination factors (such as Deadweight or contributions from other parties) to

kontribusi pihak lain) guna memastikan dampak yang dihitung murni berasal dari intervensi perseroan.

d. Nilai Nominal: Setelah disesuaikan dengan nilai Present Value Interest Factor (PVIF / Discount Value) sebesar 1,0600, total akumulasi dampak bersih nilai kini yang berhasil diciptakan tercatat secara signifikan sebesar Rp86.429.245,-.

4. Kuantifikasi Nilai Kini Dampak (Total Present Value Impact)

e. Komponen Data: Hasil dari identifikasi perubahan kualitatif yang dirasakan oleh penerima manfaat (UMKM) yang kemudian dimonetisasi menggunakan harga pengganti di pasar lokal (financial proxies). Nilai dampak kotor tersebut kemudian dikurangi oleh faktor eliminasi standar (seperti Deadweight atau kontribusi pihak lain) guna memastikan dampak yang dihitung murni berasal dari intervensi perseroan.

f. Nilai Nominal: Setelah disesuaikan dengan nilai Present Value Interest Factor (PVIF / Discount Value) sebesar 1,0600, total akumulasi dampak bersih nilai kini yang berhasil diciptakan tercatat secara signifikan sebesar Rp86.429.245,-.

5. Kuantifikasi Nilai Kini Dampak (Total Present Value Impact)

g. Komponen Data: Hasil dari identifikasi perubahan kualitatif yang dirasakan oleh penerima manfaat (UMKM) yang kemudian dimonetisasi menggunakan harga pengganti di pasar lokal (financial proxies). Nilai dampak kotor tersebut kemudian dikurangi oleh faktor eliminasi standar (seperti Deadweight atau kontribusi pihak lain) guna memastikan dampak yang dihitung murni berasal dari intervensi perseroan.

h. Nilai Nominal: Setelah disesuaikan dengan nilai Present Value Interest Factor (PVIF / Discount Value) sebesar 1,0600, total akumulasi dampak bersih nilai kini yang berhasil diciptakan tercatat secara signifikan sebesar Rp86.429.245,-.

6. Formulasi dan Hasil Akhir Rasio SROI
   a. Proses Kalkulasi: Melalui pembagian nilai total dampak dengan total nilai investasi:

$$\text{SROI Ratio} = \frac{\text{Rp86.429.245}}{\text{Rp10.247.140}} = 8,434474915$$

   b. Hasil Akhir: Studi dampak ini menghasilkan nilai SROI Ratio sebesar 8,43 (dibulatkan).

7. Interpretasi Dampak Jangka Panjang (Dual-Value Creation)Pencapaian Rasio SROI sebesar 1 : 8,43 memberikan bukti ilmiah dan auditable bahwa untuk

ensure that the calculated impact was purely attributable to the Company's intervention.

d. Nominal Value: After being adjusted using the Present Value Interest Factor (PVIF / Discount Value) of 1.0600, the total accumulated net present value of the impact successfully created was recorded at Rp86,429,245.

4. Quantification of Present Value of Impact (Total Present Value Impact)

e. Data Component: The result of identifying qualitative changes experienced by beneficiaries (MSMEs), which were subsequently monetized using replacement prices in the local market (financial proxies). The gross impact value was then reduced by standard elimination factors (such as Deadweight or contributions from other parties) to ensure that the calculated impact was purely attributable to the Company's intervention.

f. Nominal Value: After being adjusted using the Present Value Interest Factor (PVIF / Discount Value) of 1.0600, the total accumulated net present value of the impact successfully created was recorded at Rp86,429,245.

5. Quantification of Present Value of Impact (Total Present Value Impact)

g. Data Component: The result of identifying qualitative changes experienced by beneficiaries (MSMEs), which were subsequently monetized using replacement prices in the local market (financial proxies). The gross impact value was then reduced by standard elimination factors (such as Deadweight or contributions from other parties) to ensure that the calculated impact was purely attributable to the Company's intervention.

h. Nominal Value: After being adjusted using the Present Value Interest Factor (PVIF / Discount Value) of 1.0600, the total accumulated net present value of the impact successfully created was recorded at Rp86,429,245.

6. Formulation and Final Result SROI Ratio
   a. Calculation Process:By dividing the total impact value by the total investmnet value:

$$\text{SROI Ratio} = \frac{\text{Rp86.429.245}}{\text{Rp10.247.140}} = 8,434474915$$

   b. Final Results: This impact study resulted in an SROI Ratio of 8.43 (rounded).

7. Long-Term Impact Interpretation (Dual-Value Creation) The achievement of an SROI Ratio of 1:8.43 provides scientific and auditable evidence that for every

setiap Rp1.000,- modal investasi sosial yang dikucurkan oleh PT Perikanan Indonesia (Persero), program tersebut mampu melahirkan efek pengganda ekonomi (economic multiplier effect) serta nilai manfaat sosial bagi ekosistem masyarakat lokal setara dengan Rp8.434,

Rp1,000 of social investment capital disbursed by PT Perikanan Indonesia (Persero), the program generated an economic multiplier effect and social benefit value for the local community ecosystem equivalent to Rp8,434.

2. Program Nelayan melalui bantuan alat tangkap.
Salah satu tujuan dari program ini adalah untuk memperkuat loyalitas nelayan. Berikut Adalah analisis dampaknya:

2. Fishermen Program through Fishing Gear Assistance. One of the objectives of this program is to strengthen fishermen's loyalty. The following is an analysis of its impact:

a. Stakeholder yang terlibat adalah PT Perikanan Indonesia (Persero) dan nelayan penerima bantuan sebanyak 150

a. The stakeholders involved are PT Perikanan Indonesia (Persero) and 150 fishermen who received assistance.

b. Input berupa bantuan alat tangkap senilai Rp37.760.050,-.

b. The input consisted of fishing gear assistance valued at Rp37,760,050.

c. aktifitas berupa bantuan freezer sebanyak 150 buah.

c. The activity consisted of providing 150 fishing gear packages.

e. analisis dampak:

e. Impact Analysis:

Outcome (Perubahan / Hasil) Outcome (Change / Result)	**Indicator**	**Sumber Mendapatkan Outcome** Source of Outcome	**Durasi Outcome (Month/Year)** Outcome Duration (Month/Year)
Mengetahui penangkapan ramah lingkungan dan berkelanjutan Knowledge of environmentally friendly and sustainable fishing practices	Peningkatan produktivitas Increased Productivity	Hasil Wawancara Interview Results	1 thn
Motivasi bekerja Work Motivation	Etos kerja Work Ethic	Hasil Wawancara Interview Results	1 thn
Loyalitas penjualan ikan ke PT Perikanan Indonesia (Persero) Loyalty in Selling Fish to PT Perikanan Indonesia (Persero)	Ketersediaan sumber bahan baku Availability of Raw Materials	Hasil Wawancara Interview Results	1 thn

Berikut merupakan asumsi dasar perhitungan dampak investasi Perusahaan terhadap program pemberdayaan nelayan melalui bantuan alat tangkap:
The following are the basic assumptions for calculating the impact of the Company's investment in the fishermen empowerment program through fishing gear assistance:
dengan perhitungan sebagai berikut:
with the following calculation:

Financial Proxy	**Source Proxy**	**Value of Financial Proxy (Rp)**	**Net Impact (Rp)**
Biaya Workshop Workshop Cost	http://www.guyubingmanah.com/	1.050.000	110.250.000
Biaya Seminar ESQ ESQ Seminar Cost	Seminar motivasi https://arcartaconsultant.com/training/training-motivasi-dan-etos-kerja/	2.000.000	300.000.000
Biaya Outbond Team Building Outbond Team Building Cost	https://gilaoutbound.com/?gclid=Cj0KCQjwvL-oBhCxARIsAHkOiu3xCKwnxWvB_UzQKO7koyn6RinJEhL5OloX_qtOsmaHwLSVb8pVwaoaAu6EEALw_wcB	225.000	33.750.000
			444.000.000

dengan perhitungan sebagai berikut:
with the following calculation:

PVIF (Disc. Value (5.75%) : Suku Bunga Rata-rata Bank Indonesia tahun 2023) PVIF (Discount Value (5.75%): Average Bank Indonesia Interest Rate in 2023)	1,06
Total PV Impact Total PV Impact	418.867.925
Nilai Investasi Investment Value	37.760.050

SROI Ratio	11,09288585

1. Penentuan Nilai Investasi (Investment Input)

   a. Komponen Data: Merupakan total biaya riil, pagu anggaran, atau modal kerja yang dikucurkan secara presisi oleh perseroan untuk mendanai program bantuan paket alat tangkap nelayan Sorong).

   b. Nilai Nominal: Tercatat sebesar Rp37.760.050,-. Angka ini bertindak sebagai pembagi utama (denominator) dalam formula rasio.

2. Faktor Diskonto dan Suku Bunga Acuan

   a. Komponen Data: Perseroan mengadopsi tingkat suku bunga acuan rata-rata Bank Indonesia (BI) tahun 2023 sebesar 5,75% sebagai basis penentuan Present Value Interest Factor (PVIF).

   b. Nilai Nominal: Parameter nilai faktor diskonto (discount value) yang diterapkan adalah sebesar 1,0600. Instrumen ini krusial untuk menjaga akurasi penilaian dampak yang disesuaikan dengan nilai waktu dari uang (time value of money)

3. Kuantifikasi Nilai Kini Dampak (Total Present Value Impact)

   a. Komponen Data: Hasil dari identifikasi perubahan kualitatif yang dirasakan oleh penerima manfaat (nelayan hulu dan UMKM hilir) yang kemudian dimonetisasi menggunakan harga pengganti di pasar lokal (financial proxies).
   b. Nilai dampak tersebut dikurangi oleh faktor eliminasi standar (deadweight dan attribution) guna memastikan dampak yang dihitung murni berasal dari intervensi perseroan [–].Nilai Nominal: Setelah dikalikan dengan faktor diskonto, total akumulasi dampak bersih nilai kini yang berhasil diciptakan tercatat secara signifikan sebesar Rp418.867.925,-

4. Formulasi dan Hasil Akhir Rasio SROI

   a. Proses Kalkulasi: Melalui pembagian nilai total dampak nilai kini dengan total nilai investasi:

$$\text{SROI Ratio} = \frac{\text{Rp418.867.925}}{\text{Rp37.760.050}} = 11,09288585$$

   b. Hasil Akhir: Studi dampak ini menghasilkan nilai SROI Ratio sebesar 11,09 (dibulatkan).

1. Determination of Investment Value (Investment Input)

a. Data Component: Represents the total actual costs, budget allocation, or working capital precisely disbursed by the Company to fund the Sorong fishermen's fishing gear assistance package program.

b. Nominal Value: Recorded at Rp37,760,050. This figure serves as the main denominator in the ratio formula.

2. Discount Factor and Reference Interest Rate

a. Data Component: The Company adopted the average Bank Indonesia (BI) reference interest rate in 2023 of 5.75% as the basis for determining the Present Value Interest Factor (PVIF).

b. Nominal Value: The discount factor parameter applied was 1.0600. This instrument is crucial for maintaining the accuracy of the impact assessment adjusted for the time value of money.

3. Quantification of Present Value of Impact (Total Present Value Impact)

a. Data Component: The result of identifying qualitative changes experienced by beneficiaries (upstream fishermen and downstream MSMEs), which were subsequently monetized using replacement prices in the local market (financial proxies).

b. Nominal Value: The impact value was reduced by standard elimination factors (deadweight and attribution) to ensure that the calculated impact was purely attributable to the Company's intervention [–]. After applying the discount factor, the total accumulated net present value of the impact successfully created was recorded at Rp418,867,925.

4. Formulation and Final Result SROI Rasio

a. Calculation Process: By dividing the total present value impact by the total investment value:

$$\text{SROI Ratio} = \frac{\text{Rp418.867.925}}{\text{Rp37.760.050}} = 11,09288585$$

b. Final Result: This impact study resulted in an SROI Ratio of 11.09 (rounded).

Interpretasi Jangka Panjang (Value Creation Result)Pencapaian Rasio SROI sebesar 1 : 11,09 memberikan bukti ilmiah dan auditable bahwa untuk setiap Rp1.000,- modal investasi sosial yang dikucurkan oleh PT Perikanan Indonesia (Persero), program tersebut mampu melahirkan efek pengganda ekonomi (economic multiplier effect) serta nilai manfaat sosial bagi ekosistem masyarakat lokal setara dengan Rp11.093,-

Long-Term Interpretation (Value Creation Result)
The achievement of an SROI ratio of 1:11.09 provides scientific and auditable evidence that for every Rp1,000 of social investment capital disbursed by PT Perikanan Indonesia (Persero), the program generated an economic multiplier effect and social benefit value for the local community ecosystem equivalent to Rp11,093.

Investasi Infrastruktur dan Dukungan Layanan

Infrastructure Investment and Service Support

Hak atas Tanah dan Sumber Daya
Hak dan Keterlibatan Masyarakat Lokal
Penguatan Peran dalam Ketahanan Pangan Nasional

Land and Resource Rights
Local Community Rights and Engagement
Strengthening the Role in National Food Security

Perikanan Indonesia

member of ID FOOD



Bab/Chapter

08

Kinerja Tata Kelola

Governance Performance


B0394
180 KG
C0287
150 KG
D0198
180 KG

Laporan Hasil Asesmen GCG Tahun 2025
GCG Assessment Results Report for 2025

PT Perikanan Indonesia (Persero) telah melakukan assessment penerapan Tata Kelol Perusahaan yang Baik/Good Corporate Governance (GCG) di PT Perikanan Indonesia (Persero) PUG-KI. Ruang lingkup assessment meliputi prinsip-prinsip GCG dalam pengelolaan Perusahaan untuk periode tahun 2024.
Tujuan pelaksanaan assessment penerapan GCG ini adalah untuk:.

a. Menguji dan menilai penerapan GCG di Perusahaan melalui elaborasi kondisi penerapan GCG dan dengan kondisi nyata yang diterapkan PT Perikanan Indonesia (Persero), melalui pemberian skor/nilai atas penerapan GCG dan kategori kualitas penerapan GCG.

b. Mengidentifikasi kekuatan dan kelemahan penerapan GCG di PT Perikanan Indonesia (Persero), serta mengusulkan rekomendasi perbaikan untuk mengurangi celah (gap) antara kriteria GCG dengan penerapan GCG.

c. Memberikan rekomendasi penyempurnaan terhadap kesenjangan yang ditemukan dalam implementasi GCG di PT Perikanan Indoesia sejalan dengan ketentuan perundanganundangan yang berlaku dan best practices.

d. Memonitor konsistensi penerapan GCG di PT Perikanan Indonesia (Persero) dan memperoleh masukan untuk penyempurnaan dan pengembangan kebijakan GCG di lingkungan PT Perikanan Indonesia (Persero).

Pelaksanaan assessment penerapan GCG ini merupakan bagian dari proses implementasi GCG yang berkelanjutan di PT Perikanan Indonesia (Persero), sehingga hasil assessment ini sekaligus penilaian atas kemajuan pelaksanaan GCG selama ini. Secara metodologis, pelaksanaan assessment GCG di Perusahaan mengacu pada Pedoman Umum Governansi Korporat Indonesia (PUG-KI).

Hasil assessment penerapan GCG di PT Perikanan Indonesia (Persero) Tahun 2024 mencapai total pemenuhan penerapan sebanyak 65 dari 76 rekomendasi berdasarkan Pedoman Umum Governansi Korporat Indonesia (PUG-KI).

PT Perikanan Indonesia (Persero) has conducted an assessment of the implementation of Good Corporate Governance (GCG) at PT Perikanan Indonesia (Persero) based on the PUG-KI. The scope of the assessment covers GCG principles in the management of the Company for the 2024 period.
The objectives of conducting this GCG implementation assessment are to:

a. Test and assess the implementation of GCG in the Company by elaborating on the actual conditions of GCG implementation and comparing them with the actual conditions implemented by PT Perikanan Indonesia (Persero), through the assignment of scores/ratings for GCG implementation and the categorization of GCG implementation quality.

b. Identify the strengths and weaknesses of GCG implementation at PT Perikanan Indonesia (Persero), as well as propose recommendations for improvement to reduce the gap between GCG criteria and GCG implementation.

c. Provide recommendations for improvements to address the gaps identified in the implementation of GCG at PT Perikanan Indonesia (Persero) in line with applicable laws and regulations and best practices.

d. Monitor the consistency of GCG implementation at PT Perikanan Indonesia (Persero) and obtain input for the improvement and development of GCG policies within PT Perikanan Indonesia (Persero).

The implementation of this GCG assessment forms part of the ongoing GCG implementation process at PT Perikanan Indonesia (Persero), and therefore the results of this assessment also serve as an evaluation of the progress of GCG implementation to date. Methodologically, the implementation of the GCG assessment at the Company refers to the Indonesian General Guidelines for Corporate Governance (PUG-KI).

The results of the GCG implementation assessment at PT Perikanan Indonesia (Persero) for 2024 achieved a total fulfillment of 65 out of 76 recommendations based on the Indonesian General Guidelines for Corporate Governance (PUG-KI).

TABEL TINGKAT PEMENUHAN
Fulfillment Level Table

PRINSIP Principle		**PEMENUHAN** Fulfillment			
Prinsip 1 Principle 1	Peran dan Tanggung Jawab Direksi dan Dewan Komisaris Roles and Responsibilities of the Board of Directors and Board of Commissioners	25	Dari From	30	Rekomendasi Recomendation
Prinsip 2 Principle 2	Komposisi dan remunerasi Direksi dan Dewan Komisaris Composition and Remuneration of the Board of Directors and Board of Commissioners	11	Dari From	11	Rekomendasi Recomendation

TABEL TINGKAT PEMENUHAN Fulfillment Level Table					
PRINSIP Principle		**PEMENUHAN** Fulfillment			
Prinsip 3 Principle 3	Hubungan Kerja antara Direksi dan Dewan Komisaris Working Relationship between the Board of Directors and Board of Commissioners	4	Dari From	5	Rekomendasi Recomendation
Prinsip 4 Principle 4	Perilaku Etis Ethical Conduct	3	Dari From	4	Rekomendasi Recomendation
Prinsip 5 Principle 5	Manajemen Risiko, Pengendalian Internal dan Kepatuhan Risk Management, Internal Control, and Compliance	6	Dari From	6	Rekomendasi Recomendation
Prinsip 6 Principle 6	Pengungkapan dan Transparansi Disclosure and Transparency	5	Dari From	7	Rekomendasi Recomendation
Prinsip 7 Principle 7	Hak-Hak Pemegang Saham Shareholders' Rights	8	Dari From	9	Rekomendasi Recomendation
Prinsip 8 Principle 8	Hak-Hak Pemangku Kepentingan Stakeholders' Rights	3	Dari From	4	Rekomendasi Recomendation
Total		**65**	**Dari From**	**76**	**Rekomendasi** Recomendation

Dari hasil evaluasi (riviu) terhadap penerapan GCG yang telah dilakukan dengan menggunakan indikator/parameter PUG-KI yang meliputi 8 (delapan) prinsip dengan 81 (delapan puluh satu) rekomendasi penerapan aspek dan prinsip Tata Kelola Perusahaan yang Baik, sebanyak 5 (lima) rekomendasi belum dapat diterapkan di PT Perikanan Indonesia (Persero) sehingga PT Perikanan Indonesia (Persero) hanya menggunakan 76 (tujuh puluh enam) rekomendasi dengan total pemenuhan penerapan sebanyak 65 (enam puluh lima) dari 76 (tujuh puluh enam) rekomendasi karena sebanyak 11 (sebelas) rekomendasi tidak dapat terpenuhi penerapannya dimana prinsip/rekomendasi tersebut berkaitan dengan Kebijakan Pejabat Pengelola Informasi dan Dokumentasi (PPID), dokumen Kebijakan TI, IT Master Plan, Laporan Internal Control Over Financial Reporting (ICOFR), Permohonan Rekomendasi Rencana Jangka Panjang Perusahaan (RJPP), Sosialisasi Pedoman GCG, Kebijakan Pedoman Aksi Korporasi, SOP Aksi Korporasi, Kebijakan Pedoman dan SOP Penyelesaian Masalah Aset/Perizinan/Litigasi, SOP Penyelesaian Masalah Aset, SOP Inventarisasi dan Pengamanan Aset SOP Manual SMAP, Risalah Rapat Internal Dekom.

Based on the results of the evaluation (review) of GCG implementation conducted using the PUG-KI indicators/parameters, which comprise 8 (eight) principles with 81 (eighty-one) recommendations for the implementation of Good Corporate Governance aspects and principles, 5 (five) recommendations could not yet be implemented at PT Perikanan Indonesia (Persero). Therefore, PT Perikanan Indonesia (Persero) assessed only 76 (seventy-six) recommendations, with a total of 65 (sixty-five) recommendations fulfilled out of 76 (seventy-six) recommendations, as 11 (eleven) recommendations could not be fulfilled. These principles/recommendations relate to the Policy for Information and Documentation Management Officials (PPID), IT Policy documents, the IT Master Plan, the Internal Control Over Financial Reporting (ICOFR) Report, the Application for Recommendations for the Company's Long-Term Plan (RJPP), GCG Guidelines Socialization, Corporate Action Guidelines Policy, Corporate Action SOP, Policy Guidelines and SOP for Resolving Asset/Permit/Litigation Issues, SOP for Resolving Asset Issues, SOP for Asset Inventory and Security, SMAP Manual SOP, and Minutes of Internal Board of Commissioners Meetings.

Laporan Hasil Penilaian Risk Maturity Level Tahun 2025 untuk Kinerja Tahun 2024

Risk Maturity Level Assessment Report for 2025 for 2024 Performance

Sebagai bagian dari upaya memperkuat tata kelola perusahaan dan meningkatkan efektivitas penerapan manajemen risiko, PT Perikanan Indonesia (Persero) secara berkala melaksanakan penilaian tingkat kematangan manajemen risiko (Risk Maturity Level/RML). Penilaian ini bertujuan untuk mengukur tingkat implementasi manajemen risiko di seluruh proses bisnis Perseroan serta menjadi dasar dalam

As part of its efforts to strengthen corporate governance and enhance the effectiveness of risk management implementation, PT Perikanan Indonesia (Persero) regularly conducts Risk Management Maturity Level (Risk Maturity Level/RML) assessments. This assessment aims to measure the level of risk management implementation across all of the Company's business processes and serves as a basis

penyusunan strategi peningkatan kapabilitas pengelolaan risiko secara berkelanjutan.

for developing strategies to continuously enhance risk management capabilities.

Pada tahun 2025 telah dilaksanakan Penilaian Risk Maturity Level atas kinerja manajemen risiko Perseroan tahun 2024. Penilaian dilakukan dengan mengacu pada pedoman dan metodologi yang berlaku di lingkungan BUMN, yang mencakup evaluasi terhadap aspek tata kelola risiko, budaya risiko, proses identifikasi, analisis, pengendalian, pemantauan, pelaporan risiko, serta integrasi manajemen risiko dalam pengambilan keputusan dan pencapaian sasaran strategis Perseroan.

In 2025, a Risk Maturity Level assessment was conducted on the Company's risk management performance for 2024. The assessment was conducted with reference to the guidelines and methodology applicable within State-Owned Enterprises (SOEs), covering the evaluation of risk governance, risk culture, risk identification, analysis, control, monitoring, and reporting processes, as well as the integration of risk management into decision-making and the achievement of the Company's strategic objectives.

Hasil penilaian tersebut menjadi bahan evaluasi bagi manajemen untuk mengidentiarea yang telah berjalan dengan baik maupun area yang masih memerlukan penguatan. Rekomendasi yang dihasilkan selanjutnya ditindaklanjuti melalui penyempurnaan kebijakan, peningkatan kompetensi sumber daya manusia, penguatan pengendalian internal, serta optimalisasi implementasi manajemen risiko pada seluruh unit kerja.

The results of the assessment serve as an evaluation basis for management to identify areas that have been implemented effectively as well as areas that still require strengthening. The resulting recommendations are subsequently followed up through policy improvements, enhancement of human resource competencies, strengthening of internal controls, and optimization of risk management implementation across all work units.

Penilaian terhadap penerapan Manajemen Risiko PT Perikanan Indonesia (Persero) periode tahun buku 2024 dengan Nomor Laporan: 05/RMI/PERINDO/VI/2025 dilakukan oleh Tim Asesor sesuai dengan SK Direksi PT RNI (Persero) nomor : 84/SK-Hkm/RNI.01/V/2025 tanggal 28 Mei 2025 tentang Penetapan Tim Penilai Internal Risk Maturity Index (RMI) Kinerja Tahun 2024 Pada PT Rajawali Nusantara Indonesia (Persero) Group dilakukan dalam rangka memenuhi Arahan Pemegang Saham serta menjadi baseline penilaian SK-8/DKU.MBU/12/2023 Tentang Petunjuk Teknis Penilaian Indeks Kematangan Risiko (Risk Maturity Index) Di Lingkungan Badan Usaha Milik Negara. Tingkat kematangan Risiko Perusahaan diukur menggunakan Penilaian RMI yang memiliki relevansi dengan Aspek Kinerja. Tujuan dari Penilaian RMI adalah untuk mengukur tingkat kualitas rancangan dan efektivitas penerapan Manajemen Risiko dalam melindungi dan menciptakan nilai pada Perusahaan. Hasil Penilaian RMI utamanya untuk mendapatkan gap dan langkah perbaikan peningkatan penerapan Manajemen Risiko. Hasil asesmen akan menunjukkan tingkat maturitas Penerapan Manajemen Risiko di Perusahaan yang dibagi kedalam lima kategori yaitu: (i) Fase Awal, (ii) Fase Berkembang, (iii) Fase Praktik yang Baik,, (iv) Fase Praktik yang Lebih Baik, (v) Fase Praktik Terbaik.

The assessment of the implementation of Risk Management at PT Perikanan Indonesia (Persero) for the 2024 fiscal year, under Report Number 05/RMI/PERINDO/VI/2025, was conducted by the Assessment Team in accordance with the Decree of the Board of Directors of PT RNI (Persero) Number 84/SK-Hkm/RNI.01/V/2025 dated May 28, 2025, concerning the Establishment of the Internal Risk Maturity Index (RMI) Performance Assessment Team for 2024 at PT Rajawali Nusantara Indonesia (Persero) Group. The assessment was conducted to fulfill the Shareholder's Direction and serve as a baseline assessment in accordance with SK-8/DKU.MBU/12/2023 concerning Technical Guidelines for the Assessment of the Risk Maturity Index within State-Owned Enterprises. The Company's Risk Maturity Level is measured using the RMI Assessment, which is relevant to Performance Aspects. The purpose of the RMI Assessment is to measure the quality of the design and effectiveness of Risk Management implementation in protecting and creating value for the Company. The primary purpose of the RMI Assessment results is to identify gaps and improvement measures to enhance Risk Management implementation. The assessment results indicate the maturity level of Risk Management implementation within the Company, which is divided into five categories: (i) Initial Phase, (ii) Developing Phase, (iii) Good Practice Phase, (iv) Better Practice Phase, and (v) Best Practice Phase.

Berdasarkan penilaian tingkat kematangan penerapan Manajemen Risiko yang kami lakukan, dapat disimpulkan bahwa tingkat kematangan penerapan Manajemen Risiko pada PT Perikanan Indonesia (Persero) mencapai spektrum "Fase Berkembang", dengan skor pencapaian 2,21.

Based on the assessment of the maturity level of Risk Management implementation that we conducted, it can be concluded that the maturity level of Risk Management implementation at PT Perikanan Indonesia (Persero) reached the "Developing Phase" spectrum, with an achievement score of 2.21.

Manajemen Proses Pengadaan
Procurement Process Management

PT Perikanan Indonesia (Persero) menerapkan proses pengadaan barang dan jasa yang berlandaskan pada prinsip tata kelola perusahaan yang baik (*Good Corporate Governance*/GCG), dengan mengedepankan aspek transparansi, akuntabilitas, efisiensi, efektivitas, kewajaran, serta kepatuhan terhadap peraturan perundang-undangan yang berlaku. Penerapan prinsip tersebut bertujuan untuk memastikan seluruh proses pengadaan berlangsung secara profesional, kompetitif, dan memberikan nilai tambah bagi Perseroan serta para pemangku kepentingan.

PT Perikanan Indonesia (Persero) implements a goods and services procurement process based on the principles of Good Corporate Governance (GCG), emphasizing transparency, accountability, efficiency, effectiveness, fairness, and compliance with applicable laws and regulations. The implementation of these principles aims to ensure that all procurement processes are conducted professionally and competitively, while providing added value to the Company and its stakeholders.

Dalam pelaksanaannya, Perseroan mengelola proses pengadaan melalui mekanisme yang terstruktur, mulai dari perencanaan kebutuhan, penyusunan spesifikasi teknis, proses pemilihan penyedia, evaluasi penawaran, penetapan pemenang, pelaksanaan kontrak, hingga evaluasi kinerja penyedia. Setiap tahapan dilaksanakan secara objektif dengan mengutamakan prinsip persaingan usaha yang sehat dan menghindari benturan kepentingan.

In its implementation, the Company manages the procurement process through a structured mechanism, starting from needs planning, preparation of technical specifications, supplier selection, bid evaluation, winner determination, contract implementation, to supplier performance evaluation. Each stage is carried out objectively by prioritizing the principles of fair business competition and avoiding conflicts of interest.

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In its implementation, the Company manages the procurement process through a structured mechanism, starting from needs planning, preparation of technical specifications, supplier selection, bid evaluation, winner determination, contract implementation, to supplier performance evaluation. Each stage is carried out objectively by prioritizing the principles of fair business competition and avoiding conflicts of interest.

Sebagai bagian dari komitmen terhadap keberlanjutan, Perseroan turut mempertimbangkan aspek ekonomi, lingkungan, dan sosial dalam proses pengadaan. Perseroan mendorong penyedia barang dan jasa untuk mematuhi ketentuan yang berlaku terkait perlindungan lingkungan, keselamatan dan kesehatan kerja (K3), hak-hak tenaga kerja, serta penerapan praktik bisnis yang beretika. Pendekatan ini bertujuan membangun rantai pasok yang bertanggung jawab dan mendukung pencapaian tujuan pembangunan berkelanjutan.

As part of its commitment to sustainability, the Company also considers economic, environmental, and social aspects in the procurement process. The Company encourages goods and services providers to comply with applicable provisions related to environmental protection, occupational health and safety (OHS), labor rights, and the implementation of ethical business practices. This approach aims to build a responsible supply chain and support the achievement of sustainable development goals.

Perseroan juga melakukan pemantauan dan evaluasi secara berkala terhadap pelaksanaan kontrak dan kinerja penyedia untuk memastikan kualitas, ketepatan waktu, kepatuhan terhadap persyaratan kontrak, serta kesesuaian dengan standar yang telah ditetapkan. Hasil evaluasi tersebut menjadi dasar dalam peningkatan kualitas proses pengadaan serta penguatan hubungan kemitraan yang berkelanjutan dengan para penyedia barang dan jasa.

The Company also conducts regular monitoring and evaluation of contract implementation and supplier performance to ensure quality, timeliness, compliance with contractual requirements, and conformity with established standards. The results of these evaluations serve as a basis for improving the quality of the procurement process and strengthening sustainable partnership relationships with goods and services providers.

Melalui penerapan manajemen proses pengadaan yang terintegrasi dengan prinsip keberlanjutan, PT Perikanan Indonesia (Persero) berupaya menciptakan rantai pasok yang andal, transparan, dan berdaya

Through the implementation of procurement process management integrated with sustainability principles, PT Perikanan Indonesia (Persero) strives to create a reliable, transparent, and competitive supply chain,

saing, sekaligus memberikan kontribusi terhadap pertumbuhan ekonomi yang berkelanjutan serta peningkatan nilai perusahaan dalam jangka panjang. Dalam pelaksanaannya, Perseroan menggunakan pedoman pengadaan melalui Peraturan Direksi Nomor: PER-012/PERINDO/Dir.A/VII/2021 Tentang Pedoman Pengadaan Barang dan Jasa yang saat ini sedang dalam proses pembaharuan.

while contributing to sustainable economic growth and enhancing the Company's long-term value. In its implementation, the Company refers to the procurement guidelines stipulated in Board of Directors Regulation Number: PER-012/PERINDO/Dir.A/VII/2021 concerning Guidelines for the Procurement of Goods and Services, which is currently undergoing an update process.

Lembar Umpan Balik

Feedback Form

[OJK G.2]

PT Perikanan Indonesia (Persero) mengucapkan terima kasih atas kesediaan Anda membaca Laporan Keberlanjutan ini. Sebagai komitmen kami untuk terus menegakkan prinsip transparansi, akuntabilitas, dan perbaikan berkelanjutan, kami sangat menghargai pandangan, saran, dan kritik yang Anda berikan.

PT Perikanan Indonesia (Persero) would like to thank you for taking the time to read this Sustainability Report. As part of our commitment to continuously to uphold the principles of transparency, accountability, and continuous improvement, we highly value your views, suggestions, and criticisms.

Saran, masukan, dan tanggapan dari para pemangku kepentingan merupakan bagian penting dalam proses penyempurnaan laporan maupun pelaksanaan strategi keberlanjutan Perusahaan di masa mendatang. Oleh karena itu, kami sangat mengharapkan umpan balik yang konstruktif untuk membantu kami meningkatkan kualitas laporan dan kinerja keberlanjutan secara berkelanjutan.

Suggestions, feedback, and responses from stakeholders are an important part of the process of improving the report and implementing the Company's sustainability strategy in the future. Therefore, we highly welcome constructive feedback to help us continuously improve the quality of the report and sustainability performance.

Mohon kesediaan Bapak/Ibu/Saudara/i untuk melengkapi lembar tanggapan di bawah ini dan mengirimkannya kembali kepada kami melalui kanal komunikasi resmi perusahaan.

Please take a moment to complete the feedback form below and return it to us through the Company's official communication channels.

Identitas Responden
Respondent Information

Nama(Name) : _____

Institusi/Perusahaan(Institution/Goverment) : _____

Jabatan(Position) : _____

Kategori Pemangku Kepentingan
Stakeholder Category

- Pelanggan / Customer
- Mitra Usaha / Business Partner
- Pemerintah/ Regulator / Goverment/Regulator
- Investor / Investor
- Karyawan / Employee
- Akademisi / Academia
- Media / Media
- Masyarakat / Community
- Lainnya(Others)

Mohon pilih jawaban yang paling sesuai (beri tanda "V") di dalam kotak yang tersedia:
Please select the most appropriate answer by placing a "V" in the box provided:

Apakah informasi yang disajikan dalam laporan ini mudah di pahami?
Is the information presented in this report easy to understand?

- Sangat Baik / Very Good
- Baik / Good
- Netral / Neutral
- Cukup / Fair
- Kurang

Poor

Apakah laporan ini telah menyajikan informasi yang relevan dengan kebutuhan Anda?
Has this report provided information that is relevant to your needs?

Sangat Baik
Very Good
Baik
Good
Netral
Neutral
Cukup
Fair
Kurang
Poor

Menurut Anda, aspek apa yang perlu ditingkatkan pada laporan keberlanjutan berikutnya?
In your opinion, what aspects should be improved in the next Sustainability Report?

.....
.....

Topik keberlanjutan apa yang Anda harapkan untuk dibahas lebih mendalam pada laporan mendatang?
What sustainability topics would you like to see discussed in greater depth in future reports?

.....
.....

Saran dan masukan lainnya:
Other Suggestions and Feedback:

.....
.....

Terima kasih atas partisipasi dan masukan yang Anda berikan. Setiap umpan balik akan menjadi bahan evaluasi dalam meningkatkan kualitas pelaporan serta implementasi praktik keberlanjutan PT Perikanan Indonesia (Persero) secara berkesinambungan.
Mohon lembar umpan balik ini dikirimkan ke:

Thank you for your participation and feedback. All feedback received will serve as an evaluation basis for continuously improving the quality of reporting and the implementation of PT Perikanan Indonesia (Persero)'s sustainability practices.
Please send this Feedback Form to:

Sekretaris Perusahaan
Corporate Secretary
PT Perikanan Indonesia (Persero) (Persero)
Alamat : Jl Tuna IV, Muara Baru, Penjaringan, Jakarta Utara, Jakarta - 14440
Telepon: +6221-6679604
Website: https://www.perikananindonesia.co.id/
Email: corcomm@perikananindonesia.co.id, persuratan@perikananindonesia.co.id

Tanggapan Terhadap Lembar Umpan Balik

Response to the Feedback Form [OJK G.2]

[OJK G.2]

PT Perikanan Indonesia (Persero) menghargai setiap masukan, saran, dan tanggapan yang disampaikan oleh para pemangku kepentingan melalui Lembar Umpan Balik maupun media komunikasi lainnya. Umpan balik tersebut merupakan bagian penting dalam upaya Perseroan meningkatkan kualitas pengungkapan informasi, memperkuat transparansi, serta menyempurnakan implementasi strategi keberlanjutan.

PT Perikanan Indonesia (Persero) appreciates all input, suggestions, and feedback submitted by stakeholders through the Feedback Form or other communication channels. Such feedback constitutes an important part of the Company's efforts to improve the quality of information disclosure, strengthen transparency, and enhance the implementation of its sustainability strategy.

Setiap masukan yang diterima akan dikumpulkan, dianalisis, dan dievaluasi oleh unit kerja terkait untuk mengidentifikasi peluang perbaikan terhadap substansi, kualitas data, serta penyajian Laporan Keberlanjutan. Hasil evaluasi tersebut menjadi salah satu pertimbangan dalam penyempurnaan proses

All feedback received will be collected, analyzed, and evaluated by the relevant work units to identify opportunities for improvement in the substance, data quality, and presentation of the Sustainability Report. The results of the evaluation serve as one of the considerations in refining the report preparation

penyusunan laporan dan pengembangan program keberlanjutan pada periode pelaporan berikutnya.

process and developing sustainability programs for the subsequent reporting period.

Perseroan berkomitmen untuk menjaga komunikasi yang terbuka, konstruktif, dan berkelanjutan dengan seluruh pemangku kepentingan. Oleh karena itu, setiap tanggapan yang relevan akan ditindaklanjuti sesuai dengan tingkat prioritas, ruang lingkup, dan kewenangan masing-masing unit kerja, sehingga dapat memberikan nilai tambah bagi peningkatan kinerja keberlanjutan Perseroan.

The Company is committed to maintaining open, constructive, and continuous communication with all stakeholders. Therefore, all relevant feedback will be followed up in accordance with the level of priority, scope, and authority of each respective work unit, so as to provide added value to the improvement of the Company's sustainability performance.

PT Perikanan Indonesia (Persero) menyampaikan apresiasi kepada seluruh pemangku kepentingan atas partisipasi dan kontribusinya dalam memberikan umpan balik. Dukungan tersebut menjadi landasan penting bagi Perseroan untuk terus meningkatkan kualitas pelaporan serta memperkuat praktik bisnis yang bertanggung jawab dan berkelanjutan.

PT Perikanan Indonesia (Persero) expresses its appreciation to all stakeholders for their participation and contributions in providing feedback. Such support serves as an important foundation for the Company to continuously improve the quality of its reporting and strengthen responsible and sustainable business practices.

Tautan TPB/SDGs dalam Standar GRI

SDG Links in the GRI Standards

PT Perikanan Indonesia (Persero) mengintegrasikan pelaporan keberlanjutan dengan mengacu pada Global Reporting Initiative (GRI) Standards serta mendukung pencapaian Tujuan Pembangunan Berkelanjutan (TPB)/Sustainable Development Goals (SDGs). Integrasi ini bertujuan untuk memastikan bahwa pengungkapan kinerja keberlanjutan Perseroan tidak hanya memenuhi standar pelaporan yang diakui secara internasional, tetapi juga menunjukkan kontribusi nyata terhadap agenda pembangunan berkelanjutan di tingkat nasional maupun global.

PT Perikanan Indonesia (Persero) integrates its sustainability reporting with reference to the Global Reporting Initiative (GRI) Standards and supports the achievement of the Sustainable Development Goals (SDGs). This integration aims to ensure that the Company's sustainability performance disclosures not only comply with internationally recognized reporting standards but also demonstrate a tangible contribution to the sustainable development agenda at both the national and global levels.

Dalam penyusunan laporan ini, setiap topik material yang diungkapkan berdasarkan Standar GRI dipetakan terhadap tujuan dan target TPB/SDGs yang relevan. Pemetaan tersebut memberikan gambaran mengenai hubungan antara aktivitas operasional Perseroan, dampak yang dihasilkan, serta kontribusinya terhadap pencapaian target pembangunan berkelanjutan.

In preparing this report, each material topic disclosed based on the GRI Standards is mapped against the relevant SDG goals and targets. This mapping provides an overview of the relationship between the Company's operational activities, the impacts generated, and its contribution to the achievement of sustainable development targets.

Melalui pendekatan ini, Perseroan dapat mengidentifikasi area yang memberikan dampak positif terbesar, menetapkan prioritas program keberlanjutan, serta meningkatkan efektivitas pengelolaan aspek ekonomi, lingkungan, sosial, dan tata kelola. Selain itu, pemetaan GRI terhadap TPB/SDGs memperkuat transparansi pelaporan, memudahkan para pemangku kepentingan dalam memahami kontribusi Perseroan, serta mendukung pengambilan keputusan yang berorientasi pada penciptaan nilai jangka panjang.

Through this approach, the Company can identify areas that generate the greatest positive impacts, establish sustainability program priorities, and enhance the effectiveness of managing economic, environmental, social, and governance aspects. In addition, the mapping of GRI Standards to the SDGs strengthens reporting transparency, facilitates stakeholders' understanding of the Company's contributions, and supports decision-making oriented toward long-term value creation.

Tabel pada bagian berikut menyajikan keterkaitan antara topik material yang diungkapkan berdasarkan Standar GRI dengan tujuan TPB/SDGs yang relevan sebagai bentuk komitmen Perseroan dalam mendukung pembangunan yang inklusif, berkelanjutan, dan bertanggung jawab.

The table in the following section presents the relationship between the material topics disclosed based on the GRI Standards and the relevant SDG goals as a form of the Company's commitment to supporting inclusive, sustainable, and responsible development.

No	TPB/ SDG's	Target	Pengungkapan GRI GRI Disclosures	Sumber Source
1. Tanpa Kemiskinan No Proverty				
1.1		Pada tahun 2030, memberantas kemiskinan ekstrem untuk semua orang di mana pun, yang saat ini diukur sebagai orang yang hidup dengan kurang dari $1,25 per hari. By 2030, Eradicate Extreme Poverty for All People Everywhere, Currently Measured as People Living on Less Than $1.25 a Day.	207-1, 207-2, 207-3, 207-4	GRI 207: Pajak 2019 GRI 207: Tax 2019
1.2		Pada tahun 2030, mengurangi setidaknya setengah proporsi laki-laki, perempuan dan anak-anak dari segala usia yang hidup dalam kemiskinan dalam segala dimensinya menurut definisi nasional. By 2030, Reduce at Least by Half the Proportion of Men, Women, and Children of All Ages Living in Poverty in All Its Dimensions According to National Definitions.	202-1, 203-2	GRI 202: Keberadaan Pasar 2016 GRI 202: Market Presence 2016 GRI 203: Dampak Ekonomi Tidak Langsung 2016 GRI 203: Indirect Economic Impacts 2016
1.3		Menerapkan sistem dan langkah-langkah perlindungan sosial yang tepat secara nasional untuk semua, termasuk golongan terbawah, dan pada tahun 2030 mencapai cakupan yang substansial bagi masyarakat miskin dan rentan Implement Nationally Appropriate Social Protection Systems and Measures for All, Including Floors, and by 2030 Achieve Substantial Coverage of the Poor and Vulnerable.	207-1, 207-2, 207-3, 207-4	GRI 207: Pajak 2019 GRI 207: Tax 2019
1.4		Pada tahun 2030, memastikan bahwa semua laki-laki dan perempuan, khususnya yang miskin dan rentan, memiliki hak yang sama atas sumber daya ekonomi, serta akses ke layanan dasar, kepemilikan dan kendali atas tanah dan bentuk kepemilikan lainnya, warisan, sumber daya alam, teknologi baru yang tepat dan layanan keuangan, termasuk keuangan mikro. By 2030, Ensure That All Men and Women, in Particular the Poor and Vulnerable, Have Equal Rights to Economic Resources, as well as Access to Basic Services, Ownership and Control Over Land and Other Forms of Property, Inheritance, Natural Resources, Appropriate New Technology, and Financial Services, Including Microfinance.	203-2, 413-2a	GRI 203: Dampak ekonomi tidak langsung 2016 GRI 203: Indirect Economic Impacts 2016 GRI 413: komunitas local 2016 GRI 413: Local Communities 2016
2.Tanpa Kelaparan Zero Hunger				

2.3		Pada tahun 2030, melipatgandakan produktivitas pertanian dan pendapatan produsen pangan skala kecil, khususnya perempuan, masyarakat adat, keluarga petani, penggembala dan nelayan, termasuk melalui akses yang aman dan setara ke lahan, sumber daya dan input produktif lainnya, pengetahuan, layanan keuangan, pasar dan peluang untuk penambahan nilai dan pekerjaan non-pertanian. By 2030, Double the Agricultural Productivity and Incomes of Small-Scale Food Producers, Particularly Women, Indigenous Peoples, Family Farmers, Pastoralists, and Fishers, Including Through Secure and Equal Access to Land, Other Productive Resources and Inputs, Knowledge, Financial Services, Markets, and Opportunities for Value Addition and Non-Farm Employment.	411-1, 413 2a	GRI 411: Hak Masyarakat Adat 2016 GRI 411: Rights of Indigenous Peoples 2016 GRI 413: Komunitas Lokal 2016 GRI 413: Local Communities 2016
3 Kehidupan Sehat dan Sejahtera Good Health and Well-Being				
3.2		Pada tahun 2030, mengakhiri kematian bayi baru lahir dan anak di bawah usia 5 tahun yang dapat dicegah, dengan semua negara bertujuan untuk mengurangi kematian neonatal setidaknya hingga 12 per 1.000 kelahiran hidup dan kematian di bawah 5 hingga setidaknya 25 per 1.000 kelahiran hidup. By 2030, End Preventable Deaths of Newborns and Children Under 5 Years of Age, with All Countries Aiming to Reduce Neonatal Mortality to at Least 12 per 1,000 Live Births and Under-5 Mortality to at Least 25 per 1,000 Live Births.	401-2a	GRI 401: Ketenagakerjaan 2016 GRI 401: Employment 2016
3.3		Pada tahun 2030, mengakhiri epidemi AIDS, tuberkulosis, malaria dan penyakit tropis terabaikan serta memerangi hepatitis, penyakit yang ditularkan melalui air dan penyakit menular lainnya. By 2030, End the Epidemics of AIDS, Tuberculosis, Malaria, and Neglected Tropical Diseases and Combat Hepatitis, Water-Borne Diseases, and Other Communicable Diseases.	403-6b, 403-10	GRI 403: Kesehatan dan Keselamatan Kerja 2018 GRI 403: Occupational Health and Safety 2018
3.4		Pada tahun 2030, mengurangi sepertiga kematian dini akibat penyakit tidak menular melalui pencegahan dan pengobatan serta meningkatkan kesehatan dan kesejahteraan mental. By 2030, Reduce by One-Third Premature Mortality from Non-Communicable Diseases Through Prevention and Treatment and Promote Mental Health and Well-Being.	403-10	GRI 403: Kesehatan dan Keselamatan Kerja 2018 GRI 403: Occupational Health and Safety 2018

3.5		Pada tahun 2030, mengurangi sepertiga kematian dini akibat penyakit tidak menular melalui pencegahan dan pengobatan serta meningkatkan kesehatan dan kesejahteraan mental By 2030, Reduce by One-Third Premature Mortality from Non-Communicable Diseases Through Prevention and Treatment and Promote Mental Health and Well-Being.	403-6b	GRI 403: Kesehatan dan Keselamatan Kerja 2018 GRI 403: Occupational Health and Safety 2018
3.6		Pada tahun 2020, mengurangi separuh jumlah kematian dan cedera global akibat kecelakaan lalu lintas jalan. By 2020, Halve the Number of Global Deaths and Injuries from Road Traffic Accidents.	403-9a, 403-9b	GRI 403: Kesehatan dan Keselamatan Kerja 2018 GRI 403: Occupational Health and Safety 2018
3.7		Pada tahun 2030, memastikan akses universal terhadap layanan kesehatan seksual dan reproduksi, termasuk untuk keluarga berencana, informasi dan pendidikan, dan integrasi kesehatan reproduksi ke dalam strategi dan program nasional. By 2030, Ensure Universal Access to Sexual and Reproductive Health-Care Services, Including for Family Planning, Information and Education, and the Integration of Reproductive Health into National Strategies and Programs.	403-6a	GRI 403: Kesehatan dan Keselamatan Kerja 2018 GRI 403: Occupational Health and Safety 2018
3.8		Mencapai cakupan kesehatan universal, termasuk perlindungan risiko finansial, akses ke layanan perawatan kesehatan esensial berkualitas dan akses ke obat-obatan dan vaksin esensial yang aman, efektif, berkualitas dan terjangkau untuk semua. Achieve Universal Health Coverage, Including Financial Risk Protection, Access to Quality Essential Health-Care Services, and Access to Safe, Effective, Quality, and Affordable Essential Medicines and Vaccines for All.		GRI 203: Dampak Ekonomi Tidak Langsung 2016 GRI 203: Indirect Economic Impacts 2016
3.9		Pada tahun 2030, secara substansial mengurangi jumlah kematian dan penyakit akibat bahan kimia berbahaya serta polusi dan kontaminasi udara, air dan tanah. By 2030, Substantially Reduce the Number of Deaths and Illnesses from Hazardous Chemicals and Air, Water, and Soil Pollution and Contamination.	305-1, 305-2, 305-3, 305-6a, 305-7, 306-1, 306-2a, 306-2a, 306-2c, 306-3a, 306-3b, 306-3c	GRI 305: Emisi 2016 GRI 305: Emissions 2016
4 Pendidikan Berkualitas Quality Education				
4.3		Pada tahun 2030, memastikan akses yang setara bagi semua perempuan dan laki-laki terhadap pendidikan teknis, kejuruan dan tersier yang terjangkau dan berkualitas, termasuk universitas. By 2030, Ensure Equal Access for All Women and Men to Affordable and Quality Technical, Vocational, and Tertiary Education, Including University.	404-1a	GRI 404: Pendidikan dan Pelatihan 2016 GRI 404: Training and Education 2016
4.4		Pada tahun 2030, secara substansial meningkatkan jumlah pemuda dan orang dewasa yang memiliki keterampilan yang relevan, termasuk keterampilan teknis dan kejuruan, untuk pekerjaan, pekerjaan yang layak, dan kewirausahaan By 2030, Substantially Increase the Number of Youth and Adults with Relevant Skills, Including Technical and Vocational Skills, for Employment, Decent Jobs, and Entrepreneurship.	404-1a	

4.5		Pada tahun 2030, menghapuskan disparitas gender dalam pendidikan dan memastikan akses yang setara ke semua tingkat pendidikan dan pelatihan kejuruan bagi kelompok 404-1a rentan, termasuk penyandang disabilitas, masyarakat adat, dan anak-anak dalam situasi rentan. By 2030, Eliminate Gender Disparities in Education and Ensure Equal Access to All Levels of Education and Vocational Training for Vulnerable Groups, Including Persons with Disabilities, Indigenous Peoples, and Children in Vulnerable Situations.	404-1a	
5 Kesetaraan Gender Gender Equality				
5.1		Mengakhiri segala bentuk diskriminasi terhadap semua perempuan dan anak perempuan dimanapun Ending All Forms of Discrimination Against All Women and Girls Everywhere.	202-1, 401-1, 404-1a, 401-3, 404-3a, 405-1, 405-2a, 406-1	GRI 202: Keberadaan Pasar 2016 GRI 202: Market Presence 2016 GRI 401: Ketenagakerjaan 2016 GRI 401: Employment 2016 GRI 404: Pendidikan dan Pelatihan 2016 GRI 404: Training and Education 2016 GRI 401: Ketenagakerjaan 2016 GRI 401: Employment 2016 GRI 404: Pendidikan dan Pelatihan 2016 GRI 404: Training and Education 2016 GRI 405: Keberagaman dan Kesempatan Setara 2016 GRI 405: Diversity and Equal Opportunity 2016 GRI 406: Non-Diskriminasi 2016 GRI 406: Non-Discrimination 2016

5.2		Menghapuskan segala bentuk kekerasan terhadap semua perempuan dan anak perempuan di ruang publik dan privat, termasuk perdagangan dan seksual serta jenis eksploitasi lainnya. Eliminating All Forms of Violence Against All Women and Girls in Public and Private Spheres, Including Trafficking and Sexual and Other Types of Exploitation.	408-1a	GRI 408: Pekerja Anak 2016 GRI 408: Child Labor 2016
5.3		Mengakui dan menghargai perawatan yang tidak dibayar dan pekerjaan rumah tangga melalui penyediaan layanan publik, kebijakan infrastruktur dan perlindungan sosial dan promosi tanggung jawab bersama dalam rumah tangga dan keluarga sebagaimana layaknya secara nasional Recognizing and Valuing Unpaid Care and Domestic Work Through the Provision of Public Services, Infrastructure Policies, and Social Protection, and the Promotion of Shared Responsibility within the Household and Family as Nationally Appropriate.	203-1, 401-2, 401-3	GRI 203: Dampak Ekonomi Tidak Langsung 2016 GRI 203: Indirect Economic Impacts 2016
5.5		Menjamin partisipasi penuh dan efektif perempuan dan kesempatan yang sama untuk kepemimpinan di semua tingkat pengambilan keputusan dalam kehidupan politik, ekonomi dan public. Ensuring the Full and Effective Participation of Women and Equal Opportunities for Leadership at All Levels of Decision-Making in Political, Economic, and Public Life.	2-9c, 2-10, 405-1	GRI 2: Pengungkapan Umum 2021 GRI 2: General Disclosures 2021 GRI 405: Keberagaman dan Kesempatan Setara 2016 GRI 405: Diversity and Equal Opportunity 2016
6 Air Bersih dan Sanitasi Layak Clean Water and Adequate Sanitation				

6.3		Pada tahun 2030, meningkatkan kualitas air dengan mengurangi polusi, menghilangkan pembuangan dan meminimalkan pelepasan bahan kimia dan bahan berbahaya, mengurangi separuh proporsi air limbah yang tidak diolah dan secara substansial meningkatkan daur ulang dan penggunaan kembali yang aman secara global. By 2030, Improve Water Quality by Reducing Pollution, Eliminating Dumping, and Minimizing the Release of Hazardous Chemicals and Materials, Halving the Proportion of Untreated Wastewater, and Substantially Increasing Recycling and Safe Reuse Globally.	303-1a, 303-1c, 303-2a, 303-4, 306-1, 306-2a, 306-2b, 306-2c	GRI 303: Air dan Efluen 2018 GRI 303: Water and Effluents 2018 GRI 306: Limbah 2020 GRI 306: Waste 2020
6.4		Pada tahun 2030, secara substansial meningkatkan efisiensi penggunaan air di semua sektor dan memastikan pengambilan dan pasokan air tawar yang berkelanjutan untuk mengatasi kelangkaan air dan secara substansial mengurangi jumlah orang yang menderita kelangkaan air. By 2030, Substantially Increase Water-Use Efficiency Across All Sectors and Ensure Sustainable Withdrawals and Supply of Freshwater to Address Water Scarcity and Substantially Reduce the Number of People Suffering from Water Scarcity.	303-1a, 303-1c, 303-3c, 303-5a, 303-5b	GRI 303: Air dan Efluen 2018 GRI 303: Water and Effluents 2018
6.6		ada tahun 2020, melindungi dan memulihkan ekosistem terkait air, termasuk pegunungan, hutan, lahan basah,sungai, akuifer, dan danau. By 2020, Protect and Restore Water-Related Ecosystems, Including Mountains, Forests, Wetlands, Rivers, Aquifers, and Lakes.	304-1a, 304-2, 304-3a, 304-3b, 304-4a, 306-1a, 306-3a, 306-3b, 306-3c, 306-5a	GRI 304: Keanekaragaman Hayati 2016 GRI 304: Biodiversity 2016 GRI 306: Limbah 2020 GRI 306: Waste 2020
6.a		Pada tahun 2030, memperluas kerja sama internasional dan dukungan pembangunan kapasitas untuk negara- negara berkembang dalam kegiatan dan program terkait air dan sanitasi, termasuk pemanenan air, desalinasi, efisiensi air, pengolahan air limbah, teknologi daur ulang dan penggunaan kembali. By 2030, Expand International Cooperation and Capacity-Building Support for Developing Countries in Water and Sanitation-Related Activities and Programs, Including Water Harvesting, Desalination, Water Efficiency, Wastewater Treatment, Recycling and Reuse Technologies.	303-1a, 303-1c	GRI 303: Air dan Efluen 2018 GRI 303: Water and Effluents 2018

6.b		Mendukung dan memperkuat partisipasi masyarakat Supporting and Strengthening Community Participation	303-1a	GRI 303: Air dan Efluen 2018 Water and Effluents 2018 setempat dalam meningkatkan pengelolaan air dan sanitasi. Local communities in improving water and sanitation management.
7 Energi Bersih dan Terjangkau Affordable and Clean Energy				
7.2		Pada tahun 2030, tingkatkan secara substansial porsi energi terbarukan dalam bauran energi global. By 2030, Double the Global Rate of Improvement in Energy Efficiency	302-1, 302-2	GRI 302: Energi 2016 GRI 302: Energy 2016
7.3		Pada tahun 2030, menggandakan tingkat peningkatan global dalam efisiensi energi. By 2030, Substantially Increase the Share of Renewable Energy in the Global Energy Mix	302-1, 302-2a, 302-3a, 302-4a, 302-5a	GRI 302: Energi 2016 GRI 302: Energy 2016
8 Pekerjaan yang Layak dan Pertumbuhan Ekonomi Decent Work and Economic Growth				
8.1		Mempertahankan pertumbuhan ekonomi per kapita sesuai dengan keadaan nasional dan, khususnya, setidaknya 7 persen pertumbuhan produk domestik bruto per tahun di negara kurang berkembang. Sustain Per Capita Economic Growth in Accordance with National Circumstances and, in Particular, at Least 7 Percent Annual Growth in Gross Domestic Product in the Least Developed Countries	201-1	GRI 201: Kinerja Ekonomi 2016 GRI 201: Economic Performance 2016
8.2		Mencapai tingkat produktivitas ekonomi yang lebih tinggi melalui diversifikasi, peningkatan teknologi dan inovasi, termasuk melalui fokus pada sektor bernilai tambah tinggi dan padat karya. Achieve Higher Levels of Economic Productivity Through Diversification, Technological Upgrading, and Innovation, Including Through a Focus on High Value-Added and Labor-Intensive Sectors	201-1, 203-2, 404-1a, 404-2	GRI 201: Kinerja Ekonomi 2016, GRI 201: Economic Performance 2016 GRI 203: Dampak Ekonomi Tidak Langsung 2016 GRI 203: Indirect Economic Impacts 2016 GRI 404: Pendidikan dan Pelatihan 2016 GRI 404: Training and Education 2016

8.3		Mendorong kebijakan berorientasi pembangunan yang mendukung kegiatan produktif, penciptaan lapangan kerja yang layak, kewirausahaan, kreativitas dan inovasi, serta mendorong formalisasi dan pertumbuhan usaha mikro, kecil dan menengah, termasuk melalui akses ke jasa keuangan Promote Development-Oriented Policies that Support Productive Activities, Decent Job Creation, Entrepreneurship, Creativity, and Innovation, and Encourage the Formalization and Growth of Micro, Small, and Medium-Sized Enterprises, Including Through Access to Financial Services	203-2, 204-1a	GRI 203: Dampak Ekonomi Tidak Langsung 2016 GRI 203: Indirect Economic Impacts 2016 GRI 204: Praktek Pengadaan 2016 GRI 204: Procurement Practices 2016
8.4		Meningkatkan secara progresif, hingga tahun 2030, efisiensi sumber daya global dalam konsumsi dan produksi dan berupaya untuk memisahkan pertumbuhan ekonomi dari degradasi lingkungan, sesuai dengan Kerangka Program 10-Tahun untuk Konsumsi dan Produksi Berkelanjutan dengan negara – negara maju memimpin Progressively, Through 2030, Improve Global Resource Efficiency in Consumption and Production and Endeavor to Decouple Economic Growth from Environmental Degradation, in Accordance with the 10-Year Framework of Programmes on Sustainable Consumption and Production, with Developed Countries Taking the Lead	301-1a, 301-2a, 301-3, 302-1, 302-2a, 302-3a, 302-4a, 302-5a, 306-2a	GRI 301: Material 2016 GRI 301: Materials 2016 GRI 306: Limbah 2020 GRI 306: Waste 2020
8.5		Pada tahun 2030, mencapai lapangan kerja penuh dan produktif serta pekerjaan yang layak bagi semua perempuan dan laki-laki, termasuk bagi kaum muda dan penyandang disabilitas, dan upah yang sama untuk pekerjaan yang bernilai sama. By 2030, Achieve Full and Productive Employment and Decent Work for All Women and Men, Including for Young People and Persons with Disabilities, and Equal Pay for Work of Equal Value	2-7a, 2-7b, 2-8a, 202-1, 202-2a, 203-2, 401-1, 401-2a, 401-3, 404-1a, 404-2, 404-3a, 405-1, 405-2b	GRI 2: Pengungkapan Umum 2021 GRI 2: General Disclosures 2021 GRI 202: Keberadaan pasar 2016 GRI 202: Market Presence 2016 GRI 203: Dampak Ekonomi Tidak Langsung 2016 GRI 203: Indirect Economic Impacts 2016 GRI 401: Ketenagakerjaan 2016 GRI 401: Employment 2016 GRI 404: Pendidikan dan Pelatihan 2016 GRI 404: Training and Education 2016 GRI 405: Keberagaman dan

				Kesempatan Setara 2016 GRI 405: Diversity and Equal Opportunity 2016
8.6		Pada tahun 2020, secara substansial mengurangi proporsikaum muda yang tidak bekerja, berpendidikan atau pelatihan. By 2020, Substantially Reduce the Proportion of Youth Not in Employment, Education, or Training	401-1	GRI 401: Ketenagakerjaan 2016 GRI 401: Employment 2016
8.7		Mengambil langkah-langkah segera dan efektif untuk memberantas kerja paksa, mengakhiri perbudakan modern dan perdagangan manusia dan menjamin pelarangan dan penghapusan bentuk-bentuk pekerjaan terburuk untuk anak, termasuk perekrutan dan penggunaan tantara anak-anak, dan pada tahun 2025 mengakhiri pekerja anak dalam segala bentuknya. Take Immediate and Effective Measures to Eradicate Forced Labor, End Modern Slavery and Human Trafficking, and Secure the Prohibition and Elimination of the Worst Forms of Child Labor, Including the Recruitment and Use of Child Soldiers, and by 2025 End Child Labor in All Its Forms	408-1 409-1	GRI 408: Pekerja Anak 2016 GRI 408: Child Labor 2016 GRI 409: Kerja Paksa atau Wajib Kerja 2016 GRI 409: Forced or Compulsory Labor 2016

8.8		Melindungi hak-hak tenaga kerja dan mempromosikan lingkungan kerja yang aman dan terjamin bagi semua pekerja, termasuk pekerja migran, khususnya migran perempuan, dan pekerja tidak tetap. Protect Labor Rights and Promote Safe and Secure Working Environments for All Workers, Including Migrant Workers, Particularly Women Migrant Workers, and Workers in Precarious Employment	2-30, 402-1, 403-1a, 403-1b, 403-2a, 403-2b, 403-2c, 403-2d, 403-3a, 403-4a, 403-4b, 403-5a, 403-7a, 403-8, 403-9, 403-10, 406-1, 407-1	GRI 2: Pengungkapan Umum 2021 GRI 2: General Disclosures 2021 GRI 402: Hubungan Buruh dan Manajemen 2016 GRI 402: Labor/Management Relations 2016 GRI 403: Kesehatan dan Keselamatan Kerja 2018 GRI 403: Occupational Health and Safety 2018 GRI 406: Non-Diskriminasi 2016 GRI 406: Non-Discrimination 2016 GRI 407: Kebebasan Berserikat dan Perundingan Bersama 2016 GRI 407: Freedom of Association and Collective Bargaining 2016
9 Industri, Inovasi dan Infrastruktur Industry, Innovation and Infrastructure				
9.1		Mengembangkan infrastruktur yang berkualitas, andal, berkelanjutan, dan tangguh, termasuk infrastruktur regional dan lintas batas, untuk mendukung pembangunan ekonomi dan kesejahteraan manusia, dengan fokus pada akses yang terjangkau dan merata bagi semua Developing Quality, Reliable, Sustainable, and Resilient Infrastructure, Including Regional and Transboundary Infrastructure, to Support Economic Development and Human Well-Being, with a Focus on Affordable and Equitable Access for All	201-1, 203-1,	GRI 201: Kinerja Ekonomi 2016 GRI 201: Economic Performance 2016 GRI 203: Dampak Ekonomi Tidak Langsung 2016 GRI 203: Indirect Economic Impacts 2016
9.4		Pada tahun 2030, meningkatkan infrastruktur dan retrofit industri agar berkelanjutan, dengan peningkatan efisiensi penggunaan sumber daya dan penerapan teknologi dan proses industri yang bersih dan ramah lingkungan, dengan semua negara mengambil tindakan sesuai dengan kemampuan masing-masing. By 2030, Upgrade Infrastructure and Retrofit Industries to Make Them Sustainable, with Increased Resource-Use Efficiency and	201-1, 203-1, 201-1	GRI 201: Kinerja Ekonomi 2016 GRI: Economic Performance GRI 203: Dampak Ekonomi Tidak Langsung 2016

		Greater Adoption of Clean and Environmentally Sound Technologies and Industrial Processes, with All Countries Taking Action in Accordance with Their Respective Capabilities		GRI 203: Indirect Economic Impacts 2016
9.5		Meningkatkan penelitian ilmiah, meningkatkan kemampuan teknologi sektor industri di semua negara, khususnya negara berkembang, termasuk, pada tahun 2030, mendorong inovasi dan secara substansial meningkatkan jumlah pekerja penelitian dan pengembangan per 1 juta orang dan belanja penelitian dan pengembangan publik dan swasta Enhancing Scientific Research, Upgrading the Technological Capabilities of Industrial Sectors in All Countries, Particularly Developing Countries, Including, by 2030, Encouraging Innovation and Substantially Increasing the Number of Research and Development Workers per 1 Million People and Public and Private Research and Development Expenditure	201-1	GRI 201: Kinerja Ekonomi 2016 GRI 201: Economic Performance 2016
10 Berkurangnya Kesenjangan Reduced Inequalities				
10.3		Menjamin kesempatan yang sama dan mengurangi ketidaksetaraan hasil, termasuk dengan menghapus undang-undang, kebijakan, dan praktik yang diskriminatif dan mempromosikan undang-undang, kebijakan yang sesuai dan tindakan dalam hal ini Ensure Equal Opportunity and Reduce Inequalities of Outcome, Including by Eliminating Discriminatory Laws, Policies, and Practices and Promoting Appropriate Legislation, Policies, and Action in this Regard	2-7a, 2-7b, 401-1, 404-1a, 404-3a, 405-2a,	GRI 2: Pengungkapan Umum 2021 GRI 2: General Disclosures 2021 GRI 401: Ketenagakerjaan 2016 GRI 401: Employment 2016 GRI 404: Pendidikan dan Pelatihan 2016 GRI 404: Training and Education 2016 GRI 405: Keberagaman dan Kesempatan Setara 2016 GRI 405: Diversity and Equal Opportunity 2016
10.4		Mengadopsi kebijakan, terutama kebijakan fiskal, upah dan perlindungan sosial, dan secara bertahap mencapai kesetaraan yang lebih besar. Adopt Policies, Especially Fiscal, Wage, and Social Protection Policies, and Progressively Achieve Greater Equality	207-1, 207-2, 207-3, 207-4	GRI 207: Pajak 2019 GRI 207: Tax 2019

11 Kota dan Pemukiman yang Berkelanjutan Sustainable Cities and Communities				
11.2		Pada tahun 2030, menyediakan akses ke system transportasi yang aman, terjangkau, dapat diakses, dan berkelanjutan untuk semua, meningkatkan keselamatan di jalan, terutama dengan memperluas transportasi umum, dengan perhatian khusus pada kebutuhan mereka yang berada dalam situasi rentan, perempuan, anak-anak,penyandang disabilitas, dan lanjut usia orang. By 2030, Provide Access to Safe, Affordable, Accessible, and Sustainable Transport Systems for All, Improving Road Safety, Notably by Expanding Public Transport, with Special Attention to the Needs of Those in Vulnerable Situations, Women, Children, Persons with Disabilities, and Older Persons	203-1	GRI 203: Dampak Ekonomi Tidak Langsung 2016 GRI 203: Indirect Economic Impacts 2016
11.6		Pada tahun 2030, mengurangi dampak buruk kota terhadap lingkungan per kapita, termasuk dengan Memberikan perhatian khusus pada kualitas udara danpengelolaan limbah perkotaan dan lainnya. By 2030, Reduce the Adverse Environmental Impact of Cities per Capita, Including by Paying Special Attention to Air Quality and the Management of Municipal and Other Waste	306-1, 306-2a, 306-2b, 306-2c, 306-3a, 306-4a, 306-4b, 306-4c, 306-4d, 306-5a, 306-5b, 306-5c, 306-5d	GRI 306: Limbah 2020 GRI 306: Waste 2020 GRI 306: Limbah 2020 GRI 306: Waste 2020 GRI 306: Limbah 2020 GRI 306: Waste 2020
12 Konsumsi dan Produksi yang Bertanggungjawab Responsible Consumption and Production				
12.2		Pada tahun 2030, mencapai pengelolaan yang berkelanjutan dan penggunaan sumber daya alam yang efisien. By 2030, Achieve the Sustainable Management and Efficient Use of Natural Resources	301-1a, 301-2a, 301-3a, 302-1, 302-2a, 302-3a, 302-4a, 302-5a	GRI 301: Material 2016 CRI 301: Material 2016 GRI 302: Energi 2016 GRI 302: Energy
12.4		Pada tahun 2020, mencapai pengelolaan bahan kimia dan semua limbah yang berwawasan lingkungan sepanjang siklus hidupnya, sesuai dengan kerangka kerja internasional yang disepakati, dan secara signifikan mengurangi pelepasannya ke udara, air, dan tanah untuk meminimalkan dampak buruknya terhadap kesehatan manusia dan lingkungan. By 2020, Achieve Environmentally Sound Management of Chemicals and All Wastes Throughout Their Life Cycle, in Accordance with Agreed International Frameworks, and Significantly Reduce Their Release into the Air, Water, and Soil in Order to Minimize Their Adverse Impacts on Human Health and the Environment	303-1a, 303-1c, 305-1, 305-2, 305-3, 305-6a, 305-7, 306-1, 306-2a, 306-2b, 306-2c, 306-3a, 306-3b, 306-3c, 306-4a, 306-4b, 306-4c, 306-4d, 306-5a, 306-5b, 306-5c, 306-5d	GRI 303: Air dan Efluen 2018 GRI 303: Water and Effluents 2018 GRI 305: Emisi 2016 GRI 305: Emissions 2016 GRI 306: Limbah 2020 GRI 306: Waste 2020

12.5		Pada tahun 2030, secara substansial mengurangi timbulan sampah melalui pencegahan,pengurangan, daur ulang, dan penggunaan kembali By 2030, Substantially Reduce Waste Generation Through Prevention, Reduction, Recycling, and Reuse	301-2a, 301-3a, 306-1, 306-2a, 306-2b, 306-2c, 306-3a, 306-4a, 306-4b, 306-4c, 306-4d, 306-5a, 306-5b, 306-5c, 306-5d	GRI 301: Material 2016 GRI 301: Materials 2016 GRI 306: Limbah 2020 GRI 306: Waste 2020
12.8		Pada tahun 2030, memastikan bahwa semua orang dimanapun memiliki informasi dan kesadaran yang relevan untuk pembangunan berkelanjutan dan gaya hidup yang selaras dengan alam. By 2030, Ensure That All People Everywhere Have the Relevant Information and Awareness for Sustainable Development and Lifestyles in Harmony with Nature	417-1	GRI 417: Pemasaran dan Pelabelan 2016 GRI 417: Marketing and Labeling 2016
13 Penanganan Perubahan Iklim Climate Action				
13.1		Memperkuat ketahanan dan kapasitas adaptasi terhadap bahaya terkait iklim dan bencana alam di semua negara. Strengthening Resilience and Adaptive Capacity to Climate-Related Hazards and Natural Disasters in All Countries	201-2a, 302-1, 302-2a, 302-3a, 302-4a, 302-5a, 305-1, 305-2, 305-3, 305-4a, 305-5a	GRI 201: Kinerja Ekonomi 2016 GRI 201: Economic Performance 2016 GRI 302: Energi 2016 GRI 302: Energy 2016 GRI 305: Emisi 2016 GRI 305: Emissions 2016
14 Ekosistem Laut Marine Ecosystem				
14.2		Pada tahun 2020, mengelola dan melindungi ekosistem laut dan pesisir secara berkelanjutan untuk menghindari dampak merugikan yang signifikan, termasuk dengan memperkuat ketahanannya, dan melakukan tindakan estorasi guna mencapai lautan yang sehat dan produktif. By 2020, Sustainably Manage and Protect Marine and Coastal Ecosystems to Avoid Significant Adverse Impacts, Including by Strengthening Their Resilience, and Take Restoration Actions to Achieve Healthy and Productive Oceans	304-1a, 304-2, 304-3a, 304-3b, 304-4a	GRI 304: Keanekaragaman Hayati 2016 GRI 304: Biodiversity 2016
14.3		Meminimalkan dan mengatasi dampak pengasaman laut, termasuk melalui peningkatan kerjasama ilmiah di semua tingkatan. Minimizing and Addressing the Impacts of Ocean Acidification, Including Through Enhanced Scientific Cooperation at All Levels	305-1, 305-2, 305-3, 305-4a, 305-5a, 305-7	GRI 305: Emisi 2016 GRI 305: Emissions 2016
15 Ekosistem Darat Terrestrial Ecosystems				

15.1		Pada tahun 2020, memastikan konservasi, pemulihan dan penggunaan berkelanjutan ekosistem darat dan air tawar darat serta jasanya, khususnya hutan, lahan basah, pegunungan dan lahan kering, sejalan dengan kewajiban berdasarkan perjanjian internasional. By 2020, Ensure the Conservation, Restoration, and Sustainable Use of Terrestrial and Inland Freshwater Ecosystems and Their Services, in Particular Forests, Wetlands, Mountains, and Drylands, in Line with Obligations under International Agreements	304-1a, 304-2, 304-3, 304-4a, 306-3a, 306-3b, 306-3c, 306-5a	GRI 304: Keanekaragaman Hayati 2016 GRI 304: Biodiversity 2016 GRI 306: Limbah 2020 GRI 306: Waste 2020
15.2		Pada tahun 2020, mendorong implementasi pengelolaan berkelanjutan dari semua jenis hutan, menghentikan deforestasi, memulihkan hutan yang terdegradasi dan secara substansial meningkatkan aforestasi dan reboisasi secara global. By 2020, Promote the Implementation of Sustainable Management of All Types of Forests, Halt Deforestation, Restore Degraded Forests, and Substantially Increase Afforestation and Reforestation Globally	305-1, 305-2, 305-3, 305-4a, 305-5a, 305-7	GRI 305: Emisi 2016 GRI 305: Emissions 2016
15.5		Mengambil tindakan segera dan signifikan untuk mengurangi degradasi habitat alami, menghentikan hilangnya keanekaragaman hayati dan, pada tahun 2020, melindungi dan mencegah kepunahan spesies terancam Taking Urgent and Significant Action to Reduce the Degradation of Natural Habitats, Halt the Loss of Biodiversity, and, by 2020, Protect and Prevent the Extinction of Threatened Species	304-1a, 304-2, 304-3, 304-4a	GRI 304: Keanekaragaman Hayati 2016 GRI 304: Biodiversity 2016
16 Perdamaian, Keadilan dan Kelembagaan yang Tangguh Peace, Justice, and Strong Institutions				
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16.2		Mengakhiri penyalahgunaan, eksploitasi, perdagangan, dan segala bentuk kekerasan dan penyiksaan terhadap anak. Ending Abuse, Exploitation, Trafficking, and All Forms of Violence and Torture Against Children	408-1	GRI 408: Pekerja Anak 2016 GRI 408: Child Labor 2016

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16.5		Secara substansial mengurangi korupsi dan penyuapan dalam segala bentuknya. Substantially Reducing Corruption and Bribery in All Their Forms	205-1, 205-2, 205-3, 415-1a	GRI 205: Anti-Korupsi 2016 GRI 205: Anti-Corruption 2016 GRI 415: Kebijakan Publik 2016 GRI 415: Public Policy 2016
16.6		Mengembangkankelembagaan yang efektif, akuntabel dan transparan di semua tingkatan Developing Effective, Accountable, and Transparent Institutions at All Levels.	2-11, 2-15,	GRI 2: Pengungkapan Umum 2021 GRI 2: General Disclosures 2021

16.7		Memastikan pengambilan keputusan yang tanggap, inklusif, partisipatif, dan representatif di semua tingkatan. Ensuring Responsive, Inclusive, Participatory, and Representative Decision-Making at All Levels	2-12, 2-9c, 2-10, 403-4a, 403-4b	GRI 2: Pengungkapan Umum 2021 GRI2: General Disclosures 2021 GRI 403: Kesehatan dan Keselamatan Kerja 2018 GRI 403: Occupational Health and Safety 2018
16.10		Menjamin akses publik terhadap informasi dan melindungi kebebasan mendasar, sesuai dengan undang-undang nasional dan kesepakatan internasional. Ensuring Public Access to Information and Protecting Fundamental Freedoms, in Accordance with National Laws and International Agreements	418-1	GRI 418: Privasi Pelanggan 2016 GRI 418: Customer Privacy 2016
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List Of Disclosures In Accordance With The Criteria Of Financial Services Authority Circular Letter No. 16/Seojk. 4/2021

Informasi yang diungkapkan dalam bagian tanggung jawab sosial dan lingkungan merupakan Laporan Keberlanjutan (Sustainability Report) sebagaimana dimaksud dalam Peraturan Otoritas Jasa Keuangan No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik, paling sedikit memuat:
Information disclosed in the social and environmental responsibility section constitutes the Sustainability Report as referred to in Financial Services Authority Regulation No. 51/POJK.03/2017 concerning the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies, which at a minimum includes:

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