

PENGUATAN KAPABILITAS INDUSTRI ENJINIRING KETENAGALISTRIKAN MELALUI PENINGKATAN KEUNGGULAN STRATEGIS PERUSAHAAN

*Strengthening the Capability of the Electricity Engineering Industry
by Increasing the Company's Strategic Advantage*





Penguatan Kapabilitas Industri Enjiniring Ketenagalistrikan Melalui Peningkatan Keunggulan Strategis Perusahaan

Strengthening the Capability of the Electricity Engineering Industry by Increasing the Company's Strategic Advantage

Laporan Tahunan 2023 Annual Report

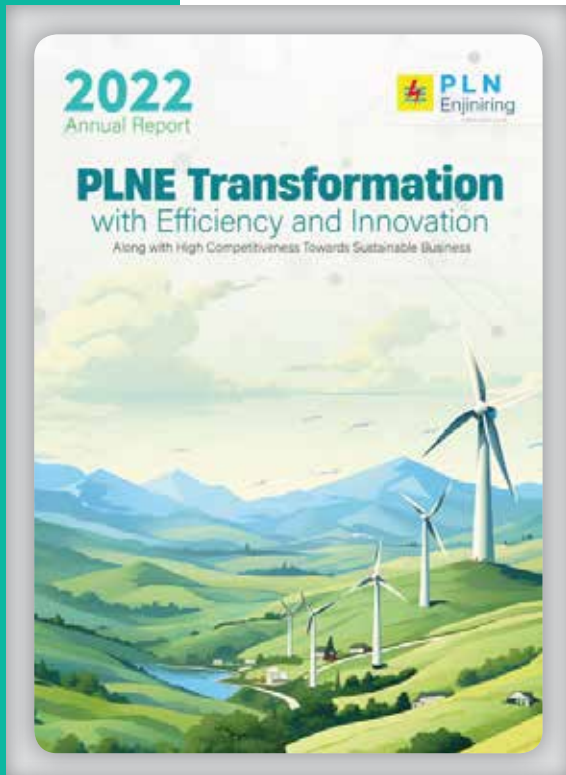
PT Prima Layanan Nasional Enjiniring (yang selanjutnya disebut PLN Enjiniring/Perusahaan) mengemban tugas utama untuk melayani kebutuhan layanan enjiniring (*engineering services*), membangun *value creation*, dan menjadi *enabler* PLN Holding melalui pengembangan kompetensi SDM di bidang keenjiniringan. Untuk mewujudkan tercapainya tugas tersebut, PLN Enjiniring merancang program prioritas tahun 2023 yang diharapkan mampu meningkatkan kemungkinan tercapainya seluruh target secara lebih akurat dan efektif. Salah satu program prioritas Perusahaan yaitu, pendapatan yang merupakan komponen utama bagi keberlangsungan serta keberlanjutan bisnis. *Recurring Income* yang baik akan memberikan beragam manfaat positif seperti peningkatan *value* PLN Enjiniring dan perencanaan keuangan yang lebih matang. PLN Enjiniring berupaya meningkatkan *recurring income* dengan berfokus pada produk terkait dengan keberlanjutan yang terdiri dari (1) *green industrial cluster*, (2) *power solution* (DRUPS and BESS), CEMS terintegrasi, AMI system integrator dan *manage service*, *assessment* dan *analysis*, hingga *asset monitoring*. Pada tahun 2023, seluruh kinerja PLN Enjiniring pada 6 (enam) pilar yaitu *Economic and Social Value*, *Business Model Innovation*, *Technology Leadership*, *Energize Investment*, *Unleash Talent* dan *Compliance* menunjukkan hasil yang baik.

PT Prima Service National Enjiniring (hereinafter referred to as PLN Enjiniring/Company) has the main task of serving the needs of engineering services, building value creation, and becoming an enabler for PLN Holding through the development of HR competencies in the engineering sector. To realize the achievement of these tasks, PLN Enjiniring has designed a priority program for 2023, expected to increase the possibility of achieving targets, accurately and effectively. One of the Company's priority programs is income, which is the main component for the sustainability and continuity of the business. A Better Recurring Income will provide various positive benefits, such as increasing the value of PLN Enjiniring and more advanced financial planning. PLN Enjiniring seeks to increase recurring income by focusing on products related to sustainability consisting of (1) green industrial clusters, (2) power solutions (DRUPS and BESS), integrated CEMS, AMI system integrators and managed services, assessments and analysis, to assets monitoring. In 2023, PLN Enjiniring's performance on 6 (six) pillars, such as Economic and Social Value, Business Model Innovation, Technology Leadership, Energize Investment, Unleash Talent and Compliance, showed better results.

Kesinambungan Tema

Themes Continuity

2022



Transformasi PLNE Dengan Efisiensi dan Inovasi Serta Berdaya Saing Tinggi Menuju Bisnis Berkelanjutan

PLNE Transformation with Efficiency and Innovation along with High Competitiveness Towards Sustainable Business

Tahun 2022 ini tantangan pasar semakin besar dan serius, PLN Enjiniring melakukan transformasi dengan senantiasa mendukung dan melaksanakan program transformasi PLN Group yang tercermin dalam Tata Nilai AKHLAK (Amanah, Kompeten, Harmonis, Loyal, Adaptif, Kolaboratif) di setiap inisiatif yang berkaitan. Dengan strategi bisnis ke depan yang lebih matang, dan tahapan-tahapan yang konkrit dengan tetap memperhatikan kepentingan *sustainability* perusahaan di masa mendatang sehingga menghasilkan eksekusi yang lebih jitu.

Di tahun 2022 ini, program kerja seluruh Bidang dapat terintegrasi dan terealisasi dengan matang, baik dari sisi perencanaan maupun pelaksanaannya serta seluruh insan PLN Enjiniring dapat turut serta berkontribusi untuk memasarkan, mengenalkan, dan meningkatkan produk-produk Enjiniring tidak hanya di pasar internal PLN Group tetapi juga di pasar eksternal.

Selanjutnya didukung oleh Bidang Enjiniring dengan pelayanan yang andal, serta SDM yang berkompeten serta seluruh Bidang lain yang akan memberi *support* guna tercapainya sebuah sistem pelayanan PLN Enjiniring yang professional dan memuaskan pelanggan, sehingga kepercayaan dan kepuasan pelanggan juga kian meningkat.

In 2022, due to the bigger and serious growing market challenges, PLN Enjiniring transformed by continuously supporting and implementing PLN Group transformation program, reflected in AKHLAK Values (Trustworthy, Competent, Harmonious, Loyal, Adaptive, Collaborative) in every related initiative. It was by advanced future business strategy and concrete stages by considering the interests of the company's sustainability in the future to result in more precise execution.

Also, in 2022, the work programs of all Divisions could be integrated and realized prudently in terms of both planning and implementation and all PLN Enjiniring personnel could contribute to market, introduce, and improve engineering products, not only in PLN Group's internal market but also in external market.

Furthermore, it was supported by engineering sector with reliable service and competent human resources and all other sectors that would support to achieve a professional and customer-satisfying PLN Enjiniring service system, so that customer trust and satisfaction also increased.

Transformasi Menuju Transisi Energi Transformation to Energy Transition

Dalam RUPTL 2021-2030 yang telah di sah kan, kita dapat melihat bahwa di dalam proses pengembangan ketenagalistrikan di Indonesia telah terjadi pergeseran dari penggunaan pembangkit listrik dari bahan bakar fosil menjadi Renewable Energy atau Energi Baru Terbarukan (EBT) sebagai energi yang lebih bersih dan ramah lingkungan. Hal ini sejalan dengan komitmen dari pemerintah dalam Paris Agreement yaitu penurunan emisi Gas Rumah Kaca (GRK) sesuai dengan NDC (*Nationally Determined Contribution*) pada tahun 2030 sebesar 29% dengan kemampuan sendiri dan sebesar 41% dengan dukungan internasional.

Dengan lebih besarnya porsi penambahan pembangkit EBT di dalam RUPTL 2021-2030 yang mencapai 51,6% lebih besar dari pembangkit fosil yang mencapai 48,4%, PT PLN Enjiniring berkomitmen untuk merealisasikan RUPTL 2021-2030.

PLN Enjiniring berusaha untuk bertransformasi menuju level yang lebih baik, dapat berkontribusi positif di dalam pekerjaan kelistrikan di Indonesia khususnya proyek-proyek Energi Baru Terbarukan yang akan mengambil porsi besar didalam pembangunan kelistrikan di Indonesia.

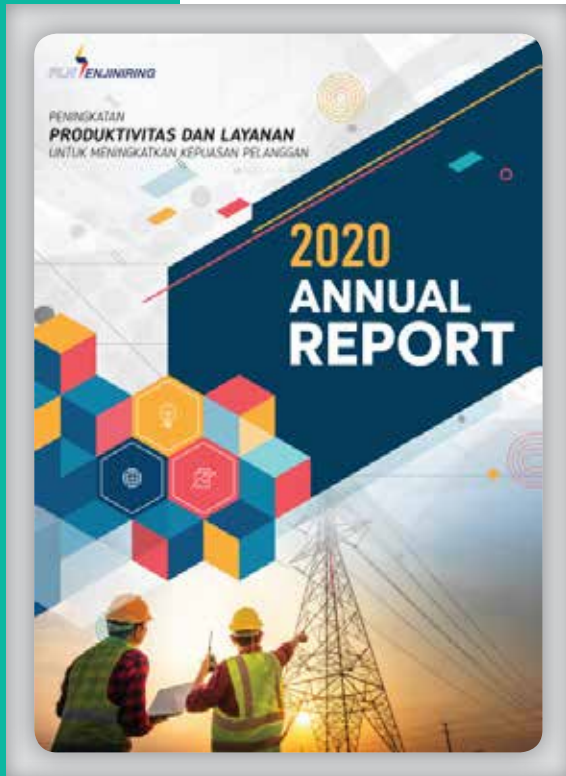
In the ratified 2021-2030 RUPTL, we could see that, in the process of Indonesia electricity development, there had been a shift from the use of fossil fuel power plants to renewable energy or new renewable energy (NRE) as a cleaner and more environmentally friendly energy. It was in line with the government's commitment in the Paris Agreement, such as reducing Greenhouse Gas (GHG) emissions in accordance with NDC (Nationally Determined Contribution) in 2030 by 29% with its own capabilities and by 41% with international support.

With a larger portion of the addition of NRE power plants in the 2021-2030 RUPTL, reaching 51.6%, greater than fossil power plants reaching 48.4%, PT PLN Enjiniring committed to realize the 2021-2030 RUPTL.

PLN Enjiniring strived to transform towards a better level and contributed positively to Indonesian electricity work, especially New Renewable Energy projects, which would take a large portion in Indonesian electricity development.



2020



Peningkatan Produktivitas dan Layanan Untuk Meningkatkan Kepuasan Pelanggan Productivity and Service Improvement to Increase Customer Satisfaction

Bagi hampir semua perusahaan meningkatkan kepuasan pelanggan pastinya merupakan sebuah misi. Semakin tercapainya kepuasan pelanggan, maka artinya akan semakin bagus pula pelayanan dan produk atau jasa yang ditawarkan.

Kepuasan pelanggan juga mencerminkan tolok ukur keberhasilan atau kesuksesan dari suatu bisnis. Dengan terus meningkatkan kepuasan pelanggan, sebuah perusahaan atau bisnis pastinya berkesempatan untuk meraih lebih banyak pelanggan dan mencapai target yang telah di tentukan.

Untuk itu pada Tahun 2020 ini tantangan dari PT PLN Enjiniring adalah bagaimana PLNE bisa membangun kepercayaan yang lebih baik lagi kepada para pelanggan yang menjadi mitra bisnis PLNE selama ini dan kepada para pelanggan baru yang menjadi target potensial bagi PLNE.

PLNE harus meningkatkan kredibilitas dan kepercayaan diri yang kuat di dalam bidang keilmuan yang dimiliki sebagai landasan di dalam menjalankan bisnis perusahaan. PLNE harus membangun komitmen yang baik dari sisi internal dan eksternal dan konsisten didalam menjaga relasi yang ada serta membangun reputasi perusahaan dan insan PLNE sendiri, agar tercipta *relationship trust* yang secara otomatis akan membentuk *market trust* kepada PT PLN Enjiniring.

Pelayanan yang prima dari insan-insan PLNE adalah kunci utama di dalam membentuk kepercayaan kepada mitra yang berefek kepada meningkatnya kepercayaan dan kepuasan para mitra/pelanggan terhadap *service* dan komitmen yang dijalankan oleh PLNE.

For nearly all companies, increasing customer satisfaction was certainly a mission. The more customer satisfaction was achieved, the better the service and products or services were offered.

Customer satisfaction also reflected the benchmark for the success of a business. By continuously increasing customer satisfaction, a company or business certainly had the opportunity to reach more customers and achieve the targets that had been set.

For this reason, in 2020, the challenge for PT PLN Enjiniring was how PLNE could build better trust with customers who had been PLNE's business partners so far and with new customers who were potential targets for PLNE.

PLNE had to increase credibility and strong self-confidence in the scientific sector, having a foundation for operating the company's business. PLNE had also to build a good commitment from the internal and external sides and been consistent in maintaining existing relationships and building the reputation of the company and PLNE's personnel so that a continuous relationship was created that would automatically form market trust in PT PLN Enjiniring.

Excellent service from PLNE personnel was the key in building trust to partners, which resulted in increasing trust and satisfaction of partners/customers towards the services and commitments performed by PLNE.

Peningkatan Komitmen Komunikasi, dan Perubahan Budaya Menuju PLNE Juara

Communication Commitment Improvement, and Cultural Change Towards Leading PLNE

Peran PLN Enjiniring bertambah besar dengan adanya arahan Pemegang Saham dimana Perseroan diminta untuk memperkuat atau fokus pada *core* bisnis Perseroan meliputi *Basic Design* dan *Detailed Design*. PLN Enjiniring dalam memenuhi arahan tersebut harus melakukan pengayaan dengan membangun kompetensi dan pengalaman Enjinir-Enjinir di PLN Enjiniring pada proyek-proyek *Basic Design* dan *Detailed Design*.

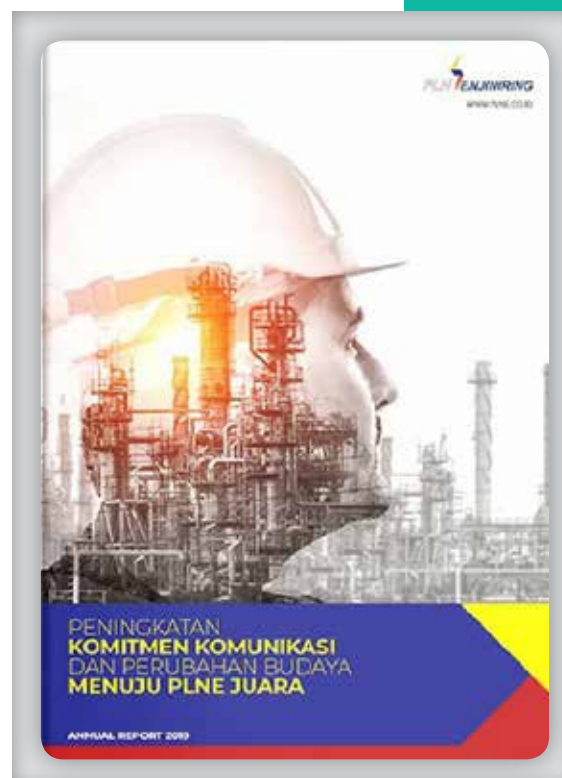
Kesiapan PLN Enjiniring dalam proyek-proyek *Basic Design* dan *Detailed Design* merupakan kontribusi yang cukup besar bagi proyek-proyek PLN (Persero) dan diharapkan menjadi awal yang baik selaras dengan implementasi Program SOLID PLN (Persero) dimana PLN Enjiniring berperan sebagai *enabler* dan bersinergi dengan Anak dan Cucu Perusahaan PLN Group.

Peran ini didukung dengan 3C (*Commitment, Communication* dan *Change*) oleh seluruh insan organisasi sehingga sinergi dan budaya perusahaan dapat terwujud dengan baik. Diharapkan melalui 3C seluruh Pegawai dapat memberikan kontribusi terbaiknya dalam memberikan produk layanan yang akurat dan berkualitas serta layanan prima untuk memenuhi persyaratan dan harapan Pemberi Kerja sehingga pencapaian target kinerja perusahaan dapat tercapai secara optimal.

The role of PLN Enjiniring had increased with the direction of shareholders, where the Company was requested to strengthen or focus on the Company's core business, including Basic Design and Detailed Design. PLN Enjiniring in satisfying this direction had enrich itself by building the competence and experience of Engineers at PLN Enjiniring on Basic Design and Detailed Design projects.

PLN Enjiniring's readiness in Basic Design and Detailed Design projects was a significant contribution to PLN (Persero) projects and expected to be a good start in line with the implementation of SOLID Program of PLN (Persero), where PLN Enjiniring acted as an enabler and synergizes with PLN Group Subsidiaries and Sub-Subdiaries.

This role was supported by 3C (Commitment, Communication, and Change) by all organizational personnel so that synergy and corporate culture could be realized properly. It was expected that through 3C all employees could provide their best contribution in providing accurate and quality service products and excellent services to meet the requirements and expectations of the employer so that the company's performance targets could be achieved optimally.



Daftar isi

Table of Contents



Kilas Kinerja
Performance Overview



Laporan Direksi dan Dewan Komisaris
Board of Directors and Board of Commissioners Report



Profil Perusahaan
Company Profile



Analisis dan Pembahasan Manajemen atas Kinerja Perusahaan
Management Analysis and Discussion on Company Performance



Human Capital
Human Capital



Teknologi Informasi
Information Technology



Tata Kelola Perusahaan
Corporate Governance



Tanggung Jawab Sosial Perusahaan
Corporate Social Responsibility (CSR)



- | | |
|---|--|
| 1 Tema dan Arti Tema
Theme and Meaning of Theme | 10 Sekilas tentang Perusahaan
Company Overview |
| 2 Kesenambungan Tema
Themes Continuity | 11 Jejak Langkah
Milestones |
| 6 Daftar Isi
Table of Contents | |

Kilas Kinerja

Performance Overview

- 16 Pencapaian Kinerja Penting Tahun 2023**
Significant Performance Achievement in 2023
- 18 Ikhtisar Data Keuangan Penting**
Overview on Important Financial Data
- 24 Informasi Saham**
Share Information
- 24 Informasi Obligasi, Sukuk dan/atau Obligasi Konversi**
Information on Bonds, Sukuk, and/or Convertible Bonds
- 24 Informasi Sumber Pendanaan Lainnya**
Information on Other Funding Sources
- 25 Peristiwa Penting**
Significant Events

Laporan Direksi dan Dewan Komisaris

Board of Directors and Board of Commissioners Report

- 40 Laporan Direksi**
Board of Directors Report
- 50 Laporan Dewan Komisaris**
Board of Commissioners Report

Tanggung Jawab Laporan Tahunan 2023

The 2023 Annual Report Responsibility

Profil Perusahaan

Company Profile

- 62 Identitas Perusahaan**
Company Identity
- 62 Nama dan Alamat Kantor Representatif dan Pabrik**
Name and Address of Representative Office and Factory
- 63 Brand Perusahaan**
Company Brand
- 64 Riwayat singkat Emiten atau Perusahaan Publik**
A Brief Company History
- 65 Visi, Misi, dan Budaya Perusahaan**
Vision, Mission, and Corporate Culture
- 68 Kegiatan Usaha**
Business Activities

72	Wilayah Operasional Operational Area
73	Keanggotaan Asosiasi Association Membership
74	Struktur Organisasi Organizational Structure
76	Profil Direksi Board of Directors Profile
82	Profil Dewan Komisaris Board of Commissioners Profile
88	Profil Pegawai Employee Profile
89	Komposisi Pemegang Saham Shareholders Composition
90	Pemegang saham utama dan pengendali Major and Controlling Shareholders
91	Daftar Entitas Anak, Entitas Asosiasi dan Perusahaan Ventura Bersama List of Subsidiaries, Associates, and Joint Venture Companies
93	Struktur Grup Perusahaan Company Group Structure
93	Kronologis pencatatan saham Chronology of Share Listing
93	Kronologi Pencatatan Efek Lainnya Chronology of Other Securities Listing
94	Informasi Penggunaan Jasa Akuntan Publik (AP) dan Kantor Akuntan Publik (KAP) Information on the Use of Public Accountant (AP) and Public Accountant Office (KAP)
94	Lembaga dan/atau Profesi Penunjang Supporting Institutions and/or Professions
95	Penghargaan dan Sertifikasi Awards and Certifications
97	Informasi yang Tersedia pada Website Information Available on the Website



Analisis dan Pembahasan Manajemen atas Kinerja Perusahaan

Management Analysis and Discussion on Company Performance

100	Tinjauan Perekonomian Economic Review
102	Tinjauan Operasional Operations Review
102	Strategi Perusahaan Tahun 2023 Company Strategy In 2023
107	Aspek Pemasaran Marketing Aspect
111	Tinjauan Operasi Per Segmen Usaha Operations Review Per Business Segment
116	Tinjauan Keuangan Financial Review
116	Kinerja Keuangan Financial Performance
124	Kemampuan Membayar Utang dan Kolektibilitas Piutang Solvency and Collectability
126	Struktur Modal Capital Structure
127	Ikatan Material Terkait Investasi Barang Modal Material Commitments for Capital Expenditure
127	Investasi Barang Modal Capital Expenditure
128	Informasi dan Fakta Material Setelah Tanggal Laporan Akuntan Material Facts and Information Subsequent to Accountant's Reporting Date
128	Prospek Usaha dan Strategi Ke Depan Tahun 2024 Business Outlook and Future Strategies for 2024
130	Pencapaian Target dan Target ke Depan Achievement Targets and Future Targets
136	Kebijakan, Pengumuman dan Pembayaran Dividen Dividend Policy, Announcement, and Payment
136	Realisasi Penggunaan Dana Hasil Penawaran Umum Realization of the Use of Proceeds from Public Offering
137	Informasi Material Mengenai Investasi, Ekspansi, Penggabungan/Peleburan Usaha, Divestasi, Akuisisi, dan Restrukturisasi Hutang dan Modal Material Information Regarding Investment, Expansion, Divestment, Merger/Consolidation, Acquisition, and Debt/Capital Restructuring
138	Informasi Transaksi Material yang Mengandung Benturan Kepentingan dan/atau Transaksi dengan Pihak Afiliasi Information on Material Transactions That Contain Conflicts of Interest and/or Transactions with Affiliated Parties
142	Perubahan Peraturan Perundang-Undangan dan Dampaknya Changes In Laws And Regulations and Their Impact
142	Perubahan Kebijakan Akuntansi Changes in Accounting Policy

- 143 Tingkat Kesehatan Perusahaan
Company Soundness Level
- 144 Informasi Kelangsungan Usaha
Business Sustainability Information
- 144 Pengungkapan Kerangka Governansi, Pengelolaan dan Pengendalian Aspek Perpajakan
Disclosure of Governance Framework, Management, and Control Aspects of Taxation

Human Capital

Human Capital

- 148 Strategi Manajemen *Human Capital*
Human Capital Management Strategy
- 149 Kebijakan dan Pelaksanaan Manajemen *Human Capital*
Policy and Implementation of Human Capital Management
- 149 Rekrutmen
Recruitment
- 150 Pengembangan Kompetensi
Competency Development
- 151 Pengembangan Karir
Career Development
- 152 Penilaian Kinerja
Performance Assessment
- 153 Remunerasi
Remuneration
- 154 Program Pensiun
Pension Program
- 155 Sistem Informasi *Human Capital*
Information System of Human Capital
- 156 Internalisasi Budaya
Culture Internalization
- 156 Struktur Pengelola *Human Capital*
Human Capital Management Structure
- 157 Rencana Kerja *Human Capital* 2024
Human Capital Work Plan For 2024

Teknologi Informasi

Information Technology

- 160 Master Plan dan Strategi Teknologi Informasi
Master Plan and Strategy of Information Technology
- 161 Inovasi Teknologi Informasi
Information Technology Innovation
- 161 Infrastruktur Teknologi Informasi
Information Technology Infrastructure
- 163 Tata Kelola Teknologi Informasi
Information Technology Governance
- 165 Struktur Pengelola Teknologi Informasi
Information Technology Management Structure
- 167 Rencana Kerja Teknologi Informasi Tahun 2024
Information Technology Work Plan for 2024

Tata Kelola Perusahaan

Corporate Governance

- 172 Pencapaian dalam Penerapan Tata Kelola Perusahaan
Achievements in the Implementation of Corporate Governance
- 172 Dasar Penerapan Tata Kelola Perusahaan
Basis for Implementing Corporate Governance
- 173 Struktur dan Mekanisme Tata Kelola Perusahaan
Corporate Governance Structure and Mechanism
- 173 Struktur Organ Perusahaan
Company Organizational Structure
- 173 *Governance Soft Structure*
Governance Soft Structure
- 175 Mekanisme Tata Kelola Perusahaan
Corporate Governance Mechanism
- 175 Pemegang Saham
Shareholders
- 176 Rapat Umum Pemegang Saham
General Meeting of Shareholders
- 187 Direksi
Directors
- 207 Dewan Komisaris
Board of Commissioners
- 232 Kebijakan Keberagaman Direksi dan Dewan Komisaris
Diversity Policy for The Board of Directors and Commissioners
- 235 Organ dan Komite di Bawah Dewan Komisaris
Organs and Committees Under Board of Commissioners
- 267 Organ di Bawah Direksi
Organs Under Directors
- 289 Akuntan Publik
Public Accountant





291 Sistem Pengendalian Internal
Internal Control System

296 Manajemen Risiko
Risk Management

322 Perkara Hukum
Legal Cases

322 Sanksi Administratif yang Dikenakan Kepada perusahaan, Anggota Dewan Komisaris dan Direksi, Oleh Otoritas Pasar Modal dan Otoritas lainnya.
Administrative Sanction Imposed to Company, Member of Board of Commissioners and Directors by Capital Market authorities and Other Authorities

322 Akses Informasi dan Data Perusahaan
Information Access and Company Data

328 Kode Etik
Code of Ethics

330 Kebijakan Pemberian Kompensasi Jangka Panjang Berbasis Kinerja
The Policy of The Provision of Merit-Based Long-Term Compensation

330 Kebijakan Pengungkapan Informasi Kepemilikan Saham Dewan Komisaris dan Direksi serta Pelaksanaannya
Disclosure Policy of Share Ownership Information of The Board of Commissioners and Directors and Its Implementation

330 Whistleblowing System
Whistleblowing System

335 Program Anti Korupsi
Anti-Corruption Program

338 Good Corporate Governance Assessment
Good Corporate Governance Assessment

Tanggung Jawab Sosial Perusahaan Corporate Social Responsibility (CSR)

342 Kinerja Program CSR
CSR Program Performance

343 Informasi CSR Sesuai Surat Edaran Otoritas Jasa Keuangan Nomor 16 /SEOJK.04/2021
CSR Information in Accordance with the Financial Services Authority Circular Letter Number 16/SEOJK.04/2021

344 Indeks Referensi OJK
OJK Reference Index

364 Informasi Keuangan
Financial Information

Sekilas Tentang Perseroan

Our Best Contribution



Tanggal Berdiri
Date of Establishment

3

Oktober 2002
October 2002

Total Aset
Total Assets

Rp1,34

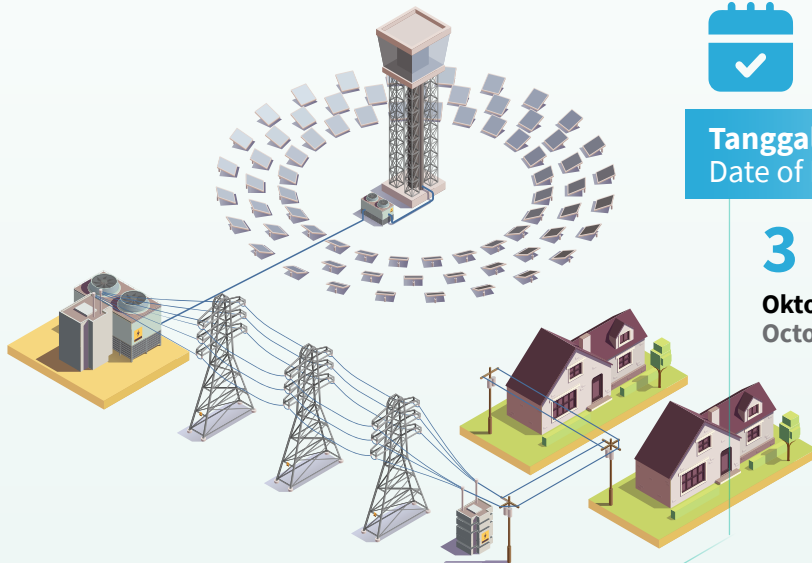
triliun / trillion

91%

Yayasan Pendidikan dan
Kesejahteraan PLN (Persero)
Education and Welfare PLN
(Persero) Foundation

99,90%

PT Perusahaan Listrik Negara
(Persero)



Produk dan Jasa
Products and Services



Pembangkitan
Power Plants



Transmisi dan
Distribusi
Transmission and
Distribution



Konstruksi
Construction

Kepemilikan Saham
Share Ownership



Jumlah Karyawan
Total Employees

299

Orang / people

Jejak Langkah

Milestones

2002

Pendirian PT PLN Enjiniring.
Establishment of PT PLN Enjiniring.

2003

- Pelaksanaan Proyek Supervisi Konstruksi PLTU Tanjung Tambalong, Kalimantan Barat.
- Pelaksanaan Proyek Supervisi Konstruksi I PLTGB Muara Tawar, Jawa Barat.
- Implementation of Construction Supervision Project of Tanjung Tambalong Steam Power Plant, West Kalimantan.
- Implementation of Construction Supervision Project I of Muara Tawar Steam Power Plant, West Java.

2004

Pembangunan Independent Power Producer (IPP) PLTMG Prabumulih Kapasitas 2 x 6 MW.
Construction of Independent Power Producer (IPP) PLTMG Prabumulih, with capacity of 2x6 MW.

2005

- Pembangunan IPP PLTGU Musi, Palembang Kapasitas 3 x 4,7 MW dan 1 x 6 MW.
- Pembangunan IPP PLTMG Sako, Palembang Kapasitas 2 x 6 MW.
- Construction of IPP PLTGU Musi, Palembang with capacities of 3 x 4.7 MW and 1 x 6 MW.
- Construction of the Sako PLTMG IPP, Palembang with a capacity of 2 x 6 MW.

2006

Pembangunan IPP PLTU Sarolangun, Jambi Kapasitas 2 x 7 MW.
Construction of the Sarolangun PLTU IPP, Jambi with a capacity of 2 x 7 MW.

2007

Penambahan Modal Disetor dari PT PLN (Persero).
Addition on Paid-in Capital from PT PLN (Persero).

2008

- Perubahan struktur organisasi berdasarkan SK Direksi No. 28.001.K/010/DIR/PLNE/XI/2008.
- Pelaksanaan Proyek Desain Enjiniring dan Supervisi Konstruksi *High Voltage Direct Current* (HVDC) Interkoneksi Pulau Sumatera dan Pulau Jawa.
- Changes in organizational structure based on Board of Directors Decree No. 28.001.K/010/DIR/PLNE/XI/2008.
- Implementation of Engineering Design Project and Construction Supervision of High Voltage Direct Current (HVDC) Interconnection of Sumatera and Java Islands.

2013

- Pembentukan Entitas Asosiasi PT Crompton Prima Switchgear Indonesia (CPSI).
- Perubahan struktur organisasi berdasarkan SK Direksi No. 01.001.K/010/DIR/ PLNE/VIII/2013.
- Establishment of the Associated Entity PT Crompton Prima Switchgear Indonesia (CPSI).
- Changes in the organizational structure based on the Decree of the Board of Directors No. 01.001.K/010/DIR/PLNE/VIII/2013.

2012

- Persiapan SDM memasuki bisnis sebagai Project Integrator.
- Persiapan bidang usaha baru yang telah disahkan melalui perubahan Anggaran Dasar.
- Penunjukan PLN Enjiniring untuk pembangunan pabrik switchgear di Indonesia.
- Preparation of HR to enter the business as Project Integrator.
- Preparation of new business fields that have been approved through changes to the Articles of Association.
- Appointment of PLN Enjiniring for the construction of a switchgear factory in Indonesia.

2011

- Perubahan Visi dan Misi PLN Enjiniring.
- Perubahan Organisasi Dari 4 (empat) Direktorat Menjadi 3 (tiga) Direktorat.
- Changes in PLN Enjiniring's Vision and Mission.
- Organizational Changes From 4 (four) Directorates to 3 (three) Directorates.

2010

Pembayaran Dividen I ke Pemegang Saham.
Payment of Dividend I to Shareholders.

2009

- Pengangkatan Pegawai Organik I PLN Enjiniring.
- Pelaksanaan Proyek Desain Enjiniring untuk Pembangunan Pembangkit Skala Kecil dan Tersebar di Seluruh Indonesia.
- Appointment of Organic Employees I PLN Enjiniring.
- Implementation of Engineering Design Projects for the Construction of Small-Scale and Distributed Power Plants Throughout Indonesia.

2014

- Penandatanganan Anggaran Dasar PT Crompton Prima Switchgear Indonesia (Entitas Asosiasi).
- Persetujuan Pendirian Anak Perusahaan PT Prima Power Nusantara.
- Perubahan struktur organisasi berdasarkan SK Direksi No. 10.001.K/010/DIR/PLNE/IX/2014
- Penandatanganan kontrak pembangunan CNG Plant Bangkanai, Kalimantan Tengah.
- Jasa Konsultansi untuk Supervisi Design dan Konstruksi PLTU Parit Baru (2x50 MW) Kalimantan Barat dan PLTA Jati Gede (2x55 MW) di Sumedang Jawa Barat.
- Jasa Konsultansi untuk Supervisi Konstruksi dan QA/QC PLTU Pangkalan Susu 3 dan 4 (2x200 MW) di Sumatera Utara dan PLTU Takalar 2x100 MW di Sulawesi Selatan.
- Signatory of the Articles of Association of PT Crompton Prima Switchgear Indonesia (Associated Entity).
- Approval of the Establishment of a Subsidiary of PT Prima Power Nusantara.
- Changes in the organizational structure based on the Decree of the Board of Directors No. 10.001.K/010/DIR/PLNE/IX/2014
- Signatory of the construction contract for the CNG Plant in Bangkanai, Central Kalimantan.
- Consulting Services for Supervision of Design and Construction of the Parit Baru PLTU (2x50 MW) in West Kalimantan and the Jati Gede PLTA (2x55 MW) in Sumedang, West Java.
- Consulting Services for Construction Supervision and QA/QC of the Pangkalan Susu 3 and 4 PLTU (2x200 MW) in North Sumatra and the Takalar PLTU (2x100 MW) in South Sulawesi.

2015

- Perjanjian Kerjasama PLN Pusat dan PLNE Penyediaan Jasa *Pre-Treatment* Gas dan CNG untuk keperluan Pembangkit Peaker di Bangkanai, Kalimantan Tengah.
- *Ground Breaking* Pabrik *Air-Insulated Switchgear* Tegangan Tinggi dan Tegangan Ekstra Tinggi Pertama di Indonesia yang dimiliki oleh PT Crompton Prima Switchgear Indonesia di Cikande, Banten.
- Jasa Konsultansi *Supporting* Konstruksi Proyek Pembangkit Listrik Tenaga Gas Uap (PLTGU) Peaker Grati Extension 450 MW, Grati Pasuruan, Jawa Timur.
- Cooperation Agreement between PLN Pusat and PLNE for the Provision of Gas and CNG Pre-Treatment Services for the Peaker Power Plant in Bangkanai, Central Kalimantan.
- Ground Breaking of the First High Voltage and Extra High Voltage Air-Insulated Switchgear Factory in Indonesia owned by PT Crompton Prima Switchgear Indonesia in Cikande, Banten.
- Consultant Services for Supporting the Construction of the Peaker Grati Extension 450 MW Gas Steam Power Plant (PLTGU) Project, Grati Pasuruan, East Java.

2016

- Pendirian anak perusahaan PT Prima Power Nusantara yang bergerak di bidang usaha dalam bidang investasi, operasi dan pemeliharaan pada sektor ketenagalistrikan dan non ketenagalistrikan, minyak dan gas serta penyediaan peralatan pendukung dalam bidang ketenagalistrikan.
- Perjanjian kerjasama jasa operasi dan pemeliharaan PLTMG Bangkanai 16x9,7MW tahap *supporting* antara PLNE dengan PT PLN (Persero) wilayah Kalimantan Selatan dan Kalimantan Tengah.
- Establishment of a subsidiary of PT Prima Power Nusantara engaged in the investment, operation and maintenance business in the electricity and non-electricity sectors, oil and gas and provision of supporting equipment in the electricity sector.
- Cooperation agreement for the operation and maintenance services of the Bangkanai 16x9.7MW PLTMG supporting stage between PLNE and PT PLN (Persero) for the South Kalimantan and Central Kalimantan regions.

2020

- Pembangunan PLTS 400 kWp Pulau Sebira – Kepulauan Seribu.
- Pembangunan pipa gas jalur PK-52 ke PLTGU Tanjung Batu.
- *Golden Flag* (Bendera Emas) untuk K3 Sektor Industri *Treatment Gas* dan Peaker CNG Plant Bangkanai dengan hasil capaian 87,34%.
- BUMN Branding & Marketing Award 2020, *Service Development* Terbaik.
- Pasokan gas CNG Plant Bangkanai berkontribusi meningkatkan keandalan system kelistrikan Kalimantan Tengah (PLN KITLURKAL).
- Construction of 400 kWp PLTS Sebira Island - Seribu Islands.
- Construction of PK-52 gas pipeline to Tanjung Batu PLTGU.
- Golden Flag for K3 Industrial Sector of Gas Treatment and Peaker CNG Plant Bangkanai with achievement results of 87.34%.
- SOE Branding & Marketing Award 2020, Best Service Development.
- Supply of CNG Plant Bangkanai gas contributes to increasing the reliability of the Central Kalimantan electricity system (PLN KITLURKAL).

2019

- Kerjasama PT PLN Enjiniring dengan PT PLN (Persero) Unit Induk Wilayah Nusa Tenggara Timur (UIW NTT) untuk Jasa Konsultansi Studi Interkoneksi dari Sistem Labuan Bajo ke Pulau Bajo.
- Penandatanganan *Memorandum of Understanding* (MoU) antara PT PLN Enjiniring dengan GIZ (Deutsche Gesellschaft Internationale Zusammenarbeit), Fichtner dan Steag dengan bentuk kerjasama terkait Power System and Grid Impact Studies of Renewable Energy Based Power Plant dengan Fichtner, Promoting The Use of Renewable Energy Through Technical Capacity Development dengan GIZ serta Basic and Advance Design of Renewable Energy Based Power Plant dengan Steag.
- Cooperation between PT PLN Enjiniring and PT PLN (Persero) East Nusa Tenggara Regional Main Unit (UIW NTT) for Consultation Services for Interconnection Studies from the Labuan Bajo System to Bajo Island.
- Signatory of the Memorandum of Understanding (MoU) between PT PLN Enjiniring and GIZ (Deutsche Gesellschaft Internationale Zusammenarbeit), Fichtner and Steag with the form of cooperation related to Power System and Grid Impact Studies of Renewable Energy Based Power Plant with Fichtner, Promoting The Use of Renewable Energy Through Technical Capacity Development with GIZ and Basic and Advanced Design of Renewable Energy Based Power Plant with Steag.

2018

Peresmian dan Pengoperasian Pabrik Switchgear Tegangan Tinggi (TT) dan Tegangan Ekstra Tinggi (TET) pertama di Indonesia milik PT Crompton Prima Switchgear Indonesia (PT CPSI) pada Senin, 20 Agustus 2018 di Kawasan Industri Modern Cikande, Banten.

Inauguration and Operation of the first High Voltage (TT) and Extra High Voltage (TET) Switchgear Factory in Indonesia owned by PT Crompton Prima Switchgear Indonesia (PT CPSI) on Monday, August 20, 2018 in the Modern Industrial Area of Cikande, Banten.

2017

- Pengoperasian Proyek CNG Plant Bangkanai, Kalimantan Tengah pada Bulan Maret 2017.
- Penyelesaian pembangunan Pabrik Switchgear PT CPSI dengan realisasi progress mencapai 72% pada Bulan Desember 2017.
- Pelaksanaan pekerjaan EPC bidang Transmisi dan Gardu Induk oleh PT Prima Power Nusantara (PT PPN) sebagai pengembangan usaha bisnis inti Perseroan.
- Operation of the Bangkanai CNG Plant Project, Central Kalimantan in March 2017.
- Completion of the construction of the PT CPSI Switchgear Factory with the realization of progress reaching 72% in December 2017.
- Implementation of EPC work in the Transmission and Substation sector by PT Prima Power Nusantara (PT PPN) as a development of the Company's core business.

2021

- Penandatanganan MoU dengan Masyarakat Biomassa Indonesia (MEBI) terkait Kerjasama Pembangkit Listrik Tenaga Biomassa (PLTBm).
- Kerjasama PT PLN Enjiniring dengan PT Kayan Hydropower Nusantara (KHN) terkait Mentarang Induk HEP Power Evacuation System Study.
- Kerjasama PT PLN Enjiniring dengan Thorcon International Pte.Ltd untuk Jasa Konsultasi Enjiniring Pembangkit Listrik Tenaga Thorium (PLTT) ThorCon 500 MW.
- Pekerjaan Supervisi Konstruksi GI 150 kV Timika.
- Kerjasama PT PLN Enjiniring dengan PT PLN Unit Induk Distribusi Jakarta Raya terkait Pekerjaan Jasa Konsultasi Manajemen Proyek Desain Revitalisasi Sistem Kelistrikan Istana Negara.
- Pekerjaan Desain Review, QA/QC dan Supervisi Konstruksi Shunt Reactor GITET 500/150 Kv PLTU Indramayu.
- Signatory of MoU with Indonesian Biomass Society (MEBI) related to Biomass Power Plant Cooperation (PLTBm).
- Cooperation between PT PLN Enjiniring and PT Kayan Hydropower Nusantara (KHN) related to Mentarang Main HEP Power Evacuation System Study.
- Cooperation between PT PLN Enjiniring and Thorcon International Pte. Ltd for Engineering Consulting Services for Thorium Power Plant (PLTT) ThorCon 500 MW.
- Construction Supervision Work of GI 150 kV Timika.
- Cooperation between PT PLN Enjiniring and PT PLN Main Unit Distribution Jakarta Raya related to Project Management Consulting Services for Revitalization Design of State Palace Electrical System.
- Design Review, QA/QC and Construction Supervision Work of Shunt Reactor GITET 500/150 Kv PLTU Indramayu.

2022

- Penyelesaian Pekerjaan Desain Review QA/QC dan Supervisi Konstruksi dengan tercapainya Energize Bay Shunt Reactor GITET 500kv Indramayu
- Divestasi dan Akuisisi PT Rekadaya Elektriika Consult (REC)
- Penyelesaian Design Review Pekerjaan Relokasi PLTG Grati 2 x 100 MW
- Completion of QA/QC Design Review and Construction Supervision with the achievement of Energize Bay Shunt Reactor GITET 500kv Indramayu
- Divestment and Acquisition of PT Rekadaya Elektriika Consult (REC)
- Completion of Design Review of Relocation Work of PLTG Grati 2 x 100 MW







Kilas Kinerja

Performance Overview

Pencapaian Kinerja Penting Tahun 2023

Significant Performance Achievement in 2023



Nilai perolehan kontrak baru bidang pembangkit

The value of new power plant contracts

tahun 2023 mencapai
in 2023 reached

Rp347,02

miliar
billion

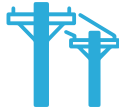


meningkat
increase

95,42%

dibandingkan dengan tahun 2022 yang mencapai Rp177,57 miliar.

compared to 2022, which extended IDR177.57 billion



Nilai perolehan kontrak baru bidang transmisi dan distribusi

The value of new contracts obtained in the transmission and distribution sector

tahun 2023 mencapai
in 2023 reached

Rp311,42

miliar
billion



meningkat
increase

153,70%

dibandingkan dengan tahun 2022 yang mencapai Rp122,75 miliar.

compared to 2022, which reached IDR122.75 billion



Nilai perolehan kontrak baru bidang konstruksi

The value of new contracts obtained in the construction sector

tahun 2023 mencapai
in 2023 reached

Rp17,13

miliar
billion



meningkat
increase

29,71%

dibandingkan dengan tahun 2022 yang mencapai Rp13,20 miliar.

compared to 2022, which reached IDR13.20 billion



Aset
Assets

tahun 2023 mencapai
in 2023 reached

Rp1,34

triliun
trillion



meningkat
increase

23,83%

dibandingkan dengan
tahun 2022 yang
mencapai Rp1,08 triliun.

compared to 2022,
which attained
IDR1.08 trillion



Ekuitas
Equity

tahun 2023 mencapai
in 2023 reached

Rp854,05

miliar
billion



meningkat
increase

9,81%

dibandingkan dengan
tahun 2022 yang mencapai
Rp777,76 miliar.

compared to 2022,
which achieved
IDR777.76 billion



Pendapatan
Revenue

tahun 2023 mencapai
in 2023 reached

Rp867,84

miliar
billion



meningkat
increase

61,82%

dibandingkan dengan
tahun 2022 yang
mencapai Rp536,30 miliar.

compared to 2022,
which reached
IDR536.30 billion



Laba tahun berjalan
Profit for the year

tahun 2023 mencapai
in 2023 reached

Rp106,52

miliar
billion



meningkat
increase

28,63%

dibandingkan dengan
tahun 2022 yang mencapai
Rp82,81 miliar.

compared to 2022,
which touched
IDR82.81 billion

Ikhtisar Data Keuangan Penting

Overview on Important Financial Data

Ikhtisar Keuangan dan Rasio Keuangan Financial and Financial Ratio Highlights

Tabel Ikhtisar Keuangan dan Rasio Keuangan
Table of Financial and Financial Ratio Highlights

(dalam Jutaan Rupiah / in millions of Rupiah)

Uraian	2023	2022	2021*	2020	2019*	Description
LAPORAN POSISI KEUANGAN KONSOLIDASIAN			CONSOLIDATED STATEMENT OF FINANCIAL POSITION			
ASET			ASSETS			
ASET LANCAR			CURRENT ASSETS			
Kas dan setara kas	453,269	510,298	472,295	338,591	226,822	Cash and cash equivalents
Rekening bank yang dibatasi penggunaannya	9,414	366	2,696	2,858	6,379	Bank accounts restricted in use
Piutang usaha						Accounts receivable
Pihak berelasi	360,686	97,188	75,303	147,497	203,939	Related parties
Pihak ketiga	2,702	4,038	3,736	11,563	609	Third party
Piutang lain-lain						Other receivables
Pihak berelasi	78,129	21,842	8,780	7,657	11,000	Related parties
Pihak ketiga	8,667	2,037	5,062	4,778	16,632	Third party
Piutang sewa pembiayaan	39,523	35,092	31,158	27,665	24,563	Finance lease receivables
Aset kontrak						Contract assets
Pihak berelasi	146,242	112,483	222,822	210,059	216,980	Related parties
Pihak ketiga	38,880	9,380	8,713	5,115	15,086	Third party
Pajak dibayar di muka	12,347	59,282	59,265	74,829	91,354	Prepaid taxes
Biaya dibayar di muka dan uang muka	9,346	4,215	15,110	17,749	43,282	Prepaid expenses and down payments
Jumlah Aset Lancar	1,159,205	856,221	904,940	848,361	856,646	Total Current Assets
ASET TIDAK LANCAR			NON-CURRENT ASSETS			
Rekening bank yang dibatasi penggunaannya	16,749	16,749	22,938	23,128	16,749	Bank accounts restricted in use
Piutang sewa pembiayaan	108,140	147,663	182,755	213,913	241,578	Finance lease receivables
Investasi pada ventura bersama	13,949	12,373	11,764	9,851	13,726	Investment in joint ventures
Aset tetap	9,898	11,245	20,899	31,131	11,806	Fixed assets
Pajak dibayar di muka	23,459	23,407	88,516	-	-	Prepaid taxes
Pajak penghasilan badan	-	-	-	1,336	-	Corporate income tax
Biaya dibayar di muka dan uang muka	14	181	2,532	6,291	8,712	Prepaid expenses and down payments
Aset tak berwujud	6,093	5,489	8,710	-	-	Intangible assets
Aset tidak lancar lainnya	2,852	9,074	7,105	29,202	16,740	Other non-current assets
Jumlah Aset Tidak Lancar	181,154	226,181	345,219	314,852	309,311	Total Non-Current Assets
JUMLAH ASET	1,340,359	1,082,402	1,250,159	1,163,213	1,165,957	TOTAL ASSETS

Uraian	2023	2022	2021*	2020	2019*	Description
LIABILITAS DAN EKUITAS						LIABILITIES AND EQUITY
LIABILITAS JANGKA PENDEK						SHORT-TERM LIABILITIES
Utang usaha	-	-	-	103,490	134,096	Accounts payable
Pihak berelasi	-	402	2,611	-	-	Related parties
Pihak ketiga	146,369	56,706	73,782	-	-	Third party
Uang muka dari pelanggan						Customer advance payment
Pihak berelasi	9,843	13,626	18,468	21,006	35,393	Related parties
Pihak ketiga	7,960	-	-	-	-	Third party
Utang lain-lain	10,167	5,851	15,465	8,977	5,472	Other debts
Liabilitas kontrak						Contract liabilities
Pihak berelasi	136,812	78,570	106,344	136,633	112,157	Related parties
Pihak ketiga	1,828	2,170	2,362	7,808	1,986	Third party
Utang pajak						Tax debt
Pajak penghasilan badan	110	17,259	3,277	58	2,437	Corporate income tax
Pajak lainnya	61,975	20,230	15,932	7,433	11,805	Other taxes
Biaya masih harus dibayar	41,439	45,933	61,107	53,779	54,645	Outstanding fees
Liabilitas sewa	8,440	1,692	502	7,979	-	Lease liabilities
Liabilitas imbalan pasca kerja	4,148	2,195	1,617	1,999	673	Post-employment benefit liabilities
Pinjaman jangka panjang yang jatuh tempo dalam satu tahun	-	24,008	32,900	32,978	32,978	Long-term loans due within one year
Jumlah Liabilitas Jangka Pendek	429,091	268,642	334,367	382,140	391,642	Total Short-Term Liabilities
LIABILITAS JANGKA PANJANG						LONG-TERM LIABILITIES
Pinjaman jangka panjang – setelah dikurangi bagian jatuh tempo dalam satu tahun	-	-	23,119	55,050	87,062	Long-term loans – after deducting the portion due within one year
Liabilitas imbalan pasca kerja	57,097	35,667	32,052	25,554	18,087	Post-employment benefit liabilities
Liabilitas sewa	-	-	1,714	875	-	Lease liabilities
Utang lain-lain	119	330	369	142	156	Other debts
Jumlah Liabilitas Jangka Panjang	57,216	35,997	57,254	81,621	105,305	Total Long-Term Liabilities
JUMLAH LIABILITAS	486,307	304,639	391,621	463,761	466,505	TOTAL LIABILITIES
EKUITAS						EQUITY
Modal saham - nilai nominal Rp1.000 (nilai penuh) per saham; modal dasar - 25.000.000 saham; ditempatkan dan disetor penuh - 25.000.000 saham	25,000	25,000	25,000	25,000	25,000	Share capital - nominal value as of IDR1,000 (full amount) per share; authorized capital - 25,000,000 shares; subscribed and paid-in - 25,000,000 shares
Saldo laba						Retained earning
Ditentukan penggunaannya	5,169	5,169	5,169	5,169	5,169	Determined use
Belum ditentukan penggunaannya	802,452	741,894	729,811	659,940	644,444	Non-determined use

Uraian	2023	2022	2021*	2020	2019*	Description
Tambahan modal disetor	40,609	3,652	-	-	-	Additional paid-in capital
(Rugi)/penghasilan komprehensif lain	(19,178)	2,048	(1,089)	9,329	(5,616)	(Loss)/other comprehensive income
Ekuitas <i>merging entity</i>	-	-	99,632			Merging entity equity
Ekuitas yang dapat diatribusikan kepada pemilik entitas induk	854,052	777,763	858,523	699,438	668,997	Attributable equity to owners of the holding entity
Kepentingan non pengendali	-	-	15	14	13	Non-controlling interests
JUMLAH EKUITAS	854,052	777,763	858,538	699,452	669,010	TOTAL EQUITY
JUMLAH LIABILITAS DAN EKUITAS	1,340,359	1,082,402	1,250,159	1,163,213	1,165,957	TOTAL LIABILITIES AND EQUITY
LAPORAN POSISI LABA RUGI DAN PENGHASILAN KOMPREHENSIF LAIN KONSOLIDASIAN			CONSOLIDATED STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME			
PENDAPATAN	867,837	536,296	826,403	625,344	978,680	INCOME
BEBAN POKOK PENDAPATAN	{570,876}	(307,330)	(583,354)	(436,166)	(717,048)	COST OF REVENUE
LABA BRUTO	296,961	228,966	243,049	189,178	261,632	GROSS PROFIT
BEBAN USAHA	{184,555}	(153,090)	(173,189)	(190,713)	(136,740)	OPERATING EXPENSES
LABA USAHA	112,406	75,876	69,860	(1,535)	124,892	OPERATING PROFIT
Penghasilan bunga	13,864	10,362	8,959	9,637	13,955	Interest income
(Kerugian)/keuntungan kurs mata uang asing - bersih	-	-	-	(166)	394	Foreign exchange (loss)/gain - net
Laba investasi pada ventura bersama	1,576	909	2,138	(3,684)	(13,482)	Profit on investment in joint ventures
Beban bunga	(518)	(5,212)	(9,090)	(14,732)	(15,644)	Interest expense
Lain-lain - bersih	{7,716}	10,113	10,139	30,924	15,291	Other - clean
LABA SEBELUM PAJAK	119,612	92,048	82,006	20,444	125,406	PROFIT BEFORE TAX
BEBAN PAJAK PENGHASILAN	{13,097}	(9,241)	(8,184)	(4,947)	(7,392)	INCOME TAX EXPENSES
LABA TAHUN BERJALAN	106,515	82,807	73,822	15,497	118,014	CURRENT YEAR PROFIT
Penghasilan/(rugi) komprehensif lain tahun berjalan						Other comprehensive income/(loss) for the current year
Pos-pos yang tidak akan direklasifikasi ke laba rugi:						Items that will not be reclassified to profit or loss:
Pengukuran kembali imbalan pasca kerja karyawan	(15,596)	511	(787)	(1,069)	(679)	Re-measurement of employee's post-employment benefits
Pengukuran kembali nilai wajar atas investasi saham	{5,630}	2,716	(9,592)	2,336	-	Re-measurement of the fair value of stock investments
JUMLAH PENGHASILAN KOMPREHENSIF TAHUN BERJALAN	85,289	86,034	63,443	16,764	117,335	TOTAL COMPREHENSIVE INCOME FOR THE CURRENT YEAR
Laba tahun berjalan diatribusikan kepada:						Profit for the year is attributed to:
Pemilik entitas induk	106,515	82,807	73,821	15,496	118,012	Owner of the holding entity
Kepentingan non pengendali	-	-	1	1	2	Non-controlling interests
JUMLAH	106,515	82,807	73,822	15,497	118,014	TOTAL
Jumlah penghasilan komprehensif tahun berjalan diatribusikan kepada:						Total annual comprehensive income for the year is attributed to:
Pemilik entitas induk	85,289	86,034	63,442	16,763	117,333	Owner of the holding entity
Kepentingan non pengendali	-	-	1	1	2	Non-controlling interests

Uraian	2023	2022	2021*	2020	2019*	Description
JUMLAH	85,289	86,034	63,443	16,764	117,335	TOTAL
Laba (rugi) per saham	4,261	3,312	2,953	620	4,720	Earnings (loss) per share
LAPORAN ARUS KAS KONSOLIDASIAN			CONSOLIDATED STATEMENT OF CASH FLOWS			
ARUS KAS DARI AKTIVITAS OPERASI						CASH FLOWS FROM OPERATING ACTIVITIES
Laba sebelum pajak	119,612	92,048	82,006	20,444	125,406	Profit before tax
Penyesuaian untuk merekonsiliasi laba sebelum pajak:						Adjustments to reconcile pre-tax profit:
Laba investasi pada ventura bersama	(1,576)	(909)	(2,138)	-	-	Profit on investment in joint ventures
Rugi investasi pada ventura bersama	-	-	-	3,684	13,482	Investment losses in joint ventures
Pendapatan dividen dari investasi saham	-	(750)	-	(1,785)	-	Dividend income from stock investments
Beban imbalan pasca kerja	10,517	7,830	7,334	7,944	3,435	Post-employment benefits expense
Penyisihan/(pemulihan) untuk penurunan nilai piutang usaha dan piutang lain-lain - neto	339	(15,531)	8,595	31,987	79	Provision/(recovery) for impairment of trade receivables and other receivables - net
Penyusutan aset tetap dan aset hak guna	12,575	15,459	12,701	15,376	1,241	Depreciation of fixed assets and right-of-use assets
Amortisasi perangkat lunak	5,531	8,184	7,053	3,130	2,513	Software amortization
Beban bunga	518	5,212	9,090	14,732	15,644	Interest expense
Penghasilan bunga	(13,864)	(10,362)	(8,959)	(9,637)	(13,955)	Interest income
Arus kas operasi sebelum perubahan modal kerja	133,652	101,181	115,682	85,875	147,845	Operating cash flow before changes in working capital
Perubahan modal kerja:						Changes in working capital:
Piutang usaha	(262,501)	(26,777)	98,591	29,492	(33,116)	Accounts receivable
Piutang lain-lain	(62,917)	(31,672)	(7,286)	(794)	(7,557)	Other receivables
Aset kontrak	(63,259)	6,900	39,886	16,892	(24,278)	Contract assets
Pajak dibayar di muka	20,451	(9,066)	(32,118)	(6,725)	(13,243)	Prepaid taxes
Biaya dibayar di muka dan uang muka	(4,964)	946	8,850	27,505	13,619	Prepaid expenses and down payments
Aset tak berwujud	(6,135)	(5,369)	(2,350)	(3,113)	-	Intangible assets
Aset tidak lancar lainnya	592	668	(322)	422	2,288	Other non-current assets
Utang usaha	89,261	25,040	(58,507)	(30,606)	17,921	Accounts payable
Uang muka dari pelanggan	4,177	(4,757)	(2,538)	(14,387)	(28,740)	Customer advance payment
Utang lain-lain	4,105	1,146	6,715	3,491	(35,771)	Other debts
Liabilitas kontrak	57,900	(21,064)	(36,495)	30,298	(30,887)	Contract liabilities
Utang pajak lainnya	41,745	6,701	6,056	(4,372)	3,215	Other tax debts
Biaya masih harus dibayar	(4,494)	(10,887)	(338)	(866)	2,759	Outstanding fees
Penempatan rekening bank yang dibatasi penggunaannya	(9,385)	(366)	-	(2,858)	1,898	Placement of a bank account restricted in use
Penarikan rekening bank yang dibatasi penggunaannya	337	6,189	1,040	-	-	Bank account withdrawals restricted in use
Penerimaan dari pelanggan atas piutang sewa pembiayaan	35,092	31,158	27,665	24,563	21,809	Receipts from customers for finance lease receivables

Uraian	2023	2022	2021*	2020	2019*	Description
Penerimaan restitusi pajak pertambahan nilai	26,432	19,089	-	21,914	-	Receipt of value added tax refunds
Penerimaan restitusi pajak penghasilan badan	-	-	335	-	-	Receipt of corporate income tax refunds
Pembayaran bunga	(518)	(5,212)	(9,090)	(14,732)	(15,644)	Interest payments
Penerimaan bunga	13,864	10,362	8,959	9,637	13,955	Acceptance of flowers
Pembayaran imbalan pasca kerja	(2,730)	(2,285)	(2,337)	(220)	(185)	Post-employment benefit payments
Pembayaran pajak penghasilan badan	(30,246)	(10,723)	(5,006)	(7,326)	(10,697)	Payment of corporate income tax
Kas bersih diperoleh dari aktivitas operasi	(19,541)	81,202	157,392	167,203	25,191	Net cash obtained from operating activities
ARUS KAS DARI AKTIVITAS INVESTASI						CASH FLOWS FROM INVESTMENT ACTIVITIES
Pelepasan aset tetap	111	-	-	-	-	Disposal of fixed assets
Perolehan aset tetap	(599)	-	-	(172)	(3,631)	Acquisition of fixed assets
Penerimaan kas atas transaksi kombinasi bisnis entitas sependengali - neto	-	65,384	-	-	-	Cash receipts from business combination transactions of entities under common control - net
Penerimaan dividen	-	1,050	225	1,976	-	Dividend receipt
Kas bersih diperoleh untuk aktivitas investasi	(488)	66,434	225	1,804	(3,631)	Net cash provided for investing activities
ARUS KAS DARI AKTIVITAS PENDANAAN						CASH FLOWS FROM FUNDING ACTIVITIES
Pembayaran liabilitas sewa	(3,992)	(7,750)	(8,716)	(25,226)	-	Payment of lease liabilities
Pembayaran atas pinjaman jangka panjang	(24,008)	(32,011)	(32,009)	(32,012)	(32,012)	Payment on long-term loans
Pembayaran dividen	(9,000)	(69,872)	(29,245)	-	(82,040)	Dividend payments
Kas bersih digunakan untuk aktivitas pendanaan	(37,000)	(109,633)	(69,970)	(57,238)	(114,052)	Net cash used for financing activities
KENAIKAN/(PENURUNAN) BERSIH KAS DAN SETARA KAS	(57,029)	38,003	87,647	111,769	(92,492)	INCREASE/(DECREASE) IN NET CASH AND CASH EQUIVALENTS
KAS DAN SETARA KAS AWAL TAHUN	510,298	472,295	384,648	226,822	319,314	CASH AND CASH EQUIVALENTS AT THE BEGINNING OF THE YEAR
KAS DAN SETARA KAS AKHIR TAHUN	453,269	510,298	472,295	338,591	226,822	CASH AND CASH EQUIVALENTS IN THE END OF YEAR
RASIO KEUANGAN						FINANCIAL RATIOS
Marjin Laba Kotor (%)	34.2	42.69	29.41	30.25	26.73	Gross Profit Margin (%)
Rasio Kas (X)	1.9	1.41	0.89	0.58	0.69	Cash Ratio (X)
Rasio Lancar (X)	3.19	2.71	2.22	2.19	1.91	Current Ratio (X)
Rasio Liabilitas Terhadap Ekuitas (X)	0.57	0.39	0.46	0.63	0.74	Liabilities to Equity Ratio (X)
Rasio Liabilitas Terhadap Aset (X)	0.28	0.31	0.4	0.43	0.48	Liabilities to Assets Ratio (X)
Rasio Imbal Hasil Atas Aset (X)	7.95	7.65	5.91	1.16	10.12	Return on Assets Ratio (X)
Rasio Imbal Hasil Atas Ekuitas (X)	12.47	10.65	8.60	1.90	17.64	Return on Equity Ratio (X)
Rasio Imbal Hasil Atas Pendapatan (X)	0.12	0.15	0.09	0.02	0.12	Return on Income Ratio (X)

*Disajikan Kembali / Restated

Ikhtisar Operasional Operations Highlights

Tabel Ikhtisar Operasional
Table of Operations Highlights

(dalam Jutaan Rupiah / in millions of Rupiah)

Uraian	2023	2022	2021	Description
Bidang Pembangkit				Power Sector
Nilai Kontrak Baru Bidang Pembangkit				New Contract Value in the Power Sector
Internal	343,166.31	172,873.83	190,508.36	Internal
Eksternal	3,854.81	4,673.56	5,798.89	External
Jumlah	347,021.12	177,574.39	196,307.25	Total
Bidang Transmisi dan Distribusi				Transmission and Distribution Sectors
Nilai Kontrak Baru Bidang Transmisi dan Distribusi				New Contract Value in Transmission and Distribution Sectors
Internal	246,061.63	116,548.13	69,111.32	Internal
Eksternal	65,356.83	6,204.01	32,671.14	External
Jumlah	311,418.46	122,752.13	101,782.46	Total
Bidang Konstruksi				Construction Sector
Nilai Kontrak Baru Bidang Konstruksi				New Contract Value in Construction Sector
Internal	13,253.13	10,767.41	23,306.21	Internal
Eksternal	3,872.40	2,435.63	68.20	External
Jumlah	17,125.53	13,203.04	23,374.41	Total
Pengembangan Enjiniring				Engineering Development
Nilai Kontrak Baru Bidang Konstruksi				New Contract Value in Construction Sector
Internal	27,761.97	-	-	Internal
Eksternal	53,005.36	-	-	External
Jumlah	80,767.32	-	-	Total
Total Jasa Enjiniring dan Pengembangan Enjiniring				Total of Engineering Services and Development
Nilai Kontrak Baru Jasa Enjiniring dan Pengembangan Enjiniring				New Contract Value in Engineering Service and Development
Internal	630,243.03	300,189.37	-	Internal
Eksternal	126,089.39	13,313.20	-	External
Jumlah	756,332.43	313,502.57	-	Total
Uraian	2023	2022		Description
Kompresi Gas				Gas Compression
Compressed Natural Gas (CNG) Plant Bangkanai	69,100,876	78,804,697		Compressed Natural Gas (CNG) Plant Bangkanai
Engineering, Procurement, Construction (EPC)				Engineering, Procurement, Construction (EPC)
Pembangkit Listrik Tenaga Mesin Gas (PLTMG) Luwuk 40 Mega Watt (MW)	155,108,714	-		Luwuk Gas Power Plant (PLTMG) Luwuk of 40 Mega Watt (MW)

Informasi Saham

Share Information

Sampai dengan 31 Desember 2023, PLN Enjiniring belum mencatatkan sahamnya di bursa saham. Dengan demikian, tidak terdapat informasi harga saham, kapitalisasi pasar saham, dan volume perdagangan saham. Namun demikian, untuk informasi modal saham selama dua tahun terakhir disajikan sebagai berikut:

As of December 31 2023, PLN Enjiniring had not listed its shares on the stock exchange. Thus, there was no information on stock prices, stock market capitalization, and stock trading volume. However, share capital information for the last two years is presented as follows:

Tabel Harga Saham

Table of Share Price

(dalam Jutaan Rupiah / in millions of Rupiah)

Uraian	2023	2022	Description
Modal saham - nilai nominal Rp1.000 (nilai penuh) per saham; modal dasar - 25.000.000 saham; ditempatkan dan disetor penuh - 25.000.000 saham	25,000	25,000	Share capital - nominal value IDR1,000 (full amount) per share; authorized capital - 25,000,000 shares; subscribed and paid-in - 25,000,000 shares

Aksi Korporasi

Pada tahun 2023, PLN Enjiniring tidak melakukan Aksi Korporasi terkait dengan aktivitas yang berpengaruh terhadap jumlah saham beredar, di antaranya pemecahan saham, penggabungan saham, dividen saham, saham bonus dan perubahan nilai nominal saham.

Corporate Action

In 2023, PLN Enjiniring did not perform corporate action related to activities that affected the total of circulated shares, including share splits, share mergers, share dividends, bonus shares, and changes in the nominal value of shares.

Informasi Obligasi, Sukuk, dan/atau Obligasi Konversi

Information on Bonds, Sukuk, and/or Convertible Bonds

Sampai dengan 31 Desember 2023, PLN Enjiniring belum menerbitkan Obligasi, Sukuk dan/atau Obligasi Konversi.

As of December 31, 2023, PLN Enjiniring had not issued Bonds, Sukuk and/or Convertible Bonds.

Informasi Sumber Pendanaan Lainnya

Information on Other Funding Sources

Sampai dengan 31 Desember 2023, PLN Enjiniring belum memiliki sumber pendanaan lainnya.

As of December 31, 2023, PLN Enjiniring had not had other funding sources.

Peristiwa Penting

Significant Events

Januari / January



04
Town Hall Meeting PLN Enjiniring ke-1.
1st PLN Enjiniring Town Hall Meeting.



06
Acara Serah Terima Jabatan dan Pisah Sambut
Direktur Umum dan Anggota Dewan Komisaris
PT REC.
Position Handover and Farewell Ceremony for
the General Director and Members of the Board of
Commissioners of PT REC .



12
Seminar Carbon Capture PLTU & Open House PLN
Enjiniring.
PLTU Carbon Capture Seminar & PLN Enjiniring
Open House.



27
Manajemen PLN Enjiniring bersama Persatuan
Pekerja Prima Enjiniring menyelenggarakan tanda
tangan Perjanjian Kerja Bersama (PKB).
PLN Enjiniring management together with
Prima Enjiniring Workers Association signed the
Collective Labor Agreement (PKB).



28
Employee Gathering PLN Enjiniring.
PLN Enjiniring Employee Gathering.

Februari / February



02
Kunjungan PLN Enjiniring dan PTL ke Pabrik Sel
Surya.
PLN Enjiniring and PTL visited to Solar Cell
Manufacturer.



10
PLN Enjiniring Menandatangani kerjasama usaha
terkait sistem monitoring Emisi Gas buang dengan
dana pensiun PT PLN (Persero).
PLN Enjiniring Signed a business collaboration
related to exhaust gas emission monitoring
systems with the PT PLN (Persero) pension fund.



14
Online Webinar PLN Enjiniring.
Online PLN Enjiniring Webinar.



27 Focus Group Discussion di Gedung Serba Guna PT PLN Indonesia Power.
Focus Group Discussion at Auditorium Building of PT PLN Indonesia Power.



28 PLN Enjiniring menandatangani nota kesepahaman terkait penyediaan jasa konsultasi enjiniring di lingkungan PT PLN (Persero) direktorat transmisi dan perencanaan sistem.
PLN Enjiniring signed a memorandum of understanding regarding the provision of engineering consulting services within PT PLN (Persero) directorate of transmission and system planning.

Maret / March



02-03 Rapat kerja PLN Enjiniring dengan tema Excellence for PLNE strategic role in PLN group.
PLN Enjiniring working meeting with the theme Excellence for PLNE strategic role in PLN group.



02 Pelepasan dan pemberian cinderamata kepada Pak Fajar Suroyo dan Pak Fredo Amarta.
Releasing and presentation of souvenirs to Mr. Fajar Suroyo and Mr. Fredo Amarta.



06-07 Tiga enjinir muda PLN Enjiniring melakukan publikasi makalah ilmiah pada 2023 IEEE 3rd International Conference in Power Engineering Applications, Malaysia.
Three young PLN Enjiniring engineers published scientific papers at the 2023 IEEE 3rd International Conference in Power Engineering Applications, Malaysia.



10 PLN Enjiniring bersama Technical University of Denmark (DTU) dan Danish Energy Agency (DEA) menyelesaikan Pekerjaan Grid Impacts & Interconnection Study dan Pre Feasibility Study untuk PLTB Sumatera 2 x 55 MW.
PLN Enjiniring together with Technical University of Denmark (DTU) and Danish Energy Agency (DEA) completed the Grid Impacts & Interconnection Study and Pre-Feasibility Study for the Sumatera 2 x 55 MW PLTB.



13 Amtiss yang dibimbing PLN Enjiniring memenangkan Top 3 PLN Elevation.
Amtiss, guided by PLN Enjiniring, won the Top 3 PLN Elevation.



15 Seminar Hybrid Pembangkit Listrik Tenaga Mesin Gas (PLTMG) dan Pembangkit Listrik Tenaga Surya (PLTS).
Hybrid Seminar on Gas Engine Power Plants (PLTMG) and Solar Power Plants (PLTS).



Webinar Floating Mobile Power Plant.
Floating Mobile Power Plant Webinar.



PLN Enjiniring mendapatkan penghargaan dari PT PLN (Persero) Unit Induk Pembangunan Jawa Bagian Tengah pada program "NYARIOS".

PLN Enjiniring received an award from PT PLN (Persero) Central Java Development Main Unit in the "NYARIOS" program.



Reconducting Sutet 500 KV Bojanegara-Balaraja bersama PT PLN (Persero) Unit Induk Pembangunan Jawa Bagian Barat dan PT Citra Multi Elektrindo.

Re-conducting 500 KV Bojanegara-Balaraja Electrical Wires with PT PLN (Persero) West Java Development Main Unit and PT Citra Multi Elektrindo.



PLN Enjiniring melakukan kunjungan ke kantor TBEA di Hengyang, China.

PLN Enjiniring visited the TBEA office in Hengyang, China.



PLN Enjiniring mendukung PT PLN (Persero) Unit Induk Pembangunan Jawa Bagian Tengah dalam penyelesaian pekerjaan ekskavasi terowongan (*breakthrough*) Horizontal Penstock Tunnel pada Proyek PLTA Jatigede sepanjang 793m.

PLN Enjiniring supported PT PLN (Persero) Central Java Development Unit in completing the Horizontal Penstock Tunnel excavation work (*breakthrough*) on the Jatigede Hydroelectric Project by 793m.



PLN Enjiniring bersama Persatuan Insinyur Indonesia sepakat menandatangani Nota Kesepahaman.

PLN Enjiniring together with the Indonesian Engineers Association agreed to sign a Memorandum of Understanding.



Penandatanganan komitmen kepatuhan oleh perwakilan Direksi seluruh anak perusahaan PT PLN (Persero).

Signatory of compliance commitment by representative of Directors of PT PLN (Persero) subsidiaries.



Dewan Komisaris PT PLN (Persero) melakukan kunjungan kerja KNR ke kantor PLN Enjiniring.

The Board of Commissioners of PT PLN (Persero) conducted a KNR working visit to the PLN Enjiniring office.

April / April



03 Penandatanganan komitmen IT PLN Group yang diwakilkan oleh Direktur Utama Sub-Holding dan anak perusahaan dan GM unit.

Signatory of PLN Group IT commitment represented by President Director of Sub-Holding and subsidiaries and GM unit.



06 Acara townhall meeting dan buka puasa bersama anak yatim.

Town hall meeting and breaking the fast with orphans.



13 Seminar kesetaraan Gender: "Ensuring Achievement of Indonesia NDC Target through Women Empowerment in Electricity Sector".

Gender equality seminar: "Ensuring Achievement of Indonesia NDC Target through Women Empowerment in Electricity Sector".



17 Sub-bidang Business Development PLN Enjiniring, menghadirkan prototype Stasiun Pengisian Kendaraan Listrik Umum (SPKLU).

The Business Development sub-sector of PLN Enjiniring presented a prototype of the Public Electric Vehicle Charging Station (SPKLU).



18 PLN Enjiniring melakukan inisiasi untuk berkolaborasi dengan Badan Riset dan Inovasi Nasional (BRIN).

PLN Enjiniring took the initiative to collaborate with the National Research and Innovation Agency (BRIN).

Mei / May



05 PLN Enjiniring hadir pembahasan rencana pengadaan listrik desa yang diinisiasi oleh Direktur Distribusi PT PLN (Persero).

PLN Enjiniring attended the discussion of village electricity procurement plans initiated by the Distribution Director of PT PLN (Persero).



05 Focus Group Discussion (FGD) pengenalan layanan Power Solution - Diesel Rotary Uninterruptable Power Supply (DRUPS).

Focus Group Discussion (FGD) on introduction of Power Solution services-Diesel Rotary Uninterruptable Power Supply (DRUPS).



10 Workshop Design and Infrastructure For Electric Vehicle Nusantara.

Design and Infrastructure Workshop for Electric Vehicles.



PLN Enjiniring mengundang Chengdu Yiwei New Energy Vehicle dan Shanghai Launch Automotive Technology untuk menandatangani MoU Kerja Sama Perencanaan, Studi, Pengembangan dan Pengoperasian Mobil Listrik.

PLN Enjiniring invited Chengdu Yiwei New Energy Vehicle and Shanghai Launch Automotive Technology to sign an MoU on Cooperation in Planning, Study, Development and Operation of Electric Cars.



PLN Enjiniring melakukan kunjungan kerja ke SNEC 16th (2023) International Photovoltaic Expo Center.

PLN Enjiniring paid a working visit to the SNEC 16th (2023) International Photovoltaic Expo Center.



PLN Enjiniring bersama PLN Group melakukan kunjungan kerja ke Cina.

PLN Enjiniring together with PLN Group paid a working visit to China.

Juni / June



PLN Enjiniring bersama Asosiasi Energi Surya Indonesia (AESI) melakukan diskusi teknis dengan expert dan injinir salah satu pabrikan inverter internasional di Jerman.

PLN Enjiniring together with the Indonesian Solar Energy Association (AESI) held a technical discussion with experts and engineers from one of the international inverter manufacturers in Germany.



PLN Enjiniring memberikan dukungan rehabilitasi ruang kelas Institut Teknologi PLN (ITPLN) sebagai wujud CSR.

PLN Enjiniring provided support for the rehabilitation of PLN Institute of Technology (ITPLN) classrooms as a form of CSR.



RUPS Laporan Pertanggungjawaban Tahunan (LPT) Tahun Buku 2022 PT PLN Enjiniring.

GMS Annual Accountability Report (LPT) for Fiscal Year of 2022 PT PLN Enjiniring.



PLN Enjiniring melakukan kegiatan eksplorasi panas bumi di Wilayah Kerja Panas Bumi (WKP) danau ranau.

PLN Enjiniring conducted geothermal exploration activities in the Ranau Lake Geothermal Working Area (WKP).



Kunjungan ke PLTU Sulawesi Selatan Barru Unit 3 (1 X 100 MW).

Visiting to PLTU of South Sulawesi Barru Unit 3 (1 X 100 MW).



Salah Satu karyawan PLN Enjiniring berhasil lolos dalam acara Australia Award Short Courses.

One of the PLN Enjiniring employees successfully passed the Australia Award Short Courses event.



27
Townhall Triwulan II
Second Quarter Town hall



29
PLN Enjiniring salurkan dana CSR melalui Program Edukasi dan Bantuan Fasilitas Pengelolaan Bank Sampah di Desa Cimekar, Bandung.

PLN Enjiniring distributed CSR funds through the Education Program and Assistance for Waste Bank Management Facilities in Cimekar Village, Bandung.



21 - 23
Conference CIGRE on Power System 2023.
CIGRE Conference on Power Systems 2023.

Juli / July



12
PLN Enjiniring melakukan kerjasama dengan IBI.
PLN Enjiniring collaborated with IBI.



13
PLNE Customer Day.
PLNE Customer Day.



14
Site survey PLTS kota Batam.
Batam City PLTS site survey.



14
General Affairs Forum: PLN Incorporated.
General Affairs Forum: PLN Incorporated.



18
PLN Enjiniring meluncurkan program CSR Edukasi.
PLN Enjiniring launched a CSR Education program.



20
Acara Khitanan massal Tahun baru Islam 1 Muharram 1445 H.
Mass circumcision event during Islamic New Year on 1 Muharram 1445 H.



21
Rapat koordinasi PLN Enjiniring semester II.
PLN Enjiniring coordination meeting for 2nd Semester.



23
Direktur Utama PLN Enjiniring terjun langsung memantau proyek kelistrikan negara.
President Director of PLN Enjiniring was directly involved in monitoring the country's electricity projects.



28
Diskusi bersama PT PLN IP dan Dirjen Perhutanan Sosial dan Kemitraan Lingkungan (PSKL) terkait proyek PLTS Bali.
Discussion with PT PLN IP and Director General of Social Forestry and Environmental Partnerships (PSKL) regarding the Bali PLTS project.

Agustus / August



04

PLN Enjiniring beri bantuan di SDN 01 Desa Haragandang.

PLN Enjiniring provided assistance at SDN 01 Haragandang Village.



08

Workshop dan mini seminar di Institut Teknologi Sepuluh November Surabaya (ITS).

Workshop and mini seminar at the Sepuluh November Institute of Technology Surabaya (ITS).



10

PLN Enjiniring meraih gold winner pada ajang TJSL dan CSR Award 2023.

PLN Enjiniring won gold winner at the 2023 TJSL and CSR Award events.



11

PLN Enjiniring Sukseskan Acara *Launching* Kapal Bermotor Listrik Berbasis Baterai dalam rangka pembentukan Ekosistem *Electric Vehicle* untuk Kelautan.

PLN Enjiniring Successfully Launched Battery-Based Electric Motorized Vessels Event in the context of establishing an Electric Vehicle Ecosystem for Maritime Affairs.



16

Direksi PLN Enjiniring Berkomitmen Selesaikan Proyek Strategis Nasional PLTMG 40MW.

The Board of Directors of PLN Enjiniring Committed to Complete the 40MW PLTMG National Strategic Project.



17

Lomba 17 Agustus-an yang diselenggarakan PLN Enjiniring.

17th competition held by PLN Enjiniring.



21-22

Appreciative Inquiry Summit.

Appreciative Inquiry Summit.



21-25

PLN Enjiniring ikuti Diskusi Teknis dan *Internship* Program Energi Baru Terbarukan (EBT).

PLN Enjiniring took part in the New Renewable Energy (NRE) Technical Discussion and Internship Program.



29

Peresmian Bank Sampah Kampung Pesantren Peduli Sampah (KAPPSA).

Inauguration of the Waste Bank for Waste Care Islamic Boarding School Village (KAPPSA).



30

PLN Enjiniring mendapatkan penghargaan 5 Star Silver di ajang penganugerahan bergengsi GRC dan Performance Excellence Award 2023.

PLN Enjiniring received the 5 Star Silver award at the prestigious GRC and Performance Excellence Award 2023.



31

Townhall meeting.

Town hall meeting.

September / September



01
PLN Enjiniring Bersiap untuk Kerjasama dengan Badan Kerjasama Jerman PTB.
PLN Enjiniring Prepared for Collaboration with the German Cooperation Agency PTB.



05
Insan PLN Enjiniring hadir *General Lecture* Direktur Utama PLN.
PLN Enjiniring personnel attended the General Lecture of the President Director of PLN.



07
PLN Enjiniring Raih Penghargaan Top GRC Awards 2023 di Ajang Penghargaan GRC Bergengsi di Indonesia.
PLN Enjiniring Won Top GRC Awards 2023 at the Prestigious GRC Awards Event in Indonesia.



07
PLN Enjiniring Berkolaborasi dengan ID Survey.
PLN Enjiniring Collaborated with ID Survey.



11
PLN Enjiniring bersama Institut Teknologi PLN sepakat jalin kerjasama melalui kegiatan Pengembangan Infrastruktur dan Ruang Kelas.
PLN Enjiniring together with the PLN Institute of Technology agreed to collaborate through Infrastructure and Classroom Development activities.



11 -12
PLNE ikut Andil dalam Mendukung *Event* Pameran Internasional dan Indonesia Carbon Capture Storage (IICCS) 2023.
PLNE Took Part in Supporting the 2023 International and Indonesia Carbon Capture Storage (IICCS) Exhibition Event.



11 -12
PLN Enjiniring berpartisipasi di Pameran Nusantara *Power Connect* 2023.
PLN Enjiniring participated in the 2023 Nusantara Power Connect Exhibition.



14
PLN Enjiniring Siap Dukung PLN dalam *Joint Study Business Development of HVDC Interconnection and Electricity Grid Component Manufacture* dengan China XD.
PLN Enjiniring Was Ready to Support PLN in Joint Study Business Development of HVDC Interconnection and Electricity Grid Component Manufacturing with China XD.



21
PLNE Berpartisipasi dalam Seminar Nasional *Recent Development in Submarine Power Cables*.
PLNE Participated in the National Seminar on Recent Development in Submarine Power Cables.



Kegiatan Multi Stakeholder Forum Dengan Prinsip 4 NO's yaitu *No Bribery, No Kickback, No Gift, No Luxurious Hospitality*.

Multi Stakeholder Forum Activities with the 4 NO's Principles, such as No Bribery, No Kickback, No Gifts, No Luxurious Hospitality.



Direktur Enjiniring PLN Enjiniring Hadiri Rapat Kerja PLN Unit Induk Pembangunan (UIP) Maluku Papua dan *Ceremony First Pouring Concrete* PLTU Sorong 4 x 7 MW.

Director of Engineering at PLN Enjiniring Attended the PLN Main Development Unit (UIP) Maluku Papua Working Meeting and the First Pouring Concrete Ceremony for PLTU Sorong 4 x 7 MW.

Oktober / October



PLN Enjiniring Berkolaborasi Dalam Rapat Kerja Tim Srikandi dan Srikandi *Connection* 2023.

PLN Enjiniring Collaborated in the 2023 Srikandi Team and Srikandi Connection Working Meeting.



PLN Enjiniring Menyelenggarakan Kegiatan Donor Darah Dalam Rangka Perayaan HUT PLNE ke-21.

PLN Enjiniring Organized Blood Donation Activities to Celebrate PLNE's 21st Anniversary.



PLN Enjiniring selenggarakan *Capacity Building*.

PLN Enjiniring organized Capacity Building.



PLN Enjiniring Ikut Terbitkan Publikasi Ilmiah dalam ICT-PEP 2023.

PLN Enjiniring Participated in Publishing Scientific Publications in ICT-PEP 2023.



Acara puncak HUT ke-21 di Halaman Gedung PUSENLIS.

The peak event of the 21st Anniversary in the PUSENLIS Building Yard.



Webinar *Recent Technology Strengthening The Grid For Energy Transition*.

Webinar on Recent Technology Strengthening The Grid For Energy Transition.



13 PLN Enjiniring Gandeng Tractebel Engineering GmbH dalam menerapkan Teknologi PLTA Pumped Storage dan BIM.

PLN Enjiniring Collaborated with Tractebel Engineering GmbH in implementing Pumped Storage Hydroelectric Technology and BIM.



19 PLN Enjiniring Jalin Kerjasama dengan Envision Energy, Co., Ltd.

PLN Enjiniring Established Collaboration with Envision Energy, Co., Ltd.



19 PLN Enjiniring Raih Penghargaan Top Human Capital Award 2023.

PLN Enjiniring Won Top Human Capital Award 2023.



23 Seminar dan Talkshow Woman Empowerment "Embracing Gender Equity in Technology and Innovation Development within Energy Sector".

Woman Empowerment Seminar and Talkshow "Embracing Gender Equity in Technology and Innovation Development within the Energy Sector".



25 PLN Enjiniring bersama dengan Det Norske Veritas (DNV) melaksanakan Kick off Meeting terkait Jasa Konsultansi Enjiniring Perencanaan Smart Control Center (SCC).

PLN Enjiniring together with Det Norske Veritas (DNV) held a Kick off Meeting regarding Smart Control Center (SCC) Planning Engineering Consultancy Services.



26 PLN Enjiniring hadir di Musyawarah Nasional Indonesian Hydropower Association (INAHA).

PLN Enjiniring attended the National Conference of the Indonesian Hydropower Association (INAHA).



27 PLN Enjiniring menghadirkan layanan managed service aset management transmisi.

PLN Enjiniring provided managed transmission asset management services.



27 PLN Group berhasil melakukan Groundbreaking PLTS Ground Mounted terbesar di Indonesia.

PLN Group succeeded in groundbreaking the largest Ground Mounted PLTS in Indonesia.



27 PLN Enjiniring sukses mendapatkan 2 (dua) penghargaan dalam ajang KIP Award 2023.

PLN Enjiniring successfully received 2 (two) awards at the 2023 KIP Award.



31 PLN Enjiniring sabet 3 (tiga) Penghargaan dalam event P2B.

PLN Enjiniring won 3 (three) awards at the P2B event.

November / November

01 - 02



Groundbreaking Pembangkit Listrik Tenaga Surya (PLTS) Ibu Kota Nusantara (IKN) 50 MW.

Groundbreaking Nusantara Capital City (IKN) 50 MW Solar Power Plant (PLTS).

09



Peresmian PLTS Terapung Cirata 192 MWp.

Inauguration of the 192 MWp Cirata Floating PLTS.

09



Peningkatan Kompetensi dan Pendayagunaan Sumber Daya dengan PT Sarana Multi Infrastruktur.

Increasing Competency and Resource Utilization with PT Sarana Multi Infrastruktur.

09



Event International, ASEAN Circular Economy Forum 2023.

International Event, ASEAN Circular Economy Forum 2023.

10



Penandatanganan Kerjasama Pengadaan Pembangunan 4 (empat) Pembangkit Listrik Tenaga Mesin Gas (PLTMG).

Signing of Cooperation for Procurement of Construction of 4 (four) Gas Engine Power Plants (PLTMG).

13



Pelaksanaan Performance Test Completion Pembangkit Listrik Tenaga Uap (PLTU).

Implementation of Performance Test Completion for Steam Power Plants (PLTU).

13 - 14



Boothcamp Srikandi yang diselenggarakan oleh PLN Unit Induk Transmisi (UIT) Jawa Bagian Barat (JBB).

Booth camp organized by PLN West Java Transmission Main Unit (UIT) (JBB).

14 - 16



Pameran dan Knowledge Hub dalam rangkaian 78th Indonesia National Electricity Day Enlit Asia 2023.

Exhibition and Knowledge Hub in the series of 78th Indonesia National Electricity Day Enlit Asia 2023.

24



Rapat Kerja Direktorat Transmisi dan Perencanaan Sistem PLN Triwulan IV tahun 2023 di Renaissance Hotel Nusa Dua.

Working Meeting of the Directorate of Transmission and System Planning of PLN Quarter IV 2023 at the Renaissance Hotel Nusa Dua.



28 PLN Enjiniring selenggarakan kegiatan *General Lecture* ke 2 untuk seluruh karyawan.
PLN Enjiniring held the 2nd *General Lecture* activity for all employees.



28 *Pre-Kick Off Project Launch Creating an Engineering Excellence Centre in PLN* yang dihadiri langsung oleh Direktur Legal dan Manajemen Human Capital PT PLN (Persero).

Pre-Kick Off Project Launch Creating an Engineering Excellence Center in PLN, attended directly by the Director of Legal and Human Capital Management of PT PLN (Persero).

Desember / December



04 Srikandi Goes to Campus di Sriwijaya Hall - Aseec Tower.

Srikandi Goes to Campus at Sriwijaya Hall - Aseec Tower.



06 Sambut transformasi Perusahaan, PLN Enjiniring menyelenggarakan *Townhall*.

Welcoming the Company's transformation, PLN Enjiniring held a *Townhall*.



07 PLN Enjiniring memperoleh penghargaan Overseas Business Achievement of the Month October 2023 pada ajang penghargaan PLN Portfolio Award 2023 yang diserahkan bersamaan dengan acara Business Development and Portfolio Leadership Forum.

PLN Enjiniring received the Overseas Business Achievement of October 2023 award at the PLN Portfolio Award 2023, handed out simultaneously with the Business Development and Portfolio Leadership Forum event.



10 Direktur Utama PLN Enjiniring, Chairani Rachmatullah bersama dengan Direktur Enjiniring PLN Enjiniring, Muhammad Firmansyah, dan Komisaris Independen PLN Enjiniring, Fritz Edward Siregar serta beberapa *runners* dari PLN Enjiniring mengikuti *event* PLN Electric Run 2023.

President Director of PLN Enjiniring, Chairani Rachmatullah together with Director of Engineering of PLN Enjiniring, Muhammad Firmansyah, and Independent Commissioner of PLN Enjiniring, Fritz Edward Siregar as well as several runners from PLN Enjiniring took part in the PLN Electric Run 2023 event.



12 Rapat koordinasi memaparkan progres dan rencana untuk penyelesaian *Project* PLTMG Luwuk 40 MW serta kesiapan Pembangkit dalam melaksanakan *First Smoke* pada akhir tahun 2023.

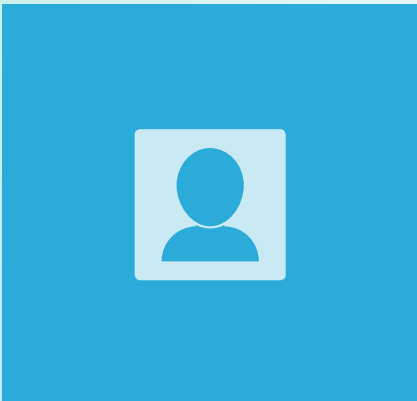
The coordination meeting explained the progress and plans for completing the 40 MW Luwuk PLTMG Project as well as the Generator's readiness to implement *First Smoke* at the end of 2023.



27 PLN Enjiniring yang diwakili oleh Sekretaris Perusahaan, Katherine Amaranila dan tim ikuti *Focus Group Discussion* (FGD) terkait Integrasi Program Tanggung Jawab Sosial Lingkungan (TJSL) di Kantor PT PLN Batam.

PLN Enjiniring, represented by the Corporate Secretary, Katherine Amaranila, and the team took part in a Focus Group Discussion (FGD) regarding the Integration of the Environmental Social Responsibility Program (TJSL) at the PT PLN Batam Office.







Laporan Direksi dan Dewan Komisaris

Board of Directors and Board of Commissioners Report

Laporan Direksi

Board of Directors Report



CHAIRANI RACHMATULLAH

Direktur Utama
President Director



Para Pemegang Saham dan Pemangku Kepentingan yang terhormat,

Puji kehadiran Tuhan Yang Maha Esa atas limpahan rahmat dan karunia-Nya kepada kita semua, di tengah kondisi perekonomian yang masih belum stabil, PLN Enjiniring mampu memberikan kinerja yang baik dengan tercapainya target-target yang telah ditetapkan. Di tahun 2023, PLN Enjiniring tetap terus berkomitmen untuk memenuhi kebutuhan nasional terkait penyediaan jasa Enjiniring untuk seluruh infrastruktur ketenagalistrikan di Indonesia terutama yang dikembangkan oleh PLN Group untuk menunjang kemajuan perekonomian, dan pada akhirnya meningkatkan kesejahteraan masyarakat Indonesia.

Pada kesempatan ini, perkenankanlah kami menyampaikan laporan jalannya kepengurusan Perusahaan selama tahun 2023 yang meliputi kinerja Perusahaan, analisis prospek Perusahaan, perkembangan penerapan tata kelola Perusahaan, penilaian kinerja Komite di bawah Direksi serta perubahan komposisi Direksi.

The Honourable Shareholders and Stakeholders,

Praise the Almighty God for His abundance of grace and blessings to all of us, amid economic conditions that are still unstable, PLN Enjiniring can provide good performance by achieving the targets that have been set. In 2023, PLN Enjiniring committed to meeting national needs related to the provision of engineering services for all electricity infrastructure in Indonesia, especially those developed by PLN Group to support economic progress, and ultimately improve the welfare of the Indonesian people.

On this occasion, please allow us to submit a report on the course of the Company's management during 2023 which includes the Company's performance, analysis of the Company's prospects, development of the implementation of corporate governance, assessment of the performance of the Committee under the Board of Directors and changes in the composition of the Board of Directors.

Analisis Atas Kinerja Perusahaan

Pertumbuhan ekonomi dunia melambat yang sebelumnya pada tahun 2022 sebesar 3,5%, menjadi 3,1% di tahun 2023. Setelah melewati fase tingginya virus Covid-19, seluruh negara berusaha untuk memulihkan ekonominya secara bertahap. Namun, terdapat desakan geopolitik, gangguan rantai pasok, inflasi tinggi, dan pengetatan kebijakan moneter yang menyebabkan lemahnya pertumbuhan ekonomi suatu negara. Deflasi atau disinflasi global telah berlangsung sejak Triwulan II 2023. Situasi ini terutama disebabkan oleh dua faktor eksternal yaitu penurunan harga komoditas dan kelebihan kapasitas industri Tiongkok. Sebagai mitra dagang terbesar Indonesia, Tiongkok saat ini tengah dilanda kelebihan kapasitas produksi di sektor industri, dan situasi ini telah memicu deflasi harga barang-barang industri dan tekanan berat pada mitra dagangnya, termasuk Indonesia.

Di sisi perekonomian Indonesia, pada tahun 2023 ekonomi Indonesia tumbuh sebesar 5,05%, lebih rendah dibanding capaian tahun 2022 yang mengalami pertumbuhan sebesar 5,31%. Pertumbuhan PDB riil Indonesia tercatat sebesar 5,05% (yoy), didukung oleh pertumbuhan 5,04% pada Triwulan IV 2023. Sementara itu, pertumbuhan ekonomi secara nominal jauh lebih tinggi, yaitu sebesar 6,66% (yoy) secara keseluruhan tahun 2023 dan hanya 3,67% pada Triwulan IV 2023. Hal ini menunjukkan adanya kesenjangan yang signifikan antara pertumbuhan PDB riil dan nominal di 2023 dan mengindikasikan terjadinya fenomena deflasi/disinflasi dalam perekonomian Indonesia. Deflasi terjadi ketika harga-harga secara umum mengalami penurunan dari waktu ke waktu. Pemerintah telah memiliki beberapa opsi kebijakan konkret untuk menanggulangi fenomena disinflasi dan dampaknya terhadap perekonomian. Pertama, dapat dilakukan ekspansi fiskal melalui peningkatan belanja negara, stimulus pajak, dan transfer tunai langsung ke masyarakat. Langkah ini diharapkan dapat mendorong permintaan agregat dan mengerek tingkat inflasi. Kedua, Bank Indonesia dapat menurunkan suku bunga acuan serta menerapkan kebijakan makroprudensial yang lebih longgar untuk meningkatkan likuiditas di sistem perbankan. Likuiditas yang cukup dapat merangsang ekspansi kredit dan pengeluaran, memberikan dorongan terhadap tingkat inflasi. Pemberian insentif pajak dan kemudahan investasi dapat mendorong ekspansi sektor industri dalam negeri, meningkatkan kapasitas produksi, dan menyebabkan inflasi dari sisi biaya (*cost push inflation*). Selain itu, untuk mendukung inflasi dari sisi permintaan, pemerintah dapat mendorong peningkatan upah minimum provinsi secara terukur. Langkah ini diharapkan dapat meningkatkan pendapatan dan daya beli masyarakat, mendukung kenaikan konsumsi, dan mendorong inflasi melalui *demand pull inflation*.

Di sisi industri engineering ketenagalistrikan, *demand* listrik di Indonesia akan terus meningkat seiring dengan pertumbuhan ekonomi yang semakin baik. Direktorat Jenderal Ketenagalistrikan Kementerian Energi dan Sumber Daya Mineral (ESDM) terus berupaya untuk meningkatkan penyediaan tenaga listrik yang cukup, andal, berkelanjutan, terjangkau dan berkeadilan. Hal

Analysis of Company Performance

World economic growth slowed down from 3.5% in 2022 to 3.1% in 2023. After passing through the high phase of the COVID-19 virus, all countries were trying to recover their economies gradually. However, geopolitical pressures, supply chain disruptions, high inflation, and tightening monetary policy caused weak economic growth in the country. Global deflation or disinflation has been ongoing since the second quarter of 2023. This situation was mainly caused by two external factors: the decline in commodity prices and China's industrial overcapacity. As Indonesia's largest trading partner, China is currently suffering from excess production capacity in the industrial sector, and this situation has triggered price deflation of industrial goods and heavy pressure on its trading partners, including Indonesia.

In terms of economy, in 2023 the Indonesian economy grew by 5.05%, lower than the achievement in 2022 which experienced a growth of 5.31%. Indonesia's real GDP growth was recorded at 5.05% (yoy), supported by 5.04% growth in the fourth quarter of 2023. Meanwhile, nominal economic growth was much higher, at 6.66% (yoy) overall in 2023 and only 3.67% in quarter four of 2023. This shows a significant gap between real and nominal GDP growth in 2023 and indicates a deflation/disinflation phenomenon in the Indonesian economy. Deflation occurs when prices generally decline over time. The government had several concrete policy options to tackle the disinflation and its economic impacts. First, there could be fiscal expansion through increased state spending, tax stimulus, and direct cash transfers to the public. This step was expected to boost aggregate demand and lift the inflation rate. Second, Bank Indonesia could lower the benchmark interest rate and implement a looser macroprudential policy to increase liquidity in the banking system. Sufficient liquidity could stimulate credit expansion and spending and boost the inflation rate. Tax incentives and ease of investment could encourage the expansion of the domestic industrial sector, increase production capacity, and cause cost-push inflation. In addition, to support demand-side inflation, the government could push a measured increase in provincial minimum wages. This step was expected to increase people's income and purchasing power, support increased consumption, and drive inflation through demand-pull inflation.

In the electricity engineering industry, electricity demand in Indonesia will continue to increase along with better economic growth. The Directorate General of Electricity of the Ministry of Energy and Mineral Resources (ESDM) strived to improve the provision of sufficient, reliable, sustainable, affordable, and equitable electricity. This was according to what was mandated by

itu sesuai dengan yang telah diamanatkan oleh undang-undang untuk menyediakan tenaga listrik bagi seluruh masyarakat Indonesia. Pemerintah terus berupaya meningkatkan konsumsi listrik perkapita. Secara tren, tercatat konsumsi listrik perkapita Indonesia terus meningkat sejak tahun 2017. Pada 2023 realisasi konsumsi listrik rata-rata setiap orang di Indonesia mencapai 1.285kWh/kapita, angka ini meningkat dari 1.173 kWh/kapita pada 2022. Pemerintah juga tengah berupaya untuk mengoptimisasi transmisi listrik di dalam negeri guna menurunkan Biaya Pokok Penyediaan (BPP) pembangkit, agar dapat menurunkan nilai subsidi listrik. Dalam pemenuhan infrastruktur ketenagalistrikan, realisasi pemenuhan gardu induk mencapai 5.660 MVA, menembus 145% dari target sebesar 3.900 MVA. Untuk pembangkit dari target 5.511,69 MW, realisasi yang dapat dicapai sebesar 4.182,2 MW atau sekitar 76%. Infrastruktur transmisi tercapai sebesar 2.806,2 kms dari target 3.519,5 kms atau 79,73%. Sementara itu, pada bidang teknik, lingkungan, dan investasi ketenagalistrikan, selama tahun 2023, susut jaringan berhasil mencapai 8,74% dari target 8,78% atau mencapai 100,4%, karena semakin kecil susut jaringan maka semakin baik. Disusul adanya penurunan emisi CO2 sebesar 15,32 juta ton CO2, dari target yang dicanangkan sebesar 5,91 juta ton CO2, atau mencapai 259% dari target.

Dalam menghadapi kondisi perekonomian dan industri engineering ketenagalistrikan tersebut, Perusahaan telah menetapkan berbagai strategi usaha yang diperlukan. Dalam perumusan strategi dan kebijakan strategis Perusahaan, Direksi telah memimpin penyusunan Rencana Kerja dan Anggaran Perusahaan (RKAP) dan Rencana Jangka Panjang Perusahaan (RJPP) yang memuat kebijakan dan strategi Perusahaan. Direksi memastikan implementasi strategi dengan melakukan evaluasi untuk memastikan efektivitas penerapan strategi yang telah ditetapkan berdasarkan laporan-laporan yang disampaikan secara berkala kepada Direksi serta pembahasan pada berbagai rapat Direksi dan manajemen. Dengan peranan Direksi tersebut, Perusahaan berhasil memenuhi target kinerja Perusahaan.

PLN Engineering telah menetapkan strategi dan kebijakan yang berdasar pada Rencana Kerja dan Anggaran Perusahaan Tahun 2023. Dalam rencana jangka panjang, *scenario planning* yang digunakan PLN Engineering adalah *accelerated renewable with energy development* (pengembangan dari *accelerated renewable with coal phase down*) yang juga sebagai upaya mencapai *net zero emission* 2026. Tidak hanya itu, untuk mewujudkan visi tahun 2028, PLN Engineering juga perlu mempertimbangkan kemampuan kompetensi para insinyur PLN Engineering terutama terkait dengan Pembangkit, Transmisi, Gardu Induk, dan teknologi lainnya yang berorientasi pada EBT dan teknologi “hijau”. Agar realisasi rencana jangka panjang lebih efektif serta memiliki pondasi yang kokoh untuk mewujudkan visi PLN Engineering 2028 maka PLN Engineering menetapkan 6 (enam) isu strategis, *action plan*, dan 6 (enam) program prioritas pada tahun 2023 sebagai berikut:

law to provide electricity for all Indonesian people. The government continued to increase electricity consumption per capita. By trend, Indonesia’s electricity consumption per capita has continued to rise since 2017. In 2023, the realization of average electricity consumption per person in Indonesia reached 1,285 kWh/capita, an increase from 1,173 kWh/capita in 2022. The government was also working to optimize electricity transmission in the country to reduce the cost of supply (BPP) of power plants, to reduce the value of electricity infrastructure, the realization of substation fulfillment reached 5,660 MVA, exceeding 145% of the target of 3,900 MVA. For plants from the target of 5,511.69 MW, the realization that could be achieved was 4,182.2 MW or around 76%. The transmission infrastructure achieved 2,806.2 kms from the target of 3,519.5 kms or 79.73%. Meanwhile, in engineering, environment, and electricity investment, the network shrinkage reached 8.74% of the target of 8.78% or 100.4% during 2023, because the smaller the shrinkage, the better. This was followed by a decrease in CO2 emissions by 15.32 million tons of CO2, from the target of 5.91 million tons of CO2, or reaching 259% of the target.

In facing the economic conditions and the electricity engineering industry, the Company has established various necessary business strategies. In formulating the Company’s strategic strategies and policies, the Board of Directors has led the preparation of the Company’s Work Plan (RJPP) which contains the Company’s policies and strategies. The Board of Directors ensures the implementation of the Company’s strategy by conducting evaluations to ensure the effectiveness of those set by the Board of Directors and management meetings. With the role of the Board of Directors, the Company succeeded in meeting the Company’s performance targets.

PLN Engineering has set strategies and policies based on the Company’s 2023 Work Plan and Budget. In the long-term plan, the scenario planning used by PLN Engineering was accelerated renewable with energy development (development of accelerated renewable with coal phase down) which was also an effort to achieve net zero emission 2026. Not only that, to realize the vision of 2028, PLN Engineering also needed to consider the competence capabilities of PLN Engineering engineers, especially related to Generation, Transmission, Substation, and other technologies oriented towards NRE and “green” technology. For the realization of long-term plans to be more effective and have a solid foundation to realize the vision of PLN Engineering 2028, PLN Engineering set 6 (six) strategic issues, action plans, and 6 (six) priority programs in 2023 as follows:

1. Isu Strategis. PLN Enjiniring merumuskan 6 (enam) isu strategis untuk dicapai pada tahun 2023 sebagai bagian dari upaya mewujudkan target jangka panjang yang telah tercantum pada RJPP. Adapun, isu strategis pada tahun 2023 yaitu, Permintaan Pasar dan Kesiapan Organisasi, *Recurring Income*, Enjiniring dan EPC, *Engineering Excellence Centre*, *Environment-Social-Governance* (ESG), serta *Guardian Spending*.
 2. *Action Plan*. Upaya PLN Enjiniring untuk merealisasikan isu strategis yang telah direncanakan tertuang dalam *action plan* 2023 yang dituangkan dalam 5 (lima) cara yaitu,
 - a. Upaya Menyukseskan Isu Strategis No. 1 dan 6 yaitu dengan memastikan kebijakan strategis Perencanaan PT PLN (Persero) (DIV RKO) dan Edaran Direksi Standar Pengelolaan Enjiniring Untuk Proyek Ketenagalistrikan PT PLN (Persero) (DIMES).
 - b. Upaya Menyukseskan Isu Strategis No. 1 dan 5 yaitu dengan dukungan DIT LHC PLN untuk penguatan tim enjiniring melalui penarikan enjinir PLN Enjiniring dan mengembangkan pola Kerjasama baru untuk optimalisasi Enjinir PLN Group (Pusat Penelitian dan Pengembangan, Pusat Manajemen Proyek, Expert PLN, eks DIVPET)
 - c. Upaya Menyukseskan Isu Strategis No. 1, 2, 3 dan 5 yaitu dengan kemitraan strategis dengan pihak internal dan eksternal untuk pengembangan bisnis dan *capacity building*.
 - d. Upaya Menyukseskan Isu Strategis No. 5 yaitu dengan kepastian penyelesaian penugasan enjiniring dan Pengamanan data PLN.
 - e. Upaya Menyukseskan Isu Strategis No. 1 dan 4 yaitu dengan memastikan kesiapan organisasi dan sumber daya.
 3. Program Prioritas Perseroan Tahun 2023. Untuk mewujudkan tercapainya isu strategis, PLN Enjiniring juga merancang 6 (enam) program prioritas tahun 2023 sebagai salah satu implementasi strategi jangka pendek. PLN Enjiniring merumuskan 6 (enam) program prioritas pada tahun 2023 yakni, *Project Preparation*, *Recurring Income*, Pembangkit Listrik Tenaga Mesin Gas (PLTMG) Luwuk 40 Mega Watt (MW), *Engineering Excellent Centre* dan *Environment Social Governance* (ESG), *Environment Social Governance* (ESG), serta tiga tahap penyelesaian Crompton Prima Switchgear Indonesia (CPSI).
1. Strategic Issues. PLN Enjiniring formulated 6 (six) strategic issues to be achieved by 2023 as part of the effort to realize the long-term targets listed in the RJPP. The strategic issues in 2023 were Market Demand and Organizational Readiness, Recurring Income, Engineering and EPC, Engineering Excellence Centre, Environment-Social-Governance (ESG), and Guardian Spending.
 2. Action Plan. PLN Enjiniring's efforts to realize the strategic issues that have been planned were contained in the 2023 action plan which was outlined in 5 (five) ways, namely,
 - a. Efforts to succeed in Strategic Issues No. 1 and 6, by ensuring the strategic policy of PT PLN (Persero) Planning (DIV RKO) and Circular of Directors of Engineering Management Standards for PT PLN (Persero) (DIMES).
 - b. Efforts to succeed in Strategic Issues No. 1 and 5, with the support of DIT LHC PLN for strengthening the engineering team through the withdrawal of PLN Enjiniring engineers and developing new cooperation patterns for the optimization of PLN Group Engineers (Research and Development Center, Project Management Center, PLN Expert, former DIVPET)
 - c. Efforts to succeed in Strategic Issues No. 1, 2, 3, and 5, by strategic partnerships with internal and external parties for business development and capacity building.
 - d. Efforts to succeed in Strategic Issues No. 5, by ensuring the completion of engineering assignments and securing PLN data.
 - e. Efforts to succeed in Strategic Issues No. 1 and 4, by ensuring organizational and resource readiness
 3. Company Priority Programs in 2023. To realize the achievement of strategic issues, PLN Enjiniring also designed 6 (six) priority programs in 2023 as one of the implementations of short-term strategies. They were Project Preparation, Recurring Income, Gas engine Power Plant (PLTMG) Luwuk 40 Mega Watt (MW), Engineering Excellent Centre and Environment Social Governance (ESG), Environment Social Governance (ESG), as well as three stages of completion of Crompton Prima Switchgear Indonesia (CPSI).

Berdasarkan strategi yang telah diterapkan, pada tahun 2023 PLN Enjiniring telah menghasilkan kinerja yang baik dan telah sesuai dengan yang ditargetkan. PLN Enjiniring menghasilkan laba pada periode tahun berjalan sebesar Rp106,52 miliar, atau tercapai 103,99% dari target RKAP tahun 2023 sebesar Rp102,42 miliar. Realisasi pendapatan tahun 2023 adalah sebesar Rp867,84 miliar atau tercapai 96,37% dibandingkan dengan target RKAP tahun 2023 yang sebesar Rp900,55 miliar. Realisasi pendapatan sedikit berada di bawah target, salah satunya disebabkan oleh penyelesaian pekerjaan proyek PLTMG Luwuk yang meluncur ke tahun 2024.

Based on the strategies implemented, in 2023, PLN Enjiniring has produced a good performance and has been according to the target. PLN ENjiniring generated profit in the current year period of IDR106.52 billion, or 103.99% of the 2023 RKAP target of IDR102.42 billion was achieved. Revenue realization in 2023 was IDR867.84 billion, or 96.37% compared to the 2023 RKAP target of IDR900.55 billion. Revenue realization was slightly below the target, one of which was due to the completion of the Luwuk PLTMG project which slid into 2024.

Dari sisi operasional, pencapaian jasa enjiniring Perusahaan antara lain, nilai perolehan kontrak baru bidang pembangkit pada tahun 2023 adalah sebesar Rp347,02 miliar, meningkat 95,42% dibandingkan perolehan nilai kontrak di tahun 2022 yaitu sebesar Rp177,57 miliar. Demikian pula dengan nilai perolehan kontrak baru bidang transmisi dan distribusi pada tahun 2023 adalah sebesar Rp311,42 miliar, meningkat 153,70% dibandingkan perolehan nilai kontrak di tahun 2022 yaitu sebesar Rp122,75 miliar. Nilai perolehan kontrak baru bidang konstruksi pada tahun 2023 adalah sebesar Rp17,13 miliar, meningkat 29,71% dibandingkan perolehan nilai kontrak di tahun 2022 yaitu sebesar Rp13,20 miliar. Jumlah nilai perolehan kontrak baru bidang pengembangan enjiniring pada tahun 2023 adalah sebesar Rp80,77 miliar, meningkat 100,00% dibandingkan tahun sebelumnya. Kemudian, dari jasa non enjiniring pencapaian pada tahun 2023 yaitu, pekerjaan proyek PLTMG Luwuk tahun 2023 sebesar Rp155,11 miliar, meningkat 100,00% dibandingkan dengan tahun 2022.

Dari sisi keuangan, Pendapatan tahun 2023 mencapai Rp867,84 miliar, meningkat 61,82% dibandingkan dengan tahun 2022 yang mencapai Rp536,30 miliar. Peningkatan pendapatan tersebut secara tidak langsung meningkatkan laba tahun berjalan Perusahaan. Laba tahun berjalan tahun 2023 mencapai Rp106,52 miliar, meningkat 28,63% dibandingkan dengan tahun 2022 yang mencapai Rp82,81 miliar. Kemudian, aset tahun 2023 mencapai Rp1,34 triliun, meningkat 23,83% dibandingkan dengan tahun 2022 yang mencapai Rp1,08 triliun. Ekuitas tahun 2023 mencapai Rp854,05 miliar, meningkat 9,81% dibandingkan dengan tahun 2022 yang mencapai Rp777,76 miliar.

Berbagai capaian positif yang diperoleh di tahun 2023 tidak lepas dari kemampuan Perusahaan dalam menghadapi berbagai kendala. Kendala-kendala tersebut antara lain:

1. Belum memiliki kompetensi yang memadai dalam *engineering design*, khususnya pada *detail design* dan *engineering integrator* dan pada proyek enjiniring EBT.
2. Memiliki keterbatasan sumber daya *engineer* yang kompeten dan bersertifikasi internasional.
3. Sistem manajemen belum terintegrasi secara digital.
4. *Intangible assets* yang dimiliki PLNE belum diorganisir dan dibakukan perusahaan.
5. Keterbatasan dalam modal pengembangan usaha.
6. Belum terbentuknya budaya kinerja yang kohesif untuk mencapai visi.
7. Tata kelola SDM belum mendukung percepatan dan fleksibilitas pengembangan SDM.
8. Kemampuan leadership SDM dan *exposure* eksternal yang kurang.

Untuk menghadapi tantangan atau kendala yang dihadapi oleh PLN enjiniring seperti yang telah dijelaskan sebelumnya, berikut adalah beberapa langkah strategis yang dapat diambil:

1. Mengadakan program pelatihan intensif dan sertifikasi untuk meningkatkan keterampilan teknis dalam *detail design* dan peran sebagai *engineering integrator*, terutama di proyek energi baru terbarukan (EBT).

In terms of operational, the achievement of the Company's engineering services included the acquisition value of new contracts in the power plant sector in 2023 amounting to IDR347.02 billion, an increase of 95.42% compared to the acquisition value of contracts in 2022 which amounted to IDR177.57 billion. Similarly, the acquisition value of new contracts in the transmission and distribution sector in 2023 amounted to IDR311.42 billion, an increase of 153.70% compared to the acquisition value of contracts in 2022 which amounted to IDR122.75 billion. The acquisition value of new construction contracts in 2023 amounted to IDR17.13 billion, an increase of 29.71% compared to the acquisition value of contracts in 2022 which amounted to IDR13.20 billion. The total acquisition value of new contracts in engineering development in 2023, amounted to IDR80.77 billion, an increase of 100.00% compared to the previous year. Then, from non-engineering services, the achievement in 2023 was the Luwuk PLTMG project work in 2023 amounting to IDR155.11 billion, an increase of 100.00% compared to 2022.

In terms of finance, revenue in 2023 reached IDR867.84 billion, an increase of 61.82% compared to 2022 which reached IDR536.30 billion. The rise in revenue indirectly increased the Company's profit for the year. Profit for the year 2023 reached IDR106.52 billion, an increase of 28.63% compared to 2022 which reached IDR82.81 billion. Then, assets in 2023 reached IDR1.34 trillion, an increase of 23.83% compared to 2022 which reached IDR1.08 trillion. Equity in 2023 reached IDR854.05 billion, an increase of 9.81% compared to 2022 which reached IDR777.76 billion.

Various positive achievements gained in 2023 cannot be separated from the Company's ability to face obstacles. These obstacles included:

1. No sufficient competence in engineering design, especially in detail design, engineering integrators, and NRE engineering projects.
2. Having limited competent and internationally certified engineer resources.
3. The management system has not been digitally integrated.
4. Intangible assets, owned by PLNE, have not been organized and standardized by the company.
5. Limited capital for business development.
6. No cohesive performance culture has been established to achieve the vision.
7. HR governance has not supported the acceleration and flexibility of HR development.
8. HR leadership skills and lack of external exposure.

To deal with the challenges or obstacles faced by PLN Enjiniring as described earlier, the following were some strategic steps taken:

1. Conducting intensive training and certification programs to improve technical skills in detail design and the role of engineering integrator, especially in new renewable energy projects (NRE).

2. Bekerja sama dengan perusahaan dan institusi yang memiliki keahlian melalui program kemitraan untuk transfer pengetahuan dan teknologi.
 3. Membangun jalur pengembangan karir untuk *engineer* yang ada, termasuk dukungan untuk sertifikasi internasional dan peningkatan keahlian melalui program pelatihan.
 4. Mengembangkan dan mengadopsi sistem manajemen digital yang terintegrasi untuk meningkatkan efisiensi operasional dan koordinasi antar bidang.
 5. Menginisiasi program pengembangan budaya organisasi yang menekankan kerja tim, kolaborasi, dan fokus pada visi perusahaan.
 6. Mengembangkan sistem penghargaan dan pengakuan untuk mendorong perilaku yang sejalan dengan nilai dan visi perusahaan.
 7. Meningkatkan tata kelola SDM.
 8. Mendorong keterlibatan karyawan dalam jaringan profesional dan kolaborasi industri untuk memperluas wawasan dan meningkatkan *exposure* eksternal.
2. Collaborating with companies and institutions with expertise through partnership programs from knowledge and technology transfer.
 3. Establishing career development paths for existing engineers, including support for international certification and upskilling through training programs.
 4. Developing and adopting an integrated digital management system to improve operational efficiency and coordination between areas.
 5. Initiating an organization that emphasizes teamwork, collaboration, and focus on the company's vision.
 6. Developing a reward and recognition system to encourage behaviors corresponding to the company's values and vision.
 7. Improving HR governance.
 8. Encouraging employee engagement in professional networks and industry collaborations to broaden horizons and increase external exposure.

Analisis Prospek Usaha

Bank Indonesia memperkirakan pertumbuhan ekonomi global tumbuh 3,0% pada 2024. Suku bunga Fed Funds Rate (FFR) diperkirakan baru mulai menurun pada semester II 2024, sejalan dengan inflasi Amerika Serikat (AS) yang masih tinggi. Yield US Treasury kembali meningkat sejalan dengan premi risiko jangka panjang (*term-premia*). Perkembangan tersebut menyebabkan menguatnya dolar AS secara global, menahan berlanjutnya aliran masuk modal asing, dan meningkatkan tekanan pelemahan nilai tukar di negara *emerging market*. Pada tahun 2024 pertumbuhan ekonomi Indonesia akan meningkat dalam kisaran 4,7%-5,5%. Prospek ini dipengaruhi oleh membaiknya ekspor sejalan dengan peningkatan pertumbuhan ekonomi dunia serta tetap baiknya permintaan domestik didukung oleh positifnya keyakinan pelaku ekonomi. Konsumsi Rumah Tangga dan investasi, khususnya non bangunan, perlu terus didorong agar dapat mendukung pertumbuhan ekonomi yang berkelanjutan.

Pemerintah berkomitmen untuk terus melakukan transisi energi dengan mengurangi ketergantungan pada energi fosil dan mendorong penggunaan energi baru terbarukan (EBT) sebagai pengganti energi fosil dalam mencapai target pengurangan emisi karbon sebesar 32% di tahun 2030. Untuk memenuhi infrastruktur kelistrikan, Direktur Jenderal Ketenagalistrikan Kementerian ESDM pada tahun 2024 menargetkan pembangkit listrik sebesar 5.174,85 MW, transmisi sepanjang 1.692 kms, dan gardu induk 4.490 MVA. Dalam program subsidi listrik, pemerintah pada tahun 2024 menargetkan 68,31 TWh atau senilai Rp73,58 triliun dan peningkatan jumlah pelanggan listrik dipatok sebanyak 85,2 juta pelanggan, sehingga mendorong konsumsi listrik per kapita yang akan meningkat menjadi 1.448 KWh per kapita. Sementara untuk susut jaringan akan diupayakan turun di angka 8,6%. Kemudian penurunan emisi ditargetkan sebesar 6,07 juta ton CO₂. Sedangkan

Business Outlook Analysis

Bank Indonesia expected global economic growth to grow by 3.0% in 2024. The Fed Funds rate (FFR) was expected to start declining in the second semester of 2023, in line with high US inflation. US Treasury yields have increased again in line with the term-premia. These developments strengthened the US dollar globally, restrained the continued inflow of foreign capital, and increased the pressure of weakening exchange rates in emerging market countries. In 2024, Indonesia's economic growth will increase in the range of 4.7%- 5.5%. this outlook was influenced by improving exports in line with the increase in world economic growth and continued good domestic demand supported by the positive confidence of economic actors. Household consumption and investment, especially non-building need to continue to be encouraged to support sustainable economic growth.

The government committed to continuing the energy transition by reducing dependence on fossil energy and encouraging new renewable energy (NRE) as a substitute for fossil energy in achieving the carbon emission reduction target of 32% by 2030. To fulfill electricity infrastructure, the Director General of Electricity of the Ministry of Energy and Mineral Resources in 2024 targets 5,174.85 MW of power plants, 1,692 kms of transmission, and 4,490 MVA substations. In the electricity subsidy program, the government in 2024 targets 68.31 TWh or IDR73.58 trillion, and an increase in the number of electricity customers is pegged at 85.2 million customers, thus encouraging electricity consumption per capita which will increase to 1,448 KWh per capita. Meanwhile, network losses will be sought to fall at 8.6%. Then, the emission reduction is targeted at 6.07 million tons of CO₂. As for the target percentage of the Domestic Component Level (TKDN) of the electricity subsector,

untuk target persentase Tingkat Komponen Dalam Negeri (TKDN) subsektor ketenagalistrikan, pada tahun 2024 sebesar 37%, dan target investasi subsektor ketenagalistrikan sebesar USD3,1 miliar.

Berdasarkan prakiraan kondisi perekonomian global, nasional maupun industri enjiniring ketenagalistrikan, PLN Enjiniring yakin memiliki prospek yang baik di masa yang akan datang. Hal ini terlihat dari berbagai peluang yang dimiliki PLN Enjiniring antara lain sebagai berikut:

1. Dukungan kebijakan PT PLN (Persero) mengenai pengelolaan enjiniring atas investasi ketenagalistrikan kepada PLN Enjiniring
2. Adanya rencana *additional demand* dengan potensi 103 pelanggan KTT *confident level* optimis kapasitas 17.225 MVA dan 50 pelanggan KTT *confident level* pesimis kapasitas 7.483 MVA diberikan kepada PLN Enjiniring.
3. Terbukanya ekspansi bisnis enjiniring yang lebih luas, seperti *energy as services, engineering integrator, business consultancy, utility optimization, dan engineering center*.
4. Komitmen PT PLN (Persero) terhadap isu transisi energi dan *Environmental, Social, and Governance (ESG)*, yang membuka berbagai proyek infrastruktur kelistrikan baru.
5. Terbukanya jejaring kemitraan dalam dan luar negeri secara *Business to Business (B2B)*.

Berdasarkan asumsi yang telah dijabarkan di atas disertai adanya berbagai peluang, PLN Enjiniring optimis untuk dapat senantiasa meningkatkan kinerjanya dalam jangka panjang. Dengan kata lain, PLN Enjiniring memiliki prospek usaha yang sangat baik. Hal ini didukung dengan kekuatan yang dimiliki PLN Enjiniring yaitu:

1. PLN Enjiniring merupakan satu-satunya anak perusahaan yang bergerak pada bisnis enjiniring PLN Group.
2. Memiliki pengalaman usaha dalam enjiniring lebih dari 20 tahun.
3. Memiliki *intangible* aset berupa pengetahuan, data, dan pengalaman melalui karyawan PLN Enjiniring.
4. Memiliki portofolio anak perusahaan dan afiliasi yang bergerak di bidang enjiniring, manufaktur, dan pembangkitan.
5. Memiliki posisi keuangan yang sehat berdasarkan rasio kas dan rasio profitabilitas.
6. Sudah membangun kerja sama dengan *expert* internasional.
7. Memiliki 80% pegawai dengan pengalaman lebih dari 5 (lima) tahun dan sebagian besar pegawai merupakan Gen Y.

Pada tahun 2024, PLN Enjiniring akan melanjutkan strategi *Product Development, Market Development, dan Market Penetration*. Tahun 2024, PLN Enjiniring akan melanjutkan pengembangan portofolio bisnis PLN Enjiniring yang telah diinisiasi sejak tahun 2024 pada *Cluster Engineering*, yaitu: *Engineering Excellence Center, Design and Innovative Technology, Engineering Integrator, Utility Optimization, dan Engineering and Business Consultancy*. Diharapkan dengan adanya pengembangan portofolio bisnis, PLN Enjiniring dapat menambah potensi sumber *revenue* pada tahun 2024, baik *revenue* dari pekerjaan enjiniring dan potensi *revenue* untuk *beyond kWh PLN*.

in 2024 it is 37%, and the investment target for the electricity subsector is USD3.1 billion.

Based on forecasts of global and national economic conditions and the electricity engineering industry, PLN Enjiniring believes it has good prospects in the future. This can be seen from the various opportunities that PLN Enjiniring has, among others, as follows:

1. PT PLN (Persero) policy supported on engineering management of electricity investment to PLN Enjiniring
2. There was an additional demand with the potential of 103 KTT customers' confidence level optimistic capacity of 17,225 MVA and 50 KTT customers' confidence level pessimistic capacity of 7.483 MVA given to PLN Enjiniring.
3. Broad expansion of the engineering business, like energy as services, engineering integrator, business consultancy, utility optimization, and engineering center.
4. PT PLN (Persero)'s commitment to the issue of energy transition and Environmental, Social, and Governance (ESG), opening various new electricity infrastructure projects.
5. The opening of domestic and foreign partnership networks on a Business to Business (B2B) basis.

Based on the assumptions described above, along with various opportunities, PLN Enjiniring is optimistic that it can continue to improve its performance in the long term. In other words, PLN Enjiniring has good business prospects. It is supported by the strengths of PLN Enjiniring, namely:

1. PLN Enjiniring is the only subsidiary engaged in the engineering business of PLN Group.
2. Having more than 20 years of business experience in engineering.
3. Having intangible assets in the form of knowledge, data, and experience through PLN Enjiniring employees.
4. Having a portfolio of subsidiaries and affiliates engaged in engineering, manufacturing, and generation.
5. Having a healthy financial position based on cash and profitability ratio.
6. Having built cooperation with international experts.
7. 80% of employees with more than 5 (five) years of experience and most of them are Gen Y.

In 2024, PLN Enjiniring will continue the *Product Development, Market Development, and Market Penetration*. In 2024, PLN Enjiniring will continue the development of PLN Enjiniring's business portfolio that has been initiated since 2024 in the *Cluster Engineering*, namely: *Engineering Excellence Center, Design and Innovative Technology, Engineering Integrator, Utility Optimization, and Engineering and Business Consultancy*. It is expected that with the development of the business portfolio, PLN Enjiniring can increase the potential source of revenue in 2024, both from engineering work and potential revenue beyond kWh PLN.

Tata Kelola Perusahaan

Penerapan *Good Corporate Governance* (GCG) merupakan proses jangka panjang yang memberikan hasil berupa *sustainable values*. Aktualisasi GCG sebagai sebuah sistem dilakukan melalui proses internal yang melibatkan Dewan Komisaris, Direksi dan seluruh pegawai. Dalam melaksanakan penerapan GCG, PLN Enjiniring menyadari bahwa Kebijakan GCG selain menjadi acuan yang wajib diterapkan oleh Perusahaan telah menjadi *instrument* yang dibutuhkan untuk memastikan bahwa pengelolaan perusahaan berjalan dengan baik sesuai ketentuan yang berlaku. Oleh karena itu, Perusahaan menerapkan GCG pada seluruh tingkatan dan jenjang organisasi dengan berpedoman pada ketentuan dan peraturan terkait dengan pelaksanaan GCG bagi Perusahaan.

Penerapan GCG di Perusahaan bertujuan untuk mengoptimalkan nilai Perusahaan agar memiliki daya saing yang kuat, sehingga mampu mempertahankan keberadaannya dan hidup berkelanjutan untuk mencapai maksud dan tujuan Perusahaan. Penerapan GCG juga dijalankan Perusahaan untuk mendorong pengelolaan perusahaan secara profesional, efisien, dan efektif serta memberdayakan fungsi dan meningkatkan kemandirian Organ Perusahaan. Organ Perusahaan terdiri dari Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris dan Direksi, mempunyai peran penting dalam pelaksanaan GCG secara efektif. Perusahaan juga telah membentuk organ-organ pendukung GCG di bawah Komisaris, yaitu Komite Audit, Komite Manajemen Risiko dan GCG, serta Komite Nominasi dan Remunerasi. Kemudian terdapat organ pendukung GCG di bawah Direksi yang terdiri dari Sekretaris Perusahaan, Satuan Pengawasan Internal dan Satuan Pengadaan Manajemen Risiko dan Mutu.

Rapat Umum Pemegang Saham (RUPS) adalah organ Perusahaan yang merupakan wadah para Pemegang Saham untuk mengambil keputusan dengan memperhatikan ketentuan Anggaran Dasar Perusahaan dan peraturan perundang-undangan. RUPS mempunyai wewenang yang tidak diberikan kepada Direksi atau Dewan Komisaris, dalam batas yang ditentukan dalam Anggaran Dasar Perseroan dan peraturan perundang-undangan. Penyelenggaraan RUPS di Perusahaan terdiri dari RUPS Tahunan tentang persetujuan Laporan Tahunan dan RUPS Tahunan tentang Rencana Kerja dan Anggaran Perusahaan (RKAP). Pada tahun 2023, RUPS Tahunan Pengesahan RKAP dilaksanakan pada tanggal 31 Januari 2023.

Terkait dengan Dewan Komisaris, Dewan Komisaris bertugas melakukan pengawasan terhadap kebijakan pengurusan, jalannya pengurusan pada umumnya baik mengenai Perusahaan maupun usaha Perusahaan yang dilakukan oleh Direksi serta memberikan nasihat kepada Direksi untuk kepentingan Perusahaan dan sesuai dengan maksud dan tujuan Perusahaan. Dalam melaksanakan tugas dan tanggung jawab, Dewan Komisaris dibantu oleh Komite Audit, Komite Nominasi dan Remunerasi dan Komite Manajemen Risiko dan GCG. Pada tahun 2023, Dewan Komisaris telah menyelenggarakan rapat Dewan Komisaris yang efektif dan menghadiri rapat tersebut

Corporate Governance

Good Corporate Governance (GCG) implementation is a long-term process that results in sustainable values. GCG, as a system, was actualized through an internal process involving the Board of Commissioners, Board of Directors, and all employees. In implementing GCG, PLN Enjiniring realized that the GCG Policy, in addition to being a reference that must be implemented, had become an instrument needed to ensure that company management runs well according to applicable regulations. Therefore, the Company implemented GCG at all levels of the organization based on the provisions and regulations related to the implementation of GCG for the Company.

The implementation of GCG in the Company aimed to optimize the value of the Company to have strong competitiveness so that it could maintain its existence and live sustainably to achieve the Company's goals and objectives. The Company implemented GCG to encourage professional, efficient, and effective management of the company, to empower the functions, and to increase the independence of the Company's Organs. The Company's organs, consisting of the General Meeting of Shareholders (GMS), the Board of Commissioners, and the Board of Directors had an important role in the effective implementation of GCG. The Company also established GCG supporting organs under the Board of Commissioners, namely the Audit Committee, Risk Management, GCG Committee, and Nomination and Remuneration Committee. Then, GCG supporting organs under the Board of Directors consisted of the Corporate Secretary, Internal Audit Unit, and Risk Management and Quality Procurement Unit.

The General Meeting of Shareholders (GMS) is an organ of the Company which is a forum for Shareholders to make decisions with due observance of the provisions of the Company's Articles of Association and laws and regulations. The GMS has the authority not granted to the Board of Directors or the Board of Commissioners, within the limits outlined in the Company's Articles of Association and laws and regulations. The organization of the GMS in the Company consists of the Annual GMS regarding the approval of the Annual Report and the Annual GMS regarding the Company's Work Plan and Budget (RKAP). In 2023, the Annual GMS to approve the RKAP was held on January 31, 2023.

Regarding the Board of Commissioners, the Board of Commissioners was tasked with supervising the management policies, and the course of management in general both regarding the Company and the Company's business carried out by the Board of Directors and providing advice to the Board of Directors for the benefit of the Company and according to the purposes and objectives of the Company. In carrying out its duties and responsibilities, the Board of Commissioners was assisted by the Audit Committee, Nomination, and Remuneration Committee. In 2023, the Board of Commissioners organized effective Board of Commissioners meetings and attended

sesuai dengan ketentuan perundang-undangan. Sepanjang tahun 2023, Dewan Komisaris telah melaksanakan Rapat Internal Dewan Komisaris sebanyak 8 (delapan) kali dan Rapat Dewan Komisaris dengan dengan Direksi sebanyak 12 (dua belas) kali.

Terkait dengan Direksi, Direksi bertugas menjalankan segala tindakan yang berkaitan dengan pengurusan Perusahaan untuk kepentingan Perusahaan dan sesuai dengan maksud dan tujuan Perusahaan serta mewakili Perusahaan baik di dalam maupun di luar Pengadilan tentang segala hal dan segala kejadian dengan pembatasan-pembatasan sebagaimana diatur dalam peraturan perundang-undangan, Anggaran Dasar dan/atau Rapat Umum Pemegang Saham. Sepanjang tahun 2023, Direksi telah menyelenggarakan Rapat Direksi sebanyak 43 (empat puluh tiga) kali.

Penerapan tata kelola yang baik juga terlihat dari terlaksananya keterbukaan informasi. Perusahaan senantiasa menerapkan keterbukaan informasi yang dibutuhkan bagi para pemangku kepentingan. Informasi Perusahaan dapat diakses melalui situs resmi maupun laporan-laporan yang diterbitkan secara berkala, baik Laporan Tahunan, Siaran Pers, maupun laporan dari media komunikasi lainnya. Perusahaan juga senantiasa memutakhirkan Informasi yang disediakan dalam *website* Perusahaan secara berkala.

Perusahaan juga melaksanakan pengungkapan informasi penting melalui laporan tahunan. Laporan tahunan Perusahaan telah memuat antara lain, visi, misi, tujuan dan sasaran Perusahaan, kinerja keuangan dan non keuangan, detail biografi dari semua Direksi dan Dewan Komisaris, rincian kehadiran masing-masing Direksi dan Dewan Komisaris dalam semua rapat Direksi dan Dewan Komisaris yang diadakan sepanjang tahun, remunerasi anggota Direksi dan Dewan Komisaris, transaksi pihak terkait, serta kantor.

Selain itu, komitmen PLN Enjiniring terhadap tata kelola perusahaan yang baik juga tercermin dari pelaksanaan program-program keberlanjutan. Setiap perusahaan diharapkan tidak hanya berorientasi pada kepentingan korporasi, akan tetapi juga dapat memberikan nilai tambah menuju tujuan pembangunan berkelanjutan (*Sustainable Development Goals*) dengan mengadopsi program *Environmental Social Governance* (ESG). Sebagai BUMN terbesar, PT PLN (Persero) tentunya berupaya menerapkan program tersebut. Hal ini dibuktikan dalam bentuk dukungan serta komitmen penuh oleh seluruh BOD yang berada di lingkungan PLN Grup. PLN Enjiniring sendiri sebagai salah satu entitas anak usaha memiliki peranan yang cukup penting dalam mendukung program ESG. PLN Enjiniring sebagai suatu entitas anak usaha memiliki peranan yang cukup penting sesuai dengan proses bisnis yang dimiliki.

Terkait perkembangan penerapan tata kelola perusahaan di tahun 2023, PLN Enjiniring melaksanakan *Self Assessment Good Corporate Governance* (GCG) secara periodik. Pada tahun 2023 *self assessment* dilaksanakan pada tanggal 25 September 2023. Pada

them according to statutory provisions. Throughout 2023, the Board of Commissioners held 8 (eight) Internal Meetings of the Board of Commissioners and 12 (twelve) Meetings of the Board of Commissioners with the Board of Directors.

Regarding the Board of Directors, the Board of Directors was tasked with carrying out all actions related to the management of the Company for the benefit of the Company and according to the purposes and objectives of the Company and representing the Company both inside and outside the Court on all matters and all events with restrictions as stipulated in laws and regulations, the Articles of Association and/or the General Meeting of Shareholders. Throughout 2023, the Board of Directors held 43 (forty-three) Board Meetings.

Good Governance implementation can also be seen in the implementation of information disclosure. The Company always implements information disclosure needed for stakeholders. The Company's information can be accessed through the official website and reports published periodically, such as Annual reports, Press releases, and reports from other communication media. The Company also regularly updates the information provided on the Company's website.

The Company also discloses important information through the annual report. The Company's annual report contains, among others, the Company's vision, mission, goals, and objectives, financial and non-financial performance, biographical details of all Board of Directors and Board of Commissioners, details of the attendance of each Board of Directors and Board of Commissioners, detail of the attendance of each Board of Directors and Board of Commissioners in all meetings of the Board of Directors and Board of Commissioners held during the year, remuneration of members of the Board of Directors and Board of Commissioners, related party transactions, as well as the office of the Company.

In addition, PLN Enjiniring's commitment to good corporate governance was also reflected in the implementation of sustainability programs. not only every company is expected to have an orientation towards corporate interests but also additional value towards Sustainable Development Goals by adopting the Environmental Social Governance (ESG) program. As the largest SOE, PT PLN (Persero) strived to implement the program. The support and full commitment of all BODs within the PLN Group was the evidence. PLN Enjiniring as one of the subsidiary entities has an important role in supporting the ESG program according to its business processes.

Regarding the development of the implementation of corporate governance in 2023, PLN Enjiniring carried out a periodic Good Corporate Governance (GCG) Self-Assessment. In 2023 the self-assessment was carried out on September 25, 2023. In the

assessment tersebut, skor yang di peroleh Perusahaan adalah sebesar 92,032. Hasil asesmen ditindaklanjuti guna peningkatan efektivitas implementasi tata kelola perusahaan yang baik secara berkelanjutan.

assessment, the score obtained by the Company was 92.032. The assessment results were followed up by improving the effectiveness of good corporate governance implementation on an ongoing basis.

Perubahan Komposisi Anggota Direksi

Selama tahun 2023 tidak terjadi perubahan komposisi Direksi. Komposisi Direksi pada tahun 2023 adalah sebagai berikut:

Chairani Rachmatullah	: Direktur Utama / President Director
Martono	: Direktur Keuangan dan Sumber Daya Manusia / Director of Finance and Human Resources
Kurnia Rumdhony	: Direktur Pemasaran dan Pengembangan Usaha / Director of Marketing and Business Development
Muhammad Firmansyah	: Direktur Enjiniring / Director of Enjiniring

Changes in the Composition of The Board of Directors

During 2023 there were no changes in the composition of the Board of Directors. The composition of the Board of Directors in 2023 was as follows:

Penutup

Direksi menyampaikan terima kasih kepada Dewan Komisaris yang telah memberikan arahan dalam pencapaian kinerja perusahaan, sehingga perusahaan mampu memberikan kinerja yang baik di tahun 2023. Direksi memberikan penghargaan yang setinggi-tingginya atas kepercayaan, komitmen dan kerja sama dari seluruh pemangku kepentingan, khususnya kepada jajaran tim manajemen dan seluruh karyawan yang telah bekerja keras di tengah tantangan kondisi perekonomian yang masih mengalami ketidakpastian.

Direksi juga menyampaikan penghargaan dan terima kasih kepada pemerintah, regulator, masyarakat, pemegang saham, pelanggan, mitra usaha serta seluruh pegawai dan keluarga besar PLN Enjiniring atas seluruh dukungan dan kepercayaan yang telah diberikan. Semoga dengan dukungan tersebut, PLN Enjiniring akan semakin maju mewujudkan kinerja terbaik dan terus berperan dalam mensejahterakan masyarakat.

Closing

The Board of Directors would like to thank the Board of Commissioners for providing direction in achieving the company's performance so that the company can provide good performance in 2023. The Board of Directors expresses its highest appreciation for the trust, commitment, and cooperation of all stakeholders, especially the management team and all employees who have worked hard amid the challenges of economic conditions that are experiencing uncertainty.

The Board of Directors also expressed their appreciation and gratitude to the government, regulators, the community, shareholders, customers, business partners, all employees, and the extended family of PLN Enjiniring for all the support and trust that has been given. Hopefully, with this support, PLN Enjiniring will move forward to realize the best performance and continue to play a role in community welfare.

Jakarta, Agustus 2024 / Jakarta, August 2024
Atas Nama Direksi / On behalf of the Board of Directors

Chairani Rachmatullah
Direktur Utama / President Director

Laporan Dewan Komisaris

Board of Commissioners Report



BOB SARIL

Komisaris Utama
President Commissioner



Pemegang saham dan para pemangku kepentingan lainnya yang kami hormati,

Puji syukur kehadiran Allah SWT, atas berkat rahmat dan karunia-Nya, pada tahun 2023 ini PLN Enjiniring tetap tumbuh dan memberikan kinerja yang baik. Berbagai target kinerja telah tercapai dan memberikan kontribusi terhadap peningkatan kinerja keuangan maupun operasional Perusahaan.

Berikut kami sampaikan laporan pengawasan dan pemberian nasihat Dewan Komisaris terhadap jalannya kepengurusan Perusahaan untuk tahun buku 2023 yang terdiri dari penilaian atas kinerja Direksi selama tahun 2023, pandangan atas prospek usaha yang di susun oleh Direksi, penerapan tata kelola perusahaan yang baik, penilaian atas Komite di bawah Dewan Komisaris dan perubahan komposisi Dewan Komisaris.

The honorable shareholders and other stakeholders,

Praise to Allah SWT, for His blessings and grace, in 2023, PLN Enjiniring continuously grew and delivered good performance. Various performance targets had been achieved and had contributed to improve the Company's financial and operational performance.

We hereby present the report on supervision and advice provision from the Board of Commissioners regarding the management of the Company for the 2023 fiscal year, which consists of performance assessment of the Board of Directors during 2023, views on business prospects prepared by the Board of Directors, implementation of good corporate governance, assessment of the Committees under the Board of Commissioners, and changes in the composition of the Board of Commissioners.

Penilaian Kinerja Direksi

Dalam menjalankan fungsi pengawasan dan pemberian nasihat, Dewan Komisaris telah menjalankan tugas dan tanggung jawabnya sesuai dengan Anggaran Dasar dan peraturan perundang-undangan yang berlaku. Pengawasan dan pemberian nasihat kepada Direksi merupakan tanggung jawab Dewan Komisaris dalam rangka memastikan kinerja Direksi sesuai dengan yang ditargetkan. Pemberian nasihat oleh Dewan Komisaris dilakukan melalui forum Rapat Gabungan Dewan Komisaris dengan Direksi. Dewan Komisaris juga telah melaksanakan tugas, kewajiban dan tanggung jawabnya dalam melakukan pengawasan terhadap perumusan strategi dan implementasi strategi perusahaan sesuai peraturan perundang-undangan yang berlaku dan Anggaran Dasar perusahaan. Pengawasan terhadap perumusan strategi perusahaan dilaksanakan dengan melakukan pengawasan terhadap penyusunan Rencana Kerja dan Anggaran Perusahaan (RKAP) serta Rencana Jangka Panjang Perusahaan (RJPP). Sedangkan pengawasan terhadap implementasi strategi, dilakukan oleh Dewan Komisaris melalui pemantauan terhadap ketercapaian RKAP yang telah ditetapkan dengan menggunakan mekanisme pengawasan Rapat Gabungan dan RUPS RKAP.

Dalam memberikan penilaian atas kinerja Direksi, Dewan Komisaris mempertimbangkan beberapa aspek sebagai dasar penilaiannya. Aspek tersebut antara lain, kondisi perekonomian, capaian kinerja yaitu kinerja operasional dan kinerja keuangan. Penilaian atas kinerja Direksi dapat disampaikan sebagai berikut.

Perekonomian dunia mulai pulih dari efek pandemi, krisis biaya hidup, dan perang Rusia-Ukraina. Walaupun perekonomian mulai membaik, tapi laju ke depannya dapat diperkirakan akan mengalami perlambatan. Salah satunya akibat keterbatasan suplai energi, defisit pangan dan adanya pengetatan kebijakan moneter. Sebagai tambahan, kondisi ini juga memunculkan tingginya harga barang dan jasa (inflasi) di berbagai negara, tanpa terkecuali. Berdasarkan Laporan International Monetary Fund (IMF), pertumbuhan ekonomi dunia melambat yang sebelumnya pada tahun 2022 sebesar 3,5%, menjadi 3% di tahun 2023. Tidak hanya itu, nilai inflasi global juga menurun dari yang puncaknya 8,7% pada tahun 2022, menjadi sebesar 6,9% pada tahun 2023.

Tantangan perekonomian dunia telah mempengaruhi kondisi perekonomian nasional. Pada tahun 2023 Ekonomi Indonesia mengalami pertumbuhan sebesar 5,05% lebih rendah dibanding capaian tahun 2022 yang mengalami pertumbuhan sebesar 5,31%. Berdasarkan pertumbuhan lapangan usaha, sektor transportasi dan pergudangan mengalami kenaikan tertinggi sebesar 13,96%. Sementara dari komponen pengeluaran, Konsumsi Lembaga Non Profit Rumah Tangga (PK-LNPRT) mengalami pertumbuhan sebesar 9,83%. Selama tahun 2023, pertumbuhan ekonomi Indonesia dapat dikatakan tinggi dengan adanya dukungan permintaan domestik, termasuk penyelenggaraan pemilu dan investasi pembangunan Proyek Strategi Nasional (PSN), seperti Ibu Kota Nusantara (IKN). Namun, kinerja ekspor diproyeksikan belum kuat akibat ekonomi global yang melemah (Tim Badan Pusat Statistik, 2024).

Directors Performance Assessment

In conducting its supervisory and advisory functions, the Board of Commissioners has performed its duties and responsibilities in accordance with the Articles of Association and applicable laws and regulations. Supervision and advice provision to the Board of Directors are the responsibility of the Board of Commissioners to ensure that the performance of the Board of Directors is in accordance with the targets. The provision of advice by the Board of Commissioners is performed through the Joint Meeting forum of the Board of Commissioners with the Board of Directors. The Board of Commissioners has also conducted its duties, obligations, and responsibilities in supervising the formulation of strategies and implementation of the Company strategies in accordance with applicable laws and regulations and the Company's Articles of Association. Supervision of the formulation of the Company strategies is performed by supervising the preparation of the Company's Work Plan and Budget (RKAP) and the Company's Long-Term Plan (RJPP). Meanwhile, supervision of strategy implementation is conducted by the Board of Commissioners through monitoring the achievement of the stipulated RKAP using supervisory mechanism of the Joint Meeting and RKAP GMS.

In assessing the performance of the Board of Directors, the Board of Commissioners considers several aspects as the basis for its assessment. These aspects include, economic conditions, performance achievements, such as operational and financial performances. The performance assessment of the Board of Directors can be delivered as follows.

The world economy has started to recover from the effects of the pandemic, the cost-of-living crisis, and the Russia-Ukraine war. Although the economy is improving, the future pace will be expected slowing down. One of the reasons is the limited energy supply, food deficit, and the tightening of monetary policy. In addition, this condition results in high prices of goods and services (inflation) in various countries, without exception. Based on the International Monetary Fund (IMF) Report, world economic growth slowed from 3.5% in 2022 to 3% in 2023. Additionally, the global inflation rate also decreased from its peak at 8.7% in 2022 to 6.9% in 2023.

The challenges of the global economy have affected the condition of the national economy. In 2023, the Indonesian economy experienced growth of 5.05%, lower than the achievement in 2022, which grew as of 5.31%. Based on business growth, the transportation and warehousing sector experienced the highest increase of 13.96%. Meanwhile, in terms of the expenditure component, Non-Profit Household Institution Consumption (PK-LNPRT) experienced growth of 9.83%. During 2023, Indonesia's economic growth was high with the support of domestic demand, including the implementation of elections and investment in the development of National Strategy Projects (PSN), such as the Nusantara Capital City (IKN). However, export performance was projected to be weak due to the weakening global economy (Central Statistics Agency Team, 2024).

Selain kondisi perekonomian dunia dan nasional, terdapat tantangan pada industri enjiniring ketenagalistrikan. Sesuai dengan yang telah diamanatkan oleh undang-undang untuk menyediakan tenaga listrik bagi seluruh masyarakat Indonesia, Direktorat Jenderal Ketenagalistrikan Kementerian Energi dan Sumber Daya Mineral (ESDM) terus berupaya untuk meningkatkan penyediaan tenaga listrik yang cukup, andal, berkelanjutan, terjangkau dan berkeadilan. Hal tersebut dikarenakan *demand* listrik di Indonesia yang akan terus meningkat seiring dengan pertumbuhan ekonomi yang semakin baik. Konsumsi listrik perkapita Indonesia terus meningkat sejak tahun 2017 dan pada tahun 2023 realisasi konsumsi listrik rata-rata setiap orang di Indonesia mencapai 1.285kWh/kapita. Pemerintah juga tengah berupaya untuk mengoptimisasi transmisi listrik di dalam negeri guna menurunkan Biaya Pokok Penyediaan (BPP) pembangkit, agar dapat menurunkan nilai subsidi listrik.

Dewan Komisaris menilai bahwa Direksi telah menjalankan tugas dan tanggung jawabnya dengan baik. Di tengah kondisi perekonomian dan industri enjiniring ketenagalistrikan tersebut, PLN Enjiniring mampu menghasilkan kinerja yang baik. Dari sisi operasional, pada tahun 2023 beberapa nilai perolehan dari jasa enjiniring mengalami peningkatan antara lain pada nilai perolehan kontrak baru bidang pembangkit, nilai perolehan kontrak baru bidang transmisi dan distribusi, dan nilai perolehan kontrak baru bidang pengembangan enjiniring. Pencapaian terbesar yaitu pada nilai perolehan kontrak baru bidang transmisi dan distribusi yang pada tahun 2023 tercapai sebesar Rp311,42 miliar, meningkat 153,70% dibandingkan perolehan nilai kontrak di tahun 2022 yaitu sebesar Rp122,75 miliar. Sedangkan, dari jasa non enjiniring pencapaian pada tahun 2023 yaitu, pekerjaan proyek PLTMG Luwuk tahun 2023 sebesar Rp155,11 miliar, meningkat 100,00% dibandingkan dengan tahun 2022.

Dari sisi keuangan, Pendapatan tahun 2023 mencapai Rp867,84 miliar, meningkat 61,82% dibandingkan dengan tahun 2022 yang mencapai Rp536,30 miliar. Laba tahun berjalan tahun 2023 mencapai Rp106,52 miliar, meningkat 28,63% dibandingkan dengan tahun 2022 yang mencapai Rp82,81 miliar. Peningkatan Pendapatan dan Laba tahun berjalan tahun 2023 menyebabkan peningkatan aset di tahun 2023. Aset tahun 2023 mencapai Rp1,34 triliun, meningkat 23,83% dibandingkan dengan tahun 2022 yang mencapai Rp1,08 triliun. Ekuitas tahun 2023 mencapai Rp854,05 miliar, meningkat 9,81% dibandingkan dengan tahun 2022 yang mencapai Rp777,76 miliar.

Selain di sisi operasional dan keuangan, tingkat kesehatan Perusahaan juga menjadi salah satu pertimbangan Dewan Komisaris dalam melakukan penilaian atas kinerja Direksi. Penilaian tingkat kesehatan PLN Enjiniring berdasarkan Petunjuk Teknis KPI PT Prima Layanan Nasional Enjiniring tahun 2023 yang mengacu kepada Peraturan Direksi PT PLN (Persero) No. 0007.P/DIR/2022 tanggal 23 Februari 2022 tentang Manajemen Kinerja Korporasi dan Penilaian Kinerja Organisasi serta PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara dan Keputusan Menteri Badan Usaha Milik Negara Republik Indonesia nomor SK-306/

In addition to the global and national economic conditions, there are challenges in the electricity engineering industry. In accordance with the mandate of law to provide electricity for Indonesian, the Directorate General of Electricity of the Ministry of Energy and Mineral Resources (ESDM) continuously strives to improve the provision of sufficient, reliable, sustainable, affordable, and equitable electricity. It is because the demand for electricity in Indonesia will increase along with improving economic growth. Indonesia's electricity consumption per capita has increased since 2017 and, in 2023, the average electricity consumption per person in Indonesia reached 1,285 kWh/capita. The government is also striving to optimize domestic electricity transmission to reduce the Cost of Provision (BPP) of power plants and the value of electricity subsidies.

The Board of Commissioners assesses that the Board of Directors has well-performed its duties and responsibilities. During the economic conditions and the electricity engineering industry, PLN Enjiniring can produce good performance. In terms of the operational sector, in 2023, several acquisition values from engineering services increased, including the acquisition value of new contracts in the plant sector, the acquisition value of new contracts in the transmission and distribution sectors, and the acquisition value of new contracts in the engineering development sector. The largest achievement was in the acquisition value of new contracts in the transmission and distribution sectors, which reached IDR311.42 billion in 2023. It was an increase of 153.70% compared to the acquisition value of contracts in 2022, which was IDR122.75 billion. Meanwhile, from non-engineering services, the achievement in 2023 was the Luwuk PLTMG project work in 2023 amounting to IDR155.11 billion, which was an increase of 100.00% compared to 2022.

In terms of the financial sector, the 2023 revenue reached IDR867.84 billion, an increase of 61.82% compared to 2022, which reached IDR536.30 billion. Meanwhile, the 2023 profit for the year was IDR106.52 billion, an increase of 28.63% compared to 2022, which reached IDR82.81 billion. The increase in Revenue and Profit for the year in 2023 caused an increase in assets in 2023. The 2023 assets was IDR1.34 trillion, an increase of 23.83% compared to 2022, which reached IDR1.08 trillion. Then, the 2023 equity reached IDR854.05 billion, an increase of 9.81% compared to 2022, which reached IDR777.76 billion.

In addition to the operational and financial aspects, the Company's soundness level is also one of the considerations of the Board of Commissioners in assessing the performance of the Board of Directors. The assessment of the soundness level of PLN Enjiniring was based on the KPI Technical Instructions of PT Prima Layanan Nasional Enjiniring in 2023, which referred to the Board of Directors Regulation of PT PLN (Persero) No. 0007.P/DIR/2022 dated February 23, 2022 concerning Corporate Performance Management and Organizational Performance Assessment and PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate

MBU/11/2023 tentang Petunjuk Teknis Penyusunan Indikator Kinerja Utama (*Key Performance Indicator*) pada Badan Usaha Milik Negara. Berdasarkan penilaian tersebut, tingkat kesehatan PLN Enjiniring pada tahun 2023 dengan nilai "102,35".

Pandangan Atas Prospek Usaha yang Disusun Direksi

International Monetary Fund (IMF) menyebutkan pertumbuhan ekonomi global pada tahun 2024 akan melambat menjadi 2,9%, dipicu oleh perang di Ukraina, inflasi tinggi, dan kenaikan suku bunga. IMF memperkirakan inflasi global akan tetap tinggi pada tahun 2024, sebesar 4,1%. Sedangkan pada perekonomian nasional, ketahanan perekonomian Indonesia sendiri tetap terjaga dan merupakan salah satu yang terbaik di antara negara-negara G20 dan ASEAN meskipun menghadapi gejala perekonomian dunia. Di tengah menguatnya fondasi ekonomi domestik serta membaiknya prospek pertumbuhan ekonomi global, pemerintah mengestimasi pertumbuhan ekonomi Indonesia pada 2024 berada di kisaran 4,7%-5,5%.

Dari sisi industri enjiniring ketenagalistrikan, untuk memenuhi infrastruktur kelistrikan, Direktur Jenderal Ketenagalistrikan Kementerian ESDM pada tahun 2024 menargetkan pembangkit listrik sebesar 5.174,85 MW, transmisi sepanjang 1.692 kms, dan gardu induk 4.490 MVA. Dalam program subsidi listrik, pemerintah pada tahun 2024 menargetkan 68,31 TWh atau senilai Rp73,58 triliun dan peningkatan jumlah pelanggan listrik dipatok sebanyak 85,2 juta pelanggan, sehingga mendorong konsumsi listrik per kapita yang akan meningkat menjadi 1.448 KWh per kapita. Hal ini sejalan dengan komitmen Pemerintah untuk terus melakukan transisi energi dengan mengurangi ketergantungan pada energi fosil dan mendorong penggunaan energi baru terbarukan (EBT) sebagai pengganti energi fosil dalam mencapai target pengurangan emisi karbon sebesar 32% di tahun 2030.

Berdasarkan prediksi kondisi perekonomian dan industri enjiniring serta kekuatan internal PLN Enjiniring, Dewan Komisaris berpendapat bahwa prospek usaha yang telah disusun oleh Direksi sudah tepat. Dewan Komisaris berkeyakinan bahwa Perusahaan akan dapat memanfaatkan peluang yang ada di antaranya adalah dukungan kebijakan PT PLN (Persero) mengenai pengelolaan enjiniring atas investasi ketenagalistrikan kepada PLN Enjiniring, serta komitmen PT PLN (Persero) terhadap isu transisi energi dan *Environmental, Social, and Governance* (ESG), yang membuka berbagai proyek infrastruktur kelistrikan baru. Kemudian terdapat peluang yaitu rencana *additional demand* dengan potensi 103 pelanggan KTT *confident level* optimis kapasitas 17.225 MVA dan 50 pelanggan KTT *confident level* pesimis kapasitas 7.483 MVA diberikan kepada PLN Enjiniring. Terbukanya ekspansi bisnis enjiniring yang lebih luas, seperti *energy as services*, *engineering integrator*, *business consultancy*, *utility optimization*, dan *engineering center* serta terbukanya jejaring kemitraan dalam dan luar negeri secara *Business to Business* (B2B) juga merupakan peluang bagi Perusahaan dalam mengembangkan bisnis di tahun 2024.

Activities of State-Owned Enterprises and Decree of the Minister of State-Owned Enterprises of the Republic of Indonesia number SK-306/MBU/11/2023 concerning Technical Instructions for the Preparation of Key Performance Indicators in State-Owned Enterprises. Based on this assessment, the soundness level of PLN Enjiniring in 2023 had a value of "102.35".

Views on Business Prospects Prepared by The Board of Directors

The International Monetary Fund (IMF) stated that global economic growth in 2024 will slow to 2.9%, triggered by the war in Ukraine, high inflation, and rising interest rates. The IMF estimated that global inflation will be high in 2024, at 4.1%. Meanwhile, in the national economy, Indonesia's economic resilience remains well maintained and it is one of the best among the G20 and ASEAN countries, despite facing global economic turmoil. Amid the strengthening of the domestic economic foundation and improving prospects for global economic growth, the government estimates that Indonesia's economic growth in 2024 will be in the range of 4.7%-5.5%.

In terms of the electricity engineering industry sector, to fulfill the electricity infrastructure, the Director General of Electricity of the Ministry of Energy and Mineral Resources in 2024 targets a plant of 5,174.85 MW, a transmission of 1,692 kms, and a substation of 4,490 MVA. In the electricity subsidy program, the government in 2024 targets 68.31 TWh or Rp73.58 trillion and an increase in the number of electricity customers is set at 85.2 million customers, so it can encourage electricity consumption per capita, which will increase to 1,448 KWh per capita. Similarly, it is in line with the Government's commitment to continuously perform the energy transition by reducing dependence on fossil energy and encourage the use of new and renewable energy (NRE) as a substitute for fossil energy in achieving the target of reducing carbon emissions by 32% in 2030.

Based on the projection of economic conditions and engineering industry and the internal strength of PLN Enjiniring, the Board of Commissioners believes that the business prospects that have been prepared by the Board of Directors are appropriate. The Board of Commissioners believes that the Company can take advantage of the existing opportunities, including the support of PT PLN (Persero)'s policy regarding engineering management of electricity investment to PLN Enjiniring and PT PLN (Persero)'s commitment to the issue of energy transition and Environmental, Social, and Governance (ESG), which opens various new electricity infrastructure projects. Then, there is an opportunity, such as the additional demand plan with the potential of 103 optimistic KTT customers with a capacity of 17,225 MVA and 50 pessimistic KTT customers with a capacity of 7,483 MVA given to PLN Enjiniring. The opening of a wider engineering business expansion, such as energy as services, engineering integrator, business consultancy, utility optimization, and engineering center as well as the opening of domestic and foreign partnership networks on a Business to Business (B2B) basis are opportunities for the Company to develop its business in 2024.

Pandangan Atas Penerapan Tata Kelola Perusahaan

Dalam rangka pencapaian visi dan misi perusahaan, PLN Enjiniring menyusun strategi dan sasaran kinerja yang ingin dicapai. Strategi dan sasaran kinerja PLN Enjiniring disusun dengan mempertimbangkan sasaran kinerja yang ingin dicapai sesuai dengan aspirasi pemegang saham. Sebagai penerapan tata kelola perusahaan dan langkah proaktif pengelolaan pencapaian tujuan-tujuan Perusahaan, PLN Enjiniring memandang perlu untuk mengelola faktor-faktor yang dapat menghambat pencapaian visi dan misi Perusahaan. Oleh karena itu, seluruh risiko harus diperhitungkan dalam setiap aktivitas Perusahaan untuk meminimalkan kerugian serta biaya yang harus dikeluarkan terkait dengan pencapaian Rencana Kerja Anggaran Perusahaan (RKAP) dan Rencana Kerja Jangka Panjang (RJPP). Diharapkan dengan penerapan manajemen risiko efektif, PLNE dapat memaksimalkan peluang-peluang bisnis untuk menjamin keberlangsungan usaha (*going concern*), meningkatkan *shareholder value*, tata kelola perusahaan yang sehat, serta strategi Perusahaan yang terintegrasi dalam mengantisipasi perubahan yang cepat melalui penyusunan profil risiko korporat.

Dewan Komisaris berpendapat bahwa Direksi telah menerapkan GCG dengan efektif dan konsisten di 2023. Dalam menilai penerapan GCG di PLN Enjiniring, selain sistem manajemen risiko Dewan Komisaris juga memberikan penilaian terhadap sistem pengendalian internal, dan *whistleblowing system*.

Manajemen Risiko

Penerapan Manajemen Risiko PLN Enjiniring yang biasa disebut PLNE mengacu pada PLN yang dilaksanakan berlandaskan Peraturan Menteri BUMN RI Nomor Per-2/MBU/03/2023 tentang Pedoman Tata Kelola Dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara. Kebijakan Manajemen Risiko PLNE menjadi pedoman yang mengikat kepada setiap insan PLNE dalam menjalankan tugas dan aktivitasnya untuk membantu Perusahaan menangani risiko yang akan dihadapi guna meningkatkan kepuasan pemangku kepentingan.

Kebijakan Manajemen Risiko pada PLN Enjiniring yang bersifat *High Level* dan merupakan *Core Policy* berisikan tata nilai risiko dan prinsip-prinsip dasar Manajemen Risiko Terintegrasi beserta kebijakan pengaturannya, dalam bentuk:

- Statement of Corporate Intent* (SCI) No. 01.001.P/DIR/PLNE/X/2021 tentang Penerapan Manajemen Risiko Terintegrasi PT PLN Enjiniring.
- Peraturan Direksi tentang Kebijakan Strategis Manajemen Risiko Terintegrasi PT PLN Enjiniring.
- Peraturan Direksi tentang Sistem Pengendalian Internal PT PLN Enjiniring.

Tata nilai manajemen risiko yang menjadi landasan perilaku seluruh insan PLNE dalam mewujudkan praktik manajemen risiko di dalam pelaksanaan tugas dan tanggung jawabnya masing-masing dan dalam mendukung bisnis dan operasi yang dijalankan perusahaan sesuai dengan 18 panduan perilaku AKHLAK.

Views on Corporate Governance Implementation

To achieve the company's vision and mission, PLN Enjiniring prepares strategies and performance targets to be achieved. PLN Enjiniring's strategies and performance targets are prepared by considering the performance targets to be achieved in accordance with the aspirations of shareholders. In terms of the implementation of corporate governance and a proactive action in managing the achievement of the Company's goals, PLN Enjiniring considers to manage factors that can hinder the achievement of the Company's vision and mission. Therefore, all risks must be considered in every activity of the Company to minimize losses and costs that must be incurred in relation to the achievement of the Company's Work Budget Plan (RKAP) and Long-Term Work Plan (RJPP). It is expected that with the implementation of effective risk management, PLN Enjiniring can maximize business opportunities to ensure going concern, increase shareholder value, soundness corporate governance, and the Company's integrated strategy in anticipating rapid changes through the preparation of a corporate risk profile.

The Board of Commissioners argues that the Board of Directors had implemented GCG effectively and consistently in 2023. In assessing the implementation of GCG at PLN Enjiniring and the risk management system, the Board of Commissioners also provides an assessment of the internal control system and whistleblowing system.

Risk Management

The implementation of PLN Enjiniring's Risk Management, commonly referred to as PLNE, refers to PLN which is implemented based on the Regulation of the Minister of SOE of R.I. Number Per-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises. PLNE's Risk Management Policy is a binding guideline for every PLNE employees in performing their duties and activities to assist the Company in managing the dealt risks to increase stakeholder satisfaction.

The Risk Management Policy at PLN Enjiniring is High Level and it is Core Policy containing risk values and basic principles of Integrated Risk Management along with its regulatory policies, as follows:

- Statement of Corporate Intent* (SCI) No. 01.001.P/DIR/PLNE/X/2021 concerning the Implementation of Integrated Risk Management of PT PLN Enjiniring.
- Board of Directors Regulation on Integrated Risk Management Strategic Policy of PT PLN Enjiniring.
- Board of Directors Regulation on the Internal Control System of PT PLN Enjiniring.

Risk management values that are the basis for the behavior of all PLNE personnel in realizing risk management practices in carrying out their respective duties and responsibilities and in supporting the business and operations carried out by the company in accordance with the 18 AKHLAK behavioral guidelines.

Manajemen Risiko Terintegrasi yang dilakukan oleh Perusahaan dinilai sudah berjalan efektif dan memadai tercermin dari efektivitas pelaksanaan manajemen risiko mulai dari pelaksanaan pengelolaan risiko korporat, *3 lines model, 4 eyes principle*, sampai dengan pengambilan keputusan. Dewan komisaris melalui Komite Manajemen Risiko dan GCG dan Direksi bertanggung jawab untuk memastikan penerapan Manajemen Risiko Terintegrasi telah memadai sesuai dengan karakteristik, kompleksitas dan Perusahaan secara periodik. Berdasarkan hasil penelaahan yang telah dilakukan pada tahun 2023, Dewan Komisaris menilai bahwa Manajemen Risiko Terintegrasi telah dilaksanakan secara memadai.

Sistem Pengendalian Internal

Sistem pengendalian intern merupakan aspek penting dalam manajemen perusahaan yang sehat dan aman. Selain itu, sistem pengendalian intern yang efektif dapat membantu Perusahaan menjaga aset yang dimiliki, menjamin tersedianya pelaporan keuangan yang akurat, meningkatkan kepatuhan Perusahaan terhadap peraturan yang berlaku, serta mengurangi risiko terjadinya kerugian, penyimpangan dan pelanggaran aspek kehati-hatian. Penerapan sistem pengendalian intern pada tingkat Dewan Komisaris adalah dengan melakukan pengawasan dan pemberian nasehat terkait kecukupan dan kewajaran dalam pengendalian keuangan dan operasional serta pengelolaan risiko dengan memperhatikan prinsip kehati-hatian.

Perusahaan terus mendorong upaya peningkatan sistem pengendalian intern yang efektif. Pengendalian intern menjadi bagian yang terintegrasi dalam sistem dan prosedur dalam setiap kegiatan di unit kerja sehingga apabila terjadi penyimpangan, maka dapat diketahui secara dini dan dilakukan langkah perbaikan oleh unit kerja yang bersangkutan. Perusahaan memiliki Satuan Pengawasan Intern (SPI) yang berperan dalam mengevaluasi kecukupan dan efektivitas pengendalian intern yang dilakukan oleh manajemen Perusahaan. SPI senantiasa melakukan pengawasan internal dengan melakukan pendekatan sistematis agar penerapan prinsip-prinsip GCG dapat berjalan sesuai koridornya.

Perusahaan senantiasa melakukan evaluasi atas pelaksanaan sistem pengendalian intern di Perusahaan dan memberikan usulan perbaikan dalam mencapai peningkatan yang berkelanjutan dari proses lini yang ada. Segala sesuatu terkait dengan permasalahan kecukupan pengendalian intern telah dilaporkan kepada Direksi. Langkah-langkah tindak lanjut telah dilakukan untuk meminimalkan risiko. Laporan juga disampaikan kepada Dewan Komisaris melalui Komite-Komite yang telah dibentuk.

Satuan Pengawasan Intern telah melakukan evaluasi terhadap penerapan pengendalian internal Perusahaan pada 2023. Selaras dengan itu, Dewan Komisaris dengan didukung Komite Audit telah melakukan peran aktif penelaahan terhadap hasil evaluasi Satuan Pengawasan Intern. Berdasarkan evaluasi tersebut, Dewan Komisaris berpandangan bahwa pengendalian internal PLNE telah dilaksanakan secara efektif dengan perangkat penerapan yang memadai.

Integrated Risk Management performed by the Company is considered having been effective and adequate, as reflected in the effectiveness of risk management implementation starting from the implementation of corporate risk management, *3 lines model, 4 eyes principle*, to decision making. The Board of Commissioners through the Risk Management and GCG Committee and the Board of Directors are responsible for ensuring that the implementation of Integrated Risk Management is adequate in accordance with the characteristics, complexity and the Company periodically. Based on the results of the review conducted in 2023, the Board of Commissioners assesses that Integrated Risk Management had been implemented adequately.

Internal Control System

The internal control system is an important aspect in healthy and safe company management. In addition, an effective internal control system can help the Company maintain its assets, ensure the availability of accurate financial reporting, improve the Company's compliance with applicable regulations, and reduce the risk of losses, deviations and violations of prudential aspects. The implementation of the internal control system at the Board of Commissioners level is by supervising and providing advice regarding the adequacy and fairness of financial and operational control and risk management by considering the principle of prudence.

The Company continues to encourage efforts to improve an effective internal control system. Internal control is an integrated part of the system and procedures in every activity in the work unit so that if there is a deviation, it can be identified early and corrective steps can be taken by the relevant work unit. The Company has an Internal Audit Unit (SPI), which plays a role in evaluating the adequacy and effectiveness of internal control carried out by the Company's management. SPI always conducts internal supervision by taking a systematic approach so that the implementation of GCG principles can operate according to its corridor.

The Company continuously evaluates the implementation of the internal control system in the Company and provides suggestions for improvement in achieving continuous improvement of the existing line processes. Everything related to the problem of internal control adequacy has been reported to the Board of Directors. Follow-up steps have been taken to minimize risks. Reports are also submitted to the Board of Commissioners through the Committees that have been formed.

The Internal Audit Unit has conducted an evaluation of the Company's internal control implementation in 2023. Similarly, the Board of Commissioners, supported by the Audit Committee, has played an active role in reviewing the Internal Audit Unit's evaluation results. Based on this evaluation, the Board of Commissioners argues that PLNE's internal control had been implemented effectively with adequate implementation tools.

Whistleblowing System

Sesuai Peraturan Direksi PT PLN Enjiniring Nomor: 010.P/DIR/2023 tanggal 18 Oktober 2023 tentang Sistem Pengaduan Pelanggaran (*Whistleblowing System*) di lingkungan PT PLN Enjiniring, satuan kerja yang bertanggung jawab atas pelaksanaan dan pengelolaan implementasi Sistem Pengaduan Pelanggaran (*Whistleblowing System*) adalah Sekretaris Perusahaan (SEKPER) dan/atau pihak ketiga yang memiliki kompetensi pengelolaan WBS. Kemudian, dalam hal pengelolaan dilakukan oleh pihak ketiga maka mekanisme pengelolaan WBS akan diatur lebih lanjut oleh Direktur yang membawahi fungsi kepatuhan.

Pengelola WBS dilaksanakan oleh Sekretaris Perusahaan yang memiliki kompetensi pengelolaan WBS. Dalam hal pengelolaan dilakukan oleh pihak ketiga, maka mekanisme pengelolaan WBS akan diatur lebih lanjut oleh Direktur yang membawahi fungsi kepatuhan. Dewan Komisaris berperan dalam *me-review* pelaksanaan tanggung jawab terkait dengan penerapan WBS. Dewan Komisaris berpandangan bahwa penerapan WBS di Perusahaan telah berjalan dengan baik. Namun demikian, Dewan Komisaris memberikan arahan agar ke depannya penerapan WBS lebih ditingkatkan lagi efektivitasnya. Selama tahun 2023, tidak terdapat pengaduan melalui *whistleblowing system* PLN Enjiniring.

Tata Kelola Keberlanjutan

PT PLN Enjiniring berkomitmen untuk memberikan kontribusi dalam pencapaian target-target keberlanjutan yang telah ditetapkan oleh Pemerintah. Perusahaan telah menetapkan nilai keberlanjutan yaitu memberikan peran penting sebagai salah satu entitas anak PT PLN (Persero) dalam mendukung pembangunan berkelanjutan. Nilai keberlanjutan ini senantiasa disosialisasikan pada seluruh pimpinan dan karyawan Perusahaan. Beberapa bentuk nyata program PLN Enjiniring dalam mendukung *Environmental, Social and Governance* (ESG) meliputi pengelolaan lingkungan pada pembangkit termal serta penyediaan jasa teknologi *monitoring* emisi, Pembaharuan Prosedur Enjiniring dan Petunjuk Teknis Enjiniring dengan mengadopsi aspek ESG, menambahkan strategi intensif *Stakeholder Engagement Plan* (SEP) terkait peningkatan rasio elektrifikasi terutama pembangkit Energi Baru dan Terbarukan (EBT), mengadakan pelatihan terkait SDGs, program EBT dan lainnya.

Penilaian Kinerja Komite-Komite di Bawah Dewan Komisaris

Dalam melaksanakan tugas dan tanggung jawab, Dewan Komisaris dibantu oleh Komite Audit, Komite Nominasi dan Remunerasi dan Komite Manajemen Risiko dan GCG. Prosedur penilaian terhadap kinerja Komite dilakukan secara periodik. Masing-masing komite memiliki KPI yang menjadi Kriteria penilaian atas kinerja Komite di bawah Dewan Komisaris. Sepanjang tahun 2023, Dewan Komisaris menilai komite-komite tersebut telah menjalankan tugas dan tanggung jawab dalam mengawasi aspek-aspek operasional dan strategis Perusahaan dengan baik.

Whistleblowing System

According to the Board of Directors Regulation of PT PLN Enjiniring Number: 010.P/DIR/2023 dated October 18, 2023 concerning the Whistleblowing System within PT PLN Enjiniring, the work unit that is responsible for the implementation and management of the implementation of the Whistleblowing System is the Corporate Secretary (SEKPER) and/or a third party, who has the competence to manage the WBS. Then, in case the management is carried out by a third party, the WBS management mechanism will be further regulated by the Director in charge of the compliance function.

WBS management is carried out by the Corporate Secretary who has the competence to manage WBS. In case management is carried out by a third party, the WBS management mechanism will be further regulated by the Director in charge of the compliance function. The Board of Commissioners plays a role in reviewing the implementation of responsibilities related to the implementation of WBS. The Board of Commissioners is of the view that the implementation of WBS in the Company has been running well. However, the Board of Commissioners provides direction so that in the future the implementation of WBS will be further improved in its effectiveness. During 2023, there were no complaints through the PLN Enjiniring whistleblowing system.

Sustainability Governance

PT PLN Enjiniring commits to achieve the sustainability targets set by the Government. The company has set sustainability values, such as providing an important role as a subsidiary of PT PLN (Persero) in supporting sustainable development. These sustainability values are always disseminated to all leaders and employees of the Company. Some concrete forms of PLN Enjiniring programs in supporting Environmental, Social, and Governance (ESG) include environmental management in thermal plants and the provision of emission monitoring technology services, Engineering Procedure Updates and Engineering Technical Instructions by adopting ESG aspects, adding intensive to Stakeholder Engagement Plan (SEP) strategies related to increasing the electrification ratio, especially New and Renewable Energy (NRE) plants, and holding training related to SDGs, NRE programs and etc.

Performance Assessment of Committees Under The Board of Commissioners

In performing its duties and responsibilities, the Board of Commissioners is assisted by the Audit Committee, the Nomination and Remuneration Committee and the Risk Management and GCG Committee. The assessment procedure for the performance of the Committees is carried out periodically. Each committee has a KPI which is the Criteria for assessing the performance of the Committees under the Board of Commissioners. Throughout 2023, the Board of Commissioners assesses that the committees had well-performed their duties and responsibilities in supervising the operational and strategic aspects of the Company.

Perubahan Komposisi Dewan Komisaris

Selama tahun 2023, tidak terjadi perubahan komposisi Dewan Komisaris. Komposisi Dewan Komisaris pada tahun 2023 sebanyak 4 (empat) orang yang terdiri dari 1 (satu) orang Komisaris Utama, 2 (dua) orang Komisaris dan 1 (satu) orang Komisaris Independen sebagai berikut.

Bob Saril	: Komisaris Utama / President Commissioner
Edward Siagian	: Komisaris / Commissioner
Muhammad Rizali Karliansyah	: Komisaris / Commissioner
Fritz Edward Siregar	: Komisaris Independen / Independent Commissioner

Penutup

Demikian laporan tugas pengawasan Dewan Komisaris atas kinerja dan pelaksanaan usaha Perusahaan di tahun 2023. Pada kesempatan ini, Dewan Komisaris memberikan apresiasi yang tinggi terhadap komitmen dan kerja keras Direksi, manajemen, dan seluruh Pekerja sehingga PLN Enjiniring telah mampu menghadapi tantangan dan telah menyajikan kinerja yang baik di tengah kondisi yang menantang di tahun 2023.

Kepada para pemangku kepentingan lainnya, Dewan Komisaris juga mengucapkan terima kasih atas kepercayaan yang telah diberikan. Ke depannya, Dewan Komisaris sungguh berharap, seluruh jajaran Perusahaan dapat terus memberikan yang terbaik bagi Perusahaan di masa yang akan datang.

Changes to the Composition of The Board of Commissioners

During 2023, there was no change in the composition of the Board of Commissioners. The composition of the Board of Commissioners in 2023 was 4 (four) people, consisting of 1 (one) President Commissioner, 2 (two) Commissioners, and 1 (one) Independent Commissioner as follows.

Closing

The report of the Board of Commissioners' supervisory duties on the performance and implementation of the Company's business in 2023 has been presented comprehensively above. On this occasion, the Board of Commissioners expresses its high appreciation for the commitment and hard work of the Board of Directors, management, and employees so that PLN Enjiniring has been able to deal challenges and presented good performance amidst challenging conditions in 2023.

To other stakeholders, the Board of Commissioners also expresses its gratitude for the trust that has been given. In the future, the Board of Commissioners sincerely hopes that all levels of the Company can continuously provide the best for the Company.

Jakarta, Agustus 2024 / Jakarta, August 2024

Atas Nama Dewan Komisaris / On Behalf of the Board of Commissioners



Bob Saril

Komisaris Utama / President Commissioner

Surat Pernyataan
Anggota Direksi dan Anggota Dewan Komisaris
tentang Tanggung Jawab Atas Laporan Tahunan Tahun 2023
PT Prima Layanan Nasional Enjiniring

Kami yang bertanda tangan di bawah ini menyatakan bahwa semua informasi dalam Laporan Tahunan PT Prima Layanan Nasional Enjiniring tahun 2023 telah dimuat secara lengkap dan bertanggung jawab penuh atas kebenaran isi Laporan Tahunan perusahaan.

Demikian pernyataan ini dibuat dengan sebenarnya.

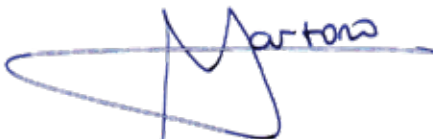
Jakarta, Agustus 2024

DIREKSI
Directors



Chairani Rachmatullah

Direktur Utama
President Director



Martono

Direktur Keuangan, Manajemen Risiko
dan Human Capital *)
Director of Finance, Risk Management
and Human Capital *)



Kurnia Rumdhony

Direktur Pemasaran
dan Pengembangan Usaha
Director of Marketing
and Business Development



Kurnia Rumdhony

PLT Direktur Enjiniring **)
PLT Director of Engineering **)

* Terdapat perubahan nomenklatur dari Direktur Keuangan dan Sumber Daya Manusia menjadi Direktur Keuangan, Manajemen Risiko dan Human Capital pada tanggal 25 Juli 2024.

* There is a change in nomenclature from Director of Finance and Human Resources to Director of Finance, Risk Management and Human Capital on July 25, 2024.

** Mulai merangkap jabatan sebagai PLT Direktur Enjiniring per tanggal 13 Agustus 2024.

** Started concurrently as PLT Director of Engineering as of August 13, 2024.

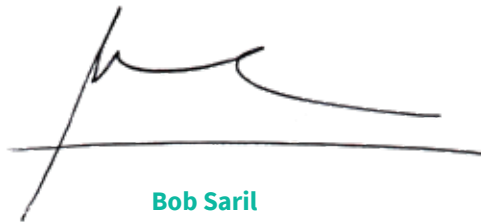
Statement Letter
Members of Directors and Members of the Board of Commissioners
about Responsibility for Annual Report 2023
PT Prima Layanan Nasional Enjiniring

We, the undersigned, declare that all information in the Annual Report of PT Prima Layanan Nasional Enjiniring 2023 has been published in its entirety and we are fully responsible for the correctness of the contents of the company's Annual Report.

This statement was made with actual.

Jakarta, August 2024

DEWAN KOMISARIS
Board of Commissioners



Bob Saril
Komisaris Utama
President Commissioner



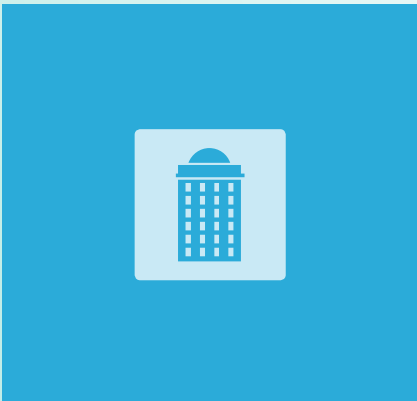
Edward Siagian
Komisaris
Commissioner



Muhammad Rizali Karliansyah
Komisaris
Commissioner



Fritz Edward Siragar
Komisaris Independen
Independent Commissioner





Profil Perusahaan

Company Profile

Identitas Perusahaan

Company Identity



Nama Perusahaan / Company Name:
PT Prima Layanan Nasional Enjiniring

Nama Panggilan / Company's nickname:
PLN Enjiniring



Status Perusahaan / Company Status:
Entitas anak PT Perusahaan Listrik Negara (Persero)
A subsidiary of PT Perusahaan Listrik Negara (Persero)



Kepemilikan / Ownership:
PT Perusahaan Listrik Negara (Persero) **99.90%**
Yayasan Pendidikan dan Kesejahteraan PLN (Persero) **0.1%**



Bidang Usaha / Business Activity:
Enjiniring, pengadaan dan konstruksi, operasi, pemeliharaan pada sektor ketenagalistrikan dan konstruksi, operasi, pemeliharaan pada sektor ketenagalistrikan dan non ketenagalistrikan
Engineering, procurement and construction, operation, maintenance in the power sector and construction, maintenance in the power and non-power sectors



Akses Informasi / Access to Information:

**Sekretaris Perusahaan
Company Secretary**

Anita Widhiastuti
Email : anita.widhiastuti@plne.co.id
Telp : (021) 560 8432

Alamat Kantor Pusat

Head Office Address
Jalan Aipda K.S. Tubun I No.2 - Jakarta 11420
Telp : (021) 560 8432, 560 9044, 560 8918
Email : contact@plne.co.id
Web : www.plne.co.id

Media Sosial:

Social Media

 : pln_enjiniring
 : @enjiniring
 : PT PLN Enjiniring
 : @pln_enjiniring
 : PLN Enjiniring



**Tanggal Pendirian /
Date of Establishment:**
3 Oktober 2002
October 3, 2002



**Dasar Hukum Pendirian /
Legal Basis of Establishment:**
Akta Nomor 9 oleh Notaris Haryanto, SH
Deed Number 9 by Notary Haryanto, SH



**Modal Dasar /
Authorized Capital:**
Rp25.000.000.000



**Modal Ditempatkan dan Disetor Penuh /
Issued Capital and Fully Paid-up:**
Rp25.000.000.000

Nama dan Alamat Kantor Representatif dan Pabrik

Name and Address of Representative Office and Factory

Kantor Representatif / Representative Office

CNG Plant Bangkanai Desa Karendan,
Kec. Lahei, Kab. Barito Utara, Kalimantan Tengah
Telp : (021) 560 8432, 560 9044, 560 8918
Email : contact@plne.co.id
Web : www.plne.co.id

Pabrik / Factory

Kawasan Industri Modern Cikande
Modern Cikande Industrial Estate
Jl. Modern Industri VI Blok A No. 4 Desa Nambo Ilir Kec.
Kibin Serang – Banten 42185
Telp : (0254) 840 8448
Fax : (0254) 840 8848
Email : contact@plne.co.id
Web : www.plne.co.id

Brand Perusahaan

Company Brand

Logo Monolitik

Logo tipe Monolitik adalah logo yang menggunakan logo resmi perusahaan induk sebagai logo utama yang menopang seluruh elemen logo. Logo anak perusahaan sendiri akan tampak seakan lebih muda daripada logo perusahaan induk dan menunjukkan saling keterkaitan dalam satu keluarga yang kuat di bawah naungan PLN group.

Filosofi Logo

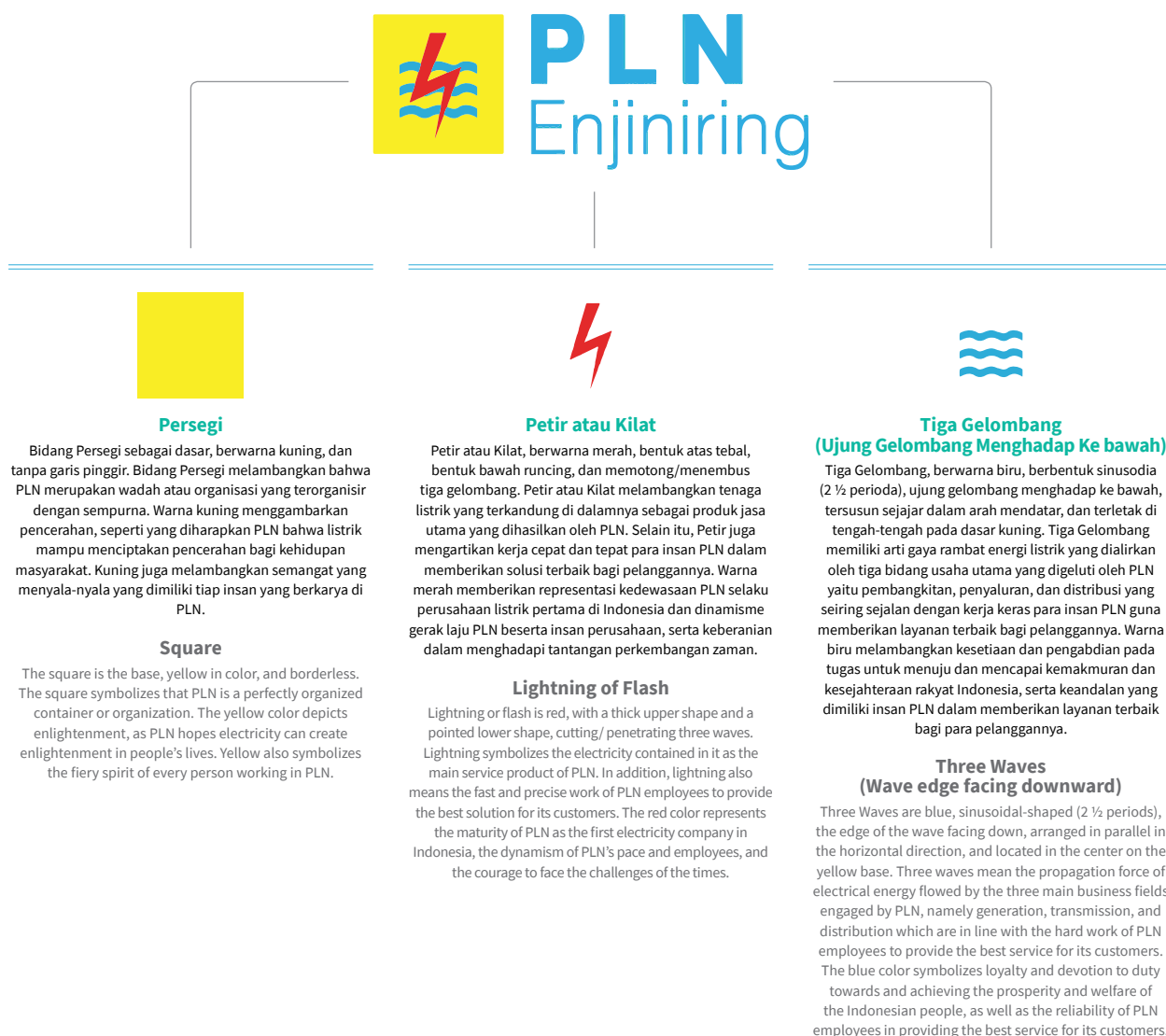
Masing-masing bentuk dan warna dari elemen yang tersusun dalam logogram memiliki makna visual yang terinspirasi dari cita dan citra insan PLN sebagai sumber daya utama pengelola bisnis perusahaan.

Monolithic Logo

A Monolithic type logo uses the official logo of the parent company as the main logo that supports all logo elements. The subsidiary's logo will appear lighter than the parent company's logo and show the interconnectedness of a strong family under the PLN group.

Logo Philosophy

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





Logogram

Logotype

Komponen Logo

Logo PLN terdiri dari komponen logogram dan *logotype*. Dalam pengaplikasiannya pada berbagai media, kedua komponen logo ini tidak boleh dipisah. Logogram tersusun dari tiga elemen visual yang tidak terpisahkan, bentuk persegi sebagai dasar dari petir dan tiga gelombang dengan tampilan warna bermuatan filosofi visual sesuai cita dan citra korporat.

Logotype berupa akronim dari kalimat Perusahaan Listrik Negara (PLN) secara eksklusif disusun dari karakter huruf yang khas, sehingga memiliki standar khusus dan identitas berupa huruf yang hanya dimiliki PLN.

Logo Components

PLN logo consists of logogram and logotype components. These two logo components should not be separated in their application on various media. The logogram consists of three inseparable visual elements, a square as the basis of lightning and three waves with a color display charged with visual philosophy according to the corporate mind and image.

The logotype which is in the form of an acronym of the phrase Perusahaan Listrik Negara (PLN) is exclusively composed of distinctive letter characters. Therefore, it has a special standard and identity in the form of letters that belong only to PLN.

Riwayat Singkat Perusahaan

A Brief Company History

PT Prima Layanan Nasional Enjiniring ("Perusahaan") didirikan di Jakarta berdasarkan Akta Notaris No. 9 tanggal 3 Oktober 2002 dari Haryanto S.H., notaris di Jakarta. Akta pendirian ini disahkan oleh Kementerian Kehakiman dan Hak Asasi Manusia dalam Surat Keputusan No.C-00184.HT.01 .01TH.2003 tanggal 6 Januari 2003 serta diumumkan dalam Berita Negara No. 19, Tambahan No. 1891 tanggal 7 Maret 2003.

Akta Notaris Perusahaan telah mengalami beberapa kali perubahan, terakhir dengan Akta Notaris No. 307 tanggal 31 Januari 2023 dari Monadha, S.H., M.Kn., mengenai persetujuan rencana kerja dan anggaran Perusahaan dan persetujuan kontrak manajemen.

Perusahaan berdomisili di Jakarta. Kantor pusat berkedudukan di Jalan KS Tubun I No. 2, Jakarta. Perusahaan merupakan entitas anak Perusahaan Perseroan (Persero) PT Perusahaan Listrik Negara ("PLN"). Kegiatan komersial Perusahaan dimulai pada tanggal 1 Januari 2003.

PT Prima Layanan Nasional Enjiniring ("the Company") was established in Jakarta based on Notarial Deed No. 9 dated October 3, 2002, of Haryanto S.H., a notary in Jakarta. This deed establishment was authorized by the Ministry of Justice and Human Rights in Decree No.C-00184.HT.01 .01TH.2003 dated January 16, 2003, and announced in the State Gazette No. 19, Supplement No. 1891 dated March 7, 2003.

The Company's Notarial Deed has been ended several times, most recently by Notarial Deed No. 307 dated January 31, 2023, from Monadha, S.H., M.Kn., regarding the approval of the Company's work plan and budget and the approval of the management contract.

The company is domiciled in Jakarta. The head office is at Jalan KS Tubun I No. 2, Jakarta. The Company is a subsidiary (Persero) of PT Perusahaan Listrik Negara ("PLN"). The company's commercial activities commenced on January 1, 2003.

Keterangan Perubahan Nama

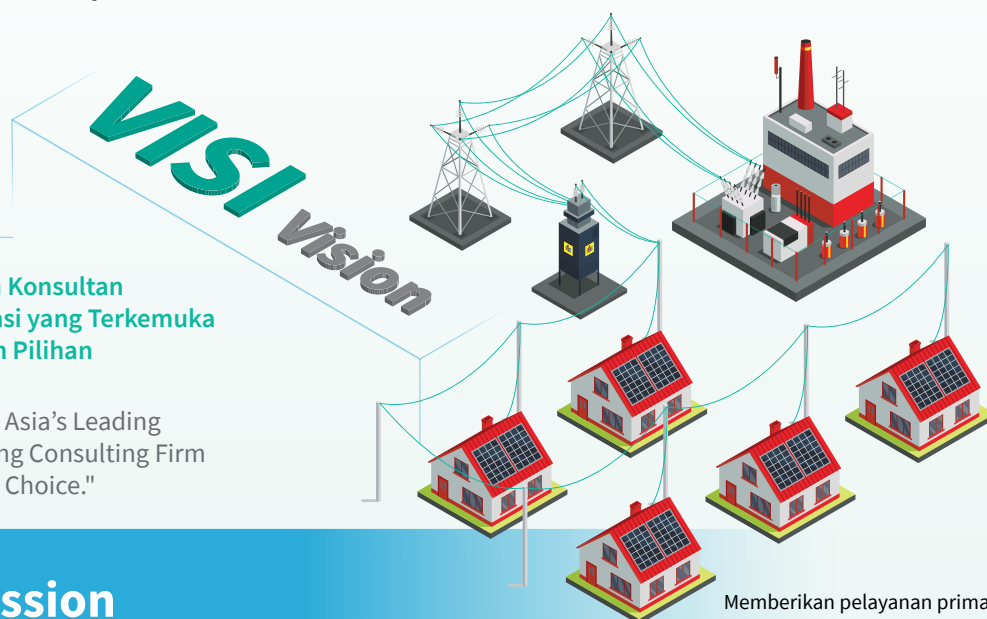
Sejak awal didirikan hingga saat ini, PLN Enjiniring tidak pernah mengalami pergantian dan perubahan nama perusahaan.

Description of Name Change

Since its establishment until now, PLN Enjiniring has never experienced an alteration or a change of a company name.

Visi, Misi dan Budaya Perusahaan

Vision, Mission and Corporate Culture



" Menjadi Perusahaan Konsultan Enjiniring Terintegrasi yang Terkemuka se Asia Tenggara dan Pilihan No. 1 Pelanggan. "

" Becoming Southeast Asia's Leading Integrated Engineering Consulting Firm and Customer's No.1 Choice."

MISI Mission

Memberikan pelayanan prima:
Providing excellent services:



Menyediakan solusi enjiniring terintegrasi dibidang ketenagalistrikan dengan melakukan optimasi efisiensi biaya secara keseluruhan bagi Pemberi Kerja.

Providing integrated engineering solutions in the field of electricity by optimizing overall cost efficiency for the Employer.



Menyediakan jasa enjiniring, jasa enjiniring untuk pengadaan serta jasa enjiniring untuk konstruksi yang terkemuka dan memiliki keunggulan daya saing.

Providing engineering services, for procurement and construction.



Meningkatkan kepuasan dan loyalitas pelanggan.

Increasing customer satisfaction and loyalty

Review Visi dan Misi oleh Dewan Komisaris dan Direksi

Pada tahun 2023, Dewan Komisaris dan Direksi telah melakukan review terhadap visi dan misi Perusahaan. Dewan Komisaris dan Direksi menilai bahwa pada tahun 2023 visi dan misi Perusahaan masih relevan dengan kondisi serta strategi yang di jalankan oleh PLN Enjiniring sehingga tidak ada perubahan visi dan misi.

Review of Vision and Mission by The Board of Commissioners and Directors

In 2023, the Board of Commissioners and Directors reviewed the Company's vision and mission. The Board of Commissioners and Directors assessed that in 2023 the Company's vision and mission were still relevant to the conditions and strategies carried out by PLN Enjiniring so there were no changes to the vision and mission.

Tata Nilai dan Budaya Perusahaan

Corporate Values and Culture

PLN Enjiniring menanamkan nilai-nilai budaya yang kuat dalam menjalin hubungan yang berkesinambungan dengan para pemangku kepentingan. Hal ini tidak lepas dari tata nilai budaya Perusahaan yang disebut AKHLAK.



Memegang teguh kepercayaan yang diberikan.

Upholding the trust given.

Panduan perilaku:

1. Memenuhi janji dan komitmen.
2. Bertanggung jawab atas tugas, keputusan, dan tindakan yang dilakukan.

Action guidelines:

1. Fulfilling promises and commitments.
2. Taking responsibility for tasks, decisions, and actions undertaken.

Terus belajar dan mengembangkan kapabilitas.

Keep learning and developing capabilities.

Panduan perilaku:

1. Meningkatkan kompetensi diri untuk menjawab tantangan yang selalu berubah.
2. Membantu orang lain belajar.
3. Menyelesaikan tugas dengan kualitas terbaik.

Action guidelines:

1. Improving self-competence to meet the ever-changing challenges.
2. Helping others learn.
3. Completing tasks with the best quality.

Saling peduli dan menghargai perbedaan.

Caring for each other and respecting differences.

Panduan perilaku:

1. Menghargai setiap orang apapun latar belakangnya.
2. Suka menolong orang lain.
3. Membangun lingkungan kerja yang kondusif.

Action guidelines:

1. Respecting everyone regardless of their background.
2. Helping others.
3. Building a conducive work environment.



PLN Enjiniring instills strong cultural values in establishing sustainable relationships with stakeholders. This cannot be separated from the Company's cultural values called AKHLAK



<p>Berdedikasi dan mengutamakan kepentingan Bangsa dan Negara. Dedicating and prioritizing the interests of the nation and state.</p>	<p>Terus berinovasi dan antusias dalam mengerjakan ataupun menghadapi perubahan. Keep innovating and be enthusiastic in driving or facing changes.</p>	<p>Membangun kerja sama yang sinergis. Building synergistic cooperation.</p>
<p>Panduan perilaku:</p> <ol style="list-style-type: none"> Menjaga nama baik sesama karyawan, pimpinan, BUMN, dan Negara. Rela berkorban untuk mencapai tujuan yang lebih besar. Patuh kepada pimpinan sepanjang tidak bertentangan dengan hukum dan etika. <p>Action guidelines:</p> <ol style="list-style-type: none"> Maintaining the reputation of fellow employees, leaders, SOEs, and the State. Willing to sacrifice to achieve a greater goal. Obeying the leader as long as it does not conflict with the law and ethics. 	<p>Panduan perilaku:</p> <ol style="list-style-type: none"> Cepat menyesuaikan diri untuk menjadi lebih baik. Terus-menerus melakukan perbaikan mengikuti perkembangan teknologi. Bertindak proaktif. <p>Action guidelines:</p> <ol style="list-style-type: none"> Fast-adapting to be better. Constantly making improvements to keep up with technological developments. Acting proactively. 	<p>Panduan perilaku:</p> <ol style="list-style-type: none"> Memberi kesempatan kepada berbagai pihak untuk berkontribusi. Terbuka dalam bekerja sama untuk menghasilkan nilai tambah. Menggerakkan pemanfaatan berbagai sumber daya untuk tujuan bersama. <p>Action guidelines:</p> <ol style="list-style-type: none"> Providing opportunities for various parties to contribute. Being open to working together to generate added value. Mobilizing the utilization of various resources for a common goal.

Kegiatan Usaha

Business Activities

Kegiatan Usaha Menurut Anggaran Dasar

Sesuai dengan Pasal 3 Anggaran- Dasar Perusahaan Nomor AHU-0005329.AH.01.02.TAHUN 2020, maksud dan tujuan Perusahaan adalah sebagai berikut:

- Menyelenggarakan usaha enjiniring, pengadaan dan konstruksi, operasi, pemeliharaan pada sektor ketenagalistrikan dan non ketenagalistrikan.
- Menyelenggarakan usaha ketenagalistrikan berdasarkan prinsip industri dan niaga yang sehat dengan menerapkan prinsip-prinsip Perseroan Terbatas.
- Melaksanakan penugasan dari Pemegang Saham Mayoritas dalam rangka menunjang/mendukung kegiatan usaha Pemegang Saham dengan menerapkan prinsip-prinsip Tata Kelola Perusahaan yang Baik dan Kepatutan serta Etika Bisnis pada Perseroan Terbatas.

Untuk mencapai maksud dan tujuan tersebut, Perusahaan melaksanakan kegiatan- usaha antara lain:

- Aktivitas Kantor Pusat;
- Aktivitas Konsultasi Manajemen Lainnya;
- Aktivitas Keinsinyuran dan Konsultasi Teknis YBDI;
- Aktivitas Arsitektur;
- Aktivitas Profesional, Ilmiah dan Teknis Lainnya YTDL;
- Aktivitas Pemograman Komputer Lainnya;
- Aktivitas Konsultasi dan Manajemen Fasilitas Komputer Lainnya;
- Aktivitas Teknologi Informasi dan Jasa Komputer Lainnya;
- Aktivitas Pengolahan Data;
- Aktivitas *Hosting* dan YBDI;
- Penerbitan Piranti Lunak (*software*);
- Pendidikan Teknik Swasta;
- Kegiatan Penunjang Pendidikan;
- Jasa Inspeksi Teknis Instalasi;
- Penelitian dan Pengembangan Teknologi dan Rekayasa;
- Penelitian dan Pengembangan Ilmu Pengetahuan Alam dan Teknologi Rekayasa Lainnya;
- Pembangkitan Tenaga Listrik;
- Konstruksi Gedung Lainnya;
- Konstruksi Jalan Raya;
- Konstruksi Bangunan Elektrikal;
- Konstruksi Bangunan Pengolahan dan Penampungan Barang Minyak dan Gas;
- Pembongkaran;
- Penyiapan Lahan;
- Instalasi Listrik;
- Pembangkitan Tenaga Listrik;

Business Activities According to the Articles of Association

According to Article 3 of the Company's Articles of Association Number AHU-0005329.AH.01.02.TAHUN 2020, the purposes and objectives of the company are as follows:

- Organizing the engineering, procurement, and construction businesses and operation and maintenance in the electricity and non-electricity sectors.
- Organizing the electricity business based on the principles of industry and healthy commerce by applying the principles of a Limited Liability Company.
- Carrying out assignments from Majority Shareholders to support the business activities of Shareholders by applying the principles of Good Corporate Governance and Appropriateness and Business Ethics in Limited Companies.

To achieve these aims and objectives, the Company carries out activities, such as:

- Head Office Activities;
- Other Management Consulting Activities;
- Engineering and Technical Consulting of YBDI;
- Architectural Activities;
- Other Professional, Scientific, and Technical Activities YTDL;
- Other Computer Programming Activities;
- Other Computer Facilities Consultancy and Management Activities;
- Other Information Technology and Computer Services Activities;
- Data Processing Activities;
- Hosting and YBDI Activities;
- Software Publishing ;
- Private Technical Education;
- Education Support Activities;
- Installation Technical Inspection Services;
- Research and Development of Technology and Engineering;
- Research and Development of Natural Sciences and Other Engineering Technologies;
- Electric Power Generation;
- Other Building Construction:
- Highway Construction;
- Electrical Building Construction;
- Oil and Gas Processing and Storage Building Construction;
- Demolition;
- Land Preparation;
- Electrical Installation;
- Electric Power Generation;

- Transmisi Tenaga Listrik;
 - Distribusi Tenaga Listrik;
 - Aktivitas Penunjang Kelistrikan;
 - Pergudangan dan Penyimpanan Lainnya;
 - Pengolahan, penimbunan, transportasi, niaga, pengoperasian dan pemeliharaan instalasi- minyak dan/atau gas bumi;
 - Pertambangan Gas Alam;
 - Pengusahaan Tenaga Panas Bumi;
 - Aktivitas Penunjang Pertambangan Minyak Bumi dan Gas Alam;
 - Distribusi Gas Alam dan Buatan;
 - Aktivitas Penunjang Pengelolaan Air;
 - Pengelolaan dan Pembuangan Air Limbah Tidak Berbahaya;
 - Pengelolaan dan Pembuangan Air Limbah Berbahaya;
 - Angkutan Darat dan Angkutan Melalui Saluran Pipa;
 - Industri Mesin Pembangkit Listrik;
 - Industri Pengubah Tegangan (*Transformator*), Pengubah Arus (*Rectifier*) dan Pengontrol Tegangan (*Voltage Stabilizer*);
 - Industri Peralatan Pengontrol dan Pendistribusian Listrik;
 - Industri Peralatan Listrik Lainnya;
 - Reparasi Motor Listrik Generator dan Transformator;
 - Reparasi Peralatan Listrik Lainnya;
 - Penelitian Pasar.
- Electric Power Transmission ;
 - Electric Power Distribution;
 - Electricity Support Activities;
 - Warehousing and Other Storage;
 - Processing, Stockpiling, Transportation, Trading, Operation and Maintenance of Oil and/or Gas Installations;
 - Natural Gas Mining;
 - Geothermal Power Operation;
 - Petroleum and Natural Gas Mining Support Activities;
 - Natural and Artificial Gas Distribution;
 - Water Management Support Activities;
 - Management and Disposal of Non-Hazardous Wastewater;
 - Management and Disposal of Hazardous Wastewater;
 - Land Transportation and Pipeline Transportation;
 - Power Generation Machinery Industry;
 - Transformer, Rectifier, and Voltage Stabilizer Industries;
 - Electricity Control and Distribution Equipment Industry;
 - Other Electrical Equipment Industry;
 - Electricity Motor Generator and Transformator repair;
 - Other Electrical Equipment Repair;
 - Market Research.

Kegiatan Usaha yang Dijalankan

Kegiatan usaha yang berjalan saat ini yaitu:

- a. Jasa konsultasi enjiniring dan atau manajemen proyek termasuk integrator proyek ketenagalistrikan;
- b. Studi sistem kelistrikan;
- c. Studi analisa mengenai dampak lingkungan ("AMDAL");
- d. Informasi teknologi;
- e. Pendidikan dan pelatihan;
- f. Penelitian dan pengembangan;
- g. Penyediaan tenaga listrik;
- h. Perencanaan, pengadaan dan pembangunan atau pemasangan Uasa konstruksi) bidang pembangkitan, transmisi dan atau distribusi listrik;
- i. Pemeliharaan dan atau pengoperasian bidang pembangkitan, transmisi dan atau distribusi;
- j. Pengolahan, penimbunan, transportasi, niaga, pengoperasian dan pemeliharaan instalasi minyak dan/atau gas bumi; dan
- k. Penyediaan atau manufaktur berbagai peralatan elektrikal untuk transmisi dan elektrikal untuk transmisi dan distribusi listrik.

Business Activities Carried Out

The current business activities are:

- a. Engineering consulting services and or project management including electricity project integrator;
- b. Electricity system study;
- c. Environmental impact assessment study ("AMDAL");
- d. Technology Information;
- e. Education and training;
- f. Research and development;
- g. Provision of electricity;
- h. Planning, procurement, and construction or installation of construction services in the field of electricity generation, transmission, and or distribution;
- i. Maintenance and or operation in the field of generation, transmission, and or distribution;
- j. Processing, stockpiling, transportation, trading, operation, and maintenance of oil and/or gas installations; and
- k. Provision or manufacture of various electrical equipment for transmission and distribution of electricity.

Produk dan Jasa

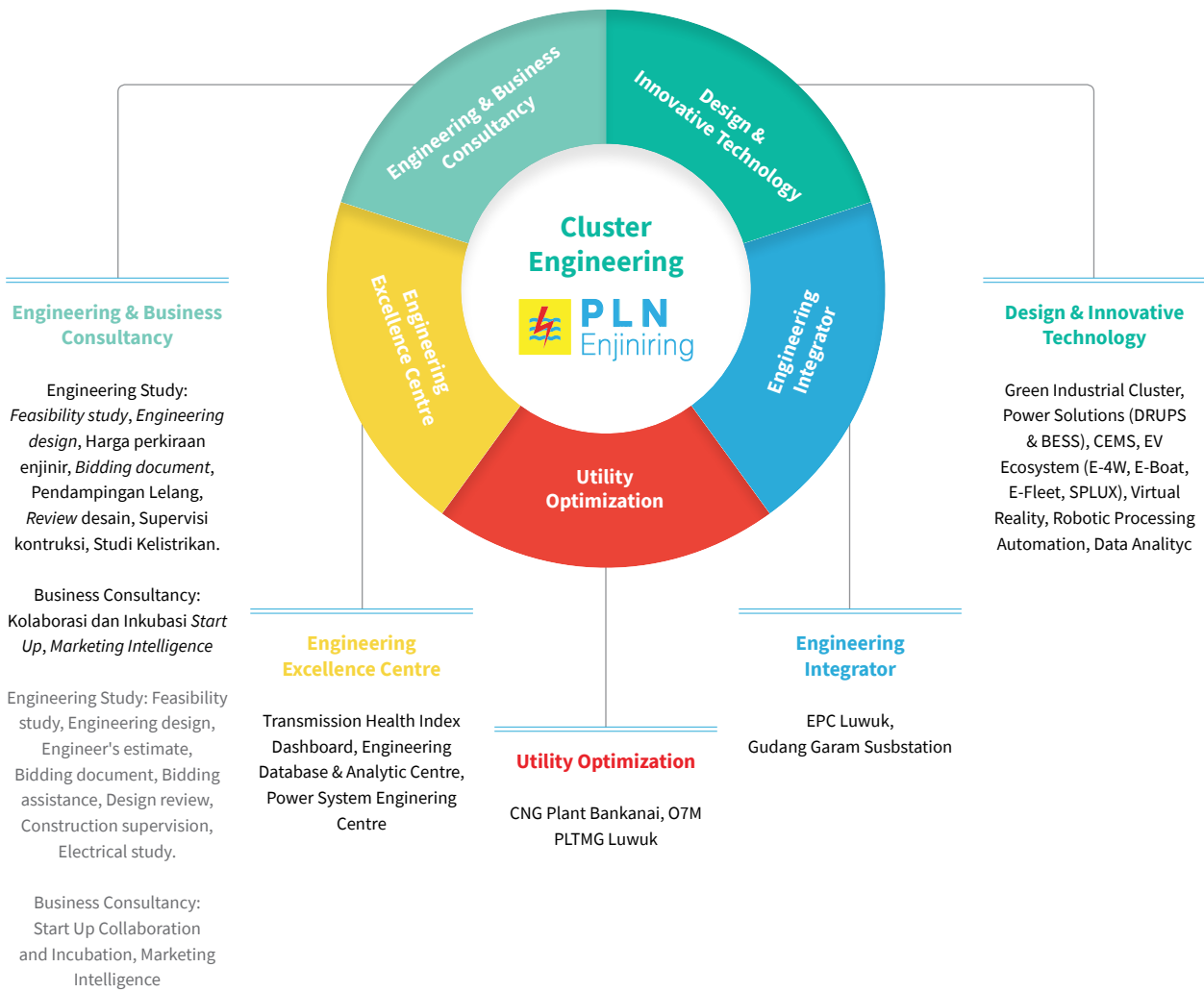
Layanan Perusahaan berfokus pada bisnis inti yaitu 5 (lima) *Cluster Engineering*, antara lain:

- 1. Engineering Excellence Center**
PLN Enjiniring sebagai entitas enjiniring tunggal di PT PLN (Persero) yang akuntabel dan kompeten dalam mengelola dan menginventarisasi data enjiniring ketenagalistrikan secara digital.
- 2. Design & Innovative Technology**
PLN Enjiniring dapat memberikan terobosan desain dan inovasi di bidang ketenagalistrikan.
- 3. Engineering Integrator**
PLN Enjiniring sebagai entitas enjiniring yang menjalankan dan mengelola fungsi integrator *Engineering, Procurement, Construction* (EPC).
- 4. Utility Optimization**
PLN Enjiniring melakukan optimasi di dalam unit kerja PT PLN (Persero) dalam proyek pembangkit, transmisi, Gardu Induk dan Distribusi.
- 5. Engineering & Business Consultancy**
PLN Enjiniring melakukan *Engineering & Business Consultancy* di seluruh ekosistem Enjiniring ketenagalistrikan.

Products and Services

The company's services focus on the core business of 5 Cluster Engineering, such as:

- 1. Engineering Excellence Center**
PLN Enjiniring is a single engineering entity in PT PLN (Persero) that is accountable and competent in managing and inventorying electricity engineering data digitally.
- 2. Design & Innovative Technology**
PLN Enjiniring can provide breakthrough designs and innovations in the field of electricity.
- 3. Engineering Integrator**
PLN Enjiniring is an engineering entity that runs and manages Engineering, Procurement, and Construction (EPC).
- 4. Utility Optimization**
PLN Enjiniring performs optimization within PT PLN (Persero) work units in power generation, transmission, substation, and distribution projects.
- 5. Engineering & Business Consultancy**
PLN Enjiniring conducts Engineering & Business Consultancy throughout the electricity engineering ecosystem.



PLN Enjiniring memiliki 2 (dua) kategori produk dan jasa yaitu enjiniring dan pengembangan enjiniring. Penjelasan lebih lanjut terkait jenis-jenis produk dan jasa terdapat pada Tabel produk dan jasa yang dihasilkan.

PLN Enjiniring has 2 (two) categories of products and services, namely engineering and engineering development. Further explanation of the types of products and services is contained in the table of products and services produced.

ENTERPRISE AND RETAIL

BUSINESS AS USUAL

Konsultasi Engineering untuk Energi Primer, Pembangkit Listrik, Transmisi dan Distribusi.

- **Ekosistem Kelistrikan**
Studi Kelayakan, Site Investigasi, Engineering Design, Bid Document, HPE, Pendampingan Tender, Supervisi Design, Supervisi Konstruksi, Manajemen Proyek.
- **Konsultasi Bisnis**
Manajemen Risiko, Demand Creation, RJPP, Market Intelligence, Business Insight, Inkubasi *Startup*.

Engineering Consulting for Primary Energy, Power Generation, Transmission & Distribution.

- **Electricity Ecosystem**
Feasibility Study, Site Investigation, Engineering Design, Bid Document, HPE, Tender Assistance, Design Supervision, Construction Supervision, Project Management.
- **Business Consulting**
Risk Management, Demand Creation, RJPP, Market Intelligence, Business Insight, Startup Incubation.

ENGINEERING DEVELOPMENT

Continuous Emission Monitoring System (CEMS)

- *CEMS Installation*
- *SISPEK Integration*
- *CGA, RCA, RATA Audit*

Power Solution

- *Power Quality Solution, BESS*

Asset Management

- *Transmission Management Asset*

EV Ecosystem

- *SPKLU, SPBLU, SPLU Design & Prototype*

Jasa Non Enjiniring

Jasa non enjiniring meliputi pembangunan Transmisi dan Gardu Induk melalui Anak Perusahaan EPC, penyediaan Material Transmisi Utama (MTU) yang terdiri dari *Circuit Breaker, Current Transformer, Capacitor Voltage Transformer, Lightning Arrester* melalui perusahaan *joint venture*, dan bisnis *Independent Power Producer (IPP)* melalui perusahaan afiliasi/kepemilikan saham.

Jasa Lainnya

Jasa lainnya meliputi Bidang Informasi dan Teknologi.

Non-Engineering Services

Non-engineering services include the construction of transmission and Substation through EPC Subsidiaries, the provision of Main transmission Material (MTU) consisting of *Circuit Breaker, Current Transformer, Capacitor Voltage Transformer, Lightning Arrester* through joint venture companies, and Independent Power Producer (IPP) business through affiliated/ shareholding companies .

Other Services

Other services include Information and Technology.

Wilayah Operasional

Operational Area

- 1 Nanga Pinoh, Sintang, Sekayam - Kalimantan Barat
Nanga Pinoh, Sintang, Sekayam - West Kalimantan
- 2 Wamena, Warkapi, Timika, Mamberamo - Papua
Wamena, Warkapi, Timika, Mamberamo - Papua
- 3 Kesawan, Medan Barat - Sumatera Utara
Kesawan, West Medan - North Sumatera
- 4 Buleleng, Denpasar, Pemaron, Antosari, Gilimanuk - Bali
Buleleng, Denpasar, Pemaron, Antosari, Gilimanuk - Bali
- 5 Dompu, Lombok, Sumbawa - Nusa Tenggara Barat
Dompu, Lombok, Sumbawa - West Nusa Tenggara
- 6 Selayar, Bantaeng, Makassar - Sulawesi Selatan
Selayar, Bantaeng, Makassar - South Sulawesi
- 7 Satui, Batu licin - Kalimantan Selatan
Satui, Batu licin - South Kalimantan
- 8 Kuala Kurun, Tamiang Layang - Kalimantan Tengah
Kuala Kurun, Tamiang Layang - Central Kalimantan

- 9 Karingau, Kota Bangun, Muara Wahau, Nunukan, Tanjung Redeb, Tenggarong, Bukuan, Karang Joang, Penajam Paser Utara - Kalimantan Timur
Karingau, Kota Bangun, Muara Wahau, Nunukan, Tanjung Redeb, Tenggarong, Bukuan, Karang Joang, Penajam Paser Utara - East Kalimantan
- 10 Bulungan, Tanjung Selor - Kalimantan Utara
Bulungan, Tanjung Selor - North Kalimantan
- 11 Cirebon, Gandul, Gn. Salak, Cikedung, Cikarang, Indramayu - Jawa Barat
Cirebon, Gandul, Gn. Salak, Cikedung, Cikarang, Indramayu - West Jawa



12	Kapahiang - Bengkulu Kapahiang - Bengkulu
13	Ungaran, Semarang, Cilacap, Tuban - Jawa Tengah Ungaran, Semarang, Cilacap, Tuban - Central Java
14	Lampung Barat West Lampung
15	Musi Rawas - Sumatera Selatan Musi Rawas - South Sumatera
16	Manado - Sulawesi Utara Manado - North Sulawesi
17	Batam, Bintan, Sekupang, Duri - Kepulauan Riau Batam, Bintan, Sekupang, Duri - Kepulauan Riau
18	Pangkal Pinang, Sadai - Bangka Belitung Pangkal Pinang, Sadai - Bangka Belitung
19	Suralaya, Cikande, Cikupa - Banten Suralaya, Cikande, Cikupa - Banten
20	Subulussalam - Aceh Subulussalam - Aceh
21	Pulau Tidung, Jakarta Utara, Jakarta Selatan, Jakarta Barat - DKI Jakarta Pulau Tidung, North Jakarta, South Jakarta, West Jakarta - DKI Jakarta

22	Jambi Jambi
23	Kaimana, Fakfak, Raja Ampat, Bintuni - Papua Barat Kaimana, Fakfak, Raja Ampat, Bintuni - West Papua
24	Tarahan - Lampung Selatan Tarahan - South Lampung
25	Atadei, Flores, Sumba, Kupang, Semau, Medang- Nusa Tenggara Timur Atadei, Flores, Sumba, Kupang, Semau, Medang- East Nusa Tenggara
26	Pulau Seram, Masela - Maluku Pulau Seram, Masela - Maluku
27	Songa, Morotai, Ternate, halmahera - Maluku Utara Songa, Morotai, Ternate, halmahera - North Maluku
28	Kep. Mentawai, Padang - Sumatera Barat Kep. Mentawai, Padang - West Sumatera
29	Seram Utara, Tulehu - Maluku Tengah Seram Utara, Tulehu - Central Maluku
30	Moutong, Luwuk, Palu - Sulawesi Tengah Moutong, Luwuk, Palu - Central Sulawesi
31	Kalipuro, Lamongan, Madura, Jombang, Banyuwangi, Krian, Kedinding, Bangkalan - Jawa Timur Kalipuro, Lamongan, Madura, Jombang, Banyuwangi, Krian, Kedinding, Bangkalan - Jawa Timur
32	Philppine, Asia Tenggara Philppine, Southeast Asia
33	Kendari, Andowia, Koholifano, Kendari - Sulawesi Tenggara Kendari, Andowia, Koholifano, Kendari - Southeast Sulawesi



Daftar Keanggotaan Asosiasi

List of Association Membership

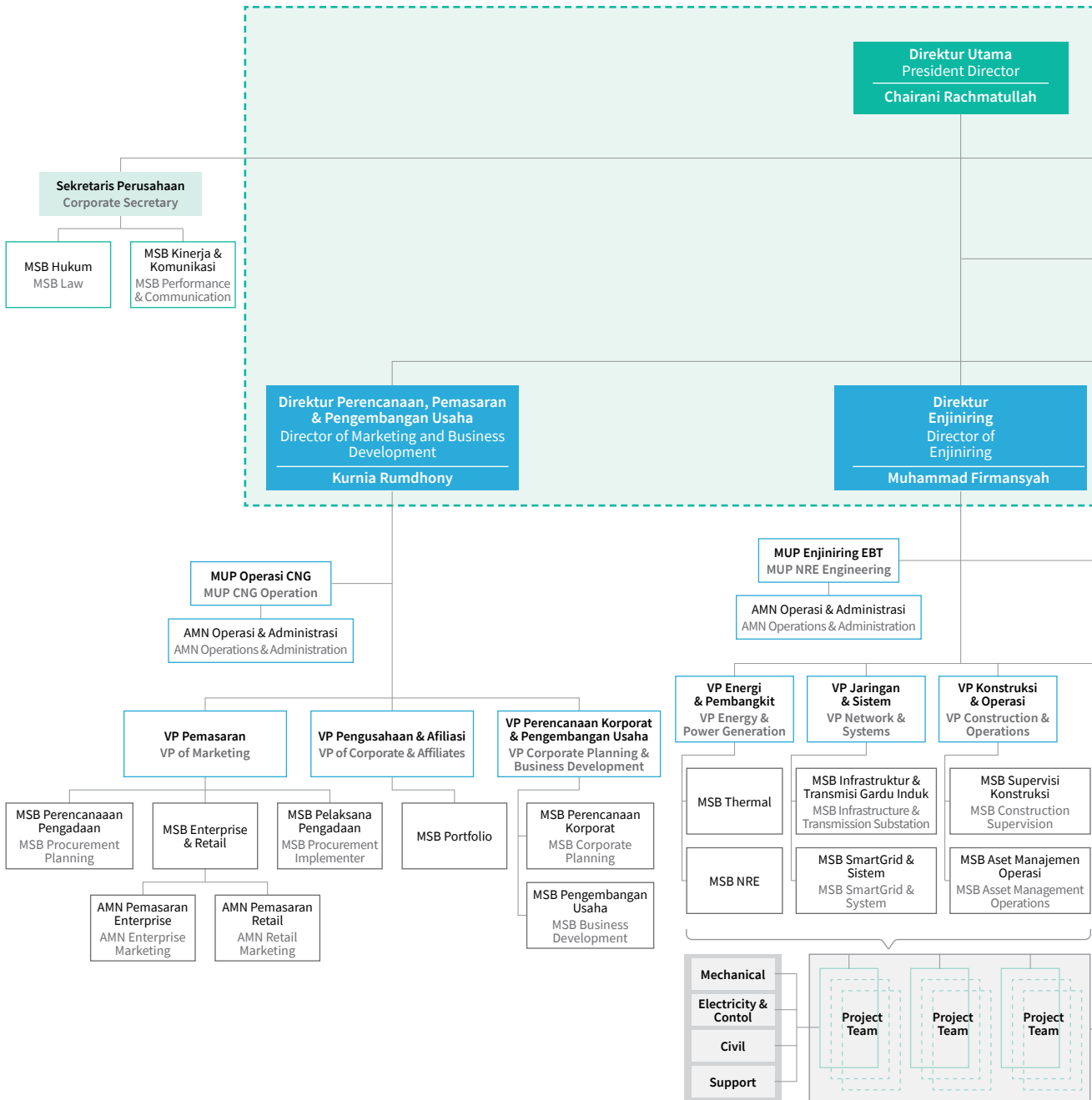
Sampai dengan 31 Desember 2023, PLN Enjiniring telah bergabung sebagai anggota asosiasi di skala nasional yaitu Ikatan Nasional Konsultan Indonesia (INKINDO).

Until December 31, 2023, PLN Enjiniring has joined as a member of a national association, namely the National Association of Indonesian Consultants (INKINDO).

Struktur Organisasi

Organizational Structure

Struktur Organisasi di PLN Enjiniring telah disahkan berdasarkan Peraturan Direksi PT Prima Layanan Nasional Enjiniring No. 0007.P/DIR/2023 Tentang Struktur Organisasi dan Tugas Pokok Jabatan PT PLN Enjiniring. Berikut Struktur Organisasi PLN Enjiniring per 31 Desember 2023.

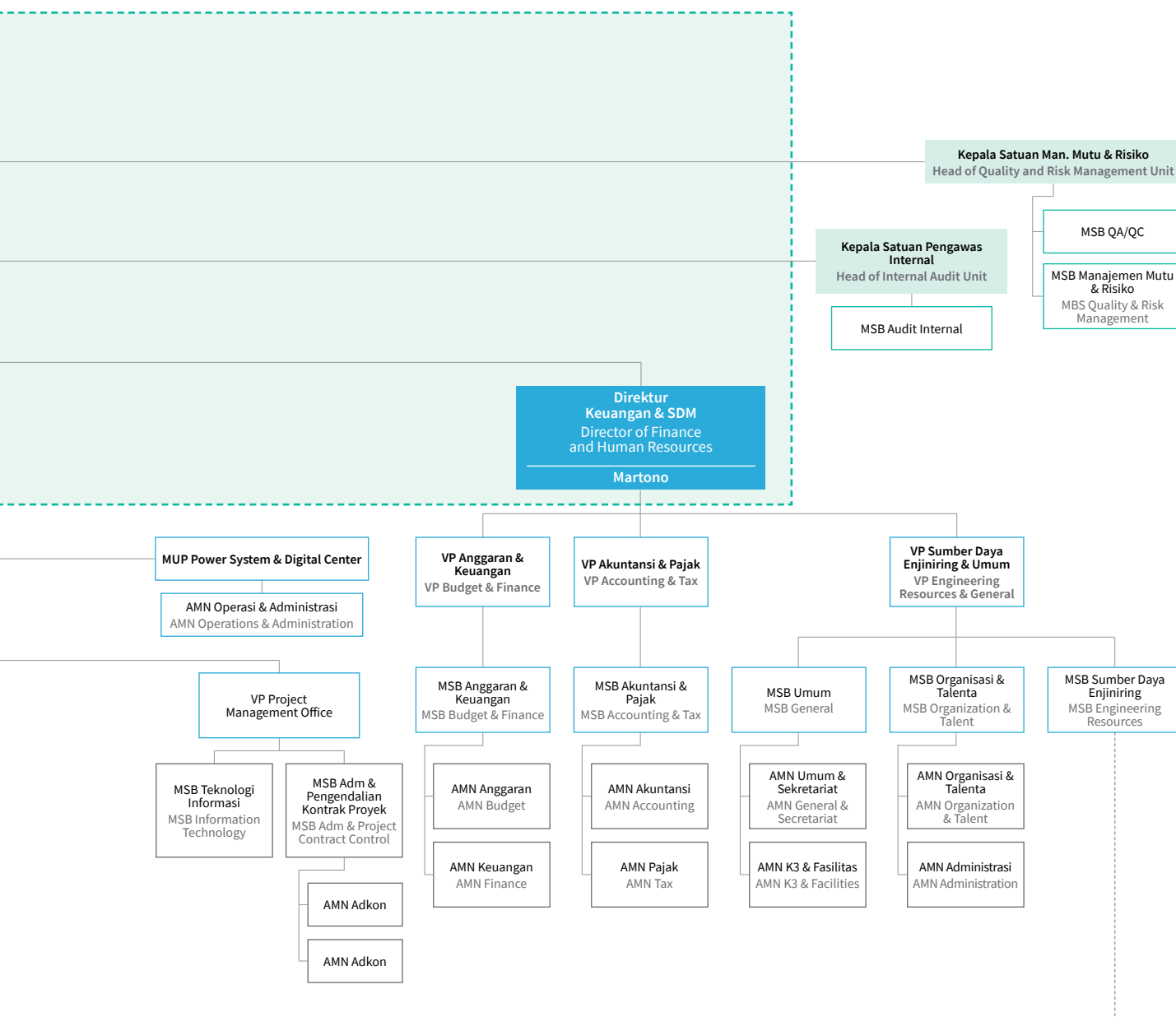


Keterangan / Description:

Suatu Kesatuan / A Unity:

Lebih Dari Satu / More than one:

The Organizational Structure of PLN Enjiniring has been approved based on the Regulation of the Board of Directors of PT Prima Jasa nasional Enjiniring No. 0007.P/DIR/2023 concerning the Organizational Structure and Main Tasks of PT PLN Enjiniring. The following is the Organizational Structure of PLN Enjiniring as of December 31, 2023.



Keterangan:

Dalam struktur organ Perusahaan terdapat Dewan Komisaris yang berada di luar struktur organisasi Perusahaan. Nama Anggota Dewan Komisaris dapat dilihat pada bagian Profil Dewan Komisaris dan nama Anggota Komite di Bawah Dewan Komisaris dan Komite di Bawah Direksi dapat dilihat pada Bab Tata Kelola Perusahaan.

Description:

In the Company's organizational structure, there is a Board of Commissioners which is outside the Company's organizational structure. Names of Board of Commissioners Members can be seen in the Board of Commissioners profile section and names of Committee Members under the Board of Commissioners and Committee under the Board of Directors can be seen in the Corporate Governance Chapter.

Profil Direksi

Board of Directors Profile



Chairani Rachmatullah

Direktur Utama
President Director



Martono

Direktur Keuangan
dan Sumber Daya Manusia
Director of Finance
and Human Resources



Kurnia Rumdhony

Direktur Pemasaran
dan Pengembangan Usaha
Director of Marketing
and Business Development



Muhammad Firmansyah

Direktur Enjiniring
Director of Enjiniring

Chairani Rachmatullah

Direktur Utama
President Director



Kewarganegaraan Citizenship

Warga Negara Indonesia
Indonesian



Domisili Domicile

Jakarta Selatan
South Jakarta



Tempat dan Tahun Lahir/Usia Place and Year of Birth/Age

Lahir di Palembang, pada tahun 1969. Usia 54 tahun Per Desember 2023.
Born in Palembang, in 1969. 54 years old as of December 2023.



Riwayat Pendidikan Educational Background

- Sarjana Teknik Sipil dari Universitas Sriwijaya (1992).
- Magister Teknik Sipil dari Universitas Indonesia (2001).
- Magister Teknik Lainnya dari The University of Melbourne (2005).
- Bachelor of Civil Engineering from Sriwijaya University (1992).
- Master of Engineering from the University of Indonesia (2001).
- Master of Other Engineering from The University of Melbourne (2005).



Sertifikasi Certification

- SIP – Insinyur Profesional
- STRI – Insinyur Profesional
- Reward and Recognition PR
- SIP – Professional Engineering
- STRI – Professional Engineering
- Reward and Recognition PR



Pengalaman Kerja Work Experience

- Direktur Utama PLN Enjiniring (2022 – saat ini).
- Senior Executive Vice President Manajemen Risiko PT PLN (Persero) Kantor Pusat (2021 – 2022).
- General Manager PT PLN (Persero) Pusat Enjiniring Ketenagalistrikan (2019 – 2021).
- Executive Vice President Gas dan BBM (2018 – 2019).
- President Director of PLN Enjiniring (2022 – present).
- Senior Executive Vice President of Risk Management of PT PLN (Persero) Head Office (2021 – 2022).
- General Manager PT PLN (Persero) Electricity Engineering Center (2019 – 2021).
- Executive Vice President of Gas and Fuel (2018 – 2019).



Dasar Hukum Pengangkatan Legal Basis of Appointment

Diangkat untuk pertama kalinya sebagai Direktur Utama berdasarkan RUPS Sirkuler Pengangkatan tanggal 21 September 2022 dan disahkan melalui Akta Notaris Lenny Janis Ishak, SH No. 56 tanggal 22 September 2022.

Appointed for the first time as President Director based on the GMS Circular Appointment dated September 21, 2022, and ratified through Notarial Deed Lenny Janis Ishak, SH No. 56 dated September 22, 2022.



Periode Menjabat Term of Office

2022 - 2026 (Periode Pertama).
2022 - 2026 (First Period).



Jabatan Rangkap Double function

Beliau tidak memiliki jabatan di perusahaan maupun lembaga lain.
He has no position in other companies or institutions.



Kepemilikan Saham Share Ownership

Tidak memiliki saham PLN Enjiniring
Does not own shares of PLN Enjiniring

Martono

Direktur Keuangan dan Sumber Daya Manusia
Director of Finance and Human Resources



Kewarganegaraan Citizenship

Warga Negara Indonesia
Indonesian



Domisili Domicile

Depok
Depok



Tempat dan Tahun Lahir/Usia Place and Year of Birth/Age

Lahir di Jakarta, pada tahun 1970. Usia 53 tahun Per Desember 2023.
Born in Jakarta, in 1970. 53 years old as of December 2023.



Riwayat Pendidikan Educational Background

- Diploma 3 Manajemen Bisnis dari Politeknik Negeri Jakarta (1994).
- Sarjana Manajemen Keuangan dari Universitas Balikpapan (2008).
- Diploma 3 on Business Management from Politeknik Negeri Jakarta (1994).
- Bachelor of Financial Management from the University of Balikpapan (2008).



Sertifikasi Certification

- Certified in Accounting
- Finance and Business (CAFB)
- Sertifikasi QRGP (Qualified Risk Governance Professional)
- Governance Risk Compliance Professional
- Certified in Accounting
- Finance and Business (CAFB)
- QRGP Certification (Qualified Risk Governance Professional)
- Governance Risk Compliance Professional



Pengalaman Kerja Work Experience

- Direktur Keuangan dan Sumber Daya Manusia PLN Enjiniring (2021 – saat ini).
- Vice President Anggaran III pada Bagian Anggaran Direktorat Keuangan Kantor Pusat PT PLN (Persero) (2018-2021).
- Manajer Senior Anggaran III pada Bagian Anggaran Direktorat Keuangan Kantor Pusat PT PLN (Persero) (2016-2018).
- Manajer Keuangan dan Sumber Daya Manusia PT PLN (Persero) Unit Pengembangan Utama III (2013-2015).
- Director of Finance and Human Resources of PLN Enjiniring (2021 – present).
- Vice President of Budget III in the Budget Section of the Directorate of Finance, Head Office of PT PLN (Persero) (2018-2021).
- Senior Manager of Budget III in the Budget Section of the Directorate of Finance, Head Office of PT PLN (Persero) (2016-2018).
- Finance and Human Resources Manager of PT PLN (Persero) Main Development Unit III (2013-2015).



Dasar Hukum Pengangkatan Legal Basis of Appointment

Diangkat untuk pertama kalinya sebagai Direktur Keuangan dan Sumber Daya Manusia RUPS tanggal 19 Februari 2021 dan disahkan melalui Akta Notaris Lenny Janis Ishak, SH No. 13 tanggal 23 Februari 2021.

Appointed for the first time as Director of Finance and Human Resources at the GMS on 19 Februari 2021 dan disahkan melalui Akta Notaris Lenny Janis Ishak, SH No. 13 tanggal 23 Februari 2021.



Periode Menjabat Term of Office

2021 - 2025 (Periode Pertama).
2021 - 2025 (First Period).



Jabatan Rangkap Double function

Beliau tidak memiliki jabatan di perusahaan maupun lembaga lain.
He has no positions in other companies or institutions.



Kepemilikan Saham Share Ownership

Tidak memiliki saham PLN Enjiniring
Does not own shares of PLN Enjiniring

Kurnia Rumdhony

Direktur Pemasaran dan Pengembangan Usaha merangkap PLT Direktur Enjiniring *
Director of Marketing and Business Development concurrently PLT Director of Engineering *



Kewarganegaraan Citizenship

Warga Negara Indonesia
Indonesian



Domisili Domicile

Depok
Depok



Tempat dan Tahun Lahir/Usia Place and Year of Birth/Age

Lahir di Balige, pada tahun 1969. Usia 54 tahun Per Desember 2023.
Born in Balige, in 1969. 54 years old as of December 2023.



Riwayat Pendidikan Educational Background

Sarjana Informatika dari Universitas Gunadarma (1993).
Bachelor of Informatics from Gunadarma University (1993).



Sertifikasi Certification

Belum memiliki sertifikasi
Not yet certified



Pengalaman Kerja Work Experience

- PLT Direktur Enjiniring di PLN Enjiniring (2024 - saat ini)
- Direktur Pemasaran dan Pengembangan Usaha PLN Enjiniring (2022 – 2024).
- Vice President Business Strategy Development Kantor Pusat PT PLN (Persero) (2020 – 2022).
- Vice President Corporate Strategic Planning PT PLN (Persero) Kantor Pusat (2018 – 2020).
- PLT Director of Engineering at PLN Enjiniring (2024 - present)
- Director of Marketing and Business Development of PLN Enjiniring (2022 – 2024).
- Vice President of Business Strategy Development of PT PLN (Persero) Head Office (2020 – 2022).
- Vice President of Corporate Strategic Planning of PT PLN (Persero) Head Office (2018 – 2020).



Dasar Hukum Pengangkatan Legal Basis of Appointment

Diangkat untuk pertama kalinya sebagai Direktur Pemasaran dan Pengembangan Usaha RUPS Sirkuler Pengangkatan tanggal 21 September 2022 dan disahkan melalui Akta Notaris Lenny Janis Ishak, SH No. 56 tanggal 22 September 2022. Diangkat menjadi PLT Direktur Enjiniring berdasarkan Surat Tugas No. ST.001 / DEKOM/08/2024 pada tanggal 13 Agustus 2024.

Appointed for the first time as Director of Marketing and Business Development at the Circular GMS of Appointment dated September 21, 2022, and ratified by Notarial Deed Lenny Janis Ishak, SH No. 56 dated September 22, 2022. Appointed as PLT Director of Engineering based on Assignment Letter Number ST.001/DEKOM/08/2024 on August 13, 2024.



Periode Menjabat Term of Office

2022 - 2026 (Periode Pertama).
2022 - 2026 (First Period).



Jabatan Rangkap Double function

Merangkap jabatan sebagai PLT Direktur Enjiniring di PLN Enjiniring (2024 - saat ini).
Concurrently serving as PLT Director of Engineering at PLN Enjiniring (2024 - present).



Kepemilikan Saham Share Ownership

Tidak memiliki saham PLN Enjiniring
Does not own shares of PLN Enjiniring

Muhammad Firmansyah *)

Direktur Enjiniring
Director of Enjiniring



Kewarganegaraan Citizenship

Warga Negara Indonesia
Indonesian



Domisili Domicile

Bandung
Bandung



Tempat dan Tahun Lahir/Usia Place and Year of Birth/Age

Lahir di Palembang, pada tahun 1975. Usia 48 tahun Per Desember 2023.
Born in Palembang, in 1975. 48 years old as of December 2023.



Riwayat Pendidikan Educational Background

- Sarjana Kelistrikan dari Institut Teknologi Bandung (1998).
- Magister Kelistrikan dari Delft University of Technology (2009).
- Bachelor of Electrical from Bandung Institute of Technology (1998).
- Master of Electrical from Delft University of Technology (2009).



Sertifikasi Certification

Belum memiliki sertifikasi
Not yet certified



Pengalaman Kerja Work Experience

- Direktur Enjiniring PLN Enjiniring (2022 – 2024).
- Direktur Utama Anak Perusahaan PT Halyora Power (2021 – 2022).
- Executive Vice President Operation di PT Halyora Power (2020 – 2021).
- Senior Specialist II Operation dan Distribusi Pemeliharaan PT Halyora Power (2018 – 2020).
- Engineering Director of PLN Enjiniring (2022 – 2024).
- President Director of subsidiary PT Halyora Power (2021 – 2022).
- Executive Vice President Operation of PT Halyora Power (2020 – 2021).
- Senior Specialist II Operation and Distribution Maintenance PT Halyora Power (2018 – 2020).



Dasar Hukum Pengangkatan Legal Basis of Appointment

Diangkat untuk pertama kalinya sebagai Direktur Enjiniring RUPS Sirkuler Pengangkatan tanggal 21 September 2022 dan disahkan melalui Akta Notaris Lenny Janis Ishak, SH No. 56 tanggal 22 September 2022.

Appointed for the first time as Director of Engineering at the Circular GMS of Appointment dated September 21, 2022, and ratified by Notarial Deed Lenny Janis Ishak, SH No. 56 dated September 22, 2022.



Periode Menjabat Term of Office

2022 - 2026 (Periode Pertama).
2022 - 2026 (First Period).



Jabatan Rangkap Double function

Beliau tidak memiliki jabatan di perusahaan maupun lembaga lain.
He has no positions in other companies and institutions.



Kepemilikan Saham Share Ownership

Tidak memiliki saham PLN Enjiniring
Does not own shares of PLN Enjiniring

* Berhenti menjabat sejak tanggal 26 Juli 2024 / Stopped serving as of July 26, 2024.

Hubungan Afiliasi Anggota Direksi Affiliation of Members of The Board of Directors

Tabel Hubungan Afiliasi Direksi

Table of Affiliation Relationship of the Board of Directors

Hubungan Keuangan, Keluarga dan Kepengurusan Direksi Financial, Family, and Management Relationships with Directors															
Nama Name	Jabatan Position	Hubungan Keuangan Dengan Financial Relationship with						Hubungan Keluarga Dengan Family Relationship with						Hubungan Kepengurusan Management Relationship	
		Dewan Komisaris Board of Commissioners		Direksi Board of Directors		Pemegang Saham Pengendali* Controlling Shareholders*		Dewan Komisaris Board of Commissioners		Direksi Board of Directors		Pemegang Saham Pengendali* Controlling Shareholders*			
		Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No
Chairani Rachmatullah	Direktur Utama President Director		✓		✓		✓		✓		✓		✓		✓
Martono	Direktur Keuangan dan Sumber Daya Manusia Director of Finance and Human and Resources		✓		✓		✓		✓		✓		✓		✓
Kurnia Rumdhony	Direktur Pemasaran dan Pengembangan Usaha Director of Marketing and Business Development		✓		✓		✓		✓		✓		✓		✓
Muhammad Firmansyah	Direktur Enjiniring Director of Engineering		✓		✓		✓		✓		✓		✓		✓

*Langsung dan Tidak Langsung / Direct and Indirect

Perubahan Komposisi Anggota Direksi dan Alasan Perubahannya

Selama tahun 2023, tidak terdapat perubahan komposisi Direksi. Komposisi Direksi pada tahun 2023 sebanyak 4 (empat) orang yang terdiri dari 1 (satu) orang Direktur Utama, 3 (tiga) orang Direktur. Komposisi dan dasar pengangkatan Direksi dapat dilihat pada tabel di bawah ini.

Changes in the Composition of The Board of Directors and the Reasons for the Changes

During 2023, there was no change in the composition of the Board of Directors. The composition of the Board of Directors in 2023 was 4 (four) people consisting of 1 (one) President Director and 3 (three) Directors. The composition and the basis of the appointment of the Board of Directors can be seen in the table below.

Tabel Komposisi dan Dasar Pengangkatan Direksi

Table of Composition and Basis of Appointment of the Board of Directors

Nama Name	Jabatan Position	Dasar Pengangkatan Basis of Appointment	Tanggal Efektif Effective Date
Chairani Rachmatullah	Direktur Utama President Director	RUPS Sirkuler tanggal 21 September 2022 Circular GMS dated September 21, 2022	22 September 2022 September 22, 2022
Martono	Direktur Keuangan dan Sumber Daya Manusia Director of Finance and Human Resources	RUPS tanggal 19 Februari 2021 Circular GMS dated February 19, 2021	23 Februari 2021 February 23, 2021
Kurnia Rumdhony	Direktur Pemasaran dan Pengembangan Usaha Director of Marketing and Business Development	RUPS Sirkuler tanggal 21 September 2022 Circular GMS dated September 21, 2022	22 September 2022 September 22, 2022
Muhammad Firmansyah	Direktur Enjiniring Director of Engineering	RUPS Sirkuler tanggal 21 September 2022 Circular GMS dated September 21, 2022	22 September 2022 September 22, 2022

Profil Dewan Komisaris

Board of Commissioners Profile



Bob Saril
Komisaris Utama
President Commissioner



Edward Siagian
Komisaris
Commissioner



Muhammad Rizali Karliansyah
Komisaris
Commissioner



Fritz Edward Siregar
Komisaris Independen
Independent Commissioner

Bob Saril

Komisaris Utama
President Commissioner



Kewarganegaraan Citizenship

Warga Negara Indonesia
Indonesian



Domisili Domicile

Jakarta Selatan
South Jakarta



Tempat dan Tahun Lahir/Usia Place and Year of Birth/Age

Lahir di Palembang, pada tahun 1968. Usia 55 tahun Per Desember 2023.
Born in Palembang, in 1968. 55 years old as of December 2023.



Riwayat Pendidikan Educational Background

- Sarjana Teknik Elektro dari Universitas Sriwijaya Palembang (1993).
- Master Electrical Engineering dari University of New South Wales, Australia (2002).
- Bachelor of Electrical Engineering from Sriwijaya Palembang University (1993).
- Master of Electrical Engineering from University of New South Wales, Australia (2002).



Sertifikasi Certification

Certificated Professiona Marketing Asia (CPM Asia).
Certificated Professiona Marketing Asia (CPM Asia).



Pengalaman Kerja Work Experience

- Komisaris Utama PLN Enjiniring (2022 – saat ini).
- Direktur Niaga dan Manajemen Pelanggan PT PLN (Persero) Kantor Pusat (2020 – 2022).
- General Manajer PT PLN (Persero) UID Jawa Timur (2019 – 2020).
- General Manager PT PLN (Persero) UIW Sulawesi Selatan, Tenggara dan Barat tahun (2017 – 2019).
- General Manager PT PLN (Persero) UIW Aceh (2015 – 2017).
- President Commissioner PLN Enjiniring (2022 – present).
- Director of Commerce and Customer Management of PT PLN (Persero) Head Office (2020 – 2022).
- General Manajer of PT PLN (Persero) UID East Java (2019 – 2020).
- General Manager of PT PLN (Persero) UIW South, Southeast, and West Sulawesi, (2017 – 2019).
- General Manager of PT PLN (Persero) UIW Aceh (2015 – 2017).



Dasar Hukum Pengangkatan Legal Basis of Appointment

Diangkat untuk pertama kalinya sebagai Komisaris Utama berdasarkan RUPS Sirkuler Pengangkatan tanggal 21 September 2022 dan disahkan melalui Akta Notaris Lenny Janis Ishak, SH No. 56 tanggal 22 September 2022.

Appointed for the first time as president Commissioner based on the GMS Circular Appointment dated September 21, 2022, and ratified by Notarial Deed Lenny Janis Ishak, SH No. 56 dated September 22, 2022.



Periode Menjabat Term of Office

2022 - 2026 (Periode Pertama).
2022 - 2026 (First Period).



Jabatan Rangkap Double function

Beliau tidak memiliki jabatan di perusahaan maupun lembaga lain.
He has no positions in other companies.



Kepemilikan Saham Share Ownership

Tidak memiliki saham PLN Enjiniring
Does not own shares of PLN Enjiniring

Edward Siagian

Komisaris
Commissioner



Kewarganegaraan Citizenship

Warga Negara Indonesia
Indonesian



Domisili Domicile

Jakarta
Jakarta



Tempat dan Tahun Lahir/Usia Place and Year of Birth/Age

Lahir di Sigumpar - Toba, pada tahun 1960. Usia 64 tahun Per Desember 2023.
Born in Sigumpar - Toba, in 1960. 64 years old as of December 2023.



Riwayat Pendidikan Educational Background

- Sarjana Teknik Tenaga Listrik dari Institut Teknologi Bandung (1982).
- Magister Manajemen dari Institut Teknologi Bandung (1997).
- Bachelor of Electrical Power Engineering from Bandung Institute of Technology (1982).
- Master Management from Bandung Institute of Technology (1997).



Sertifikasi Certification

Belum memiliki sertifikasi
Not yet certified



Pengalaman Kerja Work Experience

- Komisaris PLN Enjiniring (2020 – saat ini).
- Expert Pengendalian Proyek (TK) pada (Tugas Karya ke PT PLN Enjiniring) PT PLN (Persero) Kantor Pusat (2014 – 2016).
- Senior Specialist I Pengendalian Proyek (TK) pada (Tugas Karya PT PLN Enjiniring) PT PLN (Persero) Kantor Pusat (2010 – 2014).
- Commissioner of PLN Enjiniring (2020 – saat ini).
- Project Control Expert (TK) at (Assignment to PT PLN Enjiniring) PT PLN (Persero) Head Office (2014 – 2016).
- Senior Specialist I Project Control (TK) at (Assignment to PT PLN Enjiniring) PT PLN (Persero) head Office (2010 – 2014).



Dasar Hukum Pengangkatan Legal Basis of Appointment

Diangkat untuk pertama kalinya sebagai Komisaris berdasarkan RUPS Sirkuler Pengangkatan tanggal 08 Desember 2020 dan disahkan melalui Akta Notaris Lenny Janis Ishak, SH No. 05 tanggal 09 Maret 2021. Diangkat kembali sebagai Komisaris berdasarkan RUPS Sirkuler Pengangkatan tanggal 21 September 2022 dan disahkan melalui Akta Notaris Lenny Janis Ishak, SH No. 56 tanggal 22 September 2022.

Appointed for the first time as Commissioner based on the Appointment Circular GMS dated December 08, 2020, and ratified by Notarial Deed Lenny Janis Ishak, SH No. 05 dated March 09, 2021. Reappointed as Commissioner based on the GMS Circular Appointment dated September 21, 2022, and ratified by Notarial Deed Lenny Janis Ishak, SH No. 56 dated September 22, 2022.



Periode Menjabat Term of Office

2020 - 2024 (Periode Pertama).
2020 - 2024 (First Period).



Jabatan Rangkap Double function

Ketua Komite Audit PLN Enjiniring.
Chairman of the Audit Committee PLN Enjiniring.



Kepemilikan Saham Share Ownership

Tidak memiliki saham PLN Enjiniring
Does not own shares of PLN Enjiniring

Muhammad Rizali Karliansyah

Komisaris
Commissioner



Kewarganegaraan Citizenship

Warga Negara Indonesia
Indonesian



Domisili Domicile

Jakarta Selatan
South Jakarta



Tempat dan Tahun Lahir/Usia Place and Year of Birth/Age

Lahir di Banjarmasin, pada tahun 1961. Usia 54 tahun Per Desember 2023.
Born in Banjarmasin, in 1961. 54 years old as of December 2023.



Riwayat Pendidikan Educational Background

- Sarjana Biologi dari Universitas Indonesia (1985).
- Magister Ilmu Lingkungan dari Universitas Indonesia (1989).
- Bachelor of Biology from The University of Indonesia (1985).
- Master of Environmental Science from The University of Indonesia (1989).



Sertifikasi Certification

Belum memiliki sertifikasi
Not yet certified



Pengalaman Kerja Work Experience

- Komisaris PLN Enjiniring (2022 – saat ini).
- Dirjen Pengendalian Pencemaran dan Kerusakan Lingkungan di Kementerian Lingkungan Hidup dan Kehutanan (2015 – 2021).
- Deputi Bidang Pengendalian Pencemaran Lingkungan di Kementerian Lingkungan Hidup (2010 – 2015).
- Asisten Deputi Urusan Pengendalian Pencemaran Pertambangan, Energi dan Migas di Kementerian Lingkungan Hidup (2007 – 2010).
- Commissioner of PLN Enjiniring (2022 – present).
- Director General of Pollution Control and Environmental Damage at the Ministry of Environmental and Forestry (2015 – 2021).
- Deputy for Environmental Pollution Control at the Ministry of Environment (2010 – 2015).
- Assistant deputy for Mining, Energy, and Oil and Gas Pollution Control at the Ministry of Environment (2007 – 2010).



Dasar Hukum Pengangkatan Legal Basis of Appointment

Diangkat untuk pertama kalinya sebagai Komisaris berdasarkan RUPS Sirkuler Pengangkatan tanggal 19 Februari 2021 dan disahkan melalui Akta Notaris Lenny Janis Ishak, SH No. 05 tanggal 09 Maret 2021.

Appointed for the first time as Commissioner based on the GMS Circular Appointment dated February 19, 2021, and ratified by Notarial Deed Lenny Janis Ishak, SH No. 05 dated March 09, 2021.



Periode Menjabat Term of Office

2021 - 2025 (Periode Pertama).
2021 - 2025 (First Period).



Jabatan Rangkap Double function

Ketua Komite Nominasi dan Remunerasi PLN Enjiniring.
Chairman of Nomination and Remuneration Committee of PLN Enjiniring.



Kepemilikan Saham Share Ownership

Tidak memiliki saham PLN Enjiniring
Does not own shares of PLN Enjiniring

Fritz Edward Siregar

Komisaris Independen
Independent Commissioner



Kewarganegaraan Citizenship

Warga Negara Indonesia
Indonesian



Domisili Domicile

Jakarta Selatan
South Jakarta



Tempat dan Tahun Lahir/Usia Place and Year of Birth/Age

Lahir di Medan, pada tahun 1979. Usia 47 tahun Per Desember 2023.
Born in Medan, in 1979. 47 years old as of December 2023.



Riwayat Pendidikan Educational Background

- Sarjana Hukum dari Universitas Indonesia (2000).
- Magister Hukum dari Erasmus University Rotterdam, Belanda (2002).
- Doctor in Juridical Science dari University of New South Wales, Australia (2016).
- Bachelor of Law from University of Indonesia (2000).
- Master of Law from Erasmus University Rotterdam, Netherlands (2002).
- Doctor in Juridical Science from the University of New South Wales, Australia (2016).



Sertifikasi Certification

- Certified Governance Oversight Professional (CGOP) 2024.
- Qualified Risk Governance Professional (QRGP) 2023.
- Certified Governance Oversight Professional (CGOP) 2024.
- Qualified Risk Governance Professional (QRGP) 2023.



Pengalaman Kerja Work Experience

- Komisaris Independen PLN Enjiniring (2022 – saat ini).
- Wakil Ketua Bidang Akademik STH Indonesia Jentera (2022-2023).
- Anggota Badan Pengawas Pemilu (2017-2022).
- Direktur Niaga dan Manajemen Pelanggan PT PLN (Persero) Kantor Pusat (2020 - 2022).
- General Manajer PT PLN (Persero) UID Jawa Timur (2019 - 2020).
- General Manager PT PLN (Persero) UIW Sulawesi Selatan, Tenggara dan Barat tahun (2017 - 2019).
- Tenaga Ahli Bidang Hukum Dewan Perwakilan Daerah (2016).
- General Manager PT PLN (Persero) UIW Aceh (2015 - 2017).
- Project Officer, National Legal Reform Program (IMF Netherland Government Programme) (2009-2011).
- Asisten Hakim Maruarar Siahaan, Mahkamah Konstitusi (2004 - 2009).
- Independent Commissioner of PLN Enjiniring (2022 – present).
- Vice Chairman of Academic Affairs of STH Indonesia Jentera (2022-2023).
- Member of the Election Supervisory Board (2017-2022).
- Director of Commerce and Customer Management of PT PLN (Persero) Head Office (2020 - 2022).
- General Manager of PT PLN (Persero) UID East Jawa (2019 - 2020).
- General Manager of PT PLN (Persero) UIW South, Southeast, and West Sulawesi (2017 - 2019).
- Expert on Legal Affairs of the House of Regional Representatives (2016).
- General Manager of PT PLN (Persero) UIW Aceh (2015 - 2017).
- Project Officer, National Legal Reform Program (IMF Netherland Government Programme) (2009-2011).
- Assistant Judge Maruarar Siahaan, Constitutional Court (2004 - 2009).



Dasar Hukum Pengangkatan Legal Basis of Appointment

Diangkat untuk pertama kalinya sebagai Komisaris Independen berdasarkan RUPS Sirkuler Pengangkatan tanggal 21 September 2022 dan disahkan melalui Akta Notaris Lenny Janis Ishak, SH No. 56 tanggal 22 September 2022.

Appointed for the first time as Independent Commissioner based on the GMS Circular Appointment dated September 21, 2022, and ratified by Notarial Deed Lenny Janis Ishak, SH No. 56 dated September 22, 2022.



Periode Menjabat Term of Office

2022 - 2024 (Periode Pertama).
2022 - 2024 (First Period).



Jabatan Rangkap Double function

Ketua Komite Manajemen Risiko dan GCG PLN Enjiniring.
Chairman of Risk Management and GCG Committee of PLN Enjiniring.



Kepemilikan Saham Share Ownership

Tidak memiliki saham PLN Enjiniring
Does not own shares of PLN Enjiniring

Hubungan Afiliasi Anggota Dewan Komisaris Affiliation of Members of The Board of Commissioners

Tabel Hubungan Afiliasi Dewan Komisaris
Table of Affiliation of the Board of Commissioners

Hubungan Keuangan, Keluarga dan Kepengurusan Komisaris Financial, Family, and Management Relationships															
Nama Name	Jabatan Position	Hubungan Keuangan Dengan Financial Relationship with						Hubungan Keluarga Dengan Family Relationship with						Hubungan Kepengurusan Management Relationship	
		Dewan Komisaris Board of Commissioners		Direksi Directors		Pemegang Saham Pengendali* Controlling Shareholders*		Dewan Komisaris Board of Commissioners		Direksi Directors		Pemegang Saham Pengendali* Controlling Shareholders*			
		Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No
Bob Saril	Komisaris Utama President Commissioner		✓		✓		✓		✓		✓		✓		✓
Edward Siagian	Komisaris Commissioner		✓		✓		✓		✓		✓		✓		✓
Muhammad Rizali Karliansyah	Komisaris Commissioner		✓		✓		✓		✓		✓		✓		✓
Fritz Edward Siregar	Komisaris Independen Independent Commissioner		✓		✓		✓		✓		✓		✓		✓

*Langsung dan Tidak Langsung / Direct and Indirect

Perubahan Komposisi Anggota Direksi dan Alasan Perubahannya

Selama tahun 2023, tidak terdapat perubahan komposisi Dewan Komisaris. Komposisi Dewan Komisaris pada tahun 2023 sebanyak 4 (empat) orang yang terdiri dari 1 (satu) orang Komisaris Utama, 2 (dua) orang Komisaris dan 1 (satu) orang Komisaris Independen. Komposisi dan dasar pengangkatan Dewan Komisaris dapat dilihat pada tabel di bawah ini.

Changes in the Composition of Members of The Board of Directors and the Reasons for the Changes

During 2023, there was no change in the composition of the Board of Commissioners. The composition of the Board of Commissioners in 2023 was 4 (four) people consisting of 1 (one) President Commissioner, 2 (two) Commissioners, and 1 (one) Independent Commissioner. The composition and basis of the appointment of the Board of Commissioners can be seen in the table below.

Tabel Komposisi dan Dasar Pengangkatan Dewan Komisaris
Table of Composition and Basis of Appointment of the Board of Commissioners

Nama Name	Jabatan Position	Dasar Pengangkatan Basis of Appointment	Tanggal Efektif Effective date
Bob Saril	Komisaris Utama President Commissioner	RUPS Sirkuler tanggal 21 September 2022 Circular GMS dated September 21, 2022	22 September 2022 September 22, 2022
Edward Siagian	Komisaris Commissioner	RUPS Sirkuler tanggal 08 Desember 2020 Circular GMS dated December 08, 2020	09 Maret 2021 March 09, 2021
Muhammad Rizali Karliansyah	Komisaris Commissioner	RUPS Sirkuler tanggal 08 Desember 2020 Circular GMS dated December 08, 2020	09 Maret 2021 March 09, 2021
Fritz Edward Siregar	Komisaris Independen Independent Commissioner	RUPS Sirkuler tanggal 21 September 2022 Circular GMS dated September 21, 2022	22 September 2022 September 22, 2022

Profil Pegawai

Employee Profile

Jumlah Pegawai Berdasarkan Jenis Kelamin Number of Employees by Gender

Tabel Jumlah Pegawai Berdasarkan Jenis Kelamin
Table of Employees based on Gender

(dalam satuan orang / in units of people)

Jenis Kelamin	2023	2022	Gender
Pria	235	203	Male
Wanita	64	61	Female
Jumlah	299	264	Total

Jumlah Pegawai Berdasarkan Level Jabatan Number of Employees based on Position Level

Tabel Jumlah Pegawai Berdasarkan Level Jabatan
Table of Employees based on Position Level

(dalam satuan orang / in units of people)

Level Jabatan	2023			2022			Position Level
	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	
VP/KS/Sekretaris Perusahaan (MM)	9	4	13	9	2	11	VP/KS/Company Secretary (MM)
Manajer Sub Bid (MD)	17	6	23	14	6	20	Sub Bid Manager (MD)
Asman (SPVA)	7	4	11	7	4	11	Assistant (SPVA)
Supervisor (SPVD)	3	-	3	2	-	2	Supervisor (SPVD)
Fungsional	199	50	249	171	49	220	Functional
Jumlah	235	64	299	203	61	264	Total

Jumlah Pegawai Berdasarkan Rentang Usia Number of Employees by Age Range

Tabel Jumlah Pegawai Berdasarkan Rentang Usia
Table of Employees based on Age Range

(dalam satuan orang / in units of people)

Rentang Usia	2023			2022			Age Range
	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	
<25 tahun	-	-	-	25	12	37	<25 years old
26 - 35 tahun	146	40	186	104	33	137	26 - 35 years old
36 - 45 tahun	63	19	82	49	13	62	36 - 45 years old
46 - 56 tahun	26	5	31	25	3	28	46 - 56 years old
Jumlah	235	64	299	203	61	264	Total

Jumlah Pegawai Berdasarkan Tingkat Pendidikan Number of Employees based on Education Level

Tabel Jumlah Pegawai Berdasarkan Tingkat Pendidikan

Table of Employees based on Education Level

(dalam satuan orang / in units of people)

Tingkat Pendidikan	2023			2022			Education Level
	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	
SMA	19	-	19	21	-	21	Senior High School
D3	5	3	8	5	3	8	Associate
D4/S1	183	52	236	157	50	207	Bachelor
S2	27	9	35	18	8	26	Master
S3	1	-	1	2	-	2	Doctoral
Jumlah	235	64	299	203	61	264	Total

Jumlah Pegawai Berdasarkan Status Kepegawaian Number of Employees based on Employment Status

Tabel Jumlah Pegawai Berdasarkan Status Kepegawaian

Table of Employees based on Employment Status

(dalam satuan orang / in units of people)

Status Kepegawaian	2023			2022			Employment Status
	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	
Organik	222	64	286	189	59	248	Organic
Tugas Karya	13	-	13	14	2	16	Work Assignment
Jumlah	235	64	299	203	61	264	Total

Komposisi Pemegang Saham

Shareholder Composition

Komposisi Pemegang Saham disajikan sebagai berikut:

The shareholder Composition is presented as follows:

Tabel Komposisi Pemegang Saham PLN Enjiniring

Table of Shareholder Composition of PLN Enjiniring

Pemegang Saham Shareholder	Jumlah Saham (lembar) Number of Shares (share)	Nominal (Rp) Nominal (IDR)	Kepemilikan Ownership
PT Perusahaan Listrik Negara (Persero)	24,975,000	24,975,000,000	99.90%
Yayasan Pendidikan dan Kesejahteraan PLN (Persero)	25,000	25,000,000	0.10%
Total	25,000,000	25,000,000,000	100.00%

Per 1 Januari 2023 dan 31 Desember 2023, tidak terdapat perubahan komposisi pemegang saham. Per 31 Desember 2023, kepemilikan saham institusi lokal PLN Enjiniring adalah PT Perusahaan Listrik Negara (Persero) dan Yayasan Pendidikan

As of January 1, 2023, and December 21, 2023, there were no changes in the composition of shareholders. As of December 31, 2023, PLN Enjiniring's local institutional shareholders were PT Perusahaan Listrik Negara (Persero) and PLN Education and Welfare Foundation

dan Kesejahteraan PLN (Persero) dan tidak terdapat kepemilikan saham institusi asing, kepemilikan saham individu lokal, dan kepemilikan saham individu asing.

Komposisi Pemegang Saham 5% atau Lebih

Sampai dengan 31 Desember 2023, PLN Enjiniring belum menjadi perusahaan yang mencatatkan sahamnya di Bursa Saham. Per 1 Januari 2023 dan 31 Desember 2023, tidak terdapat perubahan komposisi pemegang saham. Dengan demikian, komposisi pemegang saham 5% atau lebih PLN Enjiniring adalah PT Perusahaan Listrik Negara (Persero) dengan kepemilikan saham sebesar 99,90%.

Komposisi Kelompok Pemegang Saham Kurang dari 5%

Sampai dengan 31 Desember 2023, PLN Enjiniring belum menjadi perusahaan yang mencatatkan sahamnya di Bursa Saham. Per 1 Januari 2023 dan 31 Desember 2023, tidak terdapat perubahan komposisi pemegang saham. Dengan demikian, komposisi kelompok pemegang kurang dari 5% PLN Enjiniring adalah Yayasan Pendidikan dan Kesejahteraan PLN (Persero) dengan kepemilikan saham sebesar 0,10%.

Kepemilikan Saham Dewan Komisaris, Direksi Dan Manajemen

Sampai dengan 31 Desember 2023, tidak terdapat kepemilikan saham Dewan Komisaris, Direksi dan Manajemen secara langsung dan tidak langsung.

(Persero) and there were no foreign institutional shareholders, local individual shareholders, and Asian individual shareholders.

Composition of Shareholders 5% or More

As of December 31, 2023, PLN Enjiniring has not yet become a company that listed its shares on the Stock Exchange. As of January 1, 2023, and December 31, 2023, there were no changes in the composition of shareholders. Thus, the composition of shareholders 5% or more of PLN Enjiniring is PT Perusahaan Listrik Negara (Persero) with a share ownership of 99.90%.

Composition of Shareholders Groups Less Than 5%

As of December 31, 2023, PLN Enjiniring has not yet become a company that listed its shares on the Stock exchange. As of January 1, 2023, and December 31, 2023, there were no changes in the composition of shareholders. Thus, the composition of the less 5% shareholder group of PLN Enjiniring was PLN (Persero) Education and Welfare Foundation with a shareholding of 0.10%.

Share Ownership of The Board of Commissioners, Directors, and Management

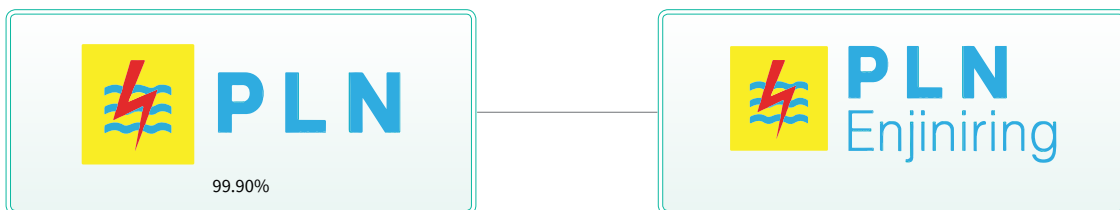
As of December 31, 2023, there were no direct and indirect share ownership of the Board of Commissioners, Directors, and Management.

Pemegang Saham Utama dan Pengendali

Major and Controlling Shareholders

Sebagian besar atau sebanyak 99,9% saham Perusahaan dipegang oleh PT Perusahaan Listrik Negara (Persero). Hal tersebut menjadikan PT Perusahaan Listrik Negara (Persero) sebagai Pemegang Saham Utama dan Pengendali dari PLN Enjiniring. Dengan demikian, tidak terdapat pemegang saham pengendali individu baik langsung maupun tidak langsung.

Mostly or 99.9% of the Company's shares are held by PT Perusahaan Listrik Negara (Persero). This makes PT Perusahaan Listrik Negara (Persero) the Main and Controlling Shareholder of PLN Enjiniring. Thus, there are no direct and indirect individual controlling shareholders.



Daftar Entitas Anak, Entitas Asosiasi dan Perusahaan Ventura Bersama

List of Subsidiaries, Associates, and Joint Venture Companies

Entitas Anak Subsidiary

PT Rekadaya ElektriKA Consult (REC)	
Bidang Usaha / Line of Business Konsultansi Enjiniring / Engineering Consultancy	Alamat / Address Gedung PLN Puseulis Lantai 6 Jl. KS. Tubun I No. 2, Jakarta Barat, 11420 Gedung PLN Puseulis Floor 6 Jl. KS. Tubun I No. 2, West Jakarta 11420
Tanggal Pendirian / Date of Establishment 13 April 2010 / April 13, 2010	Telp : - Fax : -
Jumlah Aset / Total Assets -	Email : corsec@reconsult.co.id bus.dev@reconsult.co.id
Kepemilikan (%) / Ownership (%) 99,99%	Web : www.reconsult.co.id
Status Beroperasi / Operating Status Beroperasi / Operating	

Keterangan : Perusahaan menjual 99,99% kepemilikan REC pada tanggal 31 Desember 2023 ke ICON.
Note : The company sold 99,99% ownership of REC on December 31, 2023, to ICON.

Entitas Asosiasi Associates

PT Energi Prima ElektriKA (EPE)	
Bidang Usaha / Line of Business Pembangkit / Power Plant	Alamat / Address The Energy Building, 50th floor, Lot 11A SCBD Jl. Jend. Sudirman Kav 52-53 Jakarta 12190
Tanggal Pendirian / Date of Establishment 24 Mei 2004 / May 24, 2004	Telp : 021 - 29953300 Fax : -
Jumlah Aset / Total Assets Rp123,36 Miliar / IDR123.36 Billion	Email : corsec.mpi@medcoenergi.com
Kepemilikan (%) / Ownership (%) 7,5%	Web : https://medcopower.co.id/project/energi-prima-elektriKA/
Status Beroperasi / Operating Status Beroperasi / Operating	

PT Pura Daya Prima (PDP)	
Bidang Usaha / Line of Business Pembangkit / Power Plant	Alamat / Address Jl. Raya Kelapa Hibrida Blok PF-23/11 Kelapa Gading, Jakarta Utara, 14240 Jl. Raya Kelapa Hibrida Blok PF-23/11 Kelapa Gading, North Jakarta, 14240
Tanggal Pendirian / Date of Establishment 30 Maret 2005 / March 30, 2005	Telp : 021 - 45865675/-7 Fax : 021 - 45865678
Jumlah Aset / Total Assets Rp102,15 Miliar / IDR102.15 Billion	Email : pedepe@puradaya.co.id
Kepemilikan (%) / Ownership (%) 15,0%	Web : -
Status Beroperasi / Operating Status Beroperasi / Operating	

PT Multidaya Prima Elektrindo (MPE)

Bidang Usaha / Line of Business

Pembangkit / Power Plant

Tanggal Pendirian / Date of Establishment

15 Juli 2005 / July 15, 2005

Jumlah Aset / Total Assets

Rp192,29 Miliar / IDR192.29 Billion

Kepemilikan (%) / Ownership (%)

15,0%

Status Beroperasi / Operating Status

Beroperasi / Operating

Alamat / Address

The Energy Building, 50th floor, Lot 11A SCBD

Jl. Jend. Sudirman Kav 52-53 Jakarta 12190

Telp : 021 - 29953300

Fax :-

Email : corsec.mpi@medcoenergi.com

Web : <https://medcopower.co.id/project/multidaya-prima-elekrindo/>

PT Permata Prima Elektrindo (PPE)

Bidang Usaha / Line of Business

Pembangkit / Power Plant

Tanggal Pendirian / Date of Establishment

22 September 2006 / September 22, 2006

Jumlah Aset / Total Assets

-

Kepemilikan (%) / Ownership (%)

15,0%

Status Beroperasi / Operating Status

Beroperasi / Operating

Alamat / Address

Senayan City Lot 19 Panin Tower Lantai 11

Jl. Asia Afrika, Jakarta Selatan

Senayan City Lot 19 Panin Tower Lantai 11

Jl. Asia Afrika, South Jakarta

Telp :-

Fax :-

Email :-

Web :-

PT Crompton Prima Switchgear Indonesia (CPSI)

Bidang Usaha / Line of Business

Industri peralatan pengontrol dan pendistribusian listrik / Electricity control and distribution equipment industry

Tanggal Pendirian / Date of Establishment

7 Mei 2014 / May 7, 2014

Jumlah Aset / Total Assets

Rp281,99 Miliar (2020) / IDR281.99 Billion (2020)

Kepemilikan (%) / Ownership (%)

49,0%

Status Beroperasi / Operating Status

Beroperasi / Operating

Alamat / Address**Menara Enjiniring**

Jl. Ciputat Raya No. 123 Pondok Pinang

Kebayoran Lama - Jakarta 12310 Indonesia

Telp :-

Fax :-

Email :-

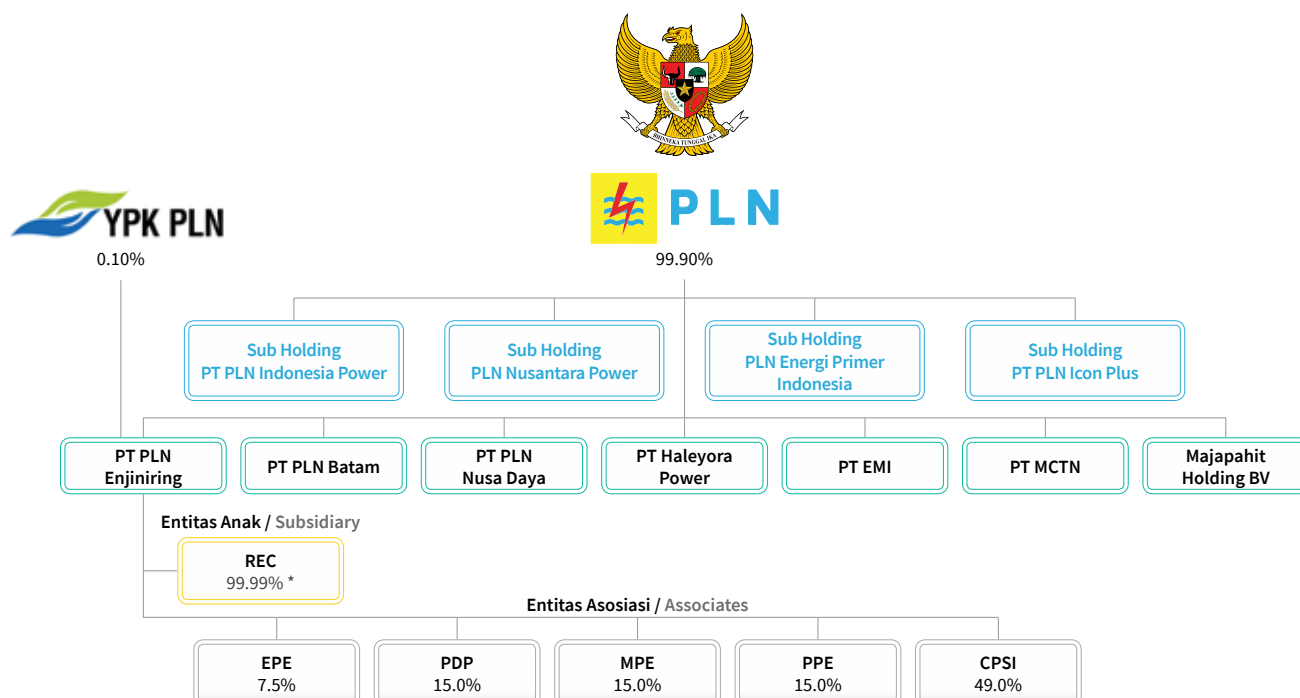
Web :-

Sampai dengan 31 Desember 2023, PLN Enjiniring tidak memiliki Perusahaan Ventura Bersama.

As of December 31, 2023, PLN Enjiniring does not have a Joint Venture Company.

Struktur Grup Perusahaan

Company Group Structure



* Perusahaan menjual 99.99% kepemilikan REC pada tanggal 31 Desember 2023 ke ICON.
The company sold 99.99% ownership of REC on December 31, 2023, to ICON.

Sampai dengan 31 Desember 2023, PLN Enjiniring tidak memiliki *Joint Venture* dan *Special Purpose Vehicle*.

As of December 31, 2023, PLN Enjiniring has no *Joint Venture* Company and *Special Purpose Vehicle*.

Kronologi Pencatatan Saham

Chronology of Share Listing

PLN Enjiniring per 31 Desember 2023, belum melakukan pencatatan saham di Bursa Efek. Dengan demikian, tidak terdapat informasi mengenai tindakan korporasi (*corporate action*), harga penawaran saham untuk masing-masing tindakan korporasi, jumlah saham tercatat setelah masing-masing tindakan korporasi dan nama bursa tempat saham perusahaan dicatitkan.

As of December 31, 2023, PLN Enjiniring has not listed its shares on the Stock Exchange. Thus, there was no information on corporate actions, the share offering price for each corporate action, the number of shares listed after each action, and the name of the exchange where the company's shares are listed.

Kronologi Pencatatan Efek Lainnya

Chronology of Other Securities Listing

Sampai dengan 31 Desember 2023, PLN Enjiniring belum menerbitkan obligasi, obligasi konversi, sukuk, serta sumber pendanaan lainnya.

As of December 31, 2023, PLN Enjiniring has not issued bonds, convertible bonds, sukuk, and other funding sources.

Informasi Penggunaan Jasa Akuntan Publik (AP) dan Kantor Akuntan Publik (KAP)

Information on the Use of Public Accountant (AP) and Public Accounting Firm (KAP)

Nama KAP Name of KAP	Rintis, Jumadi, Rianto & Rekan
Jaringan Asosiasi Association Network	PwC
Alamat KAP Address of KAP	WTC 3, Jl. Jend. Sudirman Kav. 29-31, Jakarta 12920 Telp : (021) 5099 2901/3119 2901 Fax : (021) 5290 5555/5290 5050 Email : www.pwc.com/id
Nama AP Name of AP	Firman Sababalat
Periode Penugasan KAP KAP Assignment Period	Periode Ke 4 / 4th Period
Periode Penugasan AP KAP Assignment Period	Periode Ke 3 / 3rd Period
Jasa Audit Audit Services	Audit atas Laporan Keuangan / Audit of Financial Statements
Fee Audit Audit Fee	Fee audit tergabung ke dalam fee audit PT PLN (Persero) / The audit fee is incorporated into the audit fee of PT PLN (Persero)
Jasa Non Audit Non-Audit Services	Laporan Evaluasi Kinerja dan Laporan Kepatuhan Terhadap Peraturan Perundang-Undangan dan Pengendalian Internal. Performance Evaluation Report and Compliance Report with Legislation and Internal Control.
Fee Non Audit Non-Audit Fee	Fee non audit tergabung ke dalam fee audit PT PLN (Persero) / Non-audit fee incorporated into the audit fee of PT PLN (Persero)

Lembaga dan/atau Profesi Penunjang

Supporting Institutions and/or Professions

Notaris / Notary

Kantor Notaris Shahreza Annaz, S.H., M.Kn

Jalan Hang Lekir IX Nomor 1, Kebayoran Baru
Jakarta Selatan 12120 - Indonesia

Jasa yang diberikan:

Pembuatan Akta, Duplikasi Akta,
Pendampingan RUPS RKAP 2023 dan RUPS LPT 2022

Notary Office Shahreza Annaz, S.H., M.Kn

Hang Lekir Street IX No. 1, Kebayoran Baru
South Jakarta 12120 - Indonesia

Services provided:

Deed Making, Deed Duplication, Assistance for GMS RKAP 2023
dan GMS LPT 2022

Penghargaan dan Sertifikasi

Awards and Certification

Penghargaan/ Award



No.	Nama Penghargaan Award Name	Acara Event	Penyelenggara Organizer	Tanggal Date
1	Gold Winner Award Kategori Pilar Sosial	TJSL & CSR AWARDS 2023	BUMN Track	11 Juni 2023 June 11, 2023
2	Special Appreciation The Most Committed CEO of BUMN on TJSL Pilar Social	TJSL & CSR AWARDS 2023	BUMN Track	11 Juni 2023 June 11, 2023
3	5 Star Silver The Best GRC for Governance and Compliance 2023	GRC & Performance Excellence Award 2023	Majalah Business News Indonesia	2 September 2023 September 2, 2023
4	5 Star Silver The Best GRC for Corporate Operation 2023 on GRC	GRC & Performance Excellence Award 2023	Majalah Business News Indonesia	2 September 2023 September 2, 2023
5	5 Star Silver Performance Excellence Awards	GRC & Performance Excellence Award 2023	Majalah Business News Indonesia	2 September 2023 September 2, 2023
6	The Best CEO for GRC Excellence 2023 on GRC & Performance Excellence Awards 2023	GRC & Performance Excellence Award 2023	Majalah Business News Indonesia	2 September 2023 September 2, 2023

No.	Nama Penghargaan Award Name	Acara Event	Penyelenggara Organizer	Tanggal Date
7	#Star 4	TOP GRC Award 2023	TOP BUSINESS MAGAZINE	6 September 2023 September 6, 2023
8	The Most Committed GRC Leader 2023	TOP GRC Award 2023	TOP BUSINESS MAGAZINE	6 September 2023 September 6, 2023
9	#Star 4	TOP Human Capital Awards 2023	TOP BUSINESS MAGAZINE	28 Oktober 2023 October 28, 2023
10	The Most Committed TOP Leader On Human Capital 2023	TOP Human Capital Awards 2023	TOP BUSINESS MAGAZINE	28 Oktober 2023 October 28, 2023
11	Bronze Winner Kategori Gender Heroes	PLN ESG Awards 2023	PT PLN (Persero)	27 Oktober 2023 October 27, 2023
12	Bronze Winner Kategori Best Project Appraisal & Risk Management (PARM) Practitioner	PLN RISK Awards 2023	PT PLN (Persero)	27 Oktober 2023 October 27, 2023
13	Excellent Innovation in The Use of Information Technology	KIP Award 2023	BUMN Track	22 Desember 2023 December 22, 2023
14	Visionary in Information Openness	KIP Award 2023	BUMN Track	22 Desember 2023 December 22, 2023
15	Best Performance Partner	2nd Anniversary of PT ThorCon Power Indonesia	Thorcon Power Indonesia	8 Desember 2023 December 8, 2023
16	Overseas Business Achievement of the Month October 2023 Portfolio Awards Progress Kontrak Luar Negeri Terbaik tahun 2023	PLN Portfolio Awards 2023	PT PLN (Persero)	7 Desember 2023 17 Januari 2024 December 7, 2023 January 17, 2024

Sertifikasi/ Certification



Jenis Sertifikasi / Certification Type:
ISO 9001:2015 Sistem Manajemen Mutu
ISO 9001:2015 Quality Management System

Validasi / Validation:
12 Desember 2023 – 11 Desember 2026
December 12, 2023 – December 11, 2026

Penerima Sertifikasi / Certification Recipient:
PLN Enjiniring

Dikeluarkan Oleh / Issued by:
LMK Certification



Jenis Sertifikasi / Certification Type:
ISO/IEC 27001:2022 Cyber Security
ISO/IEC 27001:2022 Cyber Security

Validasi / Validation:
18 Januari 2024 – 17 Januari 2027
January 18, 2024 – January 17, 2027

Penerima Sertifikasi / Certification Recipient:
PLN Enjiniring

Dikeluarkan Oleh / Issued by:
TUV



Jenis Sertifikasi / Certification Type:
ISO 37001:2016
Sistem Manajemen Anti Penyuapan
Anti-bribery Management System

Validasi / Validation:
3 November 2023 – 2 November 2026
November 3, 2023 – November 2, 2026

Penerima Sertifikasi / Certification Recipient:
PLN Enjiniring

Dikeluarkan Oleh / Issued by:
LMK Certification



Jenis Sertifikasi / Certification Type:
ISO 22301:2019
Business Continuity Management System
Business Continuity Management System

Validasi / Validation:
21 September 2023 – 20 September 2026
September 21, 2023 – September 20, 2026

Penerima Sertifikasi / Certification Recipient:
PLN Enjiniring

Dikeluarkan Oleh / Issued by:
BSI

Informasi yang Tersedia pada Website

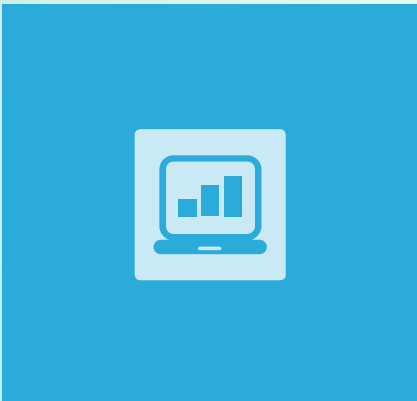
Information Available on the Website

Pemegang saham, investor, masyarakat, maupun pemangku kepentingan lainnya dapat mengakses seluruh informasi penting dan relevan melalui situs *web* resmi (*corporate website*) Perusahaan, yakni www.plne.co.id. Perusahaan menyajikan informasi dengan menerapkan prinsip keterbukaan dalam pengelolaan perusahaan, seperti penggunaan dua bahasa, yaitu bahasa Indonesia dan Inggris, yang memudahkan semua pihak untuk membaca. Di samping itu, Perusahaan pun menyempurnakan situs dengan melakukan pembaruan data dan informasi secara periodik sehingga para pembaca dapat dengan mudah memperoleh berita *up-to-date*.

Shareholders, investors, the public, and other stakeholders can access all important and relevant websites (corporate website), www.plne.co.id. The Company presents information by applying the principle of transparency in managing the company, such as using bilingual, namely Indonesian and English, which makes it easy for all parties to read. In addition, the Company also improves the site by updating data and information periodically so readers can easily obtain up-to-date news.



Menu Menu	Keterangan Information
Beranda Home	Informasi yang tersedia pada halaman ini berkaitan dengan Berita Perusahaan, Produk dan Layanan Perusahaan, Alamat Perusahaan, serta Informasi Media Sosial Perusahaan. The information available on this page relates to Company News, Company Products and Services, Company Address, and Company Social Media Information.
Produk dan Jasa Products and Services	Informasi yang tersedia pada halaman ini berkaitan dengan Produk dan Jasa Perusahaan. The information available on this page relates to the Company's Products and Services.
Proyek Project	Informasi yang tersedia pada halaman ini berkaitan dengan Proyek yang sedang dijalankan oleh Perusahaan. The information available on this page relates to Projects that are carried out by the Company.
GCG GCG	Halaman ini menyediakan informasi yang berkaitan dengan Pedoman Perilaku & GCG, Pedoman Pengadaan, Kebijakan Manajemen Risiko, CSR, Laporan Tahunan minimal 5 (lima) tahun terakhir, Laporan Keuangan minimal 3 (tiga) tahun terakhir, Pelaporan WBS, Gratifikasi, serta Kebijakan Anti Penyuapan. This page provides information related to the Code of Conduct & GCG, procurement Guidelines, Risk Management Policy, CSR, Annual Report of at least the last 5 (five) years, Financial Report of at least the last 3(three) years, WBS Reporting, Gratification, and Anti-Bribery Policy.
Karir Career	Informasi yang tersedia pada halaman ini berkaitan dengan Informasi Peluang Karir dan Rekrutmen dari Perusahaan. The information available on this page relates to Career Opportunities and Recruitment Information from the Company.
Tentang Kami About Us	Halaman ini menyediakan informasi yang berkaitan dengan Profil Perusahaan, Visi, Misi dan Tata Nilai, Profil Dewan Komisaris, Profil Direksi, Informasi terkait Anak Perusahaan dan Afiliasi, Sertifikat Penghargaan, Standar dan Kontak Kami. This page provides information related to the Company profile, Vision, Mission and Values, Board of Commissioners Profile, Board of Directors Profile, Information related to subsidiaries and affiliates, Award Certificates, Standards and Our Contact.





Analisis dan Pembahasan Manajemen atas Kinerja Perusahaan

Management Analysis and Discussion
on Company Performance

Tinjauan Perekonomian

Economic Review



Pertumbuhan ekonomi dunia melambat yang sebelumnya pada tahun 2022 sebesar 3,5%, menjadi 3,1% di tahun 2023. Setelah melewati fase tingginya virus Covid-19, seluruh negara berusaha untuk memulihkan ekonominya secara bertahap. Namun, terdapat desakan geopolitik, gangguan rantai pasok, inflasi tinggi, dan pengetatan kebijakan moneter yang menyebabkan lemahnya pertumbuhan ekonomi suatu negara. Deflasi atau disinflasi global telah berlangsung sejak Triwulan II 2023. Situasi ini terutama disebabkan oleh dua faktor eksternal: 1) Penurunan harga komoditas. Harga berbagai komoditas global mengalami penurunan tajam. Misalnya harga litium yang anjlok meski Tiongkok melakukan investasi dan produksi baterai dalam jumlah besar. Hal ini menunjukkan tingkat kelebihan pasokan yang sangat besar. Indonesia memang bukan produsen litium, tetapi gambaran suram ini berlaku juga untuk komoditas ekspor Indonesia seperti batu bara dan nikel ke Tiongkok; 2) Kelebihan kapasitas industri Tiongkok. Sebagai mitra dagang terbesar Indonesia, Tiongkok saat ini tengah dilanda kelebihan kapasitas produksi di sektor industri, dan situasi ini telah memicu deflasi harga barang-barang industri dan tekanan berat pada mitra dagangnya, termasuk Indonesia.

Ekonomi Indonesia tahun 2023 tumbuh sebesar 5,05%, lebih rendah dibanding capaian tahun 2022 yang mengalami pertumbuhan sebesar 5,31%. Pertumbuhan PDB riil Indonesia tercatat sebesar 5,05% (yoy), didukung oleh pertumbuhan 5,04% pada Triwulan IV 2023. Sementara itu, pertumbuhan ekonomi secara nominal jauh lebih tinggi, yaitu sebesar 6,66% (yoy) secara keseluruhan tahun 2023 dan hanya 3,67% pada Triwulan IV 2023. Hal ini menunjukkan adanya kesenjangan yang signifikan antara pertumbuhan PDB riil dan nominal di 2023 dan mengindikasikan terjadinya fenomena deflasi/disinflasi dalam perekonomian Indonesia. Deflasi terjadi ketika harga-harga secara umum mengalami penurunan dari waktu ke waktu. Pemerintah telah memiliki beberapa opsi kebijakan konkret untuk menanggulangi fenomena disinflasi dan dampaknya terhadap perekonomian.

World economic growth slowed down, previously 3.5% in 2022 to 3.1% in 2023. After experiencing the high phase of the Covid-19 virus, all countries gradually recovered their economies. However, there were geopolitical pressures, supply chain disruptions, high inflation, and tightening monetary policy, which weaken economic growth in a country. Global deflation or disinflation had been commenced since Quarter II of 2023. This situation was mainly due to two external factors: 1) Commodity prices declining. Prices of various global commodities experienced a sharp decline. For example, lithium prices plummeted, though China had invested in and produced large quantities of batteries. This indicated larger level of oversupply. Indonesia was not a lithium producer, but this gloomy picture also applied to Indonesian export commodities such as coal and nickel to China; and, 2) China's industrial overcapacity. As Indonesia's largest trading partner, China was hit by excess production capacity in the industrial sector, and this situation had triggered price deflation of industrial goods and heavy pressure on its trading partners, including Indonesia.

The 2023 Indonesian economy grew by 5.05%, lower than the achievement in 2022, which improved 5.31%. Indonesia's real GDP growth was recorded at 5.05% (yoy), supported by growth of 5.04% in Quarter IV of 2023. Meanwhile, nominal economic growth was higher, such as totally 6.66% (yoy) in 2023 and only 3.67% in Quarter IV of 2023. It indicated that there was a significant gap between real and nominal GDP growth in 2023 and the occurrence of a deflation/disinflation phenomenon in the Indonesian economy. Deflation occurred when prices generally decreased over time. The government had several concrete policy options to overcome the disinflation phenomenon and its impact on the economy. First, fiscal expansion could be carried out through increasing state spending, tax stimulus and direct cash transfers to the public.

Pertama, dapat dilakukan ekspansi fiskal melalui peningkatan belanja negara, stimulus pajak, dan *transfer* tunai langsung ke masyarakat. Langkah ini diharapkan dapat mendorong permintaan agregat dan mengerek tingkat inflasi. Kedua, Bank Indonesia dapat menurunkan suku bunga acuan serta menerapkan kebijakan makroprudensial yang lebih longgar untuk meningkatkan likuiditas di sistem perbankan. Likuiditas yang cukup dapat merangsang ekspansi kredit dan pengeluaran, memberikan dorongan terhadap tingkat inflasi. Pemberian insentif pajak dan kemudahan investasi dapat mendorong ekspansi sektor industri dalam negeri, meningkatkan kapasitas produksi, dan menyebabkan inflasi dari sisi biaya (*cost push inflation*). Selain itu, untuk mendukung inflasi dari sisi permintaan, pemerintah dapat mendorong peningkatan upah minimum provinsi secara terukur. Langkah ini diharapkan dapat meningkatkan pendapatan dan daya beli masyarakat, mendukung kenaikan konsumsi, dan mendorong inflasi melalui *demand pull inflation*.

Demand listrik di Indonesia akan terus meningkat seiring dengan pertumbuhan ekonomi yang semakin baik. Direktorat Jenderal Ketenagalistrikan Kementerian Energi dan Sumber Daya Mineral (ESDM) terus berupaya untuk meningkatkan penyediaan tenaga listrik yang cukup, andal, berkelanjutan, terjangkau dan berkeadilan. Hal itu sesuai dengan yang telah diamanatkan oleh undang-undang untuk menyediakan tenaga listrik bagi seluruh masyarakat Indonesia. Pemerintah terus berupaya meningkatkan konsumsi listrik perkapita. Secara tren, tercatat konsumsi listrik perkapita Indonesia terus meningkat sejak tahun 2017. Pada 2023 realisasi konsumsi listrik rata-rata setiap orang di Indonesia mencapai 1.285kWh/kapita, angka ini meningkat dari 1.173 kWh/kapita pada 2022. Pemerintah juga tengah berupaya untuk mengoptimalkan transmisi listrik di dalam negeri guna menurunkan Biaya Pokok Penyediaan (BPP) pembangkit, agar dapat menurunkan nilai subsidi listrik. Dalam pemenuhan infrastruktur ketenagalistrikan, realisasi pemenuhan gardu induk mencapai 5.660 MVA, menembus 145% dari target sebesar 3.900 MVA. Untuk pembangkit dari target 5.511,69 MW, realisasi yang dapat dicapai sebesar 4.182,2 MW atau sekitar 76%. Infrastruktur transmisi tercapai sebesar 2.806,2 kms dari target 3.519,5 kms atau 79,73%. Sementara itu, pada bidang teknik, lingkungan, dan investasi ketenagalistrikan, selama tahun 2023, susut jaringan berhasil mencapai 8,74% dari target 8,78% atau mencapai 100,4%, karena semakin kecil susut jaringan maka semakin baik. Disusul adanya penurunan emisi CO² sebesar 15,32 juta ton CO², dari target yang dicanangkan sebesar 5,91 juta ton CO², atau mencapai 259% dari target.

Sumber:

- *World Economic Outlook* (WEO), International Monetary Fund, Januari 2024.
- *Dinamika Pertumbuhan Ekonomi Indonesia 2023 dan Proyeksi Tantangan 2024*, Humas Sekretariat Kabinet RI, 11 Februari 2024
- *Berita Resmi Statistik, Ekonomi Indonesia Triwulan IV-2023*, Badan Pusat Statistik, 05 Februari 2024
- *Konsumsi Listrik Masyarakat Meningkat, Tahun 2023 Capai 1.285 kWh/Kapita*. Siaran Pers No. 28.Pers/04/SJI/2024, Kementerian Energi dan Sumber Daya Mineral (ESDM), 15 Januari 2024
- *Kinerja Sektor Ketenagalistrikan Tahun 2023: Penyediaan Tenaga Listrik Cukup, Andal, Berkelanjutan, Terjangkau dan Berkeadilan*, Siaran Pers No. 61.Pers/04/SJI/2024, Kementerian Energi dan Sumber Daya Mineral (ESDM), 18 Januari 2024

This step was expected to boost aggregate demand and raise the inflation rate. Second, Bank Indonesia could lower the benchmark interest rate and implement looser macroprudential policies to increase liquidity in the banking system. Sufficient liquidity could stimulate credit and spending expansion, providing a boost to the inflation rate. Providing tax incentives and accessible investment could encourage the expansion of the domestic industrial sector, increase production capacity, and cause inflation in terms of costs (*cost push inflation*). In addition, to support inflation from the demand side, the government could encourage a measurable increase in provincial minimum wages. This step was expected to increase people's income and purchasing power, support increased consumption, and encourage inflation through demand pull inflation.

Electricity demand in Indonesia continuously increased along with increasingly good economic growth. The Directorate General of Electricity, Ministry of Energy and Mineral Resources (ESDM) strived to increase the supply of sufficient, reliable, sustainable, affordable, and equitable electricity. This was in accordance with regulation mandate to provide electric power for Indonesian. The government attempted to increase per capita electricity consumption. In terms of trends, Indonesia's per capita electricity consumption had continued to increase since 2017. In 2023, the average electricity consumption per person in Indonesia reached 1,285kWh/capita. This figure had increased from 1,173 kWh/capita in 2022. The government also optimized electricity transmission in the country in order to reduce the Cost of Supply (BPP) of generators for reducing the value of electricity subsidies. In satisfying electricity infrastructure, the realization of substation fulfillment reached 5,660 MVA, achieving 145% of the target of 3,900 MVA. For the target of 5,511.69 MW generator, the realization that could be achieved was 4,182.2 MW or around 76%. Transmission infrastructure was achieved at 2,806.2 kms from the target of 3,519.5 kms or 79.73%. Meanwhile, in terms of engineering, environment and electricity investment, during 2023, network losses had succeeded in reaching 8.74% of the target of 8.78% or attaining 100.4%, because the smaller the network losses, the better. This was followed by a reduction in CO² emissions of 15.32 million tons of CO², from the stated target of 5.91 million tons of CO², or reaching 259% of the target.

Source:

- *World Economic Outlook* (WEO), International Monetary Fund, January 2024.
- *Dynamics of Indonesia's Economic Growth in 2023 and Projected Challenges in 2024*, Public Relations of the Indonesian Cabinet Secretariat, dated February 11, 2024
- *Official Statistics News, Indonesian Economy Quarter IV-2023*, Central Statistics Agency, dated February 5, 2024
- *Public Electricity Consumption Increases, In 2023, it reached 1,285 kWh/Capita*. Press Release No. 28.Pers/04/SJI/2024, Ministry of Energy and Mineral Resources (ESDM), dated January 15, 2024
- *Electricity Sector Performance in 2023: Sufficient, Reliable, Sustainable, Affordable and Fair Electricity Supply*, Press Release No. 61.Pers/04/SJI/2024, Ministry of Energy and Mineral Resources (ESDM), dated January 18, 2024

Tinjauan Operasional

Operations Review

Strategi Perusahaan Tahun 2023

Perumusan strategi perusahaan yang sesuai untuk diterapkan PLN Enjiniring perlu melalui sejumlah analisa mendalam. Hal ini didasari oleh berbagai macam kemungkinan potensi risiko muncul di tengah lingkungan bisnis yang dinamis, sehingga diperlukannya perencanaan strategis dalam rangka mempersiapkan hal tersebut.

Dalam rencana jangka panjang, *scenario planning* yang digunakan PLN Enjiniring adalah *accelerated renewable with energy development* (pengembangan dari *accelerated renewable with coal phase down*) yang juga sebagai upaya mencapai *net zero emission* 2026. Tidak hanya itu, untuk mewujudkan visi tahun 2028, PLN Enjiniring juga perlu mempertimbangkan kemampuan kompetensi para *engineer* PLN Enjiniring terutama terkait dengan Pembangkit, Transmisi, Gardu Induk, dan teknologi lainnya yang berorientasi pada Energi Baru Terbarukan (EBT) dan teknologi “hijau”. Adapun, berdasarkan *scenario planning* yang telah dilakukan, terdapat 3 (tiga) faktor kunci yang menjadi *strategic assumption* yakni (1) momentum transisi energi, (2) pesatnya perkembangan teknologi ketenagalistrikan, dan (3) regulasi. Oleh sebab itu, agar realisasi rencana jangka panjang lebih efektif serta memiliki pondasi yang kokoh untuk mewujudkan visi PLN Enjiniring 2028 maka PLN Enjiniring menetapkan 6 (enam) isu strategis, *action plan*, dan 6 (enam) program prioritas pada tahun 2023.

A. Isu Strategis

Isu strategis merupakan target-target jangka pendek PLN Enjiniring yang disusun sebagai salah satu upaya dalam mewujudkan tujuan jangka panjang. PLN Enjiniring merumuskan 6 (enam) isu strategis untuk dicapai pada tahun 2023 sebagai bagian dari upaya mewujudkan target jangka panjang yang telah tercantum pada RJPP. Adapun, isu strategis pada tahun 2023 dijelaskan lebih rinci sebagai berikut:

1. Permintaan Pasar dan Kesiapan Organisasi

Menciptakan nilai (*value*) bagi PLN Enjiniring melalui peningkatan kualitas dan kuantitas SDM karena adanya penugasan RUPTL 2021-2030 serta *readiness of organizations* terhadap perubahan bisnis.

2. Recurring Income

Peningkatan *recurring income cluster* enjiniring dengan *pilot project* yang dipastikan berjalan pada 2023 menggunakan strategi kemitraan dan konsisten dengan *core business* PLN Enjiniring yaitu *Continuous Emission Monitoring System* (CEMS), *asset performance management*, *power solution*.

3. Enjiniring dan EPC

Dukungan PLN Enjiniring untuk kebutuhan akselerasi pengoperasian PLTMG Luwuk 40 MW dengan peran sebagai *engineering integrator*.

Company Strategy In 2023

Formulation of a suitable company strategy implemented by PLN Enjiniring has to pass a number of in-depth analyses. This is based on various potential risks emerging in the midst of a dynamic business environment, so strategic planning is required in order to prepare for this issues.

In the long-term plan, the planning scenario used by PLN Enjiniring is accelerated renewable with energy development (development of accelerated renewable with coal phase down), which is also an effort to achieve net zero emissions by 2026. Moreover, to realize the vision for 2028, PLN Enjiniring is also necessary to consider the competency capabilities of PLN Enjiniring engineers, especially those related to Generation, Transmission, Substations, and other technologies oriented towards New Renewable Energy (NRE) and “green” technology. Meanwhile, based on the planning scenario that has been conducted, there are 3 (three) key factors that become strategic assumptions, such as (1) energy transition momentum, (2) rapid development of electricity technology, and (3) regulations. Therefore, to realize effective and solid long-term plans foundation of PLN Enjiniring’s 2028 vision, PLN Enjiniring has determined 6 (six) strategic issues, action plans, and 6 (six) priority programs in 2023.

A. Strategic Issues

Strategic issues are PLN Enjiniring’s short-term targets, which are prepared as an effort to realize long-term goals. PLN Enjiniring formulated 6 (six) strategic issues to be achieved in 2023 as part of efforts to realize the long-term targets stated in RJPP. Meanwhile, the strategic issues in 2023 are explained in detail as follows:

1. Market Demand and Organizational Readiness

Creating value for PLN Enjiniring through increasing the quality and quantity of human resources due to the 2021-2030 RUPTL assignment and readiness of organizations to business changes.

2. Recurring Income

Increasing the recurring income of the engineering cluster with a pilot project, which was confirmed to operate in 2023 using a partnership strategy and consistent with PLN Enjiniring’s core business, such as Continuous Emission Monitoring System (CEMS), asset performance management, and power solutions.

3. Engineering and EPC

PLN Enjiniring support for the operational acceleration needs of the Luwuk 40 MW PLTMG with the role of engineering integrator.

4. Engineering Excellence Centre

PLN Enjiniring sebagai *consulting services (engineering)*, *assessment* dan analisis (operasi manajemen aset), *power system centre* (kajian sistem) dan *sustainability related products* (*power solution* dan *green industrial cluster*)

5. Environment-Social-Governance (ESG)

Komitmen penuh PLN Enjiniring dalam bentuk program implementasi aspek ESG 2023 berupa: Implementasi Aplikasi Manajemen Surat (AMS), digitalisasi proses bisnis (*virtual cubicle*), standarisasi dokumen enjiniring yang memasukkan aspek ESG, studi rencana *early retirement* PLTU, CSR terkait *zero waste*, *capacity building* terkait Energi Baru Terbarukan (EBT), dekarbonisasi dan *update* teknologi yang terkait transisi energi.

6. Guardian Spending

Peningkatan kualitas dokumen enjiniring (*feasibility study*, *biddoc*, harga perhitungan enjiniring, kajian enjiniring) yang memadai untuk dijadikan dasar pembuatan keputusan investasi PT PLN (Persero).

B. Action Plan

Upaya PLN Enjiniring untuk merealisasikan isu strategis yang telah direncanakan tertuang dalam *action plan* 2023 yang dituangkan dalam 5 (lima) cara. Penjelasan lebih rinci adalah sebagai berikut:

1. Upaya Menyukseskan Isu Strategis No. 1 dan 6

PLN Enjiniring memastikan kebijakan strategis perencanaan PT PLN (Persero) (DIV RKO) dan Edaran Direksi Standar Pengelolaan Enjiniring Untuk Proyek Ketenagalistrikan PT PLN (Persero) (DIMES).

2. Upaya Menyukseskan Isu Strategis No. 1 dan 5

Dukungan DIT LHC PLN untuk penguatan tim enjiniring melalui penarikan *engineer* PLN Enjiniring dan mengembangkan pola kerjasama baru untuk optimalisasi *engineer* PLN Group (Pusat Penelitian dan Pengembangan, Pusat Manajemen Proyek, *Expert* PLN, eks DIVPET)

3. Upaya Menyukseskan Isu Strategis No. 1, 2, 3 dan 5

Kemitraan strategis dengan pihak internal dan eksternal untuk pengembangan bisnis dan *capacity building*

- Tindak lanjut MoU dengan pihak eksternal.
- Kemitraan internal untuk *power system centre* (DIVSIS, Puslitbang, Unit).
- Kerjasama untuk *capacity building* (DIVKEU, TETRATECH, USAid, GIZ, ADB, dan lain-lain).
- Kerjasama dengan mitra strategis untuk penugasan PLTMG Luwuk.

4. Upaya Menyukseskan Isu Strategis No. 5

Kepastian penyelesaian penugasan enjiniring dan Pengamanan data PLN

- ISO 22301 : 2019 (*Business Continuity Management System*).
- ISO 27001 : 2013 (*Information Security Management System*).
- Implementasi Prosedur Enjiniring (PE) *Quality Assurance* (QA)/*Quality Control* (QC) secara konsisten dengan penerapan *stamp QC pass* dan *watermark* pada seluruh produk enjiniring.

4. Engineering Excellence Centre

PLN Enjiniring as *consulting services (engineering)*, *assessment* and analysis (asset management operations), *power system center* (system study) and *sustainability related products* (*power solution* and *green industrial cluster*)

5. Environmental Social Governance (ESG)

PLN Enjiniring's complete commitment in the form of the 2023 ESG aspect implementation program comprised of Implementation of Letter Management Applications (AMS), digitization of business processes (*virtual cubicle*), standardization of engineering documents that include ESG aspects, study of PLTU early retirement plans, CSR related to zero waste, capacity building related to New Renewable Energy (NRE), de-carbonization, and technology updates related to the energy transition.

6. Guardian Spending

Improving the quality of engineering documents (*feasibility study*, *biddoc*, engineering calculation prices, and engineering studies), which were adequately used as a basis for making PT PLN (Persero) investment decisions.

B. Action Plan

PLN Enjiniring's efforts to realize the strategic issues that have been planned are contained in the 2023 action plan, outlined in 5 (five) ways. A more detailed explanation is as follows:

1. Succession of Strategic Issue No. 1 and 6

PLN Enjiniring ensured PT PLN (Persero) strategic planning policies (DIV RKO) and the Directors' Circular on Engineering Management Standards for PT PLN (Persero) Electricity Projects (DIMES).

2. Succession of Strategic Issue No. 1 and 5

DIT LHC PLN supported strengthening the engineering team through attracting PLN Enjiniring engineers and developing new collaboration patterns for optimizing PLN Group engineers (Research and Development Center, Project Management Center, PLN Expert , ex-DIVPET)

3. Succession of Strategic Issues No. 1, 2, 3 and 5

Strategic partnerships with internal and external parties for business development and capacity building

- Following up on MoUs with external parties.
- Internal partnerships for power system centers (DIVSIS, Research and Development Center, and Units).
- Collaboration for capacity building (DIVKEU, TETRATECH, USAid, GIZ, ADB, etc.).
- Collaboration with strategic partners for the Luwuk PLTMG assignment.

4. Succession of Strategic Issue No. 5

Certainty in completing engineering assignments and securing PLN data

- ISO 22301: 2019 (*Business Continuity Management System*).
- ISO 27001: 2013 (*Information Security Management System*).
- Implementation of Engineering (PE) *Quality Assurance* (QA)/*Quality Control* (QC) procedures consistently with the application of QC pass stamps and watermarks on all engineering products.

5. Upaya Menyukseskan Isu Strategis No. 1 dan 4

Memastikan kesiapan organisasi dan sumber daya

- Penyesuaian organisasi untuk peningkatan produktivitas Perseroan.
- Peningkatan proses bisnis engineering yang *robust* dan *Single Source of Truth* (SSOT).
- Peningkatan kualitas *decision making process* melalui implementasi *Governance, Risk, Compliance* (GRC).

5. Succession of Strategic Issue No. 1 and 4

Ensuring organizational and resource readiness

- Organizational adjustments to increase the Company's productivity.
- Robust engineering business processes and Single Source of Truth (SSOT).
- Improving the quality of the decision making process through the implementation of Governance, Risk, Compliance (GRC).

C. Program Prioritas Perusahaan Tahun 2023

Untuk mewujudkan tercapainya isu strategis, PLN Engineering juga merancang 6 (enam) program prioritas tahun 2023 sebagai salah satu implementasi strategi jangka pendek. Program strategis diharapkan mampu meningkatkan kemungkinan tercapainya seluruh target secara lebih akurat dan efektif. PLN Engineering merumuskan 6 (enam) program prioritas pada tahun 2023, yakni:

1. Project Preparation

Project preparation adalah program yang meliputi sejumlah persiapan untuk beberapa proyek strategis. Dengan adanya program ini, eksekusi setiap proyek yang dilakukan PLN Engineering akan terhindar dari adanya risiko-risiko yang merugikan. Selain itu, hasil dari proyek yang dikerjakan memiliki kemungkinan tinggi sesuai tujuan yang diharapkan.

Project preparation tahun 2023 terdiri dari

- a. *Feasibility Study* (FS) dan desain untuk 850 *project* RUPTL 2021 – 2030.
- b. Design Kelistrikan Ibu Kota Negara (IKN).
- c. Studi Engineering Konsumen Tegangan Tinggi (KTT) *additional demand*.
- d. Studi Engineering pembangunan pembangkit Energi Baru Terbarukan (EBT).
- e. Pengembangan *green industrial cluster* Arun Lhokseumawe dan Memberamo.
- f. Studi Engineering fasilitas *hydrogen plant* dan *green ammonia* di Indonesia.

2. Recurring Income

Pendapatan adalah komponen utama bagi keberlangsungan serta keberlanjutan bisnis. *Recurring Income* yang baik akan memberikan beragam manfaat positif seperti peningkatan *value* PLN Engineering dan perencanaan keuangan yang lebih matang. Dalam upaya, PLN Engineering berupaya meningkatkan *recurring income* dengan berfokus pada produk terkait dengan keberlanjutan yang terdiri dari (1) *green industrial cluster*, (2) *power solution* (*Diesel Rotary Uninterruptible Power Supply/DRUPS* dan *Battery Energy Storage System/BESS*), *Continuous Emission Monitoring System* (CEMS) terintegrasi, *Advanced Metering Infrastructure* (AMI) *system integrator* dan *manage service, assessment* dan *analysis*, hingga *asset monitoring*.

C. Company Priority Program in 2023

To realize the achievement of strategic issues, PLN Engineering has also designed 6 (six) priority programs for 2023 as one of the short-term strategy implementations. Strategic programs are expected to increase the possibility of achieving all targets more accurately and effectively. PLN Engineering had formulated 6 (six) priority programs in 2023, as follows:

1. Project Preparation

Project preparation is a program that included a number of preparations for several strategic projects. With this program, the execution of every project carried out by PLN Engineering would avoid detrimental risks. In addition, the results of the performed project had a high probability of satisfying the expected goals. The 2023 project preparation included as follows:

- a. Feasibility Study (FS) and design for 850 RUPTL projects 2021 – 2030.
- b. National Capital Electrical Design (IKN).
- c. High Voltage Consumer Engineering Study (KTT) *additional demand*.
- d. Engineering study for the construction of New Renewable Energy (NRE) plants.
- e. Development of the green industrial cluster Arun Lhokseumawe and Memberamo.
- f. Engineering study of hydrogen plant and green ammonia facilities in Indonesia.

2. Recurring Income

Revenue is the main component for business continuity and sustainability. Good recurring income will provide a variety of positive benefits such as increasing the value of PLN Engineering and more mature financial planning. For doing so, PLN Engineering seeks to increase recurring income by focusing on products related to sustainability consisting of (1) green industrial cluster, (2) power solution (*Diesel Rotary Uninterruptible Power Supply/DRUPS* and *Battery Energy Storage System/BESS*), *Continuous Emission Monitoring System* (CEMS) integrated, *Advanced Metering Infrastructure* (AMI) *system integrator* and service management, assessment and analysis, up to asset monitoring.

3. Pembangkit Listrik Tenaga Mesin Gas (PLTMG) Luwuk 40 Mega Watt (MW)

Adanya isu transisi energi yang dicanangkan pemerintah (*net zero emission 2060*) mendorong PLN Enjiniring di bawah PLN Persero untuk mengembangkan pembangkit yang jauh lebih ramah lingkungan. Pembangunan PLTMG Luwuk 40 MW menjadi pengganti PLTD yang diharapkan mampu mereduksi emisi gas karbon. Dalam prosesnya, pembangunan PLTMG Luwuk direncanakan untuk (1) mengimplementasikan *engineering integrator*, (2) PLN Enjiniring melakukan mitra dengan perusahaan terkait untuk bekerja sama dalam fungsi *project* dan *cost control*, (3) menyempurnakan pemetaan potensi risiko dan eksekusi mitigasi. Pembangunan PLTMG juga merupakan upaya PLN Enjiniring untuk memenuhi skenario *Accelerated Renewable Energy Development (ARED)* yang memerlukan penurunan emisi karbon mencapai 1,1 miliar CO² untuk mewujudkan target *short term* dan *long term*.

4. Engineering Excellent Centre dan Environment Social Governance (ESG)

Meninjau dua dari tiga *strategic assumption* yang ditetapkan PLN Enjiniring yakni terkait mekanisme transisi energi dan perkembangan teknologi ketenagalistrikan dapat menjadi sebuah potensi sekaligus tantangan bagi keberlanjutan bisnis PLN Enjiniring itu sendiri. Tantangan tersebut sangat berhubungan dengan kompetensi yang dibutuhkan untuk mengakomodasi rencana pemanfaatan energi yang berorientasi pada Energi Baru Terbarukan (EBT) sekaligus mengurangi penggunaan bahan bakar fosil. Tidak hanya itu, pengembangan teknologi pembangkitan dengan sumber daya terbarukan juga memerlukan keahlian yang relevan dalam bidang tersebut. Analisis evaluasi perusahaan yang telah dilakukan menggunakan *SWOT analysis* dan *positioning* perusahaan menunjukkan bahwa isu terkait kompetensi *engineer* dari segi internal PLN Enjiniring maupun ancaman kompetensi di luar PLN Enjiniring (eksternal) menjadi faktor yang berbahaya bagi keberlangsungan operasi bisnis. Setelah dilakukan analisis posisi bersaing, dalam konteks ini PLN Enjiniring mendapatkan nilai cukup baik (0,07) namun, tetap membutuhkan upaya untuk peningkatan performa operasi bisnis, sehingga strategi pilihan yang cocok untuk diterapkan adalah strategi pertumbuhan stabil (*stable growth strategy*). Dengan demikian salah satu upaya yang tepat yakni memfasilitasi pengembangan kompetensi para *engineer* PLN Enjiniring akibat disrupsi industri ketenagalistrikan dan transisi energi dengan pemanfaatan EBT menuju *net zero emission*.

3. 40 Mega Watt Luwuk (MW) Gas Engine Power (PLTMG)

The issue of energy transition launched by the government (*net zero emissions 2060*) has encouraged PLN Enjiniring under PLN Persero to develop environmentally friendly plant. The construction of the 40 MW Luwuk PLTMG was a replacement for PLTD, which was expected to reduce carbon gas emissions. In the process, the construction of the Luwuk PLTMG was planned to (1) implement an *engineering integrator*, (2) PLN Enjiniring partners with related companies to collaborate in project and cost control functions, (3) perfect the mapping of potential risks and mitigation execution. The construction of PLTMG is also PLN Enjiniring's effort to fulfill the *Accelerated Renewable Energy Development (ARED)* scenario, which required a reduction in carbon emissions of up to 1.1 billion CO² to realize the short-term and long-term targets.

4. Engineering Excellent Center and Environmental Social Governance (ESG)

Reviewing two of the three *strategic assumptions* set by PLN Enjiniring, such as those related to energy transition mechanisms and the development of electricity technology, can be a potential and a challenge for the sustainability of PLN Enjiniring's business. This challenge is closely related to the competencies needed to accommodate energy utilization plans that are oriented towards New Renewable Energy (NRE), while reducing the use of fossil fuels. Additionally, developing generation technology using renewable resources also requires relevant expertise in this field. The company evaluation analysis that has been carried out using *SWOT analysis* and *company positioning* shows that issues related to engineer competency from an internal PLN Enjiniring perspective and threats to competency outside PLN Enjiniring (external) were dangerous factors for the continuity of business operations. After analyzing the competitive position, in this context PLN Enjiniring received a fairly good score (0.07), but efforts were required to improve the performance of business operations, so the suitably implemented strategy was a stable growth strategy. Thus, one of the appropriate efforts was to facilitate the development of the competency of PLN Enjiniring engineers due to the disruption of the electricity industry and the energy transition by utilizing NRE towards net zero emissions.

Perumusan program-program *Engineering Excellent* dan ESG tahun 2023 menjadi target jangka pendek untuk dipenuhi dalam upaya mencapai target investasi jangka panjang. Program tersebut menyediakan fasilitas bagi PLN Enjiniring untuk memaksimalkan kompetensi para *engineer* terutama dalam menyelaraskan kebutuhan di tengah upaya transisi energi. Adapun, setiap sub-program yang dirumuskan diharapkan mampu mengurangi sejumlah ancaman khususnya yang berhubungan dengan ancaman akibat kurangnya kompetensi *engineer*. Selain itu, program ini juga ditunjukkan untuk menjadi pondasi dari objektif bisnis jangka panjang (2024 -2028). Secara lebih rinci program *Engineering Excellent Centre* dan ESG terdiri dari:

- a. *Consulting service*
- b. *Study on Early Retirement PLTU*
- c. *Power System Center*
- d. *Green Industrial Cluster*
- e. *Engineering and Asset Management*
- f. *Kajian Enjiniring*
- g. *Desain de-dieselisasi 200 lokasi*
- h. *Electric Vehicle Study Ecosystem*

5. **Environment Social Governance (ESG)**

PLN Enjiniring menjadikan penerapan ESG dalam lingkungan bisnis sebagai salah satu target jangka pendek tahun 2023. Penerapan ESG memainkan peranan penting terutama sebagai pondasi keberlanjutan PLN Enjiniring. Nilai-nilai ESG yang tercantum pada program ini mengacu pada 17 poin SDGs yang secara jelas dirangkum ke dalam 4 (empat) poin utama yakni (1) pelayanan terhadap *owner*, (2) penyusunan produk, (3) sinergi eksternal, (4) tata kelola proses bisnis. Program ESG akan mendorong percepatan pertumbuhan performa bisnis selaras dengan strategi PLN Enjiniring dalam jangka panjang yakni *stable growth strategy*. Secara singkat, terdapat 7 (tujuh) program ESG di PLN Enjiniring yaitu:

- a. *Dokumen Enjiniring*
- b. *Dokumen Safeguard*
- c. *Standard Operating Procedure Sistem Manajemen Keselamatan dan Kesehatan Kerja (SOP SMK3)*
- d. *Capacity Building*
- e. *Corporate Social Responsibility (CSR)*
- f. *Governance*

6. **Tiga Tahap Penyelesaian Crompton Prima Switchgear Indonesia (CPSI)**

CPSI sebagai perusahaan *joint venture* antara PLN Enjiniring dengan Crompton Greaves Singapore (CGS) memerlukan sejumlah penyelesaian terkait operasi bisnisnya. Adapun, pada *strategic assumption* ketiga yakni regulasi dan kebijakan bisnis enjiniring menekankan bahwa pekerjaan enjiniring dan konstruksi tidak dapat dilakukan di bawah kendali perusahaan yang sama. Regulasi tersebut tentunya sangat menghambat bisnis CPSI yang berupaya menjadi perusahaan dengan operasi bisnis ketenagalistrikan dan

Engineering Excellent and ESG programs in 2023 was a short-term target that had to be satisfied to achieve long-term investment targets. This program provided facilities for PLN Enjiniring to maximize the competence of engineers, mainly aligning needs in the midst of energy transition efforts. Meanwhile, the formulated sub-program was expected to reduce a number of threats, especially those related to threats resulting from a lack of engineer competency. Also, this program was also intended to be the foundation of long-term business objectives (2024 -2028). In more detail, the *Engineering Excellent Centre* and ESG program consists of:

- a. *Consulting services*
- b. *Study on Early Retirement PLTU*
- c. *Power System Center*
- d. *Green Industrial Cluster*
- e. *Engineering and Asset Management*
- f. *Engineering Studies*
- g. *200 site de-dieselization design*
- h. *Electric Vehicle Study Ecosystem*

5. **Environment Social Governance (ESG)**

PLN Enjiniring has made the implementation of ESG in the business environment as one of its short-term targets for 2023. The implementation of ESG plays an important role, especially as the foundation for PLN Enjiniring's sustainability. The ESG values listed in this program refer to 17 SDGs points, which are clearly summarized into 4 (four) main points, such as (1) service to owners, (2) product preparation, (3) external synergy, and (4) governance manage business processes. The ESG program will encourage acceleration of business performance growth in line with PLN Enjiniring's long-term strategy, such as a stable growth strategy. In brief, there are 7 (seven) ESG programs at PLN Enjiniring, as follows:

- a. *Engineering Document*
- b. *Safeguard Document*
- c. *Standard Operating Procedure for Occupational Safety and Health Management System (SOP SMK3)*
- d. *Capacity Building*
- e. *Corporate Social Responsibility (CSR)*
- f. *Governance*

6. **Three Stages of Completion of Crompton Prima Switchgear Indonesia (CPSI)**

CPSI, a joint venture company between PLN Enjiniring and Crompton Greaves Singapore (CGS), requires a number of solutions related to its business operations. Meanwhile, the third strategic assumption, such as engineering business regulations and policies, emphasizes that engineering and construction work cannot be carried out under the control of the same company. This regulation certainly hinders CPSI's business, which is trying to become a company with electricity business operations and engineering

konsultasi engineering secara bersamaan. Maka dari itu, penyelesaian CPSI menjadi salah satu perwujudan *action plan* ketiga ditunjukkan bagi pengembangan bisnis dan *capacity building* melalui kemitraan dan menjadi salah satu target jangka pendek dalam menerapkan *stable growth strategy* khususnya untuk pengembangan target pasar dan produk/jasa baru. Program penyelesaian CPSI dibagi ke dalam tiga bagian yakni:

a. Penyelesaian Pembelian Saham CG Power

Akan terjadi pengalihan kepemilikan saham sebesar 51% dari CGS dengan syarat telah memenuhi seluruh kewajiban sesuai dengan urutan prioritas.

b. Penyelesaian Hutang Bank Mandiri

Dari 5 (lima) opsi yang tersedia, PLN Engineering memilih opsi kedua untuk penyelesaian hutang Bank Mandiri yakni melalui pelelangan aset melalui Kantor Pelayanan Kekayaan Negara dan Lelang (KPKNL).

c. Kelanjutan Usaha Crompton Prima Switchgear Indonesia (CPSI)

PLN Engineering akan mengambil alih seluruh kepemilikan saham dengan membeli 51% saham dari CGS yang nantinya akan ada fokus sejumlah produk dan jasa yang ditawarkan oleh CPSI.

consultancy simultaneously. Therefore, the completion of CPSI is one of the embodiments of the third action plan for business development and capacity building through partnerships and one of the short-term targets in implementing a stable growth strategy, especially for developing target markets and new products/services. The CPSI completion program is divided into three parts, as follows:

a. Completion of CG Power Share Purchase

There will be a transfer of share ownership of 51% of CGS provided that all obligations have been fulfilled in accordance with the order of priority.

b. Bank Mandiri Debt Settlement

Of the 5 (five) available options, PLN Engineering chose the second option to settle Bank Mandiri's debt, such as through asset auctions through the State Property and Auction Services Office (KPKNL).

c. Continuation of Crompton Prima Switchgear Indonesia (CPSI) Business

PLN Engineering will take over all share ownership by purchasing 51% of the shares from CGS, which will focus on a number of products and services offered by CPSI.

Berdasarkan ulasan sebelumnya, pada tahun 2023 PLN Engineering merencanakan 6 (enam) isu strategis sebagai salah satu upaya mewujudkan target jangka panjang tahun 2028. Untuk mencapai isu strategis tersebut, PLN Engineering merumuskan *action plan* dan 6 (enam) program prioritas. Program-program tersebut diatur sejalan dengan *stable growth strategy* PLN Engineering yang ditetapkan berdasarkan sejumlah analisis dan pertimbangan terkait dengan posisi perusahaan. Dengan perencanaan bisnis dengan analisis komprehensif yang telah dilakukan melalui diharapkan mampu mewujudkan seluruh target PLN Engineering dalam jangka pendek sebagai investasi keberhasilan mewujudkan target jangka panjang tahun 2028.

Based on previous reviews, in 2023, PLN Engineering planned 6 (six) strategic issues as an effort to realize the 2028 long-term target. To achieve these strategic issues, PLN Engineering formulated an action plan and 6 (six) priority programs. These programs were regulated in line with PLN Engineering's stable growth strategy, which was determined based on a number of analyzes and considerations related to the company's position. Business planning based on comprehensive analysis that had been carried out was expected that it would realize all of PLN Engineering's targets in the short term as an investment in achieving the 2028 long-term target.

Aspek Pemasaran

Strategi Pemasaran

Pangsa pasar PLN Engineering sampai dengan saat ini masih didominasi oleh pelanggan internal (PLN Group) dan sebagian lagi pelanggan eksternal (pelanggan di luar PLN Group), sehingga strategi pemasarannya lebih difokuskan kepada pemenuhan kepuasan pelanggan dan membangun hubungan dengan pelanggan. Pemenuhan kepuasan pelanggan ini dilakukan dengan cara mendengarkan suara pelanggan, baik pelanggan saat ini maupun pelanggan potensial. Sedangkan untuk membangun hubungan dengan pelanggan dilakukan dengan pengelolaan hubungan pelanggan dan pengelolaan keluhan/aspirasi pelanggan.

PLN Engineering memiliki strategi pemasaran yang agresif dan *service development*, mendukung proyek-proyek strategis investasi prioritas PT PLN (Persero) dengan memasarkan produk *engineering end to end*.

Marketing Aspect

Marketing Strategy

Internal customers (PLN Group) and some external customers (customers outside the PLN Group) currently dominate PLN Engineering's market share, so its marketing strategy is more focused on fulfilling customer satisfaction and building relationships with customers. Satisfying customer satisfaction is conducted by listening to the voices of customers, both current and potential customers. Meanwhile, building relationships with customers is carried out by managing customer relationships and managing customer complaints/aspirations.

PLN Engineering has an aggressive marketing and service development strategy, supporting PT PLN (Persero)'s strategic priority investment projects by marketing engineering products end to end. PLN

PLN Enjiniring ikut berperan dalam setiap *breakthrough* PT PLN (Persero) dan melakukan upaya-upaya kerjasama dalam memperoleh pekerjaan termasuk diantaranya potensi pekerjaan eksternal.

1. Pemenuhan Kepuasan Pelanggan

PLN Enjiniring mendengarkan, berinteraksi dan mengamati perilaku pelanggan untuk memperoleh informasi atas produk dan layanan yang diberikan Perseroan kepada pelanggan internal dan eksternal melalui rapat-rapat koordinasi yang diselenggarakan oleh pelanggan maupun yang pengenalan produk dan layanan yang diinisiasikan sendiri oleh PLN Enjiniring. Perusahaan mendengarkan suara pelanggan saat ini untuk memperoleh informasi dan umpan balik (*feedback*) dengan melakukan pendekatan-pendekatan sebagai berikut:

- Rapat koordinasi mingguan dan bulanan untuk mendapatkan informasi/masukan dan umpan balik pada setiap tahapan pekerjaan.
- Media komunikasi (telepon, SMS, *email*, *website*) untuk menampung masukan dan keluhan.
- Survei kinerja proyek yang dilakukan pada setiap proyek pekerjaan yang dilakukan oleh PLN Enjiniring.
- Survei kepuasan pelanggan korporat yang dilakukan pada semester 1 dan 2 untuk memperoleh informasi terkait nilai indeks kepuasan pelanggan berdasarkan penilaian dari persepsi pelanggan serta menampung kritik dan saran pelanggan.
- Pendekatan personal yang dilakukan oleh manajemen PLN Enjiniring.
- Roadshow* secara tatap muka maupun *virtual* kepada pelanggan.

PLN Enjiniring menindaklanjuti informasi dan umpan balik yang diperoleh dari pelanggan untuk memperbaiki mutu produk dan layanan dengan cara:

- Mengoptimalkan fungsi tim proyek untuk berkoordinasi dengan pelanggan dan menyampaikan laporan kemajuan pekerjaan bulanan.
- Kunjungan lapangan yang dilakukan oleh manajemen PLN Enjiniring untuk mendengarkan suara pelanggan, sehingga petugas dapat merespon langsung keluhan pelanggan.

Terkait dengan pelanggan potensial, suara pelanggan diperoleh melalui media rapat formal, diskusi informal, survei kepuasan pelanggan, pameran, serta media elektronik. Media elektronik yang digunakan yaitu *website*, *email*, telepon, dan aplikasi pengiriman pesan. PLN Enjiniring juga membandingkan kepuasan pelanggan terhadap kepuasan pelanggan pesaing berdasarkan hasil survei. Berdasarkan data tersebut, PLN Enjiniring membuat analisis untuk menentukan target kepuasan pelanggan terhadap kepuasan pelanggan pesaing di tahun berikutnya. Aktivitas ini dilakukan oleh Direktorat Pemasaran dan Pengembangan Usaha bekerja sama dengan Direktorat Enjiniring.

Enjiniring plays a role in every PT PLN (Persero) breakthrough and makes collaborative efforts in obtaining jobs, including potential external jobs.

1. Fulfillment of Customer Satisfaction

PLN Enjiniring listens, interacts, and observes customer behavior to obtain information on the products and services provided by the Company to internal and external customers through coordination meetings held by customers as well as product and service introductions initiated by PLN Enjiniring. The company listens to the voices of current customers to obtain information and feedback by taking the following approaches:

- Weekly and monthly coordination meetings to obtain information/input and feedback at each stage of work.
- Communication media (telephone, SMS, email, website) to accommodate input and complaints.
- Project performance surveys are carried out on every work project conducted by PLN Enjiniring.
- The corporate customer satisfaction survey is conducted in 1st and 2nd Semesters to obtain information regarding the customer satisfaction index value based on an assessment of customer perceptions and accommodate customer criticism and suggestions.
- Personal approach taken by PLN Enjiniring management.
- Face-to-face and virtual roadshows to customers.

PLN Enjiniring follows up on information and feedback obtained from customers to improve product and service quality by:

- Optimizing project team functions to coordinate with customers and submit monthly work progress reports.
- Conducting on-site visits carried out by PLN Enjiniring management to listen to customers' voices so that officers can respond directly to customer complaints.

Regarding potential customers, customer voices are obtained through formal meetings, informal discussions, customer satisfaction surveys, exhibitions and electronic media. The electronic media used are websites, email, telephone, and messaging applications. PLN Enjiniring also compares customer satisfaction with competitor customer satisfaction based on survey results. Based on this data, PLN Enjiniring makes an analysis to determine customer satisfaction targets for competitor customer satisfaction in the following year. This activity is performed by Directorate of Marketing and Business Development in collaboration with Directorate of Engineering.

2. Membangun Hubungan dengan Pelanggan

PLN Enjiniring memasarkan, membangun dan mengelola hubungan dengan pelanggan melalui kegiatan *Roadshow* kepada pelanggan yang dilakukan secara tatap muka sebelum pandemi Covid-19 dan secara *virtual* pada masa pandemi, yang bertujuan untuk menyediakan dukungan pelanggan agar mendapatkan feedback dari pelanggan serta agar keluhan pelanggan dapat diselesaikan dengan tuntas. PLN Enjiniring juga beradaptasi dengan kondisi *marketing* era *digital* yaitu dengan merilis brosur elektronik pada *website* dan mengoptimalkan media sosial yang dimiliki untuk memberikan informasi terkini terkait perusahaan.

Dalam membangun hubungan dengan pelanggan, PLN Enjiniring juga mengelola keluhan dan aspirasi pelanggan. PLN Enjiniring menetapkan Direktorat Pemasaran dan Pengembangan Usaha sebagai pihak yang mengelola keluhan dan aspirasi pelanggan. Data dan informasi keluhan dan aspirasi pelanggan dikumpulkan dan diidentifikasi melalui:

- Surat keluhan yang dikirimkan oleh pelanggan.
- Keluhan yang disampaikan secara langsung dan dicatat dalam formulir keluhan dan aspirasi pelanggan.
- Survei kepuasan pelanggan kinerja proyek dan survei kepuasan pelanggan korporat.
- Laporan *roadshow*.

Setelah diidentifikasi berdasarkan jenis keluhan, keluhan segera disampaikan kepada Direktorat terkait agar keluhan dapat ditangani secara efektif dan tuntas. Selain itu, Perseroan juga mengelola keluhan berdasarkan data rekaman (*record*) keluhan pelanggan selama pekerjaan berjalan. Untuk memastikan agar keluhan dapat ditangani dengan tuntas, PLN Enjiniring telah membuat Prosedur Enjiniring Penanganan Keluhan dan Aspirasi Pelanggan.

Pangsa Pasar

PLN Enjiniring secara umum menghadapi persaingan dengan perusahaan lain (internal maupun eksternal PLN Group) dalam menentukan penguasaan pasar. Persaingan usaha tersebut antara lain dapat dilihat berdasarkan realisasi kapasitas pembangkit.

Tabel Pangsa Pasar Berdasarkan Realisasi Bidang Pembangkit
Table of Market Share Based on the Realization of Plants Sector

Uraian	Satuan Unit	2023	Description
PLN Enjiniring	Mega Watt (MW)	17,704.36	PLN Enjiniring
Indonesia	Mega Watt (MW)	72,976.30	Indonesia
Pangsa Pasar	%	24,26%	Market Share

Sumber: Siaran Pers PT PLN (Persero) No. 030.PR/STH.00.01/I/2024, 29 Januari 2024

2. Establishing Relationships with Customers

PLN Enjiniring markets, builds, and manages relationships with customers through Roadshow activities to customers, which were carried out face to face before the Covid-19 pandemic and virtually during the pandemic. It aims to provide customer support in order to get feedback from customers and so that customer complaints can be resolved quickly. PLN Enjiniring has also adapted to the marketing conditions of the digital era, such as by releasing electronic brochures on its website and optimizing its social media to provide the latest information regarding the company.

In establishing relationships with customers, PLN Enjiniring also manages customer complaints and aspirations. PLN Enjiniring has appointed Directorate of Marketing and Business Development as the party managing customer complaints and aspirations. Data and information on customer complaints and aspirations are collected and identified through:

- Complaint letters sent by customers.
- Complaints are submitted directly and recorded in the customer complaints and aspirations form.
- Project performance customer satisfaction surveys and corporate customer satisfaction surveys.
- Roadshow report.

After identified based on the type of complaint, the complaint is immediately submitted to the relevant Directorate so that the complaint can be handled effectively and completely. Apart from that, the Company also manages complaints based on recorded data of customer complaints during work progress. To ensure that complaints can be handled thoroughly, PLN Enjiniring has created an Engineering Procedure for Handling Customer Complaints and Aspirations.

Market Share

PLN Enjiniring generally faces competition with other companies (internal and external to the PLN Group) in determining market dominance. Business competition can be seen based on the realization of plants capacity.

Pembangunan infrastruktur ketenagalistrikan terus dilakukan demi memastikan ketersediaan listrik yang andal bagi seluruh masyarakat yang diyakini akan mendorong pertumbuhan ekonomi dan pemerataan. Kapasitas terpasang pembangkit Indonesia tahun 2023 sebesar 72.976,30 MW, sedangkan realisasi pembangkit PLN Enjiniring sebesar 17.704,36 MW. Sehingga pangsa pasar PLN Enjiniring untuk bidang pembangkit sebesar 24,26%.

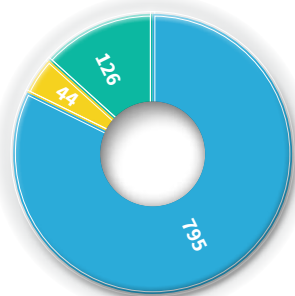
Pada tahun 2023, segmentasi pasar PLN Enjiniring berdasarkan kontrak yang berasal dari PLN sebesar 82,4%, Non PLN Grup sebesar 13,1% dan Sub Holding/Anak Perusahaan PLN (SH/AP) sebesar 4,6%. Sedangkan untuk komposisi kategori produk PLN Enjiniring yang dijual yaitu 91,6% berupa produk enjiniring dan 8,4% berupa produk pengembangan.

The development of electricity infrastructure continues to be carried out to ensure the availability of reliable electricity for all communities, which is believed to encourage economic growth and equality. Indonesia's installed plants capacity in 2023 was 72,976.30 MW, while the realization of PLN Enjiniring's generating plants was 17,704.36 MW. So PLN Enjiniring's market share in the power plants sector was 24.26%.

In 2023, PLN Enjiniring's market segmentation based on contracts originating from PLN was 82.4%, 13.1% of Non-PLN Group, and 4.6% of Sub-Holding/Subsidiary PLN (SH/AP). Meanwhile, the composition of the PLN Enjiniring product category sold was 91.6% for engineering products and 8.4% of development products.

Komposisi Kontrak Per Segmen Pelanggan

Contract Composition Per Customer Segment



82.4%

4.6%

13.1%

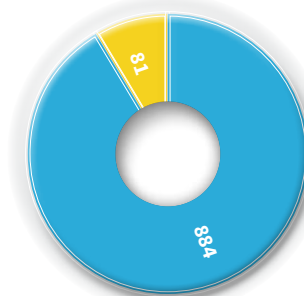
PLN Holding

SH/AP

Non PLN Group

Komposisi Kontrak Per Kategori Produk

Contract Composition Per Product Category



91.6%

8.4%

Enjiniring

Pengembangan



Tinjauan Operasi Per Segmen Usaha

Saat ini, PLN Enjiniring belum memiliki segmen usaha yang sesuai dengan kriteria dalam Pernyataan Standar Akuntansi Keuangan yang berlaku di Indonesia yaitu PSAK 5 terkait Segmen Operasi. Segmen usaha dalam pembahasan ini adalah berupa kegiatan usaha yaitu jasa enjiniring dan jasa non enjiniring.

Produktivitas Segmen Usaha

Jasa Enjiniring dan Pengembangan Enjiniring

Jasa enjiniring berupa jasa konsultasi enjiniring di industri ketenagalistrikan meliputi bidang pembangkit, transmisi dan distribusi, jasa supervisi konstruksi serta pengembangan enjiniring.

Tabel Kinerja/Produktivitas Jasa Enjiniring dan Pengembangan Enjiniring
Table of Performance/Productivity of Engineering Services and Engineering Development

(dalam jutaan Rupiah/in million Rupiah)

Uraian	2023	2022	Pertumbuhan Growth		Description
			(Rp)/(IDR)	(%)	
(1)	(2)	(3)	(4) = (2)-(3)	(5) = (4)/(3)	(6)
Bidang Pembangkit					Power Sector
Nilai Kontrak Baru Bidang Pembangkit					New Contract Value in Power Sector
Internal	343,166.31	172,873.83	170,292.48	98.51%	Internal
Eksternal	3,854.81	4,673.56	(818.75)	(17.52%)	External
Jumlah	347,021.12	177,574.39	169,446.73	95.42%	Total
Bidang Transmisi dan Distribusi					Transmission and Distribution Sectors
Nilai Kontrak Baru Bidang Transmisi dan Distribusi					New Value Contract in Transmission and Distribution Sectors
Internal	246,061.63	116,548.13	129,513.50	111.12%	Internal
Eksternal	65,356.83	6,204.01	59,152.82	953.46%	External
Jumlah	311,418.46	122,752.13	188,666.33	153.70%	Total
Bidang Konstruksi					Construction Sector
Nilai Kontrak Baru Bidang Konstruksi					New Value Contract in Construction Sector
Internal	13,253.13	10,767.41	2,485.72	23.09%	Internal
Eksternal	3,872.40	2,435.63	1,436.77	58.99%	External
Jumlah	17,125.53	13,203.04	3,922.49	29.71%	Total

Operations Review Per Business Segment

Currently, PLN Enjiniring has not had a business segment that complies with the criteria in the Statement of Financial Accounting Standards that apply in Indonesia, such as PSAK 5 related to Operation Segments. The business segments in this discussion are business activities, such as engineering and non-engineering services.

Business Segment Productivity

Engineering Services and Engineering Development

Engineering services, such as engineering consultancy services in the electricity industry, include generation, transmission and distribution, construction supervision services and engineering development.

Uraian	2023	2022	Pertumbuhan Growth		Description
			(Rp)/(IDR)	(%)	
(1)	(2)	(3)	(4) = (2)-(3)	(5) = (4)/(3)	(6)
Pengembangan Enjiniring			Engineering Development		
Nilai Kontrak Baru Bidang Konstruksi					New Value Contract in Construction Sector
Internal	27,761.97	-	27,761.97	100.00%	Internal
Eksternal	53,005.36	-	53,005.36	100.00%	External
Jumlah	80,767.32	-	80,767.32	100.00%	Total
Total Jasa Enjiniring dan Pengembangan Enjiniring			Total Engineering Services and Engineering Development		
Nilai Kontrak Baru Jasa Enjiniring dan Pengembangan Enjiniring					New Value Contract for Engineering Services and Engineering Development
Internal	630,243.03	300,189.37	330,053.66	109.95%	Internal
Eksternal	126,089.39	13,313.20	112,776.19	847.10%	External
Jumlah	756,332.43	313,502.57	442,829.86	141.25%	Total

Enjiniring, Bidang Pembangkit, Bidang Transmisi Dan Distribusi, Bidang Konstruksi

Pada tahun 2023 bidang pembangkit masih melanjutkan tiga pekerjaan yang termasuk proyek strategis, yaitu pekerjaan jasa konsultasi untuk supervisi desain dan konstruksi PLTA Jatigede, pekerjaan jasa konsultasi *project management team* PLTA Upper Cisokan dan Pekerjaan Jasa konsultasi *update* desain, supervisi desain dan supervisi konstruksi PLTA Upper Cisokan *pumped storage* (4x260 MW). Bidang pembangkit menerima penugasan baru untuk enjiniring pembangkit thermal maupun Energi Terbarukan (EBT). Bidang pembangkit juga menerima penugasan untuk menyusun *Outline Business Case* (OBC)

Mayoritas pekerjaan yang dilaksanakan oleh bidang transmisi dan distribusi pada tahun 2023, masih didominasi oleh pelaksanaan *survey*, *soil investigation*, pembuatan *bid* dokumen dan Harga Perhitungan Enjiniring (HPE), serta pendampingan lelang untuk gardu induk maupun transmisi. Selain pekerjaan tersebut, bidang transmisi dan distribusi juga pada tahun ini melaksanakan beberapa pekerjaan *Outline Business Case* (OBC), desain *review* dan *Grid Impact Study*.

Pada tahun 2023, bidang konstruksi melaksanakan 5 (lima) proyek strategis, yaitu:

1. Jasa konsultasi *update* desain, supervisi desain dan supervisi konstruksi PLTA Upper Cisokan *Pumped Storage* (4x260 MW)
2. Jasa konsultasi untuk supervisi desain dan konstruksi PLTA Jatigede (2x55 MW).
3. Jasa konsultasi supervisi desain, supervisi konstruksi dan *Quality Assurance and Quality Control* (QA/QC) Pembangunan Muara Tawar *Combined Cycle Power Plant Block 2,3, and 4 Add-On Project*.

Engineering, Power Plant, Transmission and Distribution Field, Construction Field

In 2023, the power sector continued with three jobs, which were strategic projects, such as consultancy services for supervising the design and construction of the Jatigede Hydroelectric Power Plant, consultancy services for the project management team of the Upper Cisokan Hydroelectric Power Plant and consultancy services for design updates, design supervision, and construction supervision for the Upper Pumped Storage Cisokan Hydroelectric Power Plant (4x260 MW). The power sector received new assignments for engineering thermal and Renewable Energy (NRE) plants. The generating sector also received an assignment to prepare an *Outline Business Case* (OBC)

The majority of work carried out by the transmission and distribution sector in 2023 was dominated by performing surveys, soil investigations, preparing bid documents, and Engineering Calculation Prices (HPE) and assisting auctions for substations and transmission. Additionally, the transmission and distribution sector also conducted several *Outline Business Case* (OBC) work in the same year, review design, and *Grid Impact Study*.

In 2023, the construction sector implemented 5 (five) strategic projects, as follows:

1. Consultancy services for update design and design and construction supervision of the Upper Cisokan Pumped Storage Hydroelectric Power Plant (4x260 MW)
2. Consultancy services for design and construction supervision of the Jatigede Hydroelectric Power Plant (2x55 MW).
3. Consultancy services for design and construction supervision and *Quality Assurance and Quality Control* (QA/QC) for the construction of the Muara Tawar *Combined Cycle Power Plant Block 2,3, and 4 Add-On Project*.

4. Pekerjaan supervisi konstruksi sutet 500 kV New Aur Duri - Peranap (Paket SV-01)
5. Pekerjaan supervisi konstruksi T/L 500 kV Pranap – Perawang

Nilai perolehan kontrak baru bidang pembangkit pada tahun 2023 adalah sebesar Rp347,02 miliar, meningkat 95,42% dibandingkan perolehan nilai kontrak di tahun 2022 yaitu sebesar Rp177,57 miliar. Demikian pula dengan nilai perolehan kontrak baru bidang transmisi dan distribusi pada tahun 2023 adalah sebesar Rp311,42 miliar, meningkat 153,70% dibandingkan perolehan nilai kontrak di tahun 2022 yaitu sebesar Rp122,75 miliar. Nilai perolehan kontrak baru bidang konstruksi pada tahun 2023 adalah sebesar Rp17,13 miliar, meningkat 29,71% dibandingkan perolehan nilai kontrak di tahun 2022 yaitu sebesar Rp13,20 miliar. Hal tersebut disebabkan oleh strategi *market penetration* dan produk *development* yang dilaksanakan yaitu:

- Implementasi Edaran Direksi Nomor 0014.E/DIR/2023 tanggal 09 Agustus 2023 dimana PLN Enjiniring memiliki peran dalam melakukan kegiatan enjiniring pada fase perencanaan investasi dan implementasi proyek infrastruktur ketenagalistrikan yang ada di dalam RUPTL.
- Pengembangan produk *engineering integrator* dan *business consultancy*.
- Peningkatan peran enjiniring dalam transisi energi menuju *Net Zero Emission 2060*.
- Penjualan produk ke pasar di luar Indonesia.
- Meningkatkan peran *engineering* pada implementasi *additional demand* yaitu dengan memberikan jasa konsultasi *engineering* kepada pelanggan Konsumen Tegangan Tinggi (KTT) PLN.

Pengembangan Enjiniring

Pengembangan enjiniring merupakan penjualan atas produk pengembangan enjiniring. Jumlah nilai perolehan kontrak baru bidang pengembangan enjiniring pada tahun 2023 adalah sebesar Rp80,77 miliar, meningkat 100,00% dibandingkan tahun sebelumnya. Hal tersebut dikarenakan pada tahun 2023, PLN Enjiniring mulai melakukan penjualan atas produk pengembangan enjiniring sebagai berikut:

- *Continuous Emission Monitoring System* (CEMS).
- Manajemen aset transmisi.
- Pembuatan *design, branding* dan rencana anggaran biaya untuk Stasiun Pengisian Kendaraan Listrik Umum (SPKLU), Stasiun Penukaran Baterai Kendaraan Listrik Umum (SPBKLU) serta Stasiun Pengisian Listrik Umum (SPLU) milik PLN dan Kemitraan.
- Penyediaan Akses Data dan *Laporan Market Intelligence and Business Insight*.
- Jasa Konsultasi Pengembangan Cetak Biru Serta Program Kolaborasi dan Inkubasi *Startup* Sektor Energi dan Kelistrikan.
- Jasa Konsultasi Rencana Bisnis Jangka Panjang Perusahaan.
- Desain *Engineering Electric Vehicle* Nusantara (RIVERA).

4. Construction supervision for 500 kV New Aur Duri - Peranap electrical circuits (Package SV-01)
5. Construction supervision work for T/L 500 kV Pranap – Perawang

The acquisition value of new contracts in the power sector in 2023 was IDR347.02 billion, an increase of 95.42% compared to the contract value in 2022, which was IDR177.57 billion. Likewise, the acquisition value of new contracts in the transmission and distribution sector in 2023 was IDR311.42 billion, an increase of 153.70% compared to the contract value obtained in 2022, which was IDR122.75 billion. The acquisition value of new contracts in the construction sector in 2023 was IDR17.13 billion, an increase of 29.71% compared to the contract value in 2022, which was IDR13.20 billion. This was due to the market penetration and product development strategies implemented, as follows:

- Implementation of Directors' Circular Number 0014.E/DIR/2023 dated August 9, 2023, where PLN Enjiniring played a role in carrying out engineering activities in the investment planning and implementation phases of electricity infrastructure projects in the RUPTL.
- Product development for engineering integrators and business consultancy.
- Increasing the role of engineering in the energy transition towards Net Zero Emissions 2060.
- Sales of products to markets outside Indonesia.
- Increasing the role of engineering in implementing additional demand, such as by providing engineering consultancy services to PLN High Voltage Consumer (KTT) customers.

Engineering Development

Engineering development is the sale of engineering development products. The total value of new contracts acquired in the engineering development sector in 2023 was IDR80.77 billion, an increase of 100.00% compared to the previous year. This was because, in 2023, PLN Enjiniring started selling engineering development products, as follows:

- Continuous Emission Monitoring System (CEMS).
- Transmission asset management.
- Making design, branding and budget plans for Public Electric Vehicle Charging Stations (SPKLU), Public Electric Vehicle Battery Exchange Stations (SPBKLU) and Public Electric Charging Stations (SPLU) owned by PLN and Partnerships.
- Providing Data Access and Market Intelligence and Business Insight Reports.
- Blueprint Development Consultancy Services and Startup Collaboration and Incubation Programs in the Energy and Electricity Sector.
- Company Long Term Business Plan Consultancy Services.
- Electric Vehicle Engineering Design (RIVERA).

Jasa Non Enjiniring

Jasa non enjiniring berupa penyediaan jasa kompresi gas dan bisnis *Engineering, Procurement, Construction (EPC)*.

Non-Engineering Services

Non-engineering services include providing gas compression services and *Engineering, Procurement, Construction (EPC)* business.

Tabel Kinerja/Produktivitas Jasa Non Enjiniring
Table of Non-Engineering Services Performance/Productivity

(dalam jutaan Rupiah/ in millions of Rupiah)

Uraian	2023	2022	Pertumbuhan Growth		Description
			(Rp)/(IDR)	(%)	
(1)	(2)	(3)	(4) = (2)-(3)	(5) = (4)/(3)	(6)
Kompresi Gas			Gas Compression		
Compressed Natural Gas (CNG) Plant Bangkanai	69,100,876	78,804,697	(9,703,821)	(12.31%)	Compressed Natural Gas (CNG) Bangkanai Plant
Engineering, Procurement, Construction (EPC)			Engineering, Procurement, Construction (EPC)		
Pembangkit Listrik Tenaga Mesin Gas (PLTMG) Luwuk 40 Mega Watt (MW)	155,108,714	0	155,108,714	100.00%	Luwuk Gas Engine Power Plant (PLTMG) 40 Mega Watt (MW)
Total Jasa Non Enjiniring	224,209,590	78,804,697	145,404,893.00	184.51%	Total Non-Engineering Services

Kompresi Gas

CNG *Plant* Bangkanai merupakan CNG *Peaker* yang bertujuan untuk memberikan *supply* gas secara *continue* dan cepat ke pembangkit listrik mesin gas di PLTMG Bangkanai yang dimiliki dan dioperasikan oleh PLN Enjiniring. Kompresi gas CNG *Plant* Bangkanai tahun 2023 sebesar Rp69,10 miliar, menurun 12,31% dibandingkan dengan tahun 2022 yang sebesar Rp78,80 miliar. Hal tersebut dipengaruhi oleh beberapa faktor antara lain:

1. Pengoperasian CNG *Plant* Bangkanai sebagian terkendala oleh tindakan sebagian masyarakat yang belum kondusif *men-support* pengoperasian CNG *Plant* Bangkanai.
2. Kebutuhan *sparepart* spesifik dari CNG *Plant* Bagkanai belum sepenuhnya tersedia di lapangan.
3. Usaha distribusi *sparepart* CNG *Plant* Bangkanai kerap datang tidak tepat waktu.
4. Proses pengadaan *sparepart* CNG *Plant* Bangkanai dinilai masih lambat.

Engineering, Procurement, Construction (EPC)

Pekerjaan proyek PLTMG Luwuk tahun 2023 sebesar Rp155,11 miliar, meningkat 100,00% dibandingkan dengan tahun 2022. Hal tersebut dikarenakan kegiatan pekerjaan proyek PLTMG Luwuk 40 MW baru dimulai pada tahun 2023.

Gas Compression

CNG *Plant* is a CNG *Peaker*, which aims to provide continuous and fast gas supply to the gas engine power at PLTMG Bangkanai, owned and operated by PLN Enjiniring. Gas compression at Bangkanai CNG *Plant* in 2023 was IDR69.10 billion, a decrease of 12.31% compared to 2022, which was IDR78.80 billion. This was influenced by several factors, including:

1. The operation of the Bangkanai CNG *Plant* was partly hampered by the actions of some communities, which had not been conducive to support the operation of the Bangkanai CNG *Plant*.
2. Specific spare parts requirements for the Bagkanai CNG *Plant* had not been fully available on-site.
3. Spare part distribution of the Bangkanai CNG *Plant* was often delayed.
4. The process of procuring spare parts for the Bangkanai CNG *Plant* was considerably slow.

Engineering, Procurement, Construction (EPC)

Luwuk PLTMG project work in 2023 was IDR155.11 billion, an increase of 100.00% compared to 2022. This was because work activities on the Luwuk 40 MW PLTMG project would start in 2023.

Pendapatan dan Profitabilitas Segmen Usaha

Pendapatan dan profitabilitas menurut segmen usaha disajikan sebagai berikut.

Tabel Pendapatan dan Profitabilitas Segmen Usaha
Table of Revenue and Profitability by Business Segment

(dalam jutaan Rupiah/ in millions of Rupiah)

Uraian	2023	2022	Pertumbuhan Growth		Description
			(Rp)/(IDR)	(%)	
(1)	(2)	(3)	(4) = (2)-(3)	(5) = (4)/(3)	(6)
Pendapatan					Revenue
Jasa engineering	643,627	457,491	186,136	40.69%	Engineering services
Jasa non engineering	224,210	78,805	145,405	184.51%	Non-Engineering services
Total pendapatan	867,837	536,296	331,541	61.82%	Total Revenue
Beban pokok pendapatan	(570,876)	(307,330)	(263,546)	85.75%	Cost of Revenue
Laba bruto	296,961	228,966	67,995	29.70%	Gross Profit
Beban usaha	(184,555)	(153,090)	(31,465)	20.55%	Operating Expenses
Laba usaha	112,406	75,876	36,530	48.14%	Operating Profit

Pendapatan segmen usaha tahun 2023 mencapai Rp867,84 miliar, meningkat 61,82% dibandingkan dengan tahun 2022 yang mencapai Rp536,30 miliar. Peningkatan tersebut terutama disebabkan oleh penyelesaian pekerjaan dari proyek EPC (PLTMG Luwuk) sebesar Rp155,12 miliar, dari bidang engineering sebesar Rp596,78 miliar, dari pekerjaan *recurring income* sebesar Rp46,83 miliar dan pendapatan dari kompresi gas sebesar Rp69,10 miliar serta dari inovasi bisnis PT Rekadaya Elekrika Consult (REC) Rp73,20 miliar.

Laba segmen usaha tahun 2023 mencapai Rp112,41 miliar, meningkat 48,14% dibandingkan dengan tahun 2022 yang mencapai Rp75,88 miliar. Peningkatan tersebut merupakan dampak dari peningkatan pendapatan dan efisiensi biaya, peningkatan perolehan pendapatan bunga atas jasa giro dan deposito tahun lalu dan penurunan beban bunga akibat percepatan pelunasan pinjaman *Shareholder Loan* (SHL).

Revenue and Profitability of Business Segment

Revenue and profitability by business segment are presented as follows.

Business segment revenue in 2023 reached IDR867.84 billion, an increase of 61.82% compared to 2022 which was IDR536.30 billion. This increase was mainly due to the completion of work from the EPC project (PLTMG Luwuk) amounting to IDR155.12 billion, from the engineering sector amounting to IDR596.78 billion, from recurring income work amounting to IDR46.83 billion, from gas compression amounting to IDR69.10 billion, and from PT Rekadaya Elekrika Consult (REC) business innovation of IDR73.20 billion.

Business segment profit in 2023 reached IDR112.41 billion, an increase of 48.14% compared to 2022 which reached IDR75.88 billion. This increase was the impact of increased income and cost efficiency, increased interest income from current and deposit services last year, and a decrease in interest expenses due to accelerated repayment of *Shareholder Loan* (SHL).

Tinjauan Keuangan

Financial Review

Tinjauan keuangan yang diuraikan berikut mengacu kepada Laporan Keuangan untuk tahun yang berakhir tanggal 31 Desember 2023 yang disajikan dalam Laporan Tahunan ini. Laporan Keuangan telah diaudit oleh Kantor Akuntan Publik Rintis, Jumadi, Rianto & Rekan dan mendapat opini menyajikan secara wajar, dalam semua hal yang material, posisi keuangan konsolidasian PT Prima Layanan Nasional Enjiniring dan entitas anak (Grup) tanggal 31 Desember 2023, serta kinerja keuangan konsolidasian dan arus kas konsolidasiannya untuk tahun yang berakhir pada tanggal tersebut, sesuai dengan Standar Akuntansi Keuangan di Indonesia.

The financial review described below refers to the Financial Report for the year ending on December 31, 2023 presented in this Annual Report. The Financial Report has been audited by the Public Accounting Firm Rintis, Jumadi, Rianto & Rekan and received an opinion that it presents fairly in all material respects, the consolidated financial position of PT Prima Service Nasional Enjiniring and its subsidiaries (Group) as of December 31, 2023, as well as the financial performance and its consolidated cash flows for the year ending on that date following the Financial Accounting Standards in Indonesia.

Kinerja Keuangan

Kinerja keuangan Perusahaan terdiri atas kinerja Laporan Posisi Keuangan Konsolidasian, Laporan Laba Rugi dan Penghasilan Komprehensif Lain Konsolidasian serta Laporan Arus Kas Konsolidasian disajikan sebagai berikut.

Financial Performance

The Company's financial performance consists of the performance of the Consolidated Statement of Financial Position, Consolidated Statement of Profit and Loss and Other Comprehensive Income, and Consolidated Cash Flow Statement which are presented as follows.

Laporan Posisi Keuangan Konsolidasian

Consolidated Statement of Financial Position

Tabel Laporan Posisi Keuangan Konsolidasian
Table of Consolidated Statement of Financial Position

(dalam jutaan Rupiah/ in millions of Rupiah)

Uraian	2023	2022	Pertumbuhan Growth		Description
			Rp/IDR	%	
ASET					
ASSETS					
ASET LANCAR					
CURRENT ASSETS					
Kas dan setara kas	453,269	510,298	(57,029)	(11.18%)	Cash and cash equivalent
Rekening bank yang dibatasi penggunaannya	9,414	366	9,048	2,472.13%	Restricted cash in banks
Piutang usaha					Trade receivables
Pihak berelasi	360,686	97,188	263,498	271.12%	Related parties
Pihak ketiga	2,702	4,038	(1,336)	(33.09%)	Third parties
Piutang lain-lain					Other receivables
Pihak berelasi	78,129	21,842	56,287	257.70%	Related parties
Pihak ketiga	8,667	2,037	6,630	325.48%	Third parties
Piutang sewa pembiayaan	39,523	35,092	4,431	12.63%	Finance lease receivables
Aset kontrak					Contract assets
Pihak berelasi	146,242	112,483	33,759	30.01%	Related parties
Pihak ketiga	38,880	9,380	29,500	314.50%	Third parties
Pajak dibayar di muka	12,347	59,282	(46,935)	(79.17%)	Prepaid taxes

Uraian	2023	2022	Pertumbuhan Growth		Description
			Rp/IDR	%	
Biaya dibayar di muka dan uang muka	9,346	4,215	5,131	121.73%	Prepaid expenses and advances
Jumlah Aset Lancar	1,159,205	856,221	302,984	35.39%	Total Current Assets
ASET TIDAK LANCAR					NON-CURRENT ASSETS
Rekening bank yang dibatasi penggunaannya	16,749	16,749	-	0.00%	Restricted cash in banks
Piutang sewa pembiayaan	108,140	147,663	(39,523)	(26.77%)	Finance lease receivables
Investasi pada ventura bersama	13,949	12,373	1,576	12.74%	Investments in joint ventures
Aset tetap	9,898	11,245	(1,347)	(11.98%)	Fixed assets
Pajak dibayar di muka	23,459	23,407	52	0.22%	Prepaid taxes
Biaya dibayar di muka dan uang muka	14	181	(167)	(92.27%)	Prepaid expenses and advances
Aset tak berwujud	6,093	5,489	604	11.00%	Intangible assets
Aset tidak lancar lainnya	2,852	9,074	(6,222)	(68.57%)	Other non-current assets
Jumlah Aset Tidak Lancar	181,154	226,181	(45,027)	(19.91%)	Total Non-current Assets
JUMLAH ASET	1,340,359	1,082,402	257,957	23.83%	TOTAL ASSETS
LIABILITAS DAN EKUITAS					LIABILITY AND EQUITY
LIABILITAS JANGKA PENDEK					SHORT-TERM LIABILITY
Utang usaha					Trade payables
Pihak berelasi	0	402	(402)	(100.00%)	Related parties
Pihak ketiga	146,369	56,706	89,663	158.12%	Third parties
Uang muka dari pelanggan					Advances from customers
Pihak berelasi	9,843	13,626	(3,783)	(27.76%)	Related parties
Pihak ketiga	7,960	0	7,960	(100.00%)	Third parties
Utang lain-lain	10,167	5,851	4,316	73.77%	Other payables
Liabilitas kontrak					Contract liability
Pihak berelasi	136,812	78,570	58,242	74.13%	Related parties
Pihak ketiga	1,828	2,170	(342)	(15.76%)	Third parties
Utang pajak					Taxes payables
Pajak penghasilan badan	110	17,259	(17,149)	(99.36%)	Corporate income tax
Pajak lainnya	61,975	20,230	41,745	206.35%	Other taxes
Biaya masih harus dibayar	41,439	45,933	(4,494)	(9.78%)	Accrued expenses
Liabilitas sewa	8,440	1,692	6,748	398.82%	Lease liabilities
Liabilitas imbalan pasca kerja	4,148	2,195	1,953	88.97%	Employee benefit liabilities
Pinjaman jangka panjang yang jatuh tempo dalam satu tahun	-	24,008	(24,008)	(100.00%)	Long-term loan maturing in one year
Jumlah Liabilitas Jangka Pendek	429,091	24,008	405,083	1,687.28%	Total short-term liabilities
LIABILITAS JANGKA PANJANG					LONG-TERM LIABILITIES
Liabilitas imbalan pasca kerja	57,097	35,667	21,430	60.08%	Employee benefit liabilities
Utang lain-lain	119	330	(211)	(63.94%)	Other payables
Jumlah Liabilitas Jangka Panjang	57,216	35,997	21,219	58.95%	Total long-term liabilities
JUMLAH LIABILITAS	486,307	304,639	181,668	59.63%	TOTAL LIABILITIES

Uraian	2023	2022	Pertumbuhan Growth		Description
			Rp/IDR	%	
EKUITAS					EQUITY
Modal saham	25,000	25,000	-	0.00%	Capital Stock
Saldo laba					Retained earnings
Ditetapkan penggunaannya	5,169	5,169	-	0.00%	Appropriated
Belum ditentukan penggunaannya	802,452	741,894	60,558	8.16%	Unappropriated
Tambahan modal disetor	40,609	3,652	36,957	1,011.97%	Additional paid-in capital
(Rugi)/penghasilan komprehensif lain	(19,178)	2,048	(21,226)	(1,036.43%)	Other comprehensive (loss)/income
Ekuitas yang dapat diatribusikan kepada pemilik entitas induk	854,052	777,763	76,289	9.81%	Equity attributable to the owners of parent entity
Kepentingan nonpengendali	-	-	-	-	Non-controlling interest
JUMLAH EKUITAS	854,052	777,763	76,289	9.81%	TOTAL EQUITY
JUMLAH LIABILITAS DAN EKUITAS	1,340,359	1,082,402	257,957	23.83%	TOTAL LAIBILITIES AND EQUITY

Aset

Aset tahun 2023 mencapai Rp1,34 triliun, meningkat 23,83% dibandingkan dengan tahun 2022 yang mencapai Rp1,08 triliun. Peningkatan tersebut terutama disebabkan pertumbuhan aset lancar sebesar Rp302,98 miliar atau 35,39%.

Aset Lancar

Aset lancar tahun 2023 mencapai Rp1,16 triliun, meningkat 35,39% dibandingkan dengan tahun 2022 yang mencapai Rp1,08 triliun. Peningkatan tersebut terutama disebabkan pertumbuhan piutang usaha dari pihak berelasi sebesar Rp263,50 miliar atau 271,12%. Peningkatan yang signifikan terkait pengakuan piutang atas penyelesaian Proyek Luwuk dengan skema pembayaran *deferred payment*.

Aset Tidak Lancar

Aset tidak lancar tahun 2023 mencapai Rp181,15 miliar, menurun 19,91% dibandingkan dengan tahun 2022 yang mencapai Rp226,18 miliar. Penurunan tersebut terutama disebabkan turunnya piutang sewa pembiayaan sebesar Rp39,52 miliar atau 26,77%.

Liabilitas

Liabilitas tahun 2023 mencapai Rp486,31 miliar, meningkat 59,63% dibandingkan dengan tahun 2022 yang mencapai Rp304,64 miliar. Peningkatan tersebut terutama disebabkan pertumbuhan liabilitas jangka pendek sebesar Rp405,08 miliar atau 1.687,28%.

Liabilitas Jangka Pendek

Liabilitas jangka pendek tahun 2023 mencapai Rp429,09 miliar, meningkat 1.687,28% dibandingkan dengan tahun 2022 yang mencapai Rp24,01 miliar. Peningkatan tersebut merupakan

Asset

Assets in 2023 reached IDR1.34 trillion, an increase of 23.83% compared to 2022 which reached IDR1.08 trillion. This increase was mainly due to growth in current assets of IDR302.98 billion or 35.39%.

Current Assets

Current assets in 2023 reached IDR1.16 trillion, an increase of 35.39% compared to 2022 which reached IDR1.08 trillion. This increase was mainly due to growth in trade receivables from related parties amounting to IDR263.50 billion or 271.12%. A significant increase related to the recognition of receivables due to the completion of the Luwuk Project with a deferred payment payment scheme.

Non-Current Asset

Non-current assets in 2023 reached IDR181.15 billion, a decrease of 19.91% compared to 2022 which reached IDR226.18 billion. This decrease was mainly due to a decrease in finance lease receivables of IDR39.52 billion or 26.77%.

Liabilities

Liabilities in 2023 reached IDR486.31 billion, an increase of 59.63% compared to 2022 which reached IDR304.64 billion. This increase was mainly due to growth in short-term liabilities of IDR405.08 billion or 1,687.28%.

Short Term Liabilities

Short-term liabilities in 2023 reached IDR429.09 billion, an increase of 1,687.28% compared to 2022 which reached IDR24.01 billion. This increase was the impact of the recognition of Value Added Tax (VAT)

dampak dari pengakuan utang Pajak Pertambahan Nilai (PPN) atas penyelesaian pekerjaan Proyek Luwuk dengan skema *deferred payment*, peningkatan beban PPh 21 atas penerapan PMK 66, serta pengakuan kewajiban kepada pihak ketiga terutama yang mendukung peningkatan pendapatan.

Liabilitas Jangka Panjang

Liabilitas jangka panjang tahun 2023 mencapai Rp57,22 miliar, meningkat 58,95% dibandingkan dengan tahun 2022 yang mencapai Rp36,00 miliar. Peningkatan tersebut terutama disebabkan pertumbuhan liabilitas imbalan pasca kerja sebesar Rp58,00 miliar atau 60,08%.

Ekuitas

Ekuitas tahun 2023 mencapai Rp854,05 miliar, meningkat 9,81% dibandingkan dengan tahun 2022 yang mencapai Rp777,76 miliar. Peningkatan tersebut terutama dipengaruhi oleh perolehan laba tahun berjalan yang lebih besar 3,99% dari target yang ditetapkan yaitu sebesar Rp106,52 miliar dari target sebesar Rp102,43 miliar.

Modal Saham

Modal saham tahun 2023 mencapai Rp25,00 miliar tidak mengalami perubahan dibandingkan dengan tahun 2022.

Saldo Laba

Saldo laba tahun 2023 mencapai Rp843,06 miliar, meningkat 13,08% dibandingkan dengan tahun 2022 yang mencapai Rp745,55 miliar. Peningkatan tersebut terutama disebabkan pertumbuhan saldo laba yang belum ditentukan penggunaannya sebesar Rp60,56 miliar atau 8,16%.

Tambahan Modal Disetor

Tambahan modal disetor tahun 2023 mencapai Rp40,61 miliar, meningkat 1.011,97% dibandingkan dengan tahun 2022 yang mencapai Rp3,65 miliar. Berdasarkan pelepasan atas aset yang terjadi di 31 Desember 2023, tambahan modal disetor yang timbul dari akuisisi Rekadaya Elekrika Consult (REC) oleh Perusahaan di tahun 2022 direklasifikasi ke laba ditahan karena berpindahnya kepemilikan REC ke Icon di tahun 2023. Saldo akhir tambahan modal disetor per 31 Desember 2023, sebesar Rp40.609, merupakan tambahan modal disetor yang timbul dari pelepasan atas PPN di tahun 2022, yang sudah ada per 31 Desember 2022.

(Rugi)/Penghasilan Komprehensif Lain

Rugi komprehensif lain tahun 2023 mencapai Rp19,18 miliar, berbanding terbalik dibandingkan dengan tahun 2022 yang mencatatkan penghasilan komprehensif lain sebesar Rp2,05 miliar. Hal tersebut disebabkan karena adanya penerapan PKB terkini, sehingga mempengaruhi perhitungan imbal kerja yang dihitung oleh aktuaris independen.

debt for the completion of the Luwuk Project work with a deferred payment scheme, an increase in income tax (PPh) 21 expenses for the implementation of PMK 66, as well as recognition of obligations to third parties, especially those that support increased income.

Long-Term Liabilities

Long-term liabilities in 2023 reached IDR57.22 billion, an increase of 58.95% compared to 2022 which reached IDR36.00 billion. This increase was mainly due to growth in post-employment benefits liabilities of IDR58.00 billion or 60.08%.

Equity

Equity in 2023 reached IDR854.05 billion, an increase of 9.81% compared to 2022 which reached IDR777.76 billion. This increase was mainly influenced by the current year profit which was 3.99% greater than the target set, namely IDR106.52 billion from the target of IDR102.43 billion.

Capital Stock

Capital stock in 2023 reached IDR25.00 billion, unchanged compared to 2022.

Retained Earnings

Retained earnings in 2023 reached IDR843.06 billion, an increase of 13.08% compared to 2022 which reached IDR745.55 billion. This increase was mainly due to growth in unappropriated retained earnings of IDR60.56 billion or 8.16%.

Additional Paid-In Capital

Additional paid-in capital in 2023 reached IDR40.61 billion, an increase of 1,011.97% compared to 2022 which reached IDR3.65 billion. Based on the disposal of assets that occurred on December 31, 2023, additional paid-in capital arising from the acquisition of Rekadaya Elekrika Consult (REC) by the Company in 2022 was reclassified to retained earnings due to the transfer of ownership of REC to Icon in 2023. The ending balance of additional paid-in capital as of December 31, 2023 amounting to IDR40,609, represents additional paid-in capital arising from the release of VAT in 2022, which already existed as of December 31, 2022.

Other Comprehensive (Loss)/Income

Other comprehensive loss in 2023 reached IDR19.18 billion, inversely proportional to 2022 which recorded other comprehensive income of IDR2.05 billion. This was due to the implementation of the latest collective labor agreement (PKB), which affected the calculation of employee benefits calculated by independent actuaries.

Laporan Laba Rugi dan Penghasilan Komprehensif Lain Konsolidasian

Consolidated Statement of Profit or Loss and Other Comprehensive Income

Tabel Laporan Laba Rugi dan Penghasilan Komprehensif Lain Konsolidasian
Table of Consolidated Statement of Profit or Loss and Other Comprehensive Income

(dalam jutaan Rupiah/ in millions of Rupiah)

Uraian	2023	2022	Pertumbuhan Growth		Description
			Rp/IDR	%	
PENDAPATAN	867,837	536,296	331,541	61.82%	REVENUE
BEBAN POKOK PENDAPATAN	(570,876)	(307,330)	(263,546)	85.75%	COST OF REVENUE
LABA BRUTO	296,961	228,966	67,995	29.70%	GROSS PROFIT
BEBAN USAHA	(184,555)	(153,090)	(31,465)	20.55%	OPERATING EXPENSES
LABA USAHA	112,406	75,876	36,530	48.14%	OPERATING PROFIT
Penghasilan bunga	13,864	10,362	3,502	33.80%	Interest income
Laba investasi pada ventura bersama	1,576	909	667	73.38%	Investments income from joint venture
Beban bunga	(518)	(5,212)	4,694	(90.06%)	Interest expenses
(Beban)/pendapatan lain-lain - bersih	(7,716)	10,113	(17,829)	(176.30%)	Other (loss)/profit - net
LABA SEBELUM PAJAK	119,612	92,048	27,564	29.95%	PROFIT BEFORE TAX
BEBAN PAJAK PENGHASILAN	(13,097)	(9,241)	(3,856)	41.73%	INCOME TAX EXPENSE
LABA TAHUN BERJALAN	106,515	82,807	23,708	28.63%	PROFIT FOR THE YEAR
(Rugi)/penghasilan komprehensif lain tahun berjalan					Other comprehensive (loss)/profit for the year
Pos-pos yang tidak akan direklasifikasi ke laba rugi:					Items that will not be reclassified to profit or loss:
Pengukuran kembali imbalan pasca kerja karyawan	(15,596)	511	(16,107)	(3152.05%)	Remeasurement on post-employment benefits
Pengukuran kembali nilai wajar atas atas investasi saham	(5,630)	2,716	(8,346)	(307.29%)	Remeasurement on the fair value of share investment
	(21,226)	3,227	(24,453)	(757.76%)	
JUMLAH PENGHASILAN KOMPREHENSIF TAHUN BERJALAN	85,289	86,034	(745)	(0.87%)	TOTAL COMPREHENSIVE INCOME FOR THE YEAR
Laba tahun berjalan diatribusikan kepada:					Profit for the year attributable to:
Pemilik entitas induk	106,515	82,807	23,708	28.63%	Owners of the parent
Kepentingan nonpengendali	-	-	-	-	Non-controlling interest
JUMLAH	106,515	82,807	23,708	28.63%	TOTAL
Jumlah penghasilan komprehensif tahun berjalan diatribusikan kepada:					Total comprehensive income for the year attributable to:
Pemilik entitas induk	85,289	86,034	(745)	(0.87%)	Owners of the parent
Kepentingan nonpengendali	-	-	-	-	Non-controlling interest
JUMLAH	85,289	86,034	(745)	(0.87%)	TOTAL

Pendapatan

Pendapatan tahun 2023 mencapai Rp867,84 miliar, meningkat 61,82% dibandingkan dengan tahun 2022 yang mencapai Rp536,30 miliar. Peningkatan tersebut terutama disebabkan oleh

Pendapatan

Revenue in 2023 reached IDR867.84 billion, an increase of 61.82% compared to 2022 which reached IDR536.30 billion. The increase was mainly due to the completion of work from the EPC project

penyelesaian pekerjaan dari proyek EPC (PLTMG Luwuk) sebesar Rp155,12 miliar, dari bidang enjiniring sebesar Rp596,78 miliar, dari pekerjaan *recurring income* sebesar Rp46,83 miliar dan pendapatan dari kompresi gas sebesar Rp69,10 miliar serta dari inovasi bisnis PT Rekadaya Elektriika Consult (REC) Rp73,20 miliar.

Beban Pokok Pendapatan

Beban pokok pendapatan tahun 2023 mencapai Rp570,88 miliar, meningkat 85,75% dibandingkan dengan tahun 2022 yang mencapai Rp307,33 miliar. Peningkatan tersebut terutama disebabkan oleh pertumbuhan beban dari subkontraktor sebesar Rp127,24 miliar atau 133,62%.

Laba Bruto

Laba bruto tahun 2023 mencapai Rp296,96 miliar, meningkat 29,70% dibandingkan dengan tahun 2022 yang mencapai Rp228,97 miliar. Peningkatan tersebut sejalan dengan pencapaian pendapatan yang lebih besar Rp331,54 miliar atau 61,82% dari tahun sebelumnya.

Beban Usaha

Beban usaha tahun 2023 mencapai Rp184,56 miliar, meningkat 20,55% dibandingkan dengan tahun 2022 yang mencapai Rp153,09 miliar. Peningkatan tersebut terutama disebabkan oleh pertumbuhan beban dari gaji dan kesejahteraan karyawan sebesar Rp20,21 miliar atau 19,27%.

Laba Usaha

Laba usaha tahun 2023 mencapai Rp112,41 miliar, meningkat 48,14% dibandingkan dengan tahun 2022 yang mencapai Rp75,88 miliar. Peningkatan tersebut sejalan dengan pertumbuhan laba bruto sebesar Rp68,00 miliar atau 29,70%.

Laba Tahun Berjalan

Laba tahun berjalan tahun 2023 mencapai Rp106,52 miliar, meningkat 28,63% dibandingkan dengan tahun 2022 yang mencapai Rp82,81 miliar. Peningkatan tersebut merupakan dampak dari peningkatan pendapatan dan efisiensi biaya, peningkatan perolehan pendapatan bunga atas jasa giro dan deposito tahun lalu dan penurunan beban bunga akibat percepatan pelunasan pinjaman *Shareholder Loan* (SHL).

(Rugi)/Penghasilan Komprehensif Lain Tahun Berjalan

(Rugi) komprehensif lain tahun 2023 mencapai Rp221,23 miliar, berbanding terbalik dengan tahun 2022 yang mencatatkan penghasilan komprehensif lain mencapai Rp3,28 miliar. Hal tersebut dipengaruhi oleh turunnya pos-pos yang tidak akan direklasifikasi ke laba rugi dari pengukuran kembali imbalan pasca kerja karyawan.

(PLTMG Luwuk) of IDR155.12 billion, from the engineering sector of IDR596.78 billion, from recurring income work of IDR46.83 billion, income from gas compression of IDR69.10 billion, and from business innovation of PT Rekadaya Elektriika Consult (REC) of IDR73.20 billion.

Cost of Revenue

Cost of revenue in 2023 reached IDR570.88 billion, an increase of 85.75% compared to 2022 which reached IDR307.33 billion. The increase was mainly due to growth in subcontractor expenses of IDR127.24 billion or 133.62%.

Gross Profit

Gross profit in 2023 reached IDR296.96 billion, an increase of 29.70% compared to 2022 which reached IDR228.97 billion. The increase was in line with the achievement of higher revenue of IDR331.54 billion or 61.82% from the previous year.

Operating Expenses

Operating expenses in 2023 reached IDR184.56 billion, an increase of 20.55% compared to 2022 which reached IDR153.09 billion. The increase was mainly due to the growth in expenses from salaries and employee benefits by IDR20.21 billion or 19.27%.

Operating Profit

Operating profit in 2023 reached IDR112.41 billion, an increase of 48.14% compared to 2022 which reached IDR75.88 billion. This increase was in line with gross profit growth of IDR68.00 billion or 29.70%.

Profit for the Year

Profit for the year in 2023 reached IDR106.52 billion, an increase of 28.63% compared to 2022 which reached IDR82.81 billion. The increase was the impact of increased revenue and cost efficiency, increased interest income from current account and deposit services last year, and decreased interest expense due to accelerated repayment of *Shareholder Loan* (SHL).

Other Comprehensive (Loss)/Income for the Year

Other comprehensive (loss) in 2023 reached IDR221.23 billion, in contrast to 2022 which recorded other comprehensive income reaching IDR3.28 billion. This was influenced by the decrease in items that will not be reclassified to profit and loss from the remeasurement of post-employment benefits.

Penghasilan Komprehensif Tahun Berjalan

Penghasilan komprehensif tahun berjalan tahun 2023 mencapai Rp85,29 miliar, menurun 0,87% dibandingkan dengan tahun 2022 yang mencapai Rp86,03 miliar. Penurunan tersebut sejalan dengan (rugi) komprehensif lain tahun 2023.

Laporan Arus Kas Konsolidasian

Tabel Laporan Arus Kas Konsolidasian

Table of Consolidated Statement of Cash Flow

Comprehensive Income for the Year

Comprehensive income for the year in 2023 reached IDR85.29 billion, down 0.87% compared to 2022 which reached IDR86.03 billion. The decrease was in line with other comprehensive (loss) in 2023.

Consolidated Statement of Cash Flow

(dalam jutaan Rupiah/ in millions of Rupiah)

Uraian	2023	2022	Pertumbuhan Growth		Description
			Rp/IDR	%	
ARUS KAS DARI AKTIVITAS OPERASI			CASH FLOWS FROM OPERATING ACTIVITIES		
Laba sebelum pajak	119,612	92,048	27,564	29.95%	Profit before tax
Penyesuaian untuk merekonsiliasi laba sebelum pajak:					Adjustments to reconcile pre-tax profit:
Laba investasi pada ventura bersama	(1,576)	(909)	(667)	73.38%	Investment profit on joint venture
Pendapatan dividen dari investasi saham	-	(750)	750	(100.00%)	Dividends from capital investment
Beban imbalan pasca kerja	10,517	7,830	2,687	34.32%	Post-employment expenses
Penyisihan untuk penurunan nilai piutang usaha dan piutang lain-lain - neto	339	(15,531)	15,870	(102.18%)	Provision for impairment of trade receivables and other receivables - net
Penyusutan aset tetap dan aset hak guna	12,575	15,459	(2,884)	(18.66%)	Depreciation of fixed assets and right-of-use assets
Amortisasi perangkat lunak	5,531	8,184	(2,653)	(32.42%)	Software amortisation
Beban bunga	518	5,212	(4,694)	(90.06%)	Tax expense
Penghasilan bunga	(13,864)	(10,362)	(3,502)	33.80%	Interest income
Arus kas operasi sebelum perubahan modal kerja	133,652	115,181	18,471	16.04%	Operating cash flow before changes in working capital
Perubahan modal kerja:					Changes in working capital:
Piutang usaha	(262,501)	(26,777)	(235,724)	880.32%	Trade receivables
Piutang lain-lain	(62,917)	(31,671)	(31,246)	98.66%	Other receivables
Aset kontrak	(63,259)	6,900	(70,159)	(1,016.80%)	Contract assets
Pajak dibayar di muka	20,451	(9,066)	29,517	(325.58%)	Prepaid tax
Biaya dibayar di muka dan uang muka	(4,964)	946	(5,910)	(624.74%)	Prepaid expenses and advances
Aset tak berwujud	(6,135)	(5,369)	(766)	14.27%	Intangible assets
Aset tidak lancar lainnya	592	668	(76)	(11.38%)	Other non-current assets
Utang usaha	89,261	25,040	64,221	256.47%	Trade Payable
Uang muka dari pelanggan	4,177	(4,757)	8,934	(187.81%)	Advances from customers
Utang lain-lain	4,105	1,146	2,959	258.20%	Other payable
Liabilitas kontrak	57,900	(21,064)	78,964	(374.88%)	Contract liabilities
Utang pajak lainnya	41,745	6,701	35,044	522.97%	Other taxes payable
Biaya masih harus dibayar	(4,494)	(10,887)	6,393	(58.72%)	Accrued expenses

Uraian	2023	2022	Pertumbuhan Growth		Description
			Rp/IDR	%	
Penempatan rekening bank yang dibatasi penggunaannya	(9,385)	(366)	(9,019)	2,464.21%	Placement of restricted cash in banks
Penarikan rekening bank yang dibatasi penggunaannya	337	6,189	(5,852)	(94.55%)	Withdrawal of restricted cash in banks
Penerimaan dari pelanggan atas piutang sewa pembiayaan	35,092	31,158	3,934	12.63%	Cash receipt of lease liabilities from customers
Penerimaan restitusi pajak pertambahan nilai	26,432	19,089	7,343	38.47%	Cash receipt from Value Added Tax
Pembayaran bunga	(518)	(5,212)	4,694	(90.06%)	Interest payment
Penerimaan bunga	13,864	10,362	3,502	33.80%	Interest received
Pembayaran imbalan pasca kerja	(2,730)	(2,285)	(445)	19.47%	Payment of post-employment benefits
Pembayaran pajak penghasilan badan	(30,246)	(10,723)	(19,523)	182.07%	Payment of Corporate Income Tax
Kas bersih (digunakan)/diperoleh untuk aktivitas operasi	(19,541)	81,202	(100,743)	(124.06%)	Net cash (used)/provided from operating activities
ARUS KAS DARI AKTIVITAS INVESTASI			CASH FLOWS FROM INVESTING ACTIVITIES		
Pelepasan aset tetap	111	-	111	100.00%	Disposal of fixed assets
Perolehan aset tetap	(599)	-	(599)	(100.00%)	Addition of fixed assets
Penerimaan kas atas transaksi kombinasi bisnis entitas sependengali - neto	-	65,384	(65,384)	(100.00%)	Cash receipts from business combination transactions of entities under common control - net
Penerimaan dividen	-	1,050	(1,050)	(100.00%)	Cash receipt from dividend
Kas bersih (digunakan)/diperoleh untuk aktivitas investasi	(488)	66,434	(66,922)	(100.73%)	Net cash (used)/provided from Investing activities
ARUS KAS DARI AKTIVITAS PENDANAAN			CASH FLOWS FROM FINANCING ACTIVITIES		
Pembayaran liabilitas sewa	(3,992)	(7,750)	3,758	(48.49%)	Payment of lease liabilities
Pembayaran atas pinjaman jangka panjang	(24,008)	(32,011)	8,003	(25.00%)	Payment of long-term loan
Pembayaran dividen	(9,000)	(69,872)	60,872	(87.12%)	Payment of dividend
Kas bersih digunakan untuk aktivitas pendanaan	(37,000)	(110)	(36,890)	33,648.96%	Net cash used for financing activities
(PENURUNAN)/KENAIKAN BERSIH KAS DAN SETARA KAS	(57,029)	38,003	(95,032)	(250.06%)	NET (DECREASE)/INCREASE IN CASH AND CASH EQUIVALENT
KAS DAN SETARA KAS AWAL TAHUN	510,298	472,295	38,003	8.05%	CASH AND CASH EQUIVALENT AT THE BEGINNING OF THE YEAR
KAS DAN SETARA KAS AKHIR TAHUN	453,269	510,298	(57,029)	(11.18%)	CASH AND CASH EQUIVALENT AT THE END OF THE YEAR

Arus Kas dari Aktivitas Operasi

Kas bersih digunakan untuk aktivitas operasi tahun 2023 mencapai Rp19,54 miliar, berbanding terbalik dengan tahun 2022 yang mencatatkan kas bersih diperoleh untuk aktivitas operasi yang mencapai Rp81,20 miliar. Hal tersebut mayoritas disebabkan oleh pembiayaan proyek PLTMG Luwuk 40 MW dengan skema pembayaran *deferred payment*.

Cash Flow From Operating Activities

Net cash used for operating activities in 2023 reached IDR19.54 billion, in contrast to 2022 which recorded net cash obtained for operating activities reaching IDR81.20 billion. This was mostly due to the financing of the Luwuk 40 MW PLTMG project with a deferred payment scheme.

Arus Kas dari Aktivitas Investasi

Kas bersih digunakan untuk aktivitas investasi tahun 2023 mencapai Rp488 juta, berbanding terbalik dengan tahun 2022 yang mencatatkan kas bersih diperoleh untuk aktivitas investasi yang mencapai Rp66,43 miliar. Hal ini merupakan dampak aksi korporasi atas divestasi PT Rekadaya Elektriika Consult (REC) kepada PT Icon Plus.

Arus Kas dari Aktivitas Pendanaan

Kas bersih digunakan untuk aktivitas pendanaan tahun 2023 mencapai Rp37 miliar, meningkat 33,648.96% dibandingkan dengan tahun 2022 yang mencapai Rp110 juta. Hal ini dipengaruhi oleh pelunasan sisa SHL tahun 2023 atas Pembangunan CNG Plant Bangkanai.

Kemampuan Membayar Utang dan Kolektibilitas Piutang

Kemampuan Membayar Utang

Kemampuan membayar utang dapat dilihat melalui rasio likuiditas dan rasio solvabilitas.

Kemampuan Membayar Utang Jangka Pendek (Likuiditas)

Rasio likuiditas menunjukkan kemampuan Perusahaan dalam memenuhi liabilitas jangka pendek antara lain dapat diukur melalui rasio kas dan rasio lancar. Rasio kas menjelaskan kemampuan perusahaan untuk melunasi liabilitas jangka pendeknya melalui kas dan setara kas (aset yang paling likuid) yang dimiliki. Rasio lancar merupakan rasio yang digunakan untuk melihat kemampuan perusahaan untuk membayar hutang dengan menggunakan aktiva.

Tabel Kemampuan Membayar Utang Jangka Pendek
Table of Short-term Solvency

(dalam %/ in %)

Uraian	2023	2022	Naik/Turun Increase/ Decrease	Description
Rasio kas	1.06%	1.90%	(0.84%)	Cash ratio
Rasio lancar	2.70%	3.19%	(0.49%)	Current ratio

Rasio kas tahun 2023 sebesar 1,06%, menurun dibandingkan tahun 2022 yang sebesar 1,90%, demikian pula dengan rasio lancar yang menurun dari 3,19% di tahun 2022 menjadi 2,70% di tahun 2023. Salah satu faktor yang berpengaruh signifikan atas penurunan rasio likuiditas adalah penyelesaian Proyek Luwuk dengan skema *deffered payment* yang cukup menggerus kas dan setara kas Perusahaan. Hal ini disebabkan karena Mitra tidak memenuhi komitmen untuk pembiayaan proyek tersebut.

Cash Flow from Investment Activities

Net cash used for investment activities in 2023 reached IDR488 million, in contrast to 2022 which recorded net cash obtained for investment activities reaching IDR66.43 billion. This was the impact of the corporate action on the divestment of PT Rekadaya Elektriika Consult (REC) to PT Icon Plus.

Cash Flow from Financing Activities

Net cash used for financing activities in 2023 reached IDR37 billion, an increase of 33,648.96% compared to 2022 which reached IDR110 million. This was influenced by the settlement of the remaining SHL in 2023 for the Construction of the Bangkanai CNG Plant.

Solvency and Collectability

Solvency

Kemampuan membayar utang dapat dilihat melalui rasio likuiditas dan rasio solvabilitas.

Short-Term Solvency (Liquidity)

Liquidity ratio shows the Company's ability to meet short-term liabilities, among others, can be measured through the cash ratio and current ratio. The cash ratio explains the company's ability to pay off its short-term liabilities through cash and cash equivalents (the most liquid assets) owned. The current ratio is a ratio used to see the company's ability to pay debts using assets.

The cash ratio in 2023 was 1.06%, down from 1.90% in 2022, as was the current ratio which decreased from 3.19% in 2022 to 2.70% in 2023. One of the factors that significantly influenced the decline in the liquidity ratio was the completion of the Luwuk Project with a deferred payment scheme which eroded the Company's cash and cash equivalents. This was because the partner did not fulfill its commitment to finance the project.

Kemampuan Membayar Utang Jangka Panjang (Solvabilitas)

Rasio solvabilitas yang menunjukkan kemampuan Perusahaan dalam membayar kewajiban- kewajibannya antara lain dapat diukur melalui rasio liabilitas terhadap ekuitas, yang dihitung dengan cara membandingkan jumlah liabilitas dengan jumlah ekuitas, dan rasio liabilitas terhadap aset, yang dihitung dengan cara membandingkan jumlah liabilitas dengan jumlah aset.

Long-Term Solvency Ratio

The solvency ratio that shows the Company's ability to pay its obligations can be measured through the liabilities to equity ratio, which is calculated by comparing the amount of liabilities with the amount of equity, and the liabilities to assets ratio, which is calculated by comparing the amount of liabilities with the amount of assets.

Tabel Kemampuan Membayar Utang Jangka Panjang
Table of Long-term Solvency

(dalam %/ in %)

Uraian	2023	2022	Naik/Turun Increase/ Decrease	Description
Rasio liabilitas terhadap ekuitas	0.57%	0.39%	0.18%	Liabilities to equity ratio
Rasio liabilitas terhadap aset	0.36%	0.28%	0.08%	Liabilities to asset ratio

Rasio liabilitas terhadap ekuitas tahun 2023 sebesar 0,57%, meningkat dibandingkan tahun 2022 yang sebesar 0,39%. Demikian pula dengan rasio liabilitas terhadap aset tahun 2023 sebesar 0,36%, meningkat dibandingkan tahun 2022 yang sebesar 0,28%. Peningkatan tersebut salah satunya disebabkan oleh peningkatan utang Pajak Pertambahan Nilai (PPN) atas pengakuan pendapatan pada penyelesaian Proyek Luwuk dengan skema *deferred payment*, penerapan PMK 66 pada pajak penghasilan 21 dan pengakuan kewajiban pada pihak ketiga.

The ratio of liabilities to equity in 2023 was 0.57%, an increase compared to 2022 which was 0.39%. Likewise, the ratio of liabilities to assets in 2023 was 0.36%, an increase compared to 2022 which was 0.28%. This increase was partly due to an increase in Value Added Tax (VAT) debt on the recognition of income on the completion of the Luwuk Project with a deferred payment scheme, the implementation of PMK 66 on income tax 21 and recognition of liabilities to third parties.

Kolektibilitas Piutang

Umur piutang (*collection period*) merupakan indikator dengan polaritas negatif yang pencapaiannya semakin baik jika realisasinya semakin kecil. Pengukurannya dilakukan dengan membandingkan rata-rata saldo piutang usaha dengan jumlah pendapatan dikalikan dengan jumlah hari dalam setahun (365 hari).

Receivables Collectibility

Collection period is an indicator with negative polarity whose achievement is better if the realization is smaller. The measurement is done by comparing the average balance of accounts receivable with the amount of income multiplied by the number of days in a year (365 days).

Tabel Kolektibilitas Piutang
Table of Receivable Collectability

(dalam hari/ in days)

Uraian	2023	2022	Naik/Turun Increase/ Decrease	Description
Collection period	97 hari/days	57 hari/days	40 hari/ days	Collection period

Pada tahun 2023 tingkat kolektibilitas piutang tercatat sebesar 97 hari lebih panjang dibandingkan dengan tahun 2022 yang mencapai 57 hari. Peningkatan tersebut terutama disebabkan oleh penyelesaian pekerjaan terealisasi di akhir tahun 2023 serta pengakuan piutang atas *progress* pekerjaan Proyek Luwuk dengan skema *deferred payment*, sehingga pelunasan piutang usaha meluncur ke tahun berikutnya.

In 2023, the receivables collectibility rate was recorded at 97 days, longer than in 2022 which reached 57 days. The increase was mainly due to the completion of work realized at the end of 2023 and the recognition of receivables for the progress of the Luwuk Project with a deferred payment scheme, so that the settlement of accounts receivable was rolled over to the following year.

Adapun informasi analisis umur piutang usaha adalah sebagai berikut

The information on the aging analysis of trade receivables is as follows

Tabel Daftar Umur Piutang
Table of Receivables Aging

(dalam jutaan Rupiah/ in millions of Rupiah)

Uraian	2023	2022	Pertumbuhan Growth		Description
			Rp/IDR	%	
Belum jatuh tempo	56,253	8,150	48,103	590.22%	Not yet due
Sudah jatuh tempo					Due
1 sampai dengan 60 hari	255,835	57,140	198,695	347.73%	1 to 60 days
61 sampai dengan 90 hari	9,145	12,065	(2,920)	(24.20%)	61 to 90 days
Lebih dari 90 hari	50,148	31,525	18,623	59.07%	More than 90 days
	371,381	108,880	262,501	241.09%	
Cadangan kerugian penurunan nilai	(7,993)	(7,654)	(339)	4.43%	Reserve for impairment losses
Jumlah piutang usaha - neto	363,388	101,226	262,162	258.99%	Total trade receivables - net

Piutang usaha yang sudah jatuh tempo mengalami penurunan pada tahun 2023 yaitu jangka waktu 61 sampai dengan 90 hari yang turun sebesar Rp2,92 miliar. Sedangkan jangka waktu 1 sampai dengan 60 hari meningkat Rp198,70 miliar dan lebih dari 90 hari meningkat Rp18,26 miliar

Trade receivables that are due decreased in 2023, namely the 61 to 90 day period which decreased by IDR2.92 billion. Meanwhile, the 1 to 60 day period increased by IDR198.70 billion and more than 90 days increased by IDR18.26 billion.

Struktur Modal

Rincian Struktur Modal

Struktur modal PLN Enjiniring di tahun 2023 dan perbandingannya dengan tahun 2022 disajikan dalam tabel berikut.

Capital Structure

Details of Capital Structure

PLN Enjiniring's capital structure in 2023 and its comparison with 2022 are presented in the following table.

Tabel Rincian Struktur Modal
Table of Capital Structure Details

(dalam jutaan Rupiah/ in millions of Rupiah)

Uraian	2023		2022		Kenaikan/ Penurunan Increase/Decrease		Description
	Rp/IDR	%	Rp/IDR	%	Rp/IDR	(%)	
Liabilitas jangka pendek	429,091	32.01%	268,642	24.82%	160,449	59.73%	Short-term liabilities
Liabilitas jangka panjang	57,216	4.27%	35,997	3.33%	21,219	58.95%	Long-term liabilities
Jumlah liabilitas	486,307	36.28%	304,639	28.14%	181,668	59.63%	Total liabilities
Jumlah ekuitas	854,052	63.72%	777,763	71.86%	76,289	9.81%	Total equity
Jumlah liabilitas dan ekuitas	1,340,359	100.00%	1,082,402	100.00%	257,957	23.83%	Total liabilities and equity

Komposisi struktur modal pada tahun 2023 yang dimiliki oleh PLN Enjiniring terdiri dari ekuitas dan liabilitas, dengan komposisi liabilitas sebesar 36,28% dan ekuitas sebesar 63,72%. Komposisi ini mengalami perubahan jika dibandingkan dengan 2022, dengan

The composition of the capital structure in 2023 owned by PLN Enjiniring consists of equity and liabilities, with a composition of liabilities of 36.28% and equity of 63.72%. This composition changed when compared to 2022, with a composition of the capital

komposisi struktur modal yang berasal dari liabilitas sebesar 28,14% dan ekuitas sebesar 71,86%.

Kebijakan Manajemen atas Struktur Modal dan Dasar Pemilihan Kebijakan Manajemen atas Struktur Modal

PLN Enjiniring memiliki kebijakan menggunakan ekuitas sebagai sumber modalnya. PLN Enjiniring mengelola risiko modal untuk memastikan bahwa PLN Enjiniring akan mampu untuk melanjutkan kelangsungan usaha dan untuk memastikan pemenuhan batasan rasio kecukupan modal. Struktur modal PLN Enjiniring terdiri dari ekuitas pemegang saham induk, yang terdiri dari modal saham dan saldo laba. Direksi PLN Enjiniring secara berkala melakukan tinjauan struktur permodalan. Sebagai bagian dari tinjauan ini, Direksi mempertimbangkan biaya permodalan dan risiko yang berhubungan. PLN Enjiniring berusaha untuk meminimalkan biaya modal sehingga dapat memaksimalkan nilai PLN Enjiniring. Oleh karena itu, kebijakan PLN Enjiniring dalam mencari pendanaan akan selalu memperhitungkan risiko keuangan yang mungkin timbul di masa depan.

Ikatan Material Investasi Barang Modal

PLN Enjiniring tidak memiliki ikatan material untuk investasi barang modal pada tahun 2022 dan 2023. Oleh karena itu, tidak terdapat informasi mengenai nama pihak yang melakukan ikatan, tujuan dari ikatan tersebut, sumber dana yang diharapkan untuk memenuhi ikatan-ikatan tersebut, mata uang yang menjadi denominasi dan langkah-langkah yang direncanakan untuk melindungi risiko dari posisi mata uang asing yang terkait.

Investasi Barang Modal

Pada tahun 2023, PLN Enjiniring melakukan penambahan barang modal berupa perlengkapan kantor dan tahun 2022 melakukan penambahan barang modal berupa perabotan dan peralatan. Informasi tersebut disajikan sebagai berikut.

Tabel Jenis dan Nilai Investasi Barang Modal
Table of Capital Expenditure Types and Value

(dalam jutaan Rupiah/ in millions of Rupiah)

Jenis Types	Tujuan investasi Purpose	Nilai 2023 2023 Values	Nilai 2022 2022 Values	Kenaikan/Penurunan Increase/Decrease
Tanah Land	Ekspansi Expansion	0	0	0
Perabotan dan Peralatan Furnitures and Equipments	Kegiatan operasional Operational activities	0	0.17	(0.17)
Perlengkapan Kantor Office Equipments	Kegiatan operasional Operational activities	598.98	-	598.98
Jumlah Total		598.98	0.17	598.81

structure originating from liabilities of 28.14% and equity of 71.86%.

Management Policy on Capital Structure and Basis for Selection of Management Policy on Capital Structure

PLN Enjiniring has a policy of using equity as its source of capital. PLN Enjiniring manages capital risk to ensure that PLN Enjiniring will be able to continue as a going concern and to ensure compliance with the capital adequacy ratio. PLN Enjiniring's capital structure consists of parent shareholders' equity, which consists of share capital and retained earnings. The Board of Directors of PLN Enjiniring periodically reviews the capital structure. As part of this review, the Board of Directors considers the cost of capital and related risks. PLN Enjiniring seeks to minimize the cost of capital to maximize the value of PLN Enjiniring. Therefore, PLN Enjiniring's policy in seeking funding will always take into account financial risks that may arise in the future.

Material Commitments for Capital Expenditure

PLN Enjiniring did not have any material commitments for capital expenditure in 2022 and 2023. Therefore, there is no information regarding the name of the party making the commitment, the purpose of the commitment, the source of funds expected to fulfill the commitment, the currency in which the commitment is denominated, and the steps planned to protect the risk from the related foreign currency position.

Capital Expenditure

In 2023, PLN Enjiniring added capital goods in the form of office equipment and in 2022 added capital goods in the form of furniture and equipment. The information is presented as follows.

Informasi dan Fakta Material Setelah Tanggal Laporan Akuntan

Sampai dengan akhir Laporan Tahunan ini disusun tidak terdapat uraian kejadian penting setelah tanggal laporan akuntan termasuk dampaknya terhadap kinerja dan risiko usaha di masa mendatang.

Prospek Usaha dan Strategi Ke Depan Tahun 2024

Bank Indonesia memperkirakan pertumbuhan ekonomi global tumbuh 3,0% pada 2024. Suku bunga Fed Funds Rate (FFR) diperkirakan baru mulai menurun pada semester II 2024, sejalan dengan inflasi Amerika Serikat (AS) yang masih tinggi. *Yield US Treasury* kembali meningkat sejalan dengan premi risiko jangka panjang (*term-premia*). Perkembangan tersebut menyebabkan menguatnya dolar AS secara global, menahan berlanjutnya aliran masuk modal asing, dan meningkatkan tekanan pelemahan nilai tukar di negara *emerging market*. Pada tahun 2024 pertumbuhan ekonomi Indonesia akan meningkat dalam kisaran 4,7%-5,5%. Prospek ini dipengaruhi oleh membaiknya ekspor sejalan dengan peningkatan pertumbuhan ekonomi dunia serta tetap baiknya permintaan domestik didukung oleh positifnya keyakinan pelaku ekonomi. Konsumsi rumah tangga dan investasi, khususnya non bangunan, perlu terus didorong agar dapat mendukung pertumbuhan ekonomi yang berkelanjutan.

Pemerintah berkomitmen untuk terus melakukan transisi energi dengan mengurangi ketergantungan pada energi fosil dan mendorong penggunaan energi baru terbarukan (EBT) sebagai pengganti energi fosil dalam mencapai target pengurangan emisi karbon sebesar 32% di tahun 2030. Untuk memenuhi infrastruktur kelistrikan, Direktur Jenderal Ketenagalistrikan Kementerian ESDM pada tahun 2024 menargetkan pembangkit listrik sebesar 5.174,85 MW, transmisi sepanjang 1.692 kms, dan gardu induk 4.490 MVA. Dalam program subsidi listrik, pemerintah pada tahun 2024 menargetkan 68,31 TWh atau senilai Rp73,58 triliun dan peningkatan jumlah pelanggan listrik dipatok sebanyak 85,2 juta pelanggan, sehingga mendorong konsumsi listrik per kapita yang akan meningkat menjadi 1.448 kWh per kapita. Sementara untuk susut jaringan akan diupayakan turun di angka 8,6%. Kemudian penurunan emisi ditargetkan sebesar 6,07 juta ton CO². Sedangkan untuk target persentase Tingkat Komponen Dalam Negeri (TKDN) sub sektor ketenagalistrikan, pada tahun 2024 sebesar 37%, dan target investasi sub sektor ketenagalistrikan sebesar USD3,1 miliar.

Sumber:

- Tinjauan Kebijakan Moneter Februari 2024, Bank Indonesia.
- Program Sub Sektor Ketenagalistrikan Tahun 2024: Lebih Dari 50% Anggaran untuk Program Yang Berdampak Langsung Terhadap Rakyat, Siaran Pers No. 75.Pers/04/SJI/2024, Kementerian Energi dan Sumber Daya Mineral (ESDM), 20 Januari 2024

Material Facts and Information Subsequent to Accountant's Reporting Date

Until the end of this Annual Report, there was no description of important events after the accountant's report date, including their impact on future business performance and risks.

Business Outlook and Future Strategies for 2024

Bank Indonesia estimates global economic growth to grow by 3.0% in 2024. The Fed Funds Rate (FFR) is expected to start declining in the second semester of 2024, in line with the high inflation in the United States (US). The US Treasury yield has increased again in line with the long-term risk premium (*term-premia*). This development has caused the US dollar to strengthen globally, restraining the continuation of foreign capital inflows, and increasing pressure on the weakening exchange rate in emerging market countries. In 2024, Indonesia's economic growth will increase in the range of 4.7%-5.5%. This prospect is influenced by improving exports in line with increasing global economic growth and continued good domestic demand supported by positive confidence in economic actors. Household consumption and investment, especially non-buildings, need to be encouraged in order to support sustainable economic growth.

The government is committed to continuing the energy transition by reducing dependence on fossil fuels and encouraging the use of new and renewable energy (NRE) as a substitute for fossil fuels in achieving the target of reducing carbon emissions by 32% in 2030. To meet the electricity infrastructure, the Director General of Electricity of the Ministry of Energy and Mineral Resources in 2024 is targeting a power plant of 5,174.85 MW, a transmission of 1,692 kms, and a substation of 4,490 MVA. In the electricity subsidy program, the government in 2024 is targeting 68.31 TWh or IDR73.58 trillion and an increase in the number of electricity customers is set at 85.2 million customers, thus encouraging electricity consumption per capita to increase to 1,448 kWh per capita. Meanwhile, network losses will be reduced by 8.6%. Then, the reduction in emissions is targeted at 6.07 million tons of CO₂. Meanwhile, the target percentage of the Domestic Component Level (TKDN) for the electricity sub-sector in 2024 is 37%, and the investment target for the electricity sub-sector is USD 3.1 billion.

Source:

- Monetary Policy Review of February 2024, Bank Indonesia.
- Electricity Sub-Sector Program 2024: More Than 50% of Budget for Programs That Have Direct Impacts on the People, Press Release No. 75.Pers/04/SJI/2024, Ministry of Energy and Mineral Resources (ESDM), January 20, 2024

Berdasarkan prakiraan kondisi perekonomian global, nasional maupun industri ketenagalistrikan, PLN Enjiniring yakin memiliki prospek yang baik di masa yang akan datang. Hal ini terlihat dari berbagai peluang yang dimiliki PLN Enjiniring antara lain sebagai berikut:

- Dukungan kebijakan PT PLN (Persero) mengenai pengelolaan enjiniring atas investasi ketenagalistrikan kepada PLN Enjiniring.
- Adanya rencana *additional demand* dengan potensi 103 pelanggan Konsumen Tegangan Tinggi (KTT) *confident level* optimis kapasitas 17.225 MVA dan 50 pelanggan KTT *confident level* pesimis kapasitas 7.483 MVA diberikan kepada PLN Enjiniring.
- Terbukanya ekspansi bisnis enjiniring yang lebih luas, seperti *energy as services, engineering integrator, business consultancy, utility optimization, dan engineering center*.
- Komitmen PT PLN (Persero) terhadap isu transisi energi dan *Environmental, Social, and Governance (ESG)*, yang membuka berbagai proyek infrastruktur kelistrikan baru.
- Terbukanya jejaring kemitraan dalam dan luar negeri secara *Business to Business (B2B)*.

Berdasarkan asumsi yang telah dijabarkan di atas disertai adanya berbagai peluang, PLN Enjiniring optimis untuk dapat senantiasa meningkatkan kinerjanya dalam jangka panjang. Dengan kata lain, PLN Enjiniring memiliki prospek usaha yang sangat baik. Hal ini didukung dengan kekuatan yang dimiliki PLN Enjiniring yaitu:

- PLN Enjiniring merupakan satu-satunya anak perusahaan yang bergerak pada bisnis enjiniring PLN Group.
- Memiliki pengalaman usaha dalam enjiniring lebih dari 20 tahun.
- Memiliki *intangible aset* berupa pengetahuan, data, dan pengalaman melalui karyawan PLN Enjiniring.
- Memiliki portofolio anak perusahaan dan afiliasi yang bergerak di bidang enjiniring, manufaktur, dan pembangkitan.
- Memiliki posisi keuangan yang sehat berdasarkan rasio kas dan rasio profitabilitas.
- Telah membangun kerja sama dengan *expert* internasional.
- Memiliki 80% pegawai dengan pengalaman lebih dari 5 (lima) tahun dan sebagian besar pegawai merupakan Gen Y.

Pada tahun 2024, PLNE Enjiniring sebagai *Guardian for PLN Spending*, PLN Enjiniring fokus dalam mengedepankan *cost efficiency* atas biaya investasi PLN *Holding* melalui kualitas produk dan layanan yang akurat sehingga tidak terjadi *cost overrun* di proyek investasi PLN. Di samping hal tersebut, sesuai dengan Rencana Jangka Panjang (RJP) PT PLN Enjiniring 2020- 2024, posisi PLNE Enjiniring berada pada area *hold and maintain*. Berdasarkan posisi tersebut, untuk mencapai setiap sasaran strategis yang ditargetkan pada tahun 2024, PLN Enjiniring akan melanjutkan strategi *product development, market development, dan market penetration*. Tahun 2024, PLN Enjiniring akan melanjutkan pengembangan portofolio bisnis PLN Enjiniring yang telah diinisiasi sejak tahun 2024 pada

Based on the forecast of economic conditions on global, national, and electricity industry, PLN Enjiniring is confident that it has good prospects in the future. This can be seen from the various opportunities that PLN Enjiniring has, including the following:

- Policy support from PT PLN (Persero) regarding engineering management of electricity investments to PLN Enjiniring.
- A plan for additional demand with the potential of 103 High Voltage Consumers (KTT) with an optimistic confident level with a capacity of 17,225 MVA and 50 KTT customers with a pessimistic confident level with a capacity of 7,483 MVA given to PLN Enjiniring.
- Wider engineering business expansion, such as energy as services, engineering integrator, business consultancy, utility optimization, and engineering center.
- PT PLN (Persero)'s commitment to energy transition and Environmental, Social, and Governance (ESG) issues, which opens up various new electricity infrastructure projects.
- Domestic and international partnership networks on a Business to Business (B2B) basis.

Based on the assumptions outlined above along with various opportunities, PLN Enjiniring is optimistic that it can continue to improve its performance in the long term. In other words, PLN Enjiniring has very good business prospects. This is supported by the strengths of PLN Enjiniring, namely:

- PLN Enjiniring is the only subsidiary engaged in the engineering business of the PLN Group.
- PLN Enjiniring has more than 20 years of business experience in engineering.
- PLN Enjiniring has intangible assets in the form of knowledge, data, and experience through PLN Enjiniring employees.
- PLN Enjiniring has a portfolio of subsidiaries and affiliates engaged in engineering, manufacturing and generation.
- PLN Enjiniring has a healthy financial position based on cash ratio and profitability ratio.
- PLN Enjiniring has built cooperation with international experts.
- PLN Enjiniring has 80% of employees with more than 5 (five) years of experience and most of the employees are Gen Y.

In 2024, as the *Guardian for PLN Spending*, PLNE Enjiniring focuses on prioritizing *cost efficiency* over PLN Holding investment costs through accurate product and service quality so that there is no *cost overrun* in PLN investment projects. In addition, in accordance with the Long-Term Plan (RJP) of PT PLN Enjiniring 2020-2024, PLNE Enjiniring's position is in the hold and maintain area. Based on this position, to achieve each strategic target in 2024, PLN Enjiniring will continue the product development, market development, and market penetration strategies. In 2024, PLN Enjiniring will continue the development of the PLN Enjiniring business portfolio which has been initiated since 2024 in the engineering cluster, namely engineering excellence center, design and innovative technology,

cluster engineering, yaitu *engineering excellence center, design and innovative technology, engineering integrator, utility optimization, dan engineering and business consultancy.*

1. Engineering Excellence Center

PLNE Enjiniring sebagai entitas enjiniring tunggal di dalam PLN yang akuntabel dan kompeten dalam mengelola dan menginventarisasi data enjiniring ketenagalistrikan secara digital.

2. Design and Innovative Technology

PLNE Enjiniring dapat memberikan terobosan desain dan inovasi di bidang ketenagalistrikan.

3. Engineering Integrator

PLNE Enjiniring sebagai entitas enjiniring yang menjalankan dan mengelola fungsi integrator *Engineering, Procurement, Construction (EPC).*

4. Utility Optimization

PLNE Enjiniring melakukan optimasi di dalam unit kerja PLN dalam proyek pembangkit, transmisi, Gardu Induk (GI) dan distribusi.

5. Engineering and Business Consultancy

PLNE Enjiniring melakukan *engineering and business consultancy* di seluruh ekosistem enjiniring ketenagalistrikan.

Diharapkan dengan adanya pengembangan portofolio bisnis di atas, PLNE Enjiniring dapat menambah potensi sumber *revenue* pada tahun 2024, baik *revenue* dari pekerjaan enjiniring dan potensi *revenue* untuk *beyond kWh* PLN.

engineering integrator, utility optimization, and engineering and business consultancy.

1. Engineering Excellence Center

PLNE Enjiniring as a single engineering entity within PLN that is accountable and competent in managing and inventorying electrical engineering data digitally.

2. Design and Innovative Technology

PLNE Enjiniring can provide breakthrough designs and innovations in the electricity sector.

3. Engineering Integrator

PLNE Enjiniring as an engineering entity that carries out and manages the Engineering, Procurement, Construction (EPC) integrator function.

4. Utility Optimization

PLNE Enjiniring carries out optimization within PLN work units in power generation, transmission, substation, and distribution projects.

5. Engineering and Business Consultancy

PLNE Enjiniring carries out engineering and business consultancy throughout the electrical engineering ecosystem.

It is expected that with the development of the business portfolio above, PLNE Enjiniring can increase potential revenue sources in 2024, both revenue from engineering work and potential revenue for PLN's beyond kWh.

Pencapaian Target dan Target Ke Depan

Pencapaian Target

Perbandingan Target dan Realisasi Keuangan

Informasi perbandingan target dan realisasi keuangan disajikan sebagai berikut.

Tabel Perbandingan Target dan Realisasi Keuangan
Comparison Table of Financial Target and Realization

(dalam jutaan Rupiah/ in millions of Rupiah)

Uraian	Realisasi 2023 Realization 2023	RKAP 2023 RKAP 2023	Pencapaian Achievement	Description
	(1)	(2)	(3)=(1)/(2)	
POSISI KEUANGAN				FINANCIAL POSITION
Aset lancar	1,159,205	1,123,253	103.20%	Current assets
Aset tidak lancar	181,154	173,474	104.43%	Non-current assets
Jumlah aset	1,340,359	1,296,727	103.36%	Total assets
Liabilitas jangka pendek	429,091	379,619	113.03%	Short-term liabilities
Liabilitas jangka panjang	57,216	39,460	145.00%	Long-term liabilities
Jumlah liabilitas	486,307	419,079	116.04%	Total liabilities

Target Achievement and Future Targets

Target Achievement

Comparison of Financial Target and Realization

Comparative information on financial targets and realizations is presented as follows.

Uraian	Realisasi 2023	RKAP 2023	Pencapaian	Description
	Realization 2023	RKAP 2023	Achievement	
	(1)	(2)	(3)=(1)/(2)	
Ekuitas	854,052	877,648	97.31%	Equity
LABA RUGI				PROFIT AND LOSS
Pendapatan	867,837	900,551	96.37%	Revenue
Beban pokok pendapatan	(570,876)	(593,228)	96.23%	Cost of revenue
Laba bruto	296,961	307,324	96.63%	Gross profit
Beban usaha	(184,555)	(196,846)	93.76%	Operating expenses
Laba sebelum pos keuangan dan lain-lain	112,406	110,477	101.75%	Profit before financial and other items
Pos keuangan dan lain-lain neto	7,206	3,647	197.59%	Net financial and other items
Laba sebelum pajak	119,612	114,124	104.81%	Profit before tax
Beban pajak penghasilan	(13,097)	(11,700)	111.94%	Income tax expense
Laba tahun berjalan	106,515	102,424	103.99%	Profit for the year
Pendapatan komprehensif lain tahun berjalan	(21,226)	(1,630)	1302.21%	Other comprehensive income for the year
Jumlah pendapatan komprehensif	(21,226)	(1,630)	1302.21%	Total comprehensive income
Jumlah penghasilan komprehensif tahun berjalan	85,289	100,794	84.62%	Total comprehensive income for the year
ARUS KAS				CASH FLOW
Arus kas dari aktivitas operasi	(19,541)	71,783	(27.22%)	Cash flow from operating activities
Arus kas dari aktivitas investasi	(488)	(2,325)	20.99%	Cash flows from investing activities
Arus kas dari aktivitas pendanaan	(37,000)	(24,008)	154.12%	Cash flows from financing activities
Kenaikan neto kas dan setara kas	(57,029)	45,450	(125.48%)	Net increase in cash and cash equivalent
Kas dan setara kas awal tahun	510,298	488,878	104.38%	Cash and cash equivalents at the beginning of the year
Kas dan setara kas akhir tahun	453,269	514,017	88.18%	Cash and cash equivalents at the end of the year

Perbandingan Target dan Realisasi Pendapatan

Realisasi pendapatan tahun 2023 adalah sebesar Rp867,84 miliar atau tercapai 96,37% dibandingkan dengan target RKAP tahun 2023 yang sebesar Rp900,55 miliar. Realisasi pendapatan sedikit berada di bawah target, salah satunya disebabkan oleh penyelesaian pekerjaan proyek PLTMG Luwuk yang meluncur ke tahun 2024.

Perbandingan Target dan Realisasi Laba

PLN Enjiniring menghasilkan laba pada periode tahun berjalan sebesar Rp106,52 miliar, atau tercapai 103,99% dari target RKAP tahun 2023 sebesar Rp102,42 miliar. Pencapaian tersebut terutama dikarenakan pada tahun 2023, PLNE Enjiniring melakukan percepatan pelunasan *Shareholder Loan* (SHL) dari jadwal pelunasan sebelumnya yaitu dengan tanggal jatuh tempo pada 20 September 2023 menjadi 20 Maret 2023. Percepatan pelunasan ini berdampak pada efisiensi pengeluaran PLN Enjiniring sebesar Rp844,76 juta. Adapun sebelum pengambilan keputusan tersebut, Manajemen telah melakukan pertimbangan baik dari segi kesehatan likuiditas

Comparison of Revenue Target and Realization

Revenue realization in 2023 was IDR867.84 billion or 96.37% compared to the 2023 RKAP target of IDR900.55 billion. Revenue realization was slightly below the target, one of which was due to the completion of the Luwuk PLTMG project which slid into 2024.

Comparison of Profit Target and Realization

PLN Enjiniring generated profit in the current year period of IDR106.52 billion, or 103.99% of the 2023 RKAP target of IDR102.42 billion. This achievement was mainly because, in 2023, PLNE Enjiniring accelerated the repayment of the Shareholder Loan (SHL) from the previous repayment schedule with a maturity date of September 20, 2023, to March 20, 2023. This accelerated repayment affected the efficiency of PLNE Enjiniring's expenditure of IDR844.76 million. Before making this decision, the Management has taken into consideration both in terms of the health of PLN Enjiniring's liquidity and other factors and their impacts, this is stated in the

PLN Enjiniring maupun faktor-faktor lain berikut dampaknya, hal ini tertuang pada Kajian Kelayakan Proyek (KKP) dan Kajian Kelayakan Finansial (KKF) yang didukung dengan melalui Nota Analisa Nomor 21.001/NA/PLNE/II/2023 tanggal 21 Februari 2023.

Perbandingan Target dan Realisasi Struktur Modal

Informasi perbandingan target dan realisasi struktur modal disajikan sebagai berikut.

Tabel Perbandingan Target dan Realisasi Struktur Modal
Comparison Table of Target and Realization of Capital Structure

(dalam jutaan Rupiah/ in millions of Rupiah)

Uraian	Realisasi 2023 Realization 2023	RKAP 2023 RKAP 2023	Pencapaian Achievement	Description
	(1)	(2)	(3)=(1)/(2)	
Jumlah liabilitas	486,307	419,079	116.04%	Total liabilities
Jumlah ekuitas	854,052	877,648	97.31%	Total equity
Jumlah liabilitas dan ekuitas	1,340,359	1,296,727	103.36%	Total liabilities and equity

Jumlah liabilitas dan ekuitas PLN Enjiniring tahun 2023 terealisasi Rp1,34 triliun dengan capaian 103,36% di atas target RKAP yang mencapai Rp1,30 triliun. Hal tersebut dipengaruhi oleh pencapaian liabilitas yang antara lain merupakan dampak dari pengakuan utang Pajak Pertambahan Nilai (PPN) atas penyelesaian pekerjaan Proyek Luwuk dengan skema *deferred payment*, peningkatan beban PPh 21 atas penerapan PMK 66, serta pengakuan kewajiban kepada pihak ketiga terutama yang mendukung peningkatan pendapatan.

Project Feasibility Study (KPP) and Financial Feasibility Study (KKF) which is supported by an Analysis Memorandum Number 21.001/NA/PLNE/II/2023 dated February 21, 2023.

Comparison of Target and Realization of Capital Structure

Comparative information on the target and realization of capital structure is presented as follows.

The total liabilities and equity of PLN Enjiniring in 2023 were realized at IDR1.34 trillion with an achievement of 103.36% above the RKAP target of IDR1.30 trillion. This was influenced by the achievement of liabilities which, among others, was the impact of the recognition of Value Added Tax (VAT) payable for the completion of the Luwuk Project work with a deferred payment scheme, an increase in Income Tax 21 expense due to the application of PMK 66, as well as the recognition of obligations to third parties, especially those that support increased revenue.

Perbandingan Target dan Realisasi Pemasaran

Informasi perbandingan target dan realisasi pemasaran disajikan sebagai berikut.

Tabel Perbandingan Target dan Realisasi Pemasaran
Table of Marketing Target and Realization Comparison

(dalam miliar Rupiah/ in billions of Rupiah)

Uraian	Realisasi 2023 Realization 2023	RKAP 2023 RKAP 2023	Pencapaian Achievement	Description
	(1)	(2)	(3)=(1)/(2)	
Nilai Kontrak				Contract Value
PLN Holding	793.82	595.50	133.30%	PLN Holding
Sinergi Anak Perusahaan (AP)	44.27	35.20	125.77%	Subsidiary Synergy (AP)
Non PLN Grup	126.08	15.00	840.53%	Non-PLN Grup

Comparison of Marketing Target and Realization

Comparative information on marketing targets and realization is presented as follows.

Realisasi perolehan kontrak dari PLN Holding sampai dengan Desember tahun 2023 tercapai Rp793,82 miliar atau 133,30% dari target RKAP. Hal ini disebabkan oleh strategi *market penetration* dan *product development* yang dilaksanakan yaitu:

- Implementasi Edaran Direksi Nomor 0014.E/DIR/2023 tanggal 09 Agustus 2023 dimana PLNE Enjiniring memiliki peran dalam melakukan kegiatan enjiniring pada fase perencanaan investasi dan implementasi proyek infrastruktur ketenagalistrikan yang ada di dalam RUPTL.
- Pengembangan produk *engineering integrator* dan *business consultancy*.
- Peningkatan peran enjiniring dalam transisi energi menuju *Net Zero Emission 2060*.

Realisasi perolehan kontrak dari Sinergi AP sampai dengan Desember tahun 2023 tercapai Rp44,27 miliar atau 125,77% dari target RKAP. Hal ini disebabkan oleh strategi *market penetration*, *market development* dan *product development* yang dilaksanakan yaitu:

- Penjualan produk pengembangan enjiniring yaitu *Continuous Emission Monitoring System (CEMS)* kepada *Sub Holding/ Anak Perusahaan* yang memiliki *Core Business* Pengelolaan Pembangkit.
- Pengembangan produk *business consultancy*.
- Peningkatan peran enjiniring dalam implementasi RUPTL dan transisi energi yang dilaksanakan oleh *Sub Holding/Anak Perusahaan*.

Realisasi perolehan kontrak dari Non PLN Group sampai dengan Desember tahun 2023 tercapai Rp126,08 miliar atau 840,53% dari target RKAP. Hal ini disebabkan oleh strategi *market development* dan *product development* yang dilaksanakan yaitu:

- Penjualan produk pengembangan enjiniring yaitu *Engineering Integrator* dan *Design Engineering* untuk EV.
- Penjualan produk ke pasar di luar Indonesia.
- Meningkatkan peran enjiniring pada implementasi *additional demand* yaitu dengan memberikan jasa konsultasi enjiniring kepada pelanggan KTT PLN.

Perbandingan Target dan Realisasi Pengembangan SDM

Informasi perbandingan target dan realisasi pengembangan SDM disajikan sebagai berikut.

Tabel Perbandingan Target dan Realisasi Pengembangan SDM
Comparison Table of Target and Realization of HR Development

Uraian	Realisasi 2023 Realization 2023	RKAP 2023 RKAP 2023	Pencapaian Achievement	Description
	(1)	(2)	(3)=(1)/(2)	
Biaya Pengembangan SDM (Rp)	2,838,800,000	2,838,800,000	100.00%	HR Development Cost (IDR)
Jumlah Pelatihan (pelatihan)	1,061	929	114.21%	Number of Training (training)
Jumlah Peserta Pelatihan (orang)	283	275	102.91%	Number of trainees (people)

The realization of contract acquisition from PLN Holding until December 2023 reached IDR793.82 billion or 133.30% of the RKAP target. This was due to the market penetration and product development strategies implemented, namely:

- Implementation of the Board of Directors Circular Number 0014.E/DIR/2023 dated August 09, 2023, where PLNE Engineering has a role in carrying out engineering activities in the investment planning phase and implementing the electricity infrastructure projects in the RUPTL.
- Development of engineering integrator and business consultancy products.
- Increased the role of engineering in the energy transition towards Net Zero Emission 2060.

The realization of contract acquisition from AP Synergy until December 2023 reached IDR44.27 billion or 125.77% of the RKAP target. This is due to the market penetration, market development, and product development strategies implemented, such as:

- Sales of engineering development products, the Continuous Emission Monitoring System (CEMS) to Sub Holding/ Subsidiary Companies with a Core Business of Power Plant Management.
- Development of business consultancy
- Increasing the role of engineering in implementing RUPTL and energy transition carried out by Sub Holding/ Subsidiaries.

The realization of contract acquisition from Non-PLN Group until December 2023 reached IDR126.08 billion or 840.53% of the RKAP target. This is due to the market development and product development strategies implemented, namely:

- Sales of engineering development products, namely Engineering Integrator and Design engineering for EV.
- Product sales to markets outside Indonesia.
- Increasing the role of engineering in implementing additional demand, namely by providing engineering consultancy services to KTT PLN customers.

Comparison of Target and Realization of Human Resource Development

Comparative information on the target and realization of HR development is presented as follows.

Realisasi biaya pengembangan SDM tahun 2023 sebesar Rp2,84 miliar atau 100,00% dari target RKAP. Demikian pula dengan jumlah pelatihan dan peserta pelatihan yang masing-masing tercapai 114,21% dan 102,91% dari target RKAP.

Target Ke Depan (Proyeksi)

Asumsi Dalam Menyusun Proyeksi 2024

Perhitungan anggaran PLN Enjiniring menggunakan asumsi berdasarkan surat PT PLN (Persero) 53273/KEU.00.02/F01010300/2024 Tanggal 14 September 2024 sebagai berikut:

- Kurs 1 USD = Rp. 15.000,-
- Pertumbuhan Ekonomi = 5,2%
- Inflasi = 2,8%

Proyeksi Keuangan

Informasi terkait proyeksi keuangan tahun 2024 adalah sebagai berikut.

Tabel Proyeksi Keuangan
Table of Financial Projection

(dalam miliar Rupiah/ in billions of Rupiah)

Uraian	RKAP 2024 RKAP 2024	Description
POSISI KEUANGAN		FINANCIAL POSITION
Aset lancar	1,579.6	Current assets
Aset tidak lancar	140.6	Non-current assets
Jumlah aset	1,720.2	Total assets
Liabilitas jangka pendek	588.4	Short-term liabilities
Liabilitas jangka panjang	39.5	Long-term liabilities
Jumlah liabilitas	627.9	Total liabilities
Ekuitas	1,092.4	Equity
LABA RUGI		PROFIT AND LOSS
Pendapatan	1,636.6	Revenue
Beban usaha	1,378.7	Operating expenses
Laba (rugi) tahun berjalan	254.1	Profit (loss) for the year
ARUS KAS		CASH FLOW
Arus kas dari aktivitas operasi	223.7	Cash flows from operating activities
Arus kas dari aktivitas investasi	50.3	Cash flows from investing activities
Arus kas dari aktivitas pendanaan	1.0	Cash flows from financing activities

The realization of HR development costs in 2023 amounted to IDR2.84 billion or 100.00% of the RKAP target. Similarly, the number of training and training participants was achieved at 114.21% and 102.91% of the RKAP target, respectively.

Future Target (Projection)

Assumptions In Preparing the 2024 Projection

PLN Enjiniring's budget calculation uses assumptions based on the letter of PT PLN (Persero) 53273/KEU.00.02/F01010300/2024 dated September 14, 2024 as follows:

- Exchange rate 1 USD = IDR15,000,-
- Economic Growth = 5,2%
- Inflation = 2,8%

Financial Projection

Information related to financial projections for 2024 is as follows.

Proyeksi Struktur Modal

Informasi terkait proyeksi struktur modal tahun 2024 adalah sebagai berikut.

Tabel Proyeksi Struktur Modal
Table of Capital Structure Projection

(dalam miliar Rupiah/ in billions of Rupiah)

Uraian	RKAP 2024 RKAP 2024	Description
Jumlah liabilitas	627.9	Total liabilities
Jumlah ekuitas	1,092.4	Total equity
Jumlah liabilitas dan ekuitas	1,720.3	Total liabilities and equity

Proyeksi Kebijakan Dividen

Kebijakan keputusan untuk membayar dividen tergantung pada kondisi keuangan, likuiditas serta faktor-faktor lain yang dianggap relevan berdasarkan usulan Manajemen dan disetujui oleh Pemegang Saham. Untuk dividen tahun buku 2023 yang akan dibayarkan pada tahun 2024, PLN Enjiniring memproyeksikan tidak membagikan dividen sehubungan dengan kebutuhan pencadangan likuiditas untuk kebutuhan pekerjaan *engineering integrator part 2*, Manajemen mengusulkan untuk tidak berkontribusi pada pembayaran dividen tahun 2024.

Proyeksi Pemasaran

Program pemasaran untuk mencapai *revenue* yang ditargetkan sebesar Rp500,79 miliar, akan didapatkan dari kontrak pekerjaan di tahun sebelumnya yang masih dilaksanakan pada tahun 2024 serta kontrak baru tahun 2024.

Program pemasaran untuk memperoleh kontrak baru pada tahun 2024 berdasarkan proyeksi pekerjaan enjiniring berdasarkan data RUPTL 2021-2030, RJPP PLNE Enjiniring, informasi relevan terkait ekosistem ketenagalistrikan. Dalam memperoleh kontrak baru tersebut dilakukan strategi - strategi sebagai berikut:

- Pendekatan kepada pemberi kerja untuk mendapat informasi dan *insight* pasar ketenagalistrikan di tahun 2024.
- Mencari potensi pekerjaan di luar PLN Group, seperti BUMN, Pelanggan Besar dan Menengah PLN, Kawasan Ekonomi Khusus dan Wilayah Usaha Ketenagalistrikan, Swasta (IPP/ Perusahaan terkait pembangunan Infrastruktur Proyek Strategi Nasional/Perusahaan yang bersinggungan dengan aset PLN) dengan mengedepankan tidak adanya konflik kepentingan dengan PLN.
- Mempertimbangkan disrupsi teknologi yang terjadi sehingga diperlukan inovasi penggunaan teknologi.
- Mengoptimalkan posisi PLN Enjiniring sebagai konsultan enjiniring ketenagalistrikan pada portofolio PLN Group.

Capital Structure Projection

Information related to the projected capital structure for 2024 is as follows.

Dividend Policy Projection

The policy decision to pay dividends depends on the financial condition, liquidity, and other factors to be considered relevant based on Management's proposal and is approved by the Shareholders. For the dividend for the financial year 2023 which will be paid in 2024, PLN Enjiniring projects are not to pay dividends due to the need for liquidity reserves for the needs of engineering integrator part 2 work, Management proposes not to contribute to dividend payments in 2024.

Marketing Projection

The marketing program to achieve the targeted revenue of IDR500.79 billion will be obtained from work contracts in the previous year that are still being carried out in 2024 and new contracts in 2024.

The marketing program to obtain new contracts in 2024 is based on engineering work projections based on 2021- 2030 RUPTL data, PLNE Engineering RJPP, and relevant information related to the electricity ecosystem. In obtaining the new contract, the following strategies are carried out:

- Approach to employers for information and insight into the electricity market in 2024.
- Seeking potential jobs outside PLN Group, such as SOEs, PLN Large and Medium Customers, Special Economic Zones and Electricity Business Areas, private (IPP/ Companies related to the development of National Strategy Project Infrastructure/ Companies that intersect with PLN assets) by prioritizing no conflict of interest with PLN.
- Innovation of technology is needed considering the disruption of technology.
- Optimizing PLN Enejiniring's position as an electricity engineering consultant in PLN Group's portfolio.

Proyeksi Pengembangan SDM

Informasi terkait proyeksi pengembangan SDM tahun 2024 adalah sebagai berikut.

Tabel Proyeksi Pengembangan SDM
Table of HR Development Projection

Uraian	RKAP 2024 RKAP 2024	Description
Biaya Pengembangan SDM (Rp juta)	476,162,401	HR Development (IDR million)
Jumlah Pelatihan (pelatihan)	1,036	Number of training (training)
Jumlah Peserta Pelatihan (orang)	301	Number of trainees (people)

Human Resource Development Projection

Information related to the projection of HR development in 2024 is as follows.

Kebijakan, Pengumuman dan Pembayaran Dividen

Dalam pembayaran dividen, PLN Enjiniring menerapkan kebijakan keputusan untuk membayar dividen berdasarkan usulan Manajemen dan disetujui oleh Pemegang Saham yang tergantung pada kondisi keuangan dan likuiditas serta faktor-faktor lain yang dianggap relevan.

Dividend Policy, Announcement, and Payment

In the payment of dividends, PLN Enjiniring applies a decision policy to pay dividends based on the Management's proposal and approved by the Shareholders which depends on the financial condition and liquidity as well as other factors to be considered relevant.

Tabel Pengumuman dan Pembayaran Dividen
Table of Dividend Announcement and Payment

Uraian	Tahun Buku 2022 Financial Year 2022	Tahun Buku 2021 Financial Year 2021	Description
Laba tahun berjalan	82,807	73,822	Profit for the year
Dividen Kas (jutaan Rupiah)	9,000	69,873	Cash Dividend (IDR billion)
Dividen Non Kas *)	-	-	Non-cash Dividend *)
Jumlah Saham (lembar)	25,000,000	25,000,000	Number of Shares (shares)
Dividen Kas Per Saham	360.00	2,794.92	Cash Dividend Per Share
Dividen Non Kas Per Saham *)	-	-	Non-cash Dividend Per Share *)
Dividend Payout Ratio (%)	10.87%	94.65%	Dividend Payout Ratio (%)
Tanggal Pengumuman	2 Agustus/August 2023	28 Juni/June 2022	Announcement Date
Tanggal Pembayaran Dividen Kas	23 November 2023 23 Desember/ December 2023	27 Oktober/ October 2022 30 November 2022 29 Desember / December 2022	Cash Dividend Payment
Tanggal Pembayaran Dividen Non Kas *)	-	-	Non-cash Dividend Payment Date *)

*) PLN Enjiniring tidak memiliki dividen non kas

*) PLN Enjiniring does not have non-cash dividends

Berdasarkan Rapat Umum Pemegang Saham Mayoritas Grup tanggal 2 Agustus 2023 Grup mendeklarasikan dividen tahun 2023 dengan menggunakan laba bersih tahun buku 2022 sebesar Rp9.000 juta. Dividen dibayarkan kepada pemegang saham sesuai kepemilikan sahamnya secara bertahap pada November dan Desember 2023.

Based on the general Meeting of Majority Shareholders of the Gorupon on August 2, 2023, the Group declared a dividend for 2023 using net profit for the financial year 2022 of IDR9,000 million. Dividends will be paid to shareholders according to their shareholding gradually in November and December 2023.

Berdasarkan Rapat Umum Pemegang Saham Mayoritas Grup tanggal 28 Juni 2022 Grup mendeklarasikan dividen tahun 2022 dengan menggunakan laba bersih tahun buku 2021 sebesar Rp69.873 juta. Dividen dibayarkan kepada pemegang saham sesuai kepemilikan sahamnya secara bertahap pada Oktober, November dan Desember 2022.

Realisasi Penggunaan Dana Hasil Penawaran Umum

Sampai dengan akhir tahun 2023, PLN Enjiniring belum melakukan penawaran umum saham maupun obligasi ke publik melalui pasar modal. Oleh karena itu, PLN Enjiniring tidak menyajikan informasi tentang realisasi penggunaan dana hasil penawaran umum, yang meliputi total perolehan dana; rencana penggunaan dana; rincian penggunaan dana; saldo dana; dan tanggal persetujuan RUPS/RUPO atas perubahan penggunaan dana.

Informasi Material Mengenai Investasi, Ekspansi, Divestasi, Penggabungan/ Peleburan Usaha, Akuisisi, dan Restrukturisasi Utang/Modal

Investasi

Pada tahun 2023, PLN Enjiniring tidak melakukan kegiatan investasi.

Ekspansi

Pada tahun 2023, PLN Enjiniring tidak melakukan kegiatan ekspansi.

Divestasi

Dalam rangka implementasi *streamlining* portofolio dan pengembangan bisnis *beyond kWh* PLN Group berdasarkan arahan pada RUPS LPT PLN Enjiniring tahun 2022 pada 14 Juni 2023, PLN Enjiniring mendukung rencana pembentukan *Beyond kWh Investment Company* oleh PLN Icon Plus melalui PT Rekadaya Elektriika Consult (REC) di bawah *Subholding Beyond kWh*. PLN Enjiniring sebagai Penjual dan PLN Icon Plus sebagai Pembeli menandatangani Perjanjian Pembelian Saham Bersyarat PT REC tanggal 31 Agustus 2023 serta Amandemennya pada 3 Oktober 2023, 20 Oktober 2023 dan 30 November 2023. Selanjutnya Akta Pemindehan Hak Atas Saham PT Rekadaya Elektriika Consult ditandatangani oleh PLN Enjiniring dan PLN Icon Plus pada 31 Desember 2023.

Based on the General Meeting of Majority Shareholders of the Group on June 28, 2022, the Group declared a dividend for 2022 using net profit for the financial year 2021 amounting to IDR69,873 million. Dividends will be paid to shareholders according to their shareholding gradually in October, November, and December 2022.

Realization of the Use of Proceeds from Public Offering

Until the end of 2023, PLN Enjiniring has not conducted a public offering of shares or bonds to the public through the capital market. Therefore, PLN Enjiniring does not present information on the realization of the use of proceeds from the public offering, which includes the total proceeds; plan for the use of proceeds; details of the use of proceeds; balance of proceeds; and date of GMS/UPO approval for changes in the use of proceeds.

Material Information Regarding Investment, Expansion, Divestment, Merger/Consolidation, Acquisition, and Debt/Capital Restructuring

Investment

In 2023, PLN Enjiniring did not carry out investment activities.

Expansion

In 2023, PLN Enjiniring did not conduct any expansion activities.

Divestment

In the context of implementing portfolio streamlining and developing PLN Group's *beyond kWh* business based on the direction at the 2022 PLN Enjiniring GMS on June 14, 2023, PLN Enjiniring supported the plan to establish a *Beyond kWh Investment Company* by PLN Icon Plus through PT Rekadaya Elektriika Consult (REC) under the *Beyond kWh Subholding*. PLN Enjiniring as the Seller and PLN Icon Plus as the Buyer signed a Conditional Share Purchase Agreement on October 3, 2023, October 20, 2023, and November 30, 2023. Furthermore, the Deed of Transfer of the Rights of PT Rekadaya Elektriika Consult was signed by PLN Enejiniring and PLN Icon Plus on December 31, 2023.

Tabel Divestasi Entitas Anak Table of Subsidiary Divestment

(dalam jutaan Rupiah/ in millions of Rupiah)

Entitas Anak Subsidiary	Domisili Domicile	Jenis Usaha Line of Business	Persentase Kepemilikan (%) Percentage of Ownership (%)		Tahun Operasi Komersial Year of Commercial Operation	Jumlah Aset Sebelum Eliminasi Total Assets Before Elimination	
			2023	2022		2023	2022
REC *)	Jakarta	Jasa supervisi dan konsultan Supervision and consulting services	-	99.99	2010	-	114,983

*) Perusahaan menjual 99,99% kepemilikan atas REC pada tahun 2023 ke PLN Icon Plus

*) The Company sold 99,99% ownership of REC in 2023 to PLN Icon Plus

Penggabungan/Peleburan Usaha

Pada tahun 2023, PLN Enjiniring tidak melakukan kegiatan penggabungan/peleburan usaha.

Business Merger/ Consolidation

In 2023, PLN Enjiniring did not conduct any merge/ consolidation activities.

Akuisisi

Pada tahun 2023, PLN Enjiniring tidak melakukan kegiatan akuisisi.

Acquisition

In 2023, PLN Enjiniring did not conduct any acquisition activities.

Restrukturisasi Utang/Modal

Pada tahun 2023, PLN Enjiniring tidak melakukan kegiatan restrukturisasi utang/modal.

Debt/ Capital Restructuring

In 2023, PLN Enjiniring did not carry out any debt/ capital restructuring activities.

Informasi Transaksi Material yang Mengandung Benturan Kepentingan dan/ atau Transaksi Dengan Pihak Afiliasi

Transaksi Benturan Kepentingan

Sesuai ketentuan dalam Peraturan Otoritas Jasa Keuangan Nomor 42/POJK.04/2020 Tentang Transaksi Afiliasi dan Transaksi Benturan Kepentingan, Benturan Kepentingan adalah perbedaan antara kepentingan ekonomis perusahaan terbuka dengan kepentingan ekonomis pribadi anggota Direksi, anggota Dewan Komisaris, Pemegang Saham Utama, atau Pengendali yang dapat merugikan perusahaan terbuka dimaksud.

Sepanjang tahun 2023 tidak terdapat transaksi material yang mengandung benturan kepentingan.

Transaksi Afiliasi

Berdasarkan ketentuan Peraturan Otoritas Jasa Keuangan Nomor 42/POJK.04/2020 Tentang Transaksi Afiliasi dan Transaksi Benturan Kepentingan, Afiliasi adalah:

- Hubungan keluarga karena perkawinan dan keturunan sampai derajat kedua, baik secara horizontal maupun vertikal;

Information on Material Transactions That Contain Conflicts of Interest and/or Transactions with Affiliated Parties

Conflict of Interest Transactions

According to the provisions in the Financial Services Authority Regulation Number 42/POJK.04/2020 concerning Affiliated Transactions and Conflict of Interest Transactions, Conflict of Interest is the difference between the economic interests of a public company and the personal economic interests of members of the Board of Directors, members of the Board of Commissioners, Major Shareholders, or Controllers which may harm the public company in question.

Throughout 2023, there were no material transactions that contained conflicts of interest.

Affiliated Transactions

According to the provisions of the Financial Services Authority Regulation Number 42/POJK.04/2020 concerning Affiliated transactions and conflict of Interest transactions, Affiliates are:

- Family relationship by marriage and decent to the second degree, both horizontally and vertically;

- b. Hubungan antara pihak dengan Pegawai, Direktur, atau Komisaris dari pihak tersebut;
- c. Hubungan antara 2 (dua) Perusahaan di mana terdapat 1 (satu) atau lebih anggota Direksi atau Dewan Komisaris yang sama;
- d. Hubungan antara Perusahaan dan Pihak, baik langsung maupun tidak langsung, mengendalikan atau dikendalikan oleh perusahaan tersebut;
- e. Hubungan antara 2 (dua) perusahaan yang dikendalikan, baik langsung maupun tidak langsung, oleh pihak yang sama; atau
- f. Hubungan antara Perusahaan dan Pemegang Saham Utama.

Selanjutnya transaksi Afiliasi adalah setiap aktivitas dan/atau transaksi yang dilakukan oleh perusahaan terbuka atau perusahaan terkendali dengan Afiliasi dari perusahaan terbuka atau Afiliasi dari Anggota Direksi, Anggota Dewan Komisaris, Pemegang Saham Utama, atau Pengendali, termasuk setiap aktivitas dan/atau transaksi yang dilakukan oleh Perusahaan Terbuka atau Perusahaan Terkendali untuk kepentingan Afiliasi dari Perusahaan Terbuka atau Afiliasi dari anggota Direksi, Anggota Dewan Komisaris, Pemegang Saham Utama, atau Pengendali.

Sepanjang tahun 2023 tidak terdapat transaksi material yang memenuhi kategori transaksi pihak afiliasi.

Transaksi Pihak Berelasi

Berdasarkan PSAK 7 (Revisi 2015), yang dimaksud dengan pihak yang berelasi adalah:

1. Orang atau keluarga dekat entitas yang mempunyai relasi dengan entitas pelapor
Orang atau keluarga dekat entitas pelapor disebut berelasi dengan pelapor jika:
 - a. Memiliki pengendalian atau pengendalian bersama atas entitas pelapor;
 - b. Memiliki pengaruh signifikan atas entitas pelapor; atau
 - c. Merupakan personil manajemen kunci entitas pelapor atau entitas induk dari entitas pelapor.
2. Suatu entitas berelasi dengan entitas pelapor
Suatu entitas disebut berelasi dengan entitas pelapor jika memenuhi salah satu dari beberapa kriteria berikut ini:
 - a. Entitas dan entitas pelapor adalah anggota dari kelompok usaha yang sama;
 - b. Salah satu entitas adalah entitas asosiasi atau ventura bersama dari entitas lain;
 - c. Kedua entitas tersebut adalah ventura bersama dari pihak ketiga yang sama;
 - d. Satu entitas adalah ventura bersama dari entitas ketiga dan entitas yang lain adalah entitas asosiasi dari entitas ketiga;
 - e. Entitas tersebut adalah suatu program imbalan pascakerja untuk imbalan kerja dari salah satu entitas pelapor atau entitas yang terkait dengan entitas pelapor;
 - f. Entitas yang dikendalikan atau dikendalikan bersama oleh orang yang diidentifikasi pada angka 1;
 - g. Orang yang diidentifikasi pada angka 1 memiliki pengaruh signifikan atas entitas atau merupakan personil manajemen kunci entitas (atau entitas induk dari entitas pelapor).

- b. Relationship between a party and an Employee, director, or Commissioner of the party;
- c. Relationship between 2 (two) Companies in which there are 1 (one) or more members of the same Board of Directors or Board of Commissioners;
- d. Relationship between the Company and the Party, directly or indirectly, controlling or controlled by the company;
- e. Relationship between 2 (two) companies that are controlled, either directly or indirectly, by the same party; or
- f. Relationship between the Company and Major Shareholders

Furthermore, an Affiliated Party transaction is any activity and/or transaction conducted by a public company or a controlled company with an Affiliated of a public company or an Affiliated of a Member of the Board of Directors, a Member of the Board of Commissioners, a Major Shareholder, or a Controller, including any activity and/or transaction conducted by a public company or a controlled company for the benefit of an Affiliate of a public company or an Affiliate of a member of the Board of Directors, a Member of the Board of Commissioners, a Major shareholder, or a Controller.

Throughout 2023, there were no material transactions categorized as related party transactions.

Related Party Transactions

Based on PSAK 7 (Revised 2015), Related parties are:

1. A person or close relative of an entity that is related to the reporting entity
Persons or close relatives of the reporting entity are referred to as related to the reporting entity if:
 - a. Having control or joint control over the reporting entity;
 - b. Having significant influence over the reporting entity; or
 - c. Being the key management personnel of the reporting entity or a parent of the reporting entity
2. An entity is related to the reporting entity
An entity is said to be related to the reporting entity if it meets one of the following criteria:
 - a. The entity and the reporting entity are members of the same group;
 - b. One of the entities is an associate or joint venture of the other entity;
 - c. Both entities are joint ventures of the same third party;
 - d. One entity is a joint venture of a third entity and the other entity is an associate of the third entity;
 - e. The entity is a post-employment benefit plan for employee benefits of either the reporting entity or an entity related to the reporting entity;
 - f. The entity is controlled or jointly controlled by a person identifies in number 1;
 - g. A person identified in number 1 has significant influence over the entity or is a member of the key management personnel of the entity (or a parent of the reporting entity).

Nama Pihak dan Sifat Hubungan Transaksi Pihak Berelasi

Berikut adalah nama pihak dan sifat hubungan transaksi dengan pihak-pihak berelasi

Name of Party and Nature of Related Party Transaction Relationship

The following are the names of parties and the nature of transaction relationships with related parties

Tabel Nama Pihak dan Sifat Hubungan Transaksi Dengan Pihak-Pihak Berelasi
Table of Name of Parties and Nature of Transactions with Related Parties

Pihak Berelasi Related Party	Sifat Hubungan Nature of Relationship	Sifat Transaksi Nature of Transaction
PLN	Entitas pemegang saham utama Major shareholder entity	Piutang usaha, piutang lain-lain, piutang sewa pembiayaan, aset kontrak, uang muka dari pelanggan, utang usaha, liabilitas kontak, pinjaman jangka panjang, dan pendapatan Trade receivables, other receivables, finance lease receivables, contract assets, advances from customers, trade payables, contact liabilities, long-term borrowings
PT Bank Mandiri (Persero) Tbk ("Bank Mandiri")	Entitas berelasi dengan Pemerintah Entities related to the Government	Penempatan kas dan setara kas dan rekening bank yang dibatasi penggunaannya Placement of cash and cash equivalents and restricted bank accounts
PT Bank Rakyat Indonesia (Persero) Tbk ("Bank Rakyat Indonesia")	Entitas berelasi dengan Pemerintah Entities related to the Government	Penempatan kas dan setara kas dan rekening bank yang dibatasi penggunaannya Placement of cash and cash equivalents and restricted bank accounts
PT Bank Syariah Indonesia (Persero) Tbk ("Bank Syariah Indonesia")	Entitas berelasi dengan Pemerintah Entities related to the Government	Penempatan kas dan setara kas Placement of cash and cash equivalents
PT Bank Negara Indonesia (Persero) Tbk ("Bank Negara Indonesia")	Entitas berelasi dengan Pemerintah Entities related to the Government	Penempatan kas dan setara kas Placement of cash and cash equivalents
PT Indonesia Power ("IP")	Entitas sepengendali Entities under common control	Piutang usaha, aset kontrak, liabilitas kontrak dan pendapatan jasa supervisi enjiniring dan konstruksi Trade receivables, contract assets, contract liabilities, and engineering and construction supervision services revenue
ICON	Entitas sepengendali Entities under common control	Piutang usaha, aset kontrak, dan piutang lain-lain Trade receivables, contract assets, and other receivables
PT Nusantara Power ("NP")	Entitas sepengendali Entities under common control	Piutang usaha, aset kontrak, piutang lain-lain, dan pendapatan jasa supervisi enjiniring dan konstruksi Trade receivables, contract assets, other receivables, and engineering, and construction supervision services revenue
CPSI	Pengendalian bersama CG International Holdings Singapore Pie. Ltd dan Grup Joint control of CG International Holdings Singapore Pie.Ltd and Group	Piutang lain-lain Other receivables
PT Energi Primer Indonesia ("EPI")	Entitas sepengendali Entities under common control	Piutang usaha, aset kontrak, dan pendapatan jasa supervisi enjiniring dan konstruksi Trade receivables, contract assets, and engineering and construction supervision services revenue
PT PLN Batam ("PLNB")	Entitas sepengendali Entities under common control	Piutang usaha, aset kontrak, dan pendapatan jasa supervisi enjiniring dan konstruksi Trade receivables, contract assets, and engineering and construction supervision services revenue
Dewan Komisaris dan Direksi	Personil manajemen kunci Key management personnel	Gaji dan imbalan jangka pendek lainnya Salaries and other short-term benefits

PLN Enjiniring melakukan transaksi dengan pihak berelasi sebagaimana didefinisikan dalam PSAK No.7 "Pengungkapan Pihak-Pihak Berelasi". Saldo dan transaksi yang material antara PLN Enjiniring dengan entitas berelasi dengan Pemerintah diungkapkan

PLN Enjiniring conducts transactions with related parties as defined in PSAK No.7 "Disclose of Related Parties". Material balances and transactions between PLN Enjiniring and entities related to the Government are disclosed in the relevant notes to the financial

dalam catatan atas laporan keuangan yang relevan. PLN Enjiniring memilih untuk mengungkapkan transaksi dengan entitas berelasi dengan Pemerintah dengan menggunakan pengecualian dari persyaratan pengungkapan pihak berelasi. Transaksi dengan pihak berelasi dilakukan berdasarkan persyaratan yang disetujui oleh kedua belah pihak, yang mungkin tidak sama dengan transaksi lain yang dilakukan dengan pihak-pihak yang tidak berelasi. Kebijakan PLN Enjiniring atas transaksi tersebut adalah dengan menggunakan persyaratan komersial normal. Seluruh transaksi dan saldo yang material dengan pihak berelasi diungkapkan dalam catatan atas laporan keuangan.

Realisasi Transaksi

Saldo transaksi dengan pihak-pihak berelasi pada tanggal 31 Desember 2023 dan 2022 diuraikan dalam tabel sebagai berikut.

Tabel Realisasi Transaksi Pihak Berelasi
Table of Related Transaction Realization

(dalam jutaan Rupiah/ in millions of Rupiah)

Uraian	2023		2022		Description
	(Rp)	(%)	(Rp)	(%)	
Kas dan setara kas	449,099	33.50%	506,380	46.79%	Cash and cash equivalents
Rekening bank yang dibatasi penggunaannya	9,414	0.70%	366	0.03%	Restricted bank accounts
Piutang usaha	362,634	27.05%	974,28	9.01%	Trade receivables
Piutang lain-lain	100,377	7.48%	44,090	4.07%	Other receivables
Piutang sewa pembiayaan	147,663	11.02%	182,755	16.88%	Finance lease receivables
Asel kontrak	146,242	10.91%	112,483	10.39%	Contract assets
Utang usaha	-	0.00%	402	0.13%	Trade payable
Uang muka dari pelanggan	9,843	2.02%	13,626	4.47%	Advances from customers
Liabilitas kontrak	136.812	28.13%	78,570	25.79%	Contract liabilities
Pinjaman jangka panjang	-	0.00%	24,008	7.88%	Long-term loans
Pendapatan	811,215	93.47%	510,029	95.10%	Revenue

Rincian nama pihak terkait realisasi (nilai) transaksi pihak berelasi disajikan pada catatan atas Laporan Keuangan No. 24 yang terlampir pada Laporan Tahunan ini. Transaksi berelasi tersebut merupakan kegiatan usaha yang dijalankan dalam rangka menghasilkan pendapatan usaha dan dijalankan secara rutin, berulang, dan/atau berkelanjutan.

Kewajaran Transaksi dan Alasan Dilakukan Transaksi

Transaksi dengan pihak berelasi dilakukan sesuai dengan praktik bisnis yang berlaku umum antara lain dilakukan dengan memenuhi prinsip transaksi yang wajar (*arm's length principle*). Transaksi pihak berelasi terjadi karena adanya kebutuhan usaha PLN Enjiniring.

statements. PLN Enjiniring chooses to disclose transactions with entities related to the Government using the exemption from related party disclosure requirements. Transactions with related parties are conducted based on terms agreed by the parties, which may not be the same as other transactions conducted with unrelated parties. PLN Enjiniring's policy on such transactions is to use normal commercial terms. All material transactions and balances with related parties are disclosed in the notes to the financial statements.

Realization of Transactions

Transaction balances with related parties as of December 31, 2023, and 2022 are described in the following table.

Details of the names of related parties and the realization (value) of related party transactions are presented in the notes to Financial Statement No.24 attached to this Annual Report. The related party transactions are business activities carried out to generate income and are carried out routinely, repeatedly, and/or continuously.

Fairness of Transactions and Reasons for Transactions

Transactions with related parties are carried out according to generally accepted business practices, among others, by fulfilling the arm's length principle. Related party transactions occur because of the business needs of PLN Enjiniring.

Kebijakan Mekanisme Review Transaksi dan Pemenuhan Peraturan Terkait

Persyaratan dan kondisi transaksi dengan pihak berelasi secara umum dilakukan sebagaimana dengan pihak berelasi yang di review oleh Kepala Divisi, Direksi, dan/atau Dewan Komisaris/Komite Audit sesuai kewenangannya. Transaksi telah melalui prosedur yang memadai untuk memastikan bahwa transaksi dilaksanakan sesuai dengan praktik bisnis yang berlaku umum antara lain dilakukan dengan memenuhi prinsip transaksi yang wajar (*arm's length principle*). Selama tahun 2023, tidak terdapat pelanggaran atas peraturan perundang-undangan terkait dengan transaksi dengan pihak berelasi.

Transaction Review Mechanism Policy and Fulfillment of Related Regulations

Terms and conditions of transactions with related parties are generally carried out as with related parties that are reviewed by the Division Head, Board of Directors, and/or Board of Commissioners/Audit Committee according to their authority. Transactions have gone through adequate procedures to ensure that transactions are carried out according to generally accepted business practices, among others, by fulfilling the arm's length principle. During 2023, there were no violations of laws and regulations related to transactions with related parties.

Perubahan Peraturan Perundang-Undangan dan Dampaknya

Informasi perubahan peraturan perundang-undangan yang berpengaruh terhadap PLN Enjiniring disajikan sebagai berikut.

Changes In Laws And Regulations and Their Impact

Information on changes in laws and regulations that affect PLN Enjiniring is presented as follows.

Tabel Perubahan Peraturan Perundang-Undangan
Table of Changes in Legislation

No	Peraturan Perundang-Undangan Laws and Regulations	Pokok Pengaturan Laws and Regulations	Informasi Penyesuaian Yang Dilakukan PLN Enjiniring Information on adjustments made by PLN Enjiniring	Dampak Terhadap Laporan Keuangan Impact on Financial Statements
1	Undang-Undang Republik Indonesia Nomor 2 Tahun 2013 tentang Jasa Konstruksi j.o. Undang-Undang Republik Indonesia Nomor 6 Tahun 2023 tentang Penetapan Peraturan Pemerintah Pengganti Undang-Undang Nomor 2 Tahun 2022 tentang Cipta Kerja Menjadi Undang-Undang Law of the Republic of Indonesia Number 2 of 2013 on Construction Services j.o. Law of the Republic of Indonesia Number 6 of 2023 on Stipulating Government Regulation in lieu of Law Number 2 of 2022 on Job Creation into Law	Bahwa setiap badan usaha jasa konstruksi yang akan memberikan layanan jasa konstruksi wajib memiliki izin usaha. Every construction service business entity will provide construction services must have a business license.	PLN Enjiniring melakukan pengurusan izin usaha terkait jasa konsultansi konstruksi sesuai dengan proses bisnis yang dijalankan PLN Enjiniring manages business licenses related to construction consulting services according to the business processes.	Tidak memiliki dampak kuantitatif signifikan terhadap laporan Keuangan. No significant quantitative impact on the Financial statements.

Perubahan Kebijakan Akuntansi

Alasan Perubahan Kebijakan Akuntansi

Perubahan kebijakan akuntansi dilakukan untuk mematuhi Pernyataan Standar Akuntansi Keuangan (PSAK) yang berlaku yang relevan dengan operasi PLN Enjiniring.

Change In Accounting Policy

Reasons for Changes In Accounting Policies

Changes in accounting policies are made to comply with the applicable Statement of Financial Accounting Standards (PSAK) relevant to PLN Enjiniring's operations.

Informasi Perubahan Kebijakan Akuntansi

Informasi perubahan kebijakan akuntansi disajikan sebagai berikut.

1. Amandemen PSAK No. 1, "Penyajian Laporan Keuangan - Definisi Material";
2. Amandemen PSAK No. 16, "Aset Tetap - Hasil Sebelum Penggunaan yang Diintensikan"

Information On Changes In Accounting Policies

Information on changes in accounting policies is presented as follows.

1. Amendment PSAK No. 1, "Presentation of Financial Statements - Material Definitions";
2. Amendment PSAK No. 16, "Property, Plant, and Equipment - Proceeds Before Intended Use"

3. Amandemen PSAK No. 25, “Kebijakan Akuntansi, Perubahan Estimasi Akuntansi dan Kesalahan - Definisi Estimasi Akuntansi”
4. Amandemen PSAK No. 46, “Pajak Penghasilan - Pajak Tanggahan terkait Aset dan Liabilitas yang Timbul dari Transaksi Tunggal”
5. Amandemen PSAK No. 46. “Pajak Penghasilan - Reformasi Pajak Internasional - Ketentuan Model Pilar Dua”

Dampak Perubahan Kebijakan Akuntansi Terhadap Laporan Keuangan

Penerapan dari amandemen terhadap standar akuntansi, yang berlaku efektif sejak tanggal 1 Januari 2023 tidak menyebabkan perubahan signifikan atas kebijakan akuntansi Grup dan tidak memberikan dampak yang material terhadap jumlah yang dilaporkan di laporan keuangan konsolidasian pada tahun berjalan.

Tingkat Kesehatan Perusahaan

Penilaian tingkat kesehatan PLN Enjiniring berdasarkan Petunjuk Teknis KPI PT Prima Layanan Nasional Enjiniring tahun 2023 yang mengacu kepada Peraturan Direksi PT PLN (Persero) No. 0007.P/DIR/2022 tanggal 23 Februari 2022 tentang Manajemen Kinerja Korporasi dan Penilaian Kinerja Organisasi serta PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara dan Keputusan Menteri Badan Usaha Milik Negara Republik Indonesia nomor SK-306/MBU/11/2023 tentang Petunjuk Teknis Penyusunan Indikator Kinerja Utama (*Key Performance Indicator*) pada Badan Usaha Milik Negara.

Berdasarkan penilaian tersebut, tingkat kesehatan PLN Enjiniring pada tahun 2023 dengan nilai “102,35”.

Tabel Tingkat Kesehatan Perusahaan
Table of Company Soundness Level

No.	Indikator Kinerja Kunci Key Performance Indicators	Bobot Weight	Nilai 2023 Score 2023	Nilai 2022 Score 2022
1.	<i>Economic and Social Value</i>	27.00	27.83	40.25
2.	<i>Business Model Innovation</i>	27.00	28.38	25.78
3.	<i>Technology Leadership</i>	12.00	12.00	14.60
4.	<i>Energize Investment</i>	24.00	23.23	10.885
5.	<i>Unleash Talent</i>	10.00	10.91	11.00
6.	<i>Compliance</i>	-	-	-
Total Bobot		100.00	102.35	102.51

3. Amendment PSAK No. 25, “Accounting Policies, Changes in Accounting Estimates and Errors – Definition of Accounting Estimates”
4. Amendment PSAK No. 46, “Income taxes – Deferred Taxes on Assets and Liabilities Arising from a Single Transaction”
5. Amendment PSAK No. 46. “Income Taxes – International tax Reform – Pillar Two Model Provisions”

Impact of Changes In Accounting Policies On Financial Statements

The adoption of the amendments to the accounting standards, effective from January 1, 2023, did not result in significant changes to the Group’s accounting policies and did not have a material impact on the amounts reported in the consolidated financial statements in the current year.

The Company Soundness Level

The assessment of the soundness level of PLN Enjiniring is based on the KPI Technical Guidelines for PT Prima Jasa Nasional Enjiniring in 2023, which refers to the Regulation of the Board of Directors of PT PLN (Persero) No. 0007.P/DIR/2022 dated February 23, 2022, concerning Corporate Performance Management and Organizational Performance Assessment and PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate activities of State-Owned Enterprises and Decree of the Minister of State-Owned Enterprises of the Republic Indonesia number SK-306/MBU/11/2023 concerning Technical Guidelines for the Preparation of Key Performance Indicators in State-Owned Enterprises.

Based on this assessment, the soundness level of PLN Enjiniring in 2023 was “102,35”.

Informasi Kelangsungan Usaha

Hal-Hal yang Berpotensi Berpengaruh Signifikan Terhadap Kelangsungan Usaha

Manajemen PLN Enjiniring telah melakukan penilaian atas kemampuan PLN Enjiniring untuk melanjutkan kelangsungan usahanya dan berkeyakinan bahwa PLN Enjiniring memiliki sumber daya untuk melanjutkan usahanya di masa mendatang. Selain itu, manajemen PLN Enjiniring tidak melihat adanya ketidakpastian material yang dapat menimbulkan keraguan yang signifikan terhadap kemampuan PLN Enjiniring untuk melanjutkan usahanya.

Assessment Manajemen Terhadap Hal-Hal yang Berpotensi Berpengaruh Signifikan Terhadap Kelangsungan Usaha

PLN Enjiniring tidak sedang menghadapi hal-hal yang berpengaruh signifikan terhadap kelangsungan usaha sehingga Manajemen tidak melakukan *assessment* terhadap hal-hal yang berpotensi berpengaruh signifikan terhadap kelangsungan usaha.

Asumsi yang Digunakan Manajemen Untuk Melakukan Assessment

Beberapa faktor yang menjadi pertimbangan manajemen dalam melakukan *assessment* terhadap kelangsungan usaha adalah kebijakan pemegang saham, kinerja keuangan, likuiditas, solvabilitas, masalah internal dan perkara hukum.

Pengungkapan Kerangka Governansi, Pengelolaan dan Pengendalian Aspek Perpajakan

PLN Enjiniring telah menerapkan tata kelola perpajakan yang bertujuan untuk memastikan kepatuhan terhadap seluruh peraturan perpajakan. Direktorat Keuangan dan Sumber Daya Manusia merupakan penanggung jawab perpajakan di Perusahaan. Strategi perpajakan senantiasa ditinjau secara berkala untuk memastikan tidak terdapat pelanggaran peraturan perpajakan.

PLN Enjiniring memiliki komitmen untuk secara konsisten mendukung seluruh kebijakan Pemerintah, mencakup kebijakan perpajakan, sebagai bagian penting dalam keseluruhan upaya pembangunan di tanah air. Sebagai wujud komitmen tersebut, sampai dengan 31 Desember 2023, tidak terdapat pelanggaran pemenuhan kewajiban pembayaran pajak apa pun yang dilakukan oleh PLN Enjiniring.

PLN Enjiniring sebagai Perusahaan senantiasa memenuhi kewajiban pembayaran pajak. Perusahaan menyadari bahwa kontribusi yang dibayarkan dapat mendukung dan membantu Pemerintah dalam berbagai program pembangunan negeri. Selama 5 (lima) tahun terakhir, PLN Enjiniring memberikan kontribusi pajak penghasilan tahun berjalan sebesar Rp63.567 juta.

Business Sustainability Information

Matters That Potentially Have A Significant Effect On Business Continuity

The management of PLN Enjiniring has assessed PLN Enjiniring's ability to continue as a going concern and believes that PLN Enjiniring has the resources to continue its business in the future. In addition, the management of PLN Enjiniring does not see any material uncertainties that may cast significant doubt on PLN Enjiniring's ability to continue its business.

Management Assessment of Matters That Potentially Have A Significant Effect On Business Continuity

PLN Enjiniring is not facing matters affecting business continuity significantly so Management does not assess any matter.

Assumptions Used by Management to Conduct the Assessment

Some of the factors that are considered by management in assessing business continuity are shareholder policies, financial performance, liquidity, solvency, internal problems, and legal cases.

Disclosure of Governance Framework, Management, and Control Aspects of Taxation

PLN Enjiniring has implemented tax governance to ensure compliance with all tax regulations. The Directorate of Finance and Human Resources is responsible for taxation in the Company. The tax strategy is regularly reviewed to ensure no violations of tax regulations.

PLN Enjiniring is committed to consistently supporting all government policies, including taxation policies, as an important part of all development efforts in the country. As a manifestation of this commitment, until December 31, 2023, there were no violations of the fulfillment of any tax payment obligations made by PLN Enjiniring.

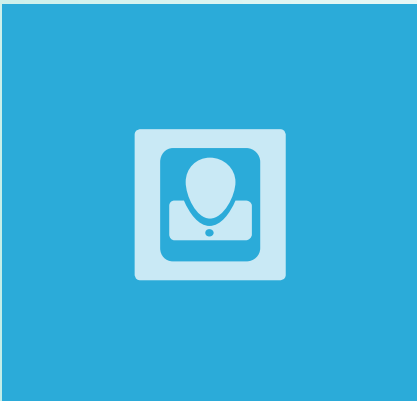
PLN Enjiniring as a company always fulfills its tax payment obligations. The Company realizes that the contributions paid can support and assist the Government in various country development programs. Over the last 5 (five) years, PLN Enjiniring has contributed income tax for the year amounting to IDR63,567 million.

Tabel Pembayaran Pajak Penghasilan
Table of Income Tax Payment

(dalam jutaan Rupiah/ in millions of Rupiah)

Uraian Pajak Tax Description	Nominal
2023	13,097
2022	25,689
2021	7,386
2020	4,947
2019	7,392
2018	5,056
Total	63,567







Human Capital Human Capital

Strategi Manajemen *Human Capital*

Human Capital Management Strategy

Pada tahun 2023, PLN Enjiniring melaksanakan ratifikasi kebijakan Human Capital PT PLN (Persero) yang tertuang dalam sebuah Keputusan Direksi PT PLN Enjiniring Nomor 15.001.K/DIR/PLNE/XII/2022 tentang Kebijakan Strategis *Human Experience Management System* di Lingkungan PT PLN Enjiniring. Kebijakan Strategis *Human Experience Management System* disusun dengan prinsip keselarasan visi, misi, tujuan, dan tata nilai PLN Enjiniring, mempertimbangkan kesetaraan dan keadilan baik internal maupun eksternal PLN Enjiniring, mengedepankan pemanfaatan teknologi informasi yang terintegrasi, dan memberi pengalaman positif kepada tenaga kerja. Sasaran yang dituju dari Kebijakan Strategis *Human Experience Management System* adalah tepat ukuran (*right size*), tepat kompetensi (*right skill*), tepat pembiayaan (*right spend*), dan tepat sistem (*right system*).

In 2023, PLN Enjiniring ratified the Human Capital policy of PT PLN (Persero) as stated in the Decree of the Board of Directors of PT PLN Enjiniring Number 15.001.K/DIR/PLNE/XII/2022 concerning the Strategic Policy of the Human Experience Management System within PT PLN Enjiniring. The Strategic Policy of the Human Experience Management System was formulated with the principle of alignment of the vision, mission, goals, and values of PLN Enjiniring, considering equality and justice both internally and externally, prioritizing the use of integrated information technology, and providing a positive experience to the workforce. The targets of the Strategic Policy of the Human Experience Management System are the right size, the right skill, the right spending, and the right system.



Kebijakan dan Pelaksanaan Manajemen Human Capital

Policy and Implementation of Human Capital Management

Rekrutmen

Kebijakan

Sehubungan dengan ratifikasi tentang Kebijakan Strategis *Human Experience Management System* dan mulai diimplementasikan pada tahun 2023, yang salah satunya mengatur tentang manajemen akuisisi pegawai dengan ruang lingkup rekrutmen, seleksi, dan penempatan, maka PLN Enjiniring dalam pelaksanaannya akan mengatur lebih lanjut dalam kebijakan operasional tentang Standar Prosedur Sistem Manajemen Akuisisi Pegawai. Namun pada tahun 2023, kebijakan operasional tersebut belum ditetapkan dan belum disahkan. Sehingga dalam pelaksanaan rekrutmen, PLN Enjiniring masih berpedoman pada Keputusan Direksi PT PLN Enjiniring Nomor 01.002.K/DIR/PLNE/X/2015 tentang Sistem Rekrutmen Pegawai PT PLN Enjiniring.

Pelaksanaan Rekrutmen

Sejak tahun 2018, rekrutmen calon pegawai PLN Enjiniring dilakukan melalui rekrutmen terpusat dalam lingkup PLN Group. Rekrutmen tersebut dilakukan oleh PT PLN (Persero) melalui rekrutmen terbuka untuk umum, dengan membuka seluas-luasnya kesempatan rekrutmen dengan tidak membedakan suku, agama, ras, dan antar golongan. PLN Enjiniring menghitung jumlah kebutuhan tambahan tenaga kerja sekaligus klasifikasi tenaga kerja yang dibutuhkan untuk mengisi formasi tenaga kerja, kemudian diserahkan kepada Bagian Rekrutmen PT PLN (Persero) Kantor Pusat yang bertindak sebagai pelaksana rekrutmen. Sedangkan untuk proses rekrutmen karyawan *outsourcing* dan karyawan PKWT dilakukan berdasarkan kebutuhan proyek dilakukan sendiri oleh Bagian SDM PT PLN Enjiniring.

Dalam proses rekrutmen calon pegawai PLN Enjiniring, terdapat sejumlah tahap yang harus dilalui oleh para pelamar, yaitu (1) Seleksi administrasi, (2) Tes Potensi Akademik (TPA) dan Bahasa Inggris, (3) *General Aptitude Test* (GAT), (4) Psikotes, (5) Wawancara, dan (6) Tes Kesehatan, sesuai dengan tahapan yang ditetapkan oleh PT PLN (Persero) Kantor Pusat. Calon pegawai yang telah lulus melewati seluruh tahapan seleksi tersebut wajib mengikuti program pra-jabatan yang terdiri dari pendidikan dan pelatihan bimbingan fisik dan mental, pendidikan dan pelatihan pengenalan perusahaan, dan *on-the-job training* (OJT) dalam bentuk terjun langsung ke dalam pekerjaan di lingkungan PLN Enjiniring. Setelah selesai mengikuti program pra-jabatan dan dinyatakan lulus Uji Akhir, calon pegawai diangkat menjadi Pegawai terhitung sejak tanggal selesai masa OJT dan/atau terbitnya Surat Keputusan Pengangkatan Pegawai melalui Keputusan Direksi.

Recruitment

Policy

With regard to the ratification of the Strategic Policy of the Human Experience Management System and its implementation in 2023, one of which regulated employee acquisition management with the scope of recruitment, selection, and placement, PLN Enjiniring in its implementation regulated the operational policy on the Standard Procedure of the Employee Acquisition Management System. However, in 2023, the operational policy had not been determined and ratified, so in implementing the recruitment, PLN Enjiniring was still guided by the Decree of the Board of Directors of PT PLN Enjiniring Number 01.002.K/DIR/PLNE/X/2015 concerning the Employee Recruitment System of PT PLN Enjiniring.

Implementation of Recruitment

Since 2018, the recruitment of prospective PLN Enjiniring employees has been carried out through centralized recruitment within the PLN Group. The recruitment is carried out by PT PLN (Persero) through open recruitment to the public by opening up recruitment opportunities as widely as possible without discriminating against ethnicity, religion, race, or group. PLN Enjiniring calculates the number of additional workforce as well as the classification of workers needed to fill the workforce formation, then submits it to the Recruitment Section of PT PLN (Persero) Head Office which acts as the recruitment executor. Meanwhile, the recruitment process for *outsourcing* and Fixed-Term Employment Agreement (PKWT) employees is based on project needs carried out by the Human Resources Section of PT PLN Enjiniring.

In the recruitment process for prospective PLN Enjiniring employees, several stages must be passed by applicants, namely (1) Administrative selection, (2) Academic Potential Test (TPA) and English skills, (3) *General Aptitude Test* (GAT), (4) Psychological test, (5) Interview, and (6) Health Test, following the stages determined by PT PLN (Persero) Head Office. Prospective employees who have passed all stages of the selection are required to follow a pre-job program consisting of physical and mental guidance education and training, company introduction education and training, and on-the-job training (OJT) in the form of direct involvement in work in the PLN Enjiniring environment. After completing the pre-job program and being declared to have passed the Final Test, prospective employees are appointed as Employees starting from the end date of the OJT period and/or the issuance of the Employee Appointment Decree through a Board of Directors Decree.

Terhitung sejak tahun 2020, PLN Enjiniring tidak melakukan rekrutmen pegawai Organik sesuai dengan arahan PLN selaku pemegang saham. Sehingga, dalam upaya memenuhi formasi tenaga kerja pegawai Organik, sepanjang tahun 2023 PLN Enjiniring mendapatkan tambahan pegawai Tugas Karya dari PLN sejumlah 3 (tiga) orang pada semester I tahun 2023, serta 38 orang organik yang ditarik kembali dari masa Tugas Karya pada Triwulan I tahun 2023.

Pengembangan Kompetensi

Kebijakan

Sehubungan dengan ratifikasi tentang Kebijakan Strategis *Human Experience Management System* dan mulai diimplementasikan pada tahun 2023, yang salah satunya mengatur tentang sistem manajemen talenta dan pegawai dengan ruang lingkup pembinaan kompetensi dan karir, serta pengembangan talenta, maka PLN Enjiniring dalam pelaksanaannya akan mengatur lebih lanjut dalam kebijakan operasional tentang Standar Prosedur Sistem Manajemen Talenta dan Pegawai. Namun pada tahun 2023, kebijakan operasional tersebut belum ditetapkan dan belum disahkan. Sehingga dalam pelaksanaan pengembangan kompetensi, PLN Enjiniring masih berpedoman pada Keputusan Direksi PT PLN Enjiniring Nomor 05.001.K/DIR/PLNE/XII/2014 tentang Sistem Pembinaan Kompetensi dan Karir PT PLN Enjiniring dan Prosedur Enjiniring Nomor PE.PLNE.P.08.01 tentang Prosedur Pelaksanaan *Formal Learning* ITN dan TNA.

Pelaksanaan Pengembangan Kompetensi

Dalam pelaksanaan pengembangan kompetensi Pegawai, PLN Enjiniring bekerja sama dengan PLN Corporate University dan lembaga pelatihan swasta di dalam maupun luar negeri. Selama tahun 2023, Perusahaan melaksanakan pengembangan kompetensi Pegawai yang terdiri dari 1.061 Program Pelatihan dan Sertifikasi dengan diikuti oleh 283 orang terdiri dari Anggota Dewan Direksi, Dewan Komisaris, dan Pegawai. Pengembangan kompetensi dilakukan dengan menerapkan prinsip persamaan kesempatan bagi semua entitas sumber daya manusia.

Evaluasi Pelaksanaan Pengembangan Kompetensi

Merujuk pada Prosedur Enjiniring Nomor PE.PLNE.P.08.01 tentang Prosedur Pelaksanaan *Formal Learning* ITN dan TNA, evaluasi/*feedback* pasca pelaksanaan pengembangan kompetensi pegawai melalui pelatihan dan sertifikasi, dilakukan kepada Pegawai peserta pelatihan dan sertifikasi serta atasan langsung dari Pegawai tersebut berdasarkan peningkatan *gap* kompetensi dan pencapaian kinerja individu Pegawai maupun Bidang Kerja terkait. Untuk mengukur efektivitas atas program pengembangan yang telah dilakukan, Perusahaan melakukan evaluasi dengan menghitung

Starting from 2020, PLN Enjiniring has not recruited Organic employees following the direction of PLN as the shareholder. Therefore, to fulfill the formation of an Organic employee workforce, throughout 2023 PLN Enjiniring received an additional 3 (three) Task Force employees from PLN in the first semester of 2023, as well as 38 organic people who were recalled from the Task Force period in the first quarter of 2023.

Competency Development

Policy

With regard to the ratification of the Strategic Policy of the Human Experience Management System and its implementation in 2023, one of which regulated the talent and employee management system with the scope of competency and career development as well as talent development, PLN Enjiniring in its implementation regulated the operational policy on the Standard Procedure for the Talent and Employee Management System. However, in 2023, the operational policy had not been determined and ratified, so in implementing competency development, PLN Enjiniring was still guided by the Decree of the Board of Directors of PT PLN Enjiniring Number 05.001.K/DIR/PLNE/XII/2014 concerning the Competency and Career Development System of PT PLN Enjiniring and Engineering Procedure Number PE.PLNE.P.08.01 concerning the Procedure for Implementing Formal Learning ITN and TNA.

Implementation of Competency Development

In implementing employee competency development, PLN Enjiniring collaborated with PLN Corporate University and private training institutions both domestic and abroad. During 2023, the Company implemented employee competency development consisting of 1,061 training and certification programs attended by 283 people consisting of members of the Board of Directors, Board of Commissioners, and employees. Competency development was carried out by implementing the principle of equal opportunity for all human resource entities.

Evaluation of Competency Development Implementation

Referring to Engineering Procedure Number PE.PLNE.P.08.01 concerning the Procedure for Implementing Formal Learning ITN and TNA, evaluation/*feedback* after the implementation of employee competency development through training and certification was carried out to the Employees participating in the training and certification and the direct superiors of the Employees based on the increase in competency gaps and individual performance achievements of the Employees and related Work Fields. To measure the effectiveness of the development program

tingkat pengembalian investasi pada pelatihan/sertifikasi (*Return on Training Investment – ROTI*) dan evaluasi pencapaian kinerja Perusahaan serta Hari Orang Pelatihan (HOP).

Biaya Pengembangan Kompetensi

Total biaya pengembangan kompetensi karyawan pada tahun 2023 melalui pelatihan dan sertifikasi sebesar Rp2.838.800.000, menurun sebesar 14,8% dibandingkan dengan tahun 2022 yaitu sebesar Rp3.331.100.000.

Pengembangan Karir

Sehubungan dengan ratifikasi tentang Kebijakan Strategis *Human Experience Management System* dan mulai diimplementasikan pada tahun 2023, yang salah satunya mengatur tentang sistem manajemen talenta dan pegawai dengan ruang lingkup pembinaan kompetensi dan karir, serta pengembangan talenta, maka PLN Enjiniring dalam pelaksanaannya akan mengatur lebih lanjut dalam kebijakan operasional tentang Standar Prosedur Sistem Manajemen Talenta dan Pegawai. Namun pada tahun 2023, kebijakan operasional tersebut belum ditetapkan dan belum disahkan. Sehingga dalam pelaksanaan pengembangan kompetensi, PLN Enjiniring masih berpedoman pada Keputusan Direksi PT PLN Enjiniring Nomor 05.001.K/DIR/PLNE/XII/2014 tentang Sistem Pembinaan Kompetensi dan Karir PT PLN Enjiniring.

Berdasarkan dengan kebijakan tersebut, dalam pelaksanaan pengembangan kompetensi dan pengembangan karir, maka pelaksanaan pengembangannya tidak berubah dengan tahun-tahun sebelumnya. Pembinaan kompetensi terdiri dari pembinaan level kompetensi dan pembinaan *grade*. Level kompetensi dan *grade* melekat pada Pegawai, bukan pada Jabatan. Pegawai Organik PLN Enjiniring yang sedang melaksanakan tugas karya di Unit PLN ataupun Sub Holding/Anak Perusahaan lain dalam lingkup PLN Grup tetap dibina dan dipelihara oleh PLN Enjiniring. Pada akhir tahun 2023, terdapat 7 (tujuh) orang Naik Level Kompetensi, 51 (lima puluh satu) orang Naik *Grade* secara normal, 4 (empat) orang Naik *Grade* secara khusus (mengalami percepatan karena telah lulus Leadership Development Program), dan 230 orang *Grade* tetap. Sementara untuk Pegawai Tugas Karya, terdapat 1 (satu) orang Naik Level Kompetensi, 3 (tiga) orang Naik *Grade* secara normal, dan 10 (sepuluh) orang *Grade* tetap.

Pembinaan karir terdiri dari pembinaan profesi dan pembinaan jabatan. Pembinaan Profesi mengacu pada ketentuan tentang pohon profesi atau nama profesi dan belum diterapkan di PLN Enjiniring. Sedangkan Pembinaan Jabatan terdiri dari jabatan struktural dan jabatan fungsional, yang pembinaannya terdiri dari promosi, rotasi, dan demosi. Pada tahun 2023, terdapat perubahan struktur organisasi PLN Enjiniring di Triwulan 1 yang mengakibatkan

that had been carried out, the Company evaluated by calculating the rate of return on investment in training/certification (Return on Training Investment - ROTI) and evaluating the Company's performance achievements and Personnel Training Days (HOP).

Costs of Competency Development

The total cost of employee competency development in 2023 through training and certification was IDR2,838,800,000, a decrease of 14.8% compared to 2022, which was IDR3,331,100,000.

Career Development

With regard to the ratification of the Strategic Policy of the Human Experience Management System and its implementation in 2023, one of which regulated the talent and employee management system with the scope of competency and career development, as well as talent development, PLN Enjiniring in its implementation further regulated the operational policy on the Standard Procedure for the Talent and Employee Management System. However, in 2023, the operational policy had not been determined and ratified. So in implementing competency development, PLN Enjiniring was still guided by the Decree of the Board of Directors of PT PLN Enjiniring Number 05.001.K/DIR/PLNE/XII/2014 concerning the Competency and Career Development System of PT PLN Enjiniring.

Based on this policy regarding the implementation of competency development and career development, the implementation of development did not change from previous years. Competency development consists of competency level development and grade development. Competency levels and grades are attached to Employees, not to Positions. Organic Employees of PLN Enjiniring who are carrying out work assignments at PLN Units or Sub Holdings/ other Subsidiaries within the PLN Group are still being developed and maintained by PLN Enjiniring. At the end of 2023, there were 7 (seven) people who increased their Competency Level, 51 (fifty-one) people who increased their Grade at normal rate, 4 (four) people who increased their Grade specifically (accelerated because they had passed the Leadership Development Program), and 230 people with a fixed Grade. Meanwhile, for Work Task Employees, there was 1 (one) person who increased his Competency Level, 3 (three) people who increased their Grade normally, and 10 (ten) people with a fixed Grade.

Career development consists of professional development and job development. Professional development refers to the provisions on the professional tree or profession name and has not been implemented at PLN Enjiniring. Meanwhile, job development consists of structural positions and functional positions, the development of which consists of promotion, rotation, and demotion. In 2023, there was a change in the organizational structure

terjadi promosi jabatan terhadap 3 (tiga) orang Pegawai menjadi pejabat level Manajemen Menengah (Vice President) dan 10 (sepuluh) orang Pegawai menjadi pejabat level Manajemen Dasar (Manajer). Selain itu terjadi demosi jabatan terhadap 2 (dua) orang Pegawai dari jabatan level Manajemen Dasar (Manajer).

Penilaian Kinerja

Sehubungan dengan ratifikasi tentang Kebijakan Strategis *Human Experience Management System* dan mulai diimplementasikan pada tahun 2023, yang salah satunya mengatur tentang sistem manajemen kinerja pegawai dengan ruang lingkup perencanaan kinerja, pemantauan kinerja, dan penilaian kinerja, maka PLN Enjiniring dalam pelaksanaannya akan mengatur lebih lanjut dalam kebijakan operasional tentang Standar Prosedur Sistem Manajemen Kinerja Pegawai. Namun pada tahun 2023, kebijakan operasional tersebut belum ditetapkan dan belum disahkan. Sehingga dalam pelaksanaan penilaian kinerja, PLN Enjiniring masih berpedoman pada Keputusan Direksi PT PLN Enjiniring Nomor 03.001.K/DIR/PLNE/VI/2019 tentang Sistem Manajemen Kinerja Pegawai PT PLN Enjiniring.

Dalam pelaksanaan pengembangan kompetensi Pegawai, PLN Enjiniring menggunakan sistem aplikasi yang ditetapkan oleh PLN, yaitu aplikasi Sistem Informasi Manajemen Kinerja Pegawai (SIMKP). Siklus penilaian kinerja Pegawai dilaksanakan dalam setiap 1 (satu) semester yang terdiri atas kegiatan:

1. Perencanaan
Merupakan tahap diskusi formal antara Atasan Langsung dengan Pegawai atau yang bersangkutan, tentang rencana pekerjaan utama yang akan dilakukan pada semester tersebut.
2. Pemantauan
Pemantauan yang dilaksanakan oleh Atasan Langsung terhadap kinerja Pegawai pada semester berjalan dengan cara melakukan pembinaan, bimbingan, konsultasi dan konseling serta penugasan-penugasan yang mendorong pegawai dalam pencapaian KPI.
3. Penilaian
Pelaksanaan penilaian yang dilaksanakan oleh Atasan Langsung setiap akhir semester. Hasil penilaian diketahui dan divalidasi oleh Karyawan dan Atasan Langsung.

Kriteria penilaian kinerja pegawai adalah sebagai berikut:

1. Sasaran Individu, adalah penilaian yang dilakukan berdasarkan pemenuhan terhadap target kinerja individu Pegawai yang ditetapkan pada periode penilaian berjalan.
2. Kompetensi individu, adalah daftar kompetensi yang dimiliki oleh individu pegawai yang merupakan pemetaan dari assessment individu dengan menggunakan alat ukur yang telah ditentukan dengan merujuk kepada Direktori Kompetensi dan Kebutuhan Kompetensi Jabatan.

of PLN Enjiniring in Quarter 1 which resulted in the promotion of 3 (three) employees to Middle Management level officials (Vice President) and 10 (ten) employees to Basic Management level officials (Manager). In addition, there was a demotion of 2 (two) employees from Basic Management level positions (Manager).

Performance Assessment

With regard to the ratification of the Strategic Policy of the Human Experience Management System and its implementation in 2023, one of which regulated the employee performance management system with the scope of performance planning, performance monitoring, and performance assessment, PLN Enjiniring in its implementation further regulated the operational policy on the Standard Procedure for the Employee Performance Management System. However, in 2023, the operational policy had not been determined and ratified. So in implementing the performance assessment, PLN Enjiniring was still guided by the Decree of the Board of Directors of PT PLN Enjiniring Number 03.001.K/DIR/PLNE/VI/2019 concerning the Employee Performance Management System of PT PLN Enjiniring.

In implementing Employee competency development, PLN Enjiniring uses an application system set by PLN, namely the Sistem Informasi Manajemen Kinerja Pegawai (SIMKP) application. The Employee performance assessment cycle is carried out every 1 (one) semester which consists of the following activities:

1. Planning
This is a formal discussion stage between the Direct Superior and the Employee or the person concerned, regarding the main work plan to be carried out in that semester.
2. Monitoring
Monitoring is carried out by the Direct Superior on the Employee's performance in the current semester through coaching, guidance, consultation, and counseling as well as assignments that encourage employees to achieve KPIs.
3. Assessment
The assessment is carried out by the Direct Superior at the end of each semester. The assessment results are known and validated by the Employee and the Direct Superior.

The employee performance assessment criteria are as follows:

1. Individual Targets, which are assessments carried out based on the fulfillment of individual employee performance targets set during the current assessment period.
2. Individual competencies, a list of competencies possessed by individual employees which is a mapping of individual assessments using predetermined measuring instruments concerning the Competency Directory and Job Competency Needs.

3. Kontribusi Individu yang terdiri dari:
 - a. Inovasi, yaitu inovasi alat, metode atau konsep yang memenuhi kriteria pada keputusan direksi yang berlaku.
 - b. *Knowledge Management*, adalah serangkaian langkah-langkah pengelolaan aset pengetahuan (mengumpulkan, menyimpan, dan menggunakan/menyebarkan pengetahuan) dalam rangka meningkatkan kinerja Perusahaan secara berkelanjutan seperti *knowledge sharing*, *knowledge capturing* dan *community of practice*.

Penilaian Kinerja setiap individu berdasarkan pada *Key Performance Indicator* (KPI), yaitu ukuran kuantitatif maupun kualitatif yang digunakan untuk mengukur pencapaian kinerja Pegawai dalam menunjang kinerja Perusahaan yang dijabarkan dalam inisiatif strategis, ukuran kinerja, dan target. Penetapan KPI masing-masing individu Pegawai didasarkan pada KPI Perusahaan yang diturunkan ke KPI Direktorat. Dari KPI Direktorat akan diturunkan ke KPI Bidang dan selanjutnya digunakan sebagai dasar penetapan KPI individu.

Remunerasi

Sehubungan dengan ratifikasi tentang Kebijakan Strategis *Human Experience Management System* dan mulai diimplementasikan pada tahun 2023, yang salah satunya mengatur tentang sistem manajemen penghargaan pegawai dengan ruang lingkup penghargaan ekstrinsik dan penghargaan intrinsik, maka PLN Enjiniring dalam pelaksanaannya mengatur lebih lanjut dalam Edaran Direksi PT PLN Enjiniring Nomor 0005.E/DIR/2023 tentang Standar Prosedur Sistem Manajemen Penghargaan Pegawai di Lingkungan PT PLN Enjiniring, sebagai kebijakan operasional tentang sistem remunerasi Pegawai.

Penghargaan yang diberikan oleh PLN Enjiniring terdiri dari dua jenis, yaitu penghargaan ekstrinsik dan intrinsik. Penghargaan ekstrinsik diberikan kepada Pegawai dalam bentuk kompensasi dan manfaat. Kompensasi terdiri dari (1) kompensasi tetap bulanan (Pay for Person - P1), (2) kompensasi tidak tetap jangka pendek, yang terdiri dari tunjangan posisi (Pay for Position - P2), tunjangan prestasi (Pay for Performance - P3), tunjangan hari raya keagamaan, dan tunjangan cuti tahunan, (3) kompensasi tidak tetap jangka panjang, yang terdiri dari tunjangan cuti besar, penghargaan kesetiaan masa kerja, kompensasi pelepasan, dan kompensasi masa persiapan pensiun. Manfaat terdiri dari (1) manfaat umum, antara lain pemeliharaan kesehatan, hak cuti, pakaian dinas, bantuan penggantian fasilitas perumahan, dan program pensiun, serta (2) manfaat khusus, antara lain bantuan kepemilikan kendaraan, alat komunikasi, laptop, dan fasilitas kerja.

3. Individual Contributions consisting of:
 - a. Innovation, namely innovation of tools, methods, or concepts that meet the criteria in the applicable board of directors' decisions.
 - b. Knowledge Management, a series of knowledge asset management steps (collecting, storing, and using/ disseminating knowledge) to improve the Company's performance sustainably, such as knowledge sharing, knowledge capturing, and community of practice.

Each individual's performance assessment is based on Key Performance Indicators (KPIs), which are quantitative and qualitative measures used to measure employee performance achievements in supporting the Company's performance as outlined in strategic initiatives, performance measures, and targets. The determination of each employee's KPI is based on the Company's KPI which is passed down to the Directorate's KPI. From the Directorate's KPI it will be passed down to the Field KPI and then used as the basis for determining individual KPIs.

Remuneration

With regard to the ratification of the Strategic Policy on the Human Experience Management System and its implementation in 2023, one of which regulated the employee reward management system with the scope of extrinsic and intrinsic rewards, PLN Enjiniring in its implementation further regulated it in the Circular of the Board of Directors of PT PLN Enjiniring Number 0005.E/DIR/2023 concerning the Standard Procedure for the Employee Reward Management System within PT PLN Enjiniring, as an operational policy regarding the Employee remuneration system.

The awards given by PLN Enjiniring consist of two types, namely extrinsic and intrinsic awards. Extrinsic awards are given to employees in the form of compensation and benefits. Compensation consists of (1) fixed monthly compensation (Pay for Person - P1), (2) short-term non-fixed compensation, consisting of position allowance (Pay for Position - P2), achievement allowance (Pay for Performance - P3), religious holiday allowance, and annual leave allowance, (3) long-term non-fixed compensation, consisting of long leave allowance, loyalty award for length of service, release compensation, and retirement preparation period compensation. Benefits consist of (1) general benefits, including health care, leave rights, uniforms, housing facility replacement assistance, and pension programs, and (2) special benefits, including vehicle ownership assistance, communication tools, laptops, and work facilities.

Penghargaan intrinsik diberikan kepada Pegawai dalam bentuk :

1. Program pembelajaran dan sertifikasi kompetensi/profesi,
2. Program keseimbangan hidup,
3. Bantuan hukum,
4. Pengakuan, dan
5. Kesempatan untuk melakukan sesuatu yang membuat Pegawai bangga (*privilege*).

Program Pensiun

PLN Enjiniring mengatur program pensiun Pegawai, penghargaan purna jabatan, dan uang pesangon dalam Perjanjian Kerja Bersama (PKB) PT PLN Enjiniring. Perusahaan menawarkan dalam kurun waktu selambat-lambatnya 5 (lima) tahun sebelum Pegawai memasuki usia pensiun, untuk melaksanakan Pembekalan Masa Pensiun (PMP). Program PMP untuk mempersiapkan Pegawai yang memasuki masa persiapan pensiun tersebut dalam bentuk program pendidikan. Diharapkan dengan bekal program pendidikan ini, Pegawai dapat mempersiapkan diri di masa pensiun.

Bagi Pegawai Tugas Karya dari PT PLN (Persero), ketentuan pensiun mengacu pada ketentuan yang berlaku pada PT PLN (Persero). PT PLN (Persero) menanggung liabilitas imbalan pasca kerja meliputi imbalan pensiun lain berupa uang pesangon, penghargaan masa kerja dan ganti kerugian, tunjangan tambahan penghasilan, dan penghargaan purna jabatan, dan pemeliharaan kesehatan, serta menyediakan program dana pensiun imbalan pasti bagi Pegawai yang diperbantukan. Program dana pensiun ini dikelola oleh Dana Pensiun PLN (Persero). Selama Pegawai diperbantukan bekerja di PLN Enjiniring, Perusahaan wajib membayar iuran program pensiun kepada PT PLN (Persero) berdasarkan keputusan Direksi PT PLN (Persero) No. 332.K/010/DIR/2003. Iuran yang dibayar Perusahaan diakui sebagai beban pada tahun berjalan, karena Perusahaan tidak memiliki kewajiban hukum atau konstruktif untuk membayar kontribusi lebih lanjut.

Pembekalan Masa Pensiun (PMP) ditawarkan dalam kurun waktu selambat-lambatnya 5 (lima) tahun sebelum Pegawai memasuki usia pensiun. PMP dilaksanakan dalam bentuk program pendidikan yang sesuai dengan minat dan keinginan Pegawai dan dilaksanakan dalam periode 2 (dua) tahun terakhir masa kerjanya. Program pendidikan tersebut dapat disediakan oleh internal Perusahaan ataupun bekerja sama dengan lembaga luar Perusahaan dengan biaya yang setara dan menjadi tanggung jawab Perusahaan. Ketentuan lebih lanjut dalam pelaksanaan PMP akan ditetapkan dalam kebijakan operasional tentang Program Pembekalan Masa Pensiun Pegawai.

Intrinsic rewards are given to employees in the form of:

1. Competency/professional learning and certification programs,
2. Life balance programs,
3. Legal assistance,
4. Recognition, and
5. Opportunities to do something that makes employees proud (*privilege*).

Pension Program

PLN Enjiniring regulates Employee pension programs, retirement awards, and severance pay in the Collective Labor Agreement (PKB) of PT PLN Enjiniring. The company offers a period of no later than 5 (five) years before the Employee approaches retirement age to carry out Retirement Preparation (PMP). The purpose of the PMP program is to prepare Employees approaching the retirement preparation period in the form of an education program. It is hoped that with the provision of this education program, Employees can prepare themselves for retirement.

For Task Force Employees of PT PLN (Persero), pension provisions refer to the provisions applicable to PT PLN (Persero). PT PLN (Persero) covers post-employment benefit liabilities including other pension benefits in the form of severance pay, service awards and compensation, additional income allowances, post-employment awards, and health care and provides a defined benefit pension fund program for seconded Employees. This pension fund program is managed by the PLN (Persero) Pension Fund. While the Employees are seconded to work at PLN Enjiniring, the Company is required to pay pension program contributions to PT PLN (Persero) based on the decision of the Board of Directors of PT PLN (Persero) No. 332.K/010/DIR/2003. Contributions paid by the Company are recognized as an expense in the current year because the Company has no legal or constructive obligation to pay further contributions.

Retirement Preparation (PMP) is offered within a period of no later than 5 (five) years before the Employee approaches retirement age. PMP is implemented in the form of an educational program according to the interests and desires of the Employee and is implemented in the last 2 (two) years of his/her work period. The educational program can be provided by the Company internally or in collaboration with an external institution at an equivalent cost and becomes the responsibility of the Company. Further provisions in the implementation of PMP will be stipulated in the operational policy on the Employee Retirement Preparation Program.

Sistem Informasi *Human Capital*

Information System of Human Capital

PLN Enjiniring memiliki *Human Resources Information System* (HRIS) yang dibangun dengan bantuan pihak ketiga. Platform HRIS yang dibangun telah menyesuaikan proses bisnis dan kebutuhan database PLN Enjiniring. Platform yang digunakan PLN Enjiniring bernama Sunfish, yang sudah memiliki jembatan integrasi dengan platform sistem informasi enjiniring/proyek, namun belum terintegrasi dengan platform sistem informasi bidang keuangan. Di dalam platform Sunfish tersedia informasi-informasi dasar terkait kepegawaian, yaitu informasi perhal data diri, informasi rekaman *training* dan sertifikasi, informasi rekaman perjalanan karir, informasi terkait *payroll*, dan lain sebagainya sampai dengan informasi-informasi tersebut dapat di-*compile* secara sistem menjadi data riwayat diri.

Bersamaan dengan adanya kebijakan penyeragaman pengelolaan data kepegawaian di lingkungan PLN Grup yang dimulai pada tahun 2023, PLN menginisiasi adanya HRIS yang terintegrasi antar seluruh entitas di dalam PLN Grup dengan nama *Success Factor*. Platform tersebut selain menampilkan data-data kepegawaian yang mayoritas sama dengan platform Sunfish, juga akan digunakan sebagai alat untuk mengelola *talent* dan sebagai bahan untuk melaksanakan program *mobility talent* dalam lingkungan PLN Grup, mulai dari Holding, Sub Holding, sampai Anak Perusahaan. Sehingga entitas dalam PLN Grup tidak akan mengalami kesulitan ke depannya dalam mencari dan menyeleksi *talent* untuk mengisi posisi jabatan-jabatan strategis di perusahaan, termasuk PLN Enjiniring di dalamnya.

PLN Enjiniring has a Human Resources Information System (HRIS) built with the help of a third party. The HRIS platform has adjusted to the business processes and database needs of PLN Enjiniring. The platform used by PLN Enjiniring is called Sunfish, which already has an integration bridge with the engineering/project information system platform, but has not been integrated with the financial information system platform. In the Sunfish platform, basic information related to personnel is available, namely information about personal data, information on training and certification records, information on career records, information related to payroll, and so on until the information can be compiled systematically into personal history data.

Along with the policy of standardizing employee data management within the PLN Group which began in 2023, PLN initiated an integrated HRIS between all entities within the PLN Group under the name of SuccessFactor. In addition to displaying employee data that is mostly the same as the Sunfish platform, the platform will also be used as a tool for managing talent and as material for implementing talent mobility programs within the PLN Group, starting from Holding, Sub Holding, to Subsidiaries so that entities within the PLN Group will not experience difficulties in the future in finding and selecting talent to fill strategic positions in the company, including PLN Enjiniring.

Internalisasi Budaya

Culture Internalization

Program budaya di PLN Enjiniring dilaksanakan oleh seluruh pihak yang ada dalam PLN Enjiniring, namun dikelola oleh Sub Bidang Organisasi dan Talenta dalam program *Organizational Capital Readiness* (OCR). PLN Enjiniring sebagai salah satu Anak Perusahaan PLN mendapatkan turunan dan wajib melaksanakan program budaya AKHLAK yang diusung oleh Kementerian BUMN. Program budaya di PLN Enjiniring dikawal oleh Tim Ranger yang dibentuk dan ditetapkan dalam sebuah Keputusan Direksi PT PLN Enjiniring Nomor 0260.K/DIR/2023 tentang Tim Ranger PT PLN Enjiniring Tahun 2023. Tim Ranger bertugas untuk menjadi katalis dalam internalisasi program budaya turunan PLN dan BUMN. Tim Ranger terdiri atas (1) Ranger Master (Direksi) yang bertugas selaku *coach*, *motivator*, *role model*, dan *implementor*, (2) Ranger Leader (Pegawai level Manajemen Menengah) yang bertugas selaku *fasilitator*, *role model*, *motivator*, dan *pendorong perubahan*, (3) Ranger (gabungan kelompok Pegawai) yang bertugas sebagai *influencer*, *komunikator*, *role model*, dan *penggulir perubahan*.

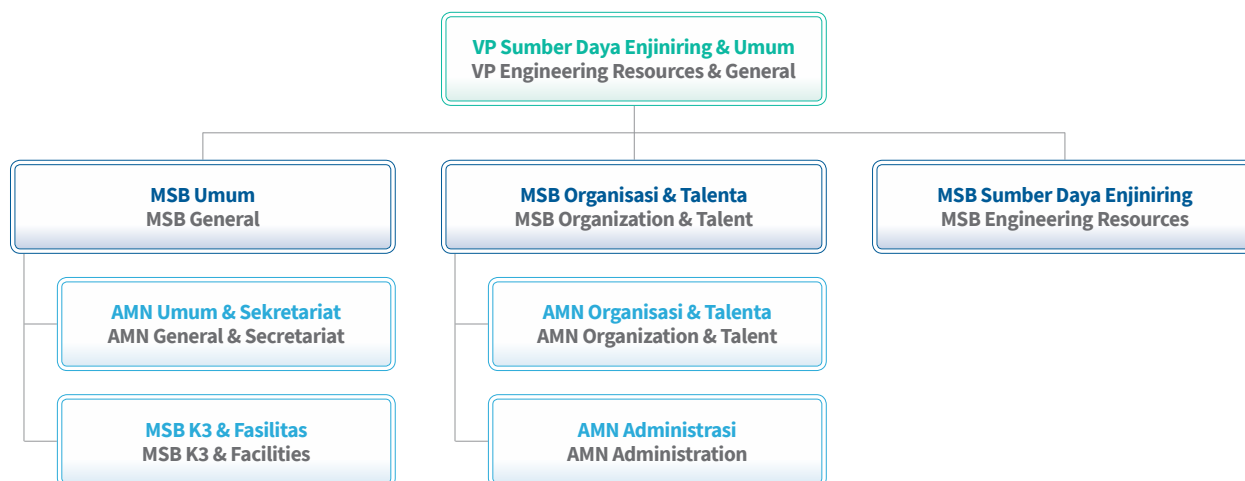
The cultural program at PLN Enjiniring is implemented by all parties within PLN Enjiniring, but is managed by the Organization and Talent Sub-Division in the Organizational Capital Readiness (OCR) program. PLN Enjiniring as one of PLN's subsidiaries is derived and is required to implement the AKHLAK cultural program carried out by the Ministry of SOEs. The cultural program at PLN Enjiniring is supervised by the Ranger Team which was formed and stipulated in a Decree of the Board of Directors of PT PLN Enjiniring Number 0260.K/DIR/2023 concerning the PT PLN Enjiniring Ranger Team in 2023. The Ranger Team is responsible of being a catalyst in the internalization of PLN and SOEs derivative cultural programs. The Ranger Team consists of (1) Ranger Master (Board of Directors) who acts as a coach, motivator, role model, and implementer, (2) Ranger Leader (Middle Management level employee) who acts as a facilitator, role model, motivator, and driver of change, (3) Ranger (combined group of employees) who acts as an influencer, communicator, role model, and change driver.

Struktur Pengelola Human Capital

Structure of Human Capital Management

PLN Enjiniring menyadari bahwa sumber daya manusia merupakan elemen penting yang akan menunjang produktivitas kinerja PLN Enjiniring. Persaingan dunia bisnis yang semakin ketat menuntut manusia untuk selalu berkembang menjadi lebih baik dan kompetitif. Untuk menjawab tantangan zaman yang semakin global saat ini, PLN Enjiniring membentuk satu sub bidang baru bernama Sumber Daya Enjiniring, sebagai *pool* seluruh enjinir di Perusahaan yang selanjutnya akan di-*dispatch* ke bidang-bidang Direktorat Enjiniring. Pengelolaan *Human Capital* PLN Enjiniring berada di bawah tanggung jawab Direktorat Keuangan dan SDM dan dijalankan oleh Bidang SDE dan Umum yang dipimpin oleh Vice President SDE dan Umum. Struktur organisasi pengelola *Human Capital* di PLN Enjiniring digambarkan dalam grafis sebagai berikut.

PLN Enjiniring realizes that human resources are important elements that will support the productivity of the company's performance. The increasingly tight business world competition demands humans to always develop to be better and more competitive. To answer the challenges of today's global era, PLN Enjiniring has formed a new sub-field called Engineering Resources (SDE), as a pool of all engineers in the Company who will then be dispatched to the Engineering Directorate fields. PLN Enjiniring's Human Capital Management is under the responsibility of the Finance and Human Resources Directorate and is run by the Engineering Resources (SDE) and General Affairs led by the Vice President of SDE and General Affairs. The organizational structure of Human Capital management at PLN Enjiniring is depicted in the following graphic.



Rencana Kerja Human Capital 2024

Human Capital Work Plan For 2024

Rencana kerja Bidang Sumber Daya Enjiniring (SDE), khususnya Sub Bidang Organisasi dan Talenta (ORT) pada tahun 2024 terkait pengelolaan *Human Capital* (HC) adalah menjadi *business partner* bagi bidang lain yang memberikan *support* terhadap *core business* perusahaan dalam pencapaian target kinerja maupun pencapaian target pendapatan. Pertama, sesuai arahan pemegang saham, PLN Enjiniring wajib melakukan ratifikasi atas kebijakan HC yang diberlakukan di PLN agar terjadi keseragaman dan kesetaraan sistem pengelolaan HC yang nantinya akan memungkinkan terjadinya *talent mobility* antar entitas di PLN Grup. Selanjutnya SDE berencana untuk mensertifikasi 100% enjinir PLN Enjiniring dan secara bertahap mengirimkan seluruh enjinir untuk mengikuti pendidikan profesi insinyur, yang selanjutnya akan diproses untuk mendapatkan Surat Tanda Registrasi Insinyur (STRI) yang diberikan kepada Insinyur Profesional yang telah mengikuti uji kompetensi. Selain itu, SDE berkomitmen untuk meningkatkan pengetahuan dan kompetensi pegawainya dengan memfasilitasi pendidikan formal yang dilaksanakan bersama dengan PLN.

The work plan of the Engineering Resources Sector (SDE), especially the Organization and Talent Sub-Sector (ORT) in 2024 related to the management of Human Capital (HC) is to become a business partner for other sectors that provide support to the company's core business in achieving performance targets and achieving revenue targets. First, according to the direction of shareholders, PLN Enjiniring is required to ratify the HC policy implemented in PLN so that there is uniformity and equality in the HC management system which will later allow talent mobility between entities in the PLN Group. Furthermore, the Engineering Resources Sector (SDE) plans to certify 100% of PLN Enjiniring engineers and to send all engineers to take professional engineering education gradually, which will then be processed to obtain an Engineer Registration Certificate (STRI) which is given to Professional Engineers who have taken the competency test. In addition, the Engineering Resources Sector (SDE) is committed to improving the knowledge and competence of its employees by facilitating formal education carried out together with PLN.





Teknologi Informasi

Information Technology

Master Plan dan Strategi Teknologi Informasi

Master Plan and Strategy of Information Technology

Information Technology (IT) Master Plan PLN Enjiniring tertuang pada Keputusan Direksi No. 30.001.K/DIR/PLNE/XI/2020 tentang Rencana Induk Teknologi Informasi (IT Master Plan) PT PLN Enjiniring tahun 2020-2023.

Status pencapaian pada Tahun 2023 adalah sebagai berikut:

The Information Technology (IT) Master Plan for PLN Enjiniring is outlined in the Board of Directors' Decree No. 30.001.K/DIR/PLNE/XI/2020 concerning the Information Technology Master Plan (IT Master Plan) of PT PLN Enjiniring for the years 2020-2023.

The status of achievements in 2023 is as follows:

No	Inisiatif Initiatives	Status	Keterangan Description
1	Optimalisasi VC VC Optimization	Sedang Berjalan In progress	Untuk mengikuti proses bisnis dan perubahan organisasi yang dinamis, dilakukan <i>re-engineering</i> Aplikasi <i>Virtual Cubicle</i> yang merupakan Aplikasi Core Bisnis di PLN Enjiniring. To adapt to the dynamic business processes and organizational changes, the Company has undertaken the re-engineering of the Virtual Cubicle Application, which is a core business application.
2	Optimalisasi DLP (instalasi dan <i>policy</i> klasifikasi data dan informasi) DLP Optimization (Installation and Data and Information Classification Policy)	Sudah Selesai Completed	Pengamanan <i>endpoint user</i> untuk melakukan proteksi khususnya perpindahan dokumen pada perangkat. User Endpoint Security, as a protection measures, particularly for safeguarding document transfers on devices.
3	Pengembangan AMS Korporat (Implementasi <i>Digital Signature</i>) Corporate AMS Development (Implementation of Digital Signature)	Sudah Selesai Completed	Implementasi tanda tangan elektronik tersertifikasi Balai Sertifikasi Elektronik (BSrE) pada Aplikasi AMS Korporat di lingkungan PLN Enjiniring. The implementation of electronic signatures certified by the Electronic Certification Center (BSrE) to the Corporate AMS Application within PLN Enjiniring
4	Aplikasi pencatatan kehadiran dan aktivitas. Attendance and Activity Recording Application	Sudah Selesai Completed	<i>Enhancement</i> fitur kehadiran pegawai berbasis <i>mobile</i> melalui Aplikasi GreatDay HR. Enhancement of employee attendance features via the use of mobile-based application through the GreatDay HR Application.
5	Pengembangan Aplikasi Profile. Profile Application Development	Sudah Selesai Completed	<i>Re-engineering</i> Aplikasi Profil dengan fitur yang lebih komprehensif dalam mendukung otomasi aktivasi dan deaktivasi akun korporat di PLN Enjiniring. Re-engineering of the profile application by using more comprehensive features to support the automation of corporate account activation and deactivation at PLN Enjiniring.
6	Standarisasi <i>Storage</i> pada Laptop atau Pengadaan Laptop Baru. Standardization of Storage on Laptops or Procurement of New Laptops	Sudah Selesai Completed	Standarisasi perangkat kerja (PC/Laptop). Standardization of Work Devices (PC/Laptop)
7	Evaluasi <i>Service Level Agreement</i> (SLA) <i>Maximum Data Loss</i> dan Kegiatan Pemeliharaan. Service Level Agreement (SLA) Evaluation for Maximum Data Loss and Maintenance Activities	Sudah Selesai Completed	Kegiatan evaluasi perencanaan pemeliharaan dilakukan secara berkala/ terjadwal. Maintenance planning activities are conducted periodically and on a scheduled basis.
8	Penerapan standar/sertifikasi ISO27001 Sistem Manajemen Keamanan Informasi. Implementation of ISO 27001 Standard/ Certification for Information Security Management Systems	Sudah Selesai Completed	PLN Enjiniring Sudah tersertifikasi ISO 27001:2022 Sistem Manajemen Keamanan Informasi. PLN Enjiniring has been certified for the ISO 27001:2022 on the Information Security Management System.

Selain itu, terdapat inisiatif strategis tahun 2023 terkait teknologi informasi antara lain:

1. *Support* infrastruktur terhadap Implementasi Aplikasi Trama.
2. *Support* infrastruktur terhadap Implementasi Aplikasi Konsultrik.
3. Pelaksanaan infrastruktur *Security Assessment*.

In addition, the strategic IT initiatives for 2023 include:

1. Infrastructure Support for Trama Application Implementation.
2. Infrastructure Support for Konsultrik Application Implementation.
3. Infrastructure Security Assessment.

Inovasi Teknologi Informasi

Information Technology Innovation

PLN Enjiniring membutuhkan layanan Teknologi Informasi (TI) di antaranya, Layanan Jaringan, Infrastruktur Teknologi Informasi, Aplikasi dan Helpdesk TI. Banyak di antara layanan tersebut yang membutuhkan *support* oleh pihak ketiga. Untuk itu, dibutuhkan suatu proses pengadaan dalam penyediaannya. Beragamnya layanan TI pada penyedia yang sama khususnya PT ICON Plus yang bersifat *subscriptions* dan masing-masing memiliki kontrak tersendiri berdampak terhadap adanya proses pengadaan layanan TI yang berulang setiap tahunnya.

PLN Enjiniring melakukan inisiasi Kontrak Jasa Total Solusi Teknologi Informasi yang merupakan kontrak layanan teknologi informasi atas berbagai layanan teknologi informasi yang bersifat layanan KHS maupun Non-KHS sesuai dengan lingkup dan jangka waktu yang ditentukan untuk mempermudah dan mempercepat dalam mendapatkan layanan khususnya sebagai langkah preventif terhadap perubahan organisasi dan kebijakan yang dinamis. Adapun layanan-layanan teknologi informasi yang dimaksud adalah layanan jaringan komunikasi, layanan infrastruktur, layanan *manage service*, layanan aplikasi dan layanan yang bersifat *project based* ataupun *on Demand*. Selain kemudahan dan kecepatan dalam mendapatkan layanan, kontrak ini juga memberikan *benefit* lain yaitu harga layanan yang seragam di PLN Group dan khususnya efisiensi biaya terhadap kontrak eksisting.

PLN Enjiniring requires various IT services, including Network Services, IT Infrastructure, Applications, and IT Helpdesk. Many of these services need third-party support. To address this, a procurement process is required for these services. The variety of IT services from the same provider, particularly PT ICON Plus, which are subscription-based, and each have their own contract, results in a repetitive IT service procurement process each year.

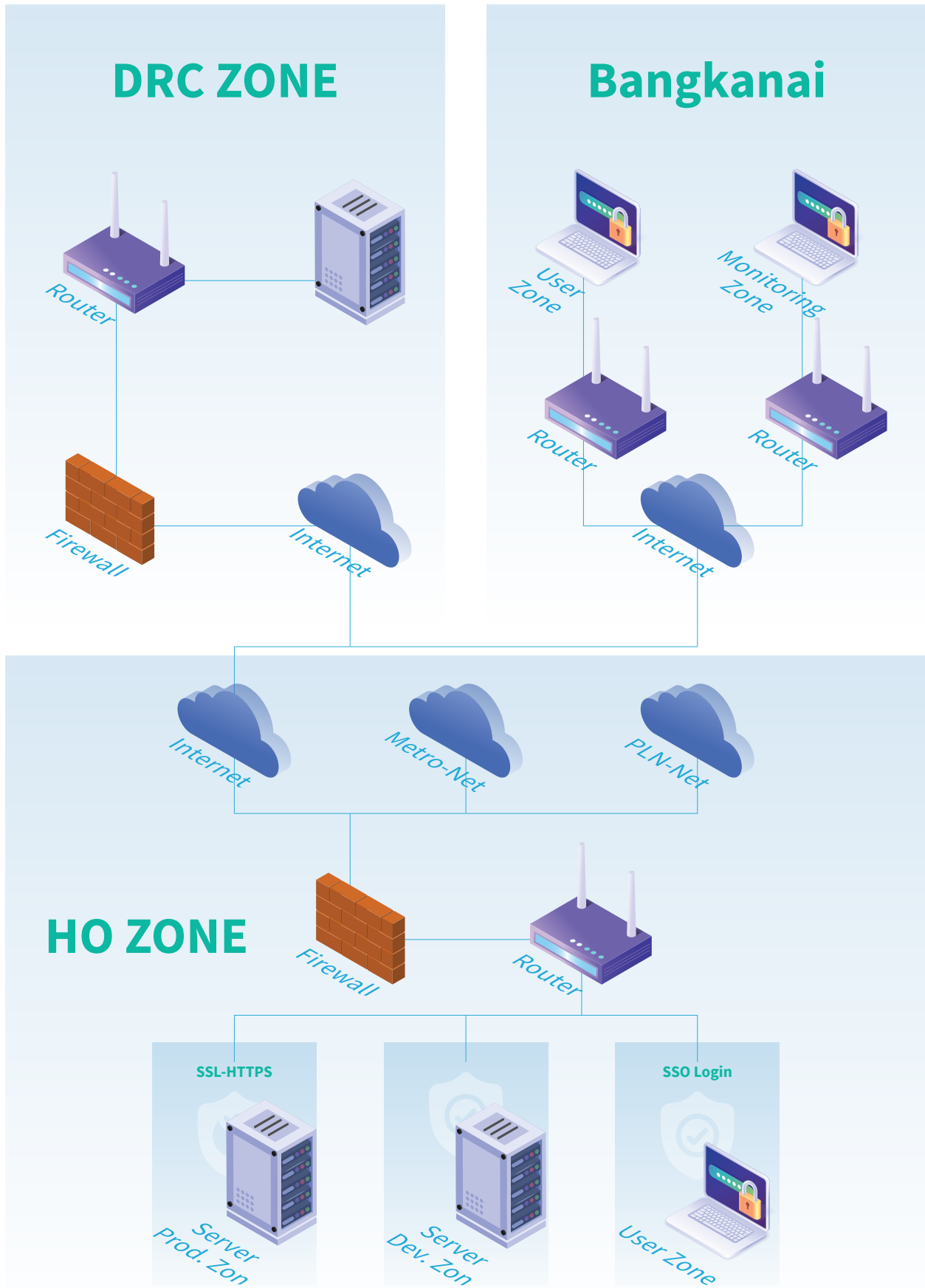
PLN Enjiniring has initiated a Total IT Solutions Contract that covers a range of IT services, including both KHS and Non-KHS Services, with specified scope and duration to streamline and expedite the acquisition of these services, particularly as a preventive measure against dynamic organizational and policy changes. The information technology services referred to are communication network services, infrastructure services, managed services, application services, and project-based or on-demand services. In addition to simplifying and accelerating service procurement, this contract offers other benefits, such as standardized service pricing across PLN Group and cost efficiency compared to existing contracts.

Infrastruktur Teknologi Informasi

Information Technology Infrastructure

Infrastruktur jaringan yang baik dan handal sangat penting dalam mendukung konektivitas global, komunikasi bisnis, dan mendukung kegiatan proses bisnis di PLN Enjiniring. Perubahan proses bisnis yang dinamis membutuhkan infrastruktur teknologi yang andal dan keamanan infrastruktur jaringan yang memadai.

A reliable and robust network infrastructure is crucial in supporting global connectivity, business communication, and the business processes at PLN Enjiniring. The dynamic nature of business processes demands dependable technology infrastructure and adequate network security.



Topologi Infrastruktur Jaringan PLN Enjiniring / The Network Infrastructure Topology of PLN Enjiniring

Berdasarkan gambar Topologi Infrastruktur Jaringan PLN Enjiniring tersebut, PLN Enjiniring memiliki 3 (tiga) *zone* yang dikelola di antaranya HO Zone (Jakarta), DRC Zone (BSD), dan Unit CNG Bangkanai (Kalimantan Tengah). Keamanan Infrastruktur Jaringan telah didukung oleh perangkat security di antaranya:

- a. *Firewall*
- b. Antivirus, *Data Loss Prevention (DLP)*, dan lainnya untuk *endpoint security*.
- c. *Secure Socket Layer (SSL)* untuk *Application Security*.

PLN Enjiniring memiliki 5 (lima) layanan jaringan komunikasi di antaranya:

- a. 3 (tiga) layanan jaringan pada HO Zone yaitu Internet, WAN Metro, dan WAN PLN Net.
- b. 1 (satu) layanan jaringan internet pada DRC Zone.
- c. 1 (satu) layanan jaringan internet di Unit CNG Bangkanai.

Based on the Network Infrastructure Topology diagram of PLN Enjiniring, PLN Enjiniring manages three zones, namely HO Zone (Jakarta), DRC Zone (BSD), and CNG Unit of Bangkanai (Central Kalimantan). Network security is supported by various security devices, including:

- a. Firewall
- b. Antivirus, Data Loss Prevention (DLP), and other endpoint security measures.
- c. Secure Socket Layer (SSL) for Application Security.

PLN Enjiniring operates five communication network services:

- a. 3 (three) network services in the HO Zone: Internet, WAN Metro, and WAN PLN Net.
- b. 1 (one) internet network service in the DRC Zone.
- c. 1 (one) internet network service in CNG Unit of Bangkanai.

Tata Kelola Teknologi Informasi

Information Technology Governance

Tata kelola teknologi informasi (*IT governance*) merupakan kerangka kerja yang menetapkan bagaimana teknologi informasi dan sistem informasi dikelola di PLN Enjiniring yang mencakup kebijakan, prosedur, dan praktik yang dirancang untuk memastikan bahwa teknologi informasi tidak hanya mendukung operasi harian, tetapi juga mengelola risiko-risiko terkait seperti gangguan, keamanan *cyber*, dan pemulihan bencana untuk menjaga keberlanjutan operasional perusahaan dan meningkatkan kepercayaan pemangku kepentingan terhadap perlindungan data dan keamanan informasi.

Dalam menjamin keandalan dan keamanan infrastruktur TI, PLN Enjiniring memiliki kebijakan dan pedoman umum tata kelola teknologi informasi yang tertuang pada Keputusan Direksi No. 12.001.K/DIR/PLNE/XI/2018 dan PDT.PLNE.002 tentang Pedoman Kebijakan Keamanan Informasi yang di dalamnya memuat pengelolaan terhadap hal hal berikut di antaranya:

1. Struktur Tata Kelola IT

- a. **Komite IT:** Dibentuk komite IT yang terdiri dari perwakilan dari berbagai bidang untuk memastikan keselarasan antara strategi IT dan strategi bisnis.
- b. **Kebijakan dan Prosedur:** Telah disusun kebijakan dan prosedur IT yang mengatur penggunaan, pengelolaan, dan pemeliharaan infrastruktur dan aplikasi IT.
- c. **Audit Internal:** Audit internal dilakukan secara berkala untuk mengevaluasi kepatuhan terhadap kebijakan dan prosedur IT serta efektivitas kontrol IT yang ada.

2. Identifikasi dan Pengelolaan Risiko Utama

- a. **Identifikasi Risiko:** Risiko utama yang terkait dengan IT telah diidentifikasi melalui proses penilaian risiko yang sistematis.

IT Governance is a framework that defines how information technology and information systems are managed at PLN Enjiniring. It encompasses policies, procedures, and practices designed to ensure that IT not only supports daily operations but also manages related risks such as disruptions, cybersecurity, and disaster recovery. This approach helps maintain the company's operational continuity and enhances stakeholder confidence in data protection and information security.

To ensure the reliability and security of IT infrastructure, PLN Enjiniring has established IT governance policies and general guidelines as outlined in the Board of Directors' Decree No. 12.001.K/DIR/PLNE/XI/2018 and PDT.PLNE.002 regarding the Information Security Policy Guidelines. These documents cover the management of the following areas, among others:

1. IT Governance Structure

- a. **IT Committee:** An IT committee is established, consisting of representatives from various fields to ensure alignment between IT strategy and business strategy.
- b. **Policies and Procedures:** IT policies and procedures have been developed to regulate the use, management, and maintenance of IT infrastructure and applications.
- c. **Internal Audit:** Regular internal audits are conducted to evaluate compliance with IT policies and procedures and the effectiveness of existing IT controls.

2. Identification and Management of Key Risks

- a. **Risk Identification:** Key IT-related risks have been identified through a systematic risk assessment process.

- b. **Mitigasi Risiko:** Langkah-langkah mitigasi telah diimplementasikan untuk mengurangi dampak dan kemungkinan terjadinya risiko.
- c. **Pemantauan Risiko:** Risiko dipantau secara berkelanjutan melalui pemantauan kinerja, audit, dan tinjauan manajemen.

3. **Disruption (Gangguan)**

- a. **Identifikasi dan Penilaian Risiko:** Dilakukan identifikasi dan penilaian risiko terkait gangguan IT, termasuk analisis dampak bisnis (*Business Impact Analysis*) untuk mengidentifikasi sistem dan proses yang kritis.
- b. **Rencana Kontingensi:** Disusun rencana kontingensi untuk mengatasi gangguan IT, termasuk prosedur penanganan insiden dan komunikasi darurat.
- c. **Uji Coba Rencana:** Dilakukan uji coba rencana kontingensi secara berkala untuk memastikan kesiapan tim dalam menghadapi gangguan.
- d. **Evaluasi dan Pembaruan:** Rencana kontingensi dievaluasi dan diperbarui berdasarkan hasil uji coba dan perubahan lingkungan bisnis.

4. **Cyber Security**

- a. **Kebijakan Keamanan:** Disusun kebijakan keamanan yang komprehensif, mencakup penggunaan perangkat, akses data, dan manajemen kata sandi.
- b. **Pemantauan dan Deteksi:** Implementasi sistem pemantauan dan deteksi ancaman siber secara *real-time* untuk mengidentifikasi dan merespons ancaman dengan cepat.
- c. **Pelatihan Kesadaran Keamanan:** Dilakukan pelatihan kesadaran keamanan siber kepada seluruh karyawan untuk meningkatkan pemahaman dan kewaspadaan terhadap ancaman siber.
- d. **Penilaian Keamanan:** Dilakukan penilaian keamanan secara berkala, termasuk pengujian penetrasi (*penetration testing*) dan audit keamanan untuk mengidentifikasi kerentanan dan mengambil langkah mitigasi.

5. **Disaster Recovery (Pemulihan Bencana)**

- a. **Rencana Pemulihan Bencana:** Disusun rencana pemulihan bencana yang mencakup prosedur pemulihan sistem dan data setelah terjadinya bencana.
- b. **Backup Data:** Implementasi solusi *backup* data yang handal dan teratur untuk memastikan ketersediaan data yang kritis.
- c. **Lokasi Pemulihan Alternatif:** Menyediakan lokasi pemulihan alternatif yang dapat digunakan untuk operasional sementara jika lokasi utama tidak dapat diakses.
- d. **Uji Coba Rencana Pemulihan:** Dilakukan uji coba rencana pemulihan bencana secara berkala untuk memastikan efektivitas dan kesiapan dalam menghadapi bencana.

6. **Pelaporan kepada Direksi**

- a. **Laporan Manajemen:** Disusun laporan manajemen mengenai status tata kelola IT, keamanan siber, dan pemulihan bencana kepada Direksi.

- b. **Risk Mitigation:** Mitigation measures have been implemented to reduce the impact and likelihood of risks.

- c. **Risk Monitoring:** Risks are continuously monitored through performance monitoring, audits, and management reviews.

3. **Disruption**

- a. **Risk Identification and Assessment:** Risks related to IT disruptions, including Business Impact Analysis (BIA) to identify critical systems and processes, have been identified and assessed.
- b. **Contingency Planning:** A contingency plan has been developed to address IT disruptions, including incident handling procedures and emergency communication.
- c. **Plan Testing:** Contingency plans are regularly tested to ensure the team's readiness to handle disruptions.
- d. **Evaluation and Updates:** The contingency plan is evaluated and updated based on test results and changes in the business environment.

4. **Cyber Security**

- a. **Security Policies:** Comprehensive security policies have been developed, covering device usage, data access, and password management.
- b. **Monitoring and Detection:** Real-time monitoring and threat detection systems have been implemented to quickly identify and respond to cyber threats.
- c. **Security Awareness Training:** Cybersecurity awareness training is provided to all employees to enhance understanding and vigilance against cyber threats.
- d. **Security Assessments:** Regular security assessments, including penetration testing and security audits, are conducted to identify vulnerabilities and take mitigation steps.

5. **Disaster Recovery**

- a. **Disaster Recovery Plan:** A disaster recovery plan has been developed, including procedures for system and data recovery after a disaster.
- b. **Data Backup:** Reliable and regular data backup solutions have been implemented to ensure the availability of critical data.
- c. **Alternative Recovery Location:** An alternative recovery location is provided for temporary operations if the main location is inaccessible.
- d. **Disaster Recovery Plan Testing:** Regular testing of the disaster recovery plan is conducted to ensure effectiveness and readiness for disaster scenarios.

6. **Reporting to the Board of Directors**

- a. **Management Reports:** Management reports on the status of IT governance, cybersecurity, and disaster recovery are prepared and presented to the Board of Directors.

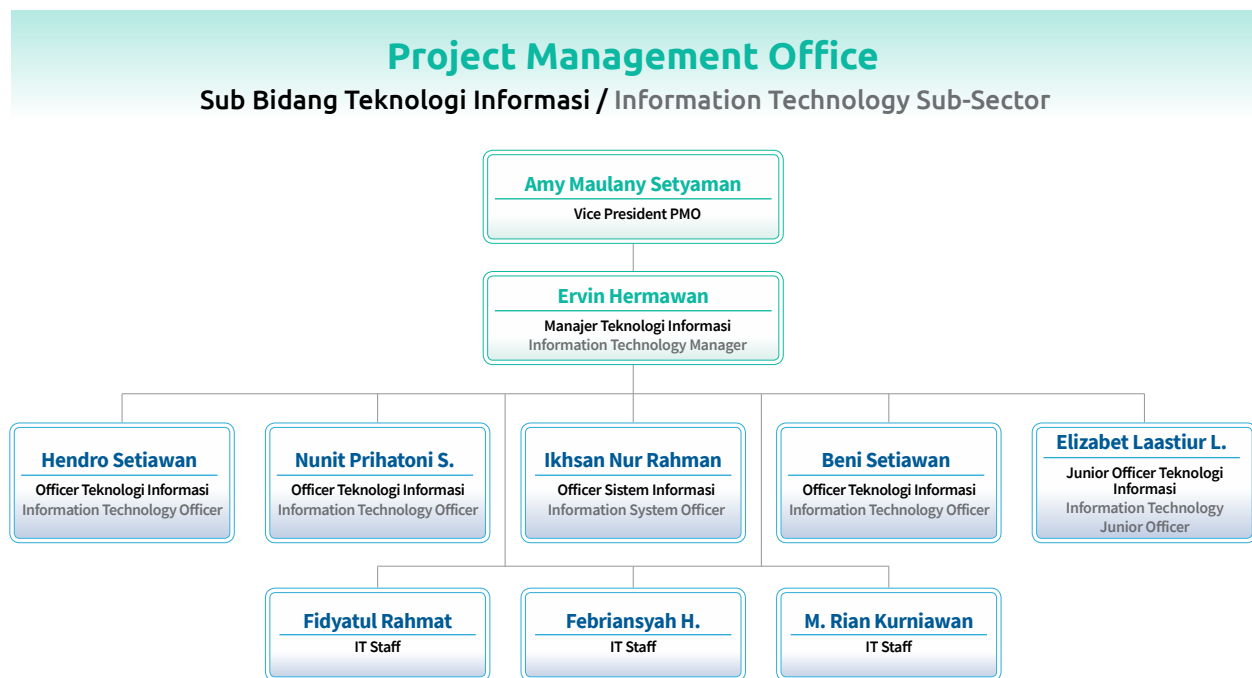
- b. **Rapat Tinjauan:** Diadakan rapat tinjauan dengan Direksi untuk membahas isu-isu IT yang signifikan, progres implementasi rencana, dan tindakan mitigasi yang telah diambil.
 - c. **Rekomendasi:** Direksi diberikan rekomendasi untuk pengambilan keputusan strategis terkait peningkatan tata kelola IT dan mitigasi risiko.
- b. **Review Meetings:** Review meetings are held with the Board to discuss significant IT issues, progress on plan implementation, and mitigation actions taken.
 - c. **Recommendations:** Recommendations are provided to the Board of Directors for strategic decision-making related to IT governance improvements and risk mitigation.

Struktur Pengelola Teknologi Informasi

Information Technology Management Structure

Sub Bidang Teknologi Informasi di PLN Enjiniring berada di bawah Bidang Project Management Office yang terdiri dari Manajer Teknologi Informasi, 5 (lima) orang Pegawai Organik dan 3 (tiga) orang IT Support (TAD) sebagai berikut.

The Information Technology Subdivision at PLN Enjiniring operates under the Project Management Office (PMO) and consists of the following personnel: IT Manager, 5 (five) Organic Employees, and 3 (three) IT Support Staff (TAD), as follows:




Berdasarkan Keputusan Direksi 0007.P/DIR/2023 tentang Struktur Organisasi dan Tugas Pokok Jabatan PLN Enjiniring menyebutkan bahwa tugas pokok Bidang Teknologi Informasi (TIF) pada Project Management Office antara lain:

1. Merencanakan, melaksanakan dan evaluasi kebijakan penyesuaian antara pengembangan Teknologi Informasi terhadap proses bisnis PLN Enjiniring;

Based on the Board of Directors' Decree 0007.P/DIR/2023 concerning the Organizational Structure and Main Duties of Positions at PLN Enjiniring, the main tasks of the Information Technology (IT) Division within the Project Management Office include:

1. Planning, implementing, and evaluating policies to align IT development with PLN Enjiniring business processes;

- 
2. Merencanakan, menyusun, melaksanakan dan evaluasi prosedur enjiniring, template enjiniring dan/atau *Standard Operational Procedure (SOP)* Sub Bidang Teknologi Informasi bersama dengan Satuan Manajemen Mutu dan Risiko;
 3. Merencanakan, melaksanakan dan evaluasi dalam implementasi layanan teknologi dan sistem informasi PLN Enjiniring sesuai dengan tata kelola teknologi informasi PLN Enjiniring;
 4. Merencanakan, melaksanakan dan evaluasi dalam mengelola operasional pelayanan infrastruktur dan keamanan sistem informasi PLN Enjiniring yang menjamin ketersediaan, keamanan, keandalan dan keakuratan layanan teknologi informasi;
 5. Merencanakan, melaksanakan dan evaluasi mengembangkan aplikasi secara periodik;
 6. Mendukung operasi dan mengendalikan aplikasi secara periodik;
 7. Mengoperasikan dan mengelola jaringan internet dan intranet di PLN Enjiniring;
 8. Menyiapkan fasilitas kerja berbasis Teknologi Informasi;
 9. Menjamin kehandalan dan ketersediaan operasi dan infrastuktur di Bidang Teknologi Informasi;
 10. Melaksanakan pengelolaan seluruh infrastruktur Sistem Informasi terpadu di PLN Enjiniring, melakukan proses integrasi dan penyesuaian pada seluruh Bidang, serta melakukan *monitoring* dan *review* dari pengolahan dan pemajuaan data dan informasinya secara *up to date* dari seluruh Bidang atau fungsi di lingkungan PLN Enjiniring;
 11. Memberikan penilaian tentang kinerja bulanan, semesteran, dan tahunan kepada karyawan yang berada di lingkup Sub Bidang Teknologi Informasi;
 12. Mengelola dan mengembangkan sumber daya manusia di Sub Bidangnya dengan melaksanakan *Coaching, Mentoring, and Counseling (CMC)* yang selaras dengan strategi dan kebijakan human capital korporat; serta
 13. Memastikan program kerja yang menjadi tanggungjawab jabatannya selaras dengan *Good Corporate Governance (GCG)*, Kebijakan Risiko, Kebijakan Kepatuhan, Sistem Manajemen Anti Penyuapan (SMAP), Kebijakan K3L dan Sistem Manajemen Terintegrasi yang diterapkan pada Sub Bidangnya.
2. Planning, developing, implementing, and evaluating engineering procedures, templates, and/or Standard Operational Procedures (SOPs) for the IT Subdivision in collaboration with the Quality Management and Risk Unit;
 3. Planning, implementing, and evaluating the implementation of IT services and systems at PLN Enjiniring in accordance with PLN Enjiniring IT governance policies;
 4. Planning, implementing, and evaluating the management of operational infrastructure and information system security services to ensure the availability, security, reliability, and accuracy of IT services at PLN Enjiniring;
 5. Planning, implementing, and periodically evaluating the development of applications;
 6. Supporting operations and controlling applications on a regular basis;
 7. Operating and managing internet and intranet networks at PLN Enjiniring;
 8. Providing IT-based work facilities;
 9. Ensuring the reliability and availability of IT operations and infrastructure;
 10. Managing all integrated information system infrastructure at PLN Enjiniring, ensuring alignment and integration across all divisions, and continuously monitoring and reviewing the processing and updating of data and information from all functions within PLN Enjiniring;
 11. Providing assessments of monthly, semi-annual, and annual performance for employees within the IT Subdivision;
 12. Managing and developing human resources within the IT Subdivision through Coaching, Mentoring, and Counseling (CMC) that aligns with corporate human capital strategies and policies; and
 13. Ensuring that the work programs under its responsibility align with Good Corporate Governance (GCG), Risk Policy, Compliance Policy, Anti-Bribery Management System (SMAP), Occupational Health and Safety (OHS) Policy, and the Integrated Management System applied in the IT Subdivision.

Rencana Kerja Teknologi Informasi Tahun 2024

Information Technology Work Plan for 2024

Adapun strategi pengembangan Teknologi Informasi ke depan PLN Enjiniring adalah sebagai berikut:

The Future Information Technology Development Strategy of PLN Enjiniring is as follows:

No.	Sasaran/Kinerja Objectives/Performance	Target	Program/Mitigasi Program/Mitigation
1.	<p>Pelaksanaan Pengembangan <i>Information Technology Software</i> dan <i>Tools Project Management</i> (Persen)</p> <p>Implementation of Information Technology Software and Tools Development for Project Management (percent)</p>	100%	<ol style="list-style-type: none"> 1. <i>Reengineering</i> Aplikasi <i>Virtual Cubicle</i>. 2. Keandalan Infrastruktur Aplikasi <i>Virtual Cubicle</i>. 3. Integrasi Aplikasi New <i>Virtual Cubicle</i> (VIP, <i>Smart Share</i>). <ol style="list-style-type: none"> 1. Reengineering Virtual Cubicle Application. 2. Reliability of Virtual Cubicle Application Infrastructure 3. Integration of New Virtual Cubicle Applications (VIP, Smart Share)
2.	<p>Pemenuhan ITMP 2024 - 2028</p> <p>Fulfillment of the ITMP 2024 - 2028</p>	100%	<ol style="list-style-type: none"> 1. Penyusunan ITMP 2024 – 2028. 2. Pelaksanaan Program ITMP. <ol style="list-style-type: none"> 1. Development of the ITMP 2024 – 2028. 2. Implementation of ITMP Program.
3.	<p>Pemenuhan Pelaksanaan Keamanan Teknologi Informasi</p> <p>Implementation of Information Technology Security</p>	100%	<ol style="list-style-type: none"> 1. Meningkatkan program instalasi antivirus PLN Group dan UEM (PLN holding) di seluruh <i>device</i> pegawai organik dan TAD (yang menggunakan fasilitas IT dalam operasional). 2. Meningkatkan kegiatan <i>cyber security awareness</i> untuk seluruh pegawai organik dan TAD seluruh Unit PLN Group. 3. Penyusunan Tata Kelola untuk Kebijakan <i>Data Governance</i> untuk IT dan OT. 4. Standarisasi Tata Kelola IT dan OT serta <i>Cyber Security</i> secara bertahap di seluruh unit PLN Group. 5. Implementasi <i>Security Operation Center</i> (SOC) pada H/SH/AP yang terintegrasi secara mandiri atau terpusat. 6. Melanjutkan persiapan implementasi UU perlindungan Data Pribadi No 27 tahun 2022 dalam ruang lingkup layanan TI di lingkungan PLN. 7. Melakukan pembatasan instalasi aplikasi. 8. Melakukan pengaktifan pengaturan <i>screensaver automatic lock</i> pada <i>endpoint</i> laptop Pegawai. 9. Melakukan <i>update patches, signature AV</i> dan <i>renewal licence</i> seluruh perangkat keamanan. 10. Memastikan seluruh jaringan <i>inbound</i> dan <i>outbound</i> terhubung dengan <i>firewall</i>. 11. Melakukan <i>training</i> dan sertifikasi terkait keamanan. 12. Melakukan <i>maturity assessment security</i> secara berkala. 13. Melakukan pengembangan aplikasi secara aman (<i>Secure Software Development Life Cycle</i>) 14. Pelaksanaan <i>Pentest</i> Aplikasi. 15. Tindaklanjuti <i>Infrastructure Security Assessment</i>. <ol style="list-style-type: none"> 1. Improve the antivirus installation program for PLN Group and UEM (PLN holding) across all devices used by organic employees and TADs (those using IT facilities in operations). 2. Enhance cyber security awareness activities for all organic employees and TADs across all units of PLN Group. 3. Develop a governance framework for Data Governance for IT and OT. 4. Gradually standardize IT and OT governance and cyber security practices across all units of PLN Group. 5. Implement a Security Operation Center (SOC) at H/SH/AP levels, either as an independent or centralized system. 6. Continue preparations for implementing the Personal Data Protection Law No. 27/2022 within the scope of IT services at PLN. 7. Limit and control the installation of applications. 8. Activate the automatic lock screensaver setting on the employee's laptop endpoint. 9. Update security patches, antivirus signatures, and renew licenses for all security devices.

No.	Sasaran/Kinerja Objectives/Performance	Target	Program/Mitigasi Program/Mitigation
			<ol style="list-style-type: none"> 10. Ensure that all inbound and outbound network traffic is connected through firewalls. 11. Conduct security training and certification. 12. Conduct regular maturity assessment security. 13. Implement application regular development securely (Secure Software Development Life Cycle) 14. Conduct application penetration testing. 15. Follow-up Infrastructure Security Assessment.
4.	Pemenuhan Laporan SLA Layanan TI Compliance with IT Service SLA Reports	100%	<ol style="list-style-type: none"> 1. Penyusunan Laporan Pencapaian SLA Layanan TI. 2. Penyusunan Laporan Pemeliharaan. 3. Penyusunan Laporan <i>Helpdesk</i> TI. 4. Penyusunan Laporan Keandalan Infrastruktur Jaringan. 5. Pencapaian SLA Infrastruktur, Jaringan, Aplikasi dan Layanan <i>Helpdesk</i>. 6. Pelaksanaan Penugasan Pemeliharaan. 7. Penyusunan Laporan Manajemen Masalah TI. <ol style="list-style-type: none"> 1. Preparation of IT Service SLA Achievement Reports. 2. Preparation of Maintenance Reports. 3. Preparation of IT Helpdesk Reports. 4. Preparation of Network Infrastructure Reliability Reports. 5. Achievement of SLA for Infrastructure, Network, Applications, and Helpdesk Services. 6. Implementation of Maintenance Assignments. 7. Preparation of IT Issue Management Reports.
5.	Penyampaian Laporan Manajemen Tepat Waktu Timely Delivery of Management Reports	100%	<ol style="list-style-type: none"> 1. Menyusun Laporan KPI dan RKM (TI). 2. Penyusunan dan Penyampaian Laporan Manajemen (TI). 3. Pemenuhan Dokumen GCG Sub Bidang (TI). <ol style="list-style-type: none"> 1. Prepare KPI and RKM Reports (IT). 2. Preparation and Submission of IT Management Reports. 3. Fulfillment of GCG Documents for IT Subdivision.
6.	Penyelesaian Temuan Auditor Internal dan Eksternal Resolution of Internal and External Auditor Findings	100%	<p>Menyelesaikan seluruh rekomendasi temuan sebelum batas waktu beserta data <i>eviden</i>, dan <i>me-monitoring</i> seluruh data pendukung laporan tersedia.</p> <p>Complete all recommendations from findings before the deadline, including providing evidence data, and ensure that all supporting data for the report is available and monitored.</p>
7.	Pemenuhan Dokumen RMI dan Tindak Lanjut RMI sesuai Indikator Complete RMI documentation and follow up on RMI indicators.	100%	<ol style="list-style-type: none"> 1. Menyusun dan menyampaikan profil risiko bidang. 2. <i>Monitoring</i> dan pelaporan mitigasi risiko pada aplikasi <i>Taker</i>. <ol style="list-style-type: none"> 1. Prepare and submit field risk profiles. 2. Monitor and report risk mitigation on the Taker application.
8.	Pelaksanaan Pengembangan <i>Information Technology Software & Tools Project Management</i> Dalam Rangka Penggunaan Biaya Pokok Produksi Development of IT Software & Tools Project Management for Cost of Production	100%	<ol style="list-style-type: none"> 1. <i>Monitoring</i> Lisensi <i>Software</i> Enjiniring. 2. Penyusunan Laporan <i>Monitoring</i> Anggaran Operasi TI. 3. Memastikan Kelengkapan Pembayaran Subkon TI. <ol style="list-style-type: none"> 1. Monitoring of Engineering Software License. 2. Preparation of IT Operation Budget Monitoring Report. 3. Ensuring Completeness of IT Subcontractor Payment.
9.	Pemenuhan Tata Kelola Teknologi Informasi Compliance with IT Governance	100%	<ol style="list-style-type: none"> 1. Ratifikasi Prosedur Teknologi Informasi. 2. Penyusunan prosedur pengembangan aplikasi secara aman (<i>Secure Software Development Life Cycle</i>). 3. Pelaksanaan sosialisasi UU perlindungan Data Pribadi No 27 tahun 2022 dalam ruang lingkup layanan TI di lingkungan PLN Enjiniring. <ol style="list-style-type: none"> 1. Ratification of Information Technology Procedures. 2. Preparation of secure application development procedures (Secure Software Development Life Cycle). 3. Implementation of dissemination of Personal Data Protection Law No. 27 of 2022 in the scope of IT services in the PLN Enjiniring environment.







Tata Kelola Perusahaan

Corporate Governance

Pencapaian dalam Penerapan Tata Kelola Perusahaan

Achievements in the Implementation of Corporate Governance



5 Star Silver The Best GRC for Governance and Compliance 2023, The Best GRC for Corporate Operation 2023 on GRC & Performance Excellence Awards 2023 dari Majalah BusinessNews Indonesia

5 Star Silver The Best GRC for Governance and Compliance 2023, The Best GRC for Corporate Operation 2023 on GRC & Performance Excellence Awards 2023 from BusinessNews Indonesia Magazine



TOP GRC Award 2023 #Star 4 dari Top Business Magazine

TOP GRC Award 2023 #Star 4 from Top Business Magazine

Dasar Penerapan Tata Kelola Perusahaan

Basis for Implementing Corporate Governance

Dalam melaksanakan penerapan GCG, PLN Enjiniring menyadari bahwa Kebijakan GCG selain menjadi acuan yang wajib diterapkan oleh Perusahaan telah menjadi *instrument* yang dibutuhkan untuk memastikan bahwa pengelolaan perusahaan berjalan dengan baik sesuai ketentuan yang berlaku. Oleh karena itu, Perusahaan menerapkan GCG pada seluruh tingkatan dan jenjang organisasi dengan berpedoman pada ketentuan dan peraturan terkait dengan pelaksanaan GCG bagi Perusahaan. Dasar penerapan GCG di Perseroan mengacu pada:

1. Undang-Undang Nomor 8 tahun 1997 tentang Dokumen Perusahaan.
2. Undang-Undang Republik Indonesia Nomor 31 Tahun 1999 tentang Pemberantasan Tindak Pidana Korupsi j.o Undang-Undang Republik Indonesia Nomor 20 Tahun 2001 tentang Perubahan atas Undang-Undang Republik Indonesia Nomor

In implementing GCG, PLN Enjiniring realizes that the GCG Policy, in addition to being a reference that must be implemented by the Company, has become an instrument needed to ensure that the company's management runs well in accordance with applicable provisions. Therefore, the Company implements GCG at all levels and levels of the organization by referring to the provisions and regulations related to the implementation of GCG for the Company. The basis for implementing GCG in the Company refers to:

1. Law Number 8 of 1997 concerning Company Documents.
2. Law of the Republic of Indonesia Number 31 of 1999 concerning the Eradication of Criminal Acts of Corruption in conjunction with Law of the Republic of Indonesia Number 20 of 2001 concerning Amendments to Law of the Republic of Indonesia

- | | |
|--|---|
| <p>31 Tahun 1999 tentang Pemberantasan Tindak Pidana Korupsi (UU Pemberantasan Tindak Pidana Korupsi)</p> <p>3. Undang-Undang Nomor 40 Tahun 2007 tentang Perseroan Terbatas.</p> <p>4. Undang-Undang Nomor 11 Tahun 2008 tentang Informasi dan Transaksi Elektronik.</p> <p>5. Undang-Undang nomor 14 Tahun 2008 tentang Keterbukaan Informasi Publik.</p> <p>6. Peraturan Menteri Badan Usaha Milik Negara Republik Indonesia Nomor PER-1/MBU/03/2023 Tanggal 03 Maret 2023 Tentang Penugasan Khusus dan Program Tanggung Jawab Sosial dan Lingkungan Badan Usaha Milik Negara.</p> <p>7. Peraturan Menteri Badan Usaha Milik Negara Republik Indonesia Nomor PER-2/MBU/03/2023 Tanggal 03 Maret 2023 Tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan BUMN.</p> <p>8. Peraturan Menteri Badan Usaha Milik Negara Republik Indonesia Nomor PER-3/MBU/03/2023 Tanggal 20 Maret 2023 Tentang Organ dan Sumber Daya Manusia Badan Usaha Milik.</p> | <p>Number 31 of 1999 concerning the Eradication of Criminal Acts of Corruption (Corruption Eradication Law)</p> <p>3. Law Number 40 of 2007 concerning Limited Liability Companies.</p> <p>4. Law Number 11 of 2008 concerning Electronic Information and Transactions.</p> <p>5. Law Number 14 of 2008 concerning Public Information Disclosure.</p> <p>6. Regulation of the Minister of State-Owned Enterprises of the Republic of Indonesia Number PER-1/MBU/03/2023 Dated March 3, 2023, concerning Special Assignments and Social and Environmental Responsibility Programs of State-Owned Enterprises.</p> <p>7. Regulation of the Minister of State-Owned Enterprises of the Republic of Indonesia Number PER-2/MBU/03/2023 dated March 3, 2023, concerning Guidelines for Governance and Significant Corporate Activities of BUMN.</p> <p>8. Regulation of the Minister of State-Owned Enterprises of the Republic of Indonesia Number PER-3/MBU/03/2023 dated March 20, 2023, concerning Organs and Human Resources of BUMN.</p> |
|--|---|

Struktur dan Mekanisme Tata Kelola Perusahaan

Corporate Governance Structure and Mechanism

Struktur Organ Perusahaan

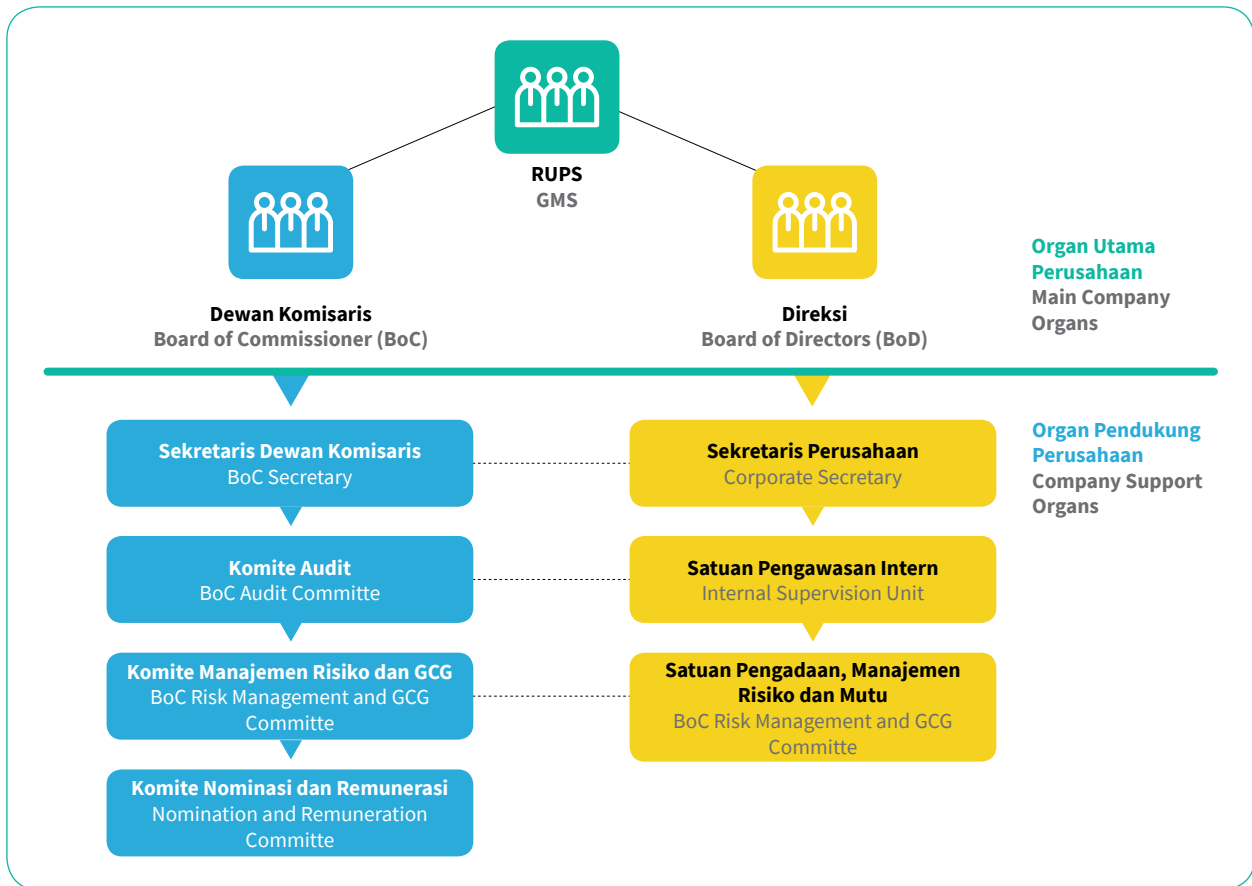
Organ Perusahaan terdiri dari Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris dan Direksi, mempunyai peran penting dalam pelaksanaan GCG secara efektif. Organ Perusahaan harus menjalankan fungsinya sesuai dengan ketentuan yang berlaku atas dasar prinsip bahwa masing-masing organ mempunyai independensi dalam melaksanakan tugas, fungsi dan tanggung jawabnya semata-mata untuk kepentingan Perusahaan.

Prinsip-prinsip GCG senantiasa disosialisasikan keseluruhan elemen Perusahaan sebagai salah satu cara menyadarkan seluruh elemen Perusahaan akan nilai-nilai yang harus dipenuhi untuk mencapai praktik GCG. Internalisasi dari berbagai peraturan perundang-undangan dan pedoman di atas ke dalam kebijakan internal Perusahaan merupakan komitmen dari Dewan Komisaris dan Direksi dan seluruh karyawan. Berdasarkan asas-asas GCG, PLN Enjiniring mengembangkan struktur GCG yang meliputi GCG Organ Utama dan Organ Pendukung guna menjalankan mekanisme GCG sesuai peraturan perundang-undangan serta *best practices* yang ada sehingga tercipta kesinambungan usaha dalam jangka Panjang.

Company Organ Structure

The Company's organs consist of the General Meeting of Shareholders (GMS), the Board of Commissioners and the Board of Directors, have an important role in the implementation of GCG effectively. The Company's organs must carry out their functions in accordance with applicable provisions based on the principle that each organ has independence in carrying out its duties, functions and responsibilities solely for the benefit of the Company.

The principles of GCG are always socialized to all elements of the Company as one way to make all elements of the Company aware of the values that must be met to achieve GCG practices. Internalization of various laws and regulations and guidelines above into the Company's internal policies is a commitment of the Board of Commissioners and Directors and all employees. Based on the principles of GCG, PLN Enjiniring develops a GCG structure that includes GCG Main Organs and Supporting Organs in order to implement GCG mechanisms in accordance with laws and regulations and existing best practices so that long-term business continuity is created.



Governance Soft Structure

1. Anggaran Dasar PT PLN Enjiniring beserta perubahannya.
2. Struktur Organisasi dan Tugas Pokok Jabatan PT PLN Enjiniring.
3. Pengelolaan Konflik Kepentingan di Lingkungan PT PLN Enjiniring.
4. Buku Saku Pedoman Perilaku.
5. Kebijakan Umum Penerapan Tata Kelola Manajemen Risiko dan Kepatuhan/*Governance, Risk dan Compliance* (GRC) di Lingkungan PLN Enjiniring.
6. Pedoman Tata Kelola Perusahaan yang Baik (*Good Corporate Governance/GCG Code*)
7. Tata Laksana Kerja Direksi dan Dewan Komisaris (*Board Manual*).
8. Piagam Komite Audit.
9. Piagam Komite Nominasi dan Remunerasi.
10. Piagam Komite Manajemen Risiko dan GCG.
11. Kebijakan Anti *Fraud* di Lingkungan PT PLN Enjiniring.
12. Sistem Pelaporan Pelanggaran (*Whistleblowing System*).
13. Tata Kelola Anti Penyuapan di Lingkungan PT PLN Enjiniring.
14. Mekanisme Penyusunan dan Pemantauan Kajian Risiko Untuk Kegiatan dan Rancangan Keputusan di Lingkungan PT PLN Enjiniring.
15. Budaya Perusahaan.

Governance Soft Structure

1. Articles of Association of PT PLN Enjiniring and its amendments.
2. Organizational Structure and Main Duties of PT PLN Enjiniring.
3. Management of Conflict of Interest in PT PLN Enjiniring.
4. Pocket Book of Conduct Guidelines.
5. General Policy for the Implementation of Governance, Risk and Compliance (GRC) in PLN Enjiniring.
6. Guidelines for Good Corporate Governance (GCG Code)
7. Work Procedures of the Board of Directors and Board of Commissioners (Board Manual).
8. Audit Committee Charter.
9. Nomination and Remuneration Committee Charter.
10. Risk Management and GCG Committee Charter.
11. Anti-Fraud Policy in PT PLN Enjiniring.
12. Whistleblowing System.
13. Anti-Bribery Governance in PT PLN Enjiniring Environment.
14. Mechanism for Preparation and Monitoring of Risk Assessment for Activities and Decision Drafts in PT PLN Enjiniring Environment.
15. Corporate Culture.

Mekanisme Tata Kelola Perusahaan

Pemegang Saham

Hak Pemegang Saham

Pemegang Saham memiliki hak untuk:

1. Mengubah Anggaran Dasar Perseroan;
2. Memutuskan perubahan modal Perseroan;
3. Memberikan persetujuan atau menolak pemindahan hak atas saham Perseroan;
4. Memutuskan penggabungan, peleburan, dan pengambilalihan, pemisahan bentuk badan hukum Perseroan serta pembubaran Perseroan;
5. Memutuskan untuk mengalihkan, menjadikan jaminan hutang, melepaskan hak atas seluruh atau sebagian besar harta kekayaan Perseroan dalam satu tahun buku;
6. Mengangkat dan memberhentikan anggota Direksi dan Dewan Komisaris, dengan ketentuan sebagai berikut:
 - a. Menetapkan pedoman pengangkatan dan pemberhentian anggota Direksi dan Dewan Komisaris;
 - b. Melaksanakan penilaian terhadap calon anggota Direksi dan Dewan Komisaris;
 - c. Menetapkan pengangkatan anggota dan komposisi Direksi dan Dewan Komisaris;
 - d. Menetapkan pengaturan mengenai rangkap jabatan bagi anggota Direksi dan Dewan Komisaris;
 - e. Memberhentikan anggota Direksi dan Dewan Komisaris sesuai dengan peraturan perundang-undangan dan Anggaran Dasar;
 - f. Memberikan respon terhadap lowongan jabatan dan/atau pemberhentian sementara Direksi oleh Dewan Komisaris;
 - g. Menetapkan sistem dan prosedur penjurangan dan penilaian yang salah satunya dilakukan melalui *fit & proper test* dalam memilih Anggota Dewan Komisaris dan Direksi;
7. Menyetujui dan menolak Rencana Kerja dan Anggaran Perusahaan (RKAP) dan Rencana Jangka Panjang Perusahaan (RJPP);
8. Memberikan pengesahan Rencana Jangka Panjang Perusahaan (RJPP) atau Revisi RJPP;
 - a. Memberikan Pengesahan Rencana Kerja dan Anggaran Perusahaan (RKAP).
 - b. Memberikan persetujuan/keputusan atas usulan aksi korporasi yang perlu mendapat persetujuan/keputusan RUPS.
 - c. Memberikan persetujuan/keputusan atas usulan aksi korporasi yang perlu mendapat persetujuan/keputusan RUPS.
9. Memberikan keputusan yang diperlukan untuk menjaga kepentingan usaha Perseroan dalam jangka panjang dan jangka pendek sesuai dengan peraturan perundang-undangan dan/ atau Anggaran Dasar;

Corporate Governance Mechanism

Shareholders

Shareholders' Rights

Shareholders have the right to:

1. Change the Company's Articles of Association;
2. Decide on changes to the Company's capital;
3. Give approval or reject the transfer of rights to the Company's shares;
4. Decide on mergers, amalgamations, and takeovers, separation of the Company's legal entity form and dissolution of the Company;
5. Decide to transfer, make debt collateral, release rights to all or most of the Company's assets in one financial year;
6. Appoint and dismiss members of the Board of Directors and Board of Commissioners, with the following provisions:
 - a. Establish guidelines for the appointment and dismissal of members of the Board of Directors and Board of Commissioners;
 - b. Conduct assessments of prospective members of the Board of Directors and Board of Commissioners;
 - c. Determine the appointment of members and composition of the Board of Directors and Board of Commissioners;
 - d. Determine regulations regarding dual positions for members of the Board of Directors and Board of Commissioners;
 - e. Dismiss members of the Board of Directors and Board of Commissioners in accordance with laws and regulations and the Articles of Association;
 - f. Provide responses to vacancies and/or temporary dismissal of Directors by the Board of Commissioners;
 - g. Determine the system and procedures for recruitment and assessment, one of which is carried out through a fit & proper test in selecting members of the Board of Commissioners and Board of Directors;
7. Approve and reject the Company's Work Plan and Budget (RKAP) and the Company's Long-Term Plan (RJPP);
8. Provide approval of the Company's Long-Term Plan (RJPP) or Revised RJPP;
 - a. Providing Approval of the Company's Work Plan and Budget (RKAP).
 - b. Providing approval/decisions on proposed corporate actions that require approval/decisions from the GMS.
 - c. Providing approval/decisions on proposed corporate actions that require approval/decisions from the GMS.
9. Make decisions necessary to safeguard the Company's long-term and short-term business interests in accordance with laws and regulations and/or the Articles of Association;

10. Memberikan persetujuan Laporan Tahunan termasuk pengesahan Laporan Keuangan serta tugas pengawasan Dewan komisaris sesuai peraturan perundang-undangan dan/atau Anggaran Dasar, melalui langkah sebagai berikut:
 - a. Memberikan penilaian terhadap kinerja Direksi dan kinerja Dewan Komisaris;
 - b. Menetapkan gaji/honorarium, tunjangan, fasilitas dan tantiem/insentif kinerja untuk Direksi dan Dewan Komisaris;
 - c. Menetapkan auditor eksternal yang mengaudit Laporan Keuangan Perseroan;
 - d. Memberikan persetujuan laporan tahunan termasuk pengesahan laporan keuangan serta tugas pengawasan Dewan Komisaris;
 - e. Menetapkan penggunaan laba bersih;
 - f. Mengesahkan dan menyetujui Laporan Keuangan yang dilaksanakan tepat waktu.
11. Mengambil keputusan melalui proses yang terbuka dan adil serta dapat dipertanggungjawabkan;
12. Melaksanakan Tata Kelola Perusahaan yang Baik sesuai dengan wewenang dan tanggung jawabnya, dengan prinsip sebagai berikut:
 - a. Memberikan arahan/pembinaan penerapan Tata Kelola Perusahaan yang Baik kepada Direksi dan Dewan Komisaris;
 - b. Tidak mencampuri kegiatan operasional Perseroan yang menjadi tanggung jawab Direksi;
 - c. Merespon informasi yang diterima dari Direksi dan/atau Dewan Komisaris mengenai gejala penurunan kinerja dan kerugian Perseroan yang signifikan.

Kewajiban Pemegang Saham

Dalam menjalankan perannya, Pemegang Saham berkewajiban untuk:

1. Mematuhi ketentuan Anggaran Dasar dan peraturan perundang-undangan yang berlaku.
2. Tidak melakukan kegiatan pengawasan dan kepengurusan Perseroan yang dilakukan oleh Dewan Komisaris dan Direksi.
3. Tidak memanfaatkan Perseroan untuk kepentingan pribadi, keluarga, Perseroan atau kelompok usahanya dengan semangat dan cara yang bertentangan dengan peraturan perundang-undangan.
4. Melakukan evaluasi kinerja Dewan Komisaris dan Direksi melalui mekanisme RUPS.

Rapat Umum Pemegang Saham

Rapat Umum Pemegang Saham (RUPS) adalah organ Perseroan yang merupakan wadah para Pemegang Saham untuk mengambil keputusan dengan memperhatikan ketentuan Anggaran Dasar Perseroan dan peraturan perundang-undangan. RUPS mempunyai wewenang yang tidak diberikan kepada Direksi atau Dewan

10. Provide approval for the Annual Report including ratification of the Financial Report and the supervisory duties of the Board of Commissioners in accordance with laws and/or Articles of Association, through the following steps:
 - a. Providing an assessment of the performance of the Board of Directors and the performance of the Board of Commissioners;
 - b. Determining the salary/honorarium, allowances, facilities and bonuses/performance incentives for the Board of Directors and the Board of Commissioners;
 - c. Determining the external auditor who audits the Company's Financial Statements;
 - d. Providing approval of the annual report including ratification of the financial statements and the supervisory duties of the Board of Commissioners;
 - e. Determining the use of net profit;
 - f. Validating and approving the Financial Statements that are implemented on time.
11. Make decisions through an open, fair and accountable process;
12. Implement Good Corporate Governance in accordance with its authority and responsibilities, with the following principles:
 - a. Providing direction/guidance on the implementation of Good Corporate Governance to the Board of Directors and Board of Commissioners;
 - b. Not interfering in the Company's operational activities that are the responsibility of the Board of Directors;
 - c. Responding to information received from the Board of Directors and/or Board of Commissioners regarding symptoms of significant decline in performance and losses of the Company.

Shareholders' Obligations

In carrying out their roles, Shareholders are obliged to:

1. Comply with the provisions of the Articles of Association and applicable laws and regulations.
2. Not carry out supervisory and management activities of the Company carried out by the Board of Commissioners and Board of Directors.
3. Not utilize the Company for personal, family, Company or business group interests with a spirit and manner that is contrary to laws and regulations.
4. Conduct performance evaluations of the Board of Commissioners and Board of Directors through the GMS mechanism.

General Meeting of Shareholders

The General Meeting of Shareholders (GMS) is an organ of the Company which is a forum for Shareholders to make decisions by considering the provisions of the Company's Articles of Association and laws and regulations. The GMS has authority that is not given to the Board of Directors or the Board of Commissioners, within the

Komisaris, dalam batas yang ditentukan dalam Anggaran Dasar Perseroan dan peraturan perundang-undangan. RUPS dan/atau Pemegang Saham tidak dapat melakukan intervensi terhadap tugas, fungsi dan wewenang Dewan Komisaris dan Direksi dengan tidak mengurangi wewenang RUPS untuk menjalankan haknya sesuai dengan Anggaran Dasar Perseroan dan peraturan perundang-undangan, termasuk untuk melakukan penggantian atau pemberhentian anggota Dewan Komisaris dan atau Direksi.

Rapat Umum Pemegang Saham Tahunan diadakan Perseroan tiap-tiap tahun, terdiri dari:

1. Rapat Umum Pemegang Saham Tahunan tentang persetujuan Laporan Tahunan;
2. Rapat Umum Pemegang Saham Tahunan tentang Rencana Kerja dan Anggaran Perusahaan.

Dalam acara Rapat Umum Pemegang Saham Tahunan dapat juga dimasukkan usul-usul yang diajukan Dewan Komisaris dan/atau seorang atau lebih Pemegang Saham yang mewakili paling sedikit 1/10 (satu persepuluh) bagian dari jumlah seluruh saham yang telah dikeluarkan Perseroan dengan hak suara yang sah dengan ketentuan usul-usul yang bersangkutan harus sudah diterima oleh Direksi sebelum tanggal panggilan Rapat Umum Pemegang Saham Tahunan. Usulan Dewan Komisaris dan/atau Pemegang Saham yang tidak sesuai dengan ketentuan sebagaimana dimaksud diputuskan oleh Rapat Umum Pemegang Saham dengan ketentuan bahwa seluruh Pemegang Saham atau wakilnya yang sah hadir dan menyetujui tambahan acara tersebut, dan keputusan Rapat Umum Pemegang Saham atas usulan tersebut harus disetujui dengan suara bulat.

Pedoman Pelaksanaan RUPS

1. Pengambilan keputusan dalam RUPS harus dilakukan secara wajar dan transparan, dengan memperhatikan hal-hal yang diperlukan untuk kepentingan usaha Perseroan dalam jangka panjang, meliputi namun tidak terbatas pada:
 - a. Anggota Dewan Komisaris dan Direksi yang diangkat dalam RUPS harus terdiri dari orang-orang yang patut dan layak (*fit and proper*) bagi Perseroan;
 - b. Perseroan yang memiliki Komite Nominasi dan Remunerasi, dalam pengangkatan anggota Dewan Komisaris dan Direksi harus mempertimbangkan pendapat komite tersebut;
 - c. Dalam mengambil keputusan menerima atau menolak laporan Dewan Komisaris dan Direksi, perlu dipertimbangkan kualitas laporan yang berhubungan dengan GCG;
 - d. Dalam menetapkan auditor eksternal harus berdasarkan calon-calon yang diajukan oleh Dewan Komisaris;
 - e. Dalam hal anggaran dasar Perseroan dan atau peraturan perundang-undangan mengharuskan adanya keputusan RUPS, maka keputusan yang diambil harus memperhatikan kepentingan wajar para pemangku kepentingan;

limits specified in the Company's Articles of Association and laws and regulations. The GMS and/or Shareholders may not intervene in the duties, functions and authorities of the Board of Commissioners and the Board of Directors without reducing the authority of the GMS to exercise its rights in accordance with the Company's Articles of Association and laws and regulations, including to replace or dismiss members of the Board of Commissioners and/or the Board of Directors.

The Annual General Meeting of Shareholders is held by the Company every year, consisting of:

1. Annual General Meeting of Shareholders regarding approval of the Annual Report;
2. Annual General Meeting of Shareholders regarding the Company's Work Plan and Budget.

In the agenda of the Annual General Meeting of Shareholders, proposals submitted by the Board of Commissioners and/or one or more Shareholders representing at least 1/10 (one tenth) of the total number of shares issued by the Company with valid voting rights may also be included, provided that the proposals in question must have been received by the Board of Directors before the date of the invitation to the Annual General Meeting of Shareholders. Proposals by the Board of Commissioners and/or Shareholders that do not comply with the provisions referred to shall be decided by the General Meeting of Shareholders, provided that all Shareholders or their authorized representatives are present and agree to the additional agenda, and the decision of the General Meeting of Shareholders on the proposal must be approved unanimously.

GMS Implementation Guidelines

1. Decision-making in the GMS must be carried out fairly and transparently, considering matters necessary for the long-term interests of the Company's business, including but not limited to:
 - a. Members of the Board of Commissioners and Board of Directors appointed in the GMS must consist of people who are fit and proper for the Company;
 - b. Companies that have a nomination and remuneration committee, in appointing members of the Board of Commissioners and Board of Directors must consider the opinion of the committee;
 - c. In making a decision to accept or reject the report of the Board of Commissioners and Board of Directors, it is necessary to consider the quality of the report related to GCG;
 - d. In determining the external auditor must be based on candidates submitted by the Board of Commissioners;
 - e. In the event that the Company's articles of association and/or laws and regulations require a GMS decision, the decision taken must take into account the reasonable interests of stakeholders;

- f. Dalam mengambil keputusan pemberian bonus, tantiem dan dividen harus memperhatikan kondisi dan kesehatan keuangan Perseroan.
2. RUPS diselenggarakan sesuai dengan Anggaran Dasar Perseroan dan peraturan perundang-undangan dengan persiapan yang memadai, sehingga dapat mengambil keputusan yang sah. Keputusan-keputusan yang diambil dalam RUPS harus ditujukan untuk kepentingan Perseroan, diantaranya:
 - a. Pemegang Saham diberikan kesempatan untuk mengajukan usul mata acara RUPS;
 - b. Panggilan RUPS harus mencakup informasi mengenai mata acara, tanggal, waktu dan tempat RUPS;
 - c. Bahan (materi) setiap mata acara dalam panggilan RUPS harus tersedia di kantor Perseroan sejak tanggal panggilan RUPS, dan jika bahan tersebut belum tersedia saat dilakukan panggilan untuk RUPS, maka bahan itu harus disediakan sebelum RUPS diselenggarakan;
 - d. Penjelasan mengenai hal-hal lain yang berkaitan dengan mata acara RUPS dapat diberikan sebelum dan/atau pada saat RUPS berlangsung;
 - e. Risalah RUPS harus tersedia di kantor Perseroan, dan Perseroan menyediakan fasilitas agar Pemegang Saham dapat membaca risalah tersebut.
 - f. Risalah RUPS wajib ditandatangani oleh ketua RUPS dan paling sedikit 1 (satu) Pemegang Saham yang ditunjuk dari dan oleh peserta RUPS. Tanda tangan sebagaimana dimaksud tidak disyaratkan apabila risalah RUPS tersebut dibuat dengan akta Notaris.
 - g. Setiap pemegang saham berhak untuk memperoleh salinan risalah RUPS.
3. Penyelenggaraan RUPS merupakan tanggung jawab Direksi. Dalam hal Direksi berhalangan, maka penyelenggaraan RUPS dilakukan oleh Dewan Komisaris atau Pemegang Saham sesuai Anggaran Dasar Perseroan dan peraturan perundang-undangan.
4. RUPS dapat juga dilakukan melalui media telekonferensi, video konferensi atau sarana media elektronik lainnya yang memungkinkan semua peserta RUPS saling melihat dan mendengar secara langsung serta berpartisipasi dalam rapat.

Pelaksanaan RUPS RKAP Tahun 2023

RUPS Pengesahan Rencana Kerja dan Anggaran Perusahaan (RKAP) Tahun 2023 dilaksanakan pada:

Hari/Tanggal : Selasa, 31 Januari 2023

Waktu : Pukul 10.22 – 11.59

Tempat : Auditorium PT PLN (Persero) Kantor Pusat, Jakarta, Indonesia

- f. In making decisions on the provision of bonuses, tantiem and dividends must consider the condition and financial health of the Company.
2. The GMS is held in accordance with the Company's Articles of Association and laws and regulations with adequate preparation, so that valid decisions can be taken. Decisions taken in the GMS must be aimed at the interests of the Company, including:
 - a. Shareholders are given the opportunity to propose agenda items for the GMS;
 - b. The GMS summons must include information regarding the agenda items, date, time and place of the GMS;
 - c. The materials for each agenda item in the GMS summons must be available at the Company's office from the date of the GMS summons, and if the materials are not yet available when the GMS summons is made, then the materials must be provided before the GMS is held;
 - d. Explanations regarding other matters relating to the GMS agenda items may be provided before and/or during the GMS;
 - e. The GMS minutes must be available at the Company's office, and the Company provides facilities so that Shareholders can read the minutes.
 - f. The GMS minutes must be signed by the chairman of the GMS and at least 1 (one) Shareholder appointed from and by the GMS participants. The signatures as referred to are not required if the GMS minutes are made by a notarial deed.
 - g. Each shareholder has the right to obtain a copy of the GMS minutes.
3. The organization of the GMS is the responsibility of the Board of Directors. If the Board of Directors is unable to attend, the organization of the GMS shall be carried out by the Board of Commissioners or Shareholders in accordance with the Company's Articles of Association and laws and regulations.
4. The GMS may also be conducted via teleconference, video conference or other electronic media that allows all GMS participants to see and hear each other directly and participate in the meeting.

Implementation of 2023 GMS RKAP

The GMS for Approval of the 2023 Company Work Plan and Budget (RKAP) was held on:

Day/Date : Tuesday, January 31, 2023

Time : 10.22 – 11.59

Venue : Auditorium of PT PLN (Persero) Head Office, Jakarta, Indonesia

Rekapitulasi Kehadiran Pada RUPS RKAP Tahun 2023

Attendance Recapitulation at The 2023 GMS RKAP

No.	Nama Name	Jabatan Position	Kehadiran Attendance
1.	Bob Saril	Komisaris Utama President Commissioner	Hadir Attend
2.	Edward Siagian	Komisaris Commissioner	Hadir Attend
3.	Muhammad Rizali Karliansyah	Komisaris Commissioner	Hadir Attend
4.	Fritz Edward Siregar	Komisaris Independen Independent Commissioner	Hadir Attend
5.	Chairani Rachmatullah	Direktur Utama President Director	Hadir Attend
6.	Martono	Direktur SDM dan Keuangan Director of HR and Finance	Hadir Attend
7.	Muhammad Firmansyah	Direktur Enjiniring Director of Engineering	Hadir Attend
8.	Kurnia Rumdhony	Direktur Pemasaran dan Pengembangan Usaha Director of Marketing and Business Development	Hadir Attend

Keputusan dan Realisasi RUPS RKAP Tahun 2023

Decision and Realization of GMS RKAP 2023

Agenda Pertama First Agenda																						
Persetujuan dan Pengesahan Rencana Kerja dan Anggaran Perusahaan Tahun 2023	Approval and Ratification of the Company's 2023 Work Plan and Budget																					
Keputusan:	Decision:																					
Setelah menilai RKAP Perseroan Tahun Buku 2023 yang diajukan oleh Direksi dan dilakukan pembahasan serta memperhatikan pendapatan dan saran Dewan Komisaris, maka RUPS memutuskan menyetujui dan mengesahkan RKAP Tahun 2023, dengan pokok-pokok sebagai berikut:	After assessing the Company's 2023 Financial Year Work Plan and Budget submitted by the Board of Directors, conducting discussions, and considering the opinions and suggestions of the Board of Commissioners, the GMS decided to approve and ratify the 2023 Financial Year Work Plan and Budget, with the following main points:																					
a. Laporan Laba (Rugi) dan Komprehensif Konsolidasian Laba (Rugi) Setelah Pajak Tahun Buku 2023 dianggarkan sebesar Rp102,42 Miliar dengan rincian sebagai berikut:	a. Consolidated Profit (Loss) and Comprehensive Statement Profit (Loss) After Tax for the 2023 Financial Year is budgeted at IDR 102.42 billion with the following details:																					
<table border="1"> <thead> <tr> <th>No.</th> <th>Uraian Description</th> <th>Rp Miliar IDR Billion</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>Pendapatan Usaha Operating revenues</td> <td>900,55</td> </tr> <tr> <td>2.</td> <td>(Beban Usaha) (Operating expenses)</td> <td>(790,07)</td> </tr> <tr> <td>3.</td> <td>Laba (Rugi) Usaha Business Profit (Loss)</td> <td>110,48</td> </tr> <tr> <td>4.</td> <td>Pendapatan (Beban) Lain-lain Other Income (Expenses)</td> <td>3,75</td> </tr> <tr> <td>5.</td> <td>Laba (Rugi) Sebelum Pajak Profit (Loss) Before Tax</td> <td>114,12</td> </tr> <tr> <td>6.</td> <td>Laba (Rugi) Setelah Pajak Profit (Loss) After Tax</td> <td>102,42</td> </tr> </tbody> </table>	No.	Uraian Description	Rp Miliar IDR Billion	1.	Pendapatan Usaha Operating revenues	900,55	2.	(Beban Usaha) (Operating expenses)	(790,07)	3.	Laba (Rugi) Usaha Business Profit (Loss)	110,48	4.	Pendapatan (Beban) Lain-lain Other Income (Expenses)	3,75	5.	Laba (Rugi) Sebelum Pajak Profit (Loss) Before Tax	114,12	6.	Laba (Rugi) Setelah Pajak Profit (Loss) After Tax	102,42	
No.	Uraian Description	Rp Miliar IDR Billion																				
1.	Pendapatan Usaha Operating revenues	900,55																				
2.	(Beban Usaha) (Operating expenses)	(790,07)																				
3.	Laba (Rugi) Usaha Business Profit (Loss)	110,48																				
4.	Pendapatan (Beban) Lain-lain Other Income (Expenses)	3,75																				
5.	Laba (Rugi) Sebelum Pajak Profit (Loss) Before Tax	114,12																				
6.	Laba (Rugi) Setelah Pajak Profit (Loss) After Tax	102,42																				
b. Laporan Posisi Keuangan Konsolidasian Total Aset dan Ekuitas, Liabilitas per 31 Desember 2023 dianggarkan masing-masing sebesar Rp1.296,73 Miliar dengan rincian sebagai berikut:	b. Consolidated Financial Position Statement Total Assets and Equity, Liabilities as of December 31, 2023, are budgeted at IDR 1,296.73 billion each with the following details:																					

No.	Uraian Description	Rp Miliar IDR Billion
Aset / Asset		
1.	Aset Tidak Lancar / Non-Current Assets	173,47
2.	Aset Lancar / Current assets	1.123,25
3.	Total Aset / Total Assets	1.296,73
Ekuitas dan Liabilitas / Equity and Liabilities		
1.	Ekuitas / Equity	877,65
2.	Liabilitas Jangka Panjang / Long Term Liabilities	39,46
3.	Liabilitas Jangka Pendek / Short Term Liabilities	379,62
4.	Total Liabilitas dan Ekuitas / Total Liabilities and Equity	1.296,73

c. Laporan Arus Kas Konsolidasian
Saldo Kas per 31 Desember 2023 dianggarkan sebesar Rp555,75 Miliar, dengan rincian sebagai berikut:

c. Consolidated Cash Flow Statement
Cash balance as of December 31, 2023, is budgeted at Rp555.75 billion, with the following details:

No.	Uraian Description	Rp Miliar IDR Billion
1.	Arus Kas dan Setara Kas dari Aktivitas Operasi Cash Flow and Cash Equivalents from Operating Activities	71,78
2.	Arus Kas dan Setara Kas dari Aktivitas Investasi Cash Flows and Cash Equivalents from Investing Activities	(2,33)
3.	Arus Kas dan Setara Kas dari Aktivitas Pendanaan Cash Flows and Cash Equivalents from Financing Activities	(24,01)
4.	Kenaikan/(Penurunan) Bersih Kas dan Setara Kas Net Increase/(Decrease) in Cash and Cash Equivalents	45,45
5.	Saldo Awal Kas dan Setara Kas Beginning Balance of Cash and Cash Equivalents	510,30
6.	Saldo Akhir Kas dan Setara Kas Ending Balance of Cash and Cash Equivalents	555,75

d. Investasi
Investasi Tahun Buku 2023 dianggarkan sebesar Rp8,43 Miliar, dengan Disburse sebesar Rp2,33 Miliar, dialokasikan sebagai berikut:

d. Investment
Investment for the 2023 Fiscal Year is budgeted at IDR 8.43 billion, with Disburse of IDR 2.33 billion, allocated as follows:

No.	Uraian Description	Sumber Dana (Rp Miliar) Source of Funds (IDR Billion)		Total
		Internal Internal	SHL/Lainnya SHL/Other	
1.	Investasi Pengembangan Usaha Business Development Investment	2,33	-	2,33
	Total	2,33	-	2,33

Status: Telah Terealisasi

Status: Realized

Agenda Kedua Second Agenda

Persetujuan dan Pengesahan KPI

KPI Approval and Ratification

Keputusan:

- RUPS menyetujui dan mengesahkan Kontrak Manajemen/Key Performance Indicator (KPI) 2023 antara Direksi, Dewan Komisaris, dan Pemegang Saham Perseroan.
- Kontrak Manajemen/Key Performance Indicator (KPI) 2023 Perseroan terlampir merupakan bagian yang tidak terpisahkan dari risalah ini.

Decision:

- The GMS approved and ratified the 2023 Management Contract/Key Performance Indicator (KPI) between the Board of Directors, Board of Commissioners, and Shareholders of the Company.
- The attached 2023 Management Contract/Key Performance Indicator (KPI) of the Company is an integral part of this minutes.

Status: Telah Terealisasi

Status: Realized

Pelaksanaan RUPS Tahunan Tahun Buku 2022 dan Realisasinya

RUPS Persetujuan Laporan Tahunan dan Pengesahan Laporan Keuangan Tahun Buku 2022 dilaksanakan pada:

Hari/Tanggal : Rabu, 14 Juni 2023

Waktu : Pukul 13.31 – 14.46 WIB

Tempat : Auditorium PT PLN (Persero) Kantor Pusat, Jakarta, Indonesia

Implementation of The Annual GMS for The 2022 Fiscal Year and Its Realization

The GMS for Approval of the Annual Report and Ratification of the Financial Report for the 2022 Fiscal Year was held on:

Day/Date : Wednesday, June 14, 2023

Time : 13.31 – 14.46 WIB

Venue : Auditorium of PT PLN (Persero) Head Office, Jakarta, Indonesia

Rekapitulasi Kehadiran Pada RUPS Tahunan Tahun Buku 2022

No.	Nama Name	Jabatan Position	Kehadiran Attendance
1.	Bob Saril	Komisaris Utama President Commissioner	Hadir Attend
2.	Edward Siagian	Komisaris Commissioner	Hadir Attend
3.	Fritz Edward Siregar	Komisaris Independen Independent Commissioner	Hadir Attend
4.	Chairani Rachmatullah	Direktur Utama President Director	Hadir Attend
5.	Martono	Direktur SDM dan Keuangan Director of HR and Finance	Hadir Attend
6.	Muhammad Firmansyah	Direktur Enjiniring Director of Engineering	Hadir Attend
7.	Kurnia Rumdhony	Direktur Pemasaran dan Pengembangan Usaha Director of Marketing and Business Development	Hadir Attend

Attendance Recapitulation at The Annual GMS for Fiscal Year 2022**Keputusan dan Realisasi RUPS Tahunan Tahun Buku 2022**

Agenda Pertama First Agenda	
Persetujuan dan Pengesahan Laporan Tahunan Perseroan (“LPT”) Tahun Buku 2022 termasuk Laporan Pelaksanaan Pengawasan Dewan Komisaris Tahun Buku 2022 serta Pemberian Pembebasan Tanggung Jawab Sepenuhnya (<i>Volledig Acquit Et De Charge</i>) kepada Direksi dan Dewan Komisaris atas Pengelolaan dan Pengawasan yang telah dijalankan selama Tahun Buku 2022.	Approval and Ratification of the Company's Annual Report (“LPT”) for the 2022 Financial Year including the Report on the Implementation of Supervision by the Board of Commissioners for the 2022 Financial Year and the Granting of Full Release from Responsibility (<i>Volledig Acquit Et De Charge</i>) to the Board of Directors and Board of Commissioners for the Management and Supervision carried out during the 2022 Financial Year.

Decisions and Realization of The Annual GMS for The Fiscal Year 2022

<p>Keputusan:</p> <ol style="list-style-type: none"> RUPS menyetujui dan menerima Laporan Tahunan mengenai Keadaan dan Jalannya Perseroan selama Tahun Buku 2022 yang terdiri atas Laporan Keuangan, Laporan Evaluasi Kinerja dan Laporan Kepatuhan. RUPS menyetujui dan menerima Laporan Pelaksanaan Tugas Pengawasan Dewan Komisaris selama Tahun Buku 2022. RUPS mengesahkan Laporan Keuangan Perseroan Tahun Buku 2022 yang memuat Laporan Posisi Keuangan Konsolidasian, Laporan Laba Rugi dan Penghasilan Komprehensif Lain Konsolidasian, Laporan Arus Kas Konsolidasian dan Laporan Perubahan Ekuitas Konsolidasian beserta penjelasannya yang telah diaudit oleh Kantor Akuntan Publik Tanudiredja, Wibisana, Rintis & Rekan dengan pendapat "Wajar dalam semua hal yang material" sebagaimana dimaksud dalam laporannya No. 00963/2.1025/AU.1/05/1789-2/IN/2023 Tanggal 26 Bulan Mei 2023. RUPS memberikan pembebasan sepenuhnya (<i>Volledig Acquit Et De Charge</i>) kepada Direksi dan Dewan Komisaris Perseroan atas pengurusan dan pengawasan sesuai dengan tanggung jawab dan tindakan dalam bidang masing-masing yang telah dijalankan selama Tahun Buku 2022, sepanjang tindakan-tindakan tersebut tidak bertentangan dengan peraturan perundang-undangan yang berlaku serta termuat dalam Laporan Keuangan yang telah diaudit oleh Kantor Akuntan Publik Tanudiredja, Wibisana, Rintis & Rekan. Pengesahan dan Pembebasan tanggung jawab tersebut tidak melepaskan tanggungjawab hukum terhadap Direksi dan/atau Dewan Komisaris apabila Laporan yang diungkapkan tersebut terbukti melanggar ketentuan dan prosedur hukum yang berlaku dan/atau ternyata dikemudian hari terbukti adanya tindakan yang menyimpang dan/atau merugikan Perseroan. 	<p>Decision:</p> <ol style="list-style-type: none"> The GMS approved and accepted the Annual Report on the Condition and Operation of the Company during the 2022 Financial Year consisting of the Financial Report, Performance Evaluation Report and Compliance Report. The GMS approved and accepted the Report on the Implementation of the Board of Commissioners' Supervisory Duties during the 2022 Financial Year. The GMS ratified the Company's Financial Report for the 2022 Financial Year containing the Consolidated Financial Position Report, Consolidated Profit and Loss and Other Comprehensive Income Report, Consolidated Cash Flow Report and Consolidated Statement of Changes in Equity along with their explanations which have been audited by the Public Accounting Firm Tanudiredja, Wibisana, Rintis & Rekan with the opinion "Fair in all material respects" as referred to in its report No. 00963/2.1025/AU.1/05/1789-2/IN/2023 Dated May 26, 2023. The GMS grants full release (<i>Volledig Acquit Et De Charge</i>) to the Company's Board of Directors and Board of Commissioners for management and supervision in accordance with the responsibilities and actions in their respective fields that have been carried out during the 2022 Financial Year, as long as these actions do not conflict with applicable laws and regulations and are contained in the Financial Report audited by the Public Accounting Firm Tanudiredja, Wibisana, Rintis & Rekan. The ratification and release of responsibility does not release the legal responsibility of the Board of Directors and/or Board of Commissioners if the Report disclosed is proven to violate applicable legal provisions and procedures and/or it is later proven that there have been actions that deviate and/or are detrimental to the Company.
Status: Telah Terealisasi	Status: Realized
Agenda Kedua Second Agenda	
Penetapan Penggunaan Laba Bersih Tahun Buku 2022.	
Determination of Use of Net Profit for the 2022 Financial Year.	
<p>Keputusan:</p> <p>RUPS memberi Kuasa kepada Pemegang Saham mayoritas untuk menetapkan Penggunaan Laba Bersih Tahun Buku 2022</p>	<p>Decision:</p> <p>The GMS grants power to the majority shareholders to determine the use of net profit for the 2022 financial year.</p>
Status: Telah Terealisasi	Status: Realized
Agenda Ketiga Third Agenda	
Penetapan Tantiem Tahun Buku 2022 dan Remunerasi Tahun Buku 2023 bagi Direksi dan Komisaris, serta Bonus bagi Karyawan Tahun Buku 2022.	
Determination of Tantiem for the 2022 Financial Year and Remuneration for the 2023 Financial Year for Directors and Commissioners, as well as Bonuses for Employees for the 2022 Financial Year.	
<p>Keputusan:</p> <p>RUPS memberi Kuasa kepada Pemegang Saham mayoritas untuk menetapkan Tantiem Tahun Buku 2022 dan Remunerasi Tahun Buku 2023 bagi Direksi dan Dewan Komisaris serta Bonus bagi karyawan untuk Tahun Buku 2022.</p>	<p>Decision:</p> <p>The GMS authorizes the majority shareholders to determine the 2022 Financial Year Bonus and 2023 Financial Year Remuneration for the Board of Directors and Board of Commissioners as well as bonuses for employees for the 2022 Financial Year.</p>
Status: Telah Terealisasi	Status: Realized
Agenda Keempat Fourth Agenda	
Penetapan Kantor Akuntan Publik untuk Audit Laporan Perseroan Tahun Buku 2023	
Appointment of Public Accounting Firm for Audit of Company Report for Fiscal Year 2023	
<p>Keputusan:</p> <p>RUPS menetapkan Kantor Akuntan Publik untuk Mengaudit Laporan Perseroan Tahun Buku 2023 sama dengan Kantor Akuntan Publik yang Mengaudit Laporan PT PLN (Persero) Tahun Buku 2023.</p>	<p>Decision:</p> <p>The GMS appointed the Public Accounting Firm to Audit the Company's Report for the 2023 Financial Year to be the same as the Public Accounting Firm that Audited the Report of PT PLN (Persero) for the 2023 Financial Year.</p>
Status: Telah Terealisasi	Status: Realized

Pelaksanaan RUPS RKAP Tahun 2022

Pelaksanaan RUPS dilaksanakan pada:

Hari/Tanggal : Jumat, 28 Januari 2022

Waktu : 15.14 – 16.32 WIB

Tempat : Jakarta (Virtual Meeting)

Implementation of 2022 GMS RKAP

The GMS was implemented on:

Day/Date : Friday, January 28, 2022

Time : 15.14 – 16.32 WIB

Venue : Jakarta (Virtual Meeting)

Rekapitulasi Kehadiran Pada RUPS RKAP Tahun 2022

No.	Nama Name	Jabatan Position	Kehadiran Attendance
1.	Edwin Nugraha Putra	Komisaris Utama President Commissioner	Hadir Attend
2.	Edward Siagian	Komisaris Commissioner	Hadir Attend
3.	Muhammad Rizali Karlansyah	Komisaris Commissioner	Hadir Attend
4.	Hardiv Harris Situmeang	Komisaris Independen Independent Commissioner	Hadir Attend
5.	Didik Sudarmadi	Direktur Utama President Director	Hadir Attend
6.	Muhamad Reza	Direktur Enjiniring Director of Engineering	Hadir Attend
7.	Bernadus Sudarmanta	Direktur Pemasaran dan Pengembangan Usaha Director of Marketing and Business Development	Hadir Attend
8.	Martono	Direktur Keuangan dan SDM Director of Finance and HR	Hadir Attend

Attendance Recapitulation at The 2022 GMS RKAP

Keputusan dan Realisasi RUPS RKAP Tahun 2022

Decision and Realization of GMS RKAP 2022

Agenda Pertama First Agenda																						
Persetujuan dan Pengesahan Rencana Kerja dan Anggaran Perusahaan (RKAP) Tahun 2022	Approval and Ratification of the 2022 Company Work Plan and Budget (RKAP)																					
Keputusan:	Decision:																					
Setelah menilai RKAP Perseroan Tahun Buku 2022 yang diajukan oleh Direksi dan dilakukan pembahasan serta memperhatikan pendapatan dan saran Dewan Komisaris, maka RUPS memutuskan menyetujui dan mengesahkan RKAP Tahun 2022, dengan pokok-pokok sebagai berikut:	After assessing the Company's 2022 Financial Year Work Plan and Budget submitted by the Board of Directors and discussing and considering the opinions and suggestions of the Board of Commissioners, the GMS decided to approve and ratify the 2022 Financial Year Work Plan and Budget, with the following main points:																					
a. Laporan Laba (Rugi) dan Komprehensif Konsolidasian Laba (Rugi) Setelah Pajak Tahun Buku 2022 dianggarkan sebesar Rp26,2 Miliar dengan rincian sebagai berikut:	a. Consolidated Profit (Loss) and Comprehensive Statement Profit (Loss) After Tax for the 2022 Financial Year is budgeted at IDR 26.2 billion with the following details:																					
<table border="1"> <thead> <tr> <th>No.</th> <th>Uraian Description</th> <th>Rp Miliar IDR Billion</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>Pendapatan Usaha Operating revenues</td> <td>431,3</td> </tr> <tr> <td>2.</td> <td>(Beban Usaha) (Operating expenses)</td> <td>(405,3)</td> </tr> <tr> <td>3.</td> <td>Laba (Rugi) Usaha Business Profit (Loss)</td> <td>26,0</td> </tr> <tr> <td>4.</td> <td>Pendapatan (Beban) Lain-lain Other Income (Expenses)</td> <td>2,5</td> </tr> <tr> <td>5.</td> <td>Laba (Rugi) Sebelum Pajak Profit (Loss) Before Tax</td> <td>28,6</td> </tr> <tr> <td>6.</td> <td>Laba (Rugi) Setelah Pajak Profit (Loss) After Tax</td> <td>26,2</td> </tr> </tbody> </table>	No.	Uraian Description	Rp Miliar IDR Billion	1.	Pendapatan Usaha Operating revenues	431,3	2.	(Beban Usaha) (Operating expenses)	(405,3)	3.	Laba (Rugi) Usaha Business Profit (Loss)	26,0	4.	Pendapatan (Beban) Lain-lain Other Income (Expenses)	2,5	5.	Laba (Rugi) Sebelum Pajak Profit (Loss) Before Tax	28,6	6.	Laba (Rugi) Setelah Pajak Profit (Loss) After Tax	26,2	
No.	Uraian Description	Rp Miliar IDR Billion																				
1.	Pendapatan Usaha Operating revenues	431,3																				
2.	(Beban Usaha) (Operating expenses)	(405,3)																				
3.	Laba (Rugi) Usaha Business Profit (Loss)	26,0																				
4.	Pendapatan (Beban) Lain-lain Other Income (Expenses)	2,5																				
5.	Laba (Rugi) Sebelum Pajak Profit (Loss) Before Tax	28,6																				
6.	Laba (Rugi) Setelah Pajak Profit (Loss) After Tax	26,2																				
b. Laporan Posisi Keuangan Konsolidasian Total Aset/Liabilitas dan Ekuitas per 31 Desember 2022 dianggarkan masing-masing sebesar Rp 1.071,6 Miliar dengan rincian sebagai berikut:	b. Consolidated Financial Position Statement Total Assets/Liabilities and Equity as of December 31, 2022, are budgeted at IDR 1,071.6 billion each with the following details:																					

No.	Uraian Description	Rp Miliar IDR Billion
Aset / Asset		
1.	Aset Tidak Lancar / Non-Current Assets	239,6
2.	Aset Lancar / Current assets	832,0
3.	Total Aset / Total Assets	1.071,6
Ekuitas dan Liabilitas / Equity and Liabilities		
1.	Ekuitas / Equity	749,1
2.	Liabilitas Jangka Panjang / Long Term Liabilities	22,9
3.	Liabilitas Jangka Pendek / Short Term Liabilities	299,6
4.	Total Liabilitas dan Ekuitas / Total Liabilities and Equity	1.071,6

c. Laporan Arus Kas Konsolidasian
Saldo Kas per 31 Desember 2022 dianggarkan sebesar Rp345,3 Miliar, dengan rincian sebagai berikut:

c. Consolidated Cash Flow Statement
Cash balance as of December 31, 2022, is budgeted at IDR 345.3 billion, with the following details:

No.	Uraian Description	Rp Miliar IDR Billion
1.	Arus Kas dan Setara Kas dari Aktivitas Operasi Cash Flow and Cash Equivalents from Operating Activities	2,0
2.	Arus Kas dan Setara Kas dari Aktivitas Investasi Cash Flows and Cash Equivalents from Investing Activities	67,8
3.	Arus Kas dan Setara Kas dari Aktivitas Pendanaan Cash Flows and Cash Equivalents from Financing Activities	(32,0)
4.	Kenaikan/(Penurunan) Bersih Kas dan Setara Kas Net Increase/(Decrease) in Cash and Cash Equivalents	345,3
5.	Saldo Awal Kas dan Setara Kas Beginning Balance of Cash and Cash Equivalents	307,6
6.	Saldo Akhir Kas dan Setara Kas Ending Balance of Cash and Cash Equivalents	345,3

d. Investasi
Investasi Tahun Buku 2022 dianggarkan sebesar Rp343,88 Juta, dengan Disburse sebesar Rp343,88 Juta, dialokasikan sebagai berikut:

d. Investment
Investment for the 2022 Fiscal Year is budgeted at IDR 343.88 million, with Disburse of IDR 343.88 million, allocated as follows:

No.	Uraian Description	Sumber Dana (Rp Miliar) Source of Funds (IDR Billion)		Total
		Internal Internal	SHL/Lainnya SHL/Others	
1.	<i>Database Engineering</i>	68,85	-	68,85
2.	Pembelian saham koperasi PT REC Purchase of PT REC cooperative shares	275,03	-	275,03
	Total	343,88	-	343,88

Status: Telah Terealisasi

Status: Realized

Agenda Kedua
Second Agenda

Persetujuan dan Pengesahan Kontrak Manajemen/Key Performance Indicator Tahun 2022	Approval and Ratification of Management Contract/Key Performance Indicator 2022
--	---

Keputusan:

- RUPS menyetujui dan mengesahkan Kontrak Manajemen/Key Performance Indikator (KPI) 2022 antara Direksi, Dewan Komisaris dan Pemegang Saham PT PLN Enjiniring.
- Kontrak Manajemen/Key Performance Indikator (KPI) 2022 PT PLN Enjiniring terlampir merupakan bagian yang tidak terpisahkan dari risalah ini.

Decision:

- The GMS approved and ratified the 2022 Management Contract/Key Performance Indicator (KPI) between the Board of Directors, Board of Commissioners and Shareholders of PT PLN Enjiniring.
- The 2022 Management Contract/Key Performance Indicator (KPI) of PT PLN Enjiniring attached is an integral part of this minutes.

Status: Telah Terealisasi**Status:** Realized**Pelaksanaan RUPS Tahunan Tahun Buku 2021 dan Realisasinya**

Pelaksanaan RUPS dilaksanakan pada:

Hari/Tanggal : Selasa, 28 Juni 2022

Waktu : 10.27 – 11.18 WIB

Tempat : Auditorium PLN Kantor Pusat

Implementation of The Annual GMS for The 2021 Fiscal Year and Its Realization

The GMS was implemented on:

Day/Date : Tuesday, June 28, 2022

Time : 10.27 – 11.18

Venue : PLN Head Office Auditorium

Rekapitulasi Kehadiran Pada RUPS Tahunan Tahun Buku 2021**Attendance Recapitulation at The Annual GMS for Fiscal Year 2021**

No.	Nama Name	Jabatan Position	Kehadiran Attendance
1.	Edwin Nugraha Putra	Komisaris Utama President Commissioner	Hadir Attend
2.	M.R. Karliansyah	Komisaris Commissioner	Hadir Attend
3.	Edward Siagian	Komisaris Commissioner	Hadir Attend
4.	Hardiv Harris Situmeang	Komisaris Independen Independent Commissioner	Hadir Attend
5.	Didik Sudarmadi	Direktur Utama President Director	Hadir Attend
6.	Muhamad Reza	Direktur Enjiniring Director of Engineering	Hadir Attend
7.	Bernadus Sudarmanta	Direktur Pemasaran dan Pengembangan Usaha Director of Marketing and Business Development	Hadir Attend
8.	Martono	Direktur Keuangan dan SDM Director of Finance and HR	Hadir Attend

Keputusan dan Realisasi RUPS Tahunan Tahun Buku 2021**Decisions and Realization of The Annual GMS for The 2021 Fiscal Year****Agenda Pertama**
First Agenda

Persetujuan dari Pengesahan Laporan Keuangan Perseroan Tahun Buku 2021 termasuk Laporan Pelaksanaan Pengawasan Dewan Komisaris selama Tahun Buku 2021 serta Pemberian Pelunasan dan Pembebasan Tanggung Jawab Sepenuhnya (*Volledig Acquit Et De Charge*) kepada Direksi dan Dewan Komisaris Perseroan atas Tindakan Pengurusan dan Pengawasan Yang Telah Dijalankan Selama Tahun Buku 2021.

Approval of the Ratification of the Company's Financial Report for the 2021 Financial Year including the Report on the Implementation of Supervision by the Board of Commissioners during the 2021 Financial Year as well as the Granting of Full Release and Discharge (*Volledig Acquit Et De Charge*) to the Company's Board of Directors and Board of Commissioners for the Management and Supervision Actions Carried Out During the 2021 Financial Year.

Keputusan:	Decision:
<ol style="list-style-type: none"> RUPS menyetujui dan menerima Laporan Tahunan mengenai Keadaan dan Jalannya Perseroan selama Tahun Buku 2021 yang terdiri atas Laporan Keuangan, Laporan Evaluasi Kinerja dan Laporan Kepatuhan. RUPS menyetujui dan menerima Laporan Pelaksanaan Tugas Pengawasan Dewan Komisaris selama Tahun Buku 2021. RUPS mengesahkan Laporan Keuangan Perseroan Tahun Buku 2021 yang memuat Laporan Posisi Keuangan Konsolidasian, Laporan Laba Rugi dan Penghasilan Komprehensif Lain Konsolidasian, Laporan Arus Kas Konsolidasian dan Laporan Perubahan Ekuitas Konsolidasian beserta penjelasannya yang telah diaudit oleh Kantor Akuntan Publik Tanudiredja, Wibisana, Rintis & Rekan dengan pendapat "Wajar dalam semua hal yang material" sebagaimana dimaksud dalam laporannya No. 01101/2.1025/AU.1/03/1789-1/1/VI/2021, Tanggal 07 Juni 2022. RUPS memberikan pembebasan sepenuhnya (<i>Volledig Acquit Et De Charge</i>) kepada Direksi dan Dewan Komisaris Perseroan atas pengurusan dan pengawasan sesuai dengan tanggung jawab dan tindakan dalam bidang masing-masing yang telah dijalankan selama Tahun Buku 2020, sepanjang tindakan-tindakan tersebut tidak bertentangan dengan peraturan perundang-undangan yang berlaku serta termuat dalam Laporan Keuangan yang telah diaudit oleh Kantor Akuntan Publik Tanudiredja, Wibisana, Rintis & Rekan. Pengesahan dan Pembebasan tanggung jawab tersebut tidak melepaskan tanggung jawab hukum terhadap Direksi dan/atau Dewan Komisaris apabila Laporan yang diungkapkan tersebut terbukti melanggar ketentuan dan prosedur hukum yang berlaku dan/atau ternyata dikemudian hari terbukti adanya tindakan yang menyimpang dan/atau merugikan Perseroan. 	<ol style="list-style-type: none"> The GMS approved and accepted the Annual Report on the Condition and Operation of the Company during the 2021 Financial Year consisting of the Financial Report, Performance Evaluation Report and Compliance Report. The GMS approved and accepted the Report on the Implementation of the Board of Commissioners' Supervisory Duties during the 2021 Financial Year. The GMS ratified the Company's Financial Report for the 2021 Financial Year containing the Consolidated Financial Position Report, Consolidated Profit and Loss and Other Comprehensive Income Report, Consolidated Cash Flow Report and Consolidated Changes in Equity Report along with their explanations which have been audited by the Public Accounting Firm Tanudiredja, Wibisana, Rintis & Rekan with the opinion "Fair in all material respects" as referred to in its report No. 01101/2.1025/AU.1/03/1789-1/1/VI/2021, dated June 7, 2022. The GMS grants full release (<i>Volledig Acquit Et De Charge</i>) to the Company's Board of Directors and Board of Commissioners for management and supervision in accordance with the responsibilities and actions in their respective fields that have been carried out during the 2020 Financial Year, as long as these actions do not conflict with applicable laws and regulations and are contained in the Financial Report audited by the Public Accounting Firm Tanudiredja, Wibisana, Rintis & Rekan. The ratification and release of responsibility does not release the legal responsibility of the Board of Directors and/or Board of Commissioners if the Report disclosed is proven to violate applicable legal provisions and procedures and/or it is later proven that there have been actions that deviate and/or are detrimental to the Company.

Status: Telah Terealisasi

Status: Realized

Agenda Kedua Second Agenda

Penetapan Penggunaan Laba Bersih Tahun Buku 2021.

Determination of Use of Net Profit for the 2021 Financial Year.

Keputusan:

RUPS memberi Kuasa kepada Pemegang Saham mayoritas untuk menetapkan Penggunaan Laba Bersih Tahun Buku 2021.

Decision:

The GMS grants power to the majority shareholders to determine the use of net profit for the 2021 financial year.

Status: Telah Terealisasi

Status: Realized

Agenda Ketiga Third Agenda

Persetujuan Tantiem Tahun Buku 2021 dan Remunerasi Tahun Buku 2022 Bagi Direksi dan Komisaris, serta Bonus Karyawan Tahun Buku 2021.

Approval of Tantiem for the 2021 Financial Year and Remuneration for the 2022 Financial Year for Directors and Commissioners, as well as Employee Bonuses for the 2021 Financial Year.

Status: Telah Terealisasi

Status: Realized

Agenda Keempat Fourth Agenda

Penetapan Kantor Akuntan Publik untuk Audit Laporan Keuangan Perseroan Tahun Buku 2022.

Appointment of Public Accounting Firm to Audit the Company's Financial Statements for the 2022 Financial Year.

Keputusan:

RUPS memberi Kuasa kepada Pemegang Saham mayoritas untuk menunjukan Kantor Akuntan Publik sebagai auditor yang akan mengaudit Laporan Keuangan Perseroan, Laporan Evaluasi Kinerja dan Laporan Kepatuhan untuk Tahun Buku 2022.

Decision:

The GMS grants Power of Attorney to the majority Shareholders to determine the Appointment of a Public Accounting Firm as the auditor who will audit the Company's Financial Statements, Performance Evaluation Report and Compliance Report for the 2022 Financial Year.

Status: Telah Terealisasi

Status: Realized

Direksi

Tugas dan Tanggung Jawab Direksi

1. Direksi bertugas menjalankan segala tindakan yang berkaitan dengan pengurusan Perseroan untuk kepentingan Perseroan dan sesuai dengan maksud dan tujuan Perseroan serta mewakili Perseroan baik di dalam maupun di luar Pengadilan tentang segala hal dan segala kejadian dengan pembatasan-pembatasan sebagaimana diatur dalam peraturan perundang-undangan, Anggaran Dasar dan/atau Rapat Umum Pemegang Saham.
2. Dalam melaksanakan tugasnya, Direksi wajib mencurahkan tenaga, pikiran, perhatian dan pengabdian secara penuh kepada tugas, kewajiban dan pencapaian tujuan Perseroan.
3. Dalam melaksanakan tugasnya, anggota Direksi harus mematuhi Anggaran Dasar Perseroan dan peraturan perundang-undangan serta wajib melaksanakan prinsip-prinsip profesionalisme, efisiensi, transparansi, kemandirian, akuntabilitas, pertanggungjawaban serta kewajaran.
4. Setiap anggota Direksi wajib dengan itikad baik dan penuh tanggung jawab menjalankan tugas untuk kepentingan dan usaha Perseroan dengan mengindahkan perundang-undangan yang berlaku.

Tanggung Jawab dan Tugas Pokok Masing-Masing Direksi

Direktur Utama

Direktur Utama, bertanggung jawab memimpin, membina dan mengelola PLN Enjiniring dan Direktorat Utama sesuai dengan maksud dan tujuan PLN Enjiniring dan senantiasa meningkatkan kinerja PLN Enjiniring untuk mencapai visi, serta menguasai, memelihara dan mengelola kekayaan PLN Enjiniring dengan tugas pokok sebagai berikut:

1. Memimpin tim manajemen eksekutif PLN Enjiniring dan memastikan arah pengelolaan PLN Enjiniring berjalan dengan benar menuju terwujudnya visi, misi dan tujuan PLN Enjiniring;
2. Memastikan bahwa PLN Enjiniring dikelola sesuai dengan kaidah bisnis dan tata kelola yang baik (*Good Corporate Governance*), kepatuhan, Sistem Manajemen Anti Penyuapan (SMAP) dan manajemen risiko;
3. Memastikan bahwa PLN Enjiniring terus berkembang dan memberikan nilai tambah bagi para *stakeholders*;
4. Melaksanakan fungsi *corporate leader* untuk memastikan *engagement* seluruh anggota PLN Enjiniring sekaligus sebagai inspirator dan motivator yang mengarahkan semua sumber daya PLN Enjiniring melangkah mencapai visi, misi dan tujuan PLN Enjiniring;
5. Memastikan pengelolaan proses bisnis PLN Enjiniring dan perubahannya;
6. Menetapkan dan memastikan terlaksananya kebijakan dan strategi PLN Enjiniring;

Board of Directors

Duties and Responsibilities of The Board of Directors

1. The Board of Directors is tasked with carrying out all actions related to the management of the Company for the benefit of the Company and in accordance with the intent and purpose of the Company and representing the Company both inside and outside the Court regarding all matters and all events with limitations as stipulated in laws and regulations, the Articles of Association and/or the General Meeting of Shareholders.
2. In carrying out its duties, the Board of Directors is obliged to devote its energy, thoughts, attention and devotion fully to the duties, obligations and achievement of the Company's goals.
3. In carrying out its duties, members of the Board of Directors must comply with the Company's Articles of Association and laws and regulations and must implement the principles of professionalism, efficiency, transparency, independence, accountability, responsibility and fairness.
4. Each member of the Board of Directors is obliged to carry out his duties in good faith and with full responsibility for the interests and business of the Company by observing applicable laws and regulations.

Responsibilities and Main Duties of Each Board of Directors

President Director

The President Director is responsible for leading, developing and managing PLN Enjiniring and the Main Directorate in accordance with the intent and objectives of PLN Enjiniring and continuously improving the performance of PLN Enjiniring to achieve the vision, as well as controlling, maintaining and managing the assets of PLN Enjiniring with the following main duties:

1. Leading the PLN Enjiniring executive management team and ensuring that the management direction of PLN Enjiniring is running properly towards realizing the vision, mission and objectives of PLN Enjiniring;
2. Ensuring that PLN Enjiniring is managed in accordance with good business principles and governance (*Good Corporate Governance*), compliance, Anti-Bribery Management System (SMAP) and risk management;
3. Ensuring that PLN Enjiniring continues to grow and provide added value to stakeholders;
4. Carrying out the function of corporate leader to ensure the engagement of all PLN Enjiniring members as well as being an inspirator and motivator who directs all PLN Enjiniring resources to step towards achieving the vision, mission and objectives of PLN Enjiniring;
5. Ensuring the management of PLN Enjiniring business processes and changes;
6. Determining and ensuring the implementation of PLN Enjiniring policies and strategies;

7. Mengembangkan strategi dan memantau pencapaian target PLN Enjiniring dan Anak Perusahaan;
8. Memantau pelaksanaan strategi dan mengarahkan tim manajemen eksekutif dalam pengambilan keputusan bisnis yang penting;
9. Memastikan perencanaan, pelaksanaan dan evaluasi kebijakan termasuk namun tidak terbatas pada strategi pengelolaan Audit Internal, standar Audit, dalam hal penilaian/pemeriksaan atas sistem pengendalian pengelolaan (manajemen) yang meliputi seluruh Bidang.

Direktur Enjiniring

Direktur Enjiniring, bertanggung jawab memimpin, membina dan mengelola Direktorat Enjiniring yang meliputi Unit Pelaksana Enjiniring EBT, Unit Pelaksana *Power System* dan *Digital Center*, Energi dan Pembangkit, Jaringan dan Sistem, Konstruksi dan Operasi serta *Project Management Office*, memastikan PLN Enjiniring mampu berkembang sesuai visi, misi dan tujuan PLN Enjiniring, dengan tugas pokok sebagai berikut:

1. Menetapkan dan memastikan terlaksananya kegiatan penyediaan jasa enjiniring pembangkit dan transmisi dan distribusi yang berkualitas dan tepat waktu meliputi: pra studi kelayakan, studi kelayakan, pre *eliminary design/conceptual design*, detail *engineering design*, EBT, *design review*, *performance review*, studi optimasi kinerja pembangkit thermal, infrastruktur transmisi gardu induk, *smartgrid* dan *system* serta unit pelaksana EBT dan *unit power system* dan *digital center*, *supervise* konstruksi dan operasi, *Project Management Office*;
2. Menetapkan dan memastikan terlaksananya pekerjaan *supervise* konstruksi proyek, Unit Pelaksana Enjiniring EBT, serta Unit Pelaksana *Power System* dan *Digital Center* sesuai dengan persyaratan dan pemenuhan aspek mutu, biaya, waktu dan keselamatan kerja;
3. Menetapkan dan memastikan terlaksananya *Standard Operational Procedure (SOP)* dan/atau Prosedur Enjiniring/ Petunjuk Teknik Enjiniring (PE/PTE), Unit Pelaksana Enjiniring EBT, Unit Pelaksana *Power System* dan *Digital Center*, Energi dan Pembangkit, Jaringan dan Sistem, Konstruksi dan Operasi, dan *Project Management Office*;
4. Menetapkan dan memastikan Rencana Biaya Produksi (RBP) dalam rangka pelaksanaan pekerjaan;
5. Memantau pengembangan standarisasi dan metodologi teknis pelaksanaan dan model pengelolaan proyek berdasarkan peraturan kaidah yang berlaku dan sesuai dengan *best practice*;
6. Memastikan pengelolaan dan mengumpulkan *lesson learned* dan informasi relevan sebagai basis data manajemen pengetahuan untuk pengembangan metodologi pengelolaan proyek;
7. Memastikan perencanaan, pelaksanaan dan evaluasi atas seluruh proses bisnis (Direktorat Enjiniring) berbasiskan prinsip tata kelola perusahaan yang baik (*Good Corporate Governance*), manajemen risiko, kepatuhan dan Sistem Manajemen Anti

7. Developing strategies and monitoring the achievement of PLN Enjiniring and Subsidiary targets;
8. Monitor the implementation of strategies and direct the executive management team in making important business decisions;
9. Ensuring the planning, implementation and evaluation of policies including but not limited to Internal Audit management strategies, Audit standards, in terms of assessment/examination of the management control system covering all Fields.

Director of Engineering

Director of Engineering, is responsible for leading, developing and managing the Engineering Directorate which includes the NRE Engineering Implementation Unit, Power System and Digital Center Implementation Unit, Energy and Generation, Network and System, Construction and Operation and Project Management Office, ensuring that PLN Enjiniring is able to develop in accordance with the vision, mission and objectives of PLN Enjiniring, with the following main tasks:

1. Determining and ensuring the implementation of quality and timely power plant and transmission and distribution engineering service provision activities including: pre-feasibility study, feasibility study, preliminary design/conceptual design, detailed engineering design, NRE, design review, performance review, thermal power plant performance optimization study, substation transmission infrastructure, smart grid and system as well as RNE implementing unit and power system and digital center unit, construction and operation supervision, Project Management Office;
2. Determining and ensuring the implementation of project construction supervision work, RNE Engineering Implementation Unit, and Power System and Digital Center Implementation Unit in accordance with the requirements and fulfillment of quality, cost, time and work safety aspects;
3. Determining and ensuring the implementation of Standard Operational Procedure (SOP) and/or Engineering Procedure/ Engineering Technical Instructions (PE/PTE), RNE Engineering Implementation Unit, Power System and Digital Center Implementation Unit, Energy and Power Plant, Network and System, Construction and Operation, and Project Management Office;
4. Determining and ensuring the Production Cost Plan (RBP) in the framework of work implementation;
5. Monitoring the development of standardization and technical methodology for project implementation and management models based on applicable regulations and in accordance with best practices;
6. Ensuring the management and collection of lessons learned and relevant information as a knowledge management database for the development of project management methodologies;
7. Ensuring the planning, implementation and evaluation of all business processes (Directorate of Engineering) based on the principles of good corporate governance, risk management, compliance and the Anti-Bribery Management System (SMAP)

Penyuapan (SMAP) termasuk menerapkan *check and balance* melalui 4 (Four) Eyes Principle untuk proses bisnis yang bersifat kritis dalam kerangka 3 (Three) Lines Model.

Direktur Pemasaran dan Pengembangan Usaha

Direktur Pemasaran dan Pengembangan Usaha, bertanggung jawab memimpin, membina dan mengelola Direktorat Pemasaran dan Pengembangan Usaha yang meliputi perencanaan korporat, perencanaan sistem, portofolio bisnis, pelayanan pelanggan, pengembangan proses bisnis dan pemasaran produk, perencanaan dan pelaksanaan pengadaan barang/jasa, pembinaan Anak Perusahaan, Usaha Patungan, dan Perusahaan Afiliasi, untuk memastikan PLN Enjiniring mampu berkembang sesuai visi, misi dan tujuan PLN Enjiniring dengan tugas pokok sebagai berikut:

1. Menetapkan dan memastikan terlaksananya kebijakan dan strategi korporat dalam penyediaan dan pengelolaan keuangan, kebutuhan pendanaan, pengelolaan pinjaman;
2. Menetapkan dan memastikan terlaksananya kebijakan dan strategi korporat dalam mencapai visi melalui perencanaan dan pengembangan bisnis PLN Enjiniring;
3. Menetapkan dan memastikan terlaksananya strategi korporat dan Rencana Jangka Panjang Perusahaan (RJPP) serta dalam Rencana Kerja Anggaran Perusahaan (RKAP) termasuk didalamnya proyeksi keuangan PLN Enjiniring;
4. Menetapkan dan memastikan terlaksananya kebijakan dan strategi korporat dalam pengelolaan portofolio bisnis, pengembangan Anak Perusahaan dan Usaha Patungan;
5. Menetapkan dan memastikan terlaksananya pengembangan proses bisnis pada Direktorat pemasaran dan pengembangan usaha, melakukan pembinaan dan pengembangan Anak Perusahaan dan Usaha Patungan;
6. Menetapkan dan memastikan terlaksananya kebijakan dan strategi korporat sesuai dengan regulasi, termasuk pengelolaan kepatuhan Anak Perusahaan dan Usaha Patungan;
7. Memimpin fungsi perencanaan kinerja korporat dan manajemen program strategis;
8. Menetapkan dan memastikan terlaksananya kebijakan dan strategi perencanaan pengadaan barang/jasa serta pengelolaan administrasi pengadaan barang/jasa;
9. Menetapkan dan memastikan terlaksananya kebijakan, strategi pemasaran dan kontrak;
10. Memastikan perencanaan, pelaksanaan dan evaluasi atas seluruh proses bisnis (Direktorat Pemasaran dan Pengembangan Usaha) berbasis prinsip tata Kelola perusahaan yang baik (*Good Corporate Governance*), manajemen risiko, kepatuhan, dan Sistem Manajemen Anti Penyuapan (SMAP) termasuk menerapkan *check and balance* melalui 4 (Four) Eyes Principle untuk proses bisnis yang bersifat kritis dalam kerangka 3 (Three) Lines Model.

Direktur Keuangan dan SDM

Direktur Keuangan dan SDM, bertanggung jawab memimpin, membina dan mengelola Direktorat Keuangan dan SDM yang meliputi fungsi Keuangan, anggaran, akuntansi, pajak, asuransi, pengembangan organisasi, pengembangan talenta, pengembangan

including implementing checks and balances through the 4 (Four) Eyes Principle for critical business processes within the framework of the 3 (Three) Lines Model.

Director of Marketing and Business Development

The Director of Marketing and Business Development is responsible for leading, developing and managing the Marketing and Business Development Directorate which includes corporate planning, system planning, business portfolio, customer service, business process development and product marketing, planning and implementation of procurement of goods/services, development of Subsidiaries, Joint Ventures, and Affiliated Companies, to ensure that PLN Enjiniring is able to develop in accordance with the vision, mission and objectives of PLN Enjiniring with the following main duties:

1. Establishing and ensuring the implementation of corporate policies and strategies in the provision and management of finance, funding needs, loan management;
2. Establishing and ensuring the implementation of corporate policies and strategies in achieving the vision through planning and development of PLN Enjiniring's business;
3. Establishing and ensuring the implementation of corporate strategies and the Company's Long-Term Plan (RJPP) as well as in the Company's Work Budget Plan (RKAP) including PLN Enjiniring's financial projections;
4. Establishing and ensuring the implementation of corporate policies and strategies in managing business portfolios, developing Subsidiaries and Joint Ventures;
5. Establishing and ensuring the implementation of business process development in the Marketing and Business Development Directorate, provide guidance and development of Subsidiaries and Joint Ventures;
6. Establishing and ensuring the implementation of corporate policies and strategies in accordance with regulations, including the management of Subsidiary and Joint Venture compliance;
7. Leading the corporate performance planning function and strategic program management;
8. Establishing and ensuring the implementation of policies and strategies for planning procurement of goods/services and management of procurement administration of goods/services;
9. Establishing and ensuring the implementation of policies, marketing strategies and contracts;
10. Ensuring the planning, implementation and evaluation of all business processes (Directorate of Marketing and Business Development) based on the principles of Good Corporate Governance, risk management, compliance, and Anti-Bribery Management System (SMAP) including implementing checks and balances through the 4 (Four) Eyes Principle for critical business processes within the framework of the 3 (Three) Lines Model.

Director of Finance and HR

The Director of Finance and HR is responsible for leading, developing and managing the Directorate of Finance and HR which includes the functions of Finance, budget, accounting, tax, insurance, organizational development, talent development,

kompetensi (pendidikan dan pelatihan), sumber daya engineering, hubungan industrial dan pengelolaan tenaga kerja alih daya, kesehatan, keselamatan kerja, keamanan lingkungan, pengelolaan fasilitas dan manajemen kantor serta memastikan PLN Enjiniring mampu berkembang sesuai visi, misi dan tujuan PLN Enjiniring dengan tugas pokok sebagai berikut:

1. Menetapkan dan memastikan terlaksananya kebijakan dan strategi korporat dalam penyediaan dan pengelolaan keuangan, kebutuhan pendanaan, pengelolaan pinjaman;
2. Menetapkan dan memastikan terlaksananya kebijakan dan strategi korporat dalam pengelolaan anggaran untuk mendukung Rencana Kerja dan Anggaran Perusahaan (RKAP);
3. Menetapkan dan memastikan terlaksananya kebijakan dan strategi korporat dalam mengelola pendapatan dan pembiayaan PLN Enjiniring secara efektif dan efisien;
4. Menetapkan dan memastikan terlaksananya kebijakan dan strategi korporat dalam pengelolaan kas dan likuiditas, pengelolaan piutang, pengelolaan akuntansi, serta pengelolaan pajak dan asuransi;
5. Mengawasi perencanaan tenaga kerja secara keseluruhan, strategi dan kebijakan sumber daya Manusia dan menstandarisasi budaya kerja yang selaras dengan aspirasi PLN Enjiniring untuk meningkatkan kapabilitas;
6. Menetapkan dan memastikan terlaksananya kebijakan dan strategi korporat dalam pengembangan organisasi dan sumber daya manusia meliputi antara lain: perencanaan tenaga kerja, sistem rekrutmen, sistem pengembangan kompetensi (pendidikan dan pelatihan), pengelolaan sistem *knowledge management*, sistem remunerasi dan pemberian penghargaan, sistem administrasi SDM, administrasi disiplin pegawai serta pengembangan sistem informasi SDM;
7. Memastikan diberikannya pelayanan terbaik kepada pegawai dan pensiunan yang didukung dengan *system* informasi serta mengelola hubungan industrial dan alih daya;
8. Mengawasi perencanaan, pelaksanaan dan evaluasi pengelolaan administrasi umum PLNE secara terpadu, diantaranya manajemen administrasi dan arsip, manajemen fasilitas dan koordinator anggaran biaya kepegawaian dan anggaran administrasi umum;
9. Menetapkan dan memastikan terlaksananya kebijakan dan strategi korporat dalam pengelolaan kesehatan, keselamatan kerja, keamanan, pengelolaan lingkungan serta memantau kinerja HSE;
10. Memastikan perencanaan, pelaksanaan dan evaluasi atas seluruh proses bisnis (Direktorat Keuangan dan SDM) berdasarkan prinsip tata kelola perusahaan yang baik (*Good Corporate Governance*), manajemen risiko, kepatuhan dan Sistem Manajemen Anti Penyuapan (SMAP) termasuk menerapkan *check and balance* melalui 4 (*Four*) *Eyes Principle* untuk proses bisnis yang bersifat kritical dalam kerangka 3 (*Three*) *Lines Model*.

competency development (education and training), engineering resources, industrial relations and management of outsourced workers, health, occupational safety, environmental security, facility management and office management and ensuring that PLN Enjiniring is able to develop in accordance with the vision, mission and objectives of PLN Enjiniring with the following main duties:

1. Establishing and ensuring the implementation of corporate policies and strategies in the provision and management of finance, funding needs, loan management;
2. Establishing and ensuring the implementation of corporate policies and strategies in budget management to support the Company's Work Plan and Budget (RKAP);
3. Establishing and ensuring the implementation of corporate policies and strategies in managing PLN Enjiniring's revenue and financing effectively and efficiently;
4. Establishing and ensuring the implementation of corporate policies and strategies in cash and liquidity management, accounts receivable management, accounting management, and tax and insurance management;
5. Supervising overall workforce planning, human resource strategies and policies and standardize a work culture that is in line with PLN Enjiniring's aspirations to improve capabilities;
6. Establishing and ensuring the implementation of corporate policies and strategies in organizational and human resource development including: workforce planning, recruitment systems, competency development systems (education and training), knowledge management systems, remuneration and award systems, HR administration systems, employee discipline administration and development of HR information systems;
7. Ensuring the provision of the best service to employees and retirees supported by information systems and manage industrial relations and outsourcing;
8. Supervising the planning, implementation and evaluation of PLNE's integrated general administration management, including administration and archive management, facility management and personnel cost budget coordinator and general administration budget;
9. Determining and ensuring the implementation of corporate policies and strategies in managing health, occupational safety, security, environmental management and monitoring HSE performance;
10. Ensuring the planning, implementation and evaluation of all business processes (Directorate of Finance and HR) based on the principles of good corporate governance, risk management, compliance and Anti-Bribery Management System (SMAP) including implementing checks and balances through the 4 (*Four*) *Eyes Principle* for critical business processes within the framework of the 3 (*Three*) *Lines Model*.

Wewenang Direksi

Direksi berwenang untuk:

1. Menetapkan kebijakan kepengurusan Perseroan;
2. Mengatur penyerahan kekuasaan Direksi untuk mewakili Perseroan di dalam dan di luar pengadilan kepada seseorang atau beberapa anggota Direksi yang khusus ditunjuk untuk itu atau kepada seorang atau beberapa orang karyawan Perseroan baik sendiri-sendiri maupun bersama-sama atau kepada orang lain;
3. Mengatur ketentuan-ketentuan tentang kepegawaian Perseroan termasuk penetapan gaji, pensiun atau jaminan hari tua dan penghasilan lain bagi karyawan Perseroan berdasarkan peraturan Perundang-undangan yang berlaku dan keputusan Rapat Umum Pemegang Saham;
4. Mengangkat dan memberhentikan karyawan Perseroan berdasarkan peraturan kepegawaian Perseroan dan peraturan perundang-undangan yang berlaku;
5. Mengangkat seorang Sekretaris Perseroan;
6. Melakukan segala tindakan dan perbuatan lainnya mengenai pengurusan maupun pemilikan kekayaan Perseroan, mengikat Perseroan dengan pihak lain dan/atau pihak lain dengan Perseroan, serta mewakili Perseroan di dalam dan di luar pengadilan tentang segala hal dan segala kejadian, dengan pembatasan-pembatasan sebagaimana diatur dalam perundang-undangan, Anggaran Dasar dan/atau keputusan Rapat Umum Pemegang Saham.

Masa Jabatan Direksi

Masa jabatan Anggota Direksi yang di atur dalam Anggaran Dasar yaitu ditetapkan 4 (empat) tahun dan dapat diangkat kembali untuk 1 (satu) kali masa jabatan.

Persyaratan Direksi

1. Yang dapat diangkat sebagai Anggota Direksi adalah orang perseorangan yang cakap melakukan perbuatan hukum, kecuali dalam waktu 5 (lima) tahun sebelum pengangkatannya pernah:
 - a. Dinyatakan pailit;
 - b. Menjadi Anggota Direksi atau Anggota Dewan Komisaris yang dinyatakan bersalah menyebabkan suatu Perseroan atau Perum dinyatakan pailit, atau;
 - c. Dihukum karena melakukan tindak pidana yang merugikan keuangan negara dan/atau BUMN dan/atau yang berkaitan dengan sektor keuangan.
2. Pemenuhan persyaratan sebagaimana dimaksud angka 1 di atas, dibuktikan dengan surat pernyataan yang ditandatangani oleh calon Anggota Direksi dan surat tersebut disimpan oleh Perseroan.
3. Selain memenuhi persyaratan sebagaimana dimaksud pada angka 1 di atas pengangkatan Anggota Direksi dilakukan dengan memperhatikan keahlian, pengalaman serta persyaratan lain berdasarkan persyaratan peraturan perundangan.

Authority of The Board of Directors

The Board of Directors is authorized to:

1. Determine the Company's management policy;
2. Arrange the transfer of the Board of Directors' authority to represent the Company in and out of court to one or several members of the Board of Directors specifically appointed for that purpose or to one or several employees of the Company, either individually or jointly or to other persons;
3. Arrange provisions regarding the Company's personnel including the determination of salaries, pensions or old age security and other income for the Company's employees based on applicable laws and regulations and decisions of the General Meeting of Shareholders;
4. Appoint and dismiss employees of the Company based on the Company's personnel regulations and applicable laws and regulations;
5. Appoint a Secretary of the Company;
6. Carry out all other actions and deeds regarding the management or ownership of the Company's assets, bind the Company with other parties and/or other parties with the Company, and represent the Company in and out of court regarding all matters and all events, with limitations as stipulated in the laws, Articles of Association and/or decisions of the General Meeting of Shareholders.

Term of Office of The Board of Directors

The term of office of the Board of Directors members as regulated in the Articles of Association is set at 4 (four) years and they can be reappointed for 1 (one) term of office.

Board of Directors Requirements

1. Those who may be appointed as members of the Board of Directors are individuals who can carry out legal acts, unless within 5 (five) years prior to their appointment they have:
 - a. Declared bankrupt;
 - b. Being a member of the Board of Directors or a member of the Board of Commissioners who is found guilty of causing a Company or Public Company to be declared bankrupt, or;
 - c. Being convicted of committing a crime that is detrimental to state finances and/or BUMN and/or related to the financial sector.
2. Fulfillment of the requirements as referred to in number 1 above, is proven by a statement letter signed by the prospective Member of the Board of Directors and the letter is kept by the Company.
3. In addition to fulfilling the requirements as referred to in number 1 above, the appointment of Members of the Board of Directors is carried out by considering expertise, experience and other requirements based on the requirements of laws and regulations.

4. Pengangkatan Anggota Direksi yang tidak memenuhi persyaratan sebagaimana dimaksud pada angka 1 dan angka 3 tersebut di atas batal demi hukum sejak saat Anggota Direksi lainnya atau Dewan Komisaris mengetahui tidak terpenuhinya persyaratan tersebut.

Board Manual - Direksi

Dalam melaksanakan tugas dan tanggung jawabnya, Direksi mengacu pada Tata Laksana Kerja Direksi dan Dewan Komisaris (*Board Manual*). Tata Laksana Kerja Direksi dan Dewan Komisaris (*Board Manual*) adalah petunjuk tata laksana kerja Direksi dan Dewan Komisaris yang menjelaskan tahapan aktivitas secara terstruktur, sistematis, mudah dipahami dan harus dapat dijalankan dengan konsisten, sehingga dapat menjadi acuan bagi Direksi dan Dewan Komisaris dalam melaksanakan tugas masing-masing untuk mencapai Visi dan Misi Perseroan. Adapun isi *Board Manual* bagian Direksi adalah sebagai berikut:

1. Persyaratan dan pengangkatan Direksi
2. Masa jabatan, pemberhentian dan pengunduran diri Direksi
3. Pemberitahuan mengenai susunan Direksi kepada Menteri Hukum dan HAM
4. Tugas, Wewenang dan Kewajiban Direksi
5. Rapat Umum Pemegang Saham
6. Penyusunan dan penyampaian laporan
7. Pengelolaan dokumen Perseroan
8. Daftar pemegang saham dan daftar khusus
9. Benturan kepentingan
10. Akses, kerahasiaan, keterbukaan dan kepemilikan informasi
11. Keselamatan dan kesempatan kerja yang sama serta pelestarian lingkungan
12. Etika berusaha, anti korupsi dan donasi
13. Tugas dan kewajiban lain
14. Program pengenalan dan pelatihan/pembelajaran
15. Gaji dan tunjangan/fasilitas Direksi
16. Rapat Direksi
17. Sekretaris perusahaan
18. Tata kelola teknologi informasi
19. Auditor eksternal

Kebijakan Rangkap Jabatan Direksi

1. Anggota Direksi dilarang memangku jabatan rangkap sebagaimana tersebut di bawah ini, yaitu:
 - a. Anggota Direksi pada Badan Usaha Milik Negara, Badan Usaha Milik Daerah, Badan Usaha Milik Swasta;
 - b. Anggota Dewan Komisaris pada Badan Usaha Milik Negara;
 - c. Jabatan struktural dan fungsional lainnya pada instansi/ lembaga pemerintah pusat dan/atau daerah;
 - d. Jabatan lainnya sesuai dengan ketentuan dalam peraturan perundang-undangan, pengurus dan/atau calon/anggota legislatif; dan/atau
 - e. Jabatan lainnya yang dapat menimbulkan benturan kepentingan.

4. The appointment of Members of the Board of Directors who do not fulfill the requirements as referred to in numbers 1 and 3 above is null and void by law from the time the other Members of the Board of Directors or the Board of Commissioners are aware that the requirements have not been fulfilled.

Board Manual - Board of Directors

In carrying out its duties and responsibilities, the Board of Directors refers to the Board of Directors and Board of Commissioners Work Procedures (*Board Manual*). The Board of Directors and Board of Commissioners Work Procedures (*Board Manual*) is a guideline for the work procedures of the Board of Directors and Board of Commissioners that explains the stages of activities in a structured, systematic, easy-to-understand manner and must be carried out consistently, so that it can be a reference for the Board of Directors and Board of Commissioners in carrying out their respective duties to achieve the Company's Vision and Mission. The contents of the Board Manual for the Board of Directors are as follows:

1. Requirements and appointment of the Board of Directors
2. Term of office, dismissal and resignation of the Board of Directors
3. Notification regarding the composition of the Board of Directors to the Minister of Law and Human Rights
4. Duties, Authorities and Obligations of the Board of Directors
5. General Meeting of Shareholders
6. Preparation and submission of reports
7. Management of Company documents
8. List of shareholders and special list
9. Conflict of interest
10. Access, confidentiality, openness and ownership of information
11. Safety and equal employment opportunities and environmental preservation
12. Business ethics, anti-corruption and donations
13. Other duties and obligations
14. Introduction and training/learning programs
15. Salary and allowances/facilities of the Board of Directors
16. Board of Directors Meeting
17. Corporate secretary
18. Information technology governance
19. External auditor

Policy on Directors' Continuous Offices

1. Members of the Board of Directors are prohibited from holding concurrent positions as stated below, namely:
 - a. Member of the Board of Directors at State-Owned Enterprises, Regional-Owned Enterprises, Private-Owned Enterprises;
 - b. Member of the Board of Commissioners at State-Owned Enterprises;
 - c. Other structural and functional positions at central and/or regional government agencies/institutions;
 - d. Other positions in accordance with the provisions of laws and regulations, administrators and/or legislative candidates/members; and/or
 - e. Other positions that may give rise to a conflict of interest.

2. Selain jabatan rangkap sebagaimana dimaksud di atas, anggota Direksi dilarang memangku jabatan rangkap sebagai anggota Dewan Komisaris pada perusahaan lain, kecuali:
 - a. Anggota Dewan Komisaris pada anak perusahaan/ perusahaan patungan BUMN yang bersangkutan, dengan ketentuan hanya berhak atas akumulasi penghasilan sebagai anggota Dewan Komisaris pada satu atau lebih anak perusahaan/perusahaan patungan maksimal sebesar 30% (tiga puluh persen) dari gaji Anggota Direksi yang bersangkutan di BUMN, sedangkan penghasilan lain/ selebihnya diserahkan menjadi penghasilan BUMN yang bersangkutan
 - b. Anggota Dewan Komisaris pada perusahaan lain untuk mewakili/memperjuangkan kepentingan BUMN sepanjang memperoleh ijin dari Menteri.

Tabel Rangkap Jabatan Direksi
Table of Dual Positions of Directors

Nama Name	Jabatan Position	Jabatan pada Perusahaan/Instansi Lain Position in Other Companies/Agencies	Nama Perusahaan/ Instansi Lain Other Company Names/ Agencies
Chairani Rachmatullah	Direktur Utama President Director	-	-
Martono	Direktur Keuangan dan Sumber Daya Manusia Director of Finance and Human Resources	-	-
Kurnia Rumdhony	Direktur Pemasaran dan Pengembangan Usaha Director of Marketing and Business Development	-	-
Muhammad Firmansyah	Direktur Enjiniring Director of Engineering	-	-

Pengelolaan Benturan Kepentingan Direksi

Apabila terjadi sesuatu hal dimana kepentingan Perseroan berbenturan kepentingan dengan kepentingan salah seorang anggota Direksi, maka Perseroan akan diwakili oleh anggota Direksi lainnya yang ditunjuk oleh dan dari anggota Direksi yang tidak mempunyai benturan kepentingan. Apabila benturan kepentingan tersebut menyangkut semua Anggota Direksi, maka Perseroan akan diwakili oleh Dewan Komisaris atau diwakili oleh seorang atau lebih yang ditunjuk oleh Dewan Komisaris secara tertulis. Dalam hal tidak ada Dewan Komisaris, maka RUPS dapat mengangkat seorang atau lebih untuk mewakili Perseroan dalam menjalankan tugas tersebut.

Kepemilikan Saham Direksi

Sampai dengan Desember 2023, seluruh Direksi tidak memiliki saham pada PLN Enjiniring maupun perusahaan lainnya.

Management of Conflict of Interest of The Board of Directors

If something happens where the Company's interests' conflict with the interests of one of the members of the Board of Directors, then the Company will be represented by another member of the Board of Directors appointed by and from members of the Board of Directors who do not have a conflict of interest. If the conflict of interest concerns all members of the Board of Directors, then the Company will be represented by the Board of Commissioners or represented by one or more appointed by the Board of Commissioners in writing. If there is no Board of Commissioners, then the GMS may appoint one or more to represent the Company in carrying out these duties.

Board of Directors' Share Ownership

Until December 2023, all Directors do not have shares in PLN Enjiniring or other companies.

Rapat Direksi

Kebijakan Rapat

Penyelenggaraan Rapat Direksi

1. Penyelenggaraan rapat Direksi dapat dilakukan setiap waktu apabila:
 - a. Dipandang perlu oleh seorang atau lebih anggota Direksi.
 - b. Atas permintaan tertulis dari seorang atau lebih Anggota Dewan Komisaris.
 - c. Atas permintaan tertulis dari 1 (satu) orang atau lebih Pemegang Saham yang bersama-sama mewakili 1/10 (satu per sepuluh) atau lebih dari jumlah seluruh saham dengan hak suara.
2. Rapat Direksi dianggap sah apabila diadakan ditempat kedudukan Perseroan atau ditempat kegiatan usahanya yang utama di dalam wilayah Republik Indonesia.
3. Rapat Direksi yang diselenggarakan ditempat lain selain tersebut di atas dianggap sah dan dapat mengambil keputusan apabila dilaksanakan di dalam wilayah Republik Indonesia dan dihadiri oleh seluruh Anggota Direksi atau wakilnya yang sah.
4. Panggilan rapat Direksi dilakukan secara tertulis oleh Anggota Direksi yang berhak mewakili Perseroan dan disampaikan dalam jangka waktu 3 (tiga) hari sebelum rapat diadakan atau dalam waktu yang lebih singkat jika dalam keadaan mendesak, dengan tidak memperhitungkan tanggal panggilan dan tanggal rapat.
5. Dalam surat panggilan rapat sebagaimana dimaksud atas harus mencantumkan acara, tanggal, waktu dan tempat rapat.
6. Panggilan rapat terlebih dahulu tidak disyaratkan apabila semua anggota Direksi hadir dalam rapat.
7. Panggilan rapat dan penyelenggaraan Rapat Direksi dapat didelegasikan kepada Sekretaris Perusahaan, kecuali diatur lain oleh Rapat Direksi.
8. Panggilan Rapat Direksi dapat dilakukan melalui sarana elektronik (SMS, *email*, dan sarana elektronik lainnya) agar pemberitahuan mengenai agenda rapat dapat lebih cepat disampaikan, tanpa mengenyampingkan ketentuan Anggaran Dasar mengenai tata cara panggilan rapat secara tertulis.

Proses Penetapan Agenda Rapat

Agenda Rapat Direksi ditetapkan berdasarkan ketentuan-ketentuan sebagai berikut:

1. Setiap dan hanya Anggota Direksi yang berhak mengajukan usulan agenda rapat. Usulan agenda rapat dapat diajukan selain oleh Direksi, namun tetap harus mendapatkan persetujuan dari Direktur terkait.
2. Usulan agenda rapat dikumpulkan oleh Sekretaris Perusahaan untuk diverifikasi kecukupan syarat-syarat untuk diajukan sebagai agenda rapat.

Board of Directors Meeting

Meeting Policy

Holding of Board of Directors Meeting

1. Board of Directors meetings may be held at any time if:
 - a. Deemed necessary by one or more members of the Board of Directors.
 - b. Upon written request from one or more members of the Board of Commissioners.
 - c. Upon written request from 1 (one) or more Shareholders who together represent 1/10 (one tenth) or more of the total number of shares with voting rights.
2. A Board of Directors meeting is considered valid if it is held at the Company's domicile or at its main place of business within the territory of the Republic of Indonesia.
3. A Board of Directors meeting held in a place other than those mentioned above is considered valid and may make decisions if it is held within the territory of the Republic of Indonesia and attended by all Board of Directors Members or their authorized representatives.
4. A Board of Directors meeting notice is made in writing by a Board of Directors Member who is entitled to represent the Company and is delivered within 3 (three) days before the meeting is held or within a shorter time if in urgent circumstances, without considering the date of the notice and the date of the meeting.
5. The meeting notice as referred to above must include the agenda, date, time and place of the meeting.
6. A meeting notice is not required in advance if all Board of Directors members are present at the meeting.
7. A meeting notice and the holding of a Board of Directors Meeting may be delegated to the Corporate Secretary, unless otherwise regulated by the Board of Directors Meeting.
8. A Board of Directors Meeting notice may be made via electronic means (SMS, email, and other electronic means) so that notification of the meeting agenda can be delivered more quickly, without disregarding the provisions of the Articles of Association regarding the procedure for a written meeting notice.

Meeting Agenda Setting Process

The Board of Directors' Meeting Agenda is determined based on the following provisions:

1. Each and only Member of the Board of Directors has the right to submit a proposal for a meeting agenda. The proposal for a meeting agenda may be submitted by someone other than the Board of Directors but must still obtain approval from the relevant Director.
2. The proposal for a meeting agenda is collected by the Corporate Secretary to verify the adequacy of the requirements to be submitted as a meeting agenda.

3. Anggota Direksi, yang usulan agendanya ditetapkan sebagai agenda rapat harus mempersiapkan materi yang memadai sesuai agenda yang diusulkannya.
4. Selain agenda rapat yang diusulkan sebagaimana dimaksud, agenda rapat juga harus terdiri dari evaluasi tindak lanjut hasil rapat sebelumnya serta pembahasan atas arahan/usulan dan/atau keputusan Dewan Komisaris.

Keputusan Rapat Direksi

1. Segala keputusan Direksi diambil dalam rapat Direksi.
2. Keputusan dapat pula diambil di luar rapat Direksi sepanjang Anggota Direksi menyetujui secara tertulis dan menandatangani tentang cara dan materi yang diputuskan.
3. Rapat Direksi adalah sah dan berhak mengambil keputusan yang mengikat apabila dihadiri oleh lebih dari $\frac{1}{2}$ (satu per dua) jumlah Anggota Direksi atau wakilnya yang sah.
4. Dalam mata acara lain-lain, rapat Direksi tidak berhak mengambil keputusan kecuali semua Anggota Direksi atau wakilnya yang sah, hadir dan menyetujui penambahan mata acara rapat.
5. Semua keputusan dalam rapat Direksi diambil dengan musyawarah untuk mufakat.
6. Dalam hal keputusan tidak dapat diambil dengan musyawarah mufakat, maka keputusan diambil dengan suara terbanyak biasa, paling lambat 14 (empat belas) hari sejak rapat Direksi terjadi ketidaksetujuan/*dissenting opinion*.
7. Untuk memberikan suara dalam pengambilan keputusan, seorang Anggota Direksi dapat diwakili dalam rapat hanya oleh Anggota Direksi lainnya berdasarkan kuasa tertulis yang diberikan khusus untuk keperluan itu.
8. Seorang Anggota Direksi hanya dapat mewakili seorang Anggota Direksi lainnya.
9. Setiap Anggota Direksi berhak mengeluarkan 1 (satu) suara dan tambahan 1 (satu) suara untuk Anggota Direksi yang diwakilinya.
10. Apabila jumlah suara yang setuju dan yang tidak setuju sama banyaknya, maka keputusan rapat adalah yang sesuai dengan pendapat ketua rapat dengan tetap memperhatikan ketentuan mengenai pertanggungjawaban.
11. Dalam hal usulan lebih dari dua alternatif dan hasil pemungutan suara belum mendapatkan satu alternatif dengan suara lebih dari $\frac{1}{2}$ (satu per dua) bagian dari jumlah suara yang dikeluarkan, maka dilakukan pemilihan ulang terhadap dua usulan yang memperoleh suara terbanyak sehingga salah satu usulan memperoleh suara lebih dari $\frac{1}{2}$ (satu per dua) bagian dari jumlah suara yang dikeluarkan.
12. Suara blanko (abstain) dianggap menyetujui usul yang diajukan dalam rapat dan bertanggungjawab atas hasil keputusan rapat.
13. Suara yang tidak sah dianggap tidak ada dan tidak dihitung dalam menentukan jumlah suara yang dikeluarkan dalam rapat.

3. Members of the Board of Directors, whose proposed agenda is determined as a meeting agenda must prepare adequate materials according to the agenda they have proposed.
4. In addition to the proposed meeting agenda as referred to, the meeting agenda must also consist of an evaluation of the follow-up to the results of the previous meeting as well as a discussion of the direction/proposal and/or decision of the Board of Commissioners.

Board of Directors Meeting Decision

1. All decisions of the Board of Directors are taken in a Board of Directors meeting.
2. Decisions may also be taken outside of a Board of Directors meeting as long as all Board of Directors members agree in writing and sign the method and material decided.
3. A Board of Directors meeting is valid and has the right to make binding decisions if attended by more than $\frac{1}{2}$ (one half) of the number of Board of Directors members or their authorized representatives.
4. In other agenda items, a Board of Directors meeting has no right to make decisions unless all Board of Directors members or their authorized representatives are present and agree to the addition of the meeting agenda.
5. All decisions in a Board of Directors meeting are taken by deliberation to reach consensus.
6. If a decision cannot be taken by deliberation to reach consensus, then the decision is taken by ordinary majority vote, no later than 14 (fourteen) days since the Board of Directors meeting where the disagreement/*dissenting opinion* occurred.
7. To vote in decision making, a Board of Directors member may be represented in a meeting only by another Board of Directors member based on a written power of attorney given specifically for that purpose.
8. A Board of Directors member may only represent one other Board of Directors member.
9. Each Member of the Board of Directors has the right to cast 1 (one) vote and an additional 1 (one) vote for the Member of the Board of Directors he/she represents.
10. If the number of votes in favor and against are the same, then the decision of the meeting is in accordance with the opinion of the chairman of the meeting while still considering the provisions regarding accountability.
11. In the event that there are more than two alternative proposals, and the voting results have not obtained one alternative with more than $\frac{1}{2}$ (one half) of the total votes cast, then a re-election will be held for the two proposals that received the most votes so that one of the proposals receives more than $\frac{1}{2}$ (one half) of the total votes cast.
12. Blank votes (abstain) are considered to agree to the proposal submitted at the meeting and are responsible for the results of the meeting decision.
13. Invalid votes are considered non-existent and are not counted in determining the number of votes cast at the meeting.

14. Direksi juga dapat mengambil keputusan yang sah dan mengikat tanpa mengadakan Rapat Direksi secara fisik, dengan ketentuan semua Anggota Direksi dengan suara bulat telah menyetujui secara tertulis dan menandatangani usul yang diajukan (*circular letter*). Keputusan yang diambil secara demikian, mempunyai kekuatan yang sama dengan keputusan yang diambil dengan sah dalam Rapat Direksi.

RISALAH RAPAT

1. Dalam setiap rapat Direksi harus dibuat risalah rapat yang ditandatangani oleh ketua rapat Direksi dan seluruh anggota Direksi yang hadir yang berisi hal-hal yang dibicarakan (termasuk pernyataan *dissenting opinion* Anggota Direksi jika ada) dan hal-hal yang diputuskan. Satu salinan risalah rapat Direksi disampaikan kepada Dewan Komisaris untuk diketahui, apabila diminta.
2. Keputusan Rapat Direksi dituangkan dalam Risalah Rapat yang harus sudah selesai dan diedarkan kepada seluruh Direksi paling lambat 7 (tujuh) hari kerja setelah Rapat selesai dilaksanakan.
3. Keputusan Direksi yang dituangkan dalam Risalah Rapat dikomunikasikan oleh masing-masing Anggota Direksi ke jenjang di bawahnya paling lambat 7 (tujuh) hari kerja sejak rapat dilaksanakan.
4. Risalah rapat Direksi memuat alasan anggota Direksi yang tidak dapat hadir dalam rapat Direksi.

PIMPINAN RAPAT DIREKSI

1. Semua rapat Direksi dipimpin oleh Direktur Utama.
2. Dalam hal Direktur Utama tidak hadir atau berhalangan, maka salah seorang Direktur yang ditunjuk secara tertulis oleh Direktur Utama yang memimpin rapat Direksi.
3. Dalam hal Direktur Utama tidak melakukan penunjukan, maka salah seorang anggota Direksi yang terlama dalam jabatan sebagai anggota Direksi yang memimpin rapat Direksi.
4. Dalam hal Direktur yang paling lama menjabat sebagai anggota Direksi Perseroan lebih dari 1 (satu) orang, maka anggota Direksi sebagaimana dimaksud pada di atas yang tertua dalam usia, yang bertindak sebagai pimpinan rapat Direksi.

Agenda, Tanggal dan Peserta Rapat Direksi

Sepanjang tahun 2023, agenda, tanggal dan peserta Rapat Direksi adalah sebagai berikut.

14. The Board of Directors may also make valid and binding decisions without holding a physical Board of Directors Meeting, provided that all Members of the Board of Directors have unanimously agreed in writing and signed the proposal submitted (*circular letter*). Decisions taken in this way have the same force as decisions legally taken at a Board of Directors Meeting.

MINUTES OF MEETINGS

1. In every Board of Directors meeting, minutes of the meeting must be made signed by the chairman of the Board of Directors meeting and all members of the Board of Directors present, containing the matters discussed (including dissenting opinions of Board of Directors Members if any) and matters decided. One copy of the minutes of the Board of Directors meeting is submitted to the Board of Commissioners for information, if requested.
2. Decisions of the Board of Directors Meeting are stated in the Minutes of the Meeting which must be completed and circulated to all Board of Directors no later than 7 (seven) working days after the Meeting is completed.
3. Decisions of the Board of Directors stated in the Minutes of the Meeting are communicated by each Board of Directors Member to the level below them no later than 7 (seven) working days since the meeting was held.
4. Minutes of the Board of Directors meeting contain the reasons for members of the Board of Directors who are unable to attend the Board of Directors meeting.

BOARD OF DIRECTORS MEETING CHAIRMAN

1. All Board of Directors meetings are chaired by the President Director.
2. If the President Director is absent or prevented from attending, then one of the Directors appointed in writing by the President Director shall chair the Board of Directors meeting.
3. If the President Director does not make an appointment, then one of the members of the Board of Directors who has served the longest as a member of the Board of Directors shall chair the Board of Directors meeting.
4. If the Director who has served the longest as a member of the Company's Board of Directors is more than 1 (one) person, then the member of the Board of Directors as referred to above who is the oldest in age shall act as the leader of the Board of Directors meeting.

Agenda, Date and Participants of The Board of Directors Meeting

Throughout 2023, the agenda, dates and participants of the Board of Directors Meetings are as follows.

Tabel Rapat Direksi

Board of Directors Meeting Table

No.	Tanggal Date	Agenda Rapat Meeting Agenda	Peserta Rapat Meeting Participants	Kehadiran Attendance
1.	6 Januari 2023 January 6, 2023	<ul style="list-style-type: none"> - Pengadaan Subkon Memberamo - Kondensat CNG Bangkanai - Attend asi Hasil Magang Program Transisi Energi dan Keberlanjutan - Memberamo Subcontract Procurement - Bangkanai CNG Condensate - Attend ation of Internship Results for the Energy Transition and Sustainability Program 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
2.	19 Januari 2023 January 19, 2023	<ul style="list-style-type: none"> - Progress RUPTL - Laporan EY tentang CPSI - PE Pelaksanaan Pengadaan - Profil Risiko Korporat Tahun 2023 - Progress RUPTL - EY Report on CPSI - PE Procurement Implementation - Corporate Risk Profile 2023 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
3.	27 Januari 2023 January 27, 2023	<ul style="list-style-type: none"> - Analisa Risiko Divestasi PLTU Sarolangun 2x7 MW - PE Pelaksana Pengadaan - Risk Analysis of Divestment of Sarolangun 2x7 MW PLTU - PE Procurement Implementer 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
4.	2 Februari 2023 February 2, 2023	<ul style="list-style-type: none"> - Progress CPSI - Progress Proyeksi Pendapatan Tahun 2023 - CPSI Progress - 2023 Revenue Projection Progress 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
5.	9 Februari 2023 February 9, 2023	<ul style="list-style-type: none"> - Timeline dan Kebutuhan Biaya untuk Power System Centre - Timeline and Cost Requirements for Power System Centre 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
6.	16 Februari 2023 February 16, 2023	<ul style="list-style-type: none"> - Usulan Prepayment SHL Bangkanai - Rapat Tinjauan Manajemen SMAP - SHL Bangkanai Prepayment Proposal - SMAP Management Review Meeting 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
7.	23 Februari 2023 February 23, 2023	<ul style="list-style-type: none"> - Template Laporan Manajemen PLN Enjiniring - Personel untuk QC - Laporan Penugasan Pengendalian Data dan Informasi Produk (PDIP) - Arsitektur Kebijakan - PLN Enjiniring Management Report Template - Personnel for QC - Product Data and Information Control (PDIP) Assignment Report - Policy Architecture 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
8.	9 Maret 2023 March 9, 2023	<ul style="list-style-type: none"> - Tindak Lanjut Rapat Sebelumnya dan Progress LEAP - Keputusan Penghapusan Piutang Macet - PE Pengendalian Anggaran - Follow-up to Previous Meeting and LEAP Progress - Decision on Writing Off Bad Debts - PE Budget Control 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Cuti / Permission Hadir / Attend Hadir / Attend Hadir / Attend
9.	28 Maret 2023 March 28, 2023	<ul style="list-style-type: none"> - Perubahan Logo PLN Enjiniring - Peraturan Direksi Penugasan Anak Perusahaan - Peraturan Direksi Arsitektur Kebijakan - Laporan Hasil Proses Due Diligence Calon Mitra - Agenda Korporat (ditunda) - PLN Enjiniring Logo Changes - Subsidiary Assignment Board of Directors Regulations - Policy Architecture Board of Directors Regulations - Report on the Results of the Due Diligence Process for Prospective Partners - Corporate Agenda (postponed) 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend

No.	Tanggal Date	Agenda Rapat Meeting Agenda	Peserta Rapat Meeting Participants	Kehadiran Attendance
10.	30 Maret 2023 March 30, 2023	<ul style="list-style-type: none"> - Peraturan Direksi Kebijakan Strategis Audit Internal - Pekerjaan Jasa Konsultansi Pengembangan Cetak Biru - Proporsal Power System Center - Lanjutan Pembahasan Calon Partnern DRUPS dan BESS - Proposal ICON+ untuk Manage Service Konsultrik - Internal Audit Strategic Policy Board of Directors Regulation - Blueprint Development Consulting Services Work - Power System Center Proposal - Continuation of Discussion of DRUPS and BESS Partner Candidates - ICON+ Proposal for Managed Consulting Service 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
11.	6 April 2023 April 6, 2023	<ul style="list-style-type: none"> - Agenda Korporat - Hal-hal lain yang perlu dibahas - Corporate Agenda - Other matters to be discussed 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Tidak Hadir / Not present Hadir / Attend
12.	17 April 2023 April 17, 2023	<ul style="list-style-type: none"> - Usulan EDIR Pengadaan Langsung - Aplikasi TAKER - Efektivitas Program BOGE - Customer Day - Pedoman Protokoler - Hal-hal lain yang perlu dibahas - Direct Procurement EDIR Proposal - TAKER Application - BOGE Program Effectiveness - Customer Day - Protocol Guidelines - Other things to discuss 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
13.	27 April 2023 April 27, 2023	<ul style="list-style-type: none"> - Usulan terkait Pekerjaan Jasa Konsultansi Pembuatan kajian Demand Creation dan Video Animasi Potensi DAS Memberamo. - Hal-hal lain yang perlu dibahas - Proposals related to Consulting Services Work for Making Demand Creation studies and Animation Videos of Memberamo Watershed Potential. - Other things to discuss 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
14.	4 Mei 2023 May 4, 2023	<ul style="list-style-type: none"> - Tindak Lanjut CPSI - Kajian REC - Rencana Project Rivera - CPSI Follow-up - REC Study - Rivera Project Plan 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Tidak Hadir / Not present Tidak Hadir / Not present
15.	11 Mei 2023 May 11, 2023	<ul style="list-style-type: none"> - Implementasi SMK1 - Pengintegrasian Proses Bisnis dalam Satu Aplikasi (SAP/B1, VC, Sunfish) - Alur Proses Aplikasi TAKER - Implementasi SMK1 - Implementation of SMK1 - Integration of Business Processes in One Application (SAP/B1, VC, Sunfish) - TAKER Application Process Flow 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Tidak Hadir / Not present Hadir / Attend
16.	29 Mei 2023 May 29, 2023	<ul style="list-style-type: none"> - Pernyataan Minat Akuisisi REC - Tindak Lanjut CPS - Materi Paparan RUPS LPT Tahun Buku 2022 - Hal-hal lain yang perlu dibahas (Konsultrik) - REC Acquisition Interest Statement - CPS Follow-up - LPT GMS Attend ation Material for Fiscal Year 2022 - Other matters to be discussed (Consultrik) 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
17.	6 Juni 2023 June 6, 2023	<ul style="list-style-type: none"> - CEMS - Manajemen Aset Transmisi - Paparan Business Meeting PLN Enjiniring dengan PLN IP dan PLN NP - CEMS - Transmission Asset Management - Attend ation of PLN Enjiniring Business Meeting with PLN IP and PLN NP 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
18.	14 Juni 2023 June 14, 2023	<ul style="list-style-type: none"> - Pembahasan Materi RUPS LPT PLN Enjiniring Tahun Buku 2022 - Discussion of Materials for the 2022 LPT PLN Enjiniring GMS 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend

No.	Tanggal Date	Agenda Rapat Meeting Agenda	Peserta Rapat Meeting Participants	Kehadiran Attendance
19.	16 Juni 2023 June 16, 2023	<ul style="list-style-type: none"> - Percepatan Penyelesaian PLTMG Luwuk - Acceleration of Completion of Luwuk PLTMG 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
20.	6 Juli 2023 July 6, 2023	<ul style="list-style-type: none"> - Potensi Kerja Sama Electric Vehicle Nusantara - Overhaul Gas Engine CNG Bangkanai - Laporan CPSI - Update Pekerjaan Konverter PHR - Update Pekerjaan Assesment Lanjutan Tower SUTT 150 KV Kenten - Tanjung Api-Api (ditunda) - Penugasan Penyusunan HPE untuk Sewa Pembangkit - Perijinan CNG Marine - MoU antara PLN Enjiniring dan STEI ITB - Rencana Keputusan Pembayaran Remunerasi (terbatas) - Potential for Nusantara Electric Vehicle Cooperation - Bangkanai CNG Gas Engine Overhaul - CPSI Report - PHR Converter Work Update - Update on Advanced Assessment Work for SUTT Tower 150 KV Kenten - Tanjung Api-Api (postponed) - HPE Preparation Assignment for Generator Rental - CNG Marine Licensing - MoU between PLN Enjiniring and STEI ITB - Remuneration Payment Decision Plan (limited) 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
21.	20 Juli 2023 July 20, 2023	<ul style="list-style-type: none"> - MoU Partnership Management Consulting - MoU Partnership Pengembangan Bisnis dan Teknologi - Pemilihan Nama Aplikasi Asset Management Transmission - MoU Partnership Management Consulting - MoU Partnership Business and Technology Development - Selection of Name for Asset Management Transmission Application 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
22.	31 Juli 2023 July 31, 2023	<ul style="list-style-type: none"> - Penetapan Standar Prosedur Sistem Manajemen Penghargaan Pegawai Organik di Lingkungan PT PLN Enjiniring - Penetapan Peraturan Direksi PT PLN Enjiniring tentang Kebijakan Strategis Pedoman Penggunaan Produk Dalam Negeri di Lingkungan PT PLN Enjiniring - Tindak Lanjut CPSI - Tindak Lanjut Rivera - EV Marine dengan Gempac - Determination of Standard Procedures for Organic Employee Reward Management System in PT PLN Enjiniring - Determination of PT PLN Enjiniring Board of Directors Regulation on Strategic Policy on Guidelines for Use of Domestic Products in PT PLN Enjiniring - CPSI Follow-up - Rivera Follow-up - EV Marine with Gempac 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
23.	10 Agustus 2023 August 10, 2023	<ul style="list-style-type: none"> - Standar Prosedur BPP untuk Penentuan BLP Jabatan PTL di Direktorat Enjiniring - Standarisasi Prosedur di Lingkungan CNG Plant Bangkanai - Keputusan Direksi dan PE Pemilihan Mitra Strategis - BPP Standard Procedure for Determining BLP for PTL Positions in the Engineering Directorate - Standardization of Procedures in the Bangkanai CNG Plant Environment - Decision of the Board of Directors and PE on the Selection of Strategic Partners 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
24.	23 Agustus 2023 August 23, 2023	<ul style="list-style-type: none"> - Standar Prosedur BPP untuk Penentuan BLP Jabatan PTL di Direktorat Enjiniring - Edaran Direksi tentang Pedoman Pelaksanaan Kebijakan Strategis Audit Internal - Kondensat CNG Bangkanai - BPP Standard Procedure for Determining BLP for PTL Positions in the Engineering Directorate - Board of Directors Circular on Guidelines for Implementing Internal Audit Strategic Policies - Bangkanai CNG Condensate 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Tidak Hadir / Not present Hadir / Attend Hadir / Attend
25.	30 Agustus 2023 August 30, 2023	<ul style="list-style-type: none"> - Penetapan Standar Prosedur Sistem Manajemen Penghargaan Pegawai Organik di Lingkungan PT PLN Enjiniring - Update Laporan Pengambilalihan REC - Rapat Tinjauan Manajemen - Determination of Standard Procedures for Organic Employee Reward Management System in PT PLN Enjiniring - Update on REC Acquisition Report - Management Review Meeting 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend

No.	Tanggal Date	Agenda Rapat Meeting Agenda	Peserta Rapat Meeting Participants	Kehadiran Attendance
26.	31 Agustus 2023 August 31, 2023	<ul style="list-style-type: none"> - Persetujuan Rencana Penjualan Saham PLN Enjiniring di REC kepada PLN Icon Plus - Approval of PLN Enjiniring's Share Sale Plan in REC to PLN Icon Plus 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
27.	7 September 2023 September 7, 2023	<ul style="list-style-type: none"> - Penetapan Mekanisme Biaya Pengelolaan Manajemen Proyek (PMP) untuk Penentuan Biaya Langsung Personil (BLP) Jabatan Project team Leader (PTL) di Direktorat Enjiniring - LHA Bidang Pemasaran serta Bidang Perencanaan Korporat dan Pengembangan Usaha - Tindak Lanjut 3 Task Force Ujung Tombak 13 CEO Lecture Notes Kunjungan Kerja/Business Meeting SMA Solar Technology AG - Establishment of Project Management Cost Mechanism (PMP) for Determining Direct Personnel Cost (BLP) for Project Team Leader (PTL) Position in the Engineering Directorate - LHA Marketing Division and Corporate Planning and Business Development Division - Follow-up of 3 Spearhead Task Forces 13 CEO Lecture Notes - SMA Solar Technology AG Working Visit/Business Meeting 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
28	13 September 2023 September 13, 2023	<ul style="list-style-type: none"> - Usulan Proses Pengadaan Sub Konsultan Jasa Survei Geofisika WKP Danau Ranau melalui Metode Penunjukkan Langsung Pasca Kualifikasi - Usulan Penetapan Penggunaan Laba Bersih, Tantiem Direksi/Dewan Komisaris dan Bonus Pegawai Tahun 2022, serta Remunerasi Direksi/Dewan Komisaris Tahun 2023 PT REC - Usulan Persetujuan Izin Prinsip Pengadaan Sewa Laptop PLN Enjiniring Tahap 2 - Proposed Procurement Process for Sub Consultant for Geophysical Survey Services for Lake Ranau WKP through Direct Appointment Method after Qualification - Proposed Determination of Use of Net Profit, Tantiem for Directors/Board of Commissioners and Employee Bonuses in 2022, and Remuneration for Directors/Board of Commissioners in 2023 of PT REC - Proposed Approval of Principle Permit for Procurement of Laptop Rental for PLN Enjiniring Phase 2 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
29.	20 September 2023 September 20, 2023	<ul style="list-style-type: none"> - Persetujuan Model Bisnis Pekerjaan Pengembangan dan Implementasi Konsultrik - Penetapan Pedoman pelaksanaan Fraud Risk Assessment (FRA) di Lingkungan PT PLN Enjiniring - Progress REC - Laporan Kegiatan Ulang Tahun PLN Enjiniring - Persetujuan Model Bisnis Pekerjaan Pengembangan dan Implementasi Konsultrik - Approval of Consulting Development and Implementation Work Business Model - Determination of Guidelines for the Implementation of Fraud Risk Assessment (FRA) in PT PLN Enjiniring Environment - Progress REC - Report on PLN Enjiniring Anniversary Activities 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Tidak Hadir / Not present Hadir / Attend Hadir / Attend Hadir / Attend
30.	27 September 2023 September 27, 2023	<ul style="list-style-type: none"> - Revisi RKAP 2023 - Penyelesaian CP CSPA Pengambilalihan REC - RKAP 2023 Revision - Completion of CP CSPA REC Acquisition 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
31.	5 Oktober 2023 October 5, 2023	<ul style="list-style-type: none"> - Penetapan Peraturan dan Edaran Direksi Pemilihan Mitra Kerja Sama untuk Pelaksanaan Kegiatan Operasional di Lingkungan PT PLN Enjiniring - Update Progress Pengambilalihan REC - Pemutakhiran Proses Bisnis - Determination of Regulations and Circulars of the Board of Directors for the Selection of Cooperation Partners for the Implementation of Operational Activities within PT PLN Enjiniring - Update on the Progress of REC Acquisition - Update on Business Processes - Determination of Regulations and Circulars of the Board of Directors for the Selection of Cooperation Partners for the Implementation of Operational Activities within PT PLN Enjiniring - Update on the Progress of REC Acquisition - Update on Business Processes - Determination of Regulations and Circulars of the Board of Directors for the Selection of Cooperation Partners for the Implementation of Operational Activities within PT PLN Enjiniring - Update on the Progress of REC Acquisition - Update on Business Processes 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend

No.	Tanggal Date	Agenda Rapat Meeting Agenda	Peserta Rapat Meeting Participants	Kehadiran Attendance
32.	12 Oktober 2023 October 12, 2023	<ul style="list-style-type: none"> - Penetapan Peraturan Direksi PT PLN Enjiniring tentang Sistem Pengaduan Pelanggan (<i>Whistle Blowing System</i>) di Lingkungan PT PLN Enjiniring - Determination of the Regulation of the Board of Directors of PT PLN Enjiniring concerning the Customer Complaints System (<i>Whistle Blowing System</i>) within the PT PLN Enjiniring Environment 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Tidak Hadir / Not present Hadir / Attend Hadir / Attend Hadir / Attend
33.	26 Oktober 2023 October 26, 2023	<ul style="list-style-type: none"> - Peraturan Direksi PT PLN Enjiniring tentang Penerapan Tanda Tangan Elektronik (<i>Digital Signature</i>) di Lingkungan PT PLN Enjiniring - Pengadaan <i>Software</i> Enjiniring <i>Plexos</i> dengan Metode Pengadaan Langsung - Regulation of the Board of Directors of PT PLN Enjiniring concerning the Implementation of Electronic Signatures (<i>Digital Signature</i>) in the Environment of PT PLN Enjiniring - Procurement of <i>Plexos Engineering Software</i> with Direct Procurement Method - Regulation of the Board of Directors of PT PLN Enjiniring concerning the Implementation of Electronic Signatures (<i>Digital Signature</i>) in the Environment of PT PLN Enjiniring - Procurement of <i>Plexos Engineering Software</i> with Direct Procurement Method - Regulation of the Board of Directors of PT PLN Enjiniring concerning the Implementation of Electronic Signatures (<i>Digital Signature</i>) in the Environment of PT PLN Enjiniring - Procurement of <i>Plexos Engineering Software</i> with Direct Procurement Method 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
34.	31 Oktober 2023 October 31, 2023	<ul style="list-style-type: none"> - RKAP 2024 - RKAP 2024 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
35.	2 November 2023 November 2, 2023	<ul style="list-style-type: none"> - RKAP 2024 - Partnership: <ol style="list-style-type: none"> a. Perdir Pedoman Pengembangan Usaha b. Perdir Pemilihan Mitra - RKAP 2024 - Partnership: <ol style="list-style-type: none"> a. Perdir Business Development Guidelines b. Perdir Partner Selection 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Tidak Hadir / Not present Hadir / Attend Hadir / Attend Hadir / Attend
36.	9 November 2023 November 9, 2023	<ul style="list-style-type: none"> - Pengadaan Sub Konsultan Pekerjaan Survei Investigasi Lapangan (Hidrologi, Topografi, Geologi) PLTM Kematang-1 dengan Metode Pelelangan Terbatas - Pengadaan Sub Konsultan Jasa Hukum Penyusunan Request For Proposal (FRA) dan Perjanjian Jual Beli Listrik (PJBL) Pembangkit Listrik Tenaga Air/Minihidro (PLTA/PLTM) (Kuota) Tersebar dengan Metode Penunjukkan Langsung Pra-Kualifikasi - RKAP 2024 - Procurement of Sub Consultants for Field Investigation Survey Work (Hydrology, Topography, Geology) for Kematang-1 Hydroelectric Power Plant with Limited Auction Method - Procurement of Sub Consultants for Legal Services for Preparation of Request for Proposal (FRA) and Power Purchase Agreement (PJBL) for Hydroelectric Power Plants/Minihydro (PLTA/PLTM) (Quota) Spread with Direct Appointment Method for Pre-Qualification - RKAP 2024 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
37.	16 November 2023 November 16, 2023	<ul style="list-style-type: none"> - Usulan Direksi Penunjukkan Langsung Pengadaan Konsultan Untuk Pekerjaan Pelaksanaan Program Penguatan Kompetensi Enjiniring oleh PT Tripatra Engineers and Constructors di Luar DPT - Pengadaan Sub Konsultan Jasa Hukum Penyusunan Request For Proposal (RFP) dan Perjanjian Jual Beli Listrik (PJBL) Pembangkit Listrik Tenaga Air/Minihidro (PLTA/PLTM) (Kuota) Tersebar dengan Metode Penunjukkan Langsung Pra-Kualifikasi - Rapat Tinjauan Manajemen Sistem Manajemen Keamanan Informasi (SMKI) - Pembahasan RKAP 2024 - Board of Directors' Proposal for Direct Appointment of Consultant Procurement for Engineering Competency Strengthening Program Implementation Work by PT Tripatra Engineers and Constructors Outside DPT - Procurement of Legal Service Sub Consultant for Preparation of Request for Proposal (RFP) and Power Purchase Agreement (PJBL) for Hydroelectric Power Plants/Mini-Hydro Power Plants (PLTA/PLTM) (Quota) Distributed with Direct Appointment Method Pre-Qualification Management Review Meeting Information Security Management System (SMKI) - Discussion of RKAP 2024 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend

No.	Tanggal Date	Agenda Rapat Meeting Agenda	Peserta Rapat Meeting Participants	Kehadiran Attendance
38.	22 November 2023 November 22, 2023	<ul style="list-style-type: none"> - Penetapan Peraturan Direksi tentang Pedoman Pengembangan Produk dan Bisnis di Lingkungan PT PLN Enjiniring - Peraturan Direksi PT PLN Enjiniring tentang Pelaksanaan Perjalanan Dinas di Lingkungan PT PLN Enjiniring - Remunerasi Pegawai - Kepengurusan REC - RKAP 2024 - Laporan Hasil Audit Fungsi Manajemen Risiko - Stipulation of the Board of Directors Regulation on Product and Business Development Guidelines in PT PLN Enjiniring - PT PLN Enjiniring Board of Directors Regulation on the Implementation of Official Travel in PT PLN Enjiniring - Employee Remuneration - REC Management - RKAP 2024 - Risk Management Function Audit Result Report 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
39.	30 November 2023 November 30, 2023	<ul style="list-style-type: none"> - Pengadaan Sub Konsultan Pekerjaan Survei Investigasi Lapangan (Hidrologi, Topografi, Geologi) Feasibility Study dan Desain Dasar PLTM Kamatang-1 Dengan Metode Pelelangan Terbatas Revisi 1 - Pemberhentian anggota Direksi pada Jabatan Direktur Utama dan Direktur Bisnis, serta pengangkatan anggota Direksi pada Jabatan Direktur Umum merangkap Pelaksana Tugas (PLT) Direktur Utama PT REC - RKAP 2024 - Launching Konsultrik - Procurement of Sub Consultants for Field Investigation Survey Work (Hydrology, Topography, Geology) Feasibility Study and Basic Design of Kamatang-1 PLTM with Limited Auction Method Revision 1 Dismissal of members of the Board of Directors in the positions of President Director and Business Director, and appointment of members of the Board of Directors in the positions of General Director and Acting President Director of PT REC - RKAP 2024 - Launching of Konsultrik 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
40.	7 Desember 2023 December 7, 2023	<ul style="list-style-type: none"> - Update Tindak Lanjut IPP Sarolangun - RKAP 2024 - Pembahasan RJPP 2024-2028 - Sarolangun IPP Follow-up Update - RKAP 2024 - Discussion of RJPP 2024-2028 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
41.	14 Desember 2023 December 14, 2023	<ul style="list-style-type: none"> - Pengadaan Jasa Tenaga Kerja Alih Daya CNG Plant Bangkanai - Pengadaan Sewa Ruang Kerja di Gedung PLN Eks Puseulis - Update Laporan Manajemen - Update RJPP 2024-2028 - Persiapan Diskusi dengan Pak Arcandra Tahar - Procurement of Outsourcing Labor Services for CNG Plant Bangkanai - Procurement of Rented Workspace in PLN Building Former Puseulis - Update of Management Report - Update of RJPP 2024-2028 - Preparation of Discussion with Mr. Arcandra Tahar 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
42.	20 Desember 2023 December 20, 2023	<ul style="list-style-type: none"> - Penetapan Peraturan Direksi Sistem Pengendalian Internal di Lingkungan PT PLN Enjiniring - Draft Alur Prosedur Enjiniring Pemilihan Mitra Operasional - Rivera - Determination of the Regulation of the Board of Directors of the Internal Control System in the Environment of PT PLN Enjiniring - Draft of the Engineering Procedure Flow for the Selection of Operational Partners - Rivera 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
43.	28 Desember 2023 December 28, 2023	<ul style="list-style-type: none"> - RKAP 2024 - Usulan Arahan Pemegang Saham pada RUPS RKAP 2024 - RKAP 2024 - Proposed Shareholder Directions at the 2024 RKAP GMS 	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend

Agenda dan peserta rapat gabungan Dewan Komisaris dengan Direksi telah tersaji pada bagian Rapat Dewan Komisaris Bab Tata Kelola Perusahaan dalam Laporan tahunan ini.

The agenda and participants of the joint meeting of the Board of Commissioners and the Board of Directors have been presented in the Board of Commissioners Meeting section of the Corporate Governance Chapter in this Annual Report.

Frekuensi dan Kehadiran Rapat Direksi

Frequency and Attendance of Board of Directors Meetings

Tabel Frekuensi dan Kehadiran Rapat Direksi

Table of Frequency and Attendance of Board of Directors Meetings

Nama Name	Jabatan Position	Rapat Direksi Board of Directors Meeting			Rapat Gabungan Direksi dengan Dewan Komisaris Joint Meeting of the Board of Directors and the Board of Commissioners			RUPS GMS		
		Jumlah dan Persentase Kehadiran Number and Percentage of Attendance			Jumlah dan Persentase Kehadiran Number and Percentage of Attendance			Jumlah dan Persentase Kehadiran Number and Percentage of Attendance		
		Jumlah Rapat Number of Meetings	Jumlah Kehadiran Number of Attendance	Persentase Percentage	Jumlah Rapat Number of Meetings	Jumlah Kehadiran Number of Attendance	Persentase Percentage	Jumlah Rapat Number of Meetings	Jumlah Kehadiran Number of Attendance	Persentase Percentage
Chairani Rachmatullah	Direktur Utama President Director	43	39	91%	12	12	100%	2	2	100%
Martono	Direktur Keuangan dan Sumber Daya Manusia Director of Finance and Human Resources	43	41	95%	12	12	100%	2	2	100%
Kurnia Rumdhony	Direktur Pemasaran dan Pengembangan Usaha Director of Marketing and Business Development	43	40	93%	12	12	100%	2	2	100%
Muhammad Firmansyah	Direktur Enjiniring Director of Engineering	43	39	91%	12	12	100%	2	2	100%

Pelatihan dan/atau Peningkatan Kompetensi Anggota Direksi

Dalam *Board Manual* mengatur bahwa Direksi dapat melaksanakan program pelatihan dalam rangka meningkatkan kompetensi anggota Direksi sesuai kebutuhan. Pelatihan dan/atau peningkatan kompetensi anggota Direksi selama tahun 2023 adalah sebagai berikut.

Training and/or Competency Development of The Board Of Directors

The Board Manual stipulates that the Board of Directors may undertake training programs to enhance the competency of its members as needed. The training and/or competency development programs for the Board of Directors during 2023 are as follows.

Nama Name	Jabatan Position	Nama Pelatihan Training Name	Tanggal/Tempat Date/Place	Penyelenggara Organizer
Chairani Rachmatullah	Direktur Utama President Director	<i>Workshop Peningkatan Budaya Kolaborasi Dalam Penyusunan Rencana, Strategi Investasi, dan Pengembangan Bisnis PLN</i> Workshop on Enhancing Collaboration Culture in Planning, Investment Strategy, and Business Development for PLN	12 – 14 Mei 2023, Online May 12-14, 2023, Online	PUSDIKLAT Education and Training Center
		<i>Leadership Capability Development Program - Speed Reading For Smart People</i>	21 – 22 Agustus 2023, Jakarta August 21-22, 2023, Jakarta	PUSDIKLAT Education and Training Center
		GRC Summit 2023	24 – 25 Agustus 2023, Jakarta August 24-25, 2023, Jakarta	CRMS
		<i>Awareness Sistem Manajemen Keamanan Informasi (SMKI) ISO 27001</i> Information Security Management System (ISMS) ISO 27001 Awareness	30 Agustus 2023, Online August 30, 2023, Online	LEMTI UNINDO Inovasi
		<i>Workshop Future Leadership Program - Women Empowerment</i>	2 Oktober 2023, Bogor October 2, 2023, Bogor	PUSDIKLAT Education and Training Center
		<i>Workshop Business Development & Portfolio Leadership Forum Tahun 2023</i> Workshop on Business Development & Portfolio Leadership Forum 2023	7 Desember 2023, Online December 7, 2023, Online	PUSDIKLAT Education and Training Center
		<i>Young Engineer Forum: Dam Safety In Response To Extreme Events & Climate Change</i>	8 Desember 2023, Online December 8, 2023, Online	PUSDIKLAT Education and Training Center
		Seminar Nasional Bendungan Besar & RAT KNI-BB 2023 : Keamanan Bendungan Dalam Menghadapi Beban Ekstrim & Perubahan Iklim National Seminar on Large Dams & KNI-BB 2023 Annual Meeting: Dam Safety in Facing Extreme Loads & Climate Change	8 Desember 2023, Online December 8, 2023, Online	PUSDIKLAT Education and Training Center

Nama Name	Jabatan Position	Nama Pelatihan Training Name	Tanggal/Tempat Date/Place	Penyelenggara Organizer
Martono	Direktur Keuangan dan Sumber Daya Manusia Director of Finance and Human Resources	Workshop Strategic Business Experts In The Future	24 Februari 2023, Surabaya February 24, 2023, Surabaya	PUSDIKLAT Education and Training Center
		Workshop Going Above And Beyond: How Leaders Build Resilient People, Human Experience, And Create Extra Value For Their Organizations	19-20 Juni 2023, Jakarta June 19-20, 2023, Jakarta	PUSDIKLAT Education and Training Center
		Workshop Going Above And Beyond: How Leaders Build Resilient People, Human Experience, And Create Extra Value For Their Organizations	12 – 14 Mei 2023, Online May 12-14, 2023, Online	PUSDIKLAT Education and Training Center
		Workshop Peningkatan Budaya Kolaborasi Dalam Penyusunan Rencana, Strategi Investasi, Dan Pengembangan Bisnis PLN Workshop on Enhancing Collaboration Culture in Planning, Investment Strategy, and Business Development for PLN	19 – 20 Juni 2023, Jakarta June 19-20, 2023, Jakarta	PUSDIKLAT Education and Training Center
		[For Employee & Manager] SAP Successfactors Modul Employee Profile & Career Development Planning	25 Juli 2023, Online July 25, 2023, Online	PUSDIKLAT Education and Training Center
		[For Employee & Manager] SAP Successfactors Modul Employee Profile & Career Development Planning		
		Asset Management Webinar #12: Improvement Investment Prioritization Melalui Pemetaan Risiko Aset - Initial Step Untuk Prioritisasi Usulan Investasi Maintenance Capex Asset Management Webinar #12: Improvement Investment Prioritization Through Mapping Asset Risk - Initial Step for Prioritization of Proposed Maintenance Capex Investment	27 Juli 2023, Online July 27, 2023, Online	PUSDIKLAT Education and Training Center
Kurnia Rumdhony	Direktur Pemasaran dan Pengembangan Usaha Director of Marketing and Business Development	Building Empathy Leadership - Touch The Heart LDP I	15 – 17 Maret 2023, Jakarta March 15-17, 2023, Jakarta	PUSDIKLAT Education and Training Center
		Professional Qualification & Business Simulation - Sharpen The Skills LDP I	22 Maret – 13 April 2023, Jakarta March 22 - April 13, 2023, Jakarta	PUSDIKLAT Education and Training Center
		Competency Based Learning - Sharpen The Skills LDP I	8 – 24 Mei 2023, Jakarta May 8-24, 2023, Jakarta	PUSDIKLAT Education and Training Center
		Workshop Peningkatan Budaya Kolaborasi Dalam Penyusunan Rencana, Strategi Investasi, Dan Pengembangan Bisnis PLN Workshop on Improving the Culture of Collaboration in the Preparation of PLN's Business Development Plan, Investment Strategy, and Business Development	12 – 14 Mei 2023, Online May 12-14, 2023, Online	PUSDIKLAT Education and Training Center
		GRC Summit 2023	24 – 25 Agustus 2023, Jakarta August 24-25, 2023, Jakarta	CRMS
Muhammad Firmansyah	Direktur Enjiniring Director of Engineering	Leaders Talk Series 2023 #1 Economic Outlook & Everlasting Transformative Leadership	13 Februari 2023, Online February 13, 2023, Online	PUSDIKLAT Education and Training Center
		GRC Summit 2023	24 – 25 Agustus 2023, Jakarta August 24-25, 2023, Jakarta	CRMS
		Workshop Sosialisasi Moonshot Program Transformasi 2.0 Moonshot Program Socialization Workshop Transformation 2.0	11 Desember 2023, Online December 11, 2023, Online	PUSDIKLAT Education and Training Center

Program Orientasi bagi Direksi Baru

1. Kepada Anggota Direksi yang diangkat untuk pertama kalinya wajib diberikan program pengenalan mengenai Perseroan yang bersangkutan.
2. Tanggung Jawab untuk mengadakan program pengenalan tersebut berada pada Sekretaris Perusahaan atau siapapun yang menjalankan fungsi sebagai sekretaris perusahaan.
3. Program Pengenalan meliputi:
 - a. Pelaksanaan prinsip-prinsip GCG oleh Perseroan;
 - b. Gambaran mengenai Perseroan berkaitan dengan tujuan, sifat dan lingkup kegiatan, kinerja keuangan dan operasi, strategi, rencana usaha jangka pendek dan jangka panjang, posisi kompetitif, risiko dan berbagai masalah strategis lainnya;
 - c. Keterangan berkaitan dengan kewenangan yang didelegasikan, audit internal dan eksternal, sistem dan kebijakan pengendalian internal, termasuk Komite Audit;
 - d. Keterangan mengenai tugas dan tanggung jawab Dewan Komisaris dan Direksi serta hal-hal yang tidak diperbolehkan.
4. Program pengenalan Perseroan dapat berupa presentasi, pertemuan, kunjungan ke perusahaan dan pengkajian dokumen atau program lainnya yang dianggap sesuai dengan Perseroan dimana program tersebut dilaksanakan.
5. Anggota Direksi yang baru diangkat mengikuti program pengenalan yang diselenggarakan oleh perusahaan:
 - a. Direksi menyampaikan kepada Sekretaris Perusahaan untuk diadakan program pengenalan bagi anggota Direksi yang baru diangkat.
 - b. Tingkat kehadiran/keaktifan Anggota Direksi dalam mengikuti rangkaian program pengenalan perusahaan.

Selama tahun 2023, tidak terdapat Direksi baru sehingga tidak terdapat realisasi atas program orientasi bagi Direksi baru.

Pelaksanaan Tugas Direksi

Selama tahun 2023, Direksi telah melaksanakan tugas dan tanggung jawabnya antara lain:

1. Penyusunan perencanaan perusahaan, antara lain RKAP Tahun 2023.
2. Pemenuhan target kinerja perusahaan.
3. Pelaksanaan *Cost Revenue Management Program* (CRMP).
4. Penjajakan *Partnership* dengan investor *reputable* dalam pengembangan energi terbarukan.
5. Sistem penilaian kinerja Direksi secara Individu/Direktorat dan Kolegial.
6. KKF, KKO, Kajian Risiko dan Mitigasinya untuk *project* yang didanai oleh SHL.
7. *Compliance* terhadap *covenant* obligasi.
8. Penyelenggaraan rapat Direksi, menghadiri rapat Dewan Komisaris dan Rapat Umum Pemegang Saham.

Orientation Program for New Board of Directors

1. New members of the Board of Directors must be provided with an orientation program regarding the respective Company.
2. The responsibility for organizing this orientation program lies with the Corporate Secretary or whoever is performing the role of the corporate secretary.
3. The Orientation Program includes:
 - a. Implementation of GCG principles by the Company;
 - b. An overview of the Company related to its objectives, nature, and scope of activities, financial and operational performance, strategy, short and long-term business plans, competitive position, risks, and other strategic issues;
 - c. Information related to delegated authorities, internal and external audits, internal control systems and policies, including the Audit Committee;
 - d. Information regarding the duties and responsibilities of the Board of Commissioners and Board of Directors, as well as prohibitions.
4. The Company's orientation program may include presentations, meetings, site visits, document reviews, or other programs deemed appropriate by the Company.
5. Newly appointed members of the Board of Directors participate in the orientation program organized by the Company:
 - a. The Board of Directors informs the Corporate Secretary to arrange an orientation program for the newly appointed members of the Board.
 - b. The attendance/participation rate of the Board members in the company's orientation program.

During 2023, there were no new members of the Board of Directors; therefore, there was no implementation of the orientation program for new Directors.

Implementation of Board of Directors' Duties

During 2023, the Board of Directors carried out their duties and responsibilities, including:

1. Formulation of corporate planning, including the 2023 RKAP.
2. Achievement of company performance targets.
3. Implementation of the Cost Revenue Management Program (CRMP).
4. Exploration of partnerships with reputable investors in renewable energy development.
5. Performance assessment system for Directors individually/Directorates and collectively.
6. KKF, KKO, Risk Assessment, and Mitigation for projects funded by SHL.
7. Compliance with bond covenants.
8. Conducting Board of Directors' meetings, attending Board of Commissioners' meetings, and General Meetings of Shareholders.

9. Pengawasan dan perbaikan proses bisnis internal.
10. Pelaksanaan tugas lainnya terkait kepengurusan Perusahaan.

Penilaian Kinerja Komite di Bawah Direksi dan Dasar Penilaiannya

Sampai dengan Desember 2023, Direksi tidak memiliki Komite di bawah Direksi.

Mekanisme Pengunduran Diri dan Pemberhentian Direksi

1. Jabatan Anggota Direksi berakhir apabila:
 - a. Meninggal dunia;
 - b. Masa jabatan berakhir;
 - c. Diberhentikan berdasarkan keputusan Rapat Umum Pemegang Saham;
 - d. Tidak lagi memenuhi persyaratan sebagai Anggota Direksi berdasarkan ketentuan Anggaran Dasar dan peraturan perundang-undangan.
2. Rapat Umum Pemegang Saham dapat memberhentikan para Anggota Direksi sewaktu-waktu dengan menyebutkan alasannya.
3. Anggota Direksi dapat diberhentikan sementara waktu oleh Dewan Komisaris apabila mereka bertindak bertentangan dengan Anggaran Dasar Perseroan atau terdapat indikasi melakukan kerugian Perseroan atau melalaikan kewajibannya atau terdapat alasan yang mendesak bagi Perseroan, dengan memperhatikan ketentuan-ketentuan.
4. Seorang Anggota Direksi berhak mengundurkan diri dari jabatannya dengan memberitahukan secara tertulis mengenai maksudnya tersebut kepada Perseroan dengan tembusan kepada Pemegang Saham, Dewan Komisaris dan Anggota Direksi Perseroan lainnya paling lambat 30 (tiga puluh) hari sebelum tanggal pengunduran dirinya. Apabila dalam surat pengunduran dirinya disebutkan tanggal efektif kurang dari 30 (tiga puluh) hari dari tanggal surat diterima, maka dianggap tidak menyebutkan tanggal efektif pengunduran diri.

Dewan Komisaris

Tugas dan Tanggung Jawab Dewan Komisaris

1. Dewan Komisaris bertugas melakukan pengawasan terhadap kebijakan pengurusan, jalannya pengurusan pada umumnya baik mengenai Perseroan maupun usaha Perseroan yang dilakukan oleh Direksi serta memberikan nasihat kepada Direksi termasuk pengawasan terhadap pelaksanaan Rencana Jangka Panjang Perseroan, Rencana Kerja dan Anggaran Perseroan serta ketentuan Anggaran Dasar dan Keputusan Rapat Umum Pemegang Saham, serta peraturan perundang-undangan yang berlaku untuk kepentingan Perseroan dan sesuai dengan maksud dan tujuan Perseroan.

9. Supervision and improvement of internal business processes.
10. Other tasks related to company management.

Performance Assessment of Committees Under The Board of Directors and its Basis

As of December 2023, the Board of Directors did not have any Committees under it.

Resignation and Dismissal Mechanism of The Board of Directors

1. The term of office of a member of the Board of Directors ends if:
 - a. They pass away;
 - b. Their term of office expires;
 - c. They are dismissed based on a resolution of the General Meeting of Shareholders;
 - d. They no longer meet the requirements to be a member of the Board of Directors according to the Articles of Association and applicable laws and regulations.
2. The General Meeting of Shareholders may dismiss members of the Board of Directors at any time by stating the reasons.
3. A member of the Board of Directors may be temporarily dismissed by the Board of Commissioners if they act against the Company's Articles of Association, cause potential harm to the Company, neglect their duties, or for other urgent reasons concerning the Company, in accordance with applicable provisions.
4. A member of the Board of Directors has the right to resign from their position by submitting a written notice of their intention to the Company with copies to the Shareholders, Board of Commissioners, and other members of the Board of Directors at least 30 (thirty) days before the effective date of their resignation. If the effective date mentioned in the resignation letter is less than 30 (thirty) days from the date the letter is received, it is considered that the effective date was not specified.

Board of Commissioners

Duties and Responsibilities of The Board of Commissioners

1. The Board of Commissioners is responsible for supervising the management policies, the general course of management concerning both the Company and its business conducted by the Board of Directors, and providing advice to the Board of Directors, including supervising the implementation of the Company's Long-Term Plan, the Corporate Work Plan and Budget, as well as compliance with the Articles of Association, resolutions of the General Meeting of Shareholders, and applicable laws and regulations, all in the interest of the Company and in line with the Company's objectives.

2. Dalam melaksanakan tugasnya tersebut setiap anggota Dewan Komisaris harus:
 - a. Mematuhi Anggaran Dasar dan peraturan perundang-undangan serta prinsip-prinsip profesionalisme, efisiensi, transparansi, kemandirian dan akuntabilitas.
 - b. Beritikad baik, penuh kehati-hatian dan bertanggung jawab dalam menjalankan tugas pengawasan dan pemberian nasihat kepada Direksi untuk kepentingan Perseroan dan sesuai dengan maksud dan tujuan Perseroan.
 3. Dewan Komisaris bertanggung jawab dan berwenang melakukan pengawasan atas kebijakan pengurusan, jalannya pengurusan pada umumnya, baik mengenai Perseroan maupun usaha Perseroan dan memberikan nasihat kepada Direksi.
 4. Pengawasan oleh Komisaris dilakukan dengan cara:
 - a. Meminta keterangan secara tertulis kepada Direksi tentang suatu permasalahan di Perusahaan.
 - b. Melakukan kunjungan ke unit kerja/pembangkit/proyek tertentu, baik dengan (atau tanpa) pemberitahuan kepada Direksi sebelumnya.
 - c. Memberikan tanggapan atas laporan berkala dari Direksi.
 5. Dewan Komisaris/Dewan Pengawas harus memastikan bahwa dalam Laporan Tahunan BUMN telah memuat informasi mengenai identitas, pekerjaan-pekerjaan utamanya, jabatan Dewan Komisaris/Dewan Pengawas di perusahaan lain, termasuk rapat-rapat yang dilakukan dalam satu tahun buku (rapat internal maupun rapat gabungan dengan Direksi), serta honorarium, fasilitas, dan/atau tunjangan lain yang diterima dari BUMN yang bersangkutan.
2. In carrying out their duties, each member of the Board of Commissioners must:
 - a. Comply with the Articles of Association and laws and regulations, as well as principles of professionalism, efficiency, transparency, independence, and accountability.
 - b. Act in good faith, with caution, and responsibility in carrying out supervisory duties and providing advice to the Board of Directors for the benefit of the Company and in line with its objectives.
 3. The Board of Commissioners is responsible for and authorized to supervise the management policies, the general course of management of the Company and its business, and to provide advice to the Board of Directors.
 4. Supervision by the Board of Commissioners is conducted by:
 - a. Requesting written information from the Board of Directors regarding a specific issue in the Company.
 - b. Visiting work units/power plants/projects, with or without prior notice to the Board of Directors.
 - c. Providing feedback on periodic reports from the Board of Directors.
 5. The Board of Commissioners/Supervisory Board must ensure that the SOEs' Annual Report contains information about their identity, main employment, positions held in other companies, including meetings held during the fiscal year (internal meetings and joint meetings with the Board of Directors), as well as honorariums, facilities, and/or other allowances received from the respective SOEs.

Pembidangan Tugas Pengawasan Dewan Komisaris

Division of Supervisory Duties of The Board of Commissioners

Nama Name	Jabatan Position	Bidang Tugas	Field of Assignment
Bob Saril	Komisaris Utama President Commissioner	<ul style="list-style-type: none"> - Bertanggung jawab mengkoordinasikan pengawasan perusahaan dan tugas Dewan Komisaris. - Mengundang, memimpin rapat Dewan Komisaris dengan Direksi, dan menandatangani dokumen Perseroan antara lain Risalah RUPS, Laporan Manajemen Tahunan dan lain-lain. - Memberikan pendapat dan saran kepada Rapat Umum Pemegang Saham mengenai Rencana Kerja Anggaran Perusahaan (RKAP), perubahan dan tambahannya; Laporan Berkala, Laporan-Laporan lainnya dari Direksi, serta persoalan lainnya yang dianggap penting bagi pengurusan Perseroan. - Mengawasi pelaksanaan Rencana Kerja dan Anggaran Perseroan dan menyampaikan hasil Pengawasannya serta menyampaikan pendapat kepada Rapat Umum Pemegang Saham. - Mengikuti perkembangan Perseroan. - Melakukan tugas-tugas lainnya yang ditentukan oleh Rapat Umum Pemegang Saham. - Melakukan pengawasan secara keseluruhan terhadap KPI Manajemen. - Meneliti dan menelaah laporan berkala dan tahunan yang disampaikan Direksi serta menandatangani laporan tahunan 	<ul style="list-style-type: none"> - Coordinate the overall supervision of the company and the tasks of the Board of Commissioners. - Convene, lead meetings of the Board of Commissioners with the Board of Directors, and sign corporate documents such as the Minutes of the General Meeting of Shareholders (GMS), Annual Management Report, and others. - Provide opinions and suggestions to the GMS regarding the RKAP, its amendments and supplements; periodic reports, other reports from the Board of Directors, and other matters deemed important for the management of the Company. - Monitor the implementation of the Company's Work Plan and Budget and report the results of the supervision to the GMS, providing insights. - Stay informed about the Company's developments. - Carry out other duties as determined by the GMS. - Oversee the overall KPI Management. - Review and analyze periodic and annual reports submitted by the Board of Directors and sign the annual report.

Nama Name	Jabatan Position	Bidang Tugas	Field of Assignment
Edward Siagian	Komisaris Commissioner	<ul style="list-style-type: none"> - Bertanggung jawab utamanya pada Bidang Keuangan, Bidang Enjiniring, Pengawasan Internal dan Komite Audit, meliputi antara lain: <ul style="list-style-type: none"> • Mengawasi Pelaksanaan Rencana Kerja Anggaran Perusahaan (RKAP) dan Laporan Keuangan dan Laporan Kinerja Perusahaan. • Melakukan pengawasan terhadap pelaksanaan pengawasan internal, dan memastikan efektivitas sistem pengendalian internal dan eksternal. • Mengawasi Keuangan dan Organisasi Perusahaan dan Strategi Pengembangan SDM. • Mengawasi Pelaksanaan Kegiatan Enjiniring, termasuk proses produksi dan Pengendalian Mutu. • Mengidentifikasi hal-hal yang memerlukan perhatian Dewan Komisaris. - Memberikan pendapat dan saran kepada Rapat Umum Pemegang Saham mengenai Rencana Kerja Anggaran Perusahaan (RKAP) serta perubahan dan tambahannya; Laporan Berkala; Laporan-Laporan lainnya dari Direksi, serta persoalan lainnya yang dianggap penting bagi pengurusan Perusahaan. - Mengawasi pelaksanaan Rencana Kerja dan Anggaran Perusahaan serta menyampaikan hasil pengawasannya dan menyampaikan pendapatnya kepada Rapat Umum Pemegang Saham. - Melakukan <i>monitoring</i> terhadap KPI Bidang Administrasi, Keuangan dan SDM serta Bidang Enjiniring. - Mengikuti Perkembangan Perusahaan. - Melakukan tugas-tugas lainnya yang ditentukan oleh Rapat Umum Pemegang Saham. 	<ul style="list-style-type: none"> - Primarily responsible for the fields of Finance, Engineering, Internal Audit, and the Audit Committee, including: <ul style="list-style-type: none"> • Supervising the implementation of the RKAP and Financial and Performance Reports. • Overseeing internal control implementation and ensuring the effectiveness of internal and external control systems. • Supervising the Company's Finance and Organization, as well as HR Development Strategy. • Monitoring the Engineering activities, including the production process and Quality Control. - Identifying matters requiring the attention of the Board of Commissioners. - Provide opinions and suggestions to the GMS regarding the RKAP, its amendments and supplements; periodic reports; and other reports from the Board of Directors, as well as other important matters for Company management. - Monitor the implementation of the Company's Work Plan and Budget and provide reports and opinions to the GMS. - Monitor KPIs in Administration, Finance, HR, and Engineering fields. - Stay updated on the Company's progress. - Perform other duties as determined by the GMS.
Muhammad Rizali Karliansyah	Komisaris Commissioner	<ul style="list-style-type: none"> - Bertanggung jawab utamanya dalam Bidang Pengembangan Usaha dan Investasi, Bidang Organisasi dan SDM, Komite Manajemen Risiko dan pelaksanaan GCG dan sasaran nya serta isu Strategis perusahaan, meliputi kegiatan antara lain: <ul style="list-style-type: none"> • Mengawasi Penyiapan Rencana Jangka Panjang Perusahaan dan secara berkala melaksanakan <i>review</i> dan mengusulkan <i>updating</i> jika diperlukan. • Mengawasi Penyiapan Rencana Kerja Anggaran Perusahaan. • Mengawasi atas perencanaan dan Pelaksanaan Pengembangan Usaha, rencana Investasi termasuk Sasaran Strategis dan isu-isu strategis lainnya. • Mengawasi Organisasi Perusahaan dan Strategi Pengembangan SDM (e) Mengidentifikasi hal-hal yang memerlukan perhatian Dewan Komisaris. - Memberikan pendapat dan saran kepada Rapat Umum Pemegang Saham mengenai Rencana Kerja Anggaran Perusahaan, serta perubahan dan tambahannya; Laporan Berkala; Laporan-Laporan lainnya dari Direksi, serta persoalan lainnya yang dianggap penting bagi pengurusan Perusahaan. - Mengawasi pelaksanaan Rencana Kerja dan Anggaran Perusahaan serta menyampaikan hasil pengawasannya dan menyampaikan pendapat kepada Rapat Umum Pemegang Saham. - Melakukan <i>monitoring</i> terhadap KPI Bidang Pemasaran dan Pengembangan Usaha, Bidang Organisasi dan Pengembangan SDM serta pelaksanaan GCG. - Mengikuti perkembangan Perusahaan. - Melakukan tugas-tugas lainnya yang ditentukan oleh Rapat Umum Pemegang Saham 	<ul style="list-style-type: none"> - Primarily responsible for Business Development and Investment, Organizational and HR Development, Risk Management Committee, and GCG implementation, including: <ul style="list-style-type: none"> • Supervising the preparation of the Company's Long-Term Plan and periodically reviewing and proposing updates as needed. • Monitoring the preparation of the Company's Work Plan and Budget. • Overseeing Business Development, investment plans, and strategic objectives and issues. - Supervising the Company's Organization and HR Development Strategy - Identifying issues requiring attention from the Board of Commissioners. Provide opinions and suggestions to the GMS regarding the Company's Work Plan and Budget, its amendments, and supplements; periodic reports; and other important reports for Company management. - Monitor the implementation of the Company's Work Plan and Budget and report the results to the GMS, providing insights. - Monitor KPIs in Marketing and Business Development, Organizational and HR Development, and GCG implementation. - Stay informed on Company developments. - Perform other duties as determined by the GMS

Nama Name	Jabatan Position	Bidang Tugas	Field of Assignment
Fritz Edward Siregar	Komisaris Independen Independent Commissioner	<ul style="list-style-type: none"> - Bertanggung jawab utamanya dalam Bidang Pemasaran, Bidang Pengusahaan, Komite Audit dan sasaran serta <i>Issue</i> strategis lainnya, meliputi kegiatan antara lain: <ul style="list-style-type: none"> • Mengawasi Pelaksanaan Pemasaran termasuk Kebijakan Pemasaran dan <i>Pricing Policy</i> • Mengawasi Pelaksanaan Pengusahaan • Mengawasi Penyiapan Rencana Kerja Anggaran Perusahaan • Mengawasi Penyiapan Rencana Jangka Panjang Perusahaan dan secara berkala melaksanakan <i>review</i> dan mengusulkan <i>updating</i> jika diperlukan. • Mengawasi Organisasi Perusahaan dan Strategi Pengembangan SDM. • Mengidentifikasi hal-hal yang memerlukan perhatian Dewan Komisaris. - Memberikan pendapat dan saran kepada Rapat Umum Pemegang Saham mengenai Rencana Kerja Anggaran Perseroan, serta perubahan dan tambahannya; Laporan Berkala; Laporan-Laporan lainnya yang dianggap penting bagi pengurusan Perusahaan. - Mengawasi pelaksanaan Rencana Kerja dan Anggaran Perusahaan serta menyampaikan hasil Pengawasannya dan menyampaikan pendapat kepada Rapat Umum Pemegang Saham. - Melakukan <i>monitoring</i> terhadap KPI Bidang Pemasaran dan Pengusahaan, Bidang Organisasi dan Pengembangan SDM. - Mengikuti Perkembangan Perusahaan. - Melakukan tugas-tugas lainnya yang ditentukan oleh Rapat Umum Pemegang Saham 	<ul style="list-style-type: none"> - Primarily responsible for Marketing, Operations, Audit Committee, and strategic objectives and issues, including: <ul style="list-style-type: none"> • Monitoring Marketing implementation, including Marketing Policy and Pricing Policy • Supervising Operations implementation • Overseeing the preparation of the Company's Work Plan and Budget. • Monitoring the preparation of the Company's Long-Term Plan and periodically reviewing and proposing updates as needed. • Supervising the Company's Organization and HR Development Strategy. • Identifying matters that require the attention of the Board of Commissioners. - Provide opinions and suggestions to the GMS regarding the Company's Work Plan and Budget, its amendments and supplements; periodic reports; and other reports that are considered important for Company management. - Monitor the implementation of the Company's Work Plan and Budget and report the results to the GMS. - Monitor KPIs in Marketing and Operations, as well as Organizational and HR Development. - Stay informed on the Company's progress. - Perform other duties as determined by the GMS.

Wewenang Dewan Komisaris

Dalam melaksanakan tugasnya, maka Dewan Komisaris berwenang untuk:

1. Melihat buku-buku, surat-surat, serta dokumen-dokumen lainnya, memeriksa kas untuk keperluan verifikasi dan lain-lain surat berharga dan memeriksa kekayaan Perseroan.
2. Memasuki pekarangan, gedung dan kantor yang dipergunakan oleh Perseroan.
3. Meminta penjelasan dari Direksi dan/atau Pejabat lainnya mengenai segala persoalan yang menyangkut pengelolaan Perseroan.
4. Mengetahui segala kebijakan dan tindakan yang telah dan akan dijalankan oleh Direksi.
5. Meminta Direksi dan/atau pejabat lainnya dibawah Direksi dengan sepengetahuan Direksi untuk menghadiri rapat Dewan Komisaris.
6. Mengangkat sekretaris Dewan Komisaris jika dianggap perlu.
7. Memberhentikan sementara anggota Direksi sesuai dengan ketentuan Anggaran Dasar Perseroan.
8. Membentuk komite-komite lain selain Komite Audit, jika dianggap perlu dengan memperhatikan kemampuan Perseroan.
9. Menggunakan tenaga ahli untuk hal tertentu dan dalam jangka waktu tertentu atas beban Perseroan, jika dianggap perlu.
10. Melakukan tindakan pengurusan Perseroan dalam keadaan tertentu untuk jangka waktu tertentu sesuai dengan ketentuan Anggaran Dasar Perseroan.

Authorities of The Board of Commissioners

In carrying out its duties, the Board of Commissioners has the authority to:

1. Examine books, letters, and other documents, inspect cash for verification purposes, and review other securities and the Company's assets.
2. Enter the premises, buildings, and offices used by the Company.
3. Request explanations from the Board of Directors and/or other officials regarding all matters concerning the management of the Company.
4. Be informed of all policies and actions taken and to be taken by the Board of Directors.
5. Request the presence of the Board of Directors and/or other officials under the Board of Directors with their knowledge at the meetings of the Board of Commissioners.
6. Appoint a Secretary to the Board of Commissioners if deemed necessary.
7. Temporarily suspend members of the Board of Directors in accordance with the provisions of the Company's Articles of Association.
8. Form committees other than the Audit Committee if deemed necessary, considering the Company's capabilities..
9. Employ experts for certain tasks and periods at the Company's expense, if deemed necessary.
10. Take corporate management actions under certain circumstances for a certain period as stipulated in the Company's Articles of Association.

11. Menghadiri rapat Direksi dan memberikan pandangan-pandangan terhadap hal-hal yang dibicarakan.
12. Melaksanakan kewenangan pengawasan lainnya sepanjang tidak bertentangan dengan peraturan perundang-undangan, anggaran dasar, dan/atau keputusan Rapat Umum Pemegang Saham.

Keputusan yang Perlu Mendapat Persetujuan Dewan Komisaris

Perbuatan-perbuatan Direksi di bawah ini harus mendapat persetujuan tertulis dari Dewan Komisaris untuk:

1. Mengagunkan aktiva tetap untuk penarikan kredit jangka pendek (sampai dengan 1 (satu) tahun).
2. Mengadakan transaksi, kontrak, perjanjian, kesepakatan dan/atau kerja sama dengan badan usaha/pihak lain dengan nilai atau jangka waktu tertentu yang ditetapkan oleh Rapat Umum Pemegang Saham.
3. Menerima atau memberikan pinjaman jangka menengah/panjang (lebih dari 1 (satu) tahun), kecuali pinjaman (utang atau piutang) yang diberikan kepada Anak Perusahaan dengan ketentuan pinjaman kepada Anak Perusahaan Perseroan dilaporkan kepada Dewan Komisaris.
4. Menghapuskan dari pembukuan piutang macet dan persediaan barang mati.
5. Melepaskan aktiva tetap bergerak dengan umur ekonomis yang lazim berlaku dalam industri pada umumnya sampai dengan 5 (lima) tahun.
6. Menetapkan struktur organisasi 1 (satu) tingkat di bawah Direksi, tidak termasuk pengangkatan pejabatnya.

Masa Jabatan Dewan Komisaris

Masa jabatan anggota Dewan Komisaris ditetapkan 4 (empat) tahun dan dapat diangkat kembali untuk 1 (satu) kali masa jabatan.

Kriteria Anggota Dewan Komisaris

1. Pihak yang dapat diangkat sebagai anggota Dewan Komisaris adalah orang perseorangan yang cakap melakukan perbuatan hukum, kecuali dalam waktu 5 (lima) tahun sebelum pengangkatannya pernah:
 - a. Dinyatakan Pailit;
 - b. Menjadi anggota Direksi atau Dewan Komisaris yang dinyatakan bersalah menyebabkan suatu Perseroan atau Perum dinyatakan pailit; atau
 - c. Dihukum karena melakukan tindak pidana yang merugikan keuangan negara dan/atau BUMN dan/atau yang berkaitan dengan sektor keuangan.
2. Selain memenuhi kriteria sebagaimana dimaksud, pengangkatan anggota Dewan Komisaris dilakukan dengan mempertimbangkan integritas, dedikasi, pemahaman mengenai masalah-masalah manajemen perseroan yang berkaitan dengan salah satu fungsi manajemen, memiliki pengetahuan di bidang usaha perseroan, dan dapat

11. Attend meetings of the Board of Directors and provide opinions on the matters discussed.
12. Exercise other supervisory authorities as long as they do not contradict laws, the Articles of Association, and/or resolutions of the General Meeting of Shareholders.

Decisions Requiring Approval of The Board of Commissioners

The following actions by the Board of Directors require written approval from the Board of Commissioners:

1. Pledging fixed assets for short-term credit (up to one year).
2. Entering into transactions, contracts, agreements, or collaborations with other business entities/parties with a certain value or duration as determined by the GMS.
3. Receiving or providing medium/long-term loans (more than one year), except for loans (debts or receivables) granted to Subsidiaries, provided that such loans are reported to the Board of Commissioners.
4. Writing off bad debts and obsolete inventories from the books.
5. Disposing of movable fixed assets with an economic life commonly applicable in the industry for up to five years.
6. Determining the organizational structure one level below the Board of Directors, excluding the appointment of officials.

Term of Office of The Board of Commissioners

The term of office of members of the Board of Commissioners is set at four years and can be reappointed for one additional term.

Criteria for Members of The Board of Commissioners

1. Individuals who can be appointed as members of the Board of Commissioners are those who are legally competent, except for those who, within five years prior to their appointment, have:
 - a. Been declared bankrupt;
 - b. Been a member of the Board of Directors or Board of Commissioners found guilty of causing a company or public corporation to be declared bankrupt; or
 - c. Been convicted of a criminal act that harms state finances and/or state-owned enterprises (SOEs) and/or is related to the financial sector.
2. In addition to the aforementioned criteria, the appointment of members of the Board of Commissioners is made with consideration of integrity, dedication, understanding of corporate management issues related to one of the management functions, knowledge of the company's business sector, and the ability to provide sufficient time to carry out

menyediakan waktu yang cukup untuk melaksanakan tugasnya serta persyaratan lain berdasarkan peraturan perundang-undangan.

3. Persyaratan lain anggota Dewan Komisaris, yaitu:
 - a. Bukan pengurus Partai Politik dan/atau calon anggota legislatif dan/atau anggota legislatif. Calon anggota legislatif atau anggota legislatif terdiri dari calon/anggota DPR, DPD, DPRD Tingkat I, dan DPRD Tingkat II;
 - b. Bukan calon Kepala/Wakil Kepala Daerah dan/atau Kepala/Wakil Kepala Daerah;
 - c. Tidak menjabat sebagai anggota Dewan Komisaris BUMN yang bersangkutan selama 2 (dua) periode berturut-turut;
 - d. Sehat jasmani dan rohani (tidak sedang menderita suatu penyakit yang dapat menghambat pelaksanaan tugas sebagai anggota Dewan Komisaris), yang dibuktikan dengan surat keterangan sehat dari Dokter;
 - e. Bagi bakal calon dari Kementerian Teknis atau Instansi Pemerintah lain, harus berdasarkan surat usulan dari instansi yang bersangkutan.

Board Manual - Dewan Komisaris

Dalam melaksanakan tugas dan tanggung jawabnya, Dewan Komisaris mengacu pada Tata Laksana Kerja Direksi dan Dewan Komisaris (*Board Manual*). Tata Laksana Kerja Direksi dan Dewan Komisaris (*Board Manual*) adalah petunjuk tata laksana kerja Direksi dan Dewan Komisaris yang menjelaskan tahapan aktivitas secara terstruktur, sistematis, mudah dipahami dan harus dapat dijalankan dengan konsisten, sehingga dapat menjadi acuan bagi Direksi dan Dewan Komisaris dalam melaksanakan tugas masing-masing untuk mencapai Visi dan Misi Perseroan. Adapun isi *Board Manual* bagian Dewan Komisaris adalah sebagai berikut:

1. Susunan Dewan Komisaris
2. Persyaratan dan Pengangkatan Anggota Dewan Komisaris
3. Pengaturan Rangkap Jabatan
4. Masa Jabatan, Pemberhentian Dan Pengunduran Diri Dewan Komisaris
5. Pelaksana Tugas Anggota Dewan Komisaris Yang Lowong
6. Pemberitahuan Mengenai Susunan Dewan Komisaris Kepada Menteri Hukum Dan Ham
7. Tugas Dewan Komisaris
8. Wewenang Dewan Komisaris
9. Kewajiban Dewan Komisaris
10. Akses, Kerahasiaan, Keterbukaan Dan Kepemilikan Informasi
11. Etika Berusaha, Anti Korupsi Dan Donasi
12. Honorarium Dan Pembagian Kerja Dewan Komisaris
13. Fasilitas Anggota Dewan Komisaris
14. Rapat Dewan Komisaris
15. Program Pengenalan Dan Pelatihan/Pembelajaran

their duties, as well as other requirements based on legislation.

3. Other requirements for members of the Board of Commissioners include:
 - a. Not being a political party official and/or a legislative candidate and/or a legislator. Legislative candidates or legislators include candidates/members of the DPR, DPD, DPRD Level I, and DPRD Level II;
 - b. Not being a candidate for Regional Head/Deputy Regional Head and/or Regional Head/Deputy Regional Head;
 - c. Not holding the position of a member of the Board of Commissioners of the relevant SOEs for two consecutive periods;
 - d. Being physically and mentally healthy (not suffering from an illness that could hinder the performance of duties as a member of the Board of Commissioners), as evidenced by a health certificate from a Doctor;
 - e. For candidates from Technical Ministries or other Government Agencies, the appointment must be based on a recommendation letter from the respective agency.

Board Manual - Board of Commissioners

In carrying out its duties and responsibilities, the Board of Commissioners adheres to the Work Procedures for the Board of Directors and Board of Commissioners (*Board Manual*). The *Board Manual* is a guide for the structured, systematic, easily understood, and consistently implemented work procedures of the Board of Directors and Board of Commissioners, serving as a reference for them in carrying out their respective duties to achieve the Company's Vision and Mission. The contents of the *Board Manual* related to the Board of Commissioners include:

1. Composition of the Board of Commissioners
2. Requirements and Appointment of Members of the Board of Commissioners
3. Regulation of Concurrent Positions
4. Term of Office, Dismissal, and Resignation of the Board of Commissioners
5. Execution of Duties for Vacant Positions on the Board of Commissioners
6. Notification of the Composition of the Board of Commissioners to the Minister of Law and Human Rights
7. Duties of the Board of Commissioners
8. Authorities of the Board of Commissioners
9. Obligations of the Board of Commissioners
10. Access, Confidentiality, Transparency, and Ownership of Information
11. Business Ethics, Anti-Corruption, and Donations
12. Honorarium and Work Distribution of the Board of Commissioners
13. Facilities for Members of the Board of Commissioners
14. Meetings of the Board of Commissioners
15. Orientation and Training Programs

16. Rencana Kerja Dan Anggaran Dewan Komisaris
17. Organ Pendukung Dewan Komisaris

Kebijakan Rangkap Jabatan Dewan Komisaris

Anggota Dewan Komisaris dilarang memangku jabatan rangkap sebagai:

1. Anggota Direksi pada Badan Usaha Milik Daerah dan Badan Usaha Milik Swasta.
2. Jabatan lainnya sesuai ketentuan peraturan perundang-undangan, pengurus partai politik dan/atau calon anggota legislatif, dan/atau calon Kepala Daerah/Wakil Kepala Daerah dan/atau;
3. Jabatan lain yang dapat menimbulkan benturan kepentingan.

Seluruh Dewan Komisaris tidak memiliki rangkap jabatan pada perusahaan/instansi lain.

Pengelolaan Benturan Kepentingan Dewan Komisaris

Dewan Komisaris memiliki kebijakan benturan kepentingan dan melaksanakan secara konsisten kebijakan tersebut.

1. Terdapat kebijakan Dewan Komisaris mengenai (potensi) benturan kepentingan yang dapat mengganggu pelaksanaan tugas Dewan Komisaris.
2. Dewan Komisaris menandatangani pernyataan tidak memiliki benturan kepentingan dan menyatakan secara tertulis hal-hal yang berpotensi menimbulkan benturan kepentingan terhadap dirinya dan menyampaikannya kepada RUPS/Pemilik Modal:
 - a. Adanya surat pernyataan Komisaris tidak memiliki benturan kepentingan pada awal pengangkatan yang diperbaharui setiap awal tahun:
 - Untuk pernyataan tahunan dapat dilaksanakan dengan menambahkan pernyataan tersebut sebagai lampiran atau bagian dari Kontrak Kinerja atau RKAT Dewan Komisaris.
 - Bila dalam periode pelaksanaan tugasnya, Dewan Komisaris mengalami (potensi) benturan kepentingan terdapat surat pernyataan Dewan Komisaris mengenai hal tersebut dan disampaikan kepada Pemegang Saham/Pemilik Modal.
 - b. Dewan Komisaris membuat Pakta Integritas yang dilampirkan dalam Usulan Tindakan Direksi yang harus mendapatkan rekomendasi dari Dewan Komisaris dan persetujuan RUPS/Pemilik Modal.
3. Dewan Komisaris wajib melaporkan kepada Perseroan (Sekretaris Perusahaan) untuk dicatat dalam Daftar Khusus mengenai kepemilikan sahamnya dan/atau keluarganya pada Perseroan dan perusahaan lain, termasuk perubahannya.

16. Work Plan and Budget of the Board of Commissioners
17. Supporting Organs of the Board of Commissioners

Policy on Concurrent Positions of The Board of Commissioners

Members of the Board of Commissioners are prohibited from holding concurrent positions as:

1. Members of the Board of Directors in Regional-Owned Enterprises and Private-Owned Enterprises.
2. Other positions as per legal regulations, political party officials and/or legislative candidates, and/or candidates for Regional Head/Deputy Regional Head.
3. Other positions that could create a conflict of interest.

Seluruh Dewan Komisaris tidak memiliki rangkap jabatan pada perusahaan/instansi lain.

Management of Conflict of Interest of The Board of Commissioners

The Board of Commissioners has a conflict of interest policy and consistently implements it.

1. The Board of Commissioners has a policy regarding (potential) conflicts of interest that could interfere with the performance of their duties.
2. The Board of Commissioners signs a statement declaring the absence of a conflict of interest and provides a written declaration of any matters that could potentially create a conflict of interest and submits it to the GMS/Capital Owner:
 - a. There is a declaration letter from the Commissioners stating no conflict of interest at the beginning of their appointment, which is renewed at the start of each year:
 - For annual declarations, this can be done by attaching the statement as an annex or part of the Performance Contract or the Board of Commissioners' RKAT.
 - If during their term of office, a member of the Board of Commissioners experiences (potential) conflict of interest, a statement from the Board of Commissioners regarding this matter is submitted to the Shareholders/Capital Owners.
 - b. The Board of Commissioners prepares an Integrity Pact attached to the proposal for actions by the Board of Directors that require a recommendation from the Board of Commissioners and approval from the GMS/Capital Owners.
3. The Board of Commissioners must report to the Company (Corporate Secretary) to be recorded in a Special Register regarding their share ownership and/or their family's share ownership in the Company and other companies, including any changes.

Kepemilikan Saham Dewan Komisaris

Sampai dengan Desember 2023, seluruh Dewan Komisaris tidak memiliki saham pada PLN Enjiniring maupun Perusahaan lainnya.

Komisaris Independen

Kriteria dan Pernyataan Komisaris Independen

Kriteria Komisaris Independen Independent Commissioner Criteria	Komisaris Independen Independent Commissioner
Anggota Dewan Komisaris yang tidak memiliki hubungan keuangan, kepengurusan, kepemilikan saham dan/atau hubungan keluarga dengan Anggota Dewan Komisaris lainnya, Anggota Direksi dan/atau pemegang saham pengendali atau hubungan dengan Perseroan, yang dapat mempengaruhi kemampuannya untuk bertindak independen.	Fritz Edward Siregar
An Independent Commissioner is a member of the Board of Commissioners who does not have any financial, managerial, share ownership, and/or family relationship with other members of the Board of Commissioners, members of the Board of Directors, and/or the controlling shareholders or any relationship with the Company that could influence their ability to act independently.	√

Rapat Dewan Komisaris

Rapat Dewan Komisaris adalah rapat yang diselenggarakan oleh Dewan Komisaris. Rapat Dewan Komisaris terdiri dari:

1. Rapat Internal Dewan Komisaris yang hanya dihadiri oleh anggota Dewan Komisaris;
2. Rapat Dewan Komisaris dengan mengundang Direksi.

Kebijakan Rapat

Dewan Komisaris mengadakan rapat internal Dewan Komisaris dengan ketentuan:

1. Segala keputusan Dewan Komisaris diambil dalam rapat Dewan Komisaris.
2. Keputusan dapat pula diambil di luar rapat Dewan Komisaris sepanjang seluruh Anggota Dewan Komisaris setuju tentang cara dan materi yang diputuskan.
3. Rapat Dewan Komisaris adalah sah dan berhak mengambil keputusan mengikat apabila dihadiri atau diwakili oleh lebih dari ½ (satu per dua) jumlah anggota Dewan Komisaris.
4. Dalam mata acara lain-lain, rapat Dewan Komisaris tidak berhak mengambil keputusan kecuali semua anggota Dewan Komisaris atau wakilnya yang sah, hadir dan menyetujui penambahan mata acara rapat.
5. Semua keputusan dalam rapat Dewan Komisaris diambil dengan musyawarah untuk mufakat.
6. Apabila melalui musyawarah tidak tercapai mufakat, maka keputusan rapat Dewan Komisaris diambil dengan suara terbanyak biasa.
7. Setiap anggota Dewan Komisaris berhak untuk mengeluarkan 1 (satu) suara ditambah 1 (satu) suara untuk anggota Dewan Komisaris yang diwakilinya.

Share Ownership of The Board of Commissioners

As of December 2023, none of the members of the Board of Commissioners owned shares in PLN Enjiniring or any other Company.

Independent Commissioner

Criteria and Declaration of Independent Commissioners

Board of Commissioners Meetings

The Board of Commissioners meetings are gatherings organized by the Board of Commissioners. These meetings include:

1. Internal Meetings of the Board of Commissioners, attended only by the members of the Board;
2. Meetings of the Board of Commissioners, with the Board of Directors invited.

Meeting Policies

The Board of Commissioners conducts internal meetings with the following provisions:

1. All decisions by the Board of Commissioners are made during these meetings.
2. Decisions may also be made outside of meetings as long as all members of the Board of Commissioners agree on the method and content of the decision.
3. A meeting is valid and has the authority to make binding decisions if more than half of the members of the Board of Commissioners are present or represented.
4. Under the "miscellaneous" agenda item, decisions can only be made if all members or their legitimate representatives are present and agree to add the item to the agenda.
5. All decisions in the meetings are made by deliberation and consensus.
6. If consensus cannot be reached, decisions are made by a simple majority vote.
7. Each member has one vote plus one vote for any member they represent.

8. Apabila jumlah suara setuju dan tidak setuju sama banyaknya, maka pimpinan rapat memutuskan hasil rapat, dengan tetap memperhatikan ketentuan mengenai pertanggungjawaban sebagaimana dimaksud di atas, kecuali mengenai diri orang, pengambilan keputusan rapat dilakukan dengan pemilihan secara tertutup.
 9. Suara blanko (abstain) dianggap menyetujui usul yang diajukan dalam rapat.
 10. Dalam hal usulan lebih dari 2 (dua) alternatif dan hasil pemungutan suara belum mendapatkan suatu alternatif dengan suara lebih dari $\frac{1}{2}$ (satu per dua) bagian dari jumlah suara yang dikeluarkan, maka dilakukan pemilihan ulang terhadap 2 (dua) usulan yang memperoleh suara terbanyak sehingga salah satu usulan memperoleh suara lebih dari $\frac{1}{2}$ (satu per dua) bagian dari jumlah suara yang dikeluarkan.
 11. Suara yang tidak sah dianggap tidak ada dan tidak dihitung dalam menentukan jumlah suara yang dikeluarkan dalam rapat.
8. In case of a tie, the meeting chair has the deciding vote, except in matters concerning individuals, where voting is done by secret ballot.
 9. Abstained votes are considered as agreeing with the proposed decision.
 10. If there are more than two alternatives and none receives more than half of the votes, a runoff vote is held between the two alternatives with the most votes.
 11. Invalid votes are not counted in determining the total number of votes cast.

KUORUM RAPAT

1. Rapat Dewan Komisaris adalah sah dan berhak mengambil keputusan mengikat apabila dihadiri atau diwakili oleh lebih dari $\frac{1}{2}$ (satu per dua) jumlah anggota Dewan Komisaris.
2. Seorang anggota Dewan Komisaris dapat diwakili dalam rapat hanya oleh anggota Dewan Komisaris lainnya berdasarkan kuasa tertulis yang diberikan khusus untuk keperluan itu.
3. Seorang anggota Dewan Komisaris hanya dapat mewakili seorang anggota Dewan Komisaris lainnya.

RISALAH RAPAT

1. Dalam setiap rapat Dewan Komisaris harus dibuat risalah rapat yang berisi hal-hal yang dibicarakan (termasuk pernyataan ketidaksetujuan/*dissenting opinion* anggota Dewan Komisaris, jika ada) dan hal-hal yang diputuskan.
2. Risalah rapat sebagaimana dimaksud di atas ditandatangani oleh Ketua Rapat dan seluruh anggota Dewan Komisaris yang hadir dalam rapat.
3. Asli risalah rapat Dewan Komisaris disampaikan kepada Direksi untuk disimpan dan dipelihara, sedangkan Dewan Komisaris menyimpan salinannya.

TEMPAT RAPAT

1. Rapat Dewan Komisaris dianggap sah apabila diadakan di tempat kedudukan Perseroan atau ditempat kegiatan usahanya yang utama di dalam wilayah Republik Indonesia.
2. Rapat Dewan Komisaris yang diselenggarakan di tempat lain selain tersebut di atas, dianggap sah dan dapat mengambil keputusan apabila dilaksanakan di dalam wilayah Republik Indonesia dan dihadiri oleh seluruh anggota Dewan Komisaris.

JADWAL RAPAT

1. Dewan Komisaris mengadakan rapat paling sedikit setiap 1 (satu) bulan sekali, dalam rapat tersebut Dewan Komisaris dapat mengundang Direksi.
2. Dewan Komisaris dapat mengadakan rapat sewaktu-waktu atas permintaan 1 (satu) atau beberapa anggota Dewan

QUORUM REQUIREMENTS

1. The meeting is valid and has the authority to make binding decisions if more than half of the members are present or represented.
2. A member can be represented only by another member through a written proxy specifically for that purpose.
3. A member can only represent one other member.

MEETING MINUTES

1. Minutes must be prepared for each meeting, including discussions (such as any dissenting opinions) and decisions made.
2. The minutes must be signed by the meeting chair and all members present.
3. The original minutes are submitted to the Board of Directors for safekeeping, while the Board of Commissioners retains a copy.

MEETING LOCATION

1. Meetings are valid if held at the Company's registered office or main place of business within Indonesia.
2. Meetings held elsewhere within Indonesia are valid if all members attend.

MEETING SCHEDULE

1. The Board of Commissioners holds meetings at least once a month and may invite the Board of Directors.
2. Meetings may be called at any time upon request by 1 (one) or more members, by the Board of Directors, or by written request

Komisaris, permintaan Direksi, atau atas permintaan tertulis dari 1 (satu) atau beberapa pemegang saham yang mewakili sekurang-kurangnya 1/10 (satu per sepuluh) dari jumlah saham dengan hak suara, dengan menyebutkan hal-hal yang akan dibicarakan.

UNDANGAN RAPAT

1. Panggilan rapat Dewan Komisaris disampaikan secara tertulis oleh Komisaris Utama atau oleh anggota Dewan Komisaris yang ditunjuk oleh Komisaris Utama dan disampaikan dalam jangka waktu paling lambat 3 (tiga) hari sebelum rapat diadakan atau dalam waktu yang lebih singkat jika dalam keadaan mendesak, dengan tidak memperhitungkan tanggal panggilan dan tanggal rapat.
2. Panggilan rapat sebagaimana dimaksud pada angka 1 di atas harus mencantumkan acara, tanggal, waktu dan tempat rapat.
3. Panggilan rapat tersebut tidak disyaratkan apabila semua anggota Dewan Komisaris hadir dalam rapat.

PIMPINAN RAPAT

1. Semua rapat Dewan Komisaris dipimpin oleh Komisaris Utama.
2. Dalam hal Komisaris Utama tidak hadir atau berhalangan, rapat Dewan Komisaris dipimpin oleh seorang anggota Dewan Komisaris lainnya yang ditunjuk oleh Komisaris Utama.
3. Dalam hal Komisaris Utama tidak melakukan penunjukan, maka anggota Dewan Komisaris yang terlama menjabat sebagai anggota Dewan Komisaris bertindak sebagai pimpinan rapat Dewan Komisaris.
4. Dalam hal anggota Dewan Komisaris yang terlama menjabat sebagai anggota Dewan Komisaris lebih dari 1 (satu) orang, maka anggota Dewan Komisaris yang tertua dalam usia yang bertindak sebagai pimpinan rapat.

RAPAT DEWAN KOMISARIS DENGAN MENGUNDANG DIREKSI

Dewan Komisaris dapat mengadakan rapat dengan mengundang Direksi dengan ketentuan:

1. Rapat Dewan Komisaris dengan dihadiri Direksi diselenggarakan sesuai dengan kebutuhan.
2. Panggilan rapat Dewan Komisaris sebagaimana dimaksud di atas dilakukan secara tertulis oleh Komisaris Utama atau Anggota Komisaris yang ditunjuk oleh Komisaris Utama dan disampaikan kepada anggota Komisaris lain maupun Direksi dalam jangka waktu sekurang-kurangnya 3 (tiga) hari sebelum rapat diadakan.
3. Panggilan rapat itu harus mencantumkan acara, tanggal, waktu dan tempat rapat.

Realisasi Rapat Internal Dewan Komisaris

Sepanjang tahun 2023, agenda, tanggal dan peserta Rapat Dewan Komisaris adalah sebagai berikut.

from shareholders representing at least one-tenth of the voting shares.

MEETING INVITATIONS

1. Invitations are issued in writing by the President Commissioner or a designated member at least 3 (three) days before the meeting, or shorter in urgent cases, excluding the day of invitation and the meeting day.
2. The invitation must include the agenda, date, time, and place.
3. No invitation is required if all members are present.

MEETING CHAIRPERSON

1. All meetings are chaired by the President Commissioner.
2. If the President Commissioner is absent, another designated member chairs the meeting.
3. If no designation is made, the longest-serving member chairs the meeting.
4. If multiple members have served the longest, the oldest member chairs.

MEETINGS WITH THE BOARD OF DIRECTORS

The Board of Commissioners may invite the Board of Directors to meetings under the following conditions:

1. Such meetings are held as needed.
2. Invitations are issued in writing by the President Commissioner or a designated member at least 3 (three) days before the meeting.
3. The invitation must include the agenda, date, time, and place.

Implementation of Internal Meetings in 2023

The agenda, dates, and participants of the Board of Commissioners' meetings throughout 2023 are detailed in the following table.

Tabel Rapat Dewan Komisaris

Table of Board of Commissioners meetings

No.	Tanggal Date	Agenda Rapat Meeting Agenda	Peserta Rapat Participants	Kehadiran Attendance
1.	10 Februari 2023 February 10, 2023	Finalisasi Laporan Tahunan Dewan Komisaris 2022, Program Kerja Dewan Komisaris 2023 Finalization of the 2022 Annual Report of the Board of Commissioners, Work Program of the Board of Commissioners for 2023	Bob Saril Edward Siagian Muhammad Rizali Karliansyah Fritz Edward Siregar	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
2.	27 Februari 2023 February 27, 2023	Laporan Komite Audit, Laporan Komite MR&GCG, Laporan Komite N&R Audit Committee Report, MR&GCG Committee Report, N&R Committee Report	Bob Saril Edward Siagian Muhammad Rizali Karliansyah Fritz Edward Siregar	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
3.	10 Mei 2023 May 10, 2023	Silahturahmi Lebaran, Laporan Komite, Persiapan Materi RUPS LPT PLN Enjiniring 2022 Eid al-Fitr Gathering, Committee Reports, Preparation of Materials for the General Meeting of Shareholders (GMS) of LPT PLN Enjiniring 2022	Bob Saril Edward Siagian Muhammad Rizali Karliansyah Fritz Edward Siregar	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
4.	08 Agustus 2023 August 08, 2023	Penentuan agenda yang akan dibahas pada RID bulan Agustus 2023 Determination of Agenda for the August 2023 RID Meeting	Bob Saril Edward Siagian Muhammad Rizali Karliansyah Fritz Edward Siregar	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
5.	15 Agustus 2023 August 15, 2023	Kinerja Semester I 2023 Direktorat Keuangan & SDM, Kinerja Semester I 2023 SPI, Kinerja Semester I 2023 Direktur Pemasaran, Kinerja Semester I 2023 Direktur Enjiniring, Pengelolaan CNG Bangkanai, Pengelolaan SSPI, Tata Kelola IPP Kedepan, Pengelolaan IT guna mendukung Bisnis PLN Enjiniring (ABC), Pengelolaan Sertifikasi SDM, SDM REC Setelah pengambil alihan, Proyek PLTMG Luwuk, Bagaimana Kesiapan PLNE menghadapi tantangan EPC, Self Assesment Kinerja Dewan Komisaris Semester I 2023 Performance Review for the First Semester of 2023, Finance & Human Resources Directorate, Internal Audit Unit (SPI), Marketing Director, Engineering Director, CNG Bangkanai Management, SSPI Management, Future IPP Governance, IT Management to Support PLN Enjiniring Business (ABC), HR Certification Management, REC HR Management Post-Acquisition, PLTMG Luwuk Project, PLN Enjiniring's Readiness to Face EPC Challenges, Self-Assessment of the Board of Commissioners' Performance for the First Half of 2023	Bob Saril Edward Siagian Muhammad Rizali Karliansyah Fritz Edward Siregar	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
6.	08 September 2023 September 08, 2023	Persetujuan Pelepasan Saham REC Approval of REC Shares Release	Bob Saril Edward Siagian Muhammad Rizali Karliansyah Fritz Edward Siregar	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
7.	06 Oktober 2023 October 06, 2023	Laporan Komite Audit, Laporan Komite Manajemen Risiko dan GCG, Laporan Komite Nominasi dan Remunerasi, Usulan Revisi RKAP dan KPI tahun 2023 Audit Committee Report, Risk Management and GCG Committee Report, Nominations and Remuneration Committee Report, Proposal for Revised RKAP and KPI for 2023	Bob Saril Edward Siagian Muhammad Rizali Karliansyah Fritz Edward Siregar	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
8.	12 Desember 2023 December 12, 2023	Pembahasan Rencana Kerja dan Anggaran Dewan Komisaris Tahun 2024, Pembahasan Kinerja BOC Semester I dan II Tahun 2023, Pembahasan Kinerja BOD Tahun 2023, Pembahasan Kinerja Perusahaan Tahun 2023. Discussion on the 2024 Work Plan and Budget of the Board of Commissioners, Discussion on BOC's Performance for the First and Second Semesters of 2023, Discussion on BOD's Performance for 2023, Discussion on Company Performance for 2023	Bob Saril Edward Siagian Muhammad Rizali Karliansyah Fritz Edward Siregar	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend

Rapat Dewan Komisaris dengan Direksi

Sepanjang tahun 2023, agenda, tanggal dan peserta Rapat Dewan Komisaris dengan Direksi adalah sebagai berikut.

Meeting of The Board of Commissioners with The Board of Directors

Throughout 2023, the agenda, dates, and participants of the Board of Commissioners' meetings with the Board of Directors are as follows.

Tabel Rapat Dewan Komisaris dengan Direksi

Table of Meetings of the Board of Commissioners with the Board of Directors

No.	Tanggal Rapat Meeting Date	Agenda Agenda	Peserta Rapat - Dewan Komisaris Participants - Board of Commissioners	Kehadiran Attendance	Peserta Rapat - Direksi Participants - Directors	Kehadiran Attendance
1.	24 Januari 2023 January 24, 2023	Roadmap PLN Enjiniring 5 tahun ke depan, Progres Implementasi ABC Costing dalam upaya peningkatan daya saing PLN Enjiniring, Penyelesaian Condensat CNG Bangkanai Roadmap for PLN Enjiniring for the Next 5 Years, Progress of ABC Costing Implementation in Efforts to Enhance the Competitiveness of PLN Enjiniring, Completion of Condensate CNG Bangkanai	Bob Saril Edward Siagian Muhammad Rizali Karliansyah Fritz Edward Siregar	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
2.	27 Februari 2023 February 27, 2023	Kinerja PLN Enjiniring Januari 2023, Penyelesaian Permasalahan CPSI, Pengendalian Mutu Produk PLN Enjiniring, Pengendalian Keamanan Data/Informasi di lingkungan PLN Enjiniring PLN Enjiniring Performance January 2023, Resolution of CPSI Issues, Product Quality Control of PLN Enjiniring, Data/Information Security Control within PLN Enjiniring	Bob Saril Edward Siagian Muhammad Rizali Karliansyah Fritz Edward Siregar	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
3.	24 Maret 2023 March 24, 2023	Kinerja PLN Enjiniring Februari 2023, Penyelesaian PLTMG Luwuk, Penyelesaian Penanganan Limbah CNG Bangkanai, Penerapan ABC PLN Enjiniring Performance February 2023, Completion of PLTMG Luwuk, Completion of CNG Bangkanai Waste Management, Implementation of ABC	Bob Saril Edward Siagian Muhammad Rizali Karliansyah Fritz Edward Siregar	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
4.	30 Mei 2023 May 30, 2023	Persiapan Materi RUPS LPT 2022 PLN Enjiniring, Temuan SPI pada CNG Bangkanai, Solusi Penyelesaian CSPI Preparation of Materials for the 2022 GMS LPT of PLN Enjiniring, SPI Findings on CNG Bangkanai, CPSI Resolution Solutions	Bob Saril Edward Siagian Muhammad Rizali Karliansyah Fritz Edward Siregar	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
5.	10 Juli 2023 July 10, 2023	Pengambilalihan REC, Pencapaian Kinerja sampai dengan Akhir Juni 2023, Kinerja HSSE Acquisition of REC, Performance Achievements as of the End of June 2023, HSSE Performance	Bob Saril Edward Siagian Muhammad Rizali Karliansyah Fritz Edward Siregar	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
6.	23 Agustus 2023 August 23, 2023	Progres PLTMG Luwuk, Progres Implementasi Virtual Cubicle, Pengelolahan 03 IPP PLNE kedepan Progress of PLTMG Luwuk, Progress of Virtual Cubicle Implementation, Future Management of 03 IPP PLNE	Bob Saril Edward Siagian Muhammad Rizali Karliansyah Fritz Edward Siregar	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend

No.	Tanggal Rapat Meeting Date	Agenda	Peserta Rapat - Dewan Komisaris Participants - Board of Commissioners	Kehadiran Attendance	Peserta Rapat - Direksi Participants - Directors	Kehadiran Attendance
7.	12 September 2023 September 12, 2023	Penentuan agenda yang akan dibahas pada RDD bulan September 2023 Determination of the Agenda to be Discussed at the September 2023 RDD	Bob Saril Edward Siagian Muhammad Rizali Karliansyah Fritz Edward Siregar	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
8.	26 September 2023 September 26, 2023	Rencana PLN Enjiniring International milestone, Kontraktual & SDM pasca divestasi REC, Progres CPSI, dan Pencapaian Kinerja sampai dengan Akhir Agustus 2023 Plan for PLN Enjiniring International Milestones, Contractual & HR Post-Divestment of REC, CPSI Progress, and Performance Achievements as of the End of August 2023	Bob Saril Edward Siagian Muhammad Rizali Karliansyah Fritz Edward Siregar	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
9.	13 Oktober 2023 October 13, 2023	Penentuan agenda yang akan dibahas pada RDD bulan Oktober 2023 Determination of the Agenda to be Discussed at the October 2023 RDD	Bob Saril Edward Siagian Muhammad Rizali Karliansyah Fritz Edward Siregar	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
10.	24 Oktober 2023 October 24, 2023	Kesiapan RKAP Tahun 2024 dan RJP Tahun 2024- 2028, Pencapaian Program TI Tahun 2023 (low progress), Percepatan revisi dan/atau penerbitan SOP, Prosedur terkait dengan perubahan organisasi dan nomenklatur PLN Enjiniring, Status Novasi Kontrak Eks PT. REC dan progress pelepasan REC ke ICON+, Tindak Lanjut rencana Kerjasama PT PLN (Persero)/PLN Enjiniring dengan China XD Electric Co. Ltd. Preparation for RKAP 2024 and RJP 2024-2028, Achievement of the 2023 IT Program (low progress), Acceleration of SOP Revision and/or Issuance, Procedures Related to Organizational and Nomenclature Changes in PLN Enjiniring, Status of Contract Novation from PT REC and Progress of REC Divestment to ICON+, Follow-up on PT PLN (Persero)/PLN Enjiniring's Cooperation Plan with China XD Electric Co. Ltd.	Bob Saril Edward Siagian Muhammad Rizali Karliansyah Fritz Edward Siregar	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
11.	17 November 2023 November 17, 2023	Endorsement RKAP 2024 dan KPI 2024 Endorsement of RKAP 2024 and KPI 2024	Bob Saril Edward Siagian Muhammad Rizali Karliansyah Fritz Edward Siregar	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend
12.	19 Desember 2023 December 19, 2023	Kinerja PLNE 2023 dan CPSI dengan agenda Tambahan PLNE 2023 and CPSI Performance with Additional Agenda	Bob Saril Edward Siagian Muhammad Rizali Karliansyah Fritz Edward Siregar	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend	Chairani Rachmatullah Martono Kurnia Rumdhony Muhammad Firmansyah	Hadir / Attend Hadir / Attend Hadir / Attend Hadir / Attend

Frekuensi dan Kehadiran Rapat Dewan Komisaris

Frequency and Attendance of The Board of Commissioners' Meetings

Tabel Frekuensi dan Kehadiran Rapat Dewan Komisaris

Table of Frequency and Attendance of the Board of Commissioners' Meetings

Nama Name	Jabatan Position	Rapat Dewan Komisaris Board of Commissioners' Meetings			Rapat Gabungan Dewan Komisaris dengan Direksi Joint Meetings of the Board of Commissioners with the Board of Directors			RUPS GMS		
		Jumlah dan Persentase Kehadiran Number and Percentage of Attendance			Jumlah dan Persentase Kehadiran Number and Percentage of Attendance			Jumlah dan Persentase Kehadiran Number and Percentage of Attendance		
		Jumlah Rapat Total Meetings	Jumlah Kehadiran Total Attendances	Persentase Percentage	Jumlah Rapat Total Meetings	Jumlah Kehadiran Total Attendances	Persentase Percentage	Jumlah Rapat Total Meetings	Jumlah Kehadiran Total Attendances	Persentase Percentage
Bob Saril	Komisaris Utama Komisaris Utama	8	8	100%	12	12	100%	2	2	100%
Edward Siagian	Komisaris Director of Finance and Human Resources	8	8	100%	12	12	100%	2	2	100%
Muhammad Rizali Karliansyah	Komisaris Director of Marketing and Business Development	8	8	100%	12	12	100%	2	2	100%
Fritz Edward Siregar	Komisaris Independen Director of Engineering	8	8	100%	12	12	100%	2	2	100%

Pelatihan dan/atau Peningkatan Kompetensi Anggota Dewan Komisaris

Training and/or Competency Enhancement of The Board of Commissioners' Members

Dewan Komisaris melaksanakan program pelatihan/pembelajaran secara berkelanjutan dalam rangka meningkatkan kompetensi anggota Dewan Komisaris sesuai kebutuhan. Pelatihan dan/atau peningkatan kompetensi anggota Dewan Komisaris selama tahun 2023 adalah sebagai berikut.

The Board of Commissioners conducts continuous training/learning programs to enhance the competency of its members according to needs. The training and/or competency enhancement activities for the Board of Commissioners' members during 2023 are as follows.

Nama Name	Jabatan Position	Jenis Pelatihan dan Materi Pengembangan Kompetensi /Pelatihan Type of Training and Development Material Competency/Training	Waktu dan Tempat Pelaksanaan Time and Location of Implementation	Penyelenggara Organizer
Bob Saril	Komisaris Utama President Commissioner	GRC Summit 2023	24 Agustus 2023 August 24, 2023	CRMS
Edward Siagian	Komisaris Commissioner	Workshop Strategic Business Experts In The Future	24 Agustus 2023 August 24, 2023	CRMS
Muhammad Rizali Karliansyah	Komisaris Commissioner	Qualified Risk Governance Profesional I	17 November 2023 November 17, 2023	LSP MKS
		GRC Summit 2023	24 Agustus 2023 August 24, 2023	CRMS
Fritz Edward Siregar	Komisaris Independen Independent Commissioner	Qualified Risk Governance Profesional	17 November 2023 November 17, 2023	LSP MKS
		GRC Summit 2023	24 Agustus 2023 August 24, 2023	CRMS

Program Orientasi bagi Komisaris Baru

1. Dewan Komisaris yang baru diangkat mengikuti program pengenalan yang diselenggarakan oleh perusahaan.
 - a. Dewan Komisaris menyampaikan kepada Direksi untuk diadakan program pengenalan bagi anggota Dewan Komisaris.
 - b. Anggota Dewan Komisaris yang baru diangkat mengikuti program pengenalan perusahaan.
 - c. Tingkat kehadiran/keaktifan anggota Dewan Komisaris dalam mengikuti program pengenalan perusahaan.
2. Tanggung jawab untuk mengadakan program pengenalan tersebut berada pada Sekretaris Perusahaan atau siapapun yang menjalankan fungsi sebagai sekretaris perusahaan.
3. Program pengenalan meliputi:
 - a. Pelaksanaan prinsip-prinsip GCG oleh Perseroan;
 - b. Gambaran mengenai Perseroan berkaitan dengan tujuan, sifat, dan lingkup kegiatan, kinerja keuangan dan operasi, strategi, rencana usaha jangka pendek dan jangka panjang, posisi kompetitif, risiko dan masalah-masalah strategis lainnya;
 - c. Keterangan berkaitan dengan kewenangan yang didelegasikan, audit internal dan eksternal, sistem dan kebijakan pengendalian internal, termasuk Komite Audit.
 - d. Keterangan mengenai tugas dan tanggung jawab Dewan Komisaris dan Direksi serta hal-hal yang tidak diperbolehkan.
4. Program pengenalan Perseroan dapat berupa presentasi, pertemuan, kunjungan ke Perseroan dan pengkajian dokumen atau program lainnya yang dianggap sesuai dengan Perseroan dimana program tersebut dilaksanakan.

Selama tahun 2023 tidak terdapat Dewan Komisaris baru, sehingga tidak terdapat pelaksanaan orientasi bagi Dewan Komisaris baru.

Rekomendasi dan Pelaksanaan Tugas Dewan Komisaris

Selama tahun 2023 Dewan Komisaris telah melaksanakan tugasnya berdasarkan program kerja, antara lain:

1. Kegiatan terkait RUPS RKAP dan RUPS Laporan Pertanggungjawaban (LPT).
2. Mengadakan rapat dengan Direksi dan Rapat Internal Dewan Komisaris.
3. Mengadakan rapat Komite-komite Dewan Komisaris dengan Direksi terkait.
4. Memberikan saran/rekomendasi/nasehat kepada Direksi sesuai dengan peraturan dan perundang-undangan yang berlaku.
5. Menyusun laporan pengawasan Dewan Komisaris.
6. Mengikuti *Workshop*/Seminar maupun pelatihan.
7. Melakukan kunjungan kerja.

Orientation Program for New Commissioners

1. Newly appointed Commissioners participate in an orientation program organized by the company.
 - a. The Board of Commissioners informs the Board of Directors to arrange an orientation program for its members.
 - b. Newly appointed Commissioners attend the company's orientation program.
 - c. The level of attendance/engagement of the Board of Commissioners members in the company's orientation program.
2. The responsibility for organizing the orientation program lies with the Corporate Secretary or anyone fulfilling the role of the Corporate Secretary.
3. The orientation program includes:
 - a. Implementation of GCG principles by the Company;
 - b. Overview of the Company related to its objectives, nature, scope of activities, financial and operational performance, strategy, short-term and long-term business plans, competitive position, risks, and other strategic issues;
 - c. Information regarding delegated authority, internal and external audits, internal control systems and policies, including the Audit Committee;
 - d. Information about the duties and responsibilities of the Board of Commissioners and the Board of Directors, and prohibited matters.
4. The Company's orientation program may include presentations, meetings, company visits, and review of documents or other programs deemed appropriate by the Company where the program is implemented.

In 2023, there were no new Board of Commissioners members, so no orientation programs for new Commissioners were conducted.

Recommendations and Implementation of The Board of Commissioners' Tasks

Throughout 2023, the Board of Commissioners had carried out its duties according to the work program, including:

1. Activities related to the AGMS and the Accountability Report (LPT) AGMS.
2. Holding meetings with the Board of Directors and Internal Board of Commissioners meetings.
3. Holding committee meetings of the Board of Commissioners with relevant Directors.
4. Providing advice/recommendations/counsel to the Board of Directors in accordance with applicable regulations and laws.
5. Preparing the Board of Commissioners' supervisory report.
6. Participating in workshops/seminars and training.
7. Conducting work visits.

Adapun pelaksanaan pengawasan yang telah dilakukan oleh Dewan Komisaris antara lain:

1. Rapat Umum Pemegang Saham;
2. Rancangan Rencana Jangka Panjang (RJP);
3. Rancangan Rencana Kerja dan Anggaran Perseroan (RKAP) dan Kontrak Manajemen/Key Performance Indicators (KPI) Penilaian Kinerja Operasi;
4. Perubahan Lingkungan Bisnis;
5. Hubungan dengan Stakeholders;
6. Sistem Pengendalian Internal;
7. Manajemen Risiko Perseroan;
8. Sistem Teknologi Informasi;
9. Aspek SDM dan Pelaksanaan Pengembangan Karir SDM;
10. Kebijakan Akuntansi dan Penyusunan Laporan Keuangan;
11. Kebijakan Pengadaan;
12. Kebijakan Mutu dan Pelayanan;
13. Kepatuhan Direksi dalam Menjalankan Peraturan Perundangan;
14. Kepatuhan Direksi dalam Menjalankan Perusahaan sesuai dengan RKAP dan/atau RJPP;
15. Pemberian Persetujuan atas Transaksi;
16. Efektivitas Audit Eksternal dan Audit Internal;
17. Gejala Menurunnya Kinerja Perusahaan;
18. Pengelolaan Anak Perusahaan/Perusahaan Afiliasi;
19. Pencalonan Anggota Direksi, Penilaian Kinerja Direksi (Individu & Kolegial) Dan Pengajuan Usulan Tantiem/Insentif Kinerja sesuai Ketentuan yang Berlaku dan Mempertimbangkan Kinerja Direksi;
20. Potensi Benturan Kepentingan yang Menyangkut Dewan Komisaris;
21. Praktik Tata Kelola Perusahaan Yang Baik;
22. Kinerja Keuangan, terdiri dari:
 - a. *Monitoring* Posisi Kas;
 - b. *Monitoring* Beban Usaha;
 - c. *Monitoring* EBITDA;
 - d. *Monitoring* Rasio Operasi;
23. Perkara Hukum Perseroan;
24. Pengukuran dan Penilaian Kinerja Dewan Komisaris.

Penilaian Kinerja Direksi dan Dewan Komisaris

Penilaian Kinerja Direksi

PROSEDUR PELAKSANAAN PENILAIAN KINERJA DIREKSI

Dewan Komisaris melakukan penilaian kinerja Direksi dibantu oleh Komite di bawah Dewan Komisaris. Penilaian kinerja Direksi dilakukan berdasarkan telaahan kriteria, target dan indikator kinerja utama yang tercakup dalam Kontrak Manajemen Direksi secara kolegial dan individu dengan realisasi pencapaiannya. Hasil atas penilaian atas kinerja Direksi selanjutnya disampaikan kepada Pemegang Saham dalam RUPS.

The supervisory activities carried out by the Board of Commissioners include:

1. General Shareholders Meetings;
2. Draft Long-Term Plans (RJP);
3. Draft Company Work Plans and Budgets (RKAP) and Management Contracts/Key Performance Indicators (KPI) for Operational Performance Assessment;
4. Changes in the Business Environment;
5. Relations with Stakeholders;
6. Internal Control Systems;
7. Company Risk Management;
8. Information Technology Systems;
9. Human Resources aspects and Career Development Implementation;
10. Accounting Policies and Financial Reporting;
11. Procurement Policies;
12. Quality and Service Policies;
13. Compliance of the Board of Directors with Regulations;
14. Compliance of the Board of Directors with Company Policies according to RKAP and/or RJPP;
15. Approval of Transactions;
16. Effectiveness of External and Internal Audits;
17. Signs of Declining Company Performance;
18. Management of Subsidiaries/Affiliated Companies;
19. Nomination of Board of Directors Members, Performance Assessment of the Board of Directors (Individual & Collegial), and Proposal for Performance Bonuses/Incentives according to Applicable Provisions and Considering Board of Directors Performance;
20. Potential Conflicts of Interest Involving the Board of Commissioners;
21. Good Corporate Governance Practices;
22. Financial Performance, including:
 - a. Monitoring Cash Position;
 - b. Monitoring Operating Expenses;
 - c. Monitoring EBITDA;
 - d. Monitoring Operating Ratios;
23. Legal Matters of the Company;
24. Measurement and Assessment of the Board of Commissioners' Performance.

Assessment of The Board of Directors' and Board of Commissioners' Performance

Assessment of The Board of Directors' Performance

PROCEDURE FOR ASSESSING THE BOARD OF DIRECTORS' PERFORMANCE

The Board of Commissioners evaluates the performance of the Board of Directors with the assistance of the committee under the Board of Commissioners. The performance assessment of the Board of Directors is based on the review of criteria, targets, and key performance indicators outlined in the Board of Directors' Management Contract, both collegially and individually, with the realization of achievements. The results of the Board of Directors' performance assessment are then communicated to the Shareholders at the GMS.

Dewan Komisaris melakukan evaluasi kinerja Direksi secara individual setiap semester berdasarkan pencapaian kinerja Perseroan terhadap *Key Performance Indicator* yang disesuaikan dengan tugas atau tanggung jawab masing-masing Direksi secara individual dan disampaikan melalui Laporan Khusus kepada Pemegang Saham setiap semester.

The Board of Commissioners conducts an individual performance evaluation of the Board of Directors every semester based on the company's performance against the Key Performance Indicators, adjusted to each Director's specific duties or responsibilities, and reports this through a Special Report to the Shareholders each semester.

KRITERIA PENILAIAN KINERJA DIREKSI

Kriteria Penilaian Kinerja Direksi Kolegial

Adapun *Key Performance Indicator* Direksi secara kolegial adalah sebagai berikut.

CRITERIA FOR ASSESSING THE BOARD OF DIRECTORS' PERFORMANCE

Criteria for Collegial Assessment of the Board of Directors

The Key Performance Indicators for the Board of Directors collegially are as follows.

No.	Indikator Kinerja Kunci Key Performance Indicators	Satuan Unit	Bobot Weight	Target Target
A Economic and Social Value			27	
1	EBITDA	Rp Miliar IDR Billion	5	120,38
2	<i>Operating Ratio</i>	%	5	87,73
3	ROIC	%	5	11,79
4	<i>Survey Kepuasan Pelanggan per Proyek</i> Customer Satisfaction Survey per Project	%	5	97,54
5	<i>Engineering On-Time Delivery (OTD)</i>		7	
	a. OTD sesuai dengan daftar pekerjaan yang harus selesai pada tahun berjalan OTD according to the list of tasks to be completed in the current year	Produk Product	3,5	76,00
	b. OTD Penugasan Baru (diluar daftar pada butir A.5.a) OTD for New Assignments (outside the list in item A.5.a)	%	3,5	100,00
B Bussines Model Innovation			27	
1	Pemenuhan <i>Risk Maturity Index</i> (RMI) Risk Maturity Index (RMI)	Level	6	3,65
2	<i>Income from outside PLN</i> (Pendapatan dari Luar PLN Group) Income from outside PLN (Revenue from Outside PLN Group)	Rp Miliar IDR Billion	8	26,87
3	<i>Engineering First Pass Yield (EFPY)</i>		7	
	a. EFPY sesuai dengan daftar pekerjaan yang harus selesai pada tahun berjalan EFPY according to the list of tasks to be completed in the current year	Produk Product		76,00
	b. EFPY Penugasan Baru (di luar daftar pada butir B.3.a) EFPY for New Assignments (outside the list in item B.3.a)	%		100,00
4	Sinergi Antar Sub Holding dan Anak perusahaan Lain (tidak termasuk Sinergi Unit PLN) Synergy Between Sub-Holdings and Other Subsidiaries (excluding PLN Unit Synergy)	Rp Miliar IDR Billion	6	24,58
C Technology Leadership			12	
1	Penyelesaian Dokumen Engineering (FS, RFP, Bid Doc, HPE) Program Konversi PLTD ke EBT Completion of Engineering Documents (FS, RFP, Bid Doc, HPE) for the Conversion Program from PLTD to NRE	Jumlah Produk Product Quantity	7	2,00
2	<i>IT Maturity Level</i>	Level	5	4,00
D Energize Investment			24	
1	Kajian <i>Engineering</i> untuk Peningkatan Kapasitas EBT Engineering Study for Increasing NRE Capacity			
	a. Kajian <i>Engineering</i> untuk Peningkatan Kapasitas EBT sesuai dengan daftar pekerjaan yang harus selesai pada tahun berjalan Engineering Study for Increasing NRE Capacity according to the list of tasks to be completed in the current year	Jumlah Produk Product Quantity	3,5	47,00
	b. Kajian <i>Engineering</i> untuk Peningkatan Kapasitas EBT Penugasan Baru (di luar daftar pada butir D.1.a) Engineering Study for Increasing NRE Capacity for New Assignments (outside the list in item D.1.a)	%	3,5	100,00
2	Kajian <i>Engineering</i> untuk Peningkatan Kapasitas Non-EBT Engineering Study for Increasing Non-NRE Capacity			

No.	Indikator Kinerja Kunci Key Performance Indicators	Satuan Unit	Bobot Weight	Target Target
	a. Kajian <i>Engineering</i> untuk Peningkatan Kapasitas Non-EBT sesuai dengan daftar pekerjaan yang harus selesai pada tahun berjalan Engineering Study for Increasing Non-NRE Capacity according to the list of tasks to be completed in the current year Number of Products	Jumlah Produk Product Quantity	3,5	17,00
	b. Kajian <i>Engineering</i> untuk Peningkatan Kapasitas Non-EBT Penugasan Baru (di luar daftar pada butir D.1.a) Engineering Study for Increasing Non-NRE Capacity for New Assignments (outside the list in item D.2.a)	%	3,5	100,00
3	Pengendalian penggunaan Anggaran Investasi sesuai RKAP 2023 Control of Investment Budget Usage according to RKAP 2023	%	5	95-100
4	<i>Engineering Integrator</i> PLTMG Luwuk	%	5	100,00
E	Unleash Talent		10	
1	Pengembangan Talenta Pegawai Talent Development		5	
	a. Talent Milenial (≤42 tahun) Millennial Talent (≤42 tahun)	%		9,00
	b. Perempuan dalam Nominated Talent Women in Nominated Talent	%		22,00
2	<i>Risk and Digital Talent</i>		5	
	a. Sertifikasi Manajemen Risiko Pegawai Risk Management Certification for Employees	Pegawai Employees		15,00
	b. Program <i>Making Digital Talent</i> Digital Talent Development Program	%		7,00
F	Compliance			
1	<i>Compliance (GCG, Safety, Security & Environment, SPI, Reporting)</i>			Max-10
	Total		100	

Kriteria Penilaian Kinerja Direksi Individu

Key Performance Indicator (KPI) Direktur Utama merupakan KPI Perusahaan yang telah ditetapkan melalui Kontrak Manajemen. Sedangkan Untuk KPI individu Direktur lainnya terdiri atas KPI Bersama dan KPI Direktorat, dengan rincian sebagai berikut.

- Key Performance Indicator Direktur Enjiniring

No.	Indikator Kinerja Kunci Key Performance Indicators	Satuan Unit	Bobot Weight
A	KPI Bersama Joint KPI		36
1	EBITDA	Rp Miliar IDR Billion	5
2	<i>Operating Ratio</i>	%	5
3	ROIC	%	5
4	<i>Survey Kepuasan Pelanggan per Proyek</i> Customer Satisfaction Survey per Project	%	5
5	Pemenuhan <i>Risk Maturity Index (RMI)</i> Risk Maturity Index (RMI)	Level	6
6	<i>IT Maturity Level</i>	Level	5
7	<i>Engineering Integrator</i> PLTMG Luwuk	%	5
8	<i>Compliance (GCG, Safety, Security & Environment, SPI, Reporting)</i>		Max-10

Criteria for Individual Performance Assessment of the Board of Directors

The Key Performance Indicator (KPI) for the President Director is set as a Company KPI through the Management Contract. Meanwhile, for other Directors, the KPIs consist of Joint KPIs and Directorate KPIs, detailed as follows:

- Key Performance Indicators for the Director of Engineering

No.	Indikator Kinerja Kunci Key Performance Indicators	Satuan Unit	Bobot Weight
B	KPI DIREKTORAT DIRECTORATE KPI		64
1	<i>Engineering On Time Delivery (OTD)</i> a. OTD Sesuai dengan daftar pekerjaan yang harus selesai pada tahun berkalen OTD as per the list of tasks to be completed within the year b. OTD Penugasan Baru (di luar daftar pada butir a) OTD for New Assignments (beyond the list in item a)	Produk Product %	10
2	<i>Engineering First Pass Yield (EFPY)</i> a. EFPY sesuai dengan daftar pekerjaan yang harus selesai pada tahun berjalan. EFPY as per the list of tasks to be completed within the year. b. EFPY Penugasan Baru (di luar daftar pada butir a) EFPY for New Assignments (beyond the list in item a)	Produk Product %	10
3	<i>Penyelesaian Dokumen Engineering (FS, RFP, Bid Doc. HPE) Program Konversi PLTD ke EBT sesuai penugasan</i> Completion of Engineering Documents (FS, RFP, Bid Docs, HPE) for PLTD to NRE Conversion	Jumlah Produk Product Quantity	8
4	<i>Kajian Engineering untuk Peningkatan Kapasitas</i> Engineering Studies for Capacity Enhancement a. Kajian <i>Engineering</i> untuk Peningkatan Kapasitas EBT sesuai dengan daftar pekerjaan yang harus selesai pada tahun berjalan Engineering Studies for NRE Capacity Enhancement as per the list of tasks for the year b. Kajian <i>Engineering</i> untuk Peningkatan Kapasitas EBT Penugasan Baru (di luar daftar pada butir a.) Engineering Studies for NRE Capacity Enhancement for New Assignments (beyond the list in item a)	Jumlah Produk Product Quantity %	10
5	<i>Kajian Engineering untuk Peningkatan Kapasitas Non-EBT</i> Engineering Studies for Non-NRE Capacity Enhancement a. Kajian <i>Engineering</i> untuk Peningkatan Kapasitas Non-EBT sesuai dengan daftar pekerjaan yang harus selesai pada tahun berjalan. Engineering Studies for Non-NRE Capacity Enhancement as per the list of tasks for the year. b. Kajian <i>Engineering</i> untuk Peningkatan Kapasitas Non-EBT Penugasan Baru (di luar daftar pada butir a.) Engineering Studies for Non-NRE Capacity Enhancement for New Assignments (beyond the list in item a)	Jumlah Produk Product Quantity %	10
6	<i>Pendapatan Enjiniring 2023</i> Engineering Revenue 2023	Rp Miliar IDR Billion	8
7	<i>Produktivitas Supervisi Konstruksi</i> Construction Supervision Productivity	%	8
Total			100

• *Key Performance Indicator* Direktur Keuangan dan SDM

• Key Performance Indicators for the Director of Finance and HR

No.	Indikator Kinerja Kunci Key Performance Indicators	Satuan Unit	Bobot Weight
A	KPI Bersama Joint KPI		36
1	<i>EBITDA</i>	Rp Miliar IDR Billion	5
2	<i>Operating Ratio</i>	%	5
3	<i>ROIC</i>	%	5
4	<i>Survey Kepuasan Pelanggan per Proyek</i> Customer Satisfaction Survey per Project	%	5
5	<i>Pemenuhan Risk Maturity Index (RMI)</i> Risk Maturity Index (RMI)	Level	6
6	<i>IT Maturity Level</i>	Level	5
7	<i>Engineering Integrator PLTMG Luwuk</i>	%	5
8	<i>Compliance (GCG, Safety, Security & Environment, SPI, Reporting)</i>		Max-10

No.	Indikator Kinerja Kunci Key Performance Indicators	Satuan Unit	Bobot Weight
B	KPI DIREKTORAT DIRECTORATE KPI		64
1	Pengembangan Talenta Pegawai Employee Talent Development		
	a. <i>Talent Milenial</i> (≤42 tahun) Millennial Talent (≤42 years)	%	
	b. Perempuan dalam <i>Nominated Talent</i> Women in Nominated Talent	%	
2	<i>Risk and Digital Talent</i>		5
	a. Sertifikasi Manajemen Risiko Pegawai Risk Management Certification for Employees	Pegawai Employee	
	b. Program <i>Making Digital Talent</i> Digital Talent Program	%	
3	Pengendalian penggunaan anggaran investasi sesuai RKAP 2023 Control of Investment Budget as per RKAP 2023	%	5
4	<i>Engineering Integrator</i> PLTMG Luwuk	Hari Day	7
5	Meningkatkan transaksi <i>national polling</i> (Arahan RUPS) Increasing National Polling Transactions (GMS Direction)	%	7
6	<i>Ratio cash flow from operation</i>	%	7
7	Laporan keuangan bulanan, triwulanan Monthly and Quarterly Financial Reports	Tanggal Date	5
8	Kepatuhan dalam penyusunan laporan Compliance in Financial Reporting	WTP	5
9	Pengelolaan Pajak Dimuka Management of Prepaid Taxes	%	5
10	Pengajuan WP Patuh Submission of Compliance WP	Triwulanan Quarterly	7
11	Pengembangan Aplikasi pada VC untuk mendukung kinerja operasional Development of VC Applications to Support Operational Performance	%	6
			100

- *Key Performance Indicator* Direktur Pemasaran dan Pengembangan Usaha
- *Key Performance Indicators* for the Director of Marketing and Business Development

No.	Indikator Kinerja Kunci Key Performance Indicators	Satuan Unit	Bobot Weight
A	KPI Bersama Joint KPI		36
1	EBITDA	Rp Miliar IDR Billion	5
2	<i>Operating Ratio</i>	%	5
3	ROIC	%	5
4	<i>Survey Kepuasan Pelanggan per Proyek</i> Customer Satisfaction Survey per Project	%	5
5	Pemenuhan <i>Risk Maturity Index</i> (RMI) Risk Maturity Index (RMI)	Level	6
6	<i>IT Maturity Level</i>	Level	5
7	<i>Engineering Integrator</i> PLTMG Luwuk	%	5
8	<i>Compliance</i> (GCG, Safety, Security & Environment, SPI, Reporting)		Max-10
B	KPI DIREKTORAT DIRECTORATE KPI		64
1	Perolehan Kontrak Baru dari Pemberi Kerja PLN Acquisition of New Contracts from PLN Employers	Rp Miliar IDR Billion	5
2	Perolehan Kontrak Baru Sinergi Sub Holding dan Anak Perusahaan Acquisition of New Contracts from Sub-Holding and Subsidiaries	Rp Miliar IDR Billion	4
3	Perolehan Kontrak Baru dari Pemberi Kerja Non PLN Group Acquisition of New Contracts from Non-PLN Group Employers	Rp Miliar IDR Billion	4

No.	Indikator Kinerja Kunci Key Performance Indicators	Satuan Unit	Bobot Weight
4	Penyusunan Database Harga Satuan Perencanaan Pengadaan Development of Unit Price Database for Procurement Planning	Triwulan Quarterly	4
5	Penyusunan Dokumen Daftar Rencana Pengadaan Preparation of Procurement Plan Documents	Triwulan Quarterly	4
6	Penyusunan Dokumen Daftar Rencana Pengadaan Preparation of Procurement Plan Documents	Triwulan Quarterly	4
7	Pelaksanaan Program Prioritas PLNE terkait Pengembangan Usaha Implementation of Priority Programs Related to Business Development	%	4
8	Pelaksanaan Program Kerjasama Strategis dengan Institusi atau Mitra untuk engembangan Bisnis PLNE Implementation of Strategic Partnership Programs with Institutions or Partners	%	4
9	Penyusunan Draft Dokumen RJP PLNE Drafting RJP PLNE Document	Bulan Month	5
10	Pengelolaan Anak Perusahaan dan Aliansi PLNE Management of Subsidiaries and Alliances PLNE	%	5
11	Pendapatan <i>Recurring Income</i> Recurring Income Revenue	%	5
12	Pendapatan CNG Plant Bangkanai Revenue from CNG Plant Bangkanai	Rp Miliar IDR Billion	5
13	Pemantauan produksi CNG Plant Monitoring CNG Plant Production	MMBTU	4
14	Pengelolaan Lingkungan Hidup Environmental Management	%	4
15	Implementasi SMK3 (Masa Operasi) Implementation of SMK3 (Operational Period)	%	4
			100

PIHAK YANG MELAKUKAN PENILAIAN

Penilaian kinerja Direksi secara kolegal dan individu dilakukan oleh Dewan Komisaris yang dibantu oleh Komite di bawah Dewan Komisaris selanjutnya disampaikan kepada Pemegang Saham dalam RUPS.

Penilaian Kinerja Dewan Komisaris**PROSEDUR PELAKSANAAN PENILAIAN KINERJA DEWAN KOMISARIS**

Mekanisme yang digunakan dalam penilaian ini adalah melalui penilaian mandiri atau *self-assessment*, *peer-to-peer assessment*, dan pencapaian KPI. Hasil penilaian ini menjadi acuan bagi pemegang saham untuk menetapkan remunerasi dan memberhentikan/menunjuk kembali anggota Dewan Komisaris.

KRITERIA EVALUASI KINERJA DEWAN KOMISARIS

No.	Aspek dan Parameter Aspect and Parameters	Periode Period	Satuan Output Output Unit	Bobot Weight	Rencana Output Output Plan
I. Aspek Perencanaan Planning Aspects					
1.	Menyusun Rencana Kerja dan Anggaran serta Kinerja KPI Dewan Komisaris Tahun 2024 Preparation of Work Plans and Budgets for KPI for 2024	Tahunan Annual	Dokumen Document	10	1
Sub Total I				10	

PARTIES PERFORMING THE ASSESSMENT

The performance assessment of the Board of Directors, both collegially and individually, is conducted by the Board of Commissioners with the assistance of committees under the Board of Commissioners and is subsequently reported to Shareholders in the GMS.

Performance Assessment of The Board of Commissioners**PROCEDURE FOR CONDUCTING PERFORMANCE ASSESSMENT OF THE BOARD OF COMMISSIONERS**

The mechanism used in this assessment includes self-assessment, peer-to-peer assessment, and KPI achievement. The results of this assessment serve as the basis for shareholders to determine remuneration and for the appointment or dismissal of Board of Commissioners members.

CRITERIA FOR EVALUATING THE PERFORMANCE OF THE BOARD OF COMMISSIONERS

No.	Aspek dan Parameter Aspect and Parameters	Periode Period	Satuan Output Output Unit	Bobot Weight	Rencana Output Output Plan
II. Aspek Pengawasan dan Pemberian Nasihat Supervision and Advisory Aspects					
1.	Memberikan tanggapan/rekomendasi kepada Pemegang Saham dalam bentuk Laporan/Tanggapan/Rekomendasi terhadap: Providing responses/recommendations to Shareholders in the form of Reports/Responses/Recommendations on:				
a.	RKAP	Tahunan Annual	Surat/risalah rapat Letter/minutes of meeting	5	1
b.	Laporan Manajemen Management Report	Tahunan Annual	Surat/risalah rapat Letter/minutes of meeting	5	1
c.	Analisis Kinerja Triwulan Analisis Kinerja Triwulan	Triwulanan Quarterly	Surat/risalah rapat Letter/minutes of meeting	5	4
2.	Memberikan nasihat/saran/rekomendasi kepada Direksi sesuai bidang tugas Dewan Komisaris Providing advice/suggestions/recommendations to the Board of Directors according to the duties of the Board of Commissioners	Setahun A Year	Surat/risalah rapat Letter/minutes of meeting	15	12
3.	Mengikuti Rapat Dewan Komisaris Direksi Attending Board of Commissioners and Directors Meetings				
a.	Jumlah Rapat Number of Meetings	Bulanan Monthly	Kali Times	10	12
b.	Kehadiran Rapat Meeting Attendance	Bulanan Monthly	%	5	100
c.	Penyelesaian Risalah Rapat Completion of Meeting Minutes	Bulanan Monthly	Risalah Treatise	5	12
4.	Rapat Internal Dewan Komisaris dihadiri Komite Dewan Komisaris Internal Board of Commissioners meetings attended by the Board of Commissioners Committee	Setahun A Year	Risalah Treatise	5	12
5.	Kunjungan Kerja Work Visits	Setahun A Year	Kali Times	5	2
	Sub Total II			60	
III. Aspek Pelaporan Reporting Aspects					
1.	Laporan Realisasi pelaksanaan KPI Dewan Komisaris/ Laporan Tugas Pengawasan Dewan Komisaris Report on the Realization of KPI for the Board of Commissioners/Report on the Supervision Duties of the Board of Commissioners	Triwulan Quarterly	Laporan/Risalah Rapat	10	4
2.	Laporan Pengawasan Dewan Komisaris Annual Report on Supervision by the Board of Commissioners	Tahunan Annual	Laporan Report	10	1
	Sub Total III			20	
IV. Aspek Lainnya Other Aspects					
1.	Peningkatan Kompetensi melalui seminar, <i>workshop</i> dan lainnya Competency Improvement through seminars, workshops, and others	Setahun A Year	Kali Times	5	3
2.	Tanggapan/pembahasan terhadap tindak lanjut auditor/ SPI Responses/discussions on follow-up actions from auditors/SPI	Setahun A Year	Surat/risalah rapat Letter/minutes of meeting	5	2
	Sub Total IV			10	
	Total			100	

PIHAK YANG MELAKUKAN PENILAIAN

Penilaian kinerja Dewan Komisaris dilakukan oleh Dewan Komisaris dan selanjutnya disampaikan kepada Pemegang Saham dalam RUPS.

PARTIES PERFORMING THE ASSESSMENT

The performance evaluation of the Board of Commissioners is conducted by the Board of Commissioners and is then submitted to the Shareholders in the GMS.

Penilaian Kinerja Komite di Bawah Dewan Komisaris dan Dasar Penilaiannya

Dalam melaksanakan tugas dan tanggung jawab, Dewan Komisaris dibantu oleh Komite Audit, Komite Nominasi dan Remunerasi dan Komite Manajemen Risiko dan GCG. Prosedur penilaian terhadap kinerja Komite dilakukan secara periodik. Masing-masing komite memiliki KPI yang menjadi Kriteria penilaian atas kinerja Komite di bawah Dewan Komisaris. Adapun KPI masing-masing Komite di bawah Dewan Komisaris adalah sebagai berikut.

Performance Evaluation of Committees Under The Board of Commissioners and its Basis

In carrying out its duties and responsibilities, the Board of Commissioners is assisted by the Audit Committee, the Nomination and Remuneration Committee, and the Risk Management and GCG Committee. The performance evaluation of these committees is conducted periodically. Each committee has its own KPIs which serve as criteria for assessing the performance of the committees under the Board of Commissioners. The KPIs for each committee are as follows.

KPI Komite Audit

KPI for the Audit Committee

No.	Aspek dan Parameter Aspects and Parameters	Periode Period	Satuan Output Output Unit	Bobot Weight	Rencana Output Output Plan
I. Aspek Perencanaan Planning Aspects					
1.	Menyusun Rencana Kerja dan Anggaran serta Kinerja Komite Audit Tahun 2024 Preparation of Work Plans and Budget for Audit Committee for 2024	Tahunan Annual	Dokumen Document	10	1
Sub Total I				10	
II. Aspek Pengawasan dan Pemberian Nasihat Supervision and Advisory Aspects					
1.	Memberikan saran/masukan kepada Direksi sesuai bidang tugas Komite Audit melalui rapat Komite Audit dengan Direksi/Manajemen Providing advice/input to the Board of Directors according to the Audit Committee's duties through Audit Committee meetings with Directors/Management	Setahun A Year	Surat/risalah rapat Letter/minutes of meeting	15	36
2	Mengikuti rapat internal Dewan Komisaris Direksi Attending internal meetings of the Board of Commissioners and Directors' Meetings				
a.	Jumlah Rapat Number of Meetings	Bulanan Monthly	Kali Times	10	24
b.	Kehadiran Rapat Meeting Attendance	Bulanan Monthly	%	10	100
3	Tanggapan terhadap tindak lanjut pengawasan melalui pembahasan dengan auditor/SPI Responses to follow-up on supervision through discussions with auditors/SPI	Setahun A Year	Risalah Treatise	10	2
Sub Total II				45	
III Aspek Pelaporan Reporting Aspects					
1	Menyiapkan Laporan Komite Audit Preparing Audit Committee Reports				
a.	Tahunan Annual Report	Tahunan Annual	Laporan Report	10	1
b.	Triwulan Quarterly Reports	Triwulan Quarterly	Laporan Report	10	4
2	Mendukung penyiapan Laporan Tahunan Dewan Komisaris Supporting the preparation of the Annual Report of the Board of Commissioners	Tahunan Annual	Laporan Report	10	1
Sub Total III				30	
IV Aspek Lainnya Other Aspects					
1	Peningkatan Kompetensi melalui seminar, <i>workshop</i> dan lainnya Competency Improvement through seminars, workshops, and others	Setahun A Year	Kali Times	10	2
2	Kunjungan Kerja Work Visits	Setahun A Year	Surat/risalah rapat Letter/minutes of meeting	5	2
Sub Total IV				15	
Total				100	

KPI Komite Nominasi dan Remunerasi

KPI for the Nomination and Remuneration Committee

No.	Aspek dan Parameter Aspects and Parameters	Periode Period	Satuan Output Output Unit	Bobot Weight	Rencana Output Output Plan
I. Aspek Perencanaan Planning Aspects					
1.	Menyusun Rencana Kerja dan Anggaran serta Kinerja Komite Nominasi dan Remunerasi Tahun 2024 Preparation of Work Plans and Budget for Nomination and Remuneration Committee for 2024	Tahunan A year	Dokumen Document	10	1
Sub Total I				10	
II. Aspek Pengawasan dan Pemberian Nasihat Supervision and Advisory Aspects					
1.	Memberikan saran/masukan kepada Direksi sesuai bidang tugas Komite Nominasi dan Remunerasi melalui rapat Komite Nominasi dan Remunerasi dengan Direksi/Manajemen Providing advice/input to the Board of Directors according to the Nomination and Remuneration Committee's duties through Nomination and Remuneration Committee meetings with Directors/Management	Setahun A Year	Surat/risalah rapat Letter/minutes of meeting	15	36
2.	Mengikuti rapat internal Dewan Komisaris dan Rapat Dewan Komisaris Direksi Attending internal meetings of the Board of Commissioners and Directors' Meetings				
	a. Jumlah Rapat Number of Meetings	Bulanan Monthly	Kali Times	10	24
	b. Kehadiran Rapat Meeting Attendance	Bulanan Monthly	%	10	100
3.	Tanggapan terhadap tindak lanjut pengawasan melalui pembahasan dengan Bidang SDM Responses to follow-up on supervision through discussions with the HR Department	Setahun A Year	Risalah Treatise	10	2
Sub Total II				45	
III. Aspek Pelaporan Reporting Aspects					
1.	Menyiapkan Laporan Komite Nominasi dan Remunerasi Preparing Nomination and Remuneration Committee Reports				
	a. Tahunan Annual Report	Tahunan Annual	Laporan Report	10	1
	b. Triwulan Quarterly Report	Triwulan Quarterly	Laporan Report	10	4
2.	Mendukung penyusunan Laporan Tahunan Dewan Komisaris Supporting the preparation of the Annual Report of the Board of Commissioners	Tahunan A year	Laporan Report	10	1
Sub Total III				30	
IV. Aspek Lainnya Other Aspects					
1.	Peningkatan Kompetensi melalui seminar, <i>workshop</i> dan lainnya Competency Improvement through seminars, workshops, and others	Setahun A Year	Kali Times	10	2
2.	Kunjungan Kerja Work Visits	Setahun A Year	Surat/risalah rapat Letter/minutes of meeting	5	2
Sub Total IV				15	
Total				100	

KPI Komite Manajemen Risiko dan GCG

KPI for the Risk Management and GCG Committee

No.	Aspek dan Parameter Aspects and Parameters	Periode Period	Satuan Output Output Unit	Bobot Weight	Rencana Output Output Plan
I. Aspek Perencanaan Planning Aspects					
1.	Menyusun Rencana Kerja dan Anggaran serta Kinerja Komite Manajemen Risiko dan GCG Tahun 2024 Preparation of Work Plans and Budget for Risk Management and GCG Committee for 2024	Tahunan Annual	Dokumen Document	10	1
Sub Total I				10	
II. Aspek Pengawasan dan Pemberian Nasihat Supervision and Advisory Aspects					
1.	Memberikan saran/masukan kepada Direksi sesuai bidang tugas Komite Manajemen Risiko dan GCG melalui rapat Komite Manajemen Risiko dan GCG dengan Direksi/Manajemen Providing advice/input to the Board of Directors according to the Risk Management and GCG Committee's duties through Risk Management and GCG Committee meetings with Directors/Management	Setahun A Year	Surat/risalah rapat Letter/minutes of meeting	15	36
2	Mengikuti rapat internal Dewan Komisaris dan Rapat Dewan Komisaris Direksi Attending internal meetings of the Board of Commissioners and Directors' Meetings				
a.	Jumlah Rapat Number of Meetings	Bulanan Monthly	Kali Times	10	24
b.	Kehadiran Rapat Meeting Attendance	Bulanan Monthly	%	10	100
3	Tanggapan terhadap tindak lanjut pengawasan melalui pembahasan dengan Bidang SDM Responses to follow-up on supervision through discussions with the HR Department	Setahun A Year	Risalah Treatise	10	2
Sub Total II				45	
III Aspek Pelaporan Reporting Aspects					
1	Menyiapkan Laporan Komite Manajemen Risiko dan GCG Preparing Risk Management and GCG Committee Reports				
a.	Tahunan Annual Report	Tahunan Annual	Laporan Report	10	1
b.	Triwulan Quarterly Report	Triwulan	Laporan Report	10	4
2	Mendukung penyiapan Laporan Tahunan Dewan Komisaris Supporting the preparation of the Annual Report of the Board of Commissioners	Tahunan A year	Laporan Report	10	1
Sub Total III				30	
IV Aspek Lainnya Other Aspects					
1	Peningkatan Kompetensi melalui seminar, <i>workshop</i> dan lainnya Competency Improvement through seminars, workshops, and others	Setahun A Year	Kali Times	10	2
2	Kunjungan Kerja Work Visits	Setahun A Year	Surat/risalah rapat Letter/minutes of meeting	5	2
Sub Total IV				15	
Total				100	

Mekanisme Pemberhentian dan Pengunduran Diri Dewan Komisaris

Jabatan anggota Dewan Komisaris berakhir apabila:

1. Meninggal dunia.
2. Masa jabatannya berakhir.
3. Diberhentikan berdasarkan Rapat Umum Pemegang saham.
4. Tidak lagi memenuhi persyaratan sebagai anggota Dewan Komisaris berdasarkan Anggaran dasar ini dan peraturan perundang-undangan lainnya.

Anggota Dewan Komisaris sewaktu-waktu dapat diberhentikan berdasarkan Keputusan Rapat Umum Pemegang Saham dengan menyebutkan alasannya. Selain itu, seorang anggota Dewan Komisaris berhak mengundurkan diri dari jabatannya dengan memberitahukan secara tertulis mengenai maksudnya tersebut kepada Perseroan dengan tembusan kepada pemegang saham, anggota Dewan Komisaris lainnya dan Direksi paling lambat 30 (tiga puluh) hari sebelum tanggal pengunduran dirinya. Apabila dalam surat pengunduran diri disebutkan tanggal efektif kurang dari 30 (tiga puluh) hari dari tanggal surat diterima, maka dianggap tidak menyebutkan tanggal efektif pengunduran diri.

Kebijakan Keberagaman Direksi dan Dewan Komisaris

Keberagaman Komposisi Direksi

PLN Enjiniring memiliki Pedoman *Good Corporate Governance* yang antara lain mengatur keberagaman komposisi Direksi. komposisi Direksi hendaknya sedemikian rupa sehingga memungkinkan diambilnya keputusan secara efektif, tepat, cepat, dan independen. Direksi harus profesional yaitu berintegritas dan memiliki pengalaman serta kecakapan yang diperlukan untuk menjalankan tugasnya. Direksi minimal harus memahami kompleksitas usaha jasa enjiniring dan ketenagalistrikan, keuangan, audit, hukum, pengelolaan SDM dan sebagainya. Adapun keberagaman komposisi Direksi adalah sebagai berikut.

Tabel Keberagaman Komposisi Direksi

Table of Diversity in the Composition of the Board of Directors

Nama Name	Jabatan Position	Usia Age	Jenis Kelamin Gender	Pendidikan Education	Pengalaman Kerja Work experience	Keahlian Expertise
Chairani Rachmatullah	Direktur Utama President Director	54 tahun 54 years old	Perempuan Female	Sarjana Teknik Sipil Magister Teknik Sipil Magister Teknik Lainnya Bachelor's in Civil Engineering Master's in Civil Engineering Master's in Other Fields	Memiliki pengalaman kerja di bidang usaha jasa enjiniring dan ketenagalistrikan Experience in engineering and power services enjiniring	Teknik Sipil Civil Engineering

Mechanism for Dismissal and Resignation of The Board of Commissioners

The term of office for a member of the Board of Commissioners ends in the following cases:

1. Upon death.
2. Upon expiration of their term.
3. Removal based on the General Meeting of Shareholders.
4. If they no longer meet the qualifications as a member of the Board of Commissioners based on the company's Articles of Association and other applicable laws.

A member of the Board of Commissioners may be dismissed at any time based on a decision from the General Meeting of Shareholders, specifying the reasons. Additionally, a member of the Board of Commissioners has the right to resign from their position by giving written notice of their intention to the Company, with a copy to the shareholders, other members of the Board of Commissioners, and the Board of Directors, at least 30 (thirty) days before the effective date of their resignation. If the resignation letter specifies an effective date that is less than 30 (thirty) days from the date the letter is received, it will be considered as not specifying an effective resignation date.

Diversity Policy for The Board of Directors And Commissioners

Diversity In The Composition of The Board of Directors

PLN Enjiniring has Good Corporate Governance Guidelines that include regulations on the diversity of the Board of Directors. The composition of the Board of Directors should be arranged in such a way as to facilitate effective, timely, swift, and independent decision-making. The Board of Directors must be professional, possessing integrity, experience, and the skills necessary to perform their duties. The Board of Directors should have a minimum understanding of the complexities of engineering and power services, finance, auditing, law, human resource management, and related areas.

Nama Name	Jabatan Position	Usia Age	Jenis Kelamin Gender	Pendidikan Education	Pengalaman Kerja Work experience	Keahlian Expertise
Martono	Direktur Keuangan dan Sumber Daya Manusia Director of Finance and Human Resources	53 tahun 53 years old	Laki-laki Male	Diploma 3 Manajemen Bisnis Sarjana Manajemen Keuangan Diploma in Business Management Bachelor's in Financial Management	Memiliki pengalaman kerja di bidang usaha jasa enjiniring dan ketenagalistrikan Experience in engineering and power services	Manajemen Keuangan Financial Management
Kurnia Rumdhony	Direktur Pemasaran dan Pengembangan Usaha Director of Marketing and Business Development	54 tahun 54 years old	Laki-laki Male	Sarjana Informatika Bachelor's in Informatics	Memiliki pengalaman kerja di bidang usaha jasa enjiniring dan ketenagalistrikan Experience in engineering and power services	Informatika Informatics
Muhammad Firmansyah	Direktur Enjiniring Director of Engineering	48 tahun 48 years old	Laki-laki Male	Sarjana Kelistrikan Magister Kelistrikan Bachelor's in Electrical Engineering Master's in Electrical Engineering	Memiliki pengalaman kerja di bidang usaha jasa enjiniring dan ketenagalistrikan Experience in engineering and power services	Enjinir Engineer

Keberagaman Komposisi Dewan Komisaris

Selain itu, Pedoman *Good Corporate Governance* juga mengatur komposisi Dewan Komisaris. Komposisi Dewan Komisaris harus memungkinkan pengambilan keputusan secara efektif, tepat dan cepat serta dapat bertindak independen. Dewan Komisaris harus berintegritas dan profesional sehingga dapat menjalankan fungsinya dengan baik termasuk memastikan bahwa Direksi telah memperhatikan kepentingan semua *stakeholder*. Dewan Komisaris terdiri dari anggota-anggota yang secara keseluruhan mempunyai latar belakang dan/atau pengetahuan yang dibutuhkan sejalan dengan operasional bisnis Perusahaan seperti bidang manajemen, audit, keuangan maupun enjiniring. Adapun keberagaman komposisi Dewan Komisaris adalah sebagai berikut.

Diversity in The Composition of The Board of Commissioners

In addition, the Good Corporate Governance Guidelines also regulate the composition of the Board of Commissioners. The composition must allow for effective, accurate, and prompt decision-making and ensure the ability to act independently. The Board of Commissioners must be composed of individuals with integrity and professionalism to effectively carry out their functions, including ensuring that the Board of Directors considers the interests of all stakeholders. The Board of Commissioners comprises members with the necessary backgrounds and/or knowledge in areas aligned with the Company's business operations, such as management, audit, finance, and engineering. The diversity in the composition of the Board of Commissioners is as follows.

Tabel Keberagaman Komposisi Dewan Komisaris

Table of Diversity in the Composition of the Board of Commissioners

Nama Name	Jabatan Position	Usia Age	Jenis Kelamin Gender	Pendidikan Education	Pengalaman Kerja Work experience	Keahlian Expertise
Bob Saril	Komisaris Utama President Commissioner	55 tahun 55 years old	Laki-laki Male	Sarjana Teknik Elektro Master Electrical Engineering Table of Diversity in the Composition of the Board of Commissioners	Memiliki pengalaman kerja di bidang usaha jasa enjiniring dan ketenagalistrikan Experience in the engineering and electricity services sector	Enjinir Engineer
Edward Siagian	Komisaris Commissioner	64 tahun 64 years old	Laki-laki Male	Sarjana Teknik Tenaga Listrik Magister Manajemen Bachelor of Electrical Power Engineering Master of Management	Memiliki pengalaman kerja di bidang usaha jasa enjiniring dan ketenagalistrikan Experience in the engineering and electricity services sector	Enjinir Engineer

Nama Name	Jabatan Position	Usia Age	Jenis Kelamin Gender	Pendidikan Education	Pengalaman Kerja Work experience	Keahlian Expertise
Muhammad Rizali Karliansyah	Komisaris Commissioner	54 tahun 54 years old	Laki-laki Male	Sarjana Biologi Magister Ilmu Lingkungan Bachelor of Biology Master of Environmental Science	Memiliki pengalaman kerja di bidang pengendalian lingkungan Experience in environmental control	Ilmu Lingkungan Environmental Science
Fritz Edward Siregar	Komisaris Independen Independent Commissioner	47 tahun 47 years old	Laki-laki Male	Sarjana Hukum Magister Hukum Doctor in Juridical Science Bachelor of Law Master of Law Doctor in Juridical Science	Memiliki pengalaman kerja di bidang usaha jasa enjiniring dan ketenagalistrikan Experience in the engineering and electricity services sector	Hukum Law

Nominasi dan Remunerasi Direksi dan Dewan Komisaris

Prosedur Nominasi Direksi dan Dewan Komisaris

Dewan Komisaris mengusulkan calon anggota Direksi kepada Pemegang Saham sesuai kebijakan dan kriteria seleksi yang ditetapkan. Dewan Komisaris dibantu oleh Komite Nominasi dan Remunerasi melakukan telaah terhadap calon-calon Direksi yang diusulkan Direksi. Dewan Komisaris memberikan usulan kepada Pemegang Saham atas calon-calon anggota Direksi yang baru.

Prosedur Penetapan Remunerasi

Dewan Komisaris melakukan telaah terhadap terhadap remunerasi Direksi:

1. Dewan Komisaris melakukan telaah terhadap pengusulan remunerasi Direksi.
2. Pengusulan tantiem/insentif kinerja mempertimbangkan hasil penilaian kinerja Direksi (KPI) dan pencapaian tingkat kesehatan perusahaan.
3. Proses telaah yang dilakukan oleh Dewan Komisaris menggunakan seluruh perangkat di Dewan Komisaris (Komite di bawah Dewan Komisaris).
4. Dewan Komisaris menyampaikan usulan remunerasi (gaji, tunjangan dan fasilitas serta tantiem/insentif kinerja) Direksi kepada RUPS.

Indikator Penetapan Remunerasi

1. Kinerja keuangan dan pemenuhan cadangan sebagaimana diatur dalam perundang-undangan yang berlaku.
2. Prestasi kerja individual.
3. Kewajaran dengan *peer group*.
4. Pertimbangan sasaran dan strategi jangka panjang Perusahaan.

Nominasi Nomination and Remuneration of The Board of Directors and The Board of Commissioners

Procedures for Nomination of The Board of Directors and The Board of Commissioners

The Board of Commissioners proposes candidates for members of the Board of Directors to Shareholders in accordance with the established policies and selection criteria. The Board of Commissioners, assisted by the Nomination and Remuneration Committee, reviews the Board of Directors candidates proposed by the Board of Directors. The Board of Commissioners sends the New Directors candidates proposal to Top Shareholders.

Remuneration Determination Procedure

The Board of Commissioners reviews the Directors remuneration:

1. The Board of Commissioners reviews the remuneration Directors proposal.
2. The proposal for performance bonuses/incentives takes into account the results of the Board of Directors' performance assessment (KPI) and the achievement of the company's soundness level.
3. Review process is carried out by the Board of Commissioners using all apparatus in the Board of Commissioners (Committees under the Board of Commissioners).
4. The Board of Commissioners submits a proposal for remuneration (salary, allowances and facilities as well as performance bonuses/incentives) for the Board of Directors to the GMS.

Remuneration Determination Indicators

1. Financial performance and fulfillment of reserves as stipulated in applicable laws.
2. Individual work performance.
3. Fairness with *peer group*.
4. Consideration of the Company's long-term goals and strategies.

Organ dan Komite di Bawah Dewan Komisaris

Sekretaris Dewan Komisaris

Tugas dan Tanggung Jawab Sekretaris Dewan Komisaris

Dewan Komisaris memiliki Sekretaris Dewan Komisaris untuk mendukung tugas kesekretariatan Dewan Komisaris. Sekretariat Dewan Komisaris memiliki uraian tugas yang jelas, dengan ketentuan:

1. Adanya uraian tugas bagi Sekretariat Komisaris yang ditetapkan oleh Komisaris Utama.
2. Tugas pokok dan fungsi adalah membantu Dewan Komisaris dalam bidang kegiatan kesekretariatan paling sedikit mencakup hal-hal sebagai berikut:
 - a. Menyelenggarakan kegiatan administrasi kesekretariatan di lingkungan Dewan Komisaris;
 - b. Menyelenggarakan rapat Dewan Komisaris dan rapat/pertemuan antara Dewan Komisaris dengan Pemegang Saham/Pemilik Modal, Direksi maupun pihak-pihak terkait lainnya;
 - c. Menyediakan data/informasi yang diperlukan oleh Dewan Komisaris dan komite-komite di lingkungan Dewan Komisaris yang berkaitan dengan (a) *monitoring* tindak lanjut hasil keputusan, rekomendasi dan arahan Dewan Komisaris; (b) Bahan/materi yang bersifat administrasi mengenai laporan/kegiatan Direksi dalam mengelola perusahaan; (c) Dukungan administrasi serta *monitoring* berkaitan dengan hal-hal yang harus mendapatkan persetujuan atau rekomendasi dari Dewan Komisaris sehubungan dengan kegiatan pengelolaan perusahaan yang dilakukan oleh Direksi;
 - d. Mengumpulkan data-data teknis yang berasal dari Komite-Komite di lingkungan Dewan Komisaris untuk keperluan Dewan Komisaris.
3. Sekretaris Dewan Komisaris melakukan administrasi dan penyimpanan dokumen berupa:
 - a. Mempunyai fasilitas penyimpanan dokumen Komisaris yang disediakan oleh perusahaan.
 - b. Mengadministrasikan surat keluar dan surat masuk ke Dewan Komisaris dan dokumen lainnya dengan tertib.
4. Berdasarkan penugasan tertulis dari Dewan Komisaris, Sekretariat Dewan Komisaris dapat mengakses catatan atau informasi tentang karyawan, dana, aset, serta sumber daya lainnya milik Perseroan yang berkaitan dengan pelaksanaan tugasnya.

Organs and Committees Under The Board of Commissioners

Secretary of The Board of Commissioners

Duties and Responsibilities of The Secretary of The Board of Commissioners

The Board of Commissioners has a Secretary to the Board of Commissioners to support the secretarial duties of the Board of Commissioners. The Secretariat of the Board of Commissioners has a clear job description, with the following provisions:

1. There is a job description for the Secretariat of the Commissioners determined by the President Commissioner.
2. The main duties and functions are to assist the Board of Commissioners in the field of secretarial activities, at least including the following:
 - a. Organizing secretarial administration activities within the Board of Commissioners;
 - b. Organizing meetings of the Board of Commissioners and meetings between the Board of Commissioners and Shareholders/Capital Owners, the Board of Directors and other related parties;
 - c. Providing data/information required by the Board of Commissioners and committees within the Board of Commissioners related to (a) monitoring the follow-up of the results of decisions, recommendations and directions of the Board of Commissioners; (b) Administrative materials/materials regarding reports/activities of the Board of Directors in managing the company; (c) Administrative support and monitor matters that must be granted approval or recommendations from the Board of Commissioners in connection with company management activities carried out by the Board of Directors;
 - d. Collecting technical data from the Committees within the Board of Commissioners for the needs of the Board of Commissioners.
3. The Secretary of the Board of Commissioners administers and stores documents in the form of:
 - a. Having a storage facility for Commissioner documents provided by the company.
 - b. Administering outgoing and incoming letters to the Board of Commissioners and other documents in an orderly manner.
4. Based on a written assignment from the Board of Commissioners, the Secretariat of the Board of Commissioners may access records or information about employees, funds, assets, and other resources belonging to the Company related to the implementation of its duties.

Profil Sekretaris Dewan Komisaris

Profile of The Board of Commissioners Secretary

Ir Henvry Setijabudi

Sekretaris Dewan Komisaris

Secretary to the Board of Commissioners

Kewarganegaraan Citizenship

Warga Negara Indonesia
Indonesia

Domisili Domicile

Depok, Jawa Barat
Depok, Jawa Barat

Tempat dan Tahun Lahir/Usia Place and Date of Birth/Age

lahir di Tumpang, 11 November 1966/berusia 57 tahun per Desember 2023
Tumpang, November 11, 1966/ 57 years old as of December 2023

Riwayat Pendidikan Educational Background

- Sarjana Listrik dari Institut Teknologi Sepuluh November (1988)
- Magister Management Bisnis dari Universitas Tenaga Nasional (2003)
- Bachelor's Degree in Electrical Engineering from Institut Teknologi Sepuluh November (1988)
- Master of Business Management from Universitas Tenaga Nasional (2003)

Dasar Hukum Pengangkatan Legal Basis of Appointment

Keputusan Dewan Komisaris PT Prima Layanan Nasional Enjiniring nomor 04/SK/KOM.PLN-E/2023
Decision of the Board of Commissioners of PT Prima Layanan Nasional Enjiniring number 04/SK/KOM.PLN-E/2023

Sertifikasi Certification

-

Pengalaman Kerja Work Experience

- Direktur Pemasaran dan Pengemangan Usaha di Rekadaya Elekrika (2019-2020)
- Direktur Keuangan dan Pemasaran di PT Rekadaya Elekrika (2017-2019)
- Dewan Komisaris di PT Rekadaya Elekrika Consult (2013- 2017)
- Director of Marketing and Business Development at Rekadaya Elekrika (2019-2020)
- Director of Finance and Marketing at PT Rekadaya Elekrika (2017-2019)
- Board of Commissioners at PT Rekadaya Elekrika Consult (2013-2017)

Jabatan Rangkap Double function

-

Pelaksanaan Tugas Sekretaris Dewan Komisaris

1. Menyelenggarakan kegiatan administrasi kesekretariatan di lingkungan Dewan Komisaris;
2. Menyelenggarakan rapat Dewan Komisaris dan rapat/pertemuan antara Dewan Komisaris dengan Pemegang Saham/ Pemilik Modal, Direksi maupun pihak-pihak terkait lainnya;
3. Menyediakan data/informasi yang diperlukan oleh Dewan Komisaris dan komite-komite di lingkungan Dewan Komisaris yang berkaitan dengan:
 - a. *Monitoring* tindak lanjut hasil keputusan, rekomendasi dan arahan Dewan Komisaris;
 - b. Bahan/materi yang bersifat administrasi mengenai laporan/kegiatan Direksi dalam mengelola perusahaan;
 - c. Dukungan administrasi serta *monitoring* berkaitan dengan hal-hal yang harus mendapatkan persetujuan atau rekomendasi dari Dewan Komisaris sehubungan dengan kegiatan pengelolaan perusahaan yang dilakukan oleh Direksi;
4. Mengumpulkan data-data teknis yang berasal dari Komite-Komite di lingkungan Dewan Komisaris untuk keperluan Dewan Komisaris.

Komite Audit

Komite Audit dibentuk dengan tujuan untuk membantu Tugas Dewan Komisaris dalam melaksanakan fungsi pengawasan

Implementation of The Duties of Secretary to The Board of Commissioners

1. Organizing secretarial administration activities within the Board of Commissioners;
2. Board of Commissioners meetings and meetings between the Board of Commissioners and Shareholders/Capital Owners, Board of Directors and other related parties;
3. Providing data/information required by the Board of Commissioners and committees within the Board of Commissioners related to:
 - a. Monitoring the follow-up to the results of decisions, recommendations and directives of the Board of Commissioners;
 - b. Administrative materials regarding reports/activities of the Board of Directors in managing the company;
 - c. Administrative support and monitoring related to matters that must be granted approval or recommendations from the Board of Commissioners in connection with company management activities carried out by the Board of Directors;
4. Collecting technical data from Committees within the Board of Commissioners for the purposes of the Board of Commissioners.

Audit Committee

The Audit Committee was formed with the aim of assisting the Board of Commissioners in carrying out its supervisory functions on

terhadap kegiatan Direksi dalam mengelola Perusahaan seperti diamankan dalam Anggaran Dasar Perusahaan. Komite Audit bersifat mandiri baik dalam pelaksanaan tugasnya maupun dalam pelaporan dan bertanggung jawab langsung kepada Dewan Komisaris

Tugas dan Tanggung Jawab Komite Audit

Secara garis besar fungsi Komite Audit adalah membantu Dewan Komisaris dalam melaksanakan tugas pengawasan. Sedangkan tugas pokok Komite Audit adalah sebagai berikut:

1. Tugas Pokok yang berkaitan dengan Dewan Komisaris
 - a. Menyampaikan laporan secara berkala kepada Dewan Komisaris mengenai kegiatan Komite Audit
 - b. Menyampaikan dengan segera temuan hasil pemeriksaan Auditor Eksternal maupun Internal yang potensial dan signifikan.
 - c. Memberikan masukan kepada Dewan Komisaris mengenai tindak lanjut hasil pemeriksaan auditor, terutama temuan potensial dan signifikan.
 - d. Melakukan penelaahan terhadap efektivitas dari pengendalian Manajemen dan Pengendalian Internal
 - e. Menelaah Laporan Keuangan Perusahaan dan Informasi Keuangan lainnya yang akan disampaikan kepada Pemegang Saham.
 - f. Melaporkan kendala-kendala dan hambatan dalam proses audit
 - g. Memberikan masukan kepada Dewan Komisaris mengenai hal-hal lain yang terkait dengan tugas Dewan Komisaris.
2. Tugas Pokok Yang Berkaitan dengan Manajemen
 - a. Membantu kelancaran komunikasi antara Manajemen dengan Auditor Eksternal maupun Internal
 - b. Memantau agar temuan dan saran tindak lanjut hasil audit benar-benar ditindaklanjuti oleh Manajemen
 - c. Memberikan saran kepada Manajemen mengenai berbagai hal yang dapat meningkatkan kelancaran dan efektifitas proses audit.
3. Tugas Pokok yang berkaitan dengan Internal Audit
 - a. Menelaah rencana strategis dan Rencana Tahunan Internal Audit/Program Kerja Audit Tahunan (PKAT)
 - b. Mengevaluasi kinerja dan efektivitas Internal Audit
 - c. Menelaah kecukupan sumber daya manusia Internal Audit dari sisi kuantitas, kualifikasi dan kualitas serta keorganisasian dari Internal Audit secara umum
 - d. Memberikan masukan perbaikan Manajemen Internal Audit
4. Tugas Pokok Yang Berkaitan dengan Auditor Eksternal
 - a. Bersama Tim Seleksi/Tim Pengadaan memilih Auditor Eksternal (Kantor Akuntan Publik) yang akan mengaudit
 - b. Menelaah rencana/program audit yang disiapkan oleh Auditor Eksternal
 - c. Membahas kelancaran proses audit yang disiapkan oleh Auditor Eksternal

the activities of the Board of Directors in managing the Company as mandated in the Company's Articles of Association. The Audit Committee is independent both in carrying out its duties and in reporting and is directly responsible to the Board of Commissioners.

Duties and Responsibilities of The Audit Committee

In general, the function of the Audit Committee is to assist the Board of Commissioners in carrying out supervisory duties. While the main duties of the Audit Committee are as follows:

1. Main duties related to the Board of Commissioners
 - a. Submitting periodic reports to the Board of Commissioners regarding the activities of the Audit Committee
 - b. Immediately submitting potential and significant findings of the results of the External and Internal Auditors' examinations.
 - c. Providing input to the Board of Commissioners regarding the follow-up of the auditor's examination results, especially potential and significant findings.
 - d. Reviewing the effectiveness of Management and Internal Control controls
 - e. Reviewing the Company's Financial Reports and other Financial Information to be submitted to Shareholders.
 - f. Reporting obstacles and barriers in the audit process
 - g. Providing suggestions to the Board of Commissioners regarding other matters related to the duties of the Board of Commissioners.
2. Main Tasks Related to Management
 - a. Assisting in smooth communication between Management and External and Internal Auditors
 - b. Monitoring that audit findings and follow-up suggestions are truly followed up by Management
 - c. Providing advice to Management on various matters that can improve the smoothness and effectiveness of the audit process.
3. Main Duties related to Internal Audit
 - a. Reviewing the strategic plan and the Internal Annual Audit Plan/Annual Audit Plan (PKAT)
 - b. Evaluating the performance and effectiveness of Internal Audit
 - c. Reviewing the adequacy of Internal Audit human resources in terms of quantity, qualification and quality as well as the organization of Internal Audit in general
 - d. Providing input to improve Internal Audit Management
4. Main Duties Related to External Auditors
 - a. Along with the Selection Team/Procurement Team, select the External Auditor (Public Accounting Firm) who will conduct the audit
 - b. Review the audit plan/program prepared by the External Auditor
 - c. Discuss the smoothness of the audit process prepared by the External Auditor

- d. Membahas kelancaran proses audit dan menjembatani penyelesaian masalah dengan Eksekutif/Manajemen apabila terjadi hambatan dalam proses audit
- e. Menelaah kecukupan, kualifikasi dan kualitas staf audit yang ditugaskan oleh Kantor Audit Eksternal
- f. Mengusulkan agar dilakukan penggantian Auditor bila Auditor yang datang bertugas tidak kompeten

Wewenang Komite Audit

Komite Audit berwenang untuk:

1. Memperoleh semua Dokumen Audit termasuk laporan Temuan hasil audit (internal maupun eksternal)
2. Memperoleh informasi dan mengundang Auditor Internal dan Auditor Eksternal untuk memberikan penjelasan/keterangan
3. Memberikan saran atas pengangkatan dan penggantian Kepala Pengawasan Intern.

Piagam Komite Audit

Dalam melaksanakan tugas dan tanggung jawabnya Komite Audit mengacu pada Piagam Komite Audit yang mengatur terkait panduan tugas pokok dan fungsi kerja Komite Audit sesuai tata Kelola Perusahaan yang baik. Piagam Komite Audit telah disetujui dan ditandatangani oleh Komisaris Utama dan Direktur Utama pada 27 April 2023. Adapun isi dari Piagam Komite Audit yaitu:

- I. Pendahuluan
- II. Maksud dan Tujuan
- III. Fungsi dan Tugas Pokok
- IV. Tanggung Jawab dan Kewenangan
- V. Organisasi
- VI. Kode Etik Komite Audit
- VII. Pertemuan/Rapat
- VIII. Penutup

Masa Jabatan Komite Audit

Masa jabatan anggota Komite Audit yang bukan merupakan anggota Dewan Komisaris Perusahaan paling lama 3 (tiga) tahun dan dapat diperpanjang satu kali selama 2 (dua) tahun masa jabatan, dengan tidak mengurangi hak Dewan Komisaris untuk memberhentikan sewaktu-waktu.

Struktur, Keanggotaan dan Keahlian Komite Audit

Organisasi Komite Audit terdiri dari Ketua, Sekretaris merangkap Anggota dan sekurang-kurangnya 2 (dua) Anggota lainnya. Ketua Komite Audit dijabat oleh salah seorang Anggota Dewan Komisaris, sedangkan Anggota lainnya diangkat oleh Komisaris Utama.

Ketua Komite Audit dipilih oleh Dewan Komisaris merupakan Anggota Komisaris Independen. Dalam hal anggota Dewan Komisaris yang menjadi Anggota Komite Audit lebih dari satu orang maka salah satunya bertindak sebagai Ketua Komite Audit.

- d. Discuss the smoothness of the audit process and bridge the resolution of problems with the Executive/Management if there are obstacles in the audit process
- e. Review the adequacy, qualifications and quality of the audit staff assigned by the External Audit Firm
- f. Propose that the Auditor be replaced if the Auditor who comes on duty is not competent

The Audit Committee's Authorities

The Audit Committee is authorized to:

1. Obtain all Audit Documents including audit findings reports (internal and external)
2. Obtain information and invite Internal Auditors and External Auditors to provide explanations/statements
3. Provide advice on the appointment and replacement of the Head of Internal Audit.

Audit Committee Charter

In carrying out its duties and responsibilities, the Audit Committee refers to the Audit Committee Charter which regulates the guidelines for the main tasks and work functions of the Audit Committee in accordance with good corporate governance. The Audit Committee Charter has been approved and signed by the President Commissioner and President Director on April 27, 2023. The contents of the Audit Committee Charter are:

- I. Introduction
- II. Aims and objectives
- III. Main Functions and Duties
- IV. Responsibilities and Authorities
- V. Organization
- VI. Audit Committee Code of Ethics
- VII. Meetings
- VIII. Closing

Term of Office of The Audit Committee

The term of office of members of the Audit Committee who are not members of the Company's Board of Commissioners is a maximum of 3 (three) years and can be extended once for a period of 2 (two) years, without eliminating the right of the Board of Commissioners to dismiss them at any time.

Structure, Membership and Expertise of The Audit Committee

The Audit Committee organization consists of a Chairperson, a Secretary concurrently serving as a Member and at least 2 (two) other Members. The Chairperson of the Audit Committee is held by one of the Members of the Board of Commissioners, while the other Members are appointed by the President Commissioner.

The Chairperson of the Audit Committee is selected by the Board of Commissioners and is an Independent Commissioner. In the event that more than one member of the Board of Commissioners becomes a Member of the Audit Committee, one of them acts as the Chairperson of the Audit Committee.

Anggota Komite Audit lainnya terdiri dari profesional dalam Bidang Keuangan, Teknik, Manajemen, Hukum/Peraturan, mempunyai pengalaman dalam hal audit dari suatu perusahaan/instansi, tidak mempunyai kepentingan atau keterkaitan pribadi yang dapat menimbulkan *conflict of interest* ataupun dampak negatif dan mampu berkomunikasi secara efektif terutama dalam melihat berbagai permasalahan dan dapat memberikan saran-saran yang konstruktif.

The other members of the Audit Committee consist of professionals in the fields of Finance, Engineering, Management, Law/ Regulations, have experience in auditing a company/agency, no personal interests or relationships that can cause a conflict of interest or negative impacts and are able to communicate effectively, especially in relation to various problems and can provide constructive suggestions.

Periode 1 Januari – 21 Februari 2023

January 1 – February 21, 2023 Period

Nama Name	Jabatan Position	Keterangan Information	Keahlian Skill
Edward Siagian	Ketua Chairman	Komisaris Commissioner	Ahli Utama Bidang Pembangkitan, Transmisi dan Distribusi Tenaga Listrik Lead Expert in the Field of Electric Power Generation, Transmission and Distribution
Bowo Setiadji	Sekretaris Secretary	Pihak Independen Independent Party	Enjinir Engineer
Risma Royani	Anggota Member	Pihak Independen Independent Party	Akuntan Accountant
Julita Safitri Evawan	Anggota Member	Pihak Independen Independent Party	Akuntan Accountant

Periode 21 Februari – 31 Desember 2023

February 21 – December 31, 2023 Period

Nama Name	Jabatan Position	Keterangan Information	Keahlian Skill
Edward Siagian	Ketua Chairman	Komisaris Commissioner	Ahli Utama Bidang Pembangkitan, Transmisi dan Distribusi Tenaga Listrik Lead Expert in the Field of Electric Power Generation, Transmission and Distribution
Binara Nainggolan	Sekretaris Secretary	Pihak Independen Independent Party	Enjinir Engineer
Rusdi Karim	Anggota Member	Pihak Independen Independent Party	Akuntan Accountant
Risma Royani	Anggota Member	Manajer Unit PT PLN Persero Unit Manager at PT PLN Persero	Akuntan Accountant

Profil Komite Audit

Profil Komite Audit per 31 Desember 2023 adalah sebagai berikut.

Profile of The Audit Committee

The Audit Committee profile as of December 31, 2023 is as follows.

Edward Siagian

Ketua Komite Audit/Komisaris

Chairman of the Audit/Commissioner Committee

Profil dapat dilihat pada bagian Profil Dewan Komisaris dalam Laporan Tahunan ini.

The profile can be seen in the Board of Commissioners Profile section in this Annual Report.

Binara Nainggolan

Anggota Komite Audit/Pihak Independen

Member of the Audit/Independent Party Committee

Kewarganegaraan Citizenship

Warga Negara Indonesia
Indonesia

Domisili Domicile

Medan
Medan

Tempat dan Tahun Lahir/Usia Place and Date of Birth/Age

Simangonding, 02 Juli 196
Simangonding, July 02, 196

Riwayat Pendidikan Educational Background

Sarjana Listrik dari Universitas Sumut (1992)
Bachelor's Degree in Electrical Engineering from Universitas
Sumut (1992)

Jabatan Rangkap Double function

Tidak ada
None

Sertifikasi Certification

- Executive Education II
- Manajemen Perubahan Level MM/F2 Persyaratan Pembelajaran EE/SSE II
- Manajemen SDM Dasar Level MM/F2 Persyaratan Pembelajaran EE/SSE II
- Manajemen Keuangan Dasar Level MM/F2 Persyaratan Pembelajaran EE/SSE II
- Manajemen SDM Berbasis Kompetensi
- Pelatihan Keselamatan Ketenagalistrikan/Kesehatan dan Keselamatan Kerja (K2/K3) Untuk Manajemen

Dasar Hukum Pengangkatan Legal Basis of Appointment

Keputusan Dewan Komisaris PLN Enjiniring No. 01/SK/KOM.
PLN-E/2023
Decree of the Board of Commissioners of PLN Enjiniring No.
01/SK/KOM.PLN-E/2023

Periode dan Masa Jabatan Period and Term of Office

Periode 1: Dua Belas Bulan
1st Period: Twelve Months

Pengalaman Kerja Work Experience

- Senior Specialist II Kinerja (Plt Manajer Perencanaan) Pada PT PLN (Persero) Unit Induk Pembangunan Sulawesi Bagian Utara (1 Juli 2016- 30 November 2017)
- Senior Specialist II Kinerja (Plt Manajer Perencanaan) (31 Desember 2017 - 1 Januari 2018)
- Manajer Perencanaan. Pada PT PLN (Persero) Unit Induk Pembangunan Sumatera Bagian Utara (01 September 2018 - 30 September 2018)
- Senior Manager Perencanaan Pada PT PLN (Persero) Unit Induk Pembangunan Sumatera Bagian Utara (01 Oktober 2018 - 30 Juni 2019)
- Vice President Konstruksi Jaringan Regional Sumatera Pada Divisi Konstruksi Regional Sumatera Direktorat Bisnis Regional Sumatera PT PLN (Persero) Kantor Pusat (01 Juli 2009 - 28 Februari 2021)
- Vice President Pengelolaan Aset Transmisi Regional Sumatera Kalimantan. Pada Divisi Transmisi Regional Sumatera Kalimantan Direktorat Bisnis Regional Sumatera Dan Kalimantan PT PLN (Persero) Kantor Pusat (01 Desember 2021 - 30 September 2022)
- Vice President Pengelolaan Aset Transmisi Regional Sumatera Kalimantan Pada Bidang Pengelolaan Aset Transmisi Regional Sumatera Kalimantan Divisi Transmisi Regional Sumatera Kalimantan Direktorat Transmisi Dan Perencanaan Sistem PT PLN (Persero) Kantor PU (1 Oktober 2022 - 30 Oktober 2022)
- Senior Specialist Transmisi Pada Divisi Transmisi Kalimantan, Sulawesi, Maluku, Papua, Dan Nusa Tenggara Direktorat Transmisi Dan Perencanaan Sistem PT PLN (Persero) (1 November 2022 - 30 November 2022)
- Senior Manager Operasi Konstruksi II. Pada Bidang Operasi Konstruksi II PT PLN (Persero) Unit Induk Pembangunan Jawa Bagian Tengah (1 Desember 2022- 31 Desember 2022)
- Performance Senior Specialist II (Acting Planning Manager) at PT PLN (Persero) Construction Head Unit for Northern Sulawesi (July 1, 2016 - November 30, 2017)
- Performance Senior Specialist II (Acting Planning Manager) (December 31, 2017 - January 1, 2018)
- Planning Manager at PT PLN (Persero) Construction Head Unit for Northern Sulawesi (September 1, 2018 - September 30, 2018)
- Senior Planning Manager at PT PLN (Persero) Construction Head Unit for Northern Sulawesi (October 1, 2018 - June 30, 2019)
- Vice President of Sumatra Regional Network Construction at the Sumatra Regional Construction Division, Sumatra Regional Business Directorate, PT PLN (Persero) Head Office (July 1, 2009 - February 28, 2021)
- Vice President of Sumatra Kalimantan Regional Transmission Asset Management. In the Regional Transmission Division of Sumatra Kalimantan, Regional Business Directorate of Sumatra and Kalimantan PT PLN (Persero) Head Office (December 1, 2021 - September 30, 2022)
- Vice President of Regional Transmission Asset Management of Sumatra Kalimantan in the Regional Transmission Asset Management Sector of Sumatra Kalimantan, Regional Transmission Division of Sumatra Kalimantan, Directorate of Transmission and System Planning of PT PLN (Persero) PU Office (October 1, 2022 - October 30, 2022)
- Senior Transmission Specialist in the Transmission Division of Kalimantan, Sulawesi, Maluku, Papua, and Nusa Tenggara, Directorate of Transmission and System Planning of PT PLN (Persero) (November 1, 2022 - November 30, 2022)
- Senior Manager of Construction Operations II. in the Construction Operations Sector II PT PLN (Persero) Construction Head Unit for Central Java (December 1, 2022- December 31, 2022)

Rusdi Karim

Anggota Komite Audit/Pihak Independen

Member of the Audit/Independent Party Committee

<p>▶ Kewarganegaraan Citizenship</p> <p>Warga Negara Indonesia Indonesia</p>	<p>▶ Domisili Domicile</p> <p>Pekanbaru Pekanbaru</p>	<p>▶ Tempat dan Tahun Lahir/Usia Place and Date of Birth/Age</p> <p>lahir di Medan, 08 Januari 1967/berusia 56 tahun per Desember 2023 Medan, January 08, 1967/ 56 years old as of December 2023</p>
<p>▶ Riwayat Pendidikan Educational Background</p> <p>Sarjana Listrik dari Universitas Sumatera Utara (1989-1993) Bachelor's Degree in Electrical Engineering from Universitas Sumatera Utara (1989-1993)</p>		<p>▶ Dasar Hukum Pengangkatan Legal Basis of Appointment</p> <p>Keputusan Dewan Komisaris PLNE NO. 01/SK/KOM.PLN-E/2023 Keputusan Dewan Komisaris PLNE NO. 01/SK/KOM.PLN-E/2023</p>
<p>▶ Sertifikasi Certification</p> <ul style="list-style-type: none"> • Executive Education Ii • Workshop X-MAN 4 Expert • Manajemen SDM Dasar (Level Manajemen Menengah/ Fungsional II) • Negotiation Skill In Business • Manajemen Risiko • Brevet Asesor Distribusi Tenaga Listrik • Executive Education Ii • Workshop X-MAN 4 Expert • Basic Human Resource Management (Middle Management Level/Functional II) • Negotiation Skill In Business • Risk Management • Electricity Distribution Assessor Brevet 	<p>▶ Pengalaman Kerja Work Experience</p> <ul style="list-style-type: none"> • Senior Specialist Kinerja (Plt Manajer Perencanaan) (1 April 2016 – 31 Oktober 2016) • Manajer Perencanaan Pada PT PLN (Persero) Wilayah Kalimantan Selatan Dan Kalimantan Tengah (1 November 2016 – 31 Mei 2018) • Manajer Senior Pengadaan dan Pengendalian Energi Baru dan Terbarukan. Pada Divisi Energi Baru dan Terbarukan. Direktorat Perencanaan Korporat PT PLN (Persero) Kantor Pusat (1 Juni 2018 – 30 September 2018) • Vice President Pengadaan dan Pengendalian Energi Baru dan Terbarukan Pada Divisi Energi Baru dan Terbarukan Direktorat Pengadaan Strategis 1 PT PLN (Persero) Kantor Pusat (1 Oktober 2018 – 14 Februari 2012) • Vice President Pengembangan dan Pengendalian Energi Baru dan Terbarukan Pada Divisi Perencanaan dan Enjiniring EBT Direktorat Mega Project PT PLN (Persero) Kantor Pusat (15 Februari 2012 – November 2021) • Senior Performance Specialist (Acting Planning Manager) (April 1, 2016 – October 31, 2016) • Planning Manager at PT PLN (Persero) South Kalimantan and Central Kalimantan Regions (November 1, 2016 – May 31, 2018) • Senior Manager of Procurement and Control of New and Renewable Energy. In the New and Renewable Energy Division. Corporate Planning Directorate of PT PLN (Persero) Head Office (June 1, 2018 – September 30, 2018) • Vice President of Procurement and Control of New and Renewable Energy in the New and Renewable Energy Division of Strategic Procurement Directorate 1 of PT PLN (Persero) Head Office (October 1, 2018 – February 14, 2012) • Vice President of Development and Control of New and Renewable Energy in the NRE Planning and Engineering Division of Mega Project Directorate of PT PLN (Persero) Head Office (February 15, 2012 – November 2021) 	
<p>▶ Jabatan Rangkap Double function</p> <p>Tidak Ada None</p>		
<p>▶ Periode dan Masa Jabatan Period and Term of Office</p> <p>Periode I : Dua Belas Bulan 1st Period: Twelve Months</p>		

Risma Royani

Anggota Komite Manajer Unit PT PLN Persero

Member of the Unit Manager of PT PLN Persero Committee

Kewarganegaraan Citizenship

Warga Negara Indonesia
Indonesia

Domisili Domicile

Depok, Jawa Barat
Depok, Jawa barat

Tempat dan Tahun Lahir/Usia Place and Date of Birth/Age

lahir di Banjarmasin, 28 Desember 1970/Berusia 53 tahun per Desember 2023
Banjarmasin, December 28, 1970/53 years old as of December 2023

Riwayat Pendidikan Educational Background

- Sarjana Ekonomi Universitas Lampung (1994)
- Magister Manajemen keuangan Universitas Lampung (tahun lulus?)
- Bachelor's Degree in Economics from Universitas Lampung (1994)
- Master of Financial Management from Universitas Lampung (tahun lulus?)

Sertifikasi Certification

-

Jabatan Rangkap Double function

Manajer Unit PT PLN Persero
Unit Manager at PT PLN Persero

Periode dan Masa Jabatan Period and Term of Office

Periode I : 12 Bulan
1st Period: Twelve Months

Dasar Hukum Pengangkatan Legal Basis of Appointment

Keputusan Dewan Komisaris PLNE NO. 01/SK/KOM.PLN-E/2023
Decree of the Board of Commissioners of PLNE NO. 01/SK/KOM. PLN-E/2023

Pengalaman Kerja Work Experience

- Senior Manager Keuangan pada PT PLN (Persero) Unit Induk Transmisi Jawa Bagian Barat (2018-2020).
- Vice President Treasury Business Management pada Divisi Treasury Direktorat Keuangan PT PLN (Persero) Kantor Pusat (2020 -2021)
- Vice President Pengeluaran Operasi pada Divisi Pembendaharaan Direktorat Keuangan PT PLN (Persero) Kantor Pusat (2021 - sekarang)
- Senior Finance Manager at PT PLN (Persero) Transmission Head Unit for Western Jawa (2018-2020).
- Vice President of Treasury Business Management at the Treasury Division, Directorate of Finance, PT PLN (Persero) Head Office (2020-2021)
- Vice President of Operational Expenditure at Treasury Division, Directorate of Finance, PT PLN (Persero) Head Office (2021 - present)

Independensi Komite Audit

Komite Audit melaksanakan fungsi dan tugasnya secara profesional dan independen, tanpa campur tangan dari pihak manapun yang tidak sesuai dengan peraturan perundang-undangan. Sesuai dengan Piagam Komite Audit, kualifikasi independensi dari anggota Komite Audit harus memenuhi kriteria sebagai berikut:

Independence of The Audit Committee

The Audit Committee carries out its functions and duties professionally and independently, without interference from any party that is not in accordance with laws and regulations. In accordance with the Audit Committee Charter, the independence qualifications of the Audit Committee members must meet the following criteria:

Tabel Independensi Komite Audit

Independence of the Audit Committee Table

Aspek Independensi Independence Aspect	Edward Siagian	Binara Nainggolan	Rusdi Karim	Risma Royani
Tidak memiliki hubungan keuangan dengan Dewan Komisaris dan Direksi Does not have financial relationship with the Board of Commissioners and Board of Directors	√	√	√	√
Tidak memiliki hubungan kepengurusan di perusahaan, anak perusahaan, maupun perusahaan afiliasi Does not have management relationship in the company, subsidiaries, or affiliated companies	√	√	√	√
Tidak memiliki hubungan kepemilikan saham di perusahaan Does not have a share ownership in the company	√	√	√	√
Tidak memiliki hubungan keluarga dengan Dewan Komisaris, Direksi, dan/atau sesama anggota Komite Audit Does not have a familial relationship with the Board of Commissioners, Directors, and/or fellow members of the Audit Committee	√	√	√	√
Tidak menjabat sebagai pengurus partai politik, pejabat dan pemerintah Does not serve as a political party administrator, official and government	√	√	√	√

Pelatihan dan/atau Peningkatan Kompetensi Komite Audit pada Tahun 2023

Anggota Komite Audit dapat diberi kesempatan oleh Dewan Komisaris untuk mengikuti kursus-kursus, seminar atau *training* untuk setingkat Direksi maupun Dewan Komisaris di dalam maupun di luar negeri dan mendapatkan referensi dalam bentuk majalah, buku-buku pengetahuan dan internet sebagai bahan untuk menambah wawasan dan kemampuan. Adapun pelatihan dan/atau peningkatan kompetensi Komite Audit pada tahun 2023 adalah sebagai berikut:

Training and/or Competency Improvement of Audit Committee In 2023

Members of the Audit Committee may be given the opportunity by the Board of Commissioners to attend courses, seminars or training for the Board of Directors or the Board of Commissioners at home or abroad and obtain references in the form of magazines, books and the internet as materials to increase insight and ability. The training and/or competency improvement of the Audit Committee in 2023 was as follows:

Nama Name	Jabatan Position	Jenis Pelatihan dan Materi Pengembangan Kompetensi /Pelatihan Types of Training and Development Materials Competency / Training	Waktu dan Tempat Pelaksanaan Time and Place Implementation	Penyelenggara Organizer
Edward Siagian	Ketua Chairman	Pelatihan dan/atau Peningkatan Kompetensi dapat dilihat pada bagian Pelatihan dan/atau Pengembangan Kompetensi Anggota Dewan Komisaris Training and/or Competency Improvement can be seen in the Training and/or Competency Development section for Members of the Board of Commissioners.		
Binara Nainggolan	Sekretaris Secretary	-	-	-
Rusdi Karim	Anggota Member	-	-	-
Risma Royani	Anggota Member	-	-	-

Rapat Komite Audit

KEBIJAKAN RAPAT KOMITE AUDIT

Pertemuan/rapat internal Komite Audit diadakan 1 (satu) kali dalam sebulan dan dapat ditambah jika diperlukan. Rapat Komite Audit dengan Direksi/Manajemen diadakan sesuai keperluan, sesuai dengan tugas pokok serta kewenangan yang diberikan oleh Dewan Komisaris.

Komite Audit akan mengadakan rapat dengan Pengawasan Internal sekurang-kurangnya 3 (tiga) kali dalam setahun atau lebih banyak dari itu, jika diperlukan. Komite Audit dapat meminta anggota Manajemen atau pihak lainnya untuk hadir dalam rapat dan memberikan informasi yang diperlukan. Setiap rapat Komite Audit dituangkan dalam Risalah Rapat yang ditandatangani oleh seluruh Anggota Komite Audit yang hadir. Risalah Rapat yang dimaksud pada butir 4 disampaikan secara tertulis oleh Komite Audit kepada Dewan Komisaris.

Sebagai bagian dari tugas Komite Audit, sekali dalam setahun dapat dilakukan rapat dengan Direksi dan Pengawasan Intern dalam suatu pertemuan khusus untuk membicarakan hal-hal yang menurut Komite Audit atau pihak-pihak terkait perlu dibahas tersendiri. Laporan hasil rapat tersebut disampaikan kepada Dewan Komisaris sebagai pertanggung jawaban Komite Audit.

AGENDA RAPAT KOMITE AUDIT

Sepanjang tahun 2023, tanggal pelaksanaan, Agenda rapat dan Peserta rapat Komite Audit, sebagai berikut.

Audit Committee Meeting

AUDIT COMMITTEE MEETING POLICY

Internal meetings of the Audit Committee are held once a month and may be added if necessary. Audit Committee meetings with the Board of Directors/Management are held as needed, in accordance with the main duties and authorities granted by the Board of Commissioners.

The Audit Committee will hold meetings with Internal Supervision at least 3 (three) times a year or more, if necessary. The Audit Committee may request members of Management or other parties to attend the meeting and provide the necessary information. Each Audit Committee meeting is recorded in the Minutes of Meeting signed by all Audit Committee Members present. The Minutes of Meeting referred to in point 4 are submitted in writing by the Audit Committee to the Board of Commissioners.

As part of the Audit Committee's duties, a meeting with the Board of Directors and Internal Supervision may be held once a year in a special meeting to discuss matters that the Audit Committee or related parties deem necessary to be discussed separately. The report on the results of the meeting is submitted to the Board of Commissioners as the Audit Committee's accountability

AUDIT COMMITTEE MEETING AGENDA

Throughout 2023, the implementation dates, meeting agendas and participants of the Audit Committee meetings are as follows.

Tabel Agenda Rapat Komite Audit
Audit Committee Meeting Agenda Table

No.	Tanggal Rapat Meeting Date	Agenda Rapat Meeting Agenda	Peserta Rapat Meeting participants
1.	12 Januari 2023 January 12, 2023	<ul style="list-style-type: none"> - Laporan Keuangan bulan Desember 2022: Laba Rugi, Neraca dan Arus Kas. - Penjelasan atas pos-pos keuangan antara lain Pendapatan, Beban Usaha, Posisi Kas, EBITDA dan Rasio Kinerja Keuangan. - Realisasi KPI Direktorat Keuangan & SDM TW IV Tahun 2022. - Hal-hal lain yang perlu mendapat perhatian - December 2022 Financial Report: Profit and Loss, Balance Sheet and Cash Flow. - Explanation of financial items including Revenue, Operating Expenses, Cash Position, EBITDA and Financial Performance Ratios. - Realization of KPI of the Directorate of Finance & HR Q4 2022. - Other matters that need attention 	Edward Siagian Bowo Setiadji Risma Royani Julita Safitri Evawan
2.	17 Januari 2023 January 17, 2023	<ul style="list-style-type: none"> - Laporan Realisasi Pendapatan dan Biaya Operasi Enjiniring sampai dengan akhir Desember Tahun 2022. - Realisasi KPI Direktorat Enjiniring TW IV Tahun 2022. - Program Direktorat Enjiniring untuk mencapai Pendapatan Enjiniring di RKAP 2023 (Identifikasi Proyek, Kesiapan Resources, Timeline dan sebagainya). - Hal-hal lain yang perlu mendapat perhatian. - Report on Realization of Engineering Revenue and Operating Costs until the end of December 2022. - Realization of Directorate of Engineering KPI for Q4 2022. - Directorate of Engineering Program to achieve Engineering Revenue in RKAP 2023 (Project Identification, Resources Readiness, Timeline, etc.). - Other matters that need attention. 	Edward Siagian Bowo Setiadji Risma Royani Julita Safitri Evawan
3.	19 Januari 2023 January 19, 2023	<ul style="list-style-type: none"> - Progres Pemasaran sampai dengan akhir Desember 2022. - Realisasi KPI Direktorat Pemasaran & PUSH TW IV tahun 2022 - Progres Pencapaian Pendapatan dari DITSAR (Identifikasi Pekerjaan yang akan komit/ menjadi kontrak di tahun 2023, Kesiapan Resources, Timeline dan sebagainya). - Hal-hal lain yang memerlukan perhatian - Marketing Progress until the end of December 2022. - KPI Realization of Marketing & PUSH Directorate Q4 2022 - Revenue Achievement Progress from DITSAR (Identification of Work that will be committed/ become a contract in 2023, Resources Readiness, Timeline and so on). - Other things that need attention 	Edward Siagian Bowo Setiadji Risma Royani Julita Safitri Evawan
4.	9 Februari 2023 February 9, 2023	<ul style="list-style-type: none"> - Laporan Realisasi Pendapatan dan Biaya Operasi Enjiniring sampai dengan akhir Januari Tahun 2022. - Peran Direktorat Enjiniring dalam Pelaksanaan PLTMG Luwuk 40 MW: Implementasi Engineering Integrator dan Project Management. - Tindakan lanjut RUPS RKAP 2023 Program Prioritas Tahun 2023: Program ESG Dokumen Enjiniring (Action Plan, Identifikasi dan Review Dokumen PE dan PTE yang sudah ada dan Dokumen yang belum ada tetapi diperlukan, Timeline dan sebagainya). - Hal-hal lain yang memerlukan perhatian. - Report on Realization of Revenue and Engineering Operation Costs until the end of January 2022. - The Role of the Directorate of Engineering in the Implementation of the PLTMG Luwuk 40 MW: Implementation of Engineering Integrator and Project Management. - Follow-up to the 2023 GMS RKAP Priority Programs for 2023: ESG Program Engineering Documents (Action Plan, Identification and Review of existing PE and PTE Documents and Documents that do not yet exist but are needed, Timeline and so on). - Other matters that need attention. 	Edward Siagian Bowo Setiadji Risma Royani Julita Safitri Evawan
5.	13 Februari 2023 February 13, 2023	<ul style="list-style-type: none"> - Laporan Keuangan bulan Januari 2023 : Laba Rugi, Neraca dan Arus Kas - Penjelasan atas pos-pos keuangan antara lain Pendapatan, Beban Usaha, Posisi Kas, EBITDA dan Rasio Kinerja Keuangan - Diskusi Program Implementasi Activity Based Costing Contoh Implementasi pada salah satu Pilot Project. - Hal-hal lain yang memerlukan perhatian. - January 2023 Financial Report: Profit and Loss, Balance Sheet and Cash Flow - Explanation of financial items including Revenue, Operating Expenses, Cash Position, EBITDA and Financial Performance Ratios - Discussion of Activity Based Costing Implementation Program Example of Implementation in one of the Pilot Projects. - Other matters that need attention. 	Edward Siagian Bowo Setiadji Risma Royani Julita Safitri Evawan
6.	14 Februari 2023 February 14, 2023	<ul style="list-style-type: none"> - Progres Pemasaran sampai dengan Januari 2023. - Pelaksanaan Pekerjaan PLTMG Luwuk: Highlight Key Issue pada kontrak PLNE dengan Mitra. - Rencana Mencapai Target Recurring Income sesuai RKAP 2023 : antara lain Strategi, Target dan Daftar Pekerjaan yang akan dilaksanakan per TW. - Hal-hal lain yang memerlukan perhatian. - Marketing Progress until January 2023. - Implementation of PLTMG Luwuk Work: Highlight Key Issues in PLNE's contract with Partners. - Plan to Achieve Recurring Income Targets according to RKAP 2023: including Strategy, Targets and List of Work to be implemented per QT. - Other matters that need attention. 	Edward Siagian Bowo Setiadji Risma Royani Julita Safitri Evawan

No.	Tanggal Rapat Meeting Date	Agenda Rapat Meeting Agenda	Peserta Rapat Meeting participants
7.	10 Maret 2023 March 10, 2023	<ul style="list-style-type: none"> - Laporan Realisasi Pendapatan dan Biaya Operasi sampai dengan Februari 2023. - Program Pelaksanaan Pekerjaan PLTMG Luwuk. - Diskusi Tindaklanjuti RUPS RKAP 2023 Program Utama PLNE Tahun 2023 "Project Preparation" : FS dan Desain RUPTL 2021 – 2030, Studi Enjiniring Pembangunan Pembangkit EBT (Status Penugasan/Kontrak, Preparation, Action Plan, Timeline dan sebagainya). - Hal-hal lain yang memerlukan perhatian. - Report on Realization of Revenue and Operating Costs until February 2023. - PLTMG Luwuk Work Implementation Program. - Follow-up Discussion of GMS RKAP 2023 Main Program of PLNE in 2023 "Project Preparation": FS and Design of RUPTL 2021 – 2030, Engineering Study of NRE Power Plant Development (Assignment/Contract Status, Preparation, Action Plan, Timeline, etc.). - Other matters that need attention. 	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
8.	14 Maret 2023 March 14, 2023	<ul style="list-style-type: none"> - Laporan Keuangan bulan Pebruari 2023 : Laba Rugi, Neraca dan Arus Kas - Penjelasan atas pos-pos keuangan antara lain Pendapatan, Beban Usaha, Posisi Kas, EBITDA dan Rasio Kinerja Keuangan - Diskusi hasil review dan revisi PE PLNE antara lain PE PLNE 01.01 "Siklus Proyek Enjiniring" dan PE PE lainnya yang berdampak terhadap penyusunan RBP - Hal-hal lain yang memerlukan perhatian - Financial Report for February 2023: Profit and Loss, Balance Sheet and Cash Flow - Explanation of financial items including Revenue, Operating Expenses, Cash Position, EBITDA and Financial Performance Ratios - Discussion of the results of the review and revision of PE PLNE including PE PLNE 01.01 "Engineering Project Cycle" and other PEs that have an impact on the preparation of the RBP - Other matters that need attention. 	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
9	20 Maret 2023 March 20, 2023	<ul style="list-style-type: none"> - Progres Pemasaran sampai dengan Februari 2023 - Diskusi Tindaklanjuti RUPS RKP 2023 Program Utama PLNE tahun 2023 "Beyond Engineering" (Status, Preparation, Action Plan, Timeline dsb) - Hal-hal lain yang memerlukan perhatian - Marketing Progress until February 2023 - Follow-up Discussion of GMS RKP 2023 PLNE Main Program in 2023 "Beyond Engineering" (Status, Preparation, Action Plan, Timeline etc.) - Other matters that need attention. 	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
10	4 April 2023 April 4, 2023	<ul style="list-style-type: none"> - Pelaksanaan PKPT TW I 2023 - Review Hasil Audit CNG Bangkanai - Review Hasil Audit Sekretaris Perusahaan Hasil Audit RUPS RKAP 2022 dan LPT 2021 - Hal-hal lain yang memerlukan perhatian - Implementation of PKPT Q1 2023 - Review of CNG Bangkanai Audit Results - Review of Corporate Secretary Audit Results of GMS RKAP 2022 and LPT 2021 Audit Results - Other matters that need attention. 	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
11	11 April 2023 April 11, 2023	<ul style="list-style-type: none"> - Laporan Realisasi Pendapatan dan Biaya Operasi Enjiniring sd akhir Maret Tahun 2022 - Realisasi Kinerja DIT ENG TW I Tahun 2023 - Agenda Ulangan Rapat Komite Audit dengan DIRENG tanggal 10 Maret 2023: Diskusi Tindaklanjuti RUPS RKAP 2023 khusus mengenai "Studi Enjiniring Pembangunan Pembangkit EBT (Status Penugasan/Kontrak, Preparation, Action Plan, Timeline dsb)" - Hal-hal lain yang memerlukan perhatian - Report on Realization of Revenue and Engineering Operation Costs until the end of March 2022 - Realization of DIT ENG Performance for Quarter I of 2023 - Agenda for Another Audit Committee Meeting with DIRENG on March 10, 2023: Discussion on Follow-up to GMS RKAP 2023 specifically regarding "Engineering Study of NRE Power Plant Development (Assignment/Contract Status, Preparation, Action Plan, Timeline, etc.)" - Other matters that need attention. 	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani

No.	Tanggal Rapat Meeting Date	Agenda Rapat Meeting Agenda	Peserta Rapat Meeting participants
12	13 April 2023 April 13, 2023	<ul style="list-style-type: none"> - Laporan Keuangan bulan Maret 2023: Laba Rugi, Neraca dan Arus Kas. - Penjelasan atas pos-pos keuangan antara lain Pendapatan, Beban Usaha, Posisi Kas, EBITDA dan Rasio Kinerja Keuangan. - Diskusi hasil <i>review</i> dan revisi PE PLNE antara lain PE PLNE 01.01 "Siklus Proyek Enjiniring" dan PE PE lainnya yang berdampak terhadap penyusunan RBP - Realisasi Kinerja DIT KEU TW I 2023 - Hal-hal lain yang memerlukan perhatian - March 2023 Financial Report: Profit and Loss, Balance Sheet and Cash Flow. - Explanation of financial items including Revenue, Operating Expenses, Cash Position, EBITDA and Financial Performance Ratios. - Discussion of the results of the review and revision of PLNE PE including PLNE PE 01.01 "Engineering Project Cycle" and other PEs that have an impact on the preparation of the RBP - DIT KEU Performance Realization Q1 2023 - Other matters that need attention. 	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
13	17 April 2023 April 17, 2023	<ul style="list-style-type: none"> - Progres Pemasaran sampai dengan Maret 2023 - Realisasi Kinerja DITKEU TW I 2023 - Progres Penyelesaian Masalah CPSI - Hal-hal lain yang memerlukan perhatian - Marketing Progress until March 2023 - DITKEU Performance Realization Q1 2023 - CPSI Problem Resolution Progress - Other matters that need attention. 	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
14	9 Mei 2023 May 9, 2023	<ul style="list-style-type: none"> - Laporan Realisasi Pendapatan dan Biaya Operasi Enjiniring sampai dengan akhir April 2023 - Progress Implementasi Konsep ABC di Direktorat Enjiniring - Realisasi Kinerja Direktorat Enjiniring sampai dengan April 2023 - Hal-hal lain yang memerlukan perhatian - Report on Realization of Revenue and Engineering Operation Costs until the end of April 2023 - Progress of ABC Concept Implementation in the Directorate of Engineering - Realization of Directorate of Engineering Performance until April 2023 - Other matters that need attention. 	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
15	11 Mei 2023 May 11, 2023	<ul style="list-style-type: none"> - Laporan Keuangan April 2023 : Neraca, Laba Rugi, Laporan Cash Flow dan Rasio Laporan Keuangan. - Laporan Proyeksi dan Realisasi Pendapatan dan Kontrak sampai dengan akhir April 2023. - Realisasi Kinerja Direktorat Keuangan dan SDM sampai dengan April 2023 - Hal-hal lain yang memerlukan perhatian - April 2023 Financial Report: Balance Sheet, Profit and Loss, Cash Flow Report and Financial Report Ratios. - Revenue and Contract Projection and Realization Report until the end of April 2023. - Performance Realization of the Directorate of Finance and HR until April 2023 - Other matters that need attention. 	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
16	16 Mei 2023 May 16, 2023	<ul style="list-style-type: none"> - Progress Pemasaran sampai dengan akhir April 2023 - Progress kontrak Proyek Recurring Income - Realisasi Kinerja Direktorat Keuangan & SDM sampai dengan April 2023 - Hal-hal lain yang memerlukan perhatian - Marketing Progress until the end of April 2023 - Recurring Income Project Contract Progress - Realization of Directorate of Finance & HR Performance until April 2023 - Other matters that need attention. 	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
17	7 Juni 2023 June 7, 2023	<ul style="list-style-type: none"> - Laporan Realisasi Pendapatan dan Biaya Operasi Enjiniring sampai dengan akhir Mei 2023 - Implementasi menyeluruh aplikasi ABC dalam penetapan target dan pencatatan realisasi biaya Enjiniring (pilot project 1 kontrak total) - Realisasi Kinerja Direktorat Enjiniring sampai dengan Mei 2023 - Diskusi mengenai Peran PLNE dalam mendukung program PLN Pusat dalam pengembangan RE - Report on Realization of Engineering Revenue and Operating Costs until the end of May 2023 - Comprehensive implementation of ABC application in setting targets and recording the realization of Engineering costs (pilot project 1 total contract) - Realization of Directorate of Engineering Performance until May 2023 - Discussion on PLNE's Role in supporting PLN Head Office's program in developing RE 	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
18	13 Juni 2023 June 13, 2023	<ul style="list-style-type: none"> - Laporan Keuangan Mei 2023: Neraca, Laba Rugi, Laporan Cash Flow dan Rasio Laporan Keuangan - Laporan Proyeksi dan Realisasi Pendapatan dan Kontrak sampai dengan akhir Mei 2023 - Laporan Keuangan 2022 Audited - Hal-hal lain yang memerlukan perhatian - May 2023 Financial Report: Balance Sheet, Profit and Loss, Cash Flow Statement and Financial Report Ratios - Revenue and Contract Projection and Realization Report until the end of May 2023 - Audited 2022 Financial Report - Other matters that need attention. 	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani

No.	Tanggal Rapat Meeting Date	Agenda Rapat Meeting Agenda	Peserta Rapat Meeting participants
19	15 Juni 2023 June 15, 2023	<ul style="list-style-type: none"> - Progress Pemasaran sampai dengan akhir Mei 2023 - Progress kontrak Proyek Recurring Income sampai dengan 31 Mei 2023 - Detail progress pekerjaan per kontrak (Timeline, Kendala, dll) - Diskusi mengenai Peran PLNE dalam pengembangan <i>Electric Vehicle</i> (EV) - Hal-hal lain yang memerlukan perhatian - Marketing Progress until the end of May 2023 - Recurring Income Project Contract Progress until May 31, 2023 - Details of work progress per contract (Timeline, Constraints, etc.) - Discussion on PLNE's Role in the Development of Electric Vehicles (EV) - Other matters that need attention. 	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
20	22 Juni 2023 June 22, 2023	<ul style="list-style-type: none"> - Program Kerja Sekretaris Perusahaan 2023 - Kinerja Korporat 2023 - Hal-hal lain yang memerlukan perhatian - 2023 Corporate Secretary Work Program - 2023 Corporate Performance - Other matters that need attention. 	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
21	11 Juli 2023 July 11, 2023	<ul style="list-style-type: none"> - Laporan Realisasi Pendapatan dan Biaya Operasi Enjiniring sampai dengan akhir Juni 2023 - Realisasi Kinerja Direktorat Enjiniring sampai dengan Juni 2023 - Strategi pencapaian kinerja Direktorat Enjiniring Semester II tahun 2023 - Tindak Lanjut Hasil Audit SPI terkait CNG Bangkanai - Report on Realization of Engineering Revenue and Operating Costs until the end of June 2023 - Realization of Directorate of Engineering Performance until June 2023 - Strategy for achieving the performance of Directorate of Engineering for the 2nd Semester 2023 - Follow-up on SPI Audit Results related to CNG Bangkanai 	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
22	13 Juli 2023 July 13, 2023	<ul style="list-style-type: none"> - Laporan Keuangan Juni 2023: Neraca, Laba Rugi, Laporan Cash Flow dan Rasio Laporan Keuangan - Laporan Proyeksi dan Realisasi Pendapatan dan Kontrak sampai dengan akhir Juni 2023. - Realisasi Kinerja Direktorat Keuangan dan SDM sampai dengan Juni 2023 - Strategi pencapaian kinerja Direktorat Keuangan dan SDM Semester II tahun 2023 - June 2023 Financial Report: Balance Sheet, Profit and Loss, Cash Flow Report and Financial Report Ratios - Revenue and Contract Projection and Realization Report until the end of June 2023. - Performance Realization of the Directorate of Finance and HR until June 2023 - Strategy for achieving the performance of the Directorate of Finance and HR for The 2nd Semester of 2023 	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
23	18 Juli 2023 July 18, 2023	<ul style="list-style-type: none"> - Progress Pemasaran sampai dengan akhir Juni 2023 - Realisasi Kinerja Direktorat Pemasaran sampai dengan Juni 2023 - Strategi pencapaian kinerja Direktorat Pemasaran Semester II tahun 2023 - Progress Recurring Income - Marketing Progress until the end of June 2023 - Directorate of Marketing Performance Realization until June 2023 - Directorate of Marketing Performance Achievement Strategy for The 2nd Semester of 2023 - Recurring Income Progress 	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
24	10 Agustus 2023 August 10, 2023	<ul style="list-style-type: none"> - Laporan Realisasi Pendapatan dan Biaya Operasi Enjiniring sampai dengan akhir Juli 2023 - Realisasi Kinerja Direktorat Enjiniring sampai dengan Juli 2023 - Penjelasan Tupoksi PMO terkait <i>Activity Based Costing</i> (ABC) - Progress & Kendala Proyek Luwuk - Report on Realization of Engineering Revenue and Operational Costs until the end of July 2023 - Realization of Directorate of Engineering Performance until July 2023 - Explanation of PMO's Duties and Functions related to Activity Based Costing (ABC) - Progress & Obstacles of the Luwuk Project 	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
26	16 Agustus 2023 August 16, 2023	<ul style="list-style-type: none"> - Progress Pemasaran & Progress Recurring Income sampai dengan akhir Juli 2023 - Realisasi Kinerja Direktorat Pemasaran sampai dengan Juli 2023 - Strategi Pencapaian Target RKAP Tahun 2023 Direktorat Pemasaran & Pengembangan Usaha - Progress Penyusunan RJPP 2023 - Marketing Progress & Recurring Income Progress until the end of July 2023 - Directorate of Marketing Performance Realization until July 2023 - Directorate of Marketing & Business Development RKAP Target Achievement Strategy for 2023 - RJPP 2023 Preparation Progress 	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
27	29 Agustus 2023 August 29, 2023	<ul style="list-style-type: none"> - Laporan Keuangan Juli 2023: Neraca, Laba Rugi, Laporan Cash Flow dan Rasio Laporan Keuangan. - Laporan Proyeksi dan Realisasi Pendapatan dan Kontrak sampai dengan akhir Juli 2023 - Realisasi Kinerja Direktorat Keuangan dan SDM sampai dengan Juli 2023 - Laporan saldo Piutang Macet dan Realisasi Penghapusan - July 2023 Financial Report: Balance Sheet, Profit and Loss, Cash Flow Report and Financial Report Ratios. - Revenue and Contract Projection and Realization Report until the end of July 2023 - Directorate of Finance and HR Performance Realization until July 2023 - Bad Debt Balance Report and Write-off Realization 	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani

No.	Tanggal Rapat Meeting Date	Agenda Rapat Meeting Agenda	Peserta Rapat Meeting participants
28	6 September 2023 September 6, 2023	<ul style="list-style-type: none"> - Penjelasan Hasil Konsultasi (Opini) SPI terkait Akuisisi PT REC oleh ICON+ - Hasil Audit SPI untuk Direktorat Pemasaran dan Pengembangan Usaha - Explanation of SPI Consultation Results (Opinion) regarding the Acquisition of PT REC by ICON+ - SPI Audit Results for the Marketing and Business Development Directorate 	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
29	7 September 2023 September 7, 2023	<ul style="list-style-type: none"> - Laporan Realisasi Pendapatan dan Biaya Operasi Enjiniring sampai dengan akhir Agustus 2023. - Progress penugasan-penugasan yang baru pada Direktorat Perencanaan PLN Pusat dan Direktorat Distribusi PLN Pusat. - Realisasi Kinerja Direktorat Enjiniring sampai dengan Agustus 2023. - Hal-hal lain yang memerlukan perhatian - Report on Realization of Revenue and Engineering Operation Costs until the end of August 2023. - Progress of new assignments at the PLN Central Planning Directorate and the PLN Central Distribution Directorate. - Realization of Directorate of Engineering Performance until August 2023. - Other matters that need attention. 	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
30	14 September 2023 September 14, 2023	<ul style="list-style-type: none"> - Progress Pemasaran sampai dengan akhir Agustus 2023 & Update Proyek yang masuk kategori <i>Recurring Income</i> - Tanggapan atas Hasil Audit SPI Tahun 2023 - Strategi Pencapaian kinerja Pemasaran pada kinerja yang masih rendah serta <i>timeline</i> kegiatan bulanan hingga Desember 2023. - Progres Penyelesaian Dokumen Kontrak pada 14 Pekerjaan sudah selesai. - Marketing Progress until the end of August 2023 & Project Updates in the Recurring Income category - Response to the 2023 SPI Audit Results - Marketing performance achievement strategy for low performance and monthly activity timeline until December 2023. - Contract Document Completion Progress for 14 Jobs has been completed. 	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
31	19 September 2023 September 19, 2023	<ul style="list-style-type: none"> - Laporan Keuangan Agustus 2023: Neraca, Laba Rugi, Laporan Cash Flow dan Rasio Laporan Keuangan. - Laporan Proyeksi dan Realisasi Pendapatan dan Kontrak sampai dengan akhir Agustus 2023. - Realisasi Kinerja Direktorat Keuangan dan SDM sampai dengan Agustus 2023. - Hal-hal lain yang memerlukan perhatian - August 2023 Financial Report: Balance Sheet, Profit and Loss, Cash Flow Report and Financial Report Ratios. - Revenue and Contract Projection and Realization Report until the end of August 2023. - Performance Realization of the Directorate of Finance and HR until August 2023. - Other matters that need attention. 	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
32	3 Oktober 2023 October 3, 2023	<ul style="list-style-type: none"> - Laporan Pelaksanaan PKPT TW III 2023 - Pelaporan penyusunan peraturan di SPI (Perdir SPI, Edir SPI dan PE SPI) - Diskusi terkait PT REC (Aspek GRC, Governance, Risk dan Compliance nya) - Report on the Implementation of PKPT Q3 2023 - Report on the preparation of regulations in SPI (Board of Directors' Regulation on SPI, Board of Directors' Circular Letter on SPI and PE SPI) - Discussion related to PT REC (GRC, Governance, Risk and Compliance aspects) 	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
33	5 Oktober 2023 October 5, 2023	<ul style="list-style-type: none"> - Laporan Realisasi Pendapatan dan Biaya Operasi Enjiniring sampai dengan TW III 2023 - Realisasi Kinerja Direktorat Enjiniring sampai dengan TW III 2023 dan strategi pencapaian Kinerja Direktorat Enjiniring SMT II 2023 - Progress Amandemen Kontrak Luwuk - Hal-hal lain yang memerlukan perhatian - Report on Realization of Engineering Revenue and Operating Costs up to Q3 2023 - Realization of Directorate of Engineering Performance up to Q3 2023 and strategy for achieving Directorate of Engineering Performance in The 2nd Semester of 2023 - Progress of Luwuk Contract Amendment - Other matters that need attention. 	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
34	10 Oktober 2023 October 10, 2023	<ul style="list-style-type: none"> - Kinerja Direktorat Pemasaran & Pengembangan Usaha: (a) Realisasi sampai dengan TW III 2023 (b) Prognosa bulanan hingga Desember 2023 dan list data pendukung masing-masing kegiatan untuk mencapai target kinerja 2023 - Strategi pencapaian Kinerja Direktorat Direktorat Pemasaran & Pengembangan Usaha Tahun 2023 - List Pekerjaan selesai dan belum ada Kontrak, progress dan rencana tindak lanjut perbulan hingga Desember 2023 - Hal-hal lain yang memerlukan perhatian - Performance of the Directorate of Marketing & Business Development: (a) Realization up to Q3 2023 (b) Monthly prognosis up to December 2023 and list of supporting data for each activity to achieve the 2023 performance target - Strategy for achieving the Performance of the Directorate of Marketing & Business Development in 2023 - List of completed and uncontracted works, progress and follow-up plans per month up to December 2023 - Other matters that need attention. 	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani

No.	Tanggal Rapat Meeting Date	Agenda Rapat Meeting Agenda	Peserta Rapat Meeting participants
35	12 Oktober 2023 October 12, 2023	<ul style="list-style-type: none"> - Laporan Keuangan TW III 2023: Neraca, Laba Rugi, Laporan <i>Cash Flow</i> dan Rasio Laporan Keuangan. - Laporan Proyeksi dan Realisasi Pendapatan dan Kontrak sampai dengan TW III 2023. - Kinerja Direktorat Keuangan SDM <ul style="list-style-type: none"> (a) Realisasi sampai dengan TW III 2023 dan prognosa realisasi bulanan (Oktober, Nopember, Desember 2023) (b) Strategi Pencapaian KPI bersama Tahun 2023 (EBITDA, Operating Ratio, ROIC, dan lainnya) - Hal-hal lain yang memerlukan perhatian - Performance of the Directorate of Marketing & Business Development: <ul style="list-style-type: none"> (a) Realization up to Q3 2023 (b) Monthly prognosis up to December 2023 and list of supporting data for each activity to achieve the 2023 performance target - Strategy for achieving the Performance of the Directorate of Marketing & Business Development in 2023 - List of completed and uncontracted works, progress and follow-up plans per month up to December 2023 - Other matters that need attention. 	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
36	1 November 2023 November 1, 2023	<ul style="list-style-type: none"> - Pembahasan Draft RKAP PLNE 2024 - Discussion of Draft RKAP PLNE 2024 	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
37	7 November 2023 November 7, 2023	<ul style="list-style-type: none"> - Realisasi kontrak sampai dengan Oktober 2023 - Kinerja Korporat terkait Pemasaran dan Pengembangan Usaha <ul style="list-style-type: none"> (a) Realisasi sampai dengan Oktober 2023 (b) Prognosa bulanan hingga Desember 2023 dan list data pendukung masing-masing kegiatan untuk mencapai target kinerja 2023. (c) Strategi pencapaian Kinerja Tahun 2023 - <i>Progress recurring income</i> sampai dengan oktober 2023 dan prognosa pencapaian sampai dengan akhir tahun 2023. - <i>Update info kerjasama dengan pihak eksternal terkait penyelesaian permasalahan CPSI.</i> - Contract realization until October 2023 - Corporate Performance related to Marketing and Business Development <ul style="list-style-type: none"> (a) Realization until October 2023 (b) Monthly prognosis until December 2023 and list of supporting data for each activity to achieve the 2023 performance target. (c) Performance achievement strategy for 2023 - Progress of recurring income until October 2023 and prognosis of achievement until the end of 2023. - Update on cooperation information with external parties related to the resolution of CPSI problems. 	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
38	10 November 2023 November 10, 2023	<ul style="list-style-type: none"> - Laporan Keuangan Oktober 2023: Neraca, Laba Rugi, Laporan <i>Cash Flow</i> dan Rasio Laporan Keuangan. - Laporan Proyeksi dan Realisasi Pendapatan dan Kontrak sampai dengan Oktober 2023. - Kinerja Korporat terkait Direktorat Keuangan SDM <ul style="list-style-type: none"> (a) Realisasi sampai dengan Oktober 2023 (b) Prognosa sampai dengan Desember 2023 - <i>Timeline penyelesaian proyek pengembangan aplikasi Virtual Cubicle yang akan mendukung aplikasi ABC.</i> - Financial Report October 2023: Balance Sheet, Profit and Loss, Cash Flow Report and Financial Report Ratios. - Revenue and Contract Projection and Realization Report until October 2023. - Corporate Performance related to Directorate of HR Finance <ul style="list-style-type: none"> (a) Realization until October 2023 (b) Prognosis until December 2023 - Timeline for completion of the Virtual Cubicle application development project that will support the ABC application. 	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani

No.	Tanggal Rapat Meeting Date	Agenda Rapat Meeting Agenda	Peserta Rapat Meeting participants
39	14 November 2023 November 14, 2023	<ul style="list-style-type: none"> - Laporan Realisasi Pendapatan dan Biaya Operasi Enjiniring sampai dengan Oktober 2023 - Realisasi Kinerja Korporat terkait Direktorat Enjiniring sampai dengan Oktober 2023 - Progress: <ul style="list-style-type: none"> (a) Recurring Income (Asset Management) (b) Penyusunan Standar RBP/Man Month khusus Bidang Pembangkitan (c) Novasi Kontrak PT REC (d) Target penyelesaian Amandemen kontrak kerjasama PLNE dengan mitra dan penyelesaian konstruksi PLTMG Luwuk - Report on Realization of Engineering Revenue and Operating Costs until October 2023 - Realization of Corporate Performance related to the Directorate of Engineering until October 2023 - Progress: <ul style="list-style-type: none"> (a) Recurring Income (Asset Management) (b) Preparation of RBP/Man Month Standards specifically for the Generation Sector (c) PT REC Contract Novation (d) Target completion of Amendments to PLNE cooperation contracts with partners and completion of PLTMG Luwuk construction 	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
40	19 Desember 2023 December 19, 2023	<ul style="list-style-type: none"> - Pembahasan Draft RJP PLNE 2024-2028 - Discussion of Draft RJP PLNE 2024-2028 	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani

FREKUENSI DAN TINGKAT KEHADIRAN RAPAT KOMITE AUDIT

FREQUENCY AND ATTENDANCE LEVEL OF AUDIT COMMITTEE MEETINGS

Tabel Tingkat Kehadiran Rapat Komite Audit

Table of Audit Committee Meeting Attendance Rates

Nama Name	Jabatan Position	Rapat Komite Audit Audit Committee Meeting		
		Jumlah dan Persentase Kehadiran Number and Percentage of Attendance		
		Jumlah Rapat Number of Meetings	Jumlah Kehadiran Number of Attendance	Persentase Percentage
Edward Siagian	Ketua Chairman	40	40	100%
Bowo Setiadji*	Sekretaris Secretary	6	6	100%
Binara Nainggolan**	Sekretaris Secretary	34	34	100%
Risma Royani	Anggota Member	40	40	100%
Julita Safitri Evawan*	Anggota Member	6	6	100%
Rusdi Karim**	Anggota Member	34	34	100%

*Berhenti menjabat sejak tanggal 20 Februari 2023/ Stopped serving as of February 20, 2023
**Mulai menjabat sejak tanggal 21 Februari 2023 / Starting his term on February 21, 2023

Program Kerja dan Pelaksanaan Tugas Komite Audit Tahun 2023

Adapun program kerja dan realisasi pelaksanaan tugas Komite Audit pada tahun 2023 antara lain:

1. Melakukan rapat internal dengan membahas:
 - a. Laporan keuangan bulanan tahun 2023
 - b. Laporan keuangan tahun 2022 (*audited*)
 - c. Penyiapan program kerja Komite Audit tahun 2023

Work Program and Implementation of Audit Committee's Duties In 2023

The work program and realization of the implementation of the Audit Committee's duties in 2023 include:

1. Conduct internal meetings to discuss:
 - a. Monthly financial report for 2023
 - b. Financial report for 2022 (*audited*)
 - c. Preparation of the Audit Committee's work program for 2023

- | | |
|--|--|
| <ul style="list-style-type: none"> d. Laporan triwulanan Komite Audit tahun 2023 e. Isu-isu strategis/permasalahan lain <ol style="list-style-type: none"> 2. Mengikuti rapat rutin bulanan Dewan Komisaris Direksi dan Rapat Internal Dewan Komisaris. 3. Melakukan rapat dengan SPI untuk mengevaluasi kinerja dan efektivitas Internal Audit. 4. Melakukan rapat dengan KAP untuk mengevaluasi proses audit atas Laporan Keuangan. 5. Melakukan rapat dengan Manajemen untuk mengevaluasi kinerja keuangan, pemasaran, dan engineering. 6. Melakukan kunjungan kerja. 7. Melakukan <i>self assessment</i> kinerja Komite Audit. | <ul style="list-style-type: none"> d. Quarterly report of the Audit Committee for 2023 e. Strategic issues/other problems <ol style="list-style-type: none"> 2. Attend routine monthly meetings of the Board of Commissioners and Board of Directors and Internal Meetings of the Board of Commissioners. 3. Conduct meetings with SPI to evaluate the performance and effectiveness of Internal Audit. 4. Conduct meetings with KAP to evaluate the audit process for the Financial Statements. 5. Conduct meetings with Management to evaluate financial, marketing, and engineering performance. 6. Conduct work visits. 7. Conduct self-assessment of the Audit Committee's performance. |
|--|--|

Komite Nominasi dan Remunerasi

Komite Nominasi dan Remunerasi bertugas membantu Dewan Komisaris dalam melaksanakan tugas pengawasan terhadap Perusahaan, khususnya untuk memastikan bahwa sistem/kebijakan Nominasi, Remunerasi dan Pengembangan SDM di Perusahaan telah disusun dan dilaksanakan berdasarkan asas keadilan dan transparansi serta patuh kepada peraturan perundang-undangan yang berlaku.

Tugas dan Tanggung Jawab Komite Nominasi dan Remunerasi

Komite Nominasi dan Remunerasi bertugas untuk:

1. Melakukan *review* secara berkala atas Sistem Pengelolaan Talenta (*Talent Management System*) perusahaan serta *monitoring* dan evaluasi atas pelaksanaannya;
2. melakukan evaluasi terhadap sistem dan prosedur Pengklasifikasian Talenta (*Talent Classification*) yang dilakukan oleh Direksi;
3. melakukan validasi dan kalibrasi atas Talenta yang diusulkan oleh Direksi kepada Dewan Komisaris (*Selected Talent*), untuk menghasilkan daftar Talenta yang akan dinominasikan oleh
4. Dewan Komisaris kepada RUPS/Menteri (*Nominated Talent*);
5. Melakukan evaluasi terhadap Calon Wakil Perseroan yang akan diusulkan sebagai anggota Direksi atau anggota Dewan Komisaris perusahaan anak, sebelum diajukan kepada RUPS/ Menteri;
6. Melakukan evaluasi atas usulan *Key Performance Indicators* Individu anggota Direksi;
7. Menyiapkan usulan sistem evaluasi kinerja individu bagi anggota Direksi dan/atau anggota Dewan Komisaris;
8. Menyiapkan usulan program pengembangan bagi anggota Direksi dan/atau anggota Dewan Komisaris;
9. Melakukan evaluasi atas kebijakan remunerasi bagi pegawai yang membutuhkan persetujuan/ tanggapan dari Dewan Komisaris.
10. Melakukan evaluasi atas usulan Direksi mengenai struktur organisasi perusahaan.

Nomination and Remuneration Committee

The Nomination and Remuneration Committee is tasked with assisting the Board of Commissioners in carrying out its supervisory duties towards the Company, in particular to ensure that the Nomination, Remuneration and HR Development systems/policies in the Company have been prepared and implemented based on the principles of fairness and transparency and comply with applicable laws and regulations.

Duties and Responsibilities of The Nomination and Remuneration Committee

The Nomination and Remuneration Committee is tasked with:

1. Conducting periodic reviews of the company's Talent Management System and monitoring and evaluating its implementation;
2. Conducting evaluations of the Talent Classification system and procedures carried out by the Board of Directors;
3. Validating and calibrating Talents proposed by the Board of Directors to the Board of Commissioners (*Selected Talent*), to produce a list of Talents to be nominated by
4. the Board of Commissioners to the GMS/Minister (*Nominated Talent*);
5. Conducting evaluations of Candidates for Company Representatives who will be proposed as members of the Board of Directors or members of the Board of Commissioners of subsidiaries, before being submitted to the GMS/Minister;
6. Conducting evaluations of the proposed *Key Performance Indicators* for Individual members of the Board of Directors;
7. Preparing proposals for individual performance evaluation systems for members of the Board of Directors and/or members of the Board of Commissioners;
8. Preparing proposals for development programs for members of the Board of Directors and/or members of the Board of Commissioners;
9. Conducting evaluations of remuneration policies for employees who require approval/response from the Board of Commissioners. 1
10. Conducting evaluations of the Board of Directors' proposals regarding the company's organizational structure.

Wewenang Komite Nominasi dan Remunerasi

Dalam melakukan tugasnya, Komite Nominasi dan Remunerasi memiliki wewenang, antara lain:

1. Komite Nominasi dan Remunerasi dapat mengakses catatan atau informasi tentang karyawan, dana, aset, serta sumber daya lainnya milik perusahaan yang berkaitan dengan pelaksanaan tugasnya;
2. Untuk melaksanakan tugasnya Komite Nominasi & Remunerasi dapat bekerjasama dengan Divisi/Bidang Sumber Daya Manusia dan Divisi lainnya yang terkait;
3. Komite Nominasi dan Remunerasi atas persetujuan Dewan Komisaris berhak menunjuk pihak ketiga (orang atau badan usaha) untuk membantu pelaksanaan tugasnya;
4. Anggota Komite Nominasi dan Remunerasi wajib menjalankan tugas dengan baik dan menjaga kerahasiaan seluruh dokumen, data dan informasi perusahaan, baik dari pihak internal maupun pihak eksternal dan hanya digunakan untuk kepentingan pelaksanaan tugas Komite;
5. Komite Nominasi dan Remunerasi dalam menjalankan tugas dan tanggung jawab terkait dengan kebijakan remunerasi wajib memperhatikan sekurang-kurangnya:
 - a. Kinerja keuangan dan pemenuhan cadangan sebagaimana diatur dalam perundang-undangan yang berlaku;
 - b. Prestasi kerja individual;
 - c. Kewajaran dengan *peer group*;
 - d. Pertimbangan sasaran dan strategi jangka panjang perseroan;
 - e. Sebelum tahun buku berjalan, Komite Nominasi dan Remunerasi menyusun dan menyampaikan rencana kerja dan anggaran tahunan kepada Dewan Komisaris untuk ditetapkan, yang salinannya disampaikan Dewan Komisaris kepada Direksi untuk diketahui. Pelaksanaan rencana kerja dan anggaran tahunan Komite Nominasi dan Remunerasi tersebut dilaporkan kepada Dewan Komisaris;
 - f. Komite Nominasi dan Remunerasi membuat dan menyampaikan laporan pelaksanaan tugas dan tanggung jawab kepada Dewan Komisaris;
 - g. Melakukan wewenang lain yang diberikan oleh Dewan Komisaris.

Piagam Komite Nominasi dan Remunerasi

Piagam Komite Nominasi dan Remunerasi adalah piagam yang menjelaskan secara garis besar hal-hal yang berkenaan dengan tugas dan tanggung jawab Komite Nominasi dan Remunerasi dalam memberi nasihat dan membantu pelaksanaan tugas dan fungsi pengawasan Dewan Komisaris. Piagam Komite Nominasi dan Remunerasi telah disahkan oleh Komisaris Utama dan Direktur Utama pada tanggal 16 Agustus 2021. Adapun isi piagam Komite Nominasi dan Remunerasi adalah sebagai berikut:

Authority of The Nomination and Remuneration Committee

In carrying out its duties, the Nomination and Remuneration Committee has the authority, among others:

1. Komite Nominasi dan Remunerasi dapat mengakses catatan atau informasi tentang karyawan, dana, aset, serta sumber daya lainnya milik perusahaan yang berkaitan dengan pelaksanaan tugasnya;
2. Untuk melaksanakan tugasnya Komite Nominasi & Remunerasi dapat bekerjasama dengan Divisi/Bidang Sumber Daya Manusia dan Divisi lainnya yang terkait;
3. Komite Nominasi dan Remunerasi atas persetujuan Dewan Komisaris berhak menunjuk pihak ketiga (orang atau badan usaha) untuk membantu pelaksanaan tugasnya;
4. Anggota Komite Nominasi dan Remunerasi wajib menjalankan tugas dengan baik dan menjaga kerahasiaan seluruh dokumen, data dan informasi perusahaan, baik dari pihak internal maupun pihak eksternal dan hanya digunakan untuk kepentingan pelaksanaan tugas Komite;
5. Komite Nominasi dan Remunerasi dalam menjalankan tugas dan tanggung jawab terkait dengan kebijakan remunerasi wajib memperhatikan sekurang-kurangnya:
 - a. Financial performance and fulfillment of reserves as stipulated in applicable laws and regulations;
 - b. Individual work performance;
 - c. Fairness with peer groups;
 - d. Consideration of the company's long-term goals and strategies;
 - e. Before the current fiscal year, the Nomination and Remuneration Committee prepares and submits an annual work plan and budget to the Board of Commissioners for determination, a copy of which is submitted by the Board of Commissioners to the Board of Directors for their information. The implementation of the Nomination and Remuneration Committee's annual work plan and budget is reported to the Board of Commissioners;
 - f. The Nomination and Remuneration Committee prepares and submits a report on the implementation of its duties and responsibilities to the Board of Commissioners;
 - g. Carrying out other authorities granted by the Board of Commissioners.

Nomination and Remuneration Committee Charter

The Nomination and Remuneration Committee Charter is a charter that outlines matters relating to the duties and responsibilities of the Nomination and Remuneration Committee in providing advice and assisting in the implementation of the duties and supervisory functions of the Board of Commissioners. The Nomination and Remuneration Committee Charter has been ratified by the President Commissioner and President Director on August 16, 2021. The contents of the Nomination and Remuneration Committee Charter are as follows:

Bab I Pendahuluan
Bab II Pembentukan dan Keanggotaan
Bab III Tugas, Tanggung Jawab dan Wewenang
Bab IV Rapat Komite Nominasi dan Remunerasi
Bab V Penutup

Chapter I Introduction
Chapter II Formation and Membership
Chapter III Duties, Responsibilities and Authorities
Chapter IV Nomination and Remuneration Committee Meetings
Chapter V Closing

Masa Jabatan Komite Nominasi dan Remunerasi

Masa jabatan anggota Komite Nominasi dan Remunerasi yang berasal dari dan merupakan anggota Dewan Komisaris Perseroan adalah sesuai dengan masa jabatannya sebagai anggota Dewan Komisaris. Masa jabatan anggota Komite Nominasi & Remunerasi yang bukan merupakan anggota Dewan Komisaris Perseroan paling lama 3 (tiga) tahun dan dapat diperpanjang satu kali selama 2 (dua) tahun masa jabatan, dengan tidak mengurangi hak Dewan Komisaris untuk memberhentikannya sewaktu-waktu. Akumulasi masa jabatan seseorang sebagai anggota Komite Nominasi dan Remunerasi adalah maksimal selama 5 (lima) tahun.

Struktur, Keanggotaan dan Keahlian Komite Nominasi dan Remunerasi

Komite Nominasi dan Remunerasi maksimal berjumlah 3 (tiga) orang anggota yang berasal dari anggota Dewan Komisaris atau dari luar Perseroan. Ketua Komite Nominasi & Remunerasi adalah anggota Dewan Komisaris/ Komisaris Independen. Salah seorang dari anggota Komite Nominasi & Remunerasi harus memiliki latar belakang pendidikan atau memiliki keahlian di bidang Sumber Daya Manusia atau Enjiniring, dan salah seorang harus memahami industri/bisnis Perseroan.

Term of Office of The Nomination and Remuneration Committee

The term of office of members of the Nomination and Remuneration Committee who are members of the Company's Board of Commissioners is in accordance with their term of office as members of the Board of Commissioners. The term of office of members of the Nomination & Remuneration Committee who are not members of the Company's Board of Commissioners is a maximum of 3 (three) years and can be extended once for a 2 (two) year term of office, without eliminating the right of the Board of Commissioners to dismiss them at any time. The accumulated term of office of a person as a member of the Nomination and Remuneration Committee is a maximum of 5 (five) years.

Structure, Membership and Expertise of The Nomination and Remuneration Committee

The Nomination and Remuneration Committee consists of a maximum of 3 (three) members who come from members of the Board of Commissioners or from outside the Company. The Chairperson of the Nomination & Remuneration Committee is a member of the Board of Commissioners/Independent Commissioner. One of the members of the Nomination & Remuneration Committee must have an educational background or expertise in Human Resources or Engineering, and one must understand the Company's industry/business.

Periode 1 Januari – 21 Februari 2023

Nama Name	Jabatan Position	Keterangan Description	Keahlian Skill
Muhammad Rizali Karlansyah	Ketua merangkap Anggota Chairman and Member	Komisaris Commissioner	Ahli Lingkungan Hidup Environmental Expert
Furqan Tanzala	Sekretaris merangkap Anggota Secretary and Member	Pihak Independen Independent Party	Enjinir Engineer
Robert Aprianto Purba	Anggota Member	Pihak Independen Independent Party	Manajemen Konstruksi dan Ketenagalistrikan Construction and Power Management

January 1 – February 21, 2023 Period

Periode 21 Februari – 31 Desember 2023

Nama Name	Jabatan Position	Keterangan Description	Keahlian Skill
Muhammad Rizali Karlansyah	Ketua merangkap Anggota Chairman and Member	Komisaris Commissioner	Ahli Lingkungan Hidup Environmental Expert
R. Dendi Kusuma Wardhana	Sekretaris merangkap Anggota Secretary and Member	Pihak Independen Independent Party	Enjinir Engineer
Robert Aprianto Purba	Anggota Member	Pihak Independen Independent Party	Manajemen Konstruksi dan Ketenagalistrikan Construction and Power Management

February 21 –December 31, 2023 Period

Profil Komite Nominasi dan Remunerasi

Nomination and Remuneration Committee Profile

Muhammad Rizali Karliansyah

Ketua merangkap Anggota Komite Nominasi dan Remunerasi/Komisaris

Chairman and Member of the Nomination and Remuneration Committee/Commissioner

Profil dapat dilihat pada bagian Profil Dewan Komisaris dalam Laporan Tahunan ini.
The profile can be seen in the Board of Commissioners Profile section in this Annual Report.

R. Dendi Kusuma Wardhana

Sekretaris merangkap Anggota Komite Nominasi dan Remunerasi/Pihak Independen

Secretary and Member of the Nomination and Remuneration/Independent Party Committee

Kewarganegaraan Citizenship

Warga Negara Indonesia
Indonesia

Domisili Domicile

Bogor
Bogor

Tempat dan Tahun Lahir/Usia Place and Date of Birth/Age

lahir di Bondowoso, 10 Desember 1965/Berusia 58 tahun per Desember 2023
Bondowoso, December 10, 1965/ 58 years old as of December 2023

Riwayat Pendidikan Educational Background

- Sarjana Listrik dari Universitas Brawijaya (1991)
- Magister Manajemen Universitas Tenaga Nasional (2007)
- Bachelor's Degree of Electrical Engineering from Universitas Brawijaya (1991)
- Master of Management from Universitas Tenaga Nasional (2007)

Dasar Hukum Pengangkatan Legal Basis of Appointment

Keputusan Dewan Komisaris PT PLN Enjiniring No. 3/SK/KOM.
PLN-E/2023
Decree of the Board of Commissioners of PT PLN No. 3/SK/KOM.
PLN-E/2023

Sertifikasi Certification

- Basic Safety 7
- Pelayanan Manajemen Dansistem Mutu
- Procurement Under ADB Loan
- Basic Safety 7
- Management Services and Quality System
- Procurement Under ADB Loan

Pengalaman Kerja Work Experience

- PT Trimitra Nusa-Engineering (3 Desember 1992 - 6 Juni 1995)
- Manajer Senior Konstruksi Jaringan Regional Sumatera. Pada Divisi Konstruksi Regional Sumatera Direktorat Bisnis Regional Sumatera PT PLN (Persero) Kantor Pusat (1 November 2015 – 31 Mei 2016)
- General Manager PT PLN (Persero) Unit Induk Pembangunan Sumatera Bagian Selatan 23 (1 April 2019 – 31 Desember 2021)
- PT Trimitra Nusa-Engineering (December 3, 1992 - June 6, 1995)
- Senior Manager of Regional Network Construction of Sumatera. At the Regional Construction Division of Sumatera, Directorate of Regional Business of PT PLN (Persero) Head Office (November 1, 2015 - May 31, 2016)
- General Manager of PT PLN (Persero) Head Unit of Development for Southern Sumatera 23 (April 1, 2019 - December 31, 2021)

Jabatan Rangkap Double function

-

Periode dan Masa Jabatan Term of Office

Periode I : Dua belas bulan
1st Period : Twelve Months

Robert Aprianto Purba

Anggota Komite Nominasi dan Remunerasi/Pihak Independen

Member of the Nomination and Remuneration/Independent Party Committee

<p>Kewarganegaraan Citizenship</p> <p>Warga Negara Indonesia Indonesia</p>	<p>Domisili Domicile</p> <p>Tangerang Tangerang</p>	<p>Tempat dan Tahun Lahir/Usia Place and Date of Birth/Age</p> <p>lahir di Medan, 7 April 1970/Usia 53 tahun per Desember 2023 Born in Medan, April 7, 1970/Age 53 years as of December 2023</p>
<p>Riwayat Pendidikan Educational Background</p> <ul style="list-style-type: none"> - Sarjana Listrik Universitas Sumatera Utara (1994) - Magister Manajemen Universitas Sumatera Utara (2006) - Bachelor's Degree of Electrical Engineering from Universitas Sumatera Utara (1994) - Master of Management from Universitas Sumatera Utara (2006) 	<p>Dasar Hukum Pengangkatan Legal Basis of Appointment</p> <p>Keputusan Dewan Komisaris PT PLN Enjiniring No. 3/SK/KOM. PLN-E/2023 Decree of the Board of Commissioners of PT PLN Enjiniring No. 3/SK/KOM.PLN-E/2023</p>	<p>Pengalaman Kerja Work Experience</p> <ul style="list-style-type: none"> - Executive Vice President Konstruksi Regional Maluku dan Papua pada Direktorat Bisnis Regional Maluku dan Papua di PT PLN (Pers, ero) Kantor Pusat (2018-sekarang) - Kepala Divisi Konstruksi Regional Maluku dan Papua pada Direktorat Bisnis Regional Maluku dan Papua di PT PLN (Persero) Kantor Pusat (2018). - Executive Vice President of Regional Construction for Maluku and Papua at the Regional Business Directorate for Maluku and Papua at PT PLN (Persero) Head Office (2018-present) - Head of Regional Construction Division for Maluku and Papua at the Regional Business Directorate for Maluku and Papua at PT PLN (Persero) Head Office (2018)..
<p>Sertifikasi Certification</p> <p>-</p>		
<p>Jabatan Rangkap Double function</p> <p>-</p>		
<p>Periode dan Masa Jabatan Term of Office</p> <p>Periode I : Dua belas bulan 1st Period : Twelve Months</p>		

Independensi Komite Nominasi dan Remunerasi

Independence of The Nomination and Remuneration Committee

Tabel Independensi Komite Nominasi dan Remunerasi

Independence of the Nomination and Remuneration Committee Table

Aspek Independensi Independence Aspect	Muhammad Rizali Karliansyah	Furqan Tanzala	R. Dendi Kusuma Wardhana	Robert Aprianto Purba
Tidak memiliki hubungan keuangan dengan Dewan Komisaris dan Direksi Does not have financial relationship with the Board of Commissioners and Board of Directors	√	√	√	√
Tidak memiliki hubungan kepengurusan di perusahaan, anak perusahaan, maupun perusahaan afiliasi Does not have management relationship in the company, subsidiaries, or affiliated companies	√	√	√	√
Tidak memiliki hubungan kepemilikan saham di perusahaan Does not have a share ownership in the company	√	√	√	√
Tidak memiliki hubungan keluarga dengan Dewan Komisaris, Direksi, dan/atau sesama anggota Komite Nominasi dan Remunerasi Does not have a familial relationship with the Board of Commissioners, Directors, and/or fellow members of the Audit Committee	√	√	√	√
Tidak menjabat sebagai pengurus partai politik, pejabat dan pemerintah Does not serve as a political party administrator, official and government	√	√	√	√

Program Peningkatan Kompetensi Komite Nominasi dan Remunerasi

Nomination and Remuneration Committee Competence Improvement Program

Nama Name	Jabatan Position	Jenis Pelatihan dan Materi Pengembangan Kompetensi /Pelatihan Types of Training and Development Materials Competency/Training	Waktu dan Tempat Pelaksanaan Time and Place Implementation	Penyelenggara Organizer
Muhammad Rizali Karliansyah	Ketua merangkap Anggota Chairman and Member	Pelatihan dan/atau Peningkatan Kompetensi dapat dilihat pada bagian Pelatihan dan/atau Pengembangan Kompetensi Anggota Dewan Komisaris Training and/or Competency Improvement can be seen in the Training and/or Competency Development section for Members of the Board of Commissioners.		
R. Dendi Kusuma Wardhana	Sekretaris merangkap Anggota Secretary and Member	-	-	-
Robert Aprianto Purba	Anggota Member	-	-	-

Rapat Komite Nominasi dan Remunerasi

Nomination and Remuneration Committee Meeting

KEBIJAKAN RAPAT KOMITE NOMINASI DAN REMUNERASI

NOMINATION AND REMUNERATION COMMITTEE MEETING POLICIES

- Komite Nominasi dan Remunerasi mengadakan rapat secara berkala sekurang-kurangnya 1 (satu) bulan sekali;
- Komite Nominasi dan Remunerasi dapat mengadakan rapat di luar jadwal rapat berkala untuk membahas hal-hal yang dianggap perlu dan/atau mendesak;
- Komite Nominasi dan Remunerasi dapat mengundang satuan/unit kerja yang terkait dengan materi rapat untuk hadir dalam rapat dengan sepengetahuan anggota Direksi terkait;
- Rapat Komite Nominasi dan Remunerasi dipimpin oleh Ketua Komite. Dalam hal Ketua Komite berhalangan, maka rapat dipimpin oleh salah seorang dari anggota Komite Nominasi & Remunerasi yang hadir;
- Keputusan rapat Komite Nominasi dan Remunerasi diambil berdasarkan musyawarah untuk mufakat;
- Setiap rapat Komite Nominasi dan Remunerasi dituangkan dalam risalah rapat, termasuk apabila terdapat perbedaan pendapat (*dissenting opinion*), yang ditandatangani oleh seluruh anggota Komite Nominasi dan Remunerasi yang hadir dan disampaikan kepada Dewan Komisaris;
- Rapat Komite Nominasi dan Remunerasi hanya dapat dilaksanakan apabila dihadiri oleh paling kurang 51% (lima puluh satu per seratus) dari jumlah anggota termasuk seorang Komisaris dan Pejabat Eksekutif atau pejabat yang diberi kuasa, yang membawahi sumber daya manusia; dan
- Risalah rapat harus memuat hasil-hasil analisis, telaahan, dinamika rapat dan evaluasi atas acara yang diagendakan, serta risalah asli dari setiap rapat Komite Nominasi dan Remunerasi disimpan oleh Perseroan.

- The Nomination and Remuneration Committee holds regular meetings at least once a month;
- The Nomination and Remuneration Committee may hold meetings outside the regular meeting schedule to discuss matters deemed necessary and/or urgent;
- The Nomination and Remuneration Committee may invite work units/units related to the meeting material to attend the meeting with the knowledge of the relevant members of the Board of Directors;
- The Nomination and Remuneration Committee meeting is chaired by the Committee Chair. If the Committee Chair is absent, the meeting will be chaired by one of the members of the Nomination & Remuneration Committee who are present;
- Decisions of the Nomination and Remuneration Committee meeting are taken based on deliberation to reach consensus;
- Each Nomination and Remuneration Committee meeting is stated in the minutes of meeting, including if there is a difference of opinion (*dissenting opinion*), which is signed by all members of the Nomination and Remuneration Committee who are present and submitted to the Board of Commissioners;
- Nomination and Remuneration Committee meetings may only be held if attended by at least 51% (fifty one percent) of the total number of members including one Commissioner and Executive Officer or authorized officer who oversees human resources; and
- Minutes of meetings must contain the results of analysis, review, meeting dynamics and evaluation of the scheduled events, and the original minutes of each meeting of the Nomination and Remuneration Committee are kept by the Company.

AGENDA RAPAT KOMITE NOMINASI DAN REMUNERASI

NOMINATION AND REMUNERATION COMMITTEE MEETING
AGENDA

Tabel Agenda Rapat Komite Nominasi dan Remunerasi

Nomination and Remuneration Committee Meeting Agenda Table

No.	Tanggal Rapat Meeting Date	Agenda Rapat Meeting Agenda	Peserta Rapat Meeting participants
1.	17 Januari 2023 January 17, 2023	Pencapaian KPI, Program 2023 KPI Achievement, 2023 Program	Muhammad Rizali Karliansyah Furqan Tanzala Robert Aprianto Purba
2.	10 Februari 2023 February 10, 2023	Program Kerja Komite Tahun 2023 Committee Work Program for 2023	Muhammad Rizali Karliansyah Furqan Tanzala Robert Aprianto Purba
3.	10 April 2023 April 10, 2023	Pendalaman Usulan <i>Selected Talent</i> Selected Talent Proposal Review	Muhammad Rizali Karliansyah Furqan Tanzala Robert Aprianto Purba
4.	22 Mei 2023 May 22, 2023	- Rencana dan Realisasi Cap Bld Twl, - Rencana Cap Bld Dewan Komisaris dan Komite - Plans and Realization of Cap Bld Twl, - Cap Bld Plan of the Board of Commissioners and Committees	Muhammad Rizali Karliansyah Furqan Tanzala Robert Aprianto Purba
5.	1 Agustus 2023 August 1, 2023	Rencana dan Realisasi Cap. Bld Twll, Komisaris PT EPE, SDM REC, SDM EPC PLTMG Luwuk Plans and Realization Cap. Bld Twll, Commissioners of PT EPE, HR REC, HR EPC PLTMG Luwuk	Muhammad Rizali Karliansyah Furqan Tanzala Robert Aprianto Purba
6.	6 September 2023 September 6, 2023	SDM terkait repurpose REC HR related to REC repurposing	Muhammad Rizali Karliansyah Furqan Tanzala Robert Aprianto Purba
7.	12 September 2023 September 12, 2023	Penyusunan agenda dan materi rapat RDD Preparation of RDD meeting agenda and materials	Muhammad Rizali Karliansyah Furqan Tanzala Robert Aprianto Purba
8.	4 Oktober 2023 October 4, 2023	Pelatihan dan Sertifikasi; Usulan revisi RKAP bidang Kepegawaian; Training and Certification; Proposed revision of the RKAP for Personnel;	Muhammad Rizali Karliansyah Furqan Tanzala Robert Aprianto Purba

FREKUENSI DAN TINGKAT KEHADIRAN RAPAT KOMITE NOMINASI
DAN REMUNERASIFREQUENCY AND ATTENDANCE LEVEL OF NOMINATION AND
REMUNERATION COMMITTEE MEETINGS

Tabel Tingkat Kehadiran Rapat Komite Nominasi dan Remunerasi

Table of Attendance Levels for Nomination and Remuneration Committee Meetings

Nama Name	Jabatan Position	Rapat Komite Nominasi dan Remunerasi Nomination and Remuneration Committee Meeting		
		Jumlah dan Persentase Kehadiran Number and Percentage of Attendance		
		Jumlah Rapat Number of Meetings	Jumlah Kehadiran Number of Attendance	Persentase Percentage
Muhammad Rizali Karliansyah	Ketua merangkap Anggota Chairman and Member	8	8	100%
Furqan Tanzala*	Ketua merangkap Anggota Chairman and Member	6	6	100%

Nama Name	Jabatan Position	Rapat Komite Nominasi dan Remunerasi Nomination and Remuneration Committee Meeting		
		Jumlah dan Persentase Kehadiran Number and Percentage of Attendance		
		Jumlah Rapat Number of Meetings	Jumlah Kehadiran Number of Attendance	Persentase Percentage
R. Dendi Kusuma Wardhana**	Sekretaris Merangkap Anggota Secretary and Member	2	2	100%
Robert Aprianto Purba	Anggota Member	8	8	100%

*Berhenti menjabat sejak tanggal 21 Februari 2023/ Stopped serving since February 21, 2023
**Mulai Menjabat sejak tanggal 21 Februari 2023 / Starting his term on February 21, 2023

Program Kerja dan Pelaksanaan Tugas Komite Nominasi dan Remunerasi Tahun 2023

1. Menyusun rencana kerja dan anggaran serta kinerja Komite Nominasi dan Remunerasi tahun 2024
2. Memberikan saran atau masukan kepada Direksi terkait tugas Komite Nominasi dan remunerasi melalui rapat bersama Direksi dan Manajemen.
3. Mengikuti rapat internal Dewan Komisaris dan Rapat Dewan Komisaris dan Direksi
4. Memberikan tanggapan terhadap tindak lanjut pengawasan melalui pembahasan dengan Bidang SDM.
5. Menyusun laporan Komite Nominasi dan Remunerasi secara tahunan dan triwulan

Kebijakan Suksesi Direksi

Kebijakan suksesi Direksi PLN Enjiniring mengacu pada PLN (Persero) selaku induk perusahaan. PLN (Persero) melaksanakan kebijakan suksesi bagi Direksi melalui beberapa tahapan. Pada tahap awal, jika pergantian kepemimpinan dinilai butuh dilakukan, Perseroan akan mengajukan kandidat internal melalui proses pemilihan yang dilakukan oleh panitia *ad hoc*, yang difasilitasi oleh Dewan Komisaris melalui Komite Nominasi dan Remunerasi. vKandidat yang terpilih dalam proses tersebut kemudian diajukan kepada Kementerian BUMN untuk menjalani uji kelayakan dan kepatutan.

Komite Manajemen Risiko dan GCG

Komite Manajemen Risiko dan GCG dibentuk dengan tujuan untuk membantu tugas Dewan Komisaris dalam melakukan fungsi pengawasan dan memberi nasihat terhadap kebijakan-kebijakan Direksi dalam mengelola Perusahaan seperti diamanatkan oleh Anggaran Dasar Perusahaan agar memperoleh hasil dan manfaat serta dampak positif yang optimal dari kinerja Perusahaan. Komite

Work Program and Implementation of The Nomination and Remuneration Committee's Duties In 2023

1. Prepare the work plan and budget and performance of the Nomination and Remuneration Committee in 2024
2. Provide suggestions or input to the Board of Directors regarding the duties of the Nomination and Remuneration Committee through joint meetings with the Board of Directors and Management.
3. Attend internal meetings of the Board of Commissioners and Meetings of the Board of Commissioners and Board of Directors
4. Provide responses to follow-up supervision through discussions with the HR Division.
5. Prepare annual and quarterly reports of the Nomination and Remuneration Committee

Board of Directors Succession Policy

The succession policy of the PLN Enjiniring Board of Directors refers to PLN (Persero) as the parent company. PLN (Persero) implements a succession policy for the Board of Directors through several stages. In the initial stage, if a change of leadership is deemed necessary, the Company submits internal candidates through a selection process conducted by an ad hoc committee, facilitated by the Board of Commissioners through the Nomination and Remuneration Committee. Candidates selected in the process are then submitted to the Ministry of SOEs to undergo a fit and proper test.

Risk Management and GCG Committee

The Risk Management and GCG Committee was formed with the aim of assisting the Board of Commissioners in carrying out its supervisory function and providing advice on the policies of the Board of Directors in managing the Company as mandated by the Company's Articles of Association in order to obtain optimal results and benefits as well as positive impacts from the Company's

Manajemen Risiko dan GCG bersifat mandiri dalam pelaksanaan tugasnya maupun dalam pelaporan dan bertanggung jawab langsung kepada Dewan Komisaris.

Tugas dan Tanggung Jawab Komite Manajemen Risiko dan GCG

Tugas dan tanggung jawab Komite dalam melakukan pengawasan pelaksanaan/penerapan prinsip-prinsip Manajemen Risiko dan *Good Corporate Governance* adalah sebagai berikut:

1. Membantu Dewan Komisaris dalam melakukan penilaian secara berkala dan memberikan rekomendasi tentang pelaksanaan/penerapan Manajemen Risiko dan *Good Corporate Governance* di Perusahaan.
2. Membantu Dewan Komisaris dalam melakukan pengkajian dan penilaian efektivitas pelaksanaan/penerapan *Good Corporate Governance* di Perseroan.
3. Membantu Dewan Komisaris dalam mengidentifikasi hal-hal yang memerlukan perhatian Dewan Komisaris.

Wewenang Komite Manajemen Risiko dan GCG

1. Memperoleh laporan yang diterbitkan Perusahaan yang terkait dengan pelaksanaan tugas Komite, antara lain namun tidak terbatas pada:
 - a. Laporan Berkala Manajemen Risiko.
 - b. Laporan Berkala pelaksanaan/penerapan *Good Corporate Governance*.
 - c. Laporan Kajian Risiko Kegiatan Investasi dan Proyek yang bersifat strategis (untuk Kegiatan Investasi termasuk Laporan Kelayakan).
 - d. Laporan atau catatan atau informasi tentang perkembangan/*progress* pelaksanaan suatu kegiatan atau proyek (contoh: antara lain proyek strategis, program investasi).
2. Berwenang mengakses data lainnya milik Perusahaan yang berkaitan dengan pelaksanaan tugasnya;
3. Dalam hal-hal tertentu, Komite dapat melaksanakan tugas yang diberikan oleh Dewan Komisaris setelah mendapat surat tugas yang ditandatangani oleh Komisaris Utama;
4. Melalui persetujuan tertulis dari Dewan Komisaris, bilamana diperlukan Komite dapat meminta bantuan tenaga ahli dan/atau konsultan yang biayanya menjadi beban Perusahaan.

Piagam Komite Manajemen Risiko dan GCG

Piagam Komite Manajemen Risiko dan GCG bertujuan sebagai Pedoman bagi Komite dalam melaksanakan tugas dan tanggung jawab secara efektif, efisien, transparan, independen dan dapat dipertanggungjawabkan. Piagam Komite Manajemen Risiko dan GCG telah disahkan oleh Komisaris Utama dan Direktur Utama pada tanggal 27 April 2023. Adapun isi Piagam Komite Manajemen Risiko dan GCG adalah sebagai berikut:

performance. The Risk Management and GCG Committee is independent in carrying out its duties and in reporting and is directly responsible to the Board of Commissioners.

Duties and Responsibilities of The Risk Management and GCG Committee

The duties and responsibilities of the Committee in supervising the implementation/application of the principles of Risk Management and Good Corporate Governance are as follows:

1. Assist the Board of Commissioners in conducting periodic assessments and providing recommendations on the implementation/application of Risk Management and Good Corporate Governance in the Company.
2. Assist the Board of Commissioners in conducting reviews and assessments of the effectiveness of the implementation/application of Good Corporate Governance in the Company.
3. Assist the Board of Commissioners in identifying matters that need the attention of the Board of Commissioners.

Authority of The Risk Management and GCG Committee

1. Acquire reports issued by the Company related to the implementation of the Committee's duties, including but not limited to:
 - a. Periodic Risk Management Report.
 - b. Periodic Report on the implementation/application of Good Corporate Governance.
 - c. Risk Assessment Report on Investment Activities and Strategic Projects (for Investment Activities including Suitability Reports).
 - d. Reports or notes or information on the development/progress of the implementation of an activity or project (examples: including strategic projects, investment programs).
2. Authorized to access other data owned by the Company related to the implementation of its duties;
3. In certain cases, the Committee may carry out duties assigned by the Board of Commissioners after receiving a letter of assignment signed by the President Commissioner;
4. Through written approval from the Board of Commissioners, the Committee may request assistance from experts and/or consultants whose costs are borne by the Company if needed.

Risk Management and GCG Committee Charter

The Risk Management and GCG Committee Charter aims to be a Guideline for the Committee in carrying out its duties and responsibilities effectively, efficiently, transparently, independently and accountably. The Risk Management and GCG Committee Charter has been ratified by the President Commissioner and President Director on April 27, 2023. The contents of the Risk Management and GCG Committee Charter are as follows:

1. Pendahuluan
2. Keanggotaan
3. Tugas dan Lingkup Kerja
4. Hak Komite
5. Kode Etik Kerahasiaan
6. Program Kerja dan Penganggaran
7. Rapat Komite
8. Pelaporan
9. Penutup

1. Introduction
2. Membership
3. Duties and Scope Work
4. Right Committee
5. Confidentiality Code of Ethics
6. Work Program and Budgeting
7. Committee Meeting
8. Reporting
9. Closing

Struktur, Keanggotaan dan Keahlian Komite Manajemen Risiko dan GCG

Structure, Membership and Expertise of The Risk Management and GCG Committee

Periode 1 Januari – 21 Februari 2023

January 1 – February 21, 2023 Period

Nama Name	Jabatan Position	Keterangan Description	Keahlian Skill
Fritz Edward Siregar	Ketua merangkap Anggota Chairman and Member	Komisaris Independen Independent Commissioner	Ahli Hukum Legal Expert
Fajar Seno Utomo	Sekretaris merangkap Anggota Secretary and Member	Pihak Independen Independent Party	Enjinir Engineer
Budhi Wicaksono	Anggota Member	Pihak Independen Independent Party	Enjinir Engineer
Erwin Siagian	Anggota Member	Pihak Independen Independent Party	Enjinir Engineer

Periode 21 Februari – 31 Desember 2023

Periode 21 February – 31 December 2023

Nama Name	Jabatan Position	Keterangan Description	Keahlian Skill
Fritz Edward Siregar	Ketua merangkap Anggota Chairman and Member	Komisaris Independen Independent Commissioner	Ahli Hukum Legal Expert
Muhammad Riza	Sekretaris merangkap Anggota Secretary and Member	Pihak Independen Independent Party	Enjinir Engineer
Budhi Wicaksono	Anggota Member	Pihak Independen Independent Party	Enjinir Engineer
Reisal Rimtahi Hasoloan	Anggota Member	Pihak Independen Independent Party	Enjinir Engineer

Profil Komite Manajemen Risiko dan GCG

Risk Management and GCG Committee Profile

Fritz Edward Siregar

Ketua merangkap Anggota Komite Manajemen Risiko dan GCG/Komisaris

Chairman and Member of the Risk Management and GCG Committee/Commissioner

Profil dapat dilihat pada bagian Profil Dewan Komisaris dalam Laporan Tahunan ini.
The profile can be seen in the Board of Commissioners Profile section in this Annual Report.

Muhammad Riza

Sekretaris merangkap Anggota Komite Manajemen Risiko dan GCG/Pihak Independen

Secretary and Member of the Risk Management and GCG/Independent Party Committee

<p>▶ Kewarganegaraan Citizenship</p> <p>Warga Negara Indonesia Indonesia</p>	<p>▶ Domisili Domicile</p> <p>Palembang, Sumatera Selatan Palembang, Sumatera Selatan</p>	<p>▶ Tempat dan Tahun Lahir/Usia Place and Date of Birth/Age</p> <p>lahir di Palembang, 17 September 1967/usia 56 tahun per Desember 2023 Palembang, September 17, 1967/56 years old as of December 2023</p>
<p>▶ Riwayat Pendidikan Educational Background</p> <ul style="list-style-type: none"> - Sarjana Mesin Universitas Brawijaya (1992) - Bachelor's Degree of Mechanical Engineering from Universitas Brawijaya (1992) 	<p>▶ Pengalaman Kerja Work Experience</p> <ul style="list-style-type: none"> - Senior Engineer Ii Konstruksi Pembangkit Pada Bidang Operasikantor Induk PT PLN (Persero) Proyek Induk Pembangkit Dan Jaringan Sumatera Selatan, Jambi, Lampung, Bengkulu, Bangka (1 Januari 2008 – 26 Agustus 2008) - Manajer Hukum, Komunikasi Dan Pertanahan Pada PT PLN (Persero) Unit Induk Pembangunan III (1 Januari 2015 – 31 Oktober 2016) - Manajer Senior Pengelolaan Anggaran Investasi Pada Divisi Administrasi Konstruksi Direktorat Pengadaan PT PLN (Persero) Kantor Pusat (1 November 2016 – 30 September 2018) - Vice President Investment Project Administration Pada Divisi Project Management Office Direktorat Pengadaan Strategis 1 PT PLN (Persero) Kantor Pusat (1 Oktober 2018 – 31 Desember 2019) - Senior Engineer II at Power Plant Construction in the Operations Division of the PT PLN (Persero) Head Office of Main Power Plants and Networks Project of South Sumatra, Jambi, Lampung, Bengkulu, Bangka (January 1, 2008 – August 26, 2008) - Legal, Communication and Land Manager at PT PLN (Persero) Main Development Unit III (January 1, 2015 – October 31, 2016) - Senior Manager of Investment Budget Management at the Construction Administration Division of the Directorate of Procurement of PT PLN (Persero) Head Office (November 1, 2016 – September 30, 2018) - Vice President of Investment Project Administration at the Project Management Office Division of the Directorate of Strategic Procurement 1 of PT PLN (Persero) Head Office (October 1, 2018 – December 31, 2019) 	
<p>▶ Sertifikasi Certification</p> <ul style="list-style-type: none"> - QRGP (Qualified Risk Governance Professional) - RKAP Berbasis Risiko - Contract Management - QRGP (Qualified Risk Governance Professional) - Risk Based RKAP - Contract Management 		
<p>▶ Jabatan Rangkap Double function</p> <p>-</p>		
<p>▶ Periode dan Masa Jabatan Term of Office</p> <p>Periode I : Dua belas bulan 1st Period : Twelve Months</p>		
<p>▶ Dasar Hukum Pengangkatan Legal Basis of Appointment</p> <p>Keputusan Dewan Komisaris PT PLNE No. 02/SK/KOM. PLN-E/2023 Decree of the Board of Commissioners of PTPLNE No. 02/SK/ KOM.PLN-E/2023</p>		

Budhi Wicaksono

Anggota Komite Manajemen Risiko dan GCG/Pihak Independen

Member of the Risk Management and GCG/Independent Party Committee

Kewarganegaraan Citizenship

Warga Negara Indonesia
Indonesia

Domisili Domicile

Jakarta
Jakarta

Tempat dan Tahun Lahir/Usia Place and Date of Birth/Age

lahir di Jakarta, 6 Juli 1958/Usia 65 tahun per Desember 2023
Jakarta, July 6, 1958/ 65 years old as of December 2023

Riwayat Pendidikan Educational Background

- Sarjana Insinyur Teknik Listrik dari Institut Teknologi Bandung (1985)
- Magister Teknik Listrik Institut Teknologi Bandung (1998)
- Bachelor's Degree of Electrical Engineering from Institut Teknologi Bandung (1985)
- Master of Electrical Engineering from Institut Teknologi Bandung (1998)

Sertifikasi Certification

Insinyur Profesional Utama (IPU) dari Persatuan Insinyur Indonesia (PII) dengan Nomor Sertifikasi 3-02-00-000101-00, tanggal 10 Januari 2020.

Principal Professional Engineer (IPU) from the Indonesian Engineers Association (PII) with Certification Number 3-02-00-000101-00, dated January 10, 2020.

Jabatan Rangkap Double function

-

Periode dan Masa Jabatan Term of Office

Periode I : Dua belas bulan
1st Period : Twelve Months

Dasar Hukum Pengangkatan Legal Basis of Appointment

Keputusan Dewan Komisaris PT PLNE No. 02/SK/KOM.
PLN-E/2023

Decree of the Board of Commissioners of PT PLNE No. 02/SK/
KOM.PLN-E/2023

Pengalaman Kerja Work Experience

- Insinyur Prinsipal PT Indo Koppe Enjinir (Februari 2016 – Februari 2021)
- Manager Bidang Enjiniring (Januari 2015 – Januari 2016)
- Principal Engineer at PT Indo Koppe Enjinir (February 2016 – February 2021)
- Engineering Manager (January 2015 – January 2016)

Reisal Rintahi Hasoloan

Anggota Komite Manajemen Risiko dan GCG/Pihak Independen

Member of the Risk Management and GCG/Independent Party Committee

<p>▶ Kewarganegaraan Citizenship</p> <p>Warga Negara Indonesia Indonesia</p>	<p>▶ Domisili Domicile</p> <p>Tangerang Tangerang</p>	<p>▶ Tempat dan Tahun Lahir/Usia Place and Date of Birth/Age</p> <p>lahir di Sungai Karang, 27 Januari 1967/usia 56 tahun per Desember 2023 Sungai Karang, January 27, 1967/56 years old as of December 2023</p>
<p>▶ Riwayat Pendidikan Educational Background</p> <ul style="list-style-type: none"> - Sarjana Listrik dari Universitas Indonesia (1985) - Magister Listrik dari Universitas Indonesia (2008) - Bachelor's Degree of Electrical Engineering from Universitas Indonesia (1985) - Master of Electrical Engineering from Universitas Indonesia (2008) 	<p>▶ Periode dan Masa Jabatan Term of Office</p> <p>Periode I : Dua belas bulan 1st Period : Twelve Months</p>	<p>▶ Dasar Hukum Pengangkatan Legal Basis of Appointment</p> <p>Keputusan Dewan Komisaris PT PLNE No. 02/SK/KOM. PLN-E/2023 Decree of the Board of Commissioners of PT PLNE No. 02/SK/ KOM.PLN-E/2023</p>
<p>▶ Sertifikasi Certification</p> <ul style="list-style-type: none"> - Workshop Leader As Marketer - Strategic Marketing - Manajemen Perubahan Level MA/F1 Persyaratan Pembelajaran EE/SSE I - Manajemen Risiko Lanjutan (Digital Learning) - Leader As Marketer Workshop - Strategic Marketing - Change Management Level MA/F1 Learning Requirements EE/SSE I - Advanced Risk Management (Digital Learning) 	<p>▶ Pengalaman Kerja Work Experience</p> <ul style="list-style-type: none"> - Ahli Muda II Teknik Listrik Pada Bagian Teknik Mesin Dan Listrik Proyek PLTA Cirata PT PLN (Persero) di Pembangkit Jabar – Jaya (3 Maret 1997 – 30 April 1997) - Kepala Seksi Laporan Proyek Pada Seksi Laporan Proyek Bagian Administrasi Teknik Staf Operasi PT PLN (Persero) Proyek Induk Pembangkit dan Jaringan Sumatera Bagian (24 Juli 2001 – 19 Oktober 2003) - Deputy Manajer Konstruksi Pada Sub Bidang Konstruksi Bidang Teknik PT PLN (Persero) Wilayah Riau Dan Kepulauan Riau (1 Januari 2006 – 22 Maret 2006) - Senior II Electrical Engineering in the Mechanical and Electrical Engineering Section of the Cirata Hydroelectric Power Plant Project of PT PLN (Persero) in the Jabar-Jaya Power Plant (March 3, 1997 – April 30, 1997) - Head of Project Report Section in the Project Report Section of the Technical Administration Section of the Operations Staff of PT PLN (Persero) Main Power Plant and Network Project of the Sumatra Section (July 24, 2001 – October 19, 2003) - Deputy Construction Manager in the Construction Sub-Division of the Engineering Sector of PT PLN (Persero) Riau Region and Riau Islands (January 1, 2006 – March 22, 2006) 	
<p>▶ Jabatan Rangkap Double function</p> <p>-</p>		

Independensi Komite Manajemen Risiko dan GCG

Independence of The Risk Management and GCG Committee

Tabel Independensi Komite Manajemen Risiko dan GCG

Independence of Risk Management and GCG Committee Table

Aspek Independensi Independence Aspect	Fritz Edward Siregar	Muhammad Riza	Budhi Wicaksono	Reisal Rimtahi Hasoloan
Tidak memiliki hubungan keuangan dengan Dewan Komisaris dan Direksi Does not have financial relationship with the Board of Commissioners and Board of Directors	√	√	√	√
Tidak memiliki hubungan kepengurusan di perusahaan, anak perusahaan, maupun perusahaan afiliasi Does not have management relationship in the company, subsidiaries, or affiliated companies	√	√	√	√
Tidak memiliki hubungan kepemilikan saham di perusahaan Does not have a share ownership in the company	√	√	√	√
Tidak memiliki hubungan keluarga dengan Dewan Komisaris, Direksi, dan/atau sesama anggota Komite Manajemen Risiko dan GCG Does not have a familial relationship with the Board of Commissioners, Directors, and/or fellow members of the Audit Committee	√	√	√	√
Tidak menjabat sebagai pengurus partai politik, pejabat dan pemerintah Does not serve as a political party administrator, official and government	√	√	√	√

Program Peningkatan Kompetensi Komite Manajemen Risiko dan GCG

Risk Management and GCG Committee Competence Improvement Program

Nama Name	Jabatan Position	Jenis Pelatihan dan Materi Pengembangan Kompetensi /Pelatihan Types of Training and Development Materials Competency / Training	Waktu dan Tempat Pelaksanaan Time and Place Implementation	Penyelenggara Organizer
Fritz Edward Siregar	Ketua merangkap Anggota Chairman and Member	Pelatihan dan/atau Peningkatan Kompetensi dapat dilihat pada bagian Pelatihan dan/atau Pengembangan Kompetensi Anggota Dewan Komisaris Training and/or Competency Improvement can be seen in the Training and/or Competency Development section for Members of the Board of Commissioners		
Muhammad Riza	Sekretaris merangkap Anggota Secretary and Member	QRGP (Qualified Risk Governance Professional)	15 – 17 November 2023 November 15 – 17, 2023	CRMS
Budhi Wicaksono	Anggota Member	QRGP (Qualified Risk Governance Professional)	15 – 17 November 2023 November 15 – 17, 2023	CRMS
Reisal Rimtahi Hasoloan	Anggota Member	QRGP (Qualified Risk Governance Professional)	15 – 17 November 2023 November 15 – 17, 2023	CRMS

Rapat Komite Manajemen Risiko dan GCG

Risk Management and GCG Committee Meeting

KEBIJAKAN RAPAT KOMITE MANAJEMEN RISIKO DAN GCG

Rapat Komite diselenggarakan sekurang-kurangnya 1 (satu) kali dalam satu bulan yang dipimpin oleh Ketua Komite, atau anggota Komite yang paling senior apabila Ketua Komite berhalangan hadir dan dihadiri oleh Anggota Komite. Rapat Komite dilaksanakan untuk membahas hal-hal yang berhubungan peran dan fungsi, tugas dan tanggung jawab Komite untuk membantu Dewan Komisaris dalam pengawasan dan pemberian rekomendasi kepada Dewan Komisaris.

RISK MANAGEMENT AND GCG COMMITTEE MEETING POLICIES

Committee meetings are held at least once a month, led by the Committee Chairperson, or the most senior Committee member if the Committee Chairperson is unable to attend and attended by Committee Members. Committee meetings are held to discuss matters related to the role and function, duties and responsibilities of the Committee to assist the Board of Commissioners in supervising and providing recommendations to the Board of Commissioners.

Komite berkoordinasi dengan KSPMR dan atau KSPI PLN-E untuk mengadakan Rapat Komite, yang jika diperlukan dapat mengundang Tim ERM (*Enterprise Risk Management*) Perusahaan dan atau *Risk Owner* terkait, untuk memastikan pengelolaan manajemen risiko telah dilaksanakan dengan baik sesuai dengan Pedoman Penerapan Manajemen Risiko di Perusahaan.

Rapat Komite dengan Dewan Komisaris adalah sarana untuk mendapatkan pengarahannya dari Dewan Komisaris tentang lingkup pekerjaan komite sebagai kepanjangan tangan dari Dewan Komisaris, serta sebagai media informasi dan laporan Komite kepada Dewan Komisaris yang menugaskan. Dewan Komisaris, jika diperlukan, dapat mengundang Komite untuk Rapat dengan Direksi/Manajemen.

Rapat-rapat Komite wajib dituangkan dalam risalah rapat yang ditandatangani oleh seluruh anggota Komite yang hadir dan didokumentasikan dengan baik dan disampaikan secara tertulis kepada Dewan Komisaris. Anggota Komite dapat hadir dalam Rapat Dewan Komisaris atau Rapat Gabungan Direksi dan Dewan Komisaris, apabila diundang oleh Dewan Komisaris.

The Committee coordinates with KSPMR and/or KSPI PLN-E to hold Committee Meetings, which can invite the Company's ERM (Enterprise Risk Management) Team and/or related Risk Owners if needed, to ensure that risk management has been implemented properly in accordance with the Guidelines for Implementing Risk Management in the Company.

Committee meetings with the Board of Commissioners are a means to obtain direction from the Board of Commissioners regarding the scope of the committee's work as an extension of the Board of Commissioners, as well as a medium for information and reports from the Committee to the Board of Commissioners who assign it. The Board of Commissioners, if necessary, can invite the Committee to a Meeting with the Board of Directors/Management.

Committee meetings must be stated in the minutes of meeting signed by all members of the Committee present and be properly documented and submitted in writing to the Board of Commissioners. Committee members may attend the Board of Commissioners Meeting or Joint Meeting of the Board of Directors and Board of Commissioners, if invited by the Board of Commissioners.

AGENDA RAPAT KOMITE MANAJEMEN RISIKO DAN GCG

RISK MANAGEMENT AND GCG COMMITTEE MEETING AGENDA

Tabel Agenda Rapat Komite Manajemen Risiko dan GCG

Risk Management and GCG Committee Meeting Agenda Table

No.	Tanggal Rapat Meeting Date	Agenda Rapat Meeting Agenda	Peserta Rapat Meeting participants
1.	1 Februari 2023 February 1, 2023	Laporan Manajemen Risiko TW IV 2022, Hasil <i>Self Assessment</i> ERM, Profil Risiko RKAP 2023, Hal Lain lain Q4 2022 Risk Management Report, ERM Self-Assessment Results, 2023 Risk Profile RKAP, Other Matters	Fritz Edward Siregar Fajar Seno Utomo Budhi Wicaksono Erwin Siagian
2.	10 Februari 2023 February 10, 2023	Laporan GCG Semester II Tahun 2022, Hasil AOI GCG Tahun 2022, Rencana Audit GCG Tahun 2023 yang akan dilakukan pihak eksternal dan Hal lain lain GCG Report for The 2nd Semester of 2022, Results of AOI GCG for 2022, GCG Audit Plan for 2023 to be conducted by external parties and other matters	Fritz Edward Siregar Fajar Seno Utomo Budhi Wicaksono Erwin Siagian
3.	21 Februari 2023 February 21, 2023	Progres Pengembangan VC, Progress Pengembangan Situs PLNE, Program Kerja dan Target Bidang TI Tahun 2023 dan Hal Lain-lain VC Development Progress, PLNE Site Development Progress, Work Program and IT Sector Targets in 2023 and Other Matters	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan
4.	15 Maret 2023 March 15, 2023	Program Kerja SPI 2023, Mekanisme SPI dalam melakukan <i>self assessment</i> ERM dan GCG dan Hal lain lain SPI Work Program in 2023, SPI Mechanism in conducting ERM and GCG self-assessment and other matters	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan
5.	28 Maret 2023 March 28, 2023	Profil Risiko Mutakhir dan Progress Pelaksanaan Mitigasi Risiko Utama No. 8 (Pengambilalihan saham CGS di PT. CPSI mengalami kendala dalam pelaksanaan) dan Hal lain-lain yang perlu perhatian Current Risk Profile and Implementation Progress of Key Risk Mitigation No. 8 (Acquisition of CGS shares in PT. CPSI encountered obstacles in implementation) and Other matters that need attention	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan
6.	27 April 2023 April 27, 2023	Evaluasi Implementasi Manajemen Risiko Triwulan I -2023 dan Progress Penyelesaian PT. CPSI Evaluation of Risk Management Implementation in Quarter I -2023 and Completion Progress PT. CPSI	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan
7.	27 Juni 2023 June 27, 2023	Laporan GCG Tahun 2023 dan Tindak Lanjut Hasil Audit GCG oleh BPKP DKI Jakarta GCG Report of 2023 and Follow-up of GCG Audit Results by BPKP DKI Jakarta	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan

No.	Tanggal Rapat Meeting Date	Agenda Rapat Meeting Agenda	Peserta Rapat Meeting participants
8.	27 Juli 2023 July 27, 2023	Laporan Pelaksanaan Kegiatan Teknologi Informasi Triwulan II, Rencana Pengembangan TI untuk Semester II dan Hal-hal lain yang perlu perhatian Report on Implementation of Information Technology Activities Quarter II, IT Development Plan for The 2nd Semester and Other Matters That Need Attention	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan
9.	31 Juli 2023 July 31, 2023	Monitoring Manajemen Risiko Semester 1 dan Hal-hal lain yang perlu perhatian Risk management Monitoring of The 1st Semester and Other Matters That Need Attention	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan
10.	8 Agustus 2023 August 8, 2023	GCG Pengelolaan IPP , Rencana kedepan Pengusahaan IPP dan Hal-hal lain yang perlu perhatian GCG IPP Management, Future Plans for IPP Business and Other Matters that Need Attention	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan
11.	14 Agustus 2023 August 14, 2023	Implementasi Program QC QC Program Implementation	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan
12.	6 September 2023 September 6, 2023	Penjelasan Kajian Rencana Aksi REC REC Action Plan Review Explanation	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan
13.	4 Oktober 2023 October 4, 2023	Laporan Implementasi Majemen Risiko s/d September 2023 Risk Management Implementation Report up to September 2023	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan
14.	5 Oktober 2023 October 5, 2023	laporan Implementasi TI s/d September 2023 IT Implementation Report up to September 2023	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan
15.	11 Oktober 2023 October 11, 2023	Laporan Implementasi Majemen Mutu s/d September 2023 Quality Management Implementation Report up to September 2023	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan
16.	8 November 2023 November 8, 2023	Progress Kegiatan Going Concern Terhadap PT CPSI Terlaksana sesuai Milestone dengan sebelumnya melakukan pelelangan Aset dan Pengambilalihan Saham PT CPSI sebesar 51% pada Tahun 2023. Progress of Going Concern Activities for PT CPSI Is Implemented in accordance with Milestones by previously conducting an Asset Auction and Acquisition of 51% of PT CPSI Shares in 2023.	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan
17.	8 November 2023 November 8, 2023	Pengelolaan Program K3L pada Produk Smaping Kondensat yang Dihasilkan dari Pre Treatment Gas dengan Memperoleh Ijin Pengelolaan Kondensat dari Pemberi Kerja Bidang Pengusahaan Pada Tahun 2023 Management of K3L Program on Condensate Smaping Products Produced from Gas Pre-Treatment by Obtaining Condensate Management Permit from the Business Sector Work Provider in 2023	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan
18.	12 Desember 2023 December 12, 2023	Pemaparan dan Review Profil Risiko Tahun 2024 PT PLN ENJINIRING Presentation and Review of 2024 Risk Profile of PT PLN ENJINIRING	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan
19.	13 Desember 2023 December 13, 2023	Monev Risk Aplikasi VC Belum Optimal untuk mendukung proses bisnis dan manajemen proyek dan Monev Program TI Risk of VC Applications Risk Monitoring and Evaluation Is Not Yet Optimal to support the business process and project management and IT Program Moitoring and Evaluation	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan
20.	13 Desember 2023 December 13, 2023	Monev Risk Register No. 5; Produk Enjinering yang disampaikan kepada Pemberi Kerja Tidak Memenuhi Persyaratan Kontrak, baik dari sisi kualitas maupun ketepatan Waktu Monitoring and Evaluation of Risk Register No. 5; Engineering Products Delivered to the Employer Do Not Meet the Contract Requirements, Both in Terms of Quality and Timeliness	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan
21.	13 Desember 2023 December 13, 2023	Monitoring Pengelolaan IPP yang sahamnya di miliki PLN Enjiniring. Monitoring of IPP Management whose shares are owned by PLN Enjiniring.	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan

**FREKUENSI DAN TINGKAT KEHADIRAN RAPAT KOMITE
MANAJEMEN RISIKO DAN GCG****FREQUENCY AND ATTENDANCE LEVEL OF RISK MANAGEMENT
AND GCG COMMITTEE MEETINGS****Tabel Tingkat Kehadiran Rapat Komite Manajemen Risiko dan GCG**

Table of Risk Management and GCG Committee Meeting Attendance Level

Nama Name	Jabatan Position	Rapat Komite Manajemen Risiko dan GCG Risk Management and GCG Committee Meeting		
		Jumlah dan Persentase Kehadiran Number and Percentage of Attendance		
		Jumlah Rapat Number of Meetings	Jumlah Kehadiran Number of Attendance	Persentase Percentage
Fritz Edward Siregar	Ketua merangkap Anggota Chairman and Member	21	21	100%
Fajar Seno Utomo*	Sekretaris merangkap Anggota Secretary and Member	2	2	100%
Muhammad Riza**	Sekretaris merangkap Anggota Secretary and Member	19	19	100%
Budhi Wicaksono	Anggota Member	21	21	100%
Reisal Rimtahi Hasoloan**	Anggota Member	19	19	100%
Erwin Siagian*	Anggota Member	2	2	100%

*Berhenti menjabat sejak tanggal 21 Februari 2023/ Stopped serving since February 21, 2023

**Berhenti menjabat sejak tanggal 21 Februari 2023 / Starting his term on February 21, 2023

**Program Kerja dan Pelaksanaan Tugas Komite
Manajemen Risiko dan GCG Tahun 2023**

1. Menyusun rencana kerja dan anggaran serta kinerja Komite Manajemen Risiko dan GCG Tahun 2024.
2. Memberikan saran dan masukan kepada Direksi sesuai bidang tugas Komite Manajemen Risiko dan GCG melalui rapat Komite Manajemen Risiko dan GCG dengan Direksi dan manajemen.
3. Mengikuti rapat internal Dewan Komisaris dan Rapat Dewan Komisaris dan Direksi.
4. Memberikan tanggapan terhadap tindak lanjut pengawasan melalui pembahasan dengan KSMR dan Sekretaris Perusahaan.
5. Menyiapkan laporan Komite Manajemen Risiko dan GCG baik secara tahunan dan triwulan.

Organ di Bawah Direksi**Sekretaris Perusahaan**

Sekretaris Perusahaan berperan dalam memfasilitasi komunikasi antara organ Perusahaan, bertanggung jawab dalam penyusunan kebijakan, perencanaan serta memastikan efektivitas dan transparansi komunikasi perusahaan, hubungan kelembagaan, hubungan investor dengan tetap memperhatikan prinsip standar etika Perusahaan, prinsip tata kelola Perusahaan, dan nilai-nilai Perusahaan.

**Work Program and Implementation of The Risk
Management and GCG Committee's Duties In 2023**

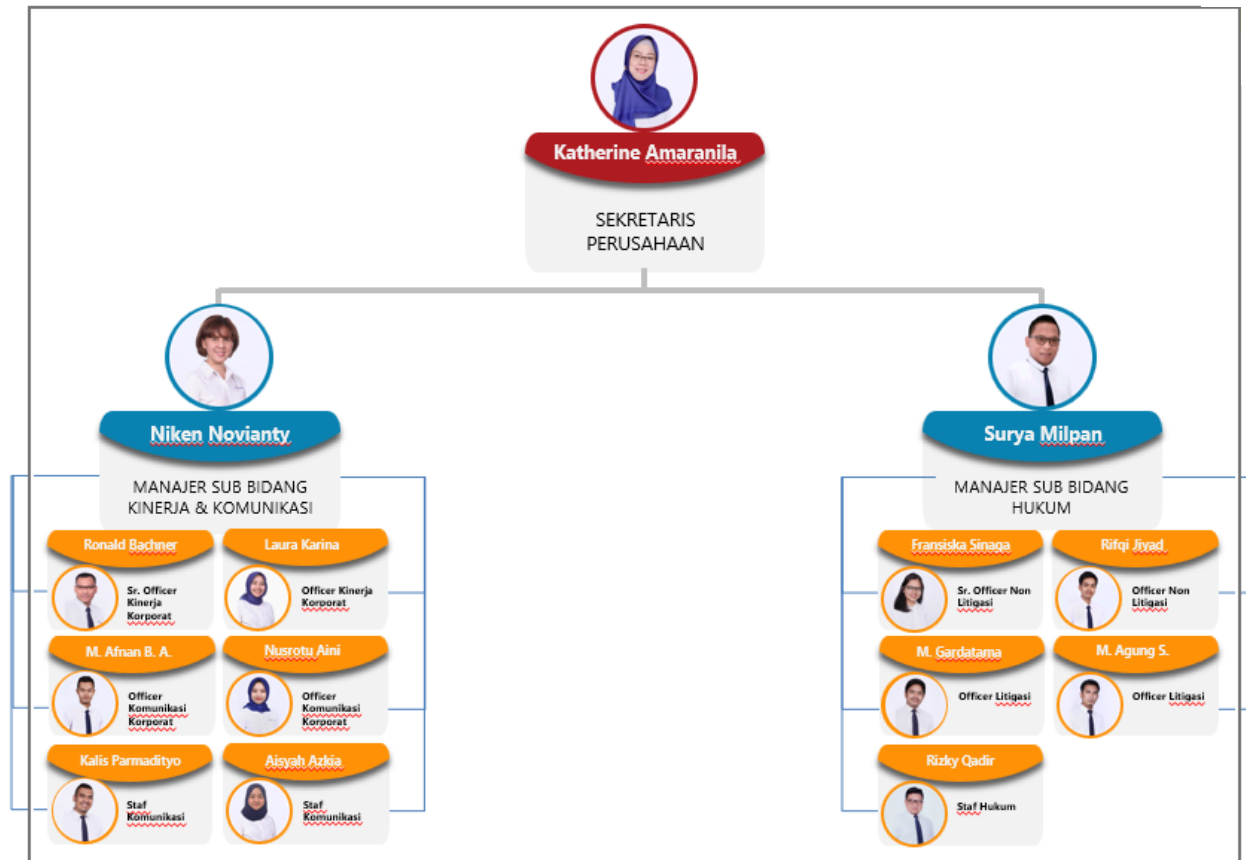
1. Prepare work plans and budgets as well as performance of the Risk Management and GCG Committee for 2024.
2. Provide advice and input to the Board of Directors in accordance with the duties of the Risk Management and GCG Committee through Risk Management and GCG Committee meetings with the Board of Directors and management.
3. Attend the Board of Commissioners internal meetings and the Board of Commissioners and Board of Directors meeting.
4. Provide responses to follow-up supervision through discussions with the KSMR and the Corporate Secretary.
5. Prepare reports of the Risk Management and GCG Committee both annually and quarterly.

Organ di Bawah Direksi**Corporate Secretary**

The Corporate Secretary plays a role in facilitating communication between the company's organs, is responsible for policy formulation, planning, and ensuring the effectiveness and transparency of corporate communication, institutional relations, and investor relations while adhering to the company's ethical standards, corporate governance principles, and company values.

Struktur Sekretaris Perusahaan

Corporate Secretary Structure



Fungsi, Tugas dan Tanggung Jawab Sekretaris Perusahaan

Tugas dan tanggung jawab Sekretaris Perusahaan sebagai berikut.

1. Memastikan perencanaan, pelaksanaan dan evaluasi kebijakan pengelolaan tata kelola perusahaan yang baik (GCG), memastikan PLNE memiliki perangkat dan pedoman GCG serta melakukan pemantauan dan implementasi GCG;
2. Memastikan perencanaan, pelaksanaan dan evaluasi kebijakan pengelolaan satuan Sekretariat perusahaan, termasuk didalamnya protokoler dan integrasi kegiatan Direksi, Dewan Komisaris, Rapat Umum Pemegang Saham (RUPS) dan *stakeholder* lainnya;
3. Memastikan perencanaan, pelaksanaan dan evaluasi tersedianya informasi dan laporan manajemen, laporan tahunan statistik PLNE dan laporan perusahaan lainnya;
4. Memastikan perencanaan, pelaksanaan dan evaluasi pengelolaan data-data PLNE, prosedur, tata kerja dan peraturan perundangan-undangan yang berlaku;
5. Memastikan perencanaan, pelaksanaan dan evaluasi pengelolaan layanan informasi dan akurasi data kinerja korporat pada sistem informasi yang digunakan, serta mengkoordinir *monitoring* program strategis PLNE untuk keperluan manajemen maupun *stakeholders*;

Functions, Duties, and Responsibilities of The Corporate Secretary

The duties and responsibilities of the Corporate Secretary are as follows:

1. Ensure the planning, implementation, and evaluation of good corporate governance (GCG) management policies, ensure that PLNE has GCG tools and guidelines, and oversee GCG monitoring and implementation.
2. Ensure the planning, implementation, and evaluation of the management policy of the company's secretariat unit, including protocol and integration of activities for the Board of Directors, Board of Commissioners, General Meetings of Shareholders (GMS), and other stakeholders.
3. Ensure the planning, implementation, and evaluation of the availability of management information and reports, annual statistical reports for PLNE, and other corporate reports.
4. Ensure the planning, implementation, and evaluation of the management of PLNE's data, procedures, workflows, and applicable regulations.
5. Ensure the planning, implementation, and evaluation of the management of information services and the accuracy of corporate performance data in the information systems used, and coordinate the monitoring of PLNE's strategic programs for management and stakeholders.

6. Memastikan perencanaan, pelaksanaan dan evaluasi pengelolaan program strategis PLNE, termasuk didalamnya mengelola program KPKU (Kriteria Penilaian Kinerja Unggul) BUMN;
 7. Memastikan perencanaan, pelaksanaan dan evaluasi kegiatan hubungan komunikasi korporat, media dan hubungan kemasyarakatan;
 8. Memastikan perencanaan, pelaksanaan dan evaluasi hubungan yang baik dengan masyarakat, investor dan sebagai penghubung (*liaison officer*);
 9. Memastikan laporan kinerja PLNE dibuat dan dilaporkan tepat waktu;
 10. Memastikan perencanaan, pelaksanaan dan evaluasi kebijakan pengelolaan Program *Corporate Social Responsibility* (CSR);
 11. Memastikan pelaksanaan dan evaluasi Pengelolaan Rencana Kerja Manajemen (RKM), Kontrak Manajemen (KM) dan Kontrak Kinerja (KK) pada semua Direktorat/Bidang/Satuan/Sub Bidang;
 12. Menyusun, melaksanakan, mengevaluasi pelaksanaan *Code of Conduct*, Budaya dan Tata Nilai termasuk proses membuat pedoman dan internalisasi perubahan;
 13. Memastikan perencanaan, pelaksanaan dan evaluasi kebijakan dan strategi pengelolaan pelayanan hukum atas pelaksanaan Anggaran Dasar PLNE termasuk didalamnya perubahan Anggaran Dasar, penerbitan keputusan pemegang saham, kewenangan kepada Anak Perusahaan dan Usaha patungan;
 14. Memastikan perencanaan, pelaksanaan dan evaluasi pengelolaan pelayanan Hukum atas perjanjian-perjanjian PLNE termasuk didalamnya supervisi pembuatan kontrak, memberikan pendapat hukum atas kontrak dan untuk penyelesaian masalah kontrak serta operasional di seluruh Direktorat;
 15. Memastikan perencanaan, pelaksanaan dan evaluasi terhadap kesesuaian peraturan PLNE dengan peraturan perundangan yang berlaku, termasuk didalamnya memastikan keabsahan perijinan, ketentuan, lisensi dan antisipasi perubahan regulasi terhadap PLNE serta operasional di seluruh Direktorat;
 16. Memberikan masukan untuk penyusunan peraturan perundangan, mengelola hubungan dengan Lembaga hukum atau pembuatan kebijakan hukum, serta melakukan pendokumentasian atas produk hukum PLNE;
 17. Melaporkan secara periodik kinerja PLNE kepada Pemegang saham;
 18. Menyiapkan Laporan Manajemen dan Laporan Tahunan sesuai dengan ketentuan yang berlaku;
 19. Menyiapkan dan *updating company profile*;
 20. Memastikan dan bertanggung jawab terhadap *Knowledge Management* (KM) pada satuan Sekretariat Perusahaan;
 21. Menatausahakan serta menyimpan dokumen perusahaan, termasuk tetapi tidak terbatas pada Daftar Pemegang Saham, Daftar Khusus, dan risalah rapat Direksi, Rapat Dewan Komisaris dan RUPS;
 22. Melakukan pengelolaan kepatuhan;
 23. Membina keahlian dan kompetensi SDM di Satuan Sekretariat Perusahaan;
6. Ensure the planning, implementation, and evaluation of the management of PLNE's strategic programs, including managing the KPKU (Excellent Performance Assessment Criteria) program for SOEs.
 7. Ensure the planning, implementation, and evaluation of corporate communication activities, media relations, and public relations.
 8. Ensure the planning, implementation, and evaluation of good relations with the public, investors, and act as a liaison officer.
 9. Ensure that PLNE performance reports are created and submitted on time.
 10. Ensure the planning, implementation, and evaluation of the management of the Corporate Social Responsibility (CSR) program.
 11. Ensure the implementation and evaluation of the Management Work Plan (RKM), Management Contracts (KM), and Performance Contracts (KK) across all Directorates/Units/Sub-units.
 12. Develop, implement, and evaluate the Code of Conduct, Culture, and Core Values, including the creation of guidelines and the internalization of changes.
 13. Ensure the planning, implementation, and evaluation of legal service management for the execution of PLNE's Articles of Association, including amendments, issuance of shareholder resolutions, and authority to Subsidiaries and Joint Ventures.
 14. Ensure the planning, implementation, and evaluation of legal service management for PLNE's agreements, including supervising contract creation, providing legal opinions on contracts, and resolving contract issues and operations across all Directorates.
 15. Ensure the planning, implementation, and evaluation of compliance with regulations applicable to PLNE, including verifying the validity of permits, provisions, licenses, and anticipating regulatory changes affecting PLNE and operations across all Directorates.
 16. Provide input for drafting regulations, manage relationships with legal institutions or policy-making bodies, and document PLNE's legal products.
 17. Report periodically on PLNE's performance to shareholders.
 18. Prepare Management Reports and Annual Reports in accordance with applicable regulations.
 19. Prepare and update the company profile.
 20. Ensure and be responsible for Knowledge Management (KM) within the Corporate Secretariat unit.
 21. Maintain and store corporate documents, including but not limited to the Shareholder Register, Special Registers, and minutes of meetings of the Board of Directors, Board of Commissioners, and GMS.
 22. Manage compliance.
 23. Develop the skills and competencies of HR in the Corporate Secretariat unit.

24. Menyusun kebijakan yang terkait dengan Satuan Sekretariat Perusahaan;
25. Memastikan program kerja yang menjadi tanggungjawab jabatannya selaras dengan Good Corporate Governance (GCG), Kebijakan Risiko, Kebijakan Kepatuhan, SMAP, Kebijakan K3L dan Sistem Manajemen Terintegrasi yang diterapkan pada Bidangnnya.

Profil Sekretaris Perusahaan

Sampai dengan 1 Juli 2024, Sekretaris Perusahaan dijabat oleh Ibu Katherine Amaranila dengan profil sebagai berikut.

24. Formulate policies related to the Corporate Secretariat unit.
25. Ensure that the work programs under their responsibility align with Good Corporate Governance (GCG), Risk Policies, Compliance Policies, SMAP, K3L Policies, and Integrated Management Systems applied in their area.

Profile of The Corporate Secretary

As of July 1, 2024, the position of Corporate Secretary is held by Mrs. Katherine Amaranila, with the following profile.

Katherine Amaranila

Sekretaris Perusahaan
Corporate Secretary

Kewarganegaraan Citizenship

Warga Negara Indonesia
Indonesia

Domisili Domicile

Tangerang Selatan, Banten
South Tangerang, Banten

Tempat dan Tahun Lahir/Usia Place and Date of Birth/Age

lahir di Jakarta, 26 April 1973/usia 50 tahun per Desember 2023
Jakarta, April 26, 1973/50 years old as of December 2023

Riwayat Pendidikan Educational Background

- Sarjana Manajemen SDM dari Universitas Mercubuana (2004)
- Magister manajemen SDM dari Universitas Mercubuana (2012)
- Magister Ilmu Hukum dari Universitas Indonesia (2015)
- Bachelor's Degree in Human Resource Management from Mercubuana University (2004)
- Master's Degree in Human Resource Management from Mercubuana University (2012)
- Master's Degree in Law from the University of Indonesia (2015)

Dasar Hukum Pengangkatan Legal Basis of Appointment

-

Pengalaman Kerja Work Experience

- HR Development Analyst PLN Enjiniring (2008 - 2010)
- Assistant Sekretaris Perusahaan PLN Enjiniring (2008 – 2010)
- Assistant Manajemen Hukum dan Hubungan Masyarakat PLN Enjiniring (2010 – 2012)
- Assistanng Manajemen Hukum. Hubungan Masyaran dan Investor PLN Enjiniring (2013 – 2017)
- Manajer Kinerja dan Komunikasi PLN Enjiniring (2017 – 2019)
- Manajemer Manajemen Mutu dan Risiko (2019 – 2023)
- HR Development Analyst PLN Enjiniring (2008 - 2010)
- Assistant Corporate Secretary, PLN Enjiniring (2008 – 2010)
- Assistant Manager of Legal and Public Relations, PLN Enjiniring (2010 – 2012)
- Assistant Manager of Legal, Public Relations, and Investor Relations, PLN Enjiniring (2013 – 2017)
- Performance and Communication Manager, PLN Enjiniring (2017 – 2019)
- Quality and Risk Management Manager, PLN Enjiniring (2019 – 2023)

Sertifikasi Certification

Qualified Risk Management Professional (QRMP)
Qualified Risk Management Professional (QRMP)

Program Peningkatan Kompetensi Sekretaris Perusahaan

Company Secretary Competence Improvement Program

Jenis Pelatihan dan Materi Pengembangan Kompetensi /Pelatihan Types of Training and Competency Development Materials/Training	Waktu dan Tempat Pelaksanaan Time and Venue for the Implementation	Penyelenggara Organizer
Workshop Desain Program Penguatan Budaya PT PLN (PERSERO) Workshop Desain Program Penguatan Budaya PT PLN (PERSERO)	27 – 28 Maret 2023, online March 27 – 28, 2023, online	Pusdiklat
Workshop Future Leadership Program - Women Empowerment	2 Oktober 2023, Bogor October 2, 2023, Bogor	Pusdiklat
Competency Based Learning - Sharpen The Skills LDP II	30 Oktober – 3 November 2023, Jakarta October 30 – November 3, 2023, Jakarta	Pusdiklat

Pelaksanaan Tugas Sekretaris Perusahaan Tahun 2023

Pelaksanaan tugas Sekretaris Perusahaan selama tahun 2023, antara lain:

Kegiatan Sub-Bidang Kinerja dan Komunikasi

1. Pemenuhan Fungsi Sekretaris Perusahaan dalam GCG
 - a. Pelaksanaan *Townhall Meeting*
 - b. Pembuatan PE Prosedur Manajemen Event Korporat
 - c. Pembuatan PE Prosedur Pelaksanaan *Press Release*
 - d. Pembaharuan PE Pengelolaan TJSL
 - e. Perencanaan dan Pelaksanaan Program CSR
 - f. Pelaksanaan Rapat Kerja Tahun 2023
 - g. Penyusunan Buku Rapat Kerja Tahun 2023
 - h. Pelaksanaan dan Pencatatan Rapat Direksi
 - i. Pelaksanaan RUPS RKAP dan LPT
 - j. *Update* Tindak Lanjut Arahan RUPS dan Dewan Komisaris
 - k. Pembuatan *Annual Report*
 - l. Berpartisipasi dalam Pelaksanaan Ajang Penghargaan/
Awards
 - m. Pembaruan Konten *Website* dan Media Sosial
 - n. Penyelenggaraan Multi *Stakeholder* Forum
2. Penyampaian Laporan Tepat Waktu
 - a. Penyampaian Pencapaian KPI (Bulanan)
 - b. Penyusunan dan Penyampaian Laporan Manajemen
 - c. *Monitoring* Kinerja Korporat
 - d. *Monitoring* RKM Korporat
 - e. Penyusunan Materi PBR
 - f. Penyampaian Laporan Realisasi Kinerja dan RKM
 - g. Penyampaian Laporan Keuangan
 - h. Pembuatan Laporan Kinerja
 - i. Penyampaian TAKER
3. Pengelolaan Hubungan Internal dan Eksternal
 - a. Penyelenggaraan *Customer Day*
 - b. Penyelenggaraan Ulang Tahun PLNE ke-21
 - c. Pengelolaan *Event* Internal dan Eksternal
 - d. Pembuatan dan Pendistribusian Kalender
 - e. Pengadaan *Souvenir*
 - f. *Sponsorship*

Kegiatan Sub-Bidang Hukum

Selama tahun 2023, Sub Bidang Hukum melakukan *souvenir* atas 35 (tiga puluh lima) regulasi yang terdiri dari kebijakan strategis dan kebijakan operasional serta melakukan *review* atas Keputusan Direksi terkait pembentukan tim di PLN Enjiniring. Sub Bidang Hukum juga melakukan *review* atas 434 (empat ratus tiga puluh empat) perjanjian/MoU/*Non-Disclosure Agreement* atas kerja sama yang dilakukan oleh PLN Enjiniring dengan Pemberi Kerja maupun antara PLN Enjiniring dengan Penyedia Jasa, sesuai dengan kaidah-kaidah hukum yang berlaku dalam rangka menjaga kepentingan PLN Enjiniring selaku korporasi. Selain itu, Sub Bidang Hukum menyusun kajian hukum atas permasalahan yang dihadapi oleh PLN Enjiniring, selama tahun 2023 terdapat 23 (dua puluh tiga) kajian hukum internal.

Implementation of The Corporate Secretary's Duties In 2023

The Implementation of The Corporate Secretary's Duties in 2023 including:

Activities of the Performance and Communication Sub-division

1. Fulfillment of the Corporate Secretary's Role in GCG
 - a. Townhall Meetings
 - b. Corporate Event Management Procedure
 - c. Press Release Procedure
 - d. TJSL Management Procedure Update
 - e. CSR Program Planning and Execution
 - f. 2023 Work Meeting Execution
 - g. Work Meeting Book Preparation
 - h. Organizing and documenting Board of Directors meetings.
 - i. AGM, RKAP, and LPT Execution
 - j. Follow-Up on AGM and Board of Commissioners Directions
 - k. Annual Report Preparation
 - l. Participation in Awards Events
 - m. Website and Social Media Content Update
 - n. Multi-Stakeholder Forum Organization
2. Timely Report Submission
 - a. KPI Achievement Reporting (Monthly)
 - b. Management Report Preparation
 - c. Corporate Performance Monitoring
 - d. Corporate RKM Monitoring
 - e. PBR Material Preparation
 - f. Performance and RKM Realization Report
 - g. Financial Report Submission
 - h. Performance Report Preparation
 - i. TAKER Reporting
3. Internal and External Relationship Management
 - a. Customer Day Organization
 - b. PLNE 21st Anniversary Celebration
 - c. Internal and External Event Management
 - d. Calendar Creation and Distribution
 - e. Souvenir Procurement
 - f. Sponsorship

Legal Sub-division Activities

During 2023, the Legal Sub-division reviewed 35 (thirty five) regulations, including strategic and operational policies, and examined Board of Directors' decisions related to team formation in PLN Enjiniring. The Legal Sub-division also reviewed 434 (four hundred thirty-four) agreements/MoUs/*Non-Disclosure Agreements* for collaborations between PLN Enjiniring and clients, as well as between PLN Enjiniring and service providers, ensuring compliance with applicable legal standards to protect the interests of PLN Enjiniring as a corporation. Additionally, the Legal Sub-division prepared 23 (twenty three) internal legal studies addressing various issues faced by PLN Enjiniring throughout the year 2023.

Satuan Pengawasan Intern

SPI memiliki landasan kuat dalam menjalankan fungsinya untuk memantau dan mengevaluasi kecukupan dan efektivitas pengendalian internal di Perusahaan. SPI memiliki komitmen untuk melakukan fungsi pemantauan pengendalian intern secara efektif dan efisien, serta dapat mencapai sasaran yang ditetapkan.

Visi Satuan Pengawasan Intern

Visi Satuan Pengawasan Intern PLN Enjiniring yaitu *"To be trusted partner yang diandalkan oleh stakeholder internal audit."*

Misi Satuan Pengawasan Intern

Misi Satuan Pengawasan Intern PLN Enjiniring dijabarkan sebagai berikut.

1. Membantu Direktur Utama dalam meningkatkan pemahaman dan komitmen pimpinan Perusahaan untuk secara terus menerus mengembangkan dan mengimplementasikan sistem pengendalian manajemen yang efektif;
2. Menumbuhkan persamaan persepsi dalam proses pengawasan internal antara SPI (auditor dan konsultan internal) dan unit operasional untuk mendorong terwujudnya *Good Corporate Government (GCG)*;
3. Mengembangkan kompetensi auditor dan konsultan internal dalam melaksanakan audit dan layanan konsultasi sesuai dengan IIA's International Standards for The Professional Practice of Internal Auditing (Standards); dan
4. Meningkatkan efektivitas informasi hasil pengawasan SPI untuk mencegah, mendeteksi, dan mengungkapkan praktek kecurangan (*fraud*) di Lingkungan Perseroan.

Struktur Organisasi Satuan Pengawasan Intern



Kedudukan Satuan Pengawasan Intern dalam Struktur Organisasi

Satuan Pengawasan Intern (SPI) merupakan unit kerja independen yang berkedudukan langsung di bawah Direktur Utama.

Internal Audit Unit

The Internal Audit Unit (SPI) has a solid foundation for carrying out its role in monitoring and evaluating the adequacy and effectiveness of internal controls within the Company. SPI is committed to effectively and efficiently performing its internal control monitoring functions to achieve the established objectives.

Vision of the Internal Audit Unit

The vision of the Internal Audit Unit at PLN Enjiniring is to be a "To be trusted partner relied upon by internal audit stakeholders."

Mission of the Internal Audit Unit

The mission of the Internal Audit Unit at PLN Enjiniring is as follows.

1. Assist the President Director in enhancing the understanding and commitment of company leadership to continuously develop and implement an effective management control system.
2. Promote Consensus in the internal supervision process between SPI (auditors and internal consultants) and operational units to encourage the realization of Good Corporate Governance (GCG).
3. Develop Competency among auditors and internal consultants in conducting audits and providing consulting services in accordance with the IIA's International Standards for The Professional Practice of Internal Auditing (Standards); and
4. Enhance Effectiveness of SPI's oversight information to prevent, detect, and disclose fraudulent practices within the Company Environment.

Organizational Structure of The Internal Audit Unit

Position of The Internal Audit Unit in The Organizational Structure

The Internal Audit Unit (SPI) is an independent unit that reports directly to the President Director.

Pihak yang Mengangkat dan Memberhentikan Kepala Satuan Pengawasan Intern

Kepala SPI diangkat dan diberhentikan oleh Direktur Utama atas Persetujuan Dewan Komisaris.

Party Responsible for Appointing and Dismissing The Head of The Internal Audit Unit

The Head of SPI is appointed and dismissed by the President Director with the approval of the Board of Commissioners.

Profil Kepala Satuan Pengawasan Intern

Profile of The Head of The Internal Audit Unit

Oka Hadisasmita

Kepala Satuan Pengawas Intern

The Head of the Internal Audit Unit



Kewarganegaraan Citizenship

Warga Negara Indonesia
Indonesia



Domisili Domicile

Jakarta
Jakarta



Tempat dan Tahun Lahir/Usia Place and Date of Birth/Age

lahir di Bengkulu, 17 November 1984 / 39 tahun.
Bengkulu, November 17, 1984 / 39 years.



Riwayat Pendidikan Educational Background

S1 - Teknik Elektro, Universitas Sriwijaya (2007)
Bachelor's Degree - Electrical Engineering, Sriwijaya University (2007)



Dasar Hukum Pengangkatan Legal Basis of Appointment

Surat Keputusan Direksi PLN Enjiniring Nomor: 01.001.K/S11/DIR/PLNE/VII/2022 tanggal 01 Juli 2022 tentang Mutasi Jabatan
Board of Directors Decree of PLN Enjiniring Number: 01.001.K/S11/DIR/PLNE/VII/2022 dated July 1, 2022 regarding Position Transfer.



Sertifikasi Certification

- Indonesia Internal Audit Practitioner (IIAP)
- Certified Internal Audit Executive (CIAE)
- Governance, Risk, and Compliance Professional (GRCP)
- Governance, Risk, and Compliance Audit (GRCA)
- Qualified Risk Management Professional (QRMP)
- Qualified Internal Auditor (QIA)
- Indonesia Internal Audit Practitioner (IIAP)
- Certified Internal Audit Executive (CIAE)
- Governance, Risk, and Compliance Professional (GRCP)
- Governance, Risk, and Compliance Audit (GRCA)
- Qualified Risk Management Professional (QRMP)
- Qualified Internal Auditor (QIA)



Pengalaman Kerja Work Experience

- Manager bagian jaringan Surabaya Barat Unit Distribusi Jawa Timur PT PLN (Persero) (2015 – 2016)
- Deputy Group Head Regional 13 Kalimantan PT PLN (Persero) (2016-2019)
- Deputy Group Head Konsultasi Jawa Bagian Timur dan Bali PT PLN (Persero) (2019 – 2021)
- Deputy Group Head Audit Transmisi Jawa Bagian Timur dan Bali, SPI PT PLN (Persero) (2021 – 2022)
- Manager of the West Surabaya Network Division, East Java Distribution Unit PT PLN (Persero) (2015 – 2016)
- Deputy Group Head Regional 13 Kalimantan PT PLN (Persero) (2016-2019)
- Deputy Group Head Consultant for East Java and Bali PT PLN (Persero) (2019 – 2021)
- Deputy Group Head Audit Transmission for East Java and Bali, SPI PT PLN (Persero) (2021 – 2022)

Internal Audit Charter

Dalam melaksanakan pengendalian intern, SPI telah dilengkapi Pedoman Kerja yang Piagam Pengawasan Intern Terintegrasi/*Integrated Audit Charter* yang ditetapkan oleh Komisaris Utama dan Direktur Utama pada Tanggal 23 Oktober 2022. Selain sebagai pedoman kerja, Piagam Pengawasan Intern Terintegrasi/*Integrated Audit Charter* juga berperan dalam penguatan peran dan tanggung jawab serta dasar keberadaan dan pelaksanaan tugas-tugas pengawasan bagi SPI. Oleh karena itu Piagam Pengawasan Intern Terintegrasi/*Integrated Audit Charter* disebarluaskan agar diketahui oleh seluruh karyawan dan pihak lain yang terkait sehingga terjalin saling pengertian dan kerja sama yang baik dalam mewujudkan Visi, Misi, dan Tujuan PLN Enjiniring.

Internal Audit Charter

In carrying out internal control, SPI is equipped with a Work Guideline known as the Integrated Audit Charter, established by the President Commissioner and President Director on October 23, 2022. In addition to serving as a work guideline, the Integrated Audit Charter also plays a role in strengthening the roles and responsibilities, as well as the basis for the existence and execution of supervisory tasks for SPI. Therefore, the Integrated Audit Charter is disseminated to ensure that all employees and related parties are informed, fostering mutual understanding and collaboration in achieving the Vision, Mission, and Goals of PLN Enjiniring.

Tugas dan Tanggung Jawab Satuan Pengawasan Intern

Satuan Pengawasan Intern berperan memastikan dan memberikan konsultasi yang independen dan objektif bagi manajemen sehingga dapat mendorong penciptaan nilai tambah dan memperbaiki operasional bisnis. Tugas dan tanggung jawab Satuan Pengawasan Intern meliputi:

1. Menyusun dan menyempurnakan strategi SPI sesuai dengan visi dan misi;
2. Menyusun dan menyempurnakan Piagam Pengawasan Intern Terintegrasi/*Integrated Audit Charter* dan Pedoman RBIA;
3. Menyusun dan menyempurnakan Program Kerja Pengawasan Tahunan (PKPT) Terintegrasi;
4. Melaksanakan evaluasi kualitas audit dan jasa konsultasi oleh jajaran SPI maupun pihak independen atas seluruh proses audit;
5. Melaksanakan analisis dan penyusunan laporan hasil audit bagi manajemen dan pihak eksternal, pengelolaan anggaran SPI, evaluasi dan pelaporan realisasi Program Kerja Pengawasan Tahunan (PKPT) Terintegrasi, Rencana Kerja Anggaran sesuai kewenangan bidang tugasnya;
6. Melaksanakan kajian dan pengembangan organisasi SPI, pengembangan SDM, pengelolaan pendidikan SPI serta administrasi SDM, logistik dan kesekretariatan SPI;
7. Melaksanakan koordinasi dan kerjasama di SPI maupun bidang dan unit lainnya, lembaga atau instansi/lembaga pengawasan lainnya, guna memperlancar pencapaian target yang ditetapkan, peningkatan kinerja SPI dan Perusahaan sesuai kewenangannya;
8. Memastikan sistem pengendalian internal Perusahaan berjalan efisien dan efektif;
9. Melaksanakan fungsi pengawasan operasional dan audit investigasi;
10. Memberikan konsultasi atau saran perbaikan yang diperlukan manajemen; dan
11. Menindaklanjuti WBS dengan melakukan audit terhadap laporan pengaduan WBS untuk menciptakan iklim kondusif dan mendorong pelaporan terhadap hal-hal yang dapat menimbulkan kerugian finansial maupun non finansial dan citra Perusahaan.

Kewenangan Satuan Pengawasan Intern

1. Dapat mengakses dan melakukan forensik seluruh data dan informasi yang relevan dengan tupoksi unit kerja dan pegawai yang tersimpan dalam peralatan kerja, antara lain yang tidak terbatas pada *handphone*, *personal computer* (PC) dan laptopnya, juga melakukan penggeledahan (*searching*), analisis rekening koran bank dan pelaksanaan *polygraph* sesuai ketentuan yang berlaku;
2. Memiliki *continuous access* terhadap data di *database* perusahaan untuk keperluan *continuous auditing*;
3. Dapat melakukan komunikasi, rapat secara berkala dengan Direksi, Dewan Komisaris, dan/atau Komite Audit;

Duties and Responsibilities of The Internal Audit Unit

The Internal Audit Unit is responsible for ensuring and providing independent and objective consulting to management, thus driving value creation and improving business operations. The duties and responsibilities of the Internal Audit Unit include:

1. Formulating and refining SPI strategy aligning with its vision and mission;
2. Developing and refining the Integrated Internal Audit Charter and RBIA Guidelines;
3. Developing and refining the Integrated Annual Supervision Program;
4. Assessing the quality of audits and consulting services conducted by SPI staff and independent parties throughout the audit process;
5. Analyzing and preparing audit results report to management and external parties, managing SPI's budget, evaluating and reporting on the realization of the Annual Supervision Program (PKPT) Integrated, and the Budget Work Plan according to its authority;
6. Conducting studies and organizational development for SPI, HR development, managing SPI training, and HARI administrative tasks, logistics, and SPI secretariat.;
7. Coordinating and collaborating within SPI and with other units, agencies/external supervisory institutions to facilitate the achievement of targets, enhance SPI and Company performance according to its authority;
8. Ensuring that the Company's internal control systems operate efficiently and effectively;
9. Performing operational oversight and investigative audits;
10. Offering advice or recommendations for management improvement; and
11. Following-up on WBS through auditing complaints reported through the WBS to create a conducive environment and encourage reporting of issues that may lead to financial or non-financial losses and damage to the Company's reputation.

Authority of The Internal Audit Unit

1. Access and forensic analysis of all data and information relevant to the unit's duties and employees stored in work equipment, including but not limited to mobile phones, personal computers (PCs), and laptops. This includes searching, bank statement analysis, and conducting polygraph tests as per applicable regulations;
2. Continuous access to company database data for the purpose of ongoing auditing;
3. Conducting regular communication and meetings with the Board of Directors, Board of Commissioners, and/or the Audit Committee;

- | | |
|---|---|
| <p>4. Dapat melakukan koordinasi dengan auditor eksternal (BPK, BPKP, KAP, SPI PT PLN (Persero) dan lainnya);</p> <p>5. Memberikan rekomendasi yang terkait penegakan disiplin pegawai sebagai dasar yang cukup bagi tindak lanjut proses disiplin pegawai oleh pihak – pihak terkait; dan</p> <p>6. KSPI dapat menentukan rencana, metodologi, organisasi dan SDM SPI, serta melakukan pengawasan terhadap Audit Internal Perusahaan Anak.</p> | <p>4. Coordinating with external auditors (BPK, BPKP, KAP, SPI PLN (Persero), and others);</p> <p>5. Providing recommendations related to employee discipline enforcement as a basis for disciplinary follow-up by relevant parties; and</p> <p>6. KSPI determining plans, methodologies, organization, and HR SPI, and overseeing the Internal Audits of Subsidiary Companies.</p> |
|---|---|

Program Peningkatan Kompetensi Satuan Pengawasan Intern

Program for Enhancing The Competency of The Internal Audit Unit

a. Program Sertifikasi

a. Certification Program

No	Nama Name	Materi Pengembangan Kompetensi (Sertifikasi) Competency Development Materials (Certification)	Waktu Pelaksanaan Implementation Time		Penyelenggara Organizer
			Mulai Start	Selesai End	
1	Oka Hadisasma	Certified Internal Audit Executive (CIAE)	14 Juli 2023 July 14, 2023	03 Agustus 2023 August 03, 2023	BPKP
		Indonesia Internal Audit Practitioner (IIAP)	26 Oktober 2023 October 26, 2023	26 Oktober 2023 October 26, 2023	IIA Indonesia
2	Luthfi Kurniawan	Qualified Internal Audit (QIA)	04 Desember 2023 December 04, 2023	13 Desember 2023 December 13, 2023	Dewan Sertifikasi QIA
3	Anjar Prabowo	Sertifikasi Pengadaan Barang/Jasa BUMN Self Learning Procurement of Goods/Services	22 Agustus 2023 August 22, 2023	25 Agustus 2023 August 25, 2023	LSP USER PLN
		Qualified Internal Audit (QIA)	04 Desember 2023 December 04, 2023	13 Desember 2023 December 13, 2023	Dewan Sertifikasi QIA
4	Sigit Trianto	Qualified Internal Audit (QIA)	04 Desember 2023 December 04, 2023	13 Desember 2023 December 13, 2023	Dewan Sertifikasi QIA
5	Leily Handayani Utama	Qualified Risk Management Officer (QRMO)	18 Oktober 2023 October 18, 2023	18 Oktober 2023 October 18, 2023	LSP MKS
		Qualified Internal Audit (QIA)	04 Desember 2023 December 04, 2023	13 Desember 2023 December 13, 2023	Dewan Sertifikasi QIA
6	Risa Yulia Putri	Sertifikasi Pengadaan Barang/Jasa BUMN Self Learning Procurement of Goods/Services	22 Agustus 2023 August 22, 2023	25 Agustus 2023 August 25, 2023	LSP USER PLN
		Qualified Internal Audit (QIA)	04 Desember 2023 December 04, 2023	13 Desember 2023 December 13, 2023	Dewan Sertifikasi QIA

b. Program Pelatihan

b. Training Program

No	Nama Name	Materi Pengembangan Kompetensi (Sertifikasi) Competency Development Materials (Training)	Waktu Pelaksanaan Implementation Time		Penyelenggara Organizer
			Mulai Start	Selesai End	
1	Oka Hadisasma	Certified Internal Audit (CIA) Course	03 April 2023 April 03, 2023	18 April 2023 April 18, 2023	IIA Indonesia
		QIA - Basic	03 April 2023 April 03, 2023	17 April 2023 April 17, 2023	YPIA
2	Luthfi Kurniawan	QIA - Intermediate	16 Oktober 2023 October 16, 2023	28 Oktober 2023 October 28, 2023	YPIA
		QIA - Advance	04 Desember 2023 December 04, 2023	13 Desember 2023 December 13, 2023	YPIA
3	Anjar Prabowo	Self Learning Pengadaan Barang/Jasa Self Learning Procurement of Goods/Services	24 Juli 2023 July 24, 2023	28 Juli 2023 July 28, 2023	PLN Pusdiklat
		QIA - Advance	04 Desember 2023 December 04, 2023	13 Desember 2023 December 13, 2023	YPIA

No	Nama Name	Materi Pengembangan Kompetensi (Sertifikasi) Competency Development Materials (Training)	Waktu Pelaksanaan Implementation Time		Penyelenggara Organizer
			Mulai Start	Selesai End	
4	Sigit Trianto	QIA - Intermediate	03 April 2023 April 03, 2023	17 April 2023 April 17, 2023	YPIA
		QIA - Advance	04 Desember 2023 December 04, 2023	13 Desember 2023 December 13, 2023	YPIA
5	Leily Handayani Utama	Self Learning Pengadaan Barang/Jasa Self Learning Procurement of Goods/Services	24 Juli 2023 July 24, 2023	28 Juli 2023 July 28, 2023	PLN Pusdiklat
		QIA - Advance	04 Desember 2023 December 04, 2023	13 Desember 2023 December 13, 2023	YPIA
6	Risa Yulia Putri	Self Learning Pengadaan Barang/Jasa Self Learning Procurement of Goods/Services	24 Juli 2023 July 24, 2023	28 Juli 2023 July 28, 2023	PLN Pusdiklat
		QIA - Advance	04 Desember 2023 December 04, 2023	13 Desember 2023 December 13, 2023	YPIA

c. Program Magang

c. Internship Program

No	Nama Name	Materi Pengembangan Kompetensi (Sertifikasi) Development Activities Conducted	Waktu Pelaksanaan Implementation Time		Divisi Division
			Mulai Start	Selesai End	
1	Anjar Prabowo	Audit Operasional Transmisi dan Distribusi Operational Audit of Transmission and Distribution	24 Oktober 2023 October 24, 2023	27 November 2023 November 27, 2023	Divisi Audit Transmisi dan Distribusi (DIV ATD) Transmission and Distribution Audit Division (DIV ATD)
2	Sigit Trianto	Audit Operasional Transmisi dan Distribusi Operational Audit of Transmission and Distribution	25 Oktober 2023 October 25, 2023	28 November 2023 November 28, 2023	Divisi Audit Transmisi dan Distribusi (DIV ATD) Transmission and Distribution Audit Division (DIV ATD)
3	Leily Handayani Utama	Layanan Konsultasi Consulting Services	16 Oktober 2023 October 16, 2023	12 November 2023 November 12, 2023	Divisi Startegi Audit dan Konsultasi (DIV SAK) Audit Strategy and Consulting Division (DIV SAK)
4	Risa Yulia Putri	Strategi Audit dan Pelaporan Audit Audit Strategy and Reporting	02 Oktober 2023 October 02, 2023	30 Oktober 2023 October 30, 2023	Divisi Startegi Audit dan Konsultasi (DIV SAK) Audit Strategy and Consulting Division (DIV SAK)

d. Program Knowledge Sharing

d. Knowledge Sharing Program

No	Judul Kegiatan Activity Title	Narasumber Resource	Waktu Pelaksanaan Implementation Time	
			Mulai Start	Selesai End
1	Knowledge Sharing terkait Quality Assurance Review (QAR) SPI PLNE Knowledge Sharing terkait Quality Assurance Review (QAR) SPI PLNE	Bidang Strategi Audit, DIV SAK PT PLN (Persero) Audit Strategy Division, DIV SAK PT PLN (Persero)	29 November 2023 November 29, 2023	30 Desember 2023 December 30, 2023

Komposisi dan Sertifikasi Profesi Personil Satuan Pengawasan Intern

Jumlah personil Satuan Pengawasan Intern sebanyak 6 (enam) orang. SPI berkomitmen untuk selalu meningkatkan kualitas dan efisiensi kerja serta pengembangan kompetensi/capacity building personil SPI yang salah satunya melalui pendidikan profesional berkelanjutan. Sampai dengan Desember 2023 SPI telah melaksanakan 16 sertifikasi kepada seluruh personil SPI. Jumlah, komposisi dan sertifikasi personil SPI adalah sebagai berikut:

Composition and Professional Certification of Internal Audit Personnel

The Internal Audit Unit (SPI) consists of 6 (six) personnel. SPI is committed to continuously improving work quality and efficiency, as well as developing the competencies/capacity building of its personnel through ongoing professional education. As of December 2023, SPI has completed 16 certifications for its entire team. The number, composition, and certifications of the Internal Audit personnel are as follows.

No.	Nama Name	Jabatan Position	Jenis Sertifikasi Types of Certifications
1	Oka Hadisasmita	Kepala Satuan Pengawasan Intern Head of Internal Audit Unit	Qualified Internal Auditor (QIA) – Advance Certified Internal Audit Executive (CIAE) Certified Internal Audit Executive (CIAE) Indonesia Internal Auditor Practitioner (IIAP) Governance Risk Compliance Professional (GRCP) Governance Risk Compliance Auditor (GRCA)
2	Luthfi Kurniawan	Manajer Subbidang Audit Internal Manager of Internal Audit Subdivision	Qualified Internal Auditor (QIA) – Advance Qualified Risk Management Analyst (QRMA) Pengadaan Barang/Jasa Procurement of Goods/Services
3	Sigit Trianto	Senior Officer Audit Internal Senior Internal Audit Officer	Qualified Internal Auditor (QIA) – Advance Qualified Risk Management Analyst (QRMA) Gada Utama Chief Security Officer Ahli K3 Umum General Occupational Health and Safety Expert
4	Anjar Prabowo	Senior Officer Audit Internal Senior Officer Audit Internal	Qualified Internal Auditor (QIA) – Advance Qualified Risk Management Analyst (QRMA) Pengadaan Barang/Jasa Procurement of Goods/Services
5	Leily Handayani Utama	Officer Audit Internal Officer Audit Internal	Qualified Internal Auditor (QIA) - Advance Qualified Risk Management Officer (QRMO)
6	Risa Yulia Putri	Officer Audit Internal Officer Audit Internal	Qualified Internal Auditor (QIA) – Advance Qualified Risk Management Analyst (QRMA)

Kode Etik Auditor

Auditor Internal harus memiliki kode etik dalam melaksanakan tugasnya sesuai dengan profesinya dan standar yang berlaku yaitu:

1. Integritas
 - a. Melakukan pekerjaan audit internal dengan jujur, produktif, profesional dan tanggung jawab;
 - b. Mematuhi peraturan perundang-undangan dan peraturan internal PLNE yang berlaku;
 - c. Tidak ikut serta dalam kegiatan yang tidak legal atau melakukan kegiatan yang dilarang oleh profesi Auditor; dan
 - d. Menghormati dan berkontribusi pada tujuan hukum dan etika yang ditetapkan PLNE.
2. Objektivitas
 - a. Tidak berpartisipasi dalam kegiatan yang dapat mempengaruhi penilaian Auditor;
 - b. Tidak menerima sesuatu dalam bentuk apapun yang dapat mempengaruhi pertimbangan profesionalnya; dan
 - c. Mengungkapkan semua fakta-fakta penting yang diketahuinya dalam melaksanakan tugasnya dan jika tidak dilaporkan dapat merugikan PLNE.
3. Kerahasiaan
 - a. Bijaksana dalam menggunakan dan melindungi informasi yang didapat dalam melakukan pekerjaan;

Code of Ethics for Auditors

Internal auditors must adhere to a code of ethics in performing their duties, aligned with their profession and applicable standards, which includes:

1. Integrity
 - a. Perform internal audit work with honesty, productivity, professionalism, and responsibility;
 - b. Comply with applicable laws and internal regulations of PLNE;
 - c. Refrain from participating in illegal activities or engaging in actions prohibited by the Auditing profession; and
 - d. Respect and contribute to the legal and ethical objectives established by PLNE.
2. Objectivity
 - a. Avoid participating in activities that could affect the Auditor's judgment;
 - b. Not accept anything in any form that could impair professional judgment; and
 - c. Disclose all significant facts known while performing duties, and if not reported, such facts could harm PLNE.
3. Confidentiality
 - a. Use and protect information obtained in the course of work wisely;

- b. Tidak menerima sesuatu dalam bentuk apapun yang dapat mempengaruhi pertimbangan profesionalnya; dan
 - c. Tidak menggunakan informasi yang diperoleh dalam melaksanakan tugasnya untuk kepentingan sendiri dengan cara yang tidak legal atau tidak berjalan dengan tujuan hukum dan etika di PLNE.
4. Kompetensi
- a. Melakukan audit pada objek yang sesuai keterampilan, pengetahuan, keahlian dan pengalaman yang dimiliki dalam melaksanakan audit;
 - b. Melaksanakan audit sesuai dengan Piagam dan Pedoman Audit Internal PLNE yang sejalan dengan Standar Profesi Auditor Internal; dan
 - c. Meningkatkan kompetensi melalui pendidikan profesional berkelanjutan untuk tujuan peningkatan kualitas dan efisiensi kerja.

- b. Not accept anything in any form that could affect professional judgment; dan
 - c. Not use information obtained during the execution of duties for personal gain in a manner that is illegal or inconsistent with PLNE's legal and ethical objectives.
4. Competence
- a. Conduct audits on subjects appropriate to the skills, knowledge, expertise, and experience possessed;
 - b. Perform audits in accordance with the PLNE Internal Audit Charter and Guidelines, aligned with Internal Auditing Standards; and
 - c. Enhance competency through continuous professional education to improve work quality and efficiency.

Laporan Singkat Pelaksanaan Kegiatan Internal Audit Tahun 2023

Brief Report on Internal Audit Activities for 2023

No	Jenis Kegiatan Types of Activities	Periode Pelaksanaan Implementation Period	Ruang Lingkup Penugasan Scope of Assignment
1	Audit Operasional Operational Audit 1. Bidang Pengusahaan 2. Bidang Pembangkit serta Transmisi dan Distribusi 3. Bidang Konstruksi 4. Bidang Pemasaran serta Bidang Perencanaan Korporat dan Pengembangan Usaha 5. Bidang SDE dan Umum 1. Division of Operations 2. Division of Generation and Transmission & Distribution 3. Division of Construction 4. Division of Marketing and Corporate Planning & Business Development 5. Division of Energy Resources and General Affairs	Januari - Februari 2023 Maret - April 2023 Mei - Juni 2023 Juli - Agustus 2023 Agustus - September 2023 Januari - Februari 2023 March - April 2023 May - June 2023 July - August 2023 August - September 2023	Audit Berbasis Risiko dan Audit Kepatuhan Risk-Based Audit and Compliance Audit
2	Audit Adhoc Adhoc Audit 1. Arahan RUPS 2. Piutang Macet 3. Fungsi Manajemen Risiko 1. RUPS Directives 2. Bad Debts 3. Risk Management Function	Januari - Februari 2023 Maret - Mei 2023 Oktober - November 2023 Januari - Februari 2023 March - May 2023 October - November 2023	Audit Berbasis Risiko dan Audit Kepatuhan Risk-Based Audit and Compliance Audit
3	Layanan Konsultasi/Opini Consulting Services/Opinions 1. Organisasi PTLMG Luwuk 2. Biaya Jasa Konsultasi berdasarkan Perdir 22 PBJ PLN 3. Pengelolaan PLTMG Luwuk 4. Pemindehan Bisnis Enjiniring dari REC ke PLNE 5. Kemitraan - Kerjasama 6. Asuransi Konstruksi 1. Organization of PTLMG Luwuk 2. Consulting Fees based on Perdir 22 PBJ PLN 3. Management of PLTMG Luwuk 4. Transfer of Engineering Business from REC to PLNE 5. Partnerships - Collaborations 6. Construction Insurance	April 2023 April 2023 Mei 2023 Juni 2023 Juli 2023 Agustus 2023 April 2023 April 2023 May 2023 June 2023 July 2023 August 2023	Kegiatan advisory yang merupakan respon atas permintaan dari Manajemen Advisory activities that are in response to requests from Management

KEBIJAKAN DAN REALISASI RAPAT SPI DENGAN DIREKSI DAN KOMITE AUDIT

Sesuai Edaran Direksi PLNE No. 0004.E/DIR/2024 tentang Pedoman Pelaksanaan Kebijakan Strategis Audit Internal, Klausul 6.2. Pelaporan Hasil Audit, Laporan penugasan audit disampaikan kepada Auditee, Direktur Utama, dan Komite Audit. Adapun rapat antara Direksi dan SPI dilakukan secara rutin setelah dilakukan

POLICIES AND IMPLEMENTATION OF SPI MEETINGS WITH THE BOARD OF DIRECTORS AND AUDIT COMMITTEE

In accordance with PLNE Director's Circular No. 0004.E/DIR/2024 on the Guidelines for the Implementation of Strategic Internal Audit Policies, Clause 6.2. Reporting Audit Results, the audit assignment reports are submitted to the Auditee, the President Director, and the Audit Committee. Meetings between the Board of Directors and SPI

pelaporan penugasan dengan realisasi sebagai berikut:

are held regularly following the submission of audit assignments, with the implementation as follows:

No.	Tanggal Rapat Meeting Date	Agenda Rapat Meeting Agenda	Peserta Rapat Meeting participants
1.	18 April 2023 April 18, 2023	Penyampaian Hasil Audit Bidang Pembangkit dan Bidang TND 2023 Presentation of Audit Results for the Generation and Transmission & Distribution Divisions 2023	Direktur Utama KSPI MSB Audit Internal President Director KSPI MSB Internal Audit
2.	27 Juni 2023 June 27, 2023	Penyampaian Hasil Audit Bidang Konstruksi 2023 Presentation of Audit Results for the Construction Division 2023	Direktur Utama KSPI MSB Audit Internal President Director KSPI MSB Internal Audit
3.	15 Agustus 2023 August 15, 2023	Penyampaian Hasil Audit Bidang Pemasaran serta Bidang Pengembangan Usaha dan Perencanaan Korporat 2023 Presentation of Audit Results for the Marketing and Business Development & Corporate Planning Divisions 2023	Direktur Utama KSPI MSB Audit Internal President Director KSPI MSB Internal Audit
4.	03 Oktober 2023 October 03, 2023	Penyampaian Hasil Audit Bidang Sumber Daya Enjiniring dan Umum 2023 Presentation of Audit Results for the Engineering Resources and General Affairs Division 2023	Direktur Utama KSPI MSB Audit Internal President Director KSPI MSB Internal Audit

Adapun rapat antara Komite Audit dan SPI dilakukan secara rutin setiap Triwulan dengan realisasi tahun 2023 adalah sebagai berikut:

Meetings between the Audit Committee and SPI are held regularly every quarter, with the implementation in 2023 as follows:

No.	Tanggal Rapat Meeting Date	Agenda Rapat Meeting Agenda	Peserta Rapat Meeting participants
1.	04 April 2023 April 4, 2023	<ul style="list-style-type: none"> Laporan Pelaksanaan PKPT TW I 2023 Penjelasan Hasil Audit CNG Bangkanai Penjelasan Hasil Audit SekPer : Hasil Audit RUPS RKAP 2023 Hal - hal lain yang perlu mendapat perhatian Implementation Report of PKPT TW I 2023 Audit Results Explanation of CNG Bangkanai Explanation of SekPer Audit Results: Audit Result of 2023 RKAP GMS Other matters that need attention 	Komite Audit SPI SPI Audit Committee
2.	20 Juli 2023 July 20, 2023	<ul style="list-style-type: none"> Laporan Pelaksanaan PKPT TW II 2023 Progress Tindak Lanjut Hasil Audit CNG Bangkanai (Catatan Rapat Komdit KSPI tgl 4 April 2023) Hal - hal lain yang perlu mendapat perhatian Implementation Report of PKPT TW II 2023 Progress on Audit Results Follow-up of CNG Bangkanai (Notes from KSPI Committee Meeting on 4 April 2023) Other matters that need attention 	Komite Audit SPI SPI Audit Committee
3	27 September 2023 September 27, 2023	<ul style="list-style-type: none"> Laporan Pelaksanaan PKPT TW III 2023 Pelaporan penyusunan peraturan di SPI : Perdir SPI, Edir SPI dan PE SPI Diskusi terkait PT REC (Aspek GRC, Governance, Risk dan Complienanya) Implementation Report of PKPT TW III 2023 Reporting the preparation of regulations in SPI: Perdir SPI, Edir SPI and PE SPI Discussion related to PT REC (GRC, Governance, Risk and Compliance aspects) 	Komite Audit SPI SPI Audit Committee

Temuan dan Tindak Lanjut Hasil Audit

Audit Result Findings and Follow-Up

No	Auditee Auditees	Jumlah Temuan Total Findings	Jumlah Selesai Total Completed	Keterangan Description
1	Bidang Pengusahaan Business Field	3	3	Selesai Completed
2	Bidang Pembangkit serta Transmisi dan Distribusi Generation and Transmission and Distribution Sector	1	1	Selesai Completed
3	Bidang Konstruksi Construction Field	3	3	Selesai Completed

No	Auditee Auditees	Jumlah Temuan Total Findings	Jumlah Selesai Total Completed	Keterangan Description
4	Bidang Pemasaran serta Bidang Perencanaan Korporat dan Pengembangan Usaha Marketing Division and Corporate Planning and Business Development Division	5	3	Belum Selesai Not finished
5	Bidang SDE dan Umum SDE and General Fields	7	0	Belum Selesai Not finished
6	Arahan RUPS GMS Directions	1	1	Selesai Completed
7	Piutang Macet Bad Accounts	1	0	Belum Selesai Not finished
8	Fungsi Manajemen Risiko Risk Management Function	1	0	Belum Selesai Not finished

Satuan Manajemen Mutu dan Risiko

Satuan Manajemen Mutu dan Risiko adalah satuan kerja di bawah Direktur Utama yang mempunyai fungsi pengelolaan Manajemen Risiko, yaitu bertugas untuk memastikan terlaksananya Manajemen Risiko berdasarkan kaidah sehingga dapat menjadi referensi dalam pengambilan keputusan.

Satuan Manajemen Mutu dan Risiko (SMR) dipimpin, dibina, dan dikelola oleh Kepala Satuan Manajemen Mutu dan Risiko (KSMR) yang bertanggung jawab kepada Direktur Utama, membawahi Manajer sebagai berikut:

- Manajer Manajemen Mutu dan Risiko (MSB MMR)
- Manajer Quality Assurance dan Quality Control (MSB QAC)

Struktur Organisasi Satuan Pengadaan, Manajemen Risiko dan Mutu



Quality and Risk Management Unit

The Quality and Risk Management Unit is a work unit under the President Director responsible for managing Risk Management, ensuring that Risk Management is implemented according to standards to serve as a reference for decision-making.

The Quality and Risk Management Unit (SMR) is led, supervised, and managed by the Head of the Quality and Risk Management Unit (KSMR), who reports to the President Director and oversees the following Managers:

- Manager of Quality Management and Risk (MSB MMR)
- Manager of Quality Assurance and Quality Control (MSB QAC)

Organization Structure Satuan Pengadaan, Manajemen Risiko dan Mutu

Tugas dan Tanggung Jawab Satuan Pengadaan, Manajemen Risiko dan Mutu

1. Memastikan perencanaan, pelaksanaan dan evaluasi kebijakan dan pedoman Manajemen Risiko PLNE (termasuk di dalamnya *maturity framework*), serta memastikan penerapannya baik dalam proses pengambilan keputusan, maupun kegiatan strategis lainnya;
2. Memastikan perencanaan, pelaksanaan, pengelolaan kajian risiko PLNE, dan mitigasi risiko bekerja sama dengan pemilik Risiko, serta melakukan *assessment*, pemantauan dan pelaporan risiko – risiko utama (*key risks*) PLNE;
3. Memastikan pemantauan kinerja dan *Risk Maturity* PLNE dan perbaikan secara berkesinambungan mengacu pada *best practice* serta berperan sebagai *risk management advisor* bagi pemilik risiko;
4. Memastikan tersedianya *enterprise risk infrastructure* dan data manajemen risiko pada aktivitas strategis PLNE;
5. Memberikan *early warning* kepada Direksi melalui *assessment* profil risiko korporat maupun mekanisme lainnya;
6. Memastikan perencanaan dan standarisasi mutu produk eksisting dan produk baru termasuk didalamnya menetapkan persyaratan mutu produk eksisting dan produk baru, mengelola ketidaksesuaian produk eksisting dan produk baru, melakukan operasi intelijen pasar untuk melihat respon pelanggan terhadap produk dan menganalisa keefektifan proses penyampaian produk dan layanan kepada pelanggan;
7. Memastikan *monitoring* dan analisa kesenjangan, memberikan rekomendasi/*feedback*/tindakan perbaikan serta berkoordinasi dengan Bidang terkait;
8. Memastikan, perencanaan, pelaksanaan dan evaluasi kebijakan terkait proses bisnis dan mekanisme kerja terkait pengembangan mutu produk dan penetapan kualitas produk dengan Bidang terkait;
9. Memastikan perencanaan, pelaksanaan audit mutu internal maupun eksternal;
10. Pengelolaan sistem manajemen mutu ISO 9001, OHSAS dan sistem lainnya;
11. Memperluas ruang lingkup ISO 9001;
12. Pengelolaan pengembangan kompetensi manajemen mutu;
13. Pengelolaan dokumen dan data Bidang Manajemen Mutu;
14. Memastikan dan bertanggung jawab terhadap *Knowledge Management (KM)* Satuan Manajemen Mutu dan Risiko;
15. Membuat laporan aktivitas secara periodik termasuk pencapaian kinerja;
16. Membina keahlian dan kompetensi SDM di Satuan Manajemen Mutu dan Risiko;
17. Memberikan persetujuan atau ketidaksetujuan tentang penilaian kinerja individu bulanan, semesteran dan tahunan kepada karyawan yang berada di lingkup Satuan Manajemen Mutu dan Risiko.
18. Menyusun kebijakan yang terkait dengan Satuan Manajemen Mutu dan Risiko;
19. Memastikan pelaksanaan dan evaluasi Pengelolaan Rencana Kerja Manajemen (RKM), Kontrak Manajemen (KM) dan Kontrak Kinerja (KK) pada Satuan Manajemen Mutu dan Risiko;

Duties and Responsibilities of The Procurement, Risk Management, and Quality Unit

1. Ensure the planning, implementation, and evaluation of Risk Management policies and guidelines at PLNE (including the maturity framework), and ensure their application in decision-making processes and other strategic activities;
2. Ensure the planning, execution, management of risk studies at PLNE, and risk mitigation in collaboration with risk owners, as well as conducting assessments, monitoring, and reporting of key risks at PLNE;
3. Ensure the monitoring of performance and Risk Maturity at PLNE and continuous improvement according to best practices, while acting as a risk management advisor to risk owners;
4. Ensure the availability of enterprise risk infrastructure and risk management data for strategic activities at PLNE;
5. Provide early warning to the Board of Directors through corporate risk profile assessments or other mechanisms;
6. Ensure the planning and standardization of existing and new product quality, including setting quality requirements, managing non-conformities, conducting market intelligence to gauge customer response, and analyzing the effectiveness of product and service delivery to customers;
7. Ensure monitoring and analysis of gaps, provide recommendations/*feedback*/corrective actions, and coordinate with related departments;
8. Ensure the planning, implementation, and evaluation of policies related to business processes and mechanisms for product quality development and setting product quality standards in collaboration with relevant departments;
9. Ensure the planning, execution, and evaluation of internal and external quality audits;
10. Manage the ISO 9001, OHSAS, and other quality management systems;
11. Expand the scope of ISO 9001;
12. Manage the development of quality management competencies;
13. Manage documents and data related to Quality Management;
14. Ensure and be responsible for Knowledge Management (KM) within the Quality and Risk Management Unit;
15. Prepare periodic activity reports, including performance achievements;
16. Foster expertise and competency development among human resources in the Quality and Risk Management Unit;
17. Approve or disapprove of individual performance evaluations on a monthly, semi-annual, and annual basis for employees within the Quality and Risk Management Unit;
18. Develop policies related to the Quality and Risk Management Unit;
19. Ensure the implementation and evaluation of Management Work Plans (RKM), Contract Management (KM), and Performance Contracts (KK) within the Quality and Risk Management Unit;

20. Memastikan program kerja yang menjadi tanggungjawab jabatannya selaras dengan *Good Corporate Governance* (GCG), Kebijakan Risiko, Kebijakan Kepatuhan, SMAP, Kebijakan K3L dan Sistem Manajemen Terintegrasi yang diterapkan pada Bidanganya.

20. Ensure that the work programs under your responsibility align with Good Corporate Governance (GCG), Risk Policies, Compliance Policies, SMAP, Occupational Health, Safety, and Environment Policies, and the Integrated Management System implemented in your department.

Profil Kepala Satuan Pengadaan, Manajemen Risiko dan Mutu

Profile of The Head of Procurement, Risk Management, and Quality Unit

Hanung Natendra Sukandrio

Satuan Pengadaan, Manajemen Risiko dan Mutu
Procurement, Risk Management and Quality Unit



Kewarganegaraan Citizenship

Warga Negara Indonesia
Indonesia



Domisili Domicile

Jakarta Selatan
South Jakarta



Tempat dan Tahun Lahir/Usia Place and Date of Birth/Age

lahir di Jakarta, 11 Oktober 1979 / 45 Tahun.
Jakarta, October 11, 1979 / 45 Years Old



Riwayat Pendidikan Educational Background

- Sarjana Teknik Elektro - Universitas Indonesia
- Magister Teknik Elektro - Institut Teknologi Bandung
- Bachelors Degree of Electrical Engineering - The University of Indonesia
- Master Degree of Electrical Engineering - Bandung Institute of Technology



Pengalaman Kerja Work Experience

- Assistant Engineer Perencanaan Distribusi PT PLN (Persero) (2010-2012)
- Assistant Engineer Teknik Listrik PT PLN (Persero) (2012-2013)
- Engineer Enjiniring Garduk Induk PT PLN (Persero) (2014)
- Engineer Manajemen Proyek PT PLN (Persero) (2016)
- Deputi Manajer Manajemen Enjiniring Pembangkit Energi Baru dan Terbarukan PT PLN (Persero) (2018)
- Manajer Manajemen Enjiniring Pembangkit Energi Baru dan Terbarukan PT PLN (Persero) (2018-2019)
- Manajer Perencanaan Operasi PT PLN (Persero) (2019-2020)
- Manajer Pengendalian Mutu dan Data Enjiniring PT PLN (Persero) (2021-2023)
- Kepala Satuan Manajemen Mutu dan Risiko PT PLN Enjiniring (2023 – saat ini)
- Assistant Engineer for Distribution Planning at PT PLN (Persero) (2010-2012)
- Assistant Engineer for Electrical Engineering at PT PLN (Persero) (2012-2013)
- Engineer for Substation Engineering at PT PLN (Persero) (2014)
- Project Management Engineer at PT PLN (Persero) (2016)
- Deputy Manager of Engineering Management for New and Renewable Energy at PT PLN (Persero) (2018)
- Manager of Engineering Management for New and Renewable Energy at PT PLN (Persero) (2018-2019)
- Manager of Operations Planning at PT PLN (Persero) (2019-2020)
- Manager of Quality Control and Data Engineering at PT PLN (Persero) (2021-2023)
- Head of the Quality and Risk Management Unit at PT PLN Enjiniring (2023 – present)



Sertifikasi Certification

Qualified Risk Management Professional
Qualified Risk Management Professional



Dasar Hukum Pengangkatan Legal Basis of Appointment

Keputusan Direksi PT PLN Enjiniring Nomor 0177.K/S.01.00/DIR/2023 tentang Penetapan Jabatan terkait pengangkatan Hanung Natendra Sukandrio No. Induk 7905003A sebagai pegawai PT PLN (Persero) yang ditugaskaryakan pada PT PLN Enjiniring sebagai Kepala Satuan Manajemen Mutu dan Risiko pada Satuan Manajemen Mutu dan Risiko PT PLN Enjiniring Decision of the Board of Directors of PT PLN Enjiniring No. 0177.K/S.01.00/DIR/2023 regarding the appointment of Hanung Natendra Sukandrio, Employee ID 7905003A, as an employee of PT PLN (Persero), assigned to PT PLN Enjiniring as the Head of the Quality and Risk Management Unit at PT PLN Enjiniring.

Pengembangan Kompetensi Satuan Pengadaan, Manajemen Risiko dan Mutu

- a. Sertifikasi yang Dimiliki
Selama tahun 2023, pegawai Satuan Manajemen Mutu dan Risiko melaksanakan sertifikasi maupun perpanjangan sertifikasi sebagai berikut :

Development of Competencies In Procurement Units, Risk Management, and Quality

- a. Certifications Held
During the year 2023, employees of the Quality and Risk Management Unit completed certifications and certification renewals as follows:

No	Nama Name	Sertifikasi Profesi yang Dimiliki Professional Certification Held	Lembaga Sertifikasi Certification Institution	Lembaga Penyelenggara Organizing Agency
1	Hanung Natendra Sukandrio	QRMP (Qualified Risk Management Professional)	BNSP	LSP MKS
2	Novri Ardiansyah	Ahli K3 Umum General Occupational Health and Safety Expert	KEMNAKER RI	Mitra Dinamis Yang Utama (Midiatama)
		Petugas Peran Kebakaran Kelas D Class D Firefighter Role Officer	KEMNAKER RI	Sinergi Solusi Indonesia
		QRMA (Qualified Risk Management Analyst)	BNSP	CRMS
3	Rizal Agung Widhodho	QRMA (Qualified Risk Management Analyst)	BNSP	CRMS
4	Dewi Safitri Asril	QRMA (Qualified Risk Management Analyst)	BNSP	CRMS
5	Nurroh Habibah	QRMA (Qualified Risk Management Analyst)	BNSP	CRMS
6	Galuh Wijayanto	QRMA (Qualified Risk Management Analyst)	BNSP	CRMS
		Ahli K3 Umum General Occupational Health and Safety Expert	KEMNAKER RI	Mitra Dinamis Yang Utama (Midiatama)
7	Citra Resmi	QRMA (Qualified Risk Management Analyst)	BNSP	CRMS
		Ahli K3 Umum General Occupational Health and Safety Expert	KEMNAKER RI	Mitra Dinamis Yang Utama (Midiatama)

b. Pengembangan Kompetensi Tahun 2023

Selama tahun 2023, pegawai Satuan Manajemen Mutu dan Risiko melaksanakan pengembangan kompetensi dari pelatihan/training sebagai berikut:

b. Competency Development for the Year 2023

During the year 2023, the Quality and Risk Management Unit employees undertook competency development through the following training:

No	Nama Name	Pelatihan/Training Training	Lembaga Penyelenggara Organizing Agency
1	Hanung Natendra Sukandrio	Awareness Sistem Manajemen Keamanan Informasi (SMKI) ISO 27001 Awareness Information Security Management System (SMKI) ISO 27001	LEMTI UNINDO Inovasi
		Auditor Internal Sistem Manajemen Keamanan Informasi (SMKI) ISO 27001 Awareness Information Security Management System (SMKI) ISO 27001	LEMTI UNINDO Inovasi
2	Novri Ardiansyah	SAP Successfactor Modul Employee Profile & Career Development Planning SAP Successfactor Modul Employee Profile & Career Development Planning	PUSDIKLAT
		Awareness Sistem Manajemen Keamanan Informasi (SMKI) ISO 27001 Awareness Information Security Management System (SMKI) ISO 27001	LEMTI UNINDO Inovasi
		Program on Project Appraisal and Risk Management (PARM)	PUSDIKLAT
		Auditor Internal Sistem Manajemen Keamanan Informasi (SMKI) ISO 27001 Internal Auditor Information Security Management System (SMKI) ISO 27001	LEMTI UNINDO Inovasi
3	Rizal Agung Widhodho	Manajemen Sistem Logistik Logistics System Management	PUSDIKLAT
		SAP Successfactor Modul Employee Profile & Career Development Planning	PUSDIKLAT
		Awareness Sistem Manajemen Keamanan Informasi (SMKI) ISO 27001 Awareness Information Security Management System (SMKI) ISO 27001	LEMTI UNINDO Inovasi
		Workshop Sosialisasi Moonshot Program Transformasi 2.0 Workshop on Socialization of the Moonshot Program Transformation 2.0	PUSDIKLAT
4	Dewi Safitri Asril	Mengantisipasi dan Menanggulangi Risiko Konflik Sosial Anticipating and Addressing Social Conflict Risks	PUSDIKLAT
		Auditor Internal Sistem Manajemen Keamanan Informasi (SMKI) ISO 27001 Auditor Internal Information Security Management System (SMKI) ISO 27001	LEMTI UNINDO Inovasi

No	Nama Name	Pelatihan/Training Training	Lembaga Penyelenggara Organizing Agency
5	Nurroh Habibah	Manajemen Risiko Lanjutan Advanced Risk Management	PUSDIKLAT
		Auditor Internal Sistem Manajemen Keamanan Informasi (SMKI) ISO 27001 Auditor Internal Information Security Management System (SMKI) ISO 27001	LEMTI UNINDO Inovasi
		Workshop Pendampingan Proses Pendaftaran dan Seleksi Beasiswa LPDP Workshop on Assistance with the LPDP Scholarship Registration and Selection Process	PUSDIKLAT
		Good Money Habit	PUSDIKLAT
6	Galuh Wijayanto	Mengantisipasi dan Menanggulangi Risiko Konflik Sosial Anticipating and Addressing Social Conflict Risks	PUSDIKLAT
		Project Management Risk	CRMS
		Awareness Sistem Manajemen Keamanan Informasi (SMKI) ISO 27001 Awareness Information Security Management System (SMKI) ISO 27001	LEMTI UNINDO Inovasi
		Auditor Internal Sistem Manajemen Keamanan Informasi (SMKI) ISO 27001 Auditor Internal Information Security Management System (SMKI) ISO 27001	LEMTI UNINDO Inovasi
7	Citra Resmi	Awareness Sistem Manajemen Keamanan Informasi (SMKI) ISO 27001 Awareness Information Security Management System (SMKI) ISO 27001	LEMTI UNINDO Inovasi
		Auditor Internal Sistem Manajemen Keamanan Informasi (SMKI) ISO 27001 Internal Auditor Information Security Management System (SMKI) ISO 27001	LEMTI UNINDO Inovasi

Pelaksanaan Tugas Satuan Pengadaan, Manajemen Risiko dan Mutu Tahun 2023

1. Manajemen Risiko

a. Pencapaian Manajemen Risiko 2023

Pada tahun 2023, Tim Manajemen Risiko berkontribusi kepada realisasi pencapaian Kontrak Manajemen PLN Enjiniring dan berhasil meraih pencapaian yang dapat meningkatkan reputasi Perusahaan melalui keikutsertaan dalam *Risk Award* yang dilaksanakan oleh PLN (Persero) dan *Award* lainnya. Selain itu Tim Manajemen Risiko untuk pertama kalinya berhasil menunjukkan kemampuan dalam memberikan konsultasi Manajemen Risiko melalui kerja sama dengan Anak Perusahaan PLN lain. Adapun pencapaian tersebut antara lain:

- Pencapaian target *Risk Management Maturity* dengan target di semester 2 tahun 2023 adalah level 3.75 dan tercapai pada level 3.78.
- Berhasil meraih penghargaan ke-3 (*Bronze Winner*) pada ajang Risk Award untuk kategori “Best Project Appraisal and Risk Management (PARM) Practioner”.
- Berhasil meraih penghargaan #Star 4 pada ajang TOP GRC Award 2023 untuk kategori “The Most Committed GRC Leader 2023”.
- Berhasil meraih penghargaan 5 Star Silver pada ajang GRC & Performance Excellence Awards 2023 untuk kategori “The Best GRC for Governance and Compliance 2023” dan “The Best CEO for GRC Excellence 2023”.
- Berhasil masuk sebagai Nominee PLN *Risk Award* 2023 untuk kategori “Best Risk Implementer Sub Holding/ Anak Perusahaan” dan “Best Risk Innovation Sub Holding/Anak Perusahaan”.

Implementation of Procurement, Risk Management, and Quality Management Tasks In 2023

1. Risk Management

a. Risk Management Achievements 2023

In 2023, the Risk Management Team contributed to the achievement of PLN Enjiniring's Management Contract goals and successfully enhanced the company's reputation through participation in the Risk Award organized by PLN (Persero) and other awards. Additionally, the Risk Management Team demonstrated its ability to provide Risk Management consulting for the first time through collaboration with other PLN subsidiaries. The achievements include:

- Achieved the Risk Management Maturity target with a target level of 3.75 for the second semester of 2023, reaching a level of 3.78.
- Secured the 3rd place (Bronze Winner) in the Risk Award for the category “Best Project Appraisal and Risk Management (PARM) Practitioner.”
- Received a #Star 4 award in the TOP GRC Award 2023 for the category “The Most Committed GRC Leader 2023.”
- Won a 5 Star Silver award at the GRC & Performance Excellence Awards 2023 for the categories “The Best GRC for Governance and Compliance 2023” and “The Best CEO for GRC Excellence 2023.”
- Named a Nominee in the PLN Risk Award 2023 for the categories “Best Risk Implementer Sub Holding/ Subsidiary” and “Best Risk Innovation Sub Holding/ Subsidiary.”

b. Pelaksanaan Manajemen Risiko 2023

Berikut kegiatan-kegiatan Manajemen Risiko yang telah dilaksanakan pada tahun 2023:

- Pemutakhiran Aplikasi RICO menjadi TAKER (Tata Kelola, Kepatuhan, dan Risiko)
- Membentuk Tim *Enterprise Risk Management* Tahun 2023
- Mengadakan Pelatihan Manajemen Risiko untuk BOC, BOD, beberapa Vice President, Tim ERM dan anggota Fungsi Manajemen Risiko di SPMR
- Finalisasi Profil Risiko Korporat tahun 2023 dan RKAP 2023
- Pendampingan Penyusunan Profil Risiko Bidang tahun 2024 untuk setiap Bidang, Satuan dan Sekper
- Pemantauan mitigasi Profil Risiko Bidang tahun 2023 pada aplikasi TAKER setiap bulan
- Pemantauan mitigasi Profil Risiko Korporat dan melaporkan hasil pelaksanaannya kepada PT PLN (Persero) dan Dewan Komisaris setiap akhir Triwulan
- Pelaksanaan Budaya Risiko dengan program kerja *Risk Talk*
- Pelaksanaan *Survey* Implementasi Manajemen Risiko Terintegrasi
- Pemenuhan *Risk Maturity Level* PT PLN Enjiniring Tahun 2023 yang diverifikasi oleh PT PLN (Persero) DIV IJP dengan skor akhir 3,78
- Melaksanakan ulasan GRC aspek manajemen risiko terhadap usulan keputusan dari Bidang, Satuan, dan Sekretaris Perusahaan

2. Sistem Manajemen Mutu

Perseroan menetapkan kebijakan dan berkomitmen dalam penerapan Sistem Manajemen Terintegrasi yang mencakup Sistem Manajemen Mutu (SMM) sesuai ISO 9001:2015, Sistem Manajemen Anti Penyuapan (SMAP) sesuai ISO 37001:2016, Sistem Manajemen Kelangsungan Usaha sesuai 22301:2019, Sistem Manajemen Keamanan Informasi sesuai 27001:2022, Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) sesuai PP No. 50 Tahun 2012. Dalam rangka penerapan manajemen terintegrasi tersebut, Perseroan secara terus menerus memperbaiki dan mendokumentasikan prosedur-prosedur yang ada sehingga dapat memenuhi kriteria sertifikasi manajemen mutu, K3 dan anti penyuapan. Perseroan secara berkala melakukan audit internal pelaksanaan manajemen mutu, K3 dan anti penyuapan di tiap unit kerja. Perseroan juga senantiasa meningkatkan sertifikasi manajemen mutu, K3 dan anti penyuapan yang telah dimiliki, disamping berupaya memperoleh sertifikasi-sertifikasi lain yang dipersyaratkan dalam aktivitas usaha.

Perusahaan telah memperoleh Sertifikasi ISO 9001:2015 PLN Enjiniring dengan Lingkup Sistem Manajemen Mutu yang berlaku untuk Desain Enjiniring (*Feasibility Study, Design*

b. Implementation of Risk Management 2023

The following risk management activities were carried out in 2023:

- Update of RICO Application to TAKER (Governance, Compliance, and Risk)
- Formation of the Enterprise Risk Management Team for 2023
- Risk Management Training for BOC, BOD, several Vice Presidents, the ERM team, and Risk Management Function members in SPMR
- Finalization of the 2023 Corporate Risk Profile and RKAP 2023
- Assistance in Preparing Risk Profiles for 2024 for each Division, Unit, and Secretariat
- Monthly Monitoring of Risk Mitigation for the 2023 Division Risk Profiles on the TAKER application
- Monitoring and Reporting on Corporate Risk Mitigation to PT PLN (Persero) and the Board of Commissioners at the end of each Quarter
- Implementation of Risk Culture with the Risk Talk program
- Survey on Integrated Risk Management Implementation
- Fulfillment of Risk Maturity Level for PT PLN Enjiniring in 2023, verified by PT PLN (Persero) DIV IJP with a final score of 3.78
- GRC Review of risk management aspects for proposals from Divisions, Units, and the Corporate Secretary

2. Quality Management System (QMS)

The company has established policies and is committed to implementing an Integrated Management System, which includes the following systems Quality Management System (QMS) according to ISO 9001:2015, Anti-Bribery Management System (ABMS) according to ISO 37001:2016, Business Continuity Management System (BCMS) according to ISO 22301:2019, Information Security Management System (ISMS) according to ISO 27001:2022, Occupational Health and Safety Management System (OHSMS) according to Government Regulation No. 50 of 2012.. To support the implementation of this integrated management system, the company continuously improves and documents existing procedures to meet the criteria for quality management, occupational health and safety, and anti-bribery certification. The company regularly conducts internal audits of the implementation of quality management, occupational health and safety, and anti-bribery systems in each work unit. Additionally, the company consistently works to enhance its existing certifications and seeks to obtain other required certifications relevant to its business activities.

The company has obtained ISO 9001:2015 Certification for PLN Enjiniring, which covers the Quality Management System applicable to Engineering Design (*Feasibility Study, Design*

Review, Bidding Document) dan Supervisi Konstruksi Instalasi Ketenagalistrikan dengan pertimbangan utama, bahwa Sistem Manajemen Mutu ISO 9001:2015, sebagai *tool* dalam rangka menjaga dan mendukung proses bisnis serta produk yang dihasilkan PLN Enjiniring. Sistem Manajemen Mutu ini telah banyak membantu dalam rangka pengelolaan proses bisnis di Perusahaan untuk menyelesaikan setiap penugasan agar supaya tepat waktu dan sesuai dengan persyaratan mutu, baik dari sisi kontrak penugasan maupun standar lingkup enjiniring yang berlaku. Sertifikasi yang diperoleh berlaku dalam periode 3 (tiga) tahun, dengan periode *surveillance* tiap semester, dan pada tahun 2023 dilakukan audit *surveillance* untuk memastikan konsistensi penerapan di mana audit resertifikasi dilakukan di tahun 2020 dan berlaku hingga tahun 2023.

Pencapaian Manajemen Mutu 2023

Pencapaian Manajemen Mutu 2023, PLN Enjiniring telah berhasil:

- Mempertahankan sertifikasi ISO 9001:2015 dengan lingkup Desain Enjiniring (*Feasibility Study, Design Review, Bidding Document*) dan Supervisi Konstruksi Instalasi Ketenagalistrikan melalui audit *surveillance* ISO 9001:2015.
- Mempertahankan sertifikat Sistem Manajemen Anti Penyipuan (SMAP) sesuai ISO 37001:2016 dengan lingkup proses pengadaan barang/jasa di lingkungan Perusahaan yang melibatkan fungsi Perencana Pengadaan dan Pelaksana Pengadaan termasuk pengadaan yang dilaksanakan oleh Bidang sesuai dengan batasan kewenangannya dan didukung oleh fungsi lainnya yaitu Keuangan dan Non Keuangan.
- Memperoleh sertifikasi ISO 22301:2019 Sistem Manajemen Kelangsungan Usaha dengan lingkup *The Business Continuity Management System in Relation to Electricity Infrastructure Engineering Consulting* sesuai hasil audit resertifikasi SMK3 yang dilaksanakan di bulan September 2023.
- Memperoleh sertifikasi ISO 27001:2022 Sistem Manajemen Keamanan Informasi dengan lingkup *The Process of controlling and managing the security of data and information for engineering products (Feasibility Studies, Bidding Documents, and Engineer's Estimate) through the Document Management System application.*
- Memperoleh sertifikasi SMK3 sesuai PP No. 50 tahun 2012 di CNG Plant Bangkanai sesuai hasil audit resertifikasi SMK3 yang dilaksanakan di bulan September 2023.

Pelaksanaan Manajemen Mutu 2023

Selama tahun 2023 kegiatan-kegiatan yang telah dilakukan dalam rangka implementasi manajemen mutu perusahaan sebagai berikut:

- Menyusun dan melakukan *review* serta sosialisasi terhadap beberapa Prosedur Enjiniring
- Pemutakhiran Pedoman, Kebijakan, Sasaran & Tujuan
- Pelaksanaan Audit Internal SMT yang terdiri dari SMM, SMKU, SMAP, SMK1 dan SMK3

Review, Bidding Documents) and Supervision of Electrical Installation Construction. The primary consideration for this certification is that the ISO 9001:2015 Quality Management System serves as a tool to maintain and support business processes and the products produced by PLN Enjiniring. This Quality Management System has significantly contributed to managing business processes within the company to complete assignments on time and in accordance with quality requirements, both from the assignment contract and applicable engineering standards. The certification is valid for a period of 3 (three) years, with surveillance periods every semester. In 2023, a surveillance audit was conducted to ensure the consistency of implementation, following a recertification audit in 2020, which remains valid until 2023.

Achievements in Quality Management 2023

In 2023, PLN Enjiniring successfully:

- Retained ISO 9001:2015 Certification covering Engineering Design (*Feasibility Study, Design Review, Bidding Document*) and Construction Supervision of Electrical Installations through ISO 9001:2015 surveillance audits.
- Retained Anti-Bribery Management System (SMAP) Certification compliant with ISO 37001:2016, encompassing the procurement process within the company, involving both the Procurement Planning and Procurement Execution functions, as well as supporting functions such as Finance and Non-Finance.
- Obtained ISO 22301:2019 Certification for Business Continuity Management System involving Electricity Infrastructure Engineering Consulting, achieved through the re-certification audit of the Occupational Health and Safety Management System (SMK3) conducted in September 2023.
- Obtained ISO 27001:2022 Certification for Information Security Management System covering the process of controlling and managing the security of data and information for engineering products (*Feasibility Studies, Bidding Documents, and Engineer's Estimates*) through the Document Management System application.
- Obtained SMK3 Certification compliant with Government Regulation No. 50 of 2012, achieved at the CNG Plant Bangkanai, based on the re-certification audit of SMK3 conducted in September 2023.

Quality Management Implementation 2023

Throughout 2023, the activities carried out for the implementation of the company's quality management are as follows:

- Developing and reviewing as well as socializing several Engineering Procedures
- Updating Guidelines, Policies, Objectives & Targets
- Conducting Internal Audits of the Integrated Management System (SMT), including Quality Management System

- Melaksanakan tinjauan manajemen atas pelaksanaan Sistem Manajemen Terintegrasi
- Setup Sertifikasi SMKU dan SMKI
- Pelaksanaan Audit Resertifikasi SMM, SMAP, dan SMK3 sesuai No. 50 Tahun 2012
- Pelaksanaan Audit Sertifikasi SMKU dan SMKI

Pengelolaan Manajemen Mutu 2023

Satuan Manajemen Mutu & Risiko secara berkala membuat Jadwal Program Audit Mutu Internal, pemeriksaan pemastian mutu (*quality assurance*) dengan rujukan standar, pedoman mutu, prosedur enjiniring dan acuan lainnya termasuk regulasi atau peraturan pemerintah. Pemeriksaan mutu lainnya adalah pemeriksaan mutu produk (*quality control*) yang berkaitan dengan Pemeriksaan Teknis Manajemen yang di atur dalam Prosedur Enjiniring yang berlaku. Pada prinsipnya hierarki sistem manajemen mutu terdiri:

- Level 1 (satu) merupakan Kebijakan-Kebijakan dan Pedoman Sistem Manajemen Terintegrasi;
- Level 2 (dua) merupakan Prosedur Enjiniring PLN Enjiniring (PE PLNE);
- Level 3 (tiga) merupakan Petunjuk Teknis Enjiniring PLN Enjiniring (PTE);
- Level 4 (empat) merupakan Formulir dan *Logsheet* di atur di dalam masing-masing Bidang sesuai dengan keperluannya.

Pada tahun 2023 telah dilakukan *review* dan melakukan revisi terhadap beberapa Prosedur Enjiniring untuk perbaikan proses serta melakukan penyusunan prosedur baru dalam rangka implementasi Sistem Manajemen Terintegrasi. Total keseluruhan Prosedur Enjiniring (PE) sebanyak 124 dokumen dan Petunjuk Teknis Enjiniring (PTE) sebanyak 39 dokumen.

3. Quality Assurance (QA) dan Quality Control (QC)

PLN Enjiniring komitmen tinggi terhadap kualitas produk melalui kegiatan Quality Assurance (QA) dan Quality Control (QC). Sub-bidang QA/QC dibentuk untuk memastikan produk enjiniring sesuai standar. Tim QA memastikan efektivitas proses dengan mengacu pada Sistem Manajemen Mutu ISO 9001:2015 dan/atau Sistem Manajemen Terintegrasi (SMT), mengaudit Rencana Mutu Proyek, sedangkan Tim QC memeriksa produk sesuai persyaratan Pemberi Kerja dan Perangkat Enjiniring di PT PLN Enjiniring. Hingga Triwulan IV Tahun 2023, capaian pelaksanaan QA mencapai 94.44%, dan QC mencapai 96.89%.

Pencapaian QA/QC 2023

Pemeriksaan Dokumen RMP dan Dokumen Produk Enjiniring yang dilakukan selama Tahun 2023 sebagai berikut:

(QMS), Environmental Management System (EMS), Occupational Health and Safety Management System (OHSMS), and Information Security Management System (ISMS).

- Performing management reviews of the Integrated Management System
- Setting up Certification for EMS and ISMS
- Conducting Recertification Audits for QMS, EMS, and OHSMS in accordance with Regulation No. 50 of 2012
- Performing Certification Audits for EMS and ISMS

Quality Management Organization 2023

The Quality Management & Risk Unit periodically develops an Internal Quality Audit Program Schedule, focusing on quality assurance inspections based on standards, quality guidelines, engineering procedures, and other references including regulations or government policies. Additional quality inspections include quality control related to Technical Management Inspections governed by the applicable Engineering Procedures. The hierarchy of the quality management system essentially consists of:

- Level 1 (one) Policies and Integrated Management System Guidelines;
- Level 2 (two) Engineering Procedures of PLN Enjiniring (PE PLNE);
- Level 3 (three) Technical Engineering Guidelines of PLN Enjiniring (PTE);
- Level 4 (four) Forms and Logs managed within each Division as needed.

In 2023, several Engineering Procedures were reviewed and revised to improve processes, and new procedures were developed to implement the Integrated Management System. The total number of Engineering Procedures (PE) is 124 documents and Technical Engineering Guidelines (PTE) is 39 documents.

3. Quality Assurance (QA) and Quality Control (QC)

PLN Enjiniring is highly committed to product quality through Quality Assurance (QA) and Quality Control (QC) activities. The QA/QC sub-division was established to ensure that engineering products meet the required standards. The QA team ensures process effectiveness by adhering to the ISO 9001:2015 Quality Management System and/or Integrated Management System (SMT), and audits the Project Quality Plans. The QC team inspects products according to the requirements of the Client and Engineering Specifications at PT PLN Enjiniring. As of the fourth quarter of 2023, QA performance reached 94.44%, and QC performance reached 96.89%.

Achievements in QA/QC 2023

The review of RMP documents and Engineering Product Documents conducted during the year 2023 is as follows:

- **Pelaksanaan Quality Assurance**

Resume pelaksanaan QA sampai 31 Desember 2023 adalah sebagai berikut:

No	Bidang Fields	Jumlah RMP Masuk Number of RMPs Entered	RMP Selesai RMP Completed	Dalam Proses In Process	Prosentase Percentage
1	KIT	22	18	4	100,00%
2	TND	67	61	6	92,54%
3	KON	1	1	0	100,00%
	Total	90	80	10	94,44%

- **Quality Assurance Implementation**

Summary of QC implementation up to December 31, 2023, is as follows:

- **Pelaksanaan Quality Control**

Resume pelaksanaan QC sampai 31 Desember 2023 adalah sebagai berikut:

No	Bidang Fields	Produk Diperiksa Product Checked	Produk Selesai Finished Product	Proses Tindak Lanjut Follow-up Process	Prosentase Percentage
1	KIT	90	60	25	97,78%
2	TND	71	62	9	95,77%
	Total	161	122	34	96,89%

- **Quality Control Implementation**

Summary of QC implementation up to December 31, 2023, is as follows:

Pelaksanaan QA/QC 2023

Kegiatan yang dilakukan oleh Tim QA QC pada tahun 2023 diantaranya adalah sebagai berikut:

- *Feedback Session* pada tanggal 10 Mei 2023 yang dihadiri oleh manajemen bidang KIT dan TND untuk mengetahui kendala yang dihadapi oleh Timpro serta mendapat masukan dari Bidang Enjiniring untuk perbaikan proses QA QC.
- *Knowledge sharing* berupa penyampaian prosedur yang baru dan hasil evaluasi pelaksanaan QA QC yang telah dilakukan pada tanggal 17 Mei 2023. Hal ini dilakukan untuk memastikan bahwa Timpro telah memahami dan menjalankan prosedur-prosedur tersebut.
- *Knowledge Sharing SCADA* pada tanggal 29 Agustus 2023 yang dihadiri oleh Enjinir Tim Proyek Bidang Enjiniring.
- Penyampaian Referensi Dokumen Rencana Mutu Proyek melalui Nota Dinas No. 9398/M.01.01/KSMR/2023 tanggal 27 September 2023 yang menyampaikan Referensi Presentasi QA dan Referensi Dokumen RMP sebagai contoh yang sesuai dengan prosedur yang berlaku.
- Sosialisasi Format dan Referensi Penyusunan Rencana Mutu Proyek (RMP) pada tanggal 9 Oktober 2023 yang dihadiri oleh Tim Proyek Bidang Enjiniring.
- Sosialisasi PE.PLNE C.05.03 Prosedur Pemastian dan Pengendalian Mutu Produk Enjiniring pada tanggal 3 November 2023 yang dihadiri oleh Tim Proyek Bidang Enjiniring.

QA/QC Implementation 2023

The activities carried out by the QA QC Team in 2023 include the following:

- *Feedback Session* on May 10, 2023, attended by management from KIT and TND fields to understand the challenges faced by the Timpro team and to receive input from the Engineering Department for improvements in the QA QC process.
- *Knowledge sharing* involving the presentation of new procedures and evaluation results of QA QC on May 17, 2023. This is to ensure that Timpro understands and adheres to these procedures.
- *Knowledge Sharing SCADA* on August 29, 2023, attended by Engineers from the Project Team in the Engineering Department.
- Submission of Project Quality Plan (RMP) Document References through Internal Memo No. 9398/M.01.01/KSMR/2023 dated September 27, 2023, which provided references for QA Presentation and RMP documents as examples in accordance with applicable procedures.
- Socialization of Project Quality Plan (RMP) Format and References on October 9, 2023, attended by the Project Team from the Engineering Department.
- Socialization of PE.PLNE C.05.03 Procedure for Assurance and Control of Engineering Product Quality on November 3, 2023, attended by the Project Team from the Engineering Department.

Untuk meningkatkan ketepatan waktu pelaksanaan QA QC, telah dilakukan penyampaian *monitoring* pelaksanaan QA QC kepada VP KIT dan VP TND melalui Nota Dinas No. 13789/M.10.00/KSMR/2023 tanggal 12 Desember 2023 sebagai reminder kepada Timpro yang belum menindaklanjuti Catatan hasil Pemeriksaan Tim QA QC. Reminder akan disampaikan setiap tanggal 10 pada bulan berjalan sesuai kebutuhan melalui Nota Dinas dari KSMR kepada VP Enjiniring dan atau melalui aplikasi percakapan. *Monitoring* juga dapat diakses secara daring melalui aplikasi Google Sheet dengan tautan sebagai berikut: <https://tinyurl.com/2p8fxrzj>. Untuk periode Oktober tidak dilakukan penyampaian reminder dikarenakan tindak lanjut yang belum disampaikan Timpro masih dalam batas yang bisa diterima.

To improve the timeliness of QA QC implementation, monitoring of QA QC performance has been communicated to the VP KIT and VP TND through Internal Memo No. 13789/M.10.00/KSMR/2023 dated December 12, 2023, as a reminder to the Timpro team who have yet to address the QA QC team's inspection notes. Reminders will be issued on the 10th of each month as needed through internal memos from KSMR to the VP Engineering and/or via messaging applications. Monitoring can also be accessed online through Google Sheets at the following link: <https://tinyurl.com/2p8fxrzj>. For October, no reminder was sent as the follow-up actions from Timpro were still within acceptable limits.

Akuntan Publik

Fungsi pengawasan independen terhadap aspek keuangan Perusahaan dilakukan dengan melaksanakan pemeriksaan Audit Eksternal yang dilakukan oleh Kantor Akuntan Publik (KAP). Auditor Eksternal yang memeriksa laporan keuangan PLN Enjiniring tahun buku 2023 ditetapkan melalui RUPS Tahunan berdasarkan rekomendasi dari Dewan Komisaris dan Komite Audit.

Dalam penggunaan Auditor Eksternal, PLN Enjiniring mengacu pada ketentuan dari Peraturan Menteri Keuangan No. 17/PMK.01/2008 tanggal 5 Februari 2008 pasal 3 ayat 1 yang menyebutkan bahwa pemberian jasa audit umum atas laporan keuangan dari suatu entitas dilakukan oleh KAP paling lama untuk 6 (enam) tahun buku berturut-turut dan oleh seorang Akuntan Publik paling lama untuk 3 (tiga) tahun buku berturut-turut.

PLN Enjiniring selalu berupaya meningkatkan komunikasi antara Kantor Akuntan Publik, Komite Audit dan Manajemen untuk dapat meminimalisir kendala-kendala yang terjadi selama proses audit berlangsung. Agar proses audit sesuai dengan Standar Profesional Akuntan serta perjanjian kerja dan ruang lingkup audit yang telah ditetapkan dan selesai sesuai dengan target waktu yang telah ditetapkan, secara rutin dilakukan pertemuan pertemuan yang membahas beberapa permasalahan penting yang signifikan.

Penunjukkan Akuntan Publik

Tim Seleksi /Tim Pengadaan memilih Auditor Eksternal (Kantor Akuntan Publik) yang akan mengaudit. Komite Audit menelaah rencana/program audit dan kelancaran proses audit yang disiapkan oleh Auditor Eksternal. Dewan Komisaris melalui Komite Audit melakukan proses penunjukan calon auditor eksternal sesuai dengan ketentuan pengadaan barang dan jasa masing-masing perusahaan, dan apabila diperlukan dapat meminta bantuan Direksi dalam proses penunjukannya. Jika penunjukkan kembali, harus

Public Accountant

External audits carried out by Public Accounting Firms serve as a mechanism for independent supervision of a company's financial operations. The external auditor tasked with reviewing PLN Enjiniring's 2023 financial statements was appointed by the Annual General Meeting of Shareholders, acting on recommendations from the Board of Commissioners and the Audit Committee.

In appointing an External Auditor, PLN Enjiniring adheres to the provisions of the Minister of Finance Regulation No. 17/PMK.01/2008 dated February 5, 2008, Article 3 paragraph 1. This regulation stipulates that a Public Accounting Firm (PAF) may provide audit services for a maximum of six consecutive fiscal years, while an individual Public Accountant may provide such services for a maximum of three consecutive fiscal years.

PLN Enjiniring consistently strives to enhance communication among the Public Accounting Firm, Audit Committee, and Management to minimize obstacles during the audit process. To ensure that the audit is conducted in accordance with Professional Accounting Standards, the engagement letter, and the defined scope of work, and is completed within the specified timeframe, regular meetings are held to discuss significant issues.

Selection of a Public Accountant

The Selection/Procurement Team is responsible for selecting the External Auditor (Public Accounting Firm) to carry out the audit. The Audit Committee reviews the audit plan/program and monitors the progress of the audit conducted by the External Auditor. The Board of Commissioners, via the Audit Committee, appoints the external auditor candidate, adhering to the company's procurement guidelines. The Board of Directors may be consulted for the appointment process if necessary. Reappointments are contingent

berdasarkan evaluasi atas kinerja auditor eksternal berdasarkan kriteria yang jelas. Dewan Komisaris menyampaikan kepada RUPS alasan pencalonan tersebut dan besarnya honorarium/imbai jasa yang diusulkan untuk eksternal auditor tersebut.

on a performance evaluation of the external auditor against defined criteria. The Board of Commissioners presents the nomination and the proposed fee for the external auditor to the General Meeting of Shareholders.

Kantor Akuntan Publik, Nama Akuntan dan Fee

Public Accountant Firm, Accountant Name and Fee

Tabel Kantor Akuntan Publik, Nama Akuntan dan Fee

Table of Public Accountant Firm, Accountant Name and Fee

Tahun Years	Kantor Akuntan Publik Public Accounting Firm	Periode KAP KAP Period	Nama Akuntan (Partner Penanggung Jawab) Accountant Name (Responsible Partner)	Periode AP AP Period	Fee Jasa Audit Audit Service Fee
2023	Pricewaterhouse Cooper (PWC)	Periode ke 4 4th period	Firman Sababalat	Periode 3 3rd period	Fee audit tergabung ke dalam fee audit PT PLN (Persero) The audit fee is included in the overall audit fee of PT PLN (Persero)
2022	Pricewaterhouse Cooper (PWC)	Periode ke 3 3rd period	Firman Sababalat	Periode 2 2nd period	Fee audit tergabung ke dalam fee audit PT PLN (Persero) The audit fee is included in the overall audit fee of PT PLN (Persero)
2021	Pricewaterhouse Cooper (PWC)	Periode ke 2 2nd period	Firman Sababalat	Periode 1 1st period	Fee audit tergabung ke dalam fee audit PT PLN (Persero) The audit fee is included in the overall audit fee of PT PLN (Persero)
2020	Pricewaterhouse Cooper (PWC)	Periode ke 1 1st period	Daniel Kohar	Periode 1 1st period	Fee audit tergabung ke dalam fee audit PT PLN (Persero) The audit fee is included in the overall audit fee of PT PLN (Persero)
2019	RSM Indonesia	Periode ke 4 4th period	Rusli Munir	Periode ke 4 4th period	Fee audit tergabung ke dalam fee audit PT PLN (Persero) The audit fee is included in the overall audit fee of PT PLN (Persero)

Jasa Lain yang Diberikan Akuntan

Pada Periode 2023, Akuntan Publik dan Kantor Akuntan Publik PLN Enjiniring memberikan jasa lain selain jasa Audit Laporan Keuangan, yaitu Laporan Evaluasi Kinerja dan Laporan Kepatuhan Terhadap Peraturan Perundang-undangan dan Pengendalian Internal.

Additional Services Offered by Accountant

In the 2023 Period, Public Accountants and Public Accounting Firms of PLN Enjiniring provide other services in addition to Financial Report Audit services, namely Performance Evaluation Reports and Compliance Reports on Laws and Regulations and Internal Control.

Sistem Pengendalian Internal

Sistem Pengendalian Internal Perseroan

Sistem pengendalian intern merupakan aspek penting dalam manajemen perusahaan yang sehat dan aman. Sistem pengendalian intern dibangun untuk memenuhi beberapa tujuan, antara lain menjamin semua kegiatan usaha Perusahaan sesuai ketentuan yang berlaku. Ketentuan tersebut terdiri atas undang-undang, peraturan pemerintah, otoritas pengawas dan ketentuan intern Perusahaan. Selain itu, sistem pengendalian intern yang efektif dapat membantu Perusahaan menjaga aset yang dimiliki, menjamin tersedianya pelaporan keuangan yang akurat, meningkatkan kepatuhan Perusahaan terhadap peraturan yang berlaku, serta mengurangi risiko terjadinya kerugian, penyimpangan dan pelanggaran aspek kehati-hatian.

Penerapan sistem pengendalian intern pada tingkat Dewan Komisaris adalah dengan melakukan pengawasan dan pemberian nasehat terkait kecukupan dan kewajaran dalam pengendalian keuangan dan operasional serta pengelolaan risiko dengan memperhatikan prinsip kehati-hatian. Sedangkan, penerapan sistem pengendalian intern pada tingkat Direksi adalah dengan menerapkan kebijakan dan prosedur Perusahaan secara konsisten dan memenuhi kepatuhan terhadap regulasi yang berlaku. Penerapan tersebut antara lain terkait dengan kegiatan pengendalian keuangan dan operasional, manajemen risiko, rencana strategis, pembagian tugas, pendelegasian wewenang, serta kebijakan akuntansi yang memadai.

Perusahaan terus mendorong upaya peningkatan sistem pengendalian intern yang efektif. Pengendalian intern menjadi bagian yang terintegrasi dalam sistem dan prosedur dalam setiap kegiatan di unit kerja sehingga apabila terjadi penyimpangan, maka dapat diketahui secara dini dan dilakukan langkah perbaikan oleh unit kerja yang bersangkutan. Perusahaan memiliki Satuan Pengawasan Intern (SPI) yang berperan dalam mengevaluasi kecukupan dan efektivitas pengendalian intern yang dilakukan oleh manajemen Perusahaan. SPI senantiasa melakukan pengawasan internal dengan melakukan pendekatan sistematis agar penerapan prinsip-prinsip GCG dapat berjalan sesuai koridornya.

Komponen Sistem Pengendalian Internal meliputi:

1. Lingkungan Pengendalian.
2. Penilaian Risiko.
3. Kegiatan Pengendalian.
4. Informasi dan Komunikasi.
5. Pemantauan dan Evaluasi.

Lingkungan Pengendalian

Lingkungan pengendalian merupakan dasar dan fondasi dari seluruh komponen pengendalian internal penerapan lingkungan pengendalian adalah sebagai berikut:

- a. Menunjukkan komitmen terhadap integritas dan nilai-nilai Direksi dan Dewan Komisaris menetapkan standar perilaku dan etika bisnis bagi Insan PLNE untuk memahami dan mematuhi

Internal Control System

Corporate Internal Control System

Internal control system is a crucial aspect of sound and secure corporate management. It is designed to ensure that all the Company's business activities comply with applicable regulations. These regulations include laws, government regulations, supervisory authority regulations, and the Company's internal regulations. Furthermore, an effective internal control system assists the Company in safeguarding its assets, ensuring the accuracy of financial reporting, enhancing compliance with applicable regulations, and mitigating the risk of losses, irregularities, and breaches of prudence.

The implementation of internal control at the Board of Commissioners level is carried out through supervision and providing advice regarding the adequacy and reasonableness of financial and operational controls and risk management, considering the principle of prudence. Meanwhile, at the Director level, the implementation of internal control involves consistently applying the Company's policies and procedures and ensuring compliance with applicable regulations. Such implementation relates to financial and operational control activities, risk management, strategic planning, division of duties, delegation of authority, and adequate accounting policies.

The company continuously strives to enhance its internal control system. Internal control is integrated into the systems and procedures of every work unit, enabling early detection of any irregularities, which can then be addressed by the relevant unit. The Company has an Internal Audit Unit (IAU) assigned with evaluating the adequacy and effectiveness of internal controls implemented by the Company's management. The IAU conducts systematic internal audits to ensure that the principles of Good Corporate Governance are adhered to.

Internal Control System Components consist of :

1. Control Environment
2. Risks Assessment
3. Control Activities
4. Information and Communication
5. Monitoring and Evaluation

Control Environment

The control environment serves as the foundation of all internal control components. The implementation of the control environment involves:

- a. Showing commitment toward integrity and values
The Board of Directors and Board of Commissioners set the standards of business attitudes and ethics for PLNE personnel

perilaku yang benar, menunjukkan komitmen terhadap integritas dan nilai-nilai etika, serta menentukan proses sumber daya untuk mengevaluasi kepatuhan atau kaidah-kaidah etika dan tidak lanjut terhadap penyimpangannya.

- b. Menjalankan tanggung jawab pengawasan
Dewan Komisaris menunjukkan independensi kepada Direksi dalam menetapkan tanggung jawab untuk melakukan pengawasan terhadap kinerja dan pengelolaan perusahaan oleh Direksi, termasuk pelaksanaan pengendalian internal. Independensi dan tanggung jawab tersebut dicerminkan pada ketentuan atau manual kerja Dewan Komisaris
- c. Menetapkan struktur, wewenang, dan tanggung jawab
Direksi menetapkan struktur organisasi dan jalur pelaporan yang diperlukan untuk merencanakan dan melaksanakan kegiatan-kegiatan PLNE, termasuk penetapan tanggung jawab, pendelegasian wewenang, dan pemisahan fungsi yang dapat mendukung efektivitas Pengendalian Internal sebagaimana yang tercermin pada uraian jabatan dan tata kerja Perusahaan.
- d. Menunjukkan komitmen terhadap kompetensi
PLNE menunjukkan komitmen untuk merekrut, mengembangkan, dan mempertahankan individu yang kompeten dan sejalan dengan tujuan PLNE. Direksi menetapkan kebijakan dan prosedur pengelolaan sumber daya manusia.
- e. Menegakkan Akuntabilitas
PLNE menentukan proses untuk dapat meminta pertanggungjawaban individu atas tugas dan tanggung jawabnya melalui sistem manajemen dan evaluasi kinerja, termasuk tanggung jawab atas Pengendalian Internal, serta menyelaraskan insentif dan remunerasi sesuai dengan pemenuhan tanggung jawab tersebut.

Penilaian Risiko

Penerapan penilaian risiko adalah sebagai berikut:

- a. Menentukan tujuan yang sesuai
PLNE menetapkan tujuan-tujuan yang jelas termasuk penilaian risikonya, baik untuk tujuan operasional, keuangan, maupun kepatuhan yang terangkum dan ditetapkan melalui penyusunan rencana dan anggaran perusahaan.
- b. Mengidentifikasi dan menganalisis risiko
PLNE mengidentifikasi risiko yang dapat mempengaruhi pencapaian tujuan, menganalisis, dan mengevaluasi risiko-risiko tersebut sebagai dasar untuk menentukan pengelolaan dan mitigasi risiko yang sesuai.
- c. Menilai Risiko *fraud*
PLNE mempertimbangkan potensi risiko penipuan dan kecurangan (*fraud*) dalam melakukan penilaian dan analisis risiko perusahaan.
- d. Mengidentifikasi dan menganalisis perubahan signifikan
PLNE mengidentifikasi dan menilai perubahan yang dapat berdampak signifikan terhadap risiko dan Sistem Pengendalian Internal (SPIN), seperti perubahan lingkungan internal termasuk perubahan organisasi perusahaan dan perubahan eksternal.

to understand and adhere to proper behavior, demonstrate a commitment to integrity and ethical values, and determine the resource processes to evaluate compliance with ethical codes and follow up on any deviations

- b. Implementing Monitoring Responsibility
The Board of Commissioners demonstrates independence from the Board of Directors by setting responsibilities for monitoring the company's performance and management by the Board of Directors, including the implementation of internal controls. This independence and responsibility are reflected in the Board of Commissioners' regulations or manual.
- c. Establishing structure, authority, and responsibilities
The Board of Directors establishes the organizational structure and reporting lines necessary to plan and execute PLNE activities, including the assignment of responsibilities, delegation of authority, and segregation of duties that can support the effectiveness of Internal Controls as reflected in the job descriptions and company procedures.
- d. Showing commitment toward competences
PLNE demonstrates a commitment to recruiting, developing, and retaining competent individuals who align with PLNE's objectives. The Board of Directors establishes policies and procedures for human resource management.
- e. Upholding Accountability
PLNE develops a process to hold individuals accountability for their tasks and responsibilities through a performance management and evaluation system, including responsibility for internal controls, and aligning incentives and remuneration with the fulfillment of these responsibilities.

Risks Assessment

The implementation of risk assessment consist of the following aspects :

- a. Setting the suitable aims
PLNE establishes clear objectives, complete with risk assessments, covering operational, financial, and compliance goals. These objectives are formalized in the company's comprehensive plan and budget.
- b. Identifying and analyzing risks
PLNE identifies risks that could impact the achievement of objectives, analyzes, and evaluates these risks as a basis for determining appropriate risk management and mitigation strategies.
- c. Assessing Fraud Risk
PLNE considers the potential risk of fraud and deception in conducting its corporate risk assessment and analysis.
- d. Identifying and analyzing significant changes
PLNE identifies and assesses changes that could have a significant impact on risks and the Internal Control System (ICS), such as changes in the internal environment including organizational changes and external changes.

Aktivitas Pengendalian (Pengendalian Keuangan dan Operasional)

Aktivitas Pengendalian dilaksanakan di seluruh lingkungan PLNE, pada seluruh proses bisnis, dan teknologi yang dapat berupa tindakan preventif atau korektif dan meliputi aktivitas manual dan otomatisasi seperti persetujuan (*approvals*), otorisasi (*authorizations*), verifikasi, rekonsiliasi, *review* kinerja operasi dan pemisahan fungsi (*segregation of duties*). Penerapan aktivitas pengendalian adalah sebagai berikut:

- a. Penentuan dan pengembangan aktivitas Pengendalian PLNE menetapkan dan mengembangkan Aktivitas Pengendalian berdasarkan penilaian dan evaluasi risiko yang dapat diterima untuk mendukung pencapaian tujuan PLNE.
- b. Penentuan dan pengembangan pengendalian teknologi informasi
PLNE menetapkan dan mengembangkan pengendalian terhadap teknologi informasi untuk mendukung pencapaian tujuan PLNE dengan menetapkan ketentuan tata kelola serta pengamanan teknologi dan informasi di PLNE.
- c. Penetapan kebijakan dan prosedur
PLNE mengatur dan mengembangkan Aktivitas Pengendalian (*Control Activities*) melalui penyusunan kebijakan perusahaan yang mengatur standar aktivitas, proses bisnis, dan standar prosedur sebagai pedoman pelaksanaan kebijakan perusahaan.

Informasi dan Komunikasi

PLNE wajib memastikan informasi yang relevan dan berkualitas dalam rangka melaksanakan tugas dan tanggung jawabnya melalui komunikasi yang efektif. Hal ini berkaitan dengan proses identifikasi, perolehan dan pertukaran informasi. Penerapan informasi dan komunikasi adalah sebagai berikut:

- a. Penggunaan informasi yang relevan dan berkualitas
PLNE memperoleh, menghasilkan, dan menggunakan informasi yang relevan dan berkualitas untuk mendukung Pengendalian Internal.
- b. Komunikasi Internal
Secara internal PLNE mengkomunikasikan berbagai informasi, termasuk tujuan dan tanggung jawab Pengendalian Internal melalui berbagai media dan saluran komunikasi yang tersedia di PLNE.
- c. Komunikasi Eksternal
Secara eksternal PLNE mengkomunikasikan dan menerima berbagai informasi yang relevan, melalui berbagai media dan saluran komunikasi yang tersedia bagi pihak eksternal untuk mendukung aktivitas Pengendalian Internal.

Aktivitas Pemantauan

Aktivitas Pemantauan mencakup aktivitas manajemen dan pengawasan setiap saat (*on-going*) dalam operasional PLNE, dan juga aktivitas periodik oleh Manajemen Senior. Aktivitas Pemantauan ini juga mencakup proses pelaporan dan remediasi atas defisiensi Pengendalian Internal dalam rangka memenuhi ketentuan yang berlaku. Penerapan aktivitas pemantauan adalah sebagai berikut:

Controlling Activities (Financial and Operational Control)

Control activities are implemented throughout the PLNE environment, across all business processes and technologies. These activities can be preventive or corrective, and may involve manual or automated actions such as approvals, authorizations, verifications, reconciliations, reviews of operational performance, and segregation of duties. The implementation of control activities consist of the following points :

- a. Determination and development of control activities.
PLNE establishes and develops control activities based on an acceptable risk assessment to support the achievement of PLNE's objectives.
- b. Determination and development of information technology control
PLNE establishes and develops IT controls to support the achievement of PLNE's objectives by setting governance policies and ensuring the security of technology and information within PLNE.
- c. Determination of policy and procedure
PLNE establishes and develops control activities by formulating corporate policies that set standards for activities, business processes, and procedures, serving as guidelines for implementing company policies.

Information and Communication

PLNE is required to ensure that relevant and high-quality information is available to carry out its duties and responsibilities through effective communication. This involves the processes of identifying, acquiring, and exchanging information. The implementation of information and communication is explained below :

- a. The utilization of relevant and high-quality information
PLNE obtains, generates, and utilizes relevant and high-quality information to support internal controls.
- b. Internal Communication
PLNE communicates various information, including the objectives and responsibilities of internal controls, through a variety of available media and communication channels within PLNE.
- c. External Communication
PLNE communicates and receives various relevant information through a variety of media and communication channels available to external parties to support internal controls.

Monitoring Activities

Monitoring activities include ongoing management and supervisory activities in PLNE's operations, as well as periodic activities conducted by senior management. These monitoring activities also encompass the process of reporting and remediating internal control deficiencies to comply with applicable regulations. The implementation of monitoring activities is explained below:

- a. Evaluasi berkelanjutan
PLNE melakukan kegiatan pemantauan dan evaluasi yang berkelanjutan sesuai dengan aktivitas pada Satuan Kerja masing-masing.
- b. Evaluasi terpisah
Internal auditor dan/atau evaluator independen lainnya secara terpisah melakukan evaluasi untuk menilai efektivitas fungsi

Pengendalian Kepatuhan terhadap Peraturan Perundang-Undangan Lainnya

Dalam memastikan kepatuhan Perusahaan terhadap peraturan perundang-undangan, Perusahaan memiliki Sekretaris Perusahaan yang bertugas memastikan perencanaan, pelaksanaan dan evaluasi pengelolaan data-data PLN Enjiniring, prosedur, tata kerja dan peraturan perundang-undangan yang berlaku. Sekretaris Perusahaan juga memastikan perencanaan, pelaksanaan dan evaluasi terhadap kesesuaian peraturan PLN Enjiniring dengan peraturan perundangan yang berlaku, termasuk di dalamnya memastikan keabsahan perijinan, ketentuan, lisensi danantisipasi perubahan regulasi terhadap PLN Enjiniring serta operasional di seluruh Direktorat. Selain itu, memberikan masukan untuk penyusunan peraturan perundangan, mengelola hubungan dengan Lembaga hukum atau pembuatan kebijakan hukum, serta melakukan pendokumentasian atas produk hukum PLN Enjiniring.

Kesesuaian dengan Committee of Sponsoring Organizations of Tradeway Commission (COSO)

Sistem pengendalian intern Perusahaan telah sesuai dengan *Internal Control Integrated Framework* yang dikembangkan oleh *The Committee of Sponsoring Organization of the Treadway Commission (COSO)* di tahun 2013. Tujuan pengendalian intern menurut COSO meliputi Efektivitas dan efisiensi operasi, pelaporan keuangan yang handal, serta kepatuhan terhadap peraturan dan perundangan. Hal tersebut dilakukan agar Perusahaan mampu mencapai sasaran kinerja sesuai visi dan misi Perusahaan, melalui efektivitas penggunaan sumber daya serta pemenuhan kepatuhan terhadap peraturan.

Evaluasi Pelaksanaan Sistem Pengendalian Internal

Perusahaan senantiasa melakukan evaluasi atas pelaksanaan sistem pengendalian intern di Perusahaan dan memberikan usulan perbaikan dalam mencapai peningkatan yang berkelanjutan dari proses lini yang ada. Segala sesuatu terkait dengan permasalahan kecukupan pengendalian intern telah dilaporkan kepada Direksi. Langkah-langkah tindak lanjut telah dilakukan untuk meminimalkan risiko. Laporan juga disampaikan kepada Dewan Komisaris melalui Komite-Komite yang telah dibentuk.

Adapun evaluasi pengendalian yang telah dilaksanakan oleh SPI dengan pendekatan klasifikasi penyebab masalah berdasarkan rumusan 3P1S1E (*People, Process, Policy, System, and External*) dapat di *summary*-kan sebagai berikut:

- a. Sustainable Evaluation
PLNE conducts sustainable monitoring and evaluation activities in line with the activities of each work unit.
- b. Separated Evaluation
Independent internal auditors and/or other evaluators conduct separate assessments to evaluate the effectiveness of the function.

Compliance Control Over Other Law Regulations

To ensure the Company's compliance with laws and regulations, the Company has a Corporate Secretary who is responsible for planning, implementing, and evaluating the management of PLN Enjiniring data, procedures, work procedures, and applicable laws and regulations. The Corporate Secretary also ensures the planning, implementation, and evaluation of the compliance of PLN Enjiniring regulations with applicable laws and regulations, including ensuring the validity of permits, provisions, licenses, and anticipating regulatory changes to PLN Enjiniring and operations in all Directorates. In addition, the Corporate Secretary provides input for the drafting of laws and regulations, manages relationships with legal institutions or policymakers, and documents PLN Enjiniring's legal products.






Compliance with Committee of Sponsoring Organizations of Tradeway Commission (COSO)

The Company has been aligned with the Internal Control Integrated Framework developed by the Committee of Sponsoring Organizations of the Treadway Commission (COSO) in 2013. The objectives of internal control according to COSO include operational effectiveness and efficiency, reliable financial reporting, and compliance with laws and regulations. This should be implemented so that the Company can achieve its performance targets in accordance with the Company's vision and mission, through the effective use of resources and compliance with regulations.

Evaluation of Internal Control Implementation

The Company continuously evaluates the implementation of its internal control system and provides recommendations for improvement to achieve ongoing enhancement of existing line processes. All issues related to the adequacy of internal controls have been reported to the Board of Directors. Follow-up actions have been taken to minimize risks. Reports have also been submitted to the Board of Commissioners through the established Committees.

The summary of the internal control evaluation conducted by the Internal Audit function, using the 3P1S1E framework (*People, Process, Policy, System, and External*) to categorize the root causes of issues, is as follows:

 Orang People 47,5%	 Proses Process 22,5%	 Kebijakan Policy 15%	 Sistem System 10%	 Eksternal External 5%
Terjadinya Gap/Masalah/ Anomali atas Kondisi yang disebabkan oleh itikad/ kesengajaan pegawai; ketidaktahuan pegawai; kelalaian pegawai. Occurrence of Gap/Problem/ Anomaly in Conditions caused by employee's intention/ intention; employee's ignorance; employee's negligence.	Kondisi yang disebabkan oleh ketidaktahuan proses yang berjalan terhadap prosedur/ketentuan atau proses yang dilaksanakan tidak mendukung/justru menyebabkan terjadinya Gap/ Masalah. Conditions caused by ignorance of the ongoing process regarding procedures/ provisions or processes implemented that do not support/in fact cause gaps/ problems to occur.	Kondisi yang disebabkan oleh tidak adanya kebijakan/ kebijakan yang ada tidak mendukung/justru menyebabkan terjadinya Gap/ Masalah. Conditions caused by the absence of policies/existing policies that do not support/in fact cause gaps/problems.	Kondisi yang disebabkan oleh tidak adanya sistem IT yang mendukung atau terdapat sistem IT namun belum mendukung/support untuk menghilangkan/terhindarnya terjadinya Gap/Masalah. Conditions caused by the absence of a supporting IT system or the existence of an IT system but not yet providing support to eliminate/avoid gaps/problems.	Kondisi yang disebabkan oleh ketidaksesuaian proses yang berjalan terhadap prosedur/ ketentuan/kebijakan eksternal (diluar prosedur/ketentuan/ kebijakan PLN/Kebijakan PLNE). Conditions caused by the inconsistency of the ongoing process with external procedures/provisions/policies (outside PLN procedures/ provisions/policies/PLNE policies).

Klasifikasi tersebut diharapkan dapat membantu Manajemen PLN Enjiniring untuk mengambil Langkah-langkah perbaikan yang tepat. Berdasarkan hasil audit di atas, disimpulkan bahwa pengendalian internal tahun 2023 telah terlaksana secara efektif. Adapun kelemahan yang ditemukan dalam proses audit telah mendapat perhatian manajemen untuk upaya tindak lanjut perbaikan serta *monitoring*.

Pernyataan Direksi dan/atau Dewan Komisaris atas Kecukupan Sistem Pengendalian Internal

Satuan Pengawasan Intern telah melakukan evaluasi terhadap penerapan pengendalian internal Perusahaan pada 2023. Selaras dengan itu, Dewan Komisaris dengan didukung Komite Audit telah melakukan peran aktif penelaahan terhadap hasil evaluasi Satuan Pengawasan Intern. Berdasarkan evaluasi tersebut, Direksi dan Dewan Komisaris menyatakan bahwa pengendalian internal PLNE telah dilaksanakan secara efektif dengan perangkat penerapan yang memadai.

It is expected that this classification will assist PLN Enjiniring Management in taking appropriate corrective actions. Based on the audit results, it is concluded that internal controls for the year 2023 have been implemented effectively. The weaknesses identified during the audit have been given management's attention for follow-up improvement efforts and monitoring.

Management and/or Board of Commissioners Statement on The Adequacy of Internal Control System

The Internal Audit Unit has conducted an evaluation of the Company's internal control implementation in 2023. In line with this, the Board of Commissioners, supported by the Audit Committee. Based on the evaluation, Board of Directors and Board of Commissioners stated that PLNE's internal controls have been implemented effectively with adequate implementation tools.

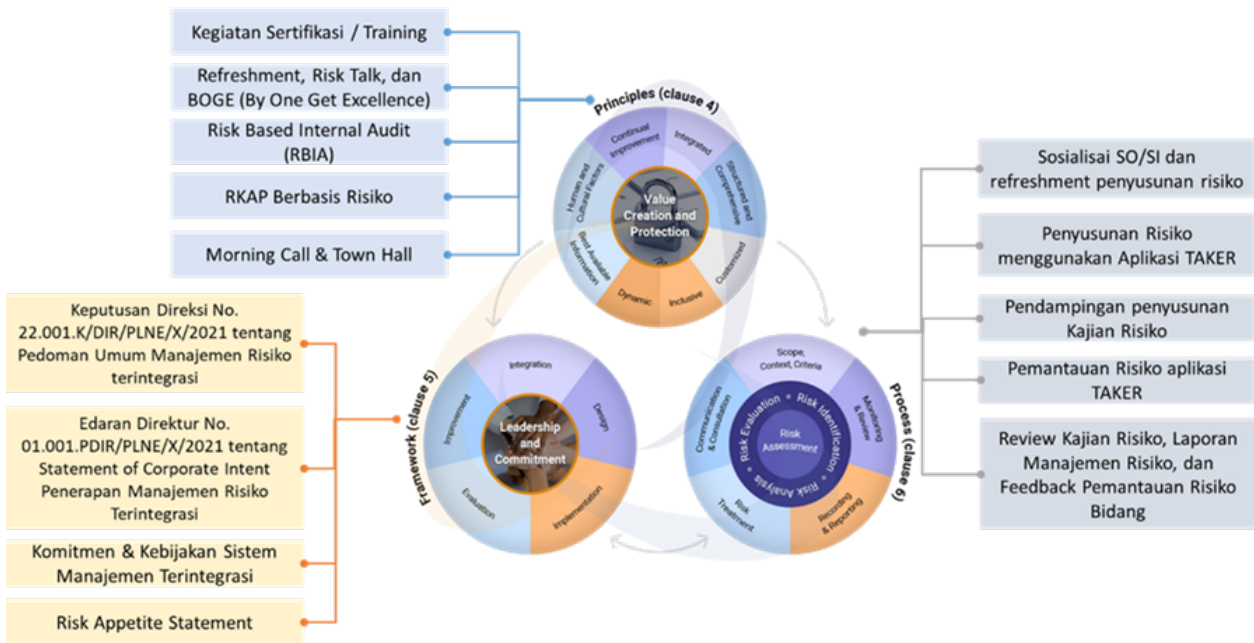
Manajemen Risiko

Kebijakan yang dimiliki oleh PT PLN Enjiniring terkait Manajemen Risiko antara lain:

1. Edaran Direksi Nomor 01.001.P/DIR/PT PLN Enjiniring/X/2021 tentang Statement of Corporate Intent Penerapan Manajemen Risiko Terintegrasi PT PT PLN Enjiniring
2. Keputusan Direksi Nomor 22.001.K/DIR/X/PT PLN Enjiniring/2021 tentang Pedoman Umum Manajemen Risiko Terintegrasi (MRT) PT PT PLN Enjiniring

Sistem Manajemen Risiko

Dalam penerapan Manajemen Risiko, PT PLN Enjiniring menggunakan Pedoman Manajemen Risiko yang mengacu pada International Organization for Standardization (ISO) 31000 Risk Management Standard yang telah mendapatkan sertifikasi dari Badan Standardisasi Nasional (BSN) Pada Tahun 2018. Adapun implementasi manajemen risiko seperti dijabarkan pada diagram berikut.



Arsitektur manajemen risiko terdiri dari 3 (tiga) komponen yang saling terkait yaitu prinsip manajemen risiko, kerangka manajemen risiko dan proses manajemen risiko.

Prinsip Manajemen Risiko

Prinsip Manajemen Risiko merupakan fondasi atau nilai dasar bagi pengembangan kerangka kerja dan proses manajemen risiko. Prinsip manajemen risiko terdiri atas:

Risk Management

The policies held by PT PLN Enjiniring regarding Risk Management are :

1. Director's Circular No. 01.001.P/DIR/PT PLN Enjiniring/X/2021 on the Statement of Corporate Intent for the Implementation of Integrated Risk Management at PT PLN Enjiniring
2. Board of Directors Decision Number 22.001.K/DIR/X/PT PLN Enjiniring/2021 concerning the General Guidelines for Integrated Risk Management (IRM) of PT PLN Enjiniring

Risks Management System

In implementing Risk Management, PT PLN Enjiniring uses a Risk Management Guideline that refers to the International Organization for Standardization (ISO) 31000 Risk Management Standard, which has been certified by the National Standardization Agency (BSN) in 2018. The implementation of risk management is as described in the following diagram.

The risk management architecture consists of three interconnected components: risk management principles, risk management framework, and risk management process.

Risk Management Principles

Risk Management Principles are the foundation or core values for developing a risk management framework and process. Risk management principles consist of:

- | | |
|---|--|
| <ol style="list-style-type: none"> 1. Integritas.
Menjunjung tinggi integritas dan sesuai peraturan perundang-undangan yang berlaku, di mana praktik pengelolaan Risiko dijalankan secara profesional dengan penuh rasa tanggung jawab berdasarkan inisiatif dan itikad baik untuk berkontribusi secara positif bagi kemajuan PLNE dan menjauhi potensi benturan kepentingan. 2. Teintegrasi
Pengelolaan Risiko merupakan bagian integral dari semua aktivitas, proses bisnis, dan Sistem Manajemen PLNE. 3. Terstruktur dan Komprehensif
Pendekatan terstruktur dan komprehensif pada manajemen Risiko memberikan hasil yang konsisten dan dapat dibandingkan. 4. Disesuaikan
Pengelolaan Risiko memperhatikan kesesuaiannya dengan struktur organisasi dan tata kelola perusahaan. 5. Inklusif
Pengelolaan Risiko melibatkan pihak internal dan eksternal secara relevan dan sesuai kebutuhan. 6. Dinamis
Pengelolaan Risiko memperhatikan dinamika perubahan konteks eksternal dan internal, sehingga Risiko dapat muncul, berubah, atau hilang seiring perubahan konteks tersebut. 7. Informasi Terbaik yang Tersedia
Pengelolaan Risiko dijalankan oleh para pihak dengan mengandalkan informasi terbaik yang dapat diakses pada saat dibutuhkan. 8. Rahasia
<i>Risk Register, Loss Event Database (LED)</i>, maupun dokumen manajemen Risiko lainnya hanya untuk kepentingan internal PLNE dan bersifat rahasia bagi pihak-pihak eksternal PLNE, mengikuti peraturan tentang informasi publik yang berlaku. 9. Faktor Manusia dan Budaya
Penerapan seluruh aspek pengelolaan Risiko dipengaruhi oleh perilaku dan budaya PLNE. 10. Perbaikan Berkelanjutan
Pengelolaan Risiko diperbaiki secara berkelanjutan melalui pelajaran dan pengalaman. | <ol style="list-style-type: none"> 1. Integrity
Upholding integrity and compliance with applicable laws and regulations, where risk management practices are carried out professionally with a high sense of responsibility, based on initiative and good faith to contribute positively to the progress of PLNE and avoid potential conflicts of interest. 2. Integrated
Risk management is an integral part of all activities, business processes, and the PLNE Management System. 3. Structured and Comprehensive
A structured and comprehensive approach to risk management yields consistent and comparable results. 4. Adjusted
Risk management is tailored to fit the organization's structure and governance framework. 5. Inclusive
Risk management engages both internal and external parties as needed to ensure its effectiveness. 6. Dynamic
Risk management acknowledges the dynamic nature of external and internal contexts, recognizing that risks can emerge, change, or disappear as these contexts evolve. 7. Best Available Information
Risk management is conducted by parties relying on the best available information at the time it is needed. 8. Confidential
The Risk Register, Loss Event Database (LED), and other risk management documents are solely for the internal use of PLNE and are considered confidential to external parties. Their handling is in accordance with the prevailing regulations on public information. 9. Human and Culture Factors
The implementation of all aspects of risk management is influenced by the behaviors and culture of PLNE. 10. Sustainable Repairment
Risk management is continuously improved through lessons learned and experience. |
|---|--|

Kerangka Kerja Manajemen Risiko

Kerangka kerja manajemen risiko merupakan pilar-pilar bagi penerapan proses manajemen risiko dan bertujuan membantu organisasi mengintegrasikan manajemen risiko dalam seluruh aktivitas dan fungsi. PLNE mengevaluasi praktik dan proses Manajemen Risiko yang ada, mengevaluasi segala kesenjangan, dan menangani kesenjangan tersebut dalam kerangka kerja Manajemen Risiko. Kerangka kerja manajemen risiko terdiri atas:

1. Kepemimpinan dan Komitmen
Direksi dan seluruh pejabat struktural di Bidang/Satuan/SETPER dan Anak Perusahaan bersama-sama dengan Badan Pengawas memastikan penerapan Manajemen Risiko pada semua aktivitas organisasi, memiliki akuntabilitas untuk mengelola risiko sesuai kewenangannya serta menunjukkan komitmen penerapan manajemen risiko dengan cara menjalankan peran, kewenangan dan akuntabilitas masing-masing.

Risks Management Framework

The risk management framework serves as the foundation for implementing risk management processes and is designed to help organizations integrate risk management into all activities and functions. PLNE evaluates existing risk management practices and processes, assesses any gaps, and addresses these gaps within the risk management framework. The risk management framework consists of:

1. Leadership and Commitment
The Board of Directors and all structural officials in Departments/Units/SETPER and Subsidiaries, together with the Supervisory Board, shall ensure the implementation of Risk Management in all organizational activities. They shall be accountable for managing risks within their authority and demonstrate commitment to risk management implementation by carrying out their respective roles, authorities, and accountabilities.

2. Integrasi

Manajemen Risiko menjadi bagian yang tidak terpisahkan dari tujuan, tata kelola, kepemimpinan dan komitmen, strategi, sasaran, serta operasi PLNE. Integrasi Manajemen Risiko ke dalam organisasi adalah proses yang dinamis dan berulang, serta disesuaikan dengan kebutuhan dan budaya organisasi. Strategi integrasi menjadi bagian dari Kerangka kerja Manajemen Risiko.

3. Desain

Desain manajemen risiko meliputi:

- Pemahaman organisasi dan konteksnya.
- Penegasan komitmen Manajemen Risiko.
- Penetapan peran, kewenangan, tanggung jawab, dan akuntabilitas organisasi.
- Alokasi sumber daya.
- Penyiapan komunikasi dan konsultasi.

4. Implementasi

PLNE menyusun rencana kerja implementasi Manajemen Risiko melalui strategi jangka panjang (*road map*) dan jangka pendek (*workplan*). Implementasi kerangka kerja Manajemen Risiko dilaksanakan oleh seluruh pihak sebagaimana yang telah ditetapkan agar risiko yang ada dapat termonitor dan terkelola dengan baik, sekaligus untuk membangun ketangguhan perusahaan terhadap Risiko yang mungkin dihadapi di masa mendatang.

5. Evaluasi

- PLNE secara berkala mengevaluasi efektivitas kerangka kerja manajemen risiko dengan cara:
Mengukur tingkat kematangan implementasi Manajemen Risiko atau *risk management maturity*.
- Mengidentifikasi *gap* perbaikan pada kerangka kerja, proses, dan strategi Manajemen Risiko sehingga selalu relevan dalam mendukung pencapaian sasaran perusahaan.
- Evaluasi menggunakan metodologi lain sesuai kebutuhan.

6. Perbaikan

PLNE melakukan perbaikan secara berkelanjutan terhadap kerangka kerja, proses, dan strategi manajemen Risiko sesuai hasil evaluasi dan rekomendasi untuk mengatasi perubahan eksternal dan internal. Dalam mewujudkan perbaikan ini, PLNE dapat mengembangkan strategi (rencana kerja) baru atau memodifikasi strategi Manajemen Risiko yang sudah ada.

Proses Manajemen Risiko

Proses Manajemen Risiko merupakan proses umum yang menjadi panduan para pihak dalam mengidentifikasi dan mengelola risiko di lingkungan PLNE. Proses manajemen risiko terdiri atas:

1. Komunikasi dan konsultasi.

Komunikasi dan konsultasi dengan Pemangku Kepentingan eksternal dan internal harus dilakukan pada semua tahapan proses manajemen risiko. Agar proses komunikasi dan konsultasi ini dapat berjalan dengan baik, maka perlu dirancang program-program komunikasi terkait aktivitas Manajemen

2. Integration

Risk management is an integral part of PLNE's objectives, governance, leadership and commitment, strategy, goals, and operations. Integrating risk management into the organization is a dynamic and iterative process, tailored to the organization's needs and culture. The integration strategy is part of the Risk Management Framework.

3. Design

Risk management design covers :

- Organization understanding and its context
- Reinforcement of commitment to risk management
- Establishment of organizational roles, authorities, responsibilities, and accountabilities
- Resources allocation
- Communication and consultation preparation

4. Implementation

PLNE develops a risk management implementation work plan through long-term (roadmap) and short-term (workplan) strategies. The implementation of the risk management framework is carried out by all parties as defined, so that existing risks can be monitored and managed effectively, and at the same time to build the company's resilience against potential future risks.

5. Evaluation

- PLNE periodically evaluates the effectiveness of the risk management framework by: Measuring how ready its risk management process is.
- Identifying improvement gaps in the risk management framework, processes, and strategy to ensure ongoing relevance in supporting the achievement of company objectives.
- Evaluation using other methodologies as needed.

6. Repairment

PLNE conducts continuous improvement on its risk management framework, processes, and strategy based on evaluation results and recommendations to address external and internal changes. To realize these improvements, PLNE may develop new strategies (work plans) or modify existing risk management strategies.

Risk Management Process

The Risk Management Process is a common process that guides all parties in identifying and managing risks within PLNE. The risk management process consists of:

1. Communication and consultation

Communication and consultation with both internal and external stakeholders must be conducted at all stages of the risk management process. To ensure that this communication and consultation process runs smoothly, it is necessary to design communication programs related to Integrated Risk

Risiko Terintegrasi antara lain program implementasi, sosialisasi kebijakan-kebijakan yang terkait dengan penerapan Manajemen Risiko Terintegrasi dan lain-lain.

2. Lingkup, konteks, dan kriteria.
 - a. Penetapan lingkup dan sasaran
Penentuan ruang lingkup dilakukan dengan menjelaskan lingkup kegiatan, lokasi, ukuran, waktu pelaksanaan, cakupan area dan sebagainya. Selanjutnya proses penetapan sasaran dengan melakukan identifikasi sasaran dari suatu strategi atau kegiatan yang akan dilakukan untuk menjamin pencapaian tujuan dalam pelaksanaan Manajemen Risiko. Sasaran diselaraskan dengan Selera Risiko (*Risk Appetite*) yang telah disepakati.
 - b. Konteks eksternal dan internal
Konteks eksternal dan internal merupakan lingkungan di mana organisasi menetapkan dan mencapai sasaran. Konteks internal merujuk pada sasaran dan proses yang digunakan untuk pencapaian, serta kondisi internal organisasi yang dapat memicu timbulnya Risiko. Konteks eksternal merupakan lingkungan eksternal di mana organisasi mengupayakan pencapaian sasaran yang ditetapkannya.
 - c. Penetapan kriteria
Sebagai salah satu usaha memberikan kepastian kepada Pemangku Kepentingan bahwa PLNE memahami sepenuhnya Risiko yang ada di PLNE berada di bawah kendali, PLNE mengembangkan Kerangka Selera Risiko dalam pengelolaan Risiko. Kerangka Selera Risiko disusun berdasarkan data masa lampau dan batasan/selera yang ditetapkan oleh Direksi. Kerangka Selera Risiko terdiri dari Kapasitas Risiko (*Risk Capacity*), Selera Risiko (*Risk Appetite*), Toleransi Risiko (*Risk Tolerance*), Batas Risiko (*Risk Limit*).
3. Penilaian Risiko.
Penilaian Risiko merupakan tahapan kegiatan dalam Manajemen Risiko yang bertujuan untuk mengidentifikasi Risiko beserta pengendaliannya, mengukur tingkat Risiko, dan mengevaluasinya. Proses penilaian risiko dilakukan melalui proses identifikasi risiko dan proses analisis risiko.
4. Perlakuan Risiko.
Proses perlakuan Risiko merupakan proses untuk memodifikasi eksposur dampak dan/atau kemungkinan agar kombinasi dari eksposur Risiko ini dapat sesuai dengan Selera Risiko yang telah ditetapkan. Pada proses ini dilakukan identifikasi pilihan-pilihan untuk perlakuan risiko, menilai pilihan-pilihan perlakuannya, mempersiapkan rencana perlakuan Risiko dan mengimplementasikannya. Pemilihan perlakuan Risiko dilakukan dengan memperhatikan prinsip biaya dan manfaat bagi perusahaan, dampaknya pada kemungkinan terjadinya Risiko (*likelihood*) dan dampak Risiko (*consequence*), kemungkinan munculnya peluang, serta perlu juga mempertimbangkan pengaruhnya terhadap Risiko yang lain.
5. Pemantauan dan tinjauan.
Proses aktivitas pengendalian dilakukan untuk memastikan bahwa perlakuan Risiko telah dilakukan secara benar dan sesuai kebijakan yang berlaku, serta memastikan bahwa

Management activities, including implementation programs, socialization of policies related to the implementation of Integrated Risk Management, and others.

2. Scope, context, and criteria
 - a. Scope and target determination
Scope determination is done by explaining the scope of activities, location, size, timeline, coverage area, and so on. Subsequently, the target setting process involves identifying the goals of a strategy or activity to be undertaken to ensure the achievement of objectives in the implementation of Risk Management. Targets are aligned with the agreed-upon Risk Appetite.
 - b. External and internal contexts
Internal and external contexts are the environments in which an organization sets and achieves its objectives. The internal context refers to the objectives and processes used to achieve them, as well as the internal conditions of the organization that can trigger the occurrence of risks. The external context is the external environment in which the organization strives to achieve its established objectives.
 - c. Criteria determination
As one of the efforts to provide assurance to stakeholders that PLNE fully understands the risks that exist in PLNE and are under control, PLNE develops a Risk Appetite Framework in risk management. The Risk Appetite Framework is developed based on historical data and limits/appetite set by the Board of Directors. The Risk Appetite Framework consists of Risk Capacity, Risk Appetite, Risk Tolerance, and Risk Limit.
3. Risks Assessment
Risk assessment is a stage of activity in Risk Management aimed at identifying risks and their controls, measuring the level of risk, and evaluating them. The risk assessment process is carried out through a risk identification process and a risk analysis process.
4. Risk Treatment
The risk treatment process is a process of modifying the exposure to impact and/or likelihood so that the combination of these risk exposures can be aligned with the established Risk Appetite. In this process, identification of risk treatment options, evaluation of treatment options, preparation of a risk treatment plan, and its implementation are carried out. The selection of risk treatment is carried out by considering the cost-benefit principle for the company, its impact on the likelihood and consequence of risk, the possibility of emerging opportunities, and it is also necessary to consider its impact on other risks.
5. Monitoring and evaluation
The risk control activity process is carried out to ensure that risk treatments have been implemented correctly and in accordance with applicable policies, and to ensure that the risk

rencana perlakuan Risiko memberikan hasil yang efektif untuk mengurangi Tingkat Risiko. Dalam proses aktivitas pengendalian, masing-masing *Risk Leader* dan *Risk Champion* secara aktif melakukan pengecekan terhadap perlakuan Risiko yang telah direncanakan. Mekanisme pengendalian akan diatur dalam ketentuan tersendiri.

6. Pencatatan dan pelaporan.

Proses pencatatan hasil dari penilaian maupun perlakuan Risiko dilakukan oleh *Risk Champion* Bidang/Satuan/Setper dan Satuan Kerja Manajemen Risiko. Pelaporan dimaksudkan untuk menginformasikan kepada pihak Pemangku Kepentingan atau pihak pengambil keputusan dengan menyediakan informasi terkini mengenai proses pengelolaan Risiko. Proses pelaporan Manajemen Risiko Terintegrasi ditujukan untuk mendukung proses komunikasi dan konsultasi serta proses pemantauan dan peninjauan, di mana pelaporan terbagi atas 2 (dua) bentuk pelaporan, yaitu pelaporan efektivitas tindak lanjut Risiko dan pelaporan Profil Risiko.

Manajemen Risiko Terintegrasi

Perusahaan memiliki Pedoman Manajemen Risiko Terintegrasi dengan maksud dan tujuan antara lain:

1. Menjaga agar PLNE tetap dalam koridor pengelolaan usaha yang berkehati-hatian dalam setiap aktivitas yang dilakukannya melalui pemenuhan ketentuan peraturan perundang-undangan dan peraturan internal terkait dengan penerapan *Good Corporate Governance*.
2. Menjadi panduan bagi seluruh Pemilik Risiko di lingkungan PLNE dalam melakukan pengelolaan Risiko.
3. Membuat standar kerangka penerapan manajemen Risiko terintegrasi untuk pengelolaan yang lebih terkoordinasi dan terintegrasi.
4. Mendukung proses penciptaan dan perlindungan terhadap nilai yang hendak dicapai oleh PLNE melalui tercapainya berbagai sasaran yang diterapkan di berbagai tingkat PLNE.
5. Mendukung efektivitas penerapan berbagai sistem manajemen di PLNE serta berbagai inisiatif pengembangan usaha yang dijalankan oleh PLNE maupun Anak Perusahaan.
6. Meningkatkan kesiapan PLNE dalam menghadapi ketidakpastian yang semakin tinggi di lingkungan global, regional, maupun lokal yang berpotensi mengancam sumber daya dan bahkan keberlangsungan PLNE.

Manajemen Risiko Terintegrasi diterapkan pada:

1. Proses pengambilan keputusan;
2. Proses perencanaan dan pencapaian sasaran strategis dan operasional;
3. Penerapan sistem manajemen;
4. Aspek kepatuhan
5. Segenap proses bisnis PLNE, termasuk di dalamnya proses pelaporan dalam rangka *continuous improvement*; dan
6. Proses penyusunan kebijakan/regulasi PLNE

Manajemen Risiko terhadap bidang, fungsi, proses bisnis, maupun kebutuhan tertentu dapat ditetapkan dalam ketentuan tersendiri, namun penyusunannya tetap mengacu pada Peraturan ini, di antaranya:

treatment plan delivers effective results in reducing the level of risk. In the risk control activity process, each Risk Leader and Risk Champion actively checks the planned risk treatments. The control mechanism will be regulated in a separate provision.

6. Documentation and report

The recording of results from risk assessment and treatment is carried out by the Risk Champion of the Division/Unit/Department and the Risk Management Working Unit. Reporting is intended to inform stakeholders or decision-makers by providing up-to-date information on the risk management process. The Integrated Risk Management reporting process is aimed at supporting the communication and consultation process as well as the monitoring and review process, where reporting is divided into two forms: reporting on the effectiveness of risk follow-up and reporting on the Risk Profile.

Integrated Risks Management

The company has an Integrated Risk Management Guideline with the following purpose and objectives:

1. Maintaining PLNE within the framework of prudent business management in all its activities by complying with applicable laws and regulations, as well as internal regulations related to the implementation of *Good Corporate Governance*.
2. To provide guidance to all Risk Owners within PLNE for implementing risk management practices.
3. To develop a standardized framework for integrated risk management to ensure more coordinated and integrated management.
4. To support the creation and protection of the values that PLNE seeks to achieve through the attainment of various objectives implemented at different levels of PLNE.
5. To support the effective implementation of various management systems within PLNE, as well as various business development initiatives undertaken by PLNE and its subsidiaries.
6. To enhance PLNE's preparedness in facing increasing uncertainties in the global, regional, and local environments that could potentially threaten PLNE's resources and even its sustainability.

Integrated Risks Management is implemented at :

1. Decision making process
2. The process of planning and achieving strategic and operational objectives.
3. Management system implementation
4. Compliance aspects
5. All of PLNE's business processes, encompassing reporting processes for continuous improvement; and
6. The process of formulating PLNE's policies/regulations

Risk management for specific fields, functions, business processes, or needs can be established in separate provisions, but their formulation must still refer to this Regulation, including:

1. Rencana kerja Perusahaan Jangka Panjang (RUPTL & RJPP);
2. Rencana kerja Perusahaan Jangka Pendek (RKAP);
3. Keberlangsungan Usaha (*Business Continuity*);
4. Manajemen Keuangan dan Asuransi;
5. Manajemen Proyek;
6. Manajemen Kinerja;
7. Teknologi Informasi;
8. Implementasi Pengendalian Internal (*Three Lines Model* termasuk di dalamnya Pengendalian Internal dalam Pelaporan Keuangan (IcoFR));
9. Audit Berbasis Risiko (*Risk Based Audit*);
10. Etika Bisnis (*Fraud*);
11. Keselamatan dan Kesehatan Kerja;
12. Proyek Pengembangan Usaha;
13. *Reliability dan Asset Life Cycle Management*; dan
14. Manajemen Rantai Pasok

Sasaran Manajemen Risiko Terintegrasi

1. Menumbuhkan budaya Risiko yang bersifat preventif pada seluruh pegawai PLNE di Bidang/Satuan/SETPER dalam mengelola perusahaan sesuai tugas dan kewenangan yang ada padanya.
2. Memastikan bahwa seluruh Pemilik Risiko dalam PLNE mampu mengelola Risikonya secara efektif dan efisien.
3. Meningkatkan keterpaduan dalam mengelola Risiko baik yang bersifat produktif maupun kontra produktif terhadap pencapaian visi, misi, dan rencana strategis PLNE baik dalam jangka pendek maupun jangka panjang.
4. Mendorong perbaikan pada seluruh proses bisnis PLNE secara bertahap dengan mengintegrasikan manajemen Risiko ke dalam proses bisnis.
5. Meningkatkan kualitas pengambilan keputusan.

Strategi Manajemen Risiko Terintegrasi

1. Memprioritaskan tahapan penerapan Manajemen Risiko Terintegrasi dari sasaran yang strategis.
2. Menjadikan manajemen Risiko terintegrasi sebagai bagian integral dari proses bisnis dan pengambilan keputusan.
3. Membangun keselarasan pengelolaan Risiko antar satuan organisasi dalam lingkungan PLNE.
4. Menentukan *road map* tahapan implementasi, serta memantau dan meningkatkan secara terus-menerus kematangan implementasi manajemen Risiko terintegrasi, yaitu tingkat pemahaman, komitmen, sistem, maupun penerapan manajemen Risiko terintegrasi di PLNE.
5. Membangun kompetensi yang relevan secara berkelanjutan melalui *awareness, capacity building*, maupun *lesson learned* atas permasalahan yang pernah terjadi.
6. Membangun komunikasi dan konsultasi secara berkelanjutan dengan seluruh Pemangku Kepentingan

1. Long-term Corporate Plan (RUPTL& RJPP)
2. Short-term Corporate Plan (RKAP)
3. Business Continuity
4. Financial and Insurance Management
5. Project Management
6. Performance Management
7. Information Technology
8. Implementation of Internal Control (*Three Lines Model* including Internal Control over Financial Reporting (ICoFR));
9. Risk Based Audit
10. Business Ethics (*Fraud*)
11. Occupational Safety and Health
12. Business Expansion Project
13. Reliability dan Asset Life Cycle Management; and
14. Supply Chain Management

Integrated Risk Management Target

1. Cultivating a proactive risk culture across all PLNE employees in Divisions/Units/SETPER to manage the company within their respective roles and responsibilities.
2. Ensuring that all Risk Owners in PLNE are capable of managing their risks effectively and efficiently.
3. Enhancing the integration in managing both productive and counterproductive risks towards the achievement of PLNE's vision, mission, and strategic plans, both in the short and long term.
4. Driving gradual improvements in all PLNE business processes by integrating risk management into these processes.
5. Improving decision making quality

Integrated Risk Management Strategies

1. Prioritizing the implementation stages of Integrated Risk Management from strategic objectives.
2. Embedding integrated risk management into business processes and decision-making.
3. Building alignment in risk management among organizational units within the PLNE environment.
4. Establishing a roadmap for implementing integrated risk management, and continuously assessing and enhancing the maturity of its implementation, including understanding, commitment, systems, and application within PLNE.
5. Building relevant competencies on an ongoing basis through awareness, capacity building, and lessons learned from past problems.
6. Building continuous communication and consultation with all stakeholders.

Strategi Risiko

RISK APPETITE STATEMENT

Risk appetite didefinisikan sebagai tingkat risiko yang dapat diterima/diambil oleh PLNE dalam mencapai sarannya. Metodologi dan tahapan dalam penyusunan *risk appetite* ini dirumuskan berdasarkan taksonomi dan sub taksonomi risiko PLN yang dipetakan ke dalam taksonomi risiko PLNE untuk memperoleh cakupan risiko yang akan dianalisis. Komponen *risk appetite* terdiri dari *risk appetite statement* sebagai ukuran kualitatif dan *risk tolerance* sebagai ukuran kuantitatif yang terdiri dari *risk appetite indicators* dan skala *risk appetite*. Skala *risk appetite* ditentukan berdasarkan 5 skala *risk appetite* PLNE, yaitu *Zero Appetite*, *Low Appetite*, *Cautious Appetite*, *Open Appetite*, dan *Aggressive Appetite*. Perumusan *risk appetite* dilakukan dengan pendekatan *top down* dan *bottom up* untuk mendapatkan pandangan menyeluruh mengenai *risk appetite* PLNE. Pendekatan *top down* dilakukan untuk memperoleh masukan dan pandangan Pimpinan PLNE dan *key stakeholders* dalam merumuskan *risk appetite*. Pendekatan *top down* dilakukan dengan melakukan analisis kualitatif dan analisis kuantitatif.

Analisis kualitatif dilakukan dengan tahapan sebagai berikut:

1. Memetakan taksonomi dan sub taksonomi dengan *strategic objectives* PLNE.
2. Melakukan *risk to performance mapping* untuk memperoleh risiko utama berdasarkan *strategic objectives* PLNE sebagai dasar penentuan *risk appetite aspects*.
3. Mendefinisikan dan menentukan *risk appetite aspects* berdasarkan hasil *risk to performance mapping*.

Analisis kuantitatif dilakukan dengan tahapan sebagai berikut:

1. Menentukan *risk appetite indicators* berdasarkan *risk appetite aspects*.
2. Melakukan analisis statistik data historis dan analisis kuantitatif lainnya serta melakukan *benchmark*.
3. Menyusun skala *risk appetite statement* berdasarkan analisis kuantitatif (5 skala)

Berdasarkan analisis kualitatif dan kuantitatif, ditentukan skala *risk appetite statement* (kualitatif) dan skala kuantitatifnya dengan mempertimbangkan ekspektasi pimpinan dan *stakeholders* (*top down*) yaitu sebagai berikut. PT PLN Enjiniring telah memilih untuk menerapkan Skala *Risk Appetite* di bawah ini.

Risk Strategies

RISK APPETITE STATEMENT

Risk appetite is defined as the level of risk that PLNE is willing to accept/take in achieving its objectives. The methodology and stages in the formulation of this *risk appetite* are formulated based on PLN's risk taxonomy and sub-taxonomy, which are mapped to the PLNE risk taxonomy to obtain the scope of risks to be analyzed. *Risk appetite* comprises a *risk appetite statement* as a qualitative measure and *risk tolerance* as a quantitative measure consisting of *risk appetite indicators* and a *risk appetite scale*. The *risk appetite scale* is determined based on five PLNE *risk appetite scales*, namely *Zero Appetite*, *Low Appetite*, *Cautious Appetite*, *Open Appetite*, and *Aggressive Appetite*. *Risk appetite* is formulated using both *top-down* and *bottom-up* approaches to obtain a comprehensive view of PLNE's *risk appetite*. The *top-down* approach is used to obtain input and perspectives from PLNE's leadership and *key stakeholders* in formulating *risk appetite*. The *top-down* approach is conducted through qualitative and quantitative analysis.

Qualitative analysis is conducted through the following stages:

1. Mapping the taxonomy and sub-taxonomy with PLNE's *strategic objectives*.
2. Conducting a *risk to performance mapping* to identify *key risks* based on PLNE's *strategic objectives* as a basis for determining *risk appetite aspects*.
3. Defining and determining *risk appetite aspects* based on the results of the *risk to performance mapping*.

Quantitative analysis is conducted through the following stages:

1. Establishing *risk appetite indicators* aligned with *risk appetite aspects*.
2. Conducting statistical analysis of historical data and other quantitative analysis, as well as *benchmarking*.
3. Developing a 5-scale *risk appetite statement* based on quantitative analysis.

Based on qualitative and quantitative analyses, a *risk appetite statement scale* (qualitative) and its quantitative scale have been determined, considering the expectations of the management and *stakeholders* (*top-down*). PT PLN Enjiniring has chosen to implement the following *Risk Appetite Scale*.

Appetite Terhadap Risiko Appetite Toward Risks	Penjelasan Explanation
<i>Zero Appetite</i>	Menghindari pengambilan risiko atau ketidakpastian Avoiding risk or uncertainty
<i>Low Appetite</i>	Bersedia untuk menerima opsi dengan tingkat risiko rendah yang sangat aman bagi perusahaan, dan berpotensi memberikan manfaat (<i>reward</i>) terbatas. Willing to accept low-risk options that are extremely safe for the company but may yield limited rewards.
<i>Cautious Appetite</i>	Bersedia untuk menerima opsi dengan tingkat risiko moderat dan mungkin memiliki manfaat (<i>reward</i>) terbatas Willing to accept moderate-risk options that may have limited rewards.

Appetite Terhadap Risiko Appetite Toward Risks	Penjelasan Explanation
Open Appetite	Bersedia mempertimbangkan semua opsi dan memilih salah satu yang kemungkinan berhasil paling besar serta memberikan manfaat (<i>reward</i>) pada tingkat yang dapat diterima dan memberikan nilai (<i>value</i>) ekonomi Willing to consider all options and select the one with the highest probability of success, providing an acceptable level of reward and economic value
Aggressive Appetite	Bersedia mengambil opsi yang memiliki tingkat risiko tinggi dan berpotensi memberikan manfaat (<i>reward</i>) yang tinggi Willing to take on high-risk options that have the potential for significant rewards.

Risk Appetite Statements berikut disusun untuk risiko-risiko yang dihadapi oleh PLNE dalam mencapai *Strategic Objectives* dan pengoperasian bisnisnya, dengan menggunakan metodologi *best practice*. Untuk mendukung pertumbuhan bisnis PLNE yang berkelanjutan dalam rangka pencapaian visi misi perusahaan, PLNE menetapkan pernyataan selera risiko (*risk appetite statement*) dalam penyusunan RKAP 2023 yang telah diselaraskan dengan Aspirasi Pemegang Saham/Pemilik Modal untuk Penyusunan Rencana Kerja dan Anggaran Perusahaan Tahun 2023 sebagai berikut:

The following Risk Appetite Statements have been developed for the risks faced by PLNE in achieving its Strategic Objectives and business operations, using best practice methodology. To support PLNE's sustainable business growth in order to achieve the company's vision and mission, PLNE has set a risk appetite statement in the preparation of the 2023 Work Plan and Budget, which has been aligned with the Shareholders' / Owners' Aspirations for the Preparation of the Company's 2023 Work Plan and Budget as follows:

No	Risk Appetite Statement Risk Appetite Statement
1	PLNE memiliki Low Appetite untuk efektivitas strategi pemasaran dalam meningkatkan potensi pendapatan PLNE has a low appetite for the effectiveness of marketing strategies in boosting revenue potential.
2	PLNE memiliki Cautious Appetite terhadap optimalisasi penggunaan biaya proyek dalam penyelesaian pekerjaan PLNE has a cautious appetite for optimizing the use of project costs in completing the work.
3	PLNE memiliki Low Appetite dalam mempertahankan CNG Plant Bangkanai sebagai bisnis pendukung PLNE has a low appetite for maintaining the Bangkanai CNG Plant as a supporting business.
4	PLNE memiliki Low Appetite terhadap segala kendala dalam pelaksanaan penugasan EPC PLTMG Luwuk PLNE has a low tolerance for any obstacles in the implementation of the Luwuk PLTMG EPC assignment.
5	PLNE memiliki Cautious Appetite terhadap kualitas dan ketepatan waktu penyampaian Produk Enjiniring kepada Pemberi Kerja PLNE has a cautious appetite for the quality and timeliness of engineering product delivery to the Client.
6	PLNE memiliki Low Appetite terhadap pelanggaran dan keamanan data/informasi secara ilegal di lingkungan PT PLN Enjiniring PLNE has a low appetite for illegal data/information breaches and security violations within PT PLN Enjiniring.
7	PLNE memiliki Low Appetite untuk kesesuaian produk/layanan pengembangan usaha yang ditawarkan terhadap kebutuhan Pemberi kerja PLNE has a low tolerance for the alignment of its business development products/services with Client needs.
8	PLNE memiliki Low Appetite terhadap kegagalan pengambilalihan saham CGS di PT CPSI PLNE has a low tolerance for the failure of the CGS share acquisition in PT CPSI.
9	PLNE memiliki Zero Appetite untuk aktivitas yang berdampak terhadap pencemaran lingkungan dan tidak sesuai dengan peraturan & perundang-undangan PLNE has zero tolerance for activities that contribute to environmental pollution and do not comply with regulations and laws.
10	PLNE memiliki Cautious Appetite terhadap dukungan Aplikasi Virtual Cubicle dalam kegiatan bisnis dan manajemen proyek PT PLN Enjiniring PLNE has a cautious approach towards supporting the Virtual Cubicle application in the business and project management activities of PT PLN Enjiniring.
11	PLNE memiliki Low Appetite terhadap independensi proses QAQC Produk Enjiniring PLNE has a low tolerance for the independence of the engineering product QAQC process.
12	PLNE memiliki Low Appetite terhadap konsistensi implementasi GRC dalam setiap pengambilan keputusan di Perusahaan PLNE has a low tolerance for the consistent implementation of GRC in all company decision-making.
13	PLNE memiliki Low Appetite terhadap kecukupan kapasitas dan kapabilitas enjinir yang berpengalaman sesuai kebutuhan penugasan dari Pemberi kerja PLNE has a low tolerance for the sufficiency of experienced engineers with the necessary capabilities to meet the client's assignment requirements.
14	PLNE memiliki Cautious Appetite dalam peningkatan kompetensi enjinir PLNE has a cautious approach towards enhancing the competence of its engineers.

RISK APPETITE METRIC

PLNE juga menetapkan *Metric* selera risiko (*risk appetite metric*) yang juga telah diselaraskan dengan *Risk Appetite Statement* dan Identifikasi Profil Risiko untuk Penyusunan Rencana Kerja dan Anggaran Perusahaan Tahun 2023 sebagai berikut:

RISK APPETITE METRIC

PLNE has also established a risk appetite metric, which has been aligned with the Risk Appetite Statement and Risk Profile Identification for the preparation of the 2023 Company Work Plan and Budget.

No	Deskripsi Risiko Risk Description	KRI	Ukuran Size		
			Risk Appetite	Risk Tolerance	Risk Limit
1	Strategi pemasaran yang kurang efektif Ineffective marketing strategy	Realisasi perolehan kontrak baru jasa konsultasi enjiniring secara kumulatif bulan berjalan pada tahun 2023 sebesar Rp 643 Miliar Cumulative new engineering consulting services contract acquisition for the current month of 2023 has reached Rp 643 billion.	100%	100%	Min 100%
2	Pemantauan dan evaluasi penggunaan biaya proyek belum dilakukan dengan optimal The monitoring and evaluation of project cost utilization have not been conducted optimally.	Pencapaian Realisasi Biaya (RBP) Pekerjaan bulanan sesuai dengan rencana Actual Monthly Work Cost realization is in line with the planned budget.	88,77%	80 - 88,77%	Max 88,77%
3	PLN E tidak diizinkan mengelola CNG Bangkanai sebagai bisnis pendukung PLN is not permitted to manage the Bangkanai CNG as a supporting business.	Informasi adanya <i>Quick Win</i> Baru (yang memengaruhi eksistensi CNG di PLNE) Information regarding a New Quick Win (affecting the existence of CNG in PLNE)	100%	100%	100%
4	Pelaksanaan Penugasan EPC PLTMG Luwuk mengalami kendala teknis di lapangan The implementation of the EPC assignment for the Luwuk PLTMG project is facing technical challenges in the field.	Realisasi progres proyek sesuai dengan <i>s-curve</i> dibandingkan dengan target bulanan Project progress realization as compared to the S-curve and monthly target.	100%	100%	100%
5	Produk Enjiniring yang disampaikan kepada Pemberi Kerja tidak memenuhi persyaratan Kontrak baik dari sisi Kualitas maupun Ketepatan Waktu The engineering deliverables submitted to the Employer do not meet the contractual requirements in terms of both quality and timeliness.	Jumlah Produk yang mendapat QC Pass dibandingkan Produk yang sudah disampaikan ke pemberi kerja Quantity of products that have passed QC compared to those delivered to the client	70%	70 – 80%	Min 70%
6	Terjadi pelanggaran atas keamanan data/informasi secara ilegal di lingkungan PLN E An unauthorized breach of data/information security has occurred within the PLN E system.	Persentase Data Loss Prevention terinstall pada Laptop/Desktop User Bidang Enjiniring dan Bidang Pemasaran yang berlokasi di Kantor Pusat PLN Enjiniring Percentage of Data Loss Prevention software installed on laptops and desktops of Engineering and Marketing department users located at the PLN Enjiniring Headquarters.	70%	70 – 80%	Min 70%
7	Produk/Layanan Pengembangan Usaha yang ditawarkan ke calon Pemberi Kerja tidak sesuai dengan kebutuhan The proposed business development products/services do not meet the potential client's needs	Progres identifikasi <i>market size</i> dan kebutuhan pasar The progress of identifying the market size and the market's needs.	100%	100%	100%
8	Pengambilalihan saham CGS di PT CPSI mengalami kendala dalam pelaksanaan The acquisition of CGS shares in PT CPSI has encountered obstacles in its execution.	Progres pembayaran kewajiban PT CPSI The progress of fulfilling PT CPSI's payment obligations.	100%	100%	100%

No	Deskripsi Risiko Risk Description	KRI	Ukuran Size		
			Risk Appetite	Risk Tolerance	Risk Limit
9	Pengelolaan dari hasil produk samping berupa kondensat tidak sesuai dengan peraturan pengelolaan kondensat The management of condensate, a byproduct, does not comply with the condensate management regulations.	Terdapat ijin (legalitas) terkait penyimpanan atau ijin pengelolaan kondensat There are permits (legalities) related to the storage or management of condensate.	Mendapatkan ijin (legalitas)	Mendapatkan ijin (legalitas)	Mendapatkan ijin (legalitas)
10	Aplikasi Virtual Cubicle belum optimal mendukung kegiatan bisnis dan manajemen proyek The Virtual Cubicle application is not fully equipped yet to facilitate business and project management operations.	Realisasi pengembangan Aplikasi VC sesuai dengan jadwal The accomplishment of developing the VC application as planned.	80%	80 – 100%	Min 80%
11	Kegiatan QA/QC tidak independen The QA/QC processes are not independent.	Perubahan struktur dan komposisi Tim QC (adanya pihak ekspert dari eksternal) Changes to the QC Team's structure and makeup (including the addition of external experts)	100% Disetujui	100% Disetujui	100% Disetujui
12	Kegiatan pengambilan keputusan di Perusahaan belum secara konsisten melalui mekanisme GRC The company's decision-making processes have not consistently adhered to the GRC framework.	Adanya <i>monitoring</i> kelengkapan GRC yang <i>diupdate</i> bulanan Monthly monitoring of GRC completeness is in place	100%	100%	100%
13	Kapasitas dan kapabilitas Enjinir berpengalaman pada bidang Enjiniring belum memadai The experienced engineers' capacity and capability in the Engineering field are inadequate.	Progres pembentukan organ khusus yang mengelola perputaran dan pembagian beban kerja Enjiniring Progress in establishing a dedicated team to manage the rotation and workload distribution among engineering staff.	100%	100%	100%
14	Pemetaan dan Progam Peningkatan kompetensi enjinir tidak sesuai dengan kebutuhan Mapping and competency enhancement programs for engineers do not align with the needs."	Progres kegiatan <i>partnership</i> peningkatan <i>capacity building</i> sesuai <i>milestone</i> The progress of the capacity building partnership activities is in line with the milestones	80%	80 – 100%	Min 80%

Profil Risiko dan Pengelolaannya

Profil risiko diperoleh berdasarkan analisis konteks internal maupun eksternal. Profil Risiko korporat disusun untuk memastikan pencapaian sasaran strategis PLN Enjiniring yang tertuang dalam RKAP 2023. Profil Risiko Korporat PLN Enjiniring digunakan sebagai acuan utama bagi manajemen perusahaan untuk memonitor *Key Risk Indicator* risiko perusahaan sebagai bahan manajemen untuk mengambil keputusan.

Risk Profile and its Management

The risk profile is obtained based on the analysis of both internal and external contexts. The corporate risk profile is developed to ensure the achievement of PLN Enjiniring's strategic objectives as outlined in the 2023 Work Plan and Budget (RKAP). The Corporate Risk Profile of PLN Enjiniring serves as the main reference for the company's management to monitor the Key Risk Indicators of the company, providing essential information for management decision-making.

Konteks

Berikut adalah konteks dalam penyusunan Profil Risiko PT PLNE tahun 2023:

Context

Here is the context for the development of PT PLN Enjiniring's 2023 Risk Profile:

Konteks Internal Internal Context	Konteks Eksternal External Context
<ol style="list-style-type: none"> Pencapaian kontrak baru ditargetkan sebesar Rp 1,27 Triliun, dengan target pendapatan perusahaan Rp 900,6 Miliar. Proyeksi Laba Bersih Perusahaan sebesar Rp. 100,8 Miliar dengan perbaikan Nett Profit Margin menjadi 11,2%. Potensi pekerjaan jasa enjiniring proyek dari rencana investasi Pembangkitan/Transmisi/GI (Rp. 802,9 T) pada RUPTL 2021-2030 adalah Rp. 691 M per tahun. Sehingga untuk memenuhi aspirasi Pemegang Saham diperlukan pekerjaan di luar jasa enjiniring proyek. Peningkatan pendapatan yang signifikan membutuhkan penambahan 31 insinir sehingga total pegawai PLNE menjadi 288 orang sehingga biaya kepegawaian meningkat 30%. PLN Enjiniring merupakan satu-satunya Anak Perusahaan yang bergerak dalam bisnis enjiniring di PLN Group dan telah berkecimpung di bisnis enjiniring selama 20 tahun. Telah memiliki sertifikat SNI ISO 9001:2015 SMM dan 37001:2016 SMAP serta menjalankan PP RI No.50 tahun 2012 tentang SMK3. Perpindahan kantor PLNE dari Menara Enjiniring ke Gedung KS. Tubun. Memiliki engineering software bertlisensi, <i>design guide</i>, serta <i>code and standard</i> yang lengkap untuk pekerjaan basic design. Perlu mempersiapkan usaha-usaha untuk melakukan diferensiasi produk dan kompetensi terutama di EBT, <i>Asset Management</i>, <i>Power Quality</i>, dan <i>Konsultrik</i>. Implementasi dan Sertifikasi SNI ISO 22301:2012 Sistem Manajemen Keberlangsungan Usaha (SMKU) dan 27001:2013 Sistem Manajemen Keamanan Informasi (SMKI). Berkomitmen dan konsisten dalam optimalisasi Budaya Sadar Mutu dan Budaya Sadar Risiko selaras dengan Budaya AKHLAK. Produk Enjiniring yang disampaikan kepada Pemberi Kerja mendapatkan QC Pass dan Identifikasi Dokumen sesuai Prosedur Pengendalian Mutu Produk. Ekosistem Ritel, yaitu solusi enjiniring untuk masyarakat luas melalui intellectual fee/royalty melalui peran enjiniring pada jenis produk, sistem, maupun <i>equipment</i> kelistrikan. Formasi Tenaga Kerja (FTK) dipetakan sesuai kapasitas dan kapabilitas yang dibutuhkan. PLNE sebagai <i>Engineering Excellence Centre</i> PLN menjalankan jasa manajemen aset dan jasa <i>Engineering Integrator</i>. Pelaksanaan Pekerjaan Engineering Integrator di Penugasan PLTMG Luwuk 40MW dengan target COD 9 bulan setelah Kontrak ditandatangani. Upaya <i>value creation</i> CPSI melalui pengambilalihan saham sebagai cikal bakal PLN Manufaktur setelah penjualan aset. Reposisi PLNE atas kepemilikan saham 15% pada IPP PLTU Sorolangun. Potensi perubahan organisasi menyesuaikan proses bisnis. Kebutuhan <i>database</i> enjiniring tersentralisasi dengan sistem keamanan informasi yang andal. 	<ol style="list-style-type: none"> Pertumbuhan ekonomi sebesar 5,3% dengan inflasi 3,6% serta nilai tukar Rupiah terhadap Dollar sebesar Rp 14.800 Permintaan <i>Joint Venture</i> atau Konsorsium kontrak untuk pekerjaan EPC. Permintaan penyelesaian pekerjaan pembangkit-pembangkit terkendala. Implementasi Quick Win Transformasi Portofolio PLN dan pembentukan Holding-Subholding PLN. Pemberlakuan sistem SDM HXMS (Human Experience Management System) di PLN Group. Rencana penambahan pembangkit baru dalam RUPTL 2021-2030 sebesar 40,6 GW selama 10 tahun dengan porsi EBT mencapai 20,9 GW atau 51,6%, sedangkan khusus 2023 sendiri pengembangan pembangkit EBT sebesar 2.028 MW. Komitmen PLN untuk mencapai netral karbon (<i>net zero emission</i>) di tahun 2060 melalui <i>Environment, Social and Governance</i> dengan melakukan percepatan penerapan green policies dan transisi energi. Dukungan Kebijakan Penerbitan Edaran direksi PLN (Persero) tentang pengelolaan enjiniring atas investasi ketenagalistrikan kepada satuan entitas enjiniring. Pemerintah mencabut Kebijakan Pembatasan Pembatasan Kegiatan Masyarakat (PPKM) terkait pandemi Covid-19 sejak 30 Desember 2022 mengingat Pandemi Covid-19 telah terkendali. Perubahan susunan organisasi PLN Group dengan hubungannya terhadap administrasi dokumen pembayaran dan perlambatan revenue kontrak eksisting. Beberapa Pemberi Kerja internal cenderung dapat melakukan pekerjaan bisnis enjiniring sendiri. Barrier to entry PT PLNE sangat rendah dari segi pasar, sehingga sangat kompetitif. Kolaborasi dengan institusi dan perusahaan-perusahaan yang dapat menunjang <i>business process</i> PLNE. <i>Stakeholder aspiration</i> kepada PLNE sebagai <i>Guardian for</i> PLN <i>Spending</i> dan <i>Readiness of Organizations and People with digitization support</i>. Kebijakan 4NO's dalam penerapan Sistem Manajemen anti Penyuaan mengacu kepada Undang-undang Tindak Pidana Korupsi (Tipikor) Nomor 31 Tahun 1999 Pemberantasan Tindak Pidana Korupsi.

Konteks Internal Internal Context	Konteks Eksternal External Context
<ol style="list-style-type: none"> The achievement of new contracts is targeted at IDR 1.27 trillion, with the company's revenue target set at IDR 900.6 billion. The company's projected net profit is IDR 100.8 billion, with an improvement in the net profit margin to 11.2%. The potential engineering service projects from the investment plans in Generation/Transmission/Substation (IDR 802.9 trillion) within the 2021–2030 Electricity Supply Business Plan (RUPTL) are estimated at IDR 691 billion per year. Therefore, to meet the Shareholders' aspirations, projects outside of engineering services will be required. A significant increase in revenue requires the addition of 31 engineers, bringing the total number of PLN Enjiniring employees to 288, which will result in a 30% increase in personnel costs. PLN Enjiniring is the only subsidiary engaged in the engineering business within the PLN Group and has been involved in the engineering industry for 20 years. It has obtained SNI ISO 9001:2015 Quality Management System (QMS) and ISO 37001:2016 Anti-Bribery Management System (ABMS) certifications, and complies with the Indonesian Government Regulation No. 50 of 2012 on Occupational Safety and Health Management Systems (SMK3). The relocation of PLN Enjiniring's office from Menara Engineering to the KS Tubun Building. It has licensed engineering software, design guides, and comprehensive codes and standards for basic design work. There is a need to prepare efforts for product and competency differentiation, particularly in renewable energy (NRE), asset management, power quality, and consulting. Implementation and certification of SNI ISO 22301:2012 Business Continuity Management System (BCMS) and ISO 27001:2013 Information Security Management System (ISMS). Committed and consistent in optimizing the Quality Awareness Culture and Risk Awareness Culture in alignment with the AKHLAK values. The engineering products delivered to clients receive a QC Pass and document identification in accordance with the Product Quality Control Procedures. Retail Ecosystem, which involves providing engineering solutions to the general public through intellectual fees/royalties by leveraging engineering roles in electrical products, systems, or equipment. The Workforce Formation (FTK) is mapped according to the required capacity and capabilities. PLN Enjiniring, as the Engineering Excellence Centre of PLN, provides asset management services and engineering integration services. The execution of Engineering Integration work for the Luwuk 40MW Gas Power Plant assignment has a target Commercial Operation Date (COD) 9 months after the contract is signed. Value creation efforts by CPSI through stock acquisition as a precursor to PLN Manufacturing after asset sales. PLN Enjiniring's repositioning regarding its 15% ownership stake in the Sorolangun Coal-Fired Power Plant (PLTU). Potential organizational changes to align with business processes. The need for a centralized engineering database with a reliable information security system. 	<ol style="list-style-type: none"> Economic growth of 5.3% with inflation at 3.6%, and an exchange rate of IDR 14,800 to the US Dollar. Demand for joint ventures or consortia contracts for EPC (Engineering, Procurement, and Construction) work Delays in the completion of power plant projects. Implementation of Quick Win Transformation for PLN's portfolio and the establishment of PLN Holding and Sub-holding. Implementation of the HXMS (Human Experience Management System) for HR at PLN Group. The plan to add new power plants in the RUPTL 2021–2030 is 40.6 GW over 10 years, with a share of renewable energy (NRE) reaching 20.9 GW or 51.6%. Specifically for 2023, the development of renewable energy power plants is 2,028 MW. PLN's commitment to achieving carbon neutrality (net zero emissions) by 2060 through Environment, Social, and Governance (ESG) initiatives by accelerating the implementation of green policies and energy transition. Support for the issuance of PLN (Persero) director circulars regarding the management of engineering for electrical investment to engineering units. The government lifted the Community Activity Restrictions (PPKM) policy related to the COVID-19 pandemic as of December 30, 2022, given that the pandemic has been under control. Changes in the organizational structure of PLN Group related to document administration for payments and delays in revenue from existing contracts Some internal clients may tend to perform engineering business tasks themselves. The barrier to entry for PT PLN Enjiniring is very low in terms of the market, making it highly competitive. Collaboration with institutions and companies that can support PLN Enjiniring's business processes. Stakeholder aspiration kepada PLNE sebagai Guardian for PLN Spending dan Readiness of Organizations and People with digitization support. The 4NO's policy in implementing the Anti-Bribery Management System refers to the Anti-Corruption Law No. 31 of 1999 on the Eradication of Corruption.

Pemangku Kepentingan

Pemetaan *stakeholder* dilakukan untuk mengidentifikasi pemangku kepentingan internal maupun eksternal yang terkait dengan konteks profil risiko beserta jenis kepentingannya terhadap perusahaan. Hasil analisis *stakeholder* ini digunakan sebagai salah satu acuan dalam identifikasi risiko. Adapun *stakeholder* utama pada Profil Risiko PLN Enjiniring Tahun 2023 ini adalah sebagai berikut.

Stakeholders

Stakeholder mapping is conducted to identify internal and external stakeholders related to the risk profile context, along with their interests in the company. The results of this stakeholder analysis are used as a reference for risk identification. The primary stakeholders for the 2023 PLN Enjiniring Risk Profile are as follows:

No	Pemangku Kepentingan Stakeholders	Perhatian Utama/Kaitan Kepentingan Main Concerns/Interest Relevance
1.	Pemerintah/Regulator Government/Regulator	<ol style="list-style-type: none"> Terjalinnnya hubungan yang harmonis dan konstruktif atas dasar kejujuran dengan regulator PLNE tunduk dan mematuhi hukum, perundangan dan peraturan PLNE berkontribusi positif terhadap masyarakat sekitar Penurunan jumlah subsidi dari anggaran negara <ol style="list-style-type: none"> Establishing a harmonious and constructive relationship based on honesty with regulators. PLN Enjiniring adheres to and complies with laws, regulations, and legislation. PLN Enjiniring makes a positive contribution to the surrounding community. Reduction in the amount of subsidies from the state budget.

No	Pemangku Kepentingan Stakeholders	Perhatian Utama/Kaitan Kepentingan Main Concerns/Interest Relevance
2.	PLN (Persero) Pusat PLN (Persero) Head Office	<ul style="list-style-type: none"> a. PLNE tunduk kepada aturan kebijakan yang ditetapkan PLN sebagai Pemegang Saham b. PLNE berkontribusi positif terhadap kebijakan yang ditetapkan PLN sebagai Pemegang Saham c. PLNE menjaga hubungan yang harmonis dengan PLN sebagai Pemegang Saham
3.	Dewan Komisaris Board of Commissioners	<ul style="list-style-type: none"> a. Berperan dan berkewajiban memonitor pelaksanaan Manajemen Risiko b. Memberikan nasehat terhadap pelaksanaan manajemen risiko
4.	Direksi PLNE Board of Directors of PLNE	<ul style="list-style-type: none"> a. Penanggungjawab Korporat b. Berperan sebagai pemegang delegasi Rapat Umum Pemegang Saham (RUPS) untuk melaksanakan pengelolaan perusahaan, termasuk didalamnya melaksanakan penerapan Manajemen Risiko Terintegrasi maupun praktik pengelolaan Risiko perusahaan, mulai dari perencanaan strategis hingga 'pada eksekusinya dalam rangka pencapaian sasaran-sasaran perusahaan.
5.	PLN Group PLN Group	<ul style="list-style-type: none"> a. PLNE menjalin Kerjasama dengan PLN Group sebagai Pemberi Kerja b. PLNE menjaga komitmen sesuai kesepakatan dalam kontrak
6.	Mitra Kerja Partner	<ul style="list-style-type: none"> a. Proses pengadaan secara adil dan transparan b. Seleksi dan evaluasi secara objektif dalam pemilihan mitra c. Prosedur administrasi pengadaan yang akurat namun sederhana d. Penyelesaian pembayaran produk dan jasa yang tepat waktu e. Hubungan saling menguntungkan
7.	Pemberi Kerja diluar PLN Group Clients outside PLN Groups	<ul style="list-style-type: none"> a. PLNE menjalin Kerjasama dengan Pemberi Kerja diluar PLN Group sebagai Pemberi Kerja b. PLNE menjaga komitmen sesuai kesepakatan dalam kontrak
8.	Media Masa Media	<ul style="list-style-type: none"> a. Akurasi objek pemberitaan b. Informasi terkini c. Penyampaian berita tepat waktu d. Transparansi kondisi operasional dan finansial

Profil Risiko

PLN Enjiniring melakukan penetapan beberapa risiko utama yang memiliki pengaruh penting dalam kegiatan usaha. Walaupun dilakukan penetapan risiko utama, namun untuk risiko-risiko yang bukan menjadi bagian dalam risiko utama perusahaan tetap dilakukan opsi rencana perlakuan risiko serta dilakukan pula pemantauannya oleh Sub Bidang Manajemen Mutu dan Risiko. Adapun risiko-risiko utama yang menjadi fokus pada tahun 2023, yaitu:

Risk Profile

PLN Enjiniring identifies several key risks that significantly impact its business activities. Although key risks are identified, risks that are not considered main risks still have risk treatment plans and are monitored by the Quality and Risk Management Subdivision. The main risks that are the focus for 2023 are as follows:

No.	Risiko Risk	Penyebab Causes	Mitigasi Mitigation	Tingkat Risiko Residu Residual Risk Level
1.	<p>Strategi pemasaran yang kurang efektif Ineffective marketing strategy</p>	<p>P1. Kegiatan pemasaran dan komunikasi terkait produk belum dilakukan secara intensif P2. Kuantitas dan kapabilitas Enjinir di PLNE belum sepenuhnya memenuhi persyaratan pekerjaan P3. Persaingan harga dan kompetensi Enjinir dengan kompetitor P4. RUPTL PLN tahun 2023 belum dimutakhirkan pada tahun berjalan P5. Penugasan yang diterima belum/tidak memiliki anggaran</p> <p>P1 Marketing and communication activities related to products have not been conducted intensively. P2 The quantity and capability of engineers at PLN Enjiniring do not yet fully meet job requirements. P3 Price competition and engineer competency with competitors. P4 The PLN Electricity Supply Business Plan (RUPTL) for 2023 has not been updated for the current year. P5 Received Assignments get insufficient budget</p>	<ol style="list-style-type: none"> 1 Follow up EDIR PLN terkait Standar Prosedur Pengelolaan Enjiniring untuk Proyek Investasi Ketenagalistrikan PT PLN (Persero) 2. Melakukan Update informasi produk dan layanan dalam website perusahaan pemasaran 3. Membangun Mindset “Everybody is Marketer” dengan cara sebagai berikut: <ol style="list-style-type: none"> a. Pembuatan video profil singkat b. Penjelasan video profil difasilitasi oleh SDM dengan pemateri dari SAR ke insan PLNE c. Penyampaian secara wajib video profil ke pemberi kerja sebelum melakukan presentasi d. Membangun empati untuk kepuasan pelanggan dengan <i>training coaching</i> kepada Tim Proyek 4. Meningkatkan efektifitas pemasaran melalui: <ol style="list-style-type: none"> a. Melampirkan brosur/flyer produk dan layanan PLNE setiap penyampaian produk final kepada pemberi kerja b. Peningkatan kompetensi SDM Bidang SAR melalui pelatihan sesuai dengan TNA 5. Melakukan pemetaan kapabilitas Enjinir di PLNE sesuai dengan daftar potensi pasar 6. Memperluas <i>networking</i> dengan secara aktif memperkenalkan produk PLNE melalui kegiatan <i>roadshow</i> baik kepada calon pemberi kerja PLN Group dan non PLN Group 7. Melaksanakan kegiatan go or no go meeting bersama Enjiniring dalam mengikuti tender 8. Melakukan komunikasi ke Divisi pemberi kerja dan Divisi Anggaran PLN terkait dengan ketersediaan anggaran penugasan yang diterima 9. Mencari pekerjaan dari pihak eksternal PLN Group di luar yang sudah direncanakan dalam RUPTL sebagai bentuk kontigensi <ol style="list-style-type: none"> 1. Follow up on PLN's EDIR regarding the Standard Operating Procedures for Engineering Management for PT PLN (Persero) Electrical Investment Projects. 2. Update product and service information on the company's marketing website. 3. Build the "Everybody is Marketer" mindset through the following methods: <ol style="list-style-type: none"> a. Creating short profile videos. b. Profile video explanations facilitated by HR with speakers from SAR for PLN Enjiniring staff. c. Mandatory delivery of profile videos to clients before making presentations. d. Building empathy for customer satisfaction through coaching training for the project team. 4. Enhancing effective marketing through: <ol style="list-style-type: none"> a. Attaching brochures/flyers of PLN Enjiniring products and services with every final product submission to clients. b. Enhancing the competency of HR in the SAR field through training according to the Training Needs Analysis (TNA). 5. Mapping the capabilities of engineers at PLN Enjiniring according to the market potential list. 6. Expanding networking by actively introducing PLN Enjiniring products through roadshow activities to both prospective clients within and outside the PLN Group. 7. Conducting go/no-go meetings with Engineering to decide on participating in tenders. 8. Communicating with the client division and the Budget Division at PLN regarding the availability of budgets for received assignments. 9. Seeking projects from external parties outside of PLN Group that are not planned in the RUPTL as a form of contingency. 	<p>Tinggi (C.4) High(C.4)</p>

No.	Risiko Risk	Penyebab Causes	Mitigasi Mitigation	Tingkat Risiko Residu Residual Risk Level
2.	<p>Pemantauan dan evaluasi penggunaan biaya proyek belum dilakukan dengan optimal Monitoring and evaluation of project cost utilization have not been conducted optimally.</p>	<p>P1. Perencanaan biaya proyek tidak akurat P2. Pengendalian biaya oleh Bidang tidak dilaksanakan secara konsisten P3. Belum melakukan update RBP sesuai dengan amandemen terakhir P4. SAP belum dapat diakses diluar kantor (kecuali dengan VPN) P5. Realisasi biaya tidak bisa langsung ditarik dari SAP P6. PTL tidak disiplin dan konsisten membuat Laporan Kemajuan Proyek setiap bulannya P7. Penggunaan subkon P8. Harga satuan remunerasi belum menyesuaikan dengan INKINDO termutakhir</p> <p>P1. inaccurate project planning cost P2. Cost control by the division is not implemented consistently. P3 Has not updated the RBP according to the latest amendment. P4. SAP cannot be accessed outside the office (except via VPN). P5. Cost realizations cannot be directly extracted from SAP. P6. The Project Team Leader (PTL) is not disciplined and consistent in producing Monthly Project Progress Reports. P7. Subcontractor usage P8. Unit remuneration rates have not been updated to reflect the latest INKINDO terms.</p>	<p>1. Pengendalian Biaya Produksi dengan <i>Disburse Cost Schedule</i> 2. <i>Monitoring</i> realisasi biaya melalui aplikasi SAP yang terintegrasi dengan fitur <i>monitoring budgeting</i> pada aplikasi VC setiap bulan nya 3. Konsinyering atau rapat rutin evaluasi Progres Proyek mingguan 4. <i>Monitoring</i> dan evaluasi pekerjaan subkon sesuai RAB dalam kontrak 5. Kajian penyesuaian harga remunerasi sesuai INKINDO 6. Melakukan efisiensi lebih banyak pada komponen biaya proyek yang masih dapat ditekan</p> <p>1. Cost control for production with a Disbursement Cost Schedule. 2. Monitoring cost realizations through the SAP application, which is integrated with the budgeting monitoring feature in the VC application on a monthly basis. 3. Regular weekly project progress evaluation meetings or consultations. 4. Monitoring and evaluating subcontractor work according to the Bill of Quantities (RAB) in the contract. 5. Review of remuneration rate adjustments according to INKINDO standards. 6. Implementing further efficiencies on project cost components that can still be reduced.</p>	Tinggi (C.4) High(C.4)
3.	<p>PLN Enjiniring tidak diizinkan mengelola CNG Bangkanai sebagai bisnis pendukung PLN Enjiniring is not allowed to manage CNG Bangkanai as a supporting business.</p>	<p>P1. Menurut Pemegang Saham, pendapatan CNG Bangkanai membuat PLNE kurang agresif dalam pengembangan enjiniring. P2. Adanya rencana holding-sub holding terkait penyalarsan <i>cluster business</i> di PLN Group.</p> <p>P1. According to the shareholders, revenue from CNG Bangkanai makes PLN Enjiniring less aggressive in engineering development. P2. There is a plan for holding and sub-holding related to the alignment of business clusters within PLN Group.</p>	<p>1. Menyediakan resources yang cukup untuk membuat kajian dampak terhadap bisnis PLNE apabila CNG Bangkanai di lepas 2. Melakukan kajian keberlangsungan dampak terhadap bisnis PLNE apabila CNG Bangkanai di lepas 3. Melakukan negoisasi kepada PLN sebagai pemegang saham terkait kegiatan dan pencapaian yang telah dilakukan PLNE dalam pengelolaan CNG Bangkanai dan pencapaiannya 4. Mengusulkan kepada PLN terkait pendapatan baru sebagai substitusi pelepasan CNG Bangkanai 5. Pengajuan kepada PT PLN (Persero) dimana CNG tetap stay di PLNE dan PLNE tetap menjadi investor dan melanjutkan O&M di CNG Plant Bangkanai. Adapun skema stay yang diberlakukan adalah:</p> <p>a. Kegiatan sewa-beli sesuai dengan masa selesai kontrak di 2027, dengan menindaklanjuti amandemen kontrak sebelumnya. b. Membuat skema penyerahan aset dari PLNE ke AP PLN dengan menurunkan nilai aset dalam jangka waktu tertentu (10 - 15 tahun) tetapi PLNE masih mendapatkan nilai bisnis dari pengoperasian CNG.</p> <p>1. Providing sufficient resources to conduct an impact study on PLN Enjiniring's business if CNG Bangkanai is divested. 2. Conducting a sustainability impact study on PLN Enjiniring's business if CNG Bangkanai is divested. 3. Negotiating with PLN as the shareholder regarding the activities and achievements of PLN Enjiniring in managing CNG Bangkanai and its outcomes. 4. Proposing new revenue sources to PLN as a substitution for the divestment of CNG Bangkanai. 5. Proposing to PT PLN (Persero) to keep CNG Bangkanai under PLN Enjiniring, with PLN Enjiniring remaining as the investor and continuing Operations and Maintenance (O&M) at the CNG Plant Bangkanai. The stay scheme to be implemented is as follows:</p> <p>a. Lease-to-own activities according to the contract's completion period in 2027, with follow-up on the previous contract amendments. b. CNG Developing a scheme for asset transfer from PLN Enjiniring to PLN's Asset Management Division, involving the depreciation of asset value over a specific period (10–15 years), while PLN Enjiniring continues to benefit from the business value of operating the CNG plant..</p>	Sangat Tinggi (E.4) Very high (E.4)

No.	Risiko Risk	Penyebab Causes	Mitigasi Mitigation	Tingkat Risiko Residu Residual Risk Level
4.	<p>Pelaksanaan Penugasan EPC PLTMG Luwuk mengalami kendala teknis di lapangan The EPC assignment for the Luwuk 40MW Gas Power Plant (PLTMG) is experiencing technical difficulties on-site.</p>	<p>P1. <i>Monitoring</i> dan evaluasi pekerjaan di lapangan oleh Pengawas Konstruksi Proyek tidak dilakukan dengan konsisten P2. Kurangnya koordinasi dan pendampingan terhadap PT REC dalam pemilihan kontraktor pelaksana EPC P3. Kontraktor yang telah dipilih PT REC mengalami kendala finansial dan teknis pada saat proyek berjalan P1. Monitoring and evaluation of on-site work by the Project Construction Supervisors are not performed consistently. P2. EPC is Lack of coordination and support for PT REC in selecting the EPC contractor. P3. The contractor selected by PT REC is experiencing financial and technical difficulties during the project.</p>	<ol style="list-style-type: none"> 1. PLNE mendampingi PT REC dalam proses <i>due diligence</i> pemilihan calon kontraktor pelaksana EPC 2. Melakukan pembahasan dan penyusunan laporan proyek dengan para pihak terkait secara mingguan 3. Mengatur dalam kontrak bahwa Mitra PLNE memiliki kesanggupan pendanaan dalam menyelesaikan seluruh pekerjaan PLTMG Luwuk 40MW dimana dana tersebut tersedia dalam <i>escrow account</i> 4. PLNE bermitra dengan badan usaha yang memiliki perizinan yang dipersyaratkan 5. Melakukan negosiasi dengan PLN terkait syarat-syarat PLNE antara lain: <ol style="list-style-type: none"> a. PLNE dapat mengklaim <i>unforeseen cost</i> karena asesmen tidak dilaksanakan b. Perjanjian PLNE dan Mitra <i>inline</i> dengan perjanjian PLN dan PLNE c. Perjanjian PLN dan PLNE berlaku efektif apabila seluruh persyaratan yang diperlukan oleh PLNE telah terpenuhi d. Dalam hal PLN juga menugaskan PLNE untuk melakukan pembayaran hutang vendor kontraktor sebelumnya, perlu ada kepastian nilai yang dituangkan dalam Surat Pengakuan Hutang (SPH) dan perlu mengakomodir PPN dari PLNE kepada vendor tersebut e. Serah terima pekerjaan dan syarat pembayaran perlu di detailkan <ol style="list-style-type: none"> 1. PLN Enjiniring supports PT REC in the due diligence process for selecting prospective EPC contractors. 2. Conducting discussions and preparing project reports with relevant parties on a weekly basis. 3. PLN Enjiniring's partners have the financial capability to complete all work for the Luwuk 40MW Gas Power Plant (PLTMG), with the funds available in an escrow account. 4. PLN Enjiniring partners with business entities that have the required licenses. 5. Negotiating with PLN regarding PLN Enjiniring's requirements, including: <ol style="list-style-type: none"> a. PLN Enjiniring can claim unforeseen costs due to the lack of assessment. b. The agreement between PLN Enjiniring and its partners is aligned with the agreement between PLN and PLN Enjiniring. c. The agreement between PLN and PLN Enjiniring becomes effective once all requirements set by PLN Enjiniring have been met. d. If PLN also assigns PLN Enjiniring to settle the debts of previous contractor vendors, there must be a clear value specified in the Debt Acknowledgment Letter (SPH), and it should accommodate VAT from PLN Enjiniring to the vendor. e. The handover of work and payment terms need to be detailed. 	<p>Tinggi (E.3) High (E.3)</p>

No.	Risiko Risk	Penyebab Causes	Mitigasi Mitigation	Tingkat Risiko Residu Residual Risk Level
5.	Produk Enjiniring yang disampaikan kepada Pemberi Kerja tidak memenuhi persyaratan Kontrak baik dari sisi Kualitas maupun Ketepatan Waktu	<p>P1. <i>Workload</i> enjinir terlalu tinggi</p> <p>P2. Kurangnya pengalaman dan kompetensi terkait pekerjaan EBT PLTA dan EBT PLTP</p> <p>P3. <i>Training</i> yang dilaksanakan tidak sesuai dengan kebutuhan enjinir</p> <p>P4. <i>Progress</i> Pekerjaan belum termonitor secara optimal dan tidak terdeteksi kendala serta tindaklanjutnya</p> <p>P5. <i>Database</i> dan Perangkat Enjiniring belum lengkap dan/atau belum diperbaharui lisensinya</p> <p>P6. Standar teknis yang digunakan dalam dokumen belum mengikuti standar teknis <i>terupdate</i></p> <p>P7. Proses pengadaan subkon membutuhkan waktu yang cukup panjang untuk memenuhi kebutuhan Pemberi Kerja</p> <p>P8. TOR yang di berikan oleh pemberi kerja bingka menjadi kontrak terkait lingkup kerja masih kurang jelas</p> <p>P9. Komunikasi Tim Proyek dengan Pemberi Kerja dan Pihak ketiga belum optimal (Tidak tanggap terhadap pemberi kerja)</p> <p>P10. Kurangnya data sistem kelistrikan interkoneksi dan informasi detail peralatan yang dibutuhkan untuk penyelesaian proyek.</p> <p>P11. Terdapat perubahan/penambahan item dari Pemberi Kerja yang tidak sesuai dengan TOR</p> <p>P12. Hasil pekerjaan subkon tidak sesuai dengan yang dipersyaratkan pada kontrak</p> <p>P13. Pemberi Kerja kurang tanggap dalam mengisi <i>survey</i> kepuasan pelanggan</p>	<ol style="list-style-type: none"> Melakukan pemerataan <i>workload</i> enjinir sesuai disiplin masing-masing Melakukan identifikasi pengalaman dan kompetensi atau asesmen terkait keahlian yang dibutuhkan dan melakukan kegiatan <i>capacity building</i> sesuai hasil asesmen Melakukan <i>monitoring</i> progres pekerjaan, kendala, dan tindak lanjut kendala yang dimonitor dan dilakukan evaluasi mingguan dengan didukung oleh Aplikasi Virtual Cubicle Internalisasi Prosedur, <i>monitoring</i> dan evaluasi pelaksanaan PE.PLNE.C.05.03 tentang Pengendalian Mutu Produk <i>Review</i> dan <i>monitoring</i> Perangkat Enjiniring dan lisensi <i>software</i> secara berkala Perpanjangan lisensi <i>software</i> dengan mempertimbangkan pendanaannya meliputi: <ul style="list-style-type: none"> Pendanaan dari RBP yang tercermin pada BOQ dalam kontrak Pendanaan dari usulan Anggaran Investasi dengan persetujuan Komite Investasi <i>Review</i> dan evaluasi untuk mempersingkat tata cara proses pengadaan Barang/Jasa oleh Pengguna di PLNE dengan berkoordinasi dengan KSMR ENG membuat standart TOR dan RAB (Subkon) dan administrasi agar dapat digunakan oleh PTL Bidang SAR dan ENG harus teliti dan berkoordinasi intens (melalui wa grup, rapat perkasus per proyek) untuk memastikan TOR sesuai dari permintaan pemberi kerja Komunikasi intensif internal dengan bidang terkait (Terkait kajian hukum, kajian risiko, cash advance, fasilitas kerja, ATK, pertimbangan SPI, pemenuhan sistem oleh IT, pembayaran subkon, SPPD, dengan bidang SAR terkait lingkup kerja, kebutuhan MM, BLNP dalam proposal) Komunikasi intensif eksternal dengan pemberi kerja (melakukan pendekatan secara personal, merespon pesan pemberi kerja, segera merespon surat menyurat pemberi kerja) Komunikasi intensif eksternal dengan subkon untuk memastikan pelaksanaan proyek sesuai dengan mutu, waktu dan biayanya. Pembuatan <i>power system center</i> sebagai wadah data-data di lingkungan PLNE maupun PLN Group Kesepakatan antara PLNE dan pemberi kerja untuk melaksanakan amandemen kontrak Menggunakan subkonsultan dari DPT termutakhir Melakukan <i>monitoring</i> pekerjaan dan evaluasi kinerja subkonsultan PTL dan Manajemen harus mengingatkan secara berkala ke pemberi kerja untuk segera mengisi <i>survey</i> kepuasan pelanggan Melakukan update terhadap DPT dengan mengeluarkan subkonsultan dengan Nilai <6,9 dari daftar penyedia Menindaklanjuti keluhan dari Pemberi Kerja dan segera mengusulkan training/pelatihan sesuai dengan kompetensi yang dikeluarkan Percepatan proses penyelesaian produk dan administrasi penagihan 	Tinggi (C.3)

No.	Risiko Risk	Penyebab Causes	Mitigasi Mitigation	Tingkat Risiko Residu Residual Risk Level
	<p>Engineering products delivered to the client do not meet contract requirements in terms of both quality and timeliness.</p>	<p>P1. The engineers' workload is too high. P2. Lack of experience and competence related to hydropower (PLTA) and geothermal power (PLTP) renewable energy projects. P3. Training conducted does not align with the engineers' needs. P4. Work progress is not monitored optimally, and issues and follow-up actions are not detected. P5. The engineering database and tools are either incomplete or have not had their licenses updated. P6. The technical standards used in the documents do not follow the most recent technical standards. P7. The subcontracting procurement process takes a considerable amount of time to meet the client's needs. P8. The Terms of Reference (TOR) provided by the client, which becomes part of the contract regarding the scope of work, are still unclear. P9. The communication between the project team, the client, and third parties is not optimal (unresponsive to the client). P10. Lack of data on electrical interconnection systems and detailed information on equipment needed for project completion. P11. There are changes/additions to items from the client that are not aligned with the Terms of Reference (TOR). P12. The subcontractor's work results do not meet the requirements specified in the contract. P13. The client is less responsive in filling out the customer satisfaction survey.</p>	<ol style="list-style-type: none"> 1. Distributing engineers' workload evenly according to their respective disciplines. 2. Identifying experience and competencies or assessing the required skills, and conducting capacity-building activities based on the assessment results. 3. Monitoring work progress, issues, and follow-up on detected issues, with weekly evaluations supported by the Virtual Cubicle application. 4. Internalizing procedures, monitoring, and evaluating the implementation of PE.PLNE.C.05.03 regarding Product Quality Control. 5a. Reviewing and monitoring engineering tools and software licenses regularly. 5b. Extending software licenses while considering funding, including: <ul style="list-style-type: none"> - Funding from the RBP (Annual Budget Plan) reflected in the BOQ (Bill of Quantities) in the contract. - Funding from the Investment Budget proposal with approval from the Investment Committee. 6. Reviewing and evaluating to streamline the procurement process for goods/services by users at PLN Enjiniring, in coordination with the KSMR (Quality and Risk Management Unit). 7. The Engineering team creates standard TOR (Terms of Reference) and RAB (Bill of Quantities) for subcontractors, along with administrative procedures, for use by the Project Team Leader (PTL). 8. The SAR and ENG departments must be diligent and coordinate intensively (through WhatsApp groups, project-specific meetings) to ensure that the TOR meets the client's requirements. 9. Intensive internal communication with relevant departments (regarding legal reviews, risk assessments, cash advances, work facilities, office supplies, SPI considerations, IT system compliance, subcontractor payments, travel orders, with SAR regarding scope of work, MM needs, and BLNP in proposals). 10. Intensive external communication with the client (personal approach, responding promptly to client messages, and addressing client correspondence quickly). 11. Intensive external communication with subcontractors to ensure project execution aligns with quality, time, and cost requirements. 12. Group Creating a power system center as a repository for data within PLN Enjiniring and the PLN Group. 13. Agreement between PLN Enjiniring and the client to implement a contract amendment. 14. Using subcontractors from the most recent DPT (Directory of Qualified Consultants). 15. Monitoring work and evaluating the performance of subcontractors. 16. The Project Team Leader (PTL) and management must regularly remind the client to complete the customer satisfaction survey promptly. 17. Update the DPT (Directory of Qualified Consultants) by removing subcontractors with a rating of <6.9 from the list of providers. 18. Address complaints from the client and promptly propose training or courses relevant to the competencies that are being criticized. 19. Accelerate the process of completing products and handling invoicing administration. 	<p>High (E.3)</p>

No.	Risiko Risk	Penyebab Causes	Mitigasi Mitigation	Tingkat Risiko Residu Residual Risk Level
6.	<p>Terjadi pelanggaran atas keamanan data/informasi secara ilegal di lingkungan PLN Enjiniring A breach of data/information security occurred illegally within PLN Enjiniring.</p>	<p>P1. Teknologi perangkat keamanan yang dimiliki sudah <i>end of support</i>, sehingga jika terjadi gangguan dapat berakibat fatal P2. Belum diketahuinya titik kerentanan terbaru pada lingkungan kerja TI P3. Kurangnya integritas dan kesadaran pegawai terhadap kepemilikan data Perusahaan P4. <i>Tools</i> keamanan <i>Data Loss Prevention</i> pada perangkat kerja belum sepenuhnya terpasang pada seluruh perangkat kerja pegawai P5. Belum adanya aturan atau pedoman terkait keamanan data dan informasi P6. Adanya serangan keamanan dari pihak luar (<i>cyber security</i>) P1. The security technology currently in use is end-of-support, so any disruptions could have severe consequences. P2. The latest vulnerabilities in the IT environment have not yet been identified. P3. Lack of employee integrity and awareness regarding the ownership of company data. P4. Data Loss Prevention (DLP) tools are not fully installed on all employee work devices P5. There are no existing rules or guidelines related to data and information security. P6. There are security attacks from external parties (cybersecurity threats).</p>	<ol style="list-style-type: none"> 1. Implementasi ISO SNI 27001:2019 Sistem Manajemen Keamanan Informasi (SMKI) 2. Sertifikasi ISO SNI 27001:2019 Sistem Manajemen Keamanan Informasi (SMKI) 3. Melakukan pengadaan perangkat keamanan 4. Kegiatan IT <i>security assessment</i> terhadap infrastruktur 5. Penyusunan <i>roadmap</i> tindaklanjut hasil IT <i>security assessment</i> 6. Melakukan tindaklanjut hasil <i>security assesment</i> untuk <i>roadmap</i> tahun 2023 7. Sosialisasi buku saku yang berisi hal-hal yang boleh dilakukan atau tidak oleh Pegawai dan tandatangan komitmen CoC (<i>code of conduct</i>) 8. Mewajibkan pemasangan <i>tools</i> DLP kepada seluruh perangkat kerja pegawai 9. Penyusunan aturan atau pedoman (PE) terkait keamana data dan informasi 10. Melakukan percepatan proses pengadaan perangkat keamanan 11. Melakukan percepatan pelaksanaan IT <i>security assessment</i> <ol style="list-style-type: none"> 1. Implement the ISO SNI 27001:2019 Information Security Management System (ISMS). 2. Obtain ISO SNI 27001:2019 Information Security Management System (ISMS) certification. 3. Procure security devices and technologies. 4. Conduct IT security assessments of the infrastructure. 5. Develop a roadmap for follow-up actions based on the IT security assessment results. 6. Implement follow-up actions based on the 2023 security assessment roadmap. 7. CoC (code of conduct) Conduct a campaign to socialize the handbook outlining permissible and impermissible actions for employees, and ensure all staff sign the Code of Conduct (CoC) commitment. 8. Mandate the installation of Data Loss Prevention (DLP) tools on all employee work devices. 9. Develop guidelines or regulations (PE) related to data and information security. 10. Accelerate the procurement process for security devices. 11. Accelerate the implementation of IT security assessments. 	<p>Tinggi (D.3) High (D.3)</p>
7.	<p>Produk/Layanan Pengembangan Usaha yang ditawarkan ke calon Pemberi Kerja tidak sesuai dengan kebutuhan Business Development products/services offered to potential clients do not meet their needs.</p>	<p>P1. Keterbatasan <i>resources</i> (anggaran dan sumber daya) dalam penyusunan pengembangan bisnis P2. Proposal yang dibuat belum komprehensif dan sesuai kebutuhan pasar P3. Skema bisnis yang ditawarkan kurang menarik P4. Gagal mengidentifikasi kebutuhan pelanggan P5. Perizinan usaha PLNE belum sesuai dengan permintaan pelanggan P1. Limited resources (budget and manpower) in business development planning P2. Proposals are not comprehensive and do not meet market needs. P3. The proposed business model is less appealing P4. Failed to identify customers' needs P5. PLNE's business licensing does not meet customer requirements</p>	<ol style="list-style-type: none"> 1. Penyusunan dan pengesahan Prosedur Enjiniring terkait Pengembangan Usaha 2. Menyediakan <i>resources</i> yang dibutuhkan untuk pengembangan bisnis 3. Membuat Business Model Canvas sesuai dengan target pelanggan maupun industri yang diharapkan 4. Penyusunan proposal kerjasama dengan konsultan 5. Menyelaraskan kebutuhan pelanggan sesuai dengan yang telah dibuat dalam BMC 6. Mengurus perizinan usaha PLNE untuk pengembangan usaha (jika dibutuhkan) 7. Penyusunan <i>business plan</i> atas produk/layanan lainnya (di luar DRUPS, BESS dan CEMS) <ol style="list-style-type: none"> 1. Preparation and Approval of Engineering Procedures Related to Business Development 2. Provide the Necessary Resources for Business Development 3. Create a Business Model Canvas that aligns with the target customers and the expected industry 4. Prepare collaboration proposals with consultants 5. Align customer needs with those outlined in the Business Model Canvas (BMC) 6. Manage PLNE's business licensing for business development (if needed) 7. Develop a business plan for other products/services (beyond DRUPS, BESS, and CEMS) 	<p>Tinggi (C.4) High (C.4)</p>

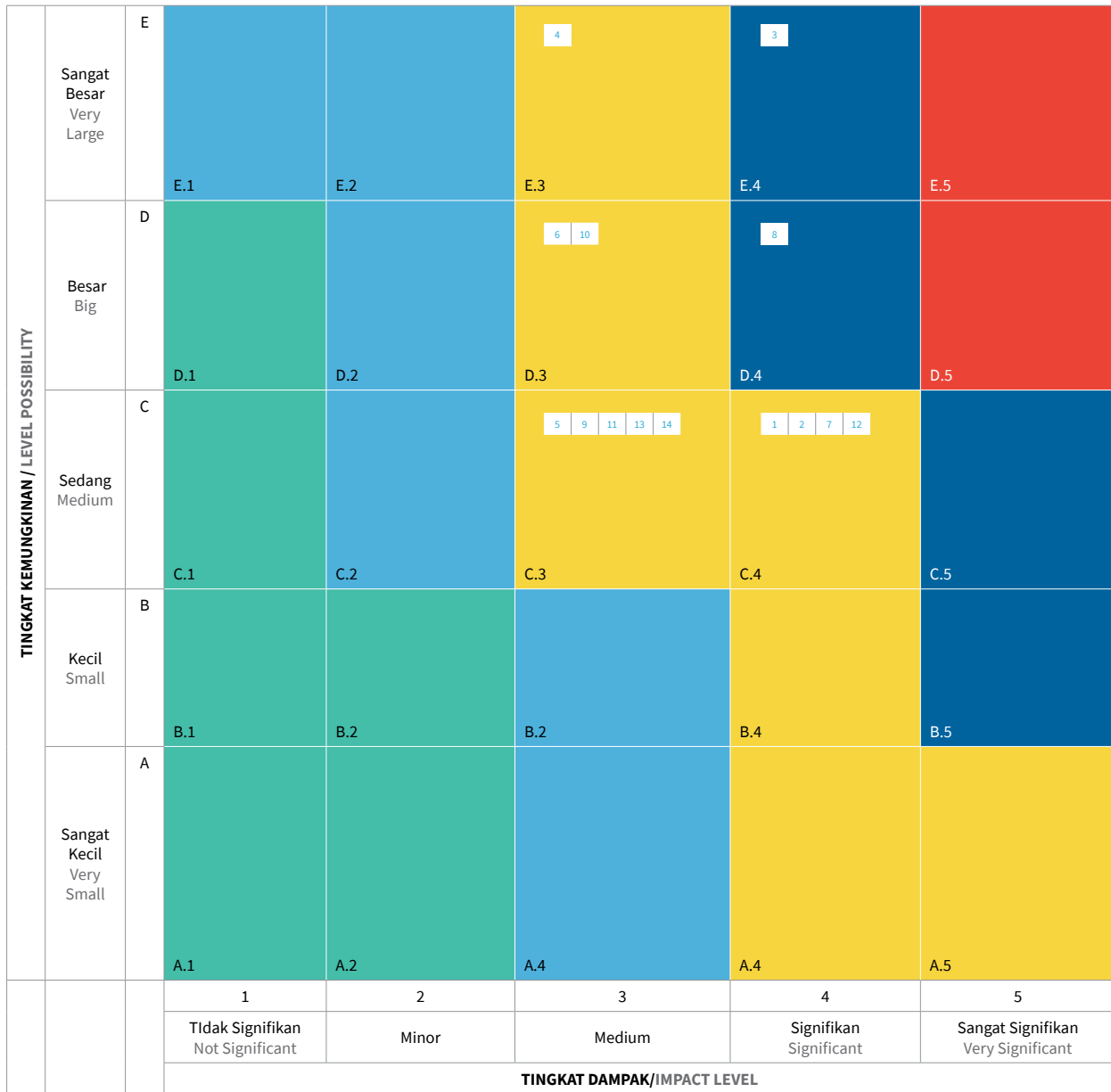
No.	Risiko Risk	Penyebab Causes	Mitigasi Mitigation	Tingkat Risiko Residu Residual Risk Level
8.	<p>Pengambilalihan saham CGS di PT CPSI mengalami kendala dalam pelaksanaan The acquisition of CGS shares in PT CPSI encountered execution challenges.</p>	<p>P1. Ketidaklengkapan dokumen yang dibutuhkan untuk mendapatkan keputusan RUPS PLNE atas pengambilalihan saham sesuai dengan GCG dan peraturan yang berlaku P2. Proses kelengkapan GRC terkait untuk pengajuan anggaran investasi RKAP 2023 belum selesai P3. PT CPSI belum membayar <i>overhead tax</i> (tidak terbatas pada PBB) kurang lebih Rp 200 Juta P4. Proses pelelangan aset PT CPSI oleh Bank Mandiri tertunda P5. Proses dan hasil lelang tidak sesuai dengan yang diharapkan P6. PLN tidak menyetujui usulan RUPS pengambilalihan (<i>going concern</i>) P7. Adanya tuntutan hukum dari pihak ketiga kepada CPSI P1. Incomplete documentation required to obtain PLN's GMS decision for the acquisition of shares, in accordance with GCG and applicable regulations. P2. The GRC completeness process for the RKAP 2023 investment budget proposal is not yet complete. P3. PT CPSI has not paid overhead taxes (including, but not limited to, property taxes) amounting to approximately Rp 200 million. P4. The asset auction process for PT CPSI by Bank Mandiri has been delayed. P5. The auction process and results did not meet expectations. P6. PLN did not approve the RUPS proposal for the takeover (<i>going concern</i>). P7. There is a legal claim from a third party against CPSI.</p>	<p>1. Penyiapan dokumen administrasi kelengkapan GRC terkait pengajuan investasi dalam RKAP 2023 terkait pengambilalihan saham 2. Penyiapan dokumen administrasi kelengkapan GRC terkait pengambilalihan saham CGS di PT CPSI 3. <i>Monitoring</i> pembayaran kewajiban PT CPSI terkait <i>overhead tax</i> agar dapat segera dilaksanakan lelang aset oleh Bank Mandiri 4. <i>Monitoring</i> progres lelang aset untuk memastikan pelunasan hutang kepada bank mandiri. 5. Melakukan revisi RKAP 2023 bila diperlukan tambahan anggaran investasi atau pengajuan investasi baru di RKAP 2024 bila anggaran investasi tidak terealisasi di 2023 1. Preparation of administrative documentation for GRC completeness related to the investment proposal in RKAP 2023 concerning the acquisition of shares. 2. Preparation of administrative documentation for GRC completeness related to the acquisition of CGS shares in PT CPSI. 3. Monitoring PT CPSI's payment of overhead tax obligations to facilitate the asset auction process by Bank Mandiri. 4. Monitoring the progress of the asset auction to ensure the settlement of debts with Bank Mandiri. 5. Revising the RKAP 2023 if additional investment budget is required, or submitting new investment proposals in RKAP 2024 if the investment budget is not realized in 2023.</p>	<p>Sangat Tinggi (D.4) Very high (D.4)</p>
9.	<p>Pengelolaan dari hasil produk samping berupa kondensat tidak sesuai dengan peraturan pengelolaan kondensat Management of by-products such as condensate is not in compliance with the regulations on condensate management.</p>	<p>P1. Kurangnya upaya untuk mendapatkan legalitas pengelolaan produk samping P2. Adanya biaya operasional yang meningkat akibat pengelolaan kondensat P3. Peningkatan produksi kondensat karena kualitas gas yang di atas <i>range design</i>, sehingga hasil produk samping meningkat P4. Tidak mempunyai izin penyimpanan atau ijin pengelolaan kondensat P1. Insufficient efforts to obtain legal certification for the management of side products. P2. Increased operational costs due to the management of condensate. P3. Increased condensate production due to gas quality exceeding the design range, resulting in a higher volume of by-products. P4. Lack of storage or condensate management permits.</p>	<p>1. Sosialisasi/<i>knowledge sharing</i> terkait penanganan dan pengelolaan produk samping 2. Melakukan koordinasi rutin dengan pemberi kerja/ PLN sebagai penyedia gas agar <i>range design</i> dapat terpenuhi 3. Membuat izin penyimpanan atau harus memiliki izin resmi pengelolaan kondensat 4. Produk samping akan dititipkan ke perusahaan yang dapat menampung 6. Penyimpanan sementara kondensat dalam drum oli dan disimpan tidak berdekatan dengan site CNG Bangkanai 7. Dilakukan koordinasi dengan tim AKT terkait peningkatan biaya asuransi 1. Socialization/<i>knowledge sharing</i> regarding handling and management of side-products. 2. Conduct routine coordination with clients/PLN as the gas supplier to meet the design range 3. Obtain storage or official management permits for condensate. 4. The side-product will be entrusted to a company capable of handling and storing it. 6. Temporary storage of condensate in oil drums, stored away from the CNG Bangkanai site. 7. Coordinate with the AKT team regarding increased insurance costs.</p>	<p>Tinggi (C.3) High(C.3)</p>

No.	Risiko Risk	Penyebab Causes	Mitigasi Mitigation	Tingkat Risiko Residu Residual Risk Level
10.	<p>Aplikasi Virtual Cubicle belum optimal mendukung kegiatan bisnis dan manajemen proyek Virtual Cubicle application does not optimally support business activities and project management.</p>	<p>P1. Proses Bisnis Enjiniring khususnya Manajemen Proyek belum terakomodir secara penuh pada Aplikasi Virtual Cubicle P2. Terkendalanya koordinasi dengan pihak ketiga terkait pengembangan Aplikasi Virtual Cubicle P3. Kurangnya kesadaran setiap pegawai untuk menggunakan Aplikasi Virtual Cubicle P4. Rendahnya utilitas Aplikasi karena Aplikasi Virtual Cubicle masih proses pengembangan P5. Adanya kendala teknis pada Pihak Ketiga</p> <p>P1. The engineering business processes, particularly project management, have not been fully accommodated by the Virtual Cubicle application. P2. Cubicle Coordination with third parties regarding the development of the Virtual Cubicle application is encountering obstacles. P3. There is a lack of awareness among employees regarding the use of the Virtual Cubicle application. P4. Low utilization of the application due to the Virtual Cubicle application still being in development. P5. Technical issues with third parties.</p>	<ol style="list-style-type: none"> Pembentukan Tim Champion yang beranggotakan setiap bidang untuk ikut mengkawal kegiatan Pengembangan Aplikasi Virtual Cubicle Bekerjasama dengan Tim champion PLNE untuk melakukan <i>review</i> dan asesmen proses bisnis VC yang saat ini sesuai dengan kebutuhan Komunikasi rutin dan terjadwal antara Tim Champion dengan pihak ketiga terkait progres dan kendala Pelaksanaan pelatihan Penggunaan Aplikasi New Virtual Cubicle hasil pengembangan <ol style="list-style-type: none"> Form a Champion Team consisting of representatives from each department to oversee the Virtual Cubicle Application Development activities. Collaborate with the PLNE champion team to review and assess the VC business processes to ensure they meet current needs. Schedule and conduct regular communications between the Champion Team and third parties to discuss progress and address any issues. Conduct training sessions for the use of the newly developed Virtual Cubicle application. 	Tinggi (D.3) High (D.3)
11.	<p>Kegiatan QA/QC tidak independen QA/QC activities are not independent</p>	<p>P1. Jumlah dan kompetensi anggota Tim QA/QC terbatas P2. Pelaksanaan QC kurang termonitor dengan baik termasuk belum adanya PTE terkait kegiatan QA/QC P3. Tim QA/QC tidak independen karena berada di bawah direktorat yang sama (Direktorat Enjiniring) sehingga tidak ada <i>check and balance</i>.</p> <p>P1. limited number and competence of QA / QC team members P2. The implementation of QC is not well-monitored as well as the existence of PTE related to QA / QC events P3. QA / QC are not independent because it is under similar directorate (Engineering Directorate). Therefore, there is no check and balance</p>	<ol style="list-style-type: none"> Pembentukan organ QA/QC agar fokus dan independen di bawah SPMR dalam <i>monitoring</i> pemastian mutu produk Produk Enjiniring Penguatan personil QA/QC dari internal PLN Group dan eksternal (interpersonal atau PT) Internalisasi, <i>monitoring</i> dan evaluasi Prosedur PE.PLNE.C.05.03 tentang Pengendalian Mutu Produk Penyusunan PTE terkait QA/QC Tindak lanjut keluhan Pemberi Kerja <ol style="list-style-type: none"> Establishment of a QA/QC unit to be focused and independent under SPMR for monitoring the quality assurance of engineering products. Strengthening of QA/QC personnel from both internal PLN Group and external sources (interpersonal or PT). Internalization, monitoring, and evaluation of Procedure PE.PLNE.C.05.03 on Product Quality Control. Preparation of Technical Guidelines (PTE) related to QA/QC. Follow-up on Employer Complaints 	Tinggi (C.3) High (C.3)
12.	<p>Kegiatan pengambilan keputusan di Perusahaan belum secara konsisten melalui mekanisme GRC Decision-making activities in the company have not consistently followed the GRC (Governance, Risk Management, and Compliance) mechanism</p>	<p>P1. Kurangnya komitmen dan konsistensi dalam pelaksanaan pengambilan keputusan sesuai kaidah GRC P2. Bidang Pengusul belum/tidak melengkapi Dokumen pengambilan keputusan Persyaratan GRC P3. Adanya kegiatan yang membutuhkan proses pengambilan keputusan dalam waktu cepat P4. Manajemen Risiko belum menjadi kebutuhan dan masih dianggap pekerjaan tambahan</p> <p>P1. Insufficient commitment and consistency in implementing decision-making according to GRC (Governance, Risk Management, and Compliance) principles P2. The proposing department did not complete the decision-making documents required for GRC compliance. P3. There are activities that require a rapid decision-making process P4. Risk management has not become a necessity yet and is still considered an additional task.</p>	<ol style="list-style-type: none"> Penandatanganan pakta integritas setiap KS dan VP untuk komit dalam pelaksanaan PE radir pengambilan keputusan Sosialisasi kepada Manajemen Perusahaan terkait alur Prosedur Enjiniring Rapat Direksi Pengambilan Keputusan Monitoring Kelengkapan Administrasi sesuai dengan Prosedur Enjiniring Rapat Direksi Pengambilan Keputusan oleh Sekper Penyelesaian tindak lanjut audit pemenuhan dokumen sesuai prosedur oleh pemrakarsa/pemohon <ol style="list-style-type: none"> Signing of an integrity pact by each Division Head (KS) and Vice President (VP) to commit to the implementation of the Decision-Making PE Radar Socialization to company management regarding the procedure flow for the Engineering Procedure of Board of Directors Decision-Making Meetings Monitoring of administrative completeness in accordance with the Engineering Procedure for Board of Directors Decision-Making Meetings by the Secretariat Completion of follow-up actions for audit document compliance according to procedures by the initiator/applicant 	Tinggi (C.4) High (C.4)

No.	Risiko Risk	Penyebab Causes	Mitigasi Mitigation	Tingkat Risiko Residu Residual Risk Level
13	<p>Kapasitas dan kapabilitas Enjinir berpengalaman pada bidang Enjiniring belum memadai The capacity and capability of experienced engineers in the field of engineering are still inadequate.</p>	<p>P1. Jumlah Enjinir organik belum memiliki pengalaman yang cukup (<5 tahun) P2. Belum ada organ khusus yang mengelola perputaran dan pembagian beban kerja Enjinir (<i>personel dispatcher</i>) P3. Minimnya informasi ketersediaan tenaga ahli berpengalaman di lingkungan PLN Group untuk diperbantukan di PLNE P4. Penugasan dari PLN Group meningkat dalam waktu bersamaan P5. Adanya penghentian sementara penerimaan pegawai organik</p> <p>P1. The number of organic engineers does not have sufficient experience (<5 years) P2. There is no specific unit managing the rotation and distribution of workload for engineers (<i>personnel dispatcher</i>) P3. Limited information on the availability of experienced experts within the organization PLN Group to be assigned to PLNE P4. Assignments from PLN Group have increased simultaneously. P5. Temporary suspension of the recruitment of organic employees.</p>	<ol style="list-style-type: none"> Melakukan <i>partnership</i> dengan perusahaan BUMN/ konsultan lainnya serta optimalisasi enjinir ahli di PLN Group Membentuk organ khusus yang mengelola perputaran dan pembagian beban kerja Enjinir dengan rincian sebagai berikut: <ol style="list-style-type: none"> Bekerjasama dengan konsultan dalam penyusunan proses bisnis Usulan perubahan organisasi ke BOD PLNE Usulan perubahan organisasi ke Dewan Komisaris, PFM dan HST Kegiatan RUPS sirkuler Pengembangan Sistem <i>Database Engineering Center</i> dan <i>Expert Engineering Center</i> untuk pelaksanaan pemberdayaan Enjinir berpengalaman di lingkungan PLN Group sesuai milestone di tahun 2023 (penyelarasan <i>template</i>) dengan koordinasi dengan bidang IT Pemetaan jumlah kebutuhan pegawai yang dibutuhkan untuk penyelesaian proyek Permintaan tugas karya untuk memenuhi kebutuhan enjinir berpengalaman di PLNE Tindak lanjut keluhan Pemberi Kerja <ol style="list-style-type: none"> Establish partnerships with state-owned enterprises/other consultants and optimize the use of expert engineers within PLN Group Form a specialized unit to manage the rotation and distribution of engineer workloads with the following details: <ol style="list-style-type: none"> Collaborate with consultants in the development of business processes Propose organizational changes to the Board of Directors (BOD) of PLNE Propose organizational changes to the Board of Commissioners, PFM, and HST Circular General Meeting of Shareholders (RUPS) Development of the Engineering Center and Expert Engineering Center Database Systems for the implementation of experienced engineer empowerment within PLN Group according to the milestones for 2023 (template alignment), with coordination with the IT department. Mapping the number of employees needed for project completion. Request for project assignments to meet the need for experienced engineers at PLNE Follow up action for Clients complaint 	Tinggi (C.3) High(C.3)
14	<p>Pemetaan dan Program Peningkatan kompetensi enjinir tidak sesuai dengan kebutuhan Mapping and competency enhancement programs for engineers do not align with current needs</p>	<p>P1. Kegiatan <i>capacity building</i> yang berjalan saat ini masih baru mencakup sisi teori dan konseptual P2. Kurangnya pengalaman keterlibatan langsung dalam proyek (khususnya proyek yang belum pernah dikerjakan oleh PLNE) P3. Pemetaan kebutuhan untuk peningkatan kualitas belum mengarah pada potensi pekerjaan yang akan dikerjakan sesuai RUPTL P4. Keterbatasan opsi waktu pelaksanaan di lembaga penyedia <i>capacity building</i> (<i>training/ sertifikasi</i>)</p> <p>P1. Current capacity-building activities only cover theoretical and conceptual aspects P2. Lack of direct involvement experience in projects (especially projects that have not been previously undertaken by PLNE) P3. Mapping of quality improvement needs has not yet aligned with the potential projects to be undertaken according to the RUPTL (Long-Term Plan for the Electricity Sector) P4. Limited options for implementation timing at capacity-building providers (<i>training/ certification</i>)</p>	<ol style="list-style-type: none"> Melaksanakan asesmen kompetensi dan <i>capacity enjinir</i> sesuai hasil identifikasi di tahun 2022 a. Pelaksanaan kegiatan <i>capacity building</i> dengan bekerja sama dengan Perusahaan Donor (Perusahaan Pengelola Dana Hibah/NGO) diutamakan untuk pendampingan pekerjaan proyek dan transfer pengetahuan <i>know-how</i> <ol style="list-style-type: none"> Penandatanganan MoU dan NDA <i>Monitoring</i> realisasi program Koordinasi dengan lembaga penyedia <i>capacity building</i> dan para ahli Menyiapkan pusat keunggulan enjiniring dengan membangun <i>Power System Center</i> Perekrutan tenaga ahli untuk membantu pekerjaan PLNE <i>know-how</i>. <ol style="list-style-type: none"> Conduct competency and capacity assessments for engineers based on the results of the 2022 identification. a. know-how Implement capacity-building activities in collaboration with donor companies (grant management companies/NGOs), prioritizing project support and know-how transfer <ol style="list-style-type: none"> Signing of MoU and NDA Monitoring realisasi program Coordination with capacity-building providers and experts. Establish a center of excellence in engineering by creating a Power System Center. Recruitment of experts to assist with PLNE know-how tasks. 	Tinggi (C.3) High (C.3)

Peta Risiko

Risk Map



No Urut No. Sequence	ID Risk ID Risk	Deskripsi Risiko Risk Description	Tingkat Risiko Inheren Inherent Risk Level	Tingkat Risiko Residu Residual Risk Level	Tingkat Risiko Target Target Risk Level
1	APEJ.23.F.05.01.001	Strategi pemasaran yang kurang efektif Innefective marketing strategy	Sangat Tinggi (D4) Very High (D4)	Tinggi (C4) Height (C4)	Moderat (B3) Moderate (B3)
2	APEJ.23.F.10.04.002	Pemantauan dan evaluasi penggunaan biaya proyek belum dilakukan dengan optimal Monitoring and evaluation of project cost usage have not been carried out optimally	Sangat Tinggi (D4) Very High (D4)	Tinggi (C4) Height (C4)	Moderat (B3) Moderate (B3)

No Urut No. Sequence	ID Risk ID Risk	Deskripsi Risiko Risk Description	Tingkat Risiko Inheren Inherent Risk Level	Tingkat Risiko Residu Residual Risk Level	Tingkat Risiko Target Target Risk Level
3	APEJ.23.S.05.03.003	PLN E tidak mengizinkan mengelola CNG Bangkanai sebagai bisnis pendukung PLN E is not permitted to manage CNG Bangkanai as a supporting business	Ekstream (E5) Extreme (E5)	Sangat Tinggi (D4) Very High (D4)	Moderat (E2) Moderate (E2)
4	APEJ.23.P.01.07.004	Pelaksanaan Penugasan EPC PLTMG Luwuk mengalami kendala teknis di lapangan The implementation of the EPC assignment for the PLTMG Luwuk has encountered technical issues in the field	Sangat Tinggi (D4) Very High (D4)	Tinggi (E3) Height (E3)	Moderat (B3) Moderate (B3)
5	APEJ.23.O.07.06.005	Produk injeniring yang disampaikan kepada Pemberi Kerja tidak memenuhi persyaratan Kontrak baik dari sisi Kualitas maupun Ketepatan Waktu The engineering products submitted to the employer do not meet contract requirements in terms of both quality and timeliness	Sangat Tinggi (D4) Very High (D4)	Tinggi (E3) Height (E3)	Moderat (B2) Moderate (B2)
6	APEJ.23.O.11.02.006	Terjadi pelanggaran atas keamanan data/informasi secara ilegal di lingkungan PLN E There has been an illegal breach of data/information security within PLN E	Sangat Tinggi (D4) Very High (D4)	Tinggi (E3) Height (E3)	Moderat (C2) Moderate (C2)
7	APEJ.23.O.07.05.007	Produk/Layanan Pengembangan Usaha yang ditawarkan ke calon Pemberi Kerja tidak sesuai dengan kebutuhan Business development products/ services offered to potential employers do not align with their needs	Tinggi (C4) Height (C4)	Tinggi (C4) Height (C4)	Rendah (B2) Low (B2)
8	APEJ.23.F.07.03.008	Pengambilan saham CGS di PT CPSI mengalami kendala dalam pelaksanaan The takeover of CGS shares in PT CPSI has encountered implementation issues	Ekstream (E5) Extreme (E5)	Sangat Tinggi (D4) Very High (D4)	Moderat (B3) Moderate (B3)
9	APEJ.23.O.17.02.009	Pengelolaan dari hasil produk samping berupa kondensat tidak sesuai dengan peraturan pengelolaan kondensat The management of side product condensate does not comply with condensate management regulations	Tinggi (C4) Height (C4)	Tinggi (C3) Height (C3)	Moderat (B3) Moderate (B3)
10	APEJ.23.O.11.10.010	Aplikasi Virtual Cubicle belum optimal mendukung kegiatan bisnis dengan manajemen proyek The Virtual Cubicle application is not optimally supporting business activities and project management yet	Sangat Tinggi (D4) Very High (D4)	Tinggi (D3) Height (D3)	Moderat (C2) Moderate (C2)
11	APEJ.23.O.07.06.011	Kegiatan QA/QC tidak independen QA / QC activities are not independent	Sangat Tinggi (D4) Very High (D4)	Tinggi (C3) Height (C3)	Moderat (B2) Moderate (B2)
12	APEJ.23.S.08.01.012	Kegiatan pengambilan keputusan di Perusahaan belum secara konsisten melalui mekanisme Decision-making activities in the company have not consistently followed the GRC (Governance, Risk Management, and Compliance) mechanism	Ekstream (D5) Extreme (D5)	Tinggi (C4) Height (C4)	Moderat (B3) Moderate (B3)

No Urut No. Sequence	ID Risk ID Risk	Deskripsi Risiko Risk Description	Tingkat Risiko Inheren Inherent Risk Level	Tingkat Risiko Residu Residual Risk Level	Tingkat Risiko Target Target Risk Level
13	APEJ.23.O.02.02.013	Kapasitas dan kapabilitas Enjinir berpengalaman pada bidang Enjiniring belum memadai The capacity and capability of experienced engineers in the field of engineering are still inadequate	Sangat Tinggi (D4) Very High (D4)	Tinggi (C3) Height (C3)	Rendah (B2) Low (B2)
14	APEJ.23.O.02.01.014	Pemetaan dan Program kompetensi enjinir tidak sesuai dengan kebutuhan Mapping and competency enhancement programs for engineers do not align with current needs	Sangat Tinggi (D4) Very High (D4)	Tinggi (C3) Height (C3)	Rendah (B2) Low (B2)

Penilaian Risiko

Berdasarkan mitigasi dan pemantauan risiko yang telah dilakukan sampai dengan Triwulan IV tahun 2023, sebaran level risiko residu dari 14 risiko utama antara lain 4 risiko pada level rendah, 7 risiko pada level moderat, 2 risiko pada level tinggi dan 1 risiko pada level sangat tinggi dengan rincian sebagai berikut:

Risk Assessment

Based on risk mitigation and monitoring conducted up to the fourth quarter of 2023, the distribution of residual risk levels among 14 main risks is as follows: 4 risks at a low level, 7 risks at a moderate level, 2 risks at a high level, and 1 risk at a very high level, with details as follows:

No	Risiko Risk	Level Risiko Risk Level
1	Strategi pemasaran yang kurang efektif Inneffective marketing strategy	Moderat (B3) Moderate (B3)
2	Pemantauan dan evaluasi penggunaan biaya proyek belum dilakukan dengan optimal Monitoring and evaluation of project cost usage have not been carried out optimally	Moderat (B3) Moderate (B3)
3	PLN E tidak diizinkan mengelola CNG Bangkanai sebagai bisnis pendukung PLN E is not permitted to manage CNG Bangkanai as a supporting business.	Rendah (A2) Low (A2)
4	Pelaksanaan Penugasan EPC PLTMG Luwuk mengalami kendala teknis di lapangan The implementation of the EPC assignment for the PLTMG Luwuk has encountered technical issues in the field.	Sangat Tinggi (E4) Very High (E4)
5	Produk Enjiniring yang disampaikan kepada Pemberi Kerja tidak memenuhi persyaratan Kontrak baik dari sisi Kualitas maupun Ketepatan Waktu The engineering products submitted to the employer do not meet contract requirements in terms of both quality and timeliness	Tinggi (C3) High (C3)
6	Terjadi pelanggaran atas keamanan data/informasi secara ilegal di lingkungan PLN E There has been an illegal breach of data/information security within PLN E	Moderat (C2) Moderate (C2)
7	Produk/Layanan Pengembangan Usaha yang ditawarkan ke calon Pemberi Kerja tidak sesuai dengan kebutuhan Business development products/services offered to potential employers do not align with their needs.	Rendah (B2) Low (B2)
8	Pengambilalihan saham CGS di PT CPSI mengalami kendala dalam pelaksanaan The takeover of CGS shares in PT CPSI has encountered implementation issues	Tinggi (B4) High (B4)
9	Pengelolaan dari hasil produk samping berupa kondensat tidak sesuai dengan peraturan pengelolaan kondensat The management of side product condensate does not comply with condensate management regulations	Moderat (B3) Moderate (B3)
10	Aplikasi Virtual Cubicle belum optimal mendukung kegiatan bisnis dan manajemen proyek The Virtual Cubicle application is not optimally supporting business activities and project management yet	Moderat (C2) Moderate (C2)
11	Kegiatan QA/QC tidak independen QA / QC activities are not independent	Moderat (B3) Moderate (B3)
12	Kegiatan pengambilan keputusan di Perusahaan belum secara konsisten melalui mekanisme GRC Decision-making activities in the company have not consistently followed the GRC (Governance, Risk Management, and Compliance) mechanism	Moderat (B3) Moderate (B3)
13	Kapasitas dan kapabilitas Enjinir berpengalaman pada bidang Enjiniring belum memadai The capacity and capability of experienced engineers in the field of engineering are still inadequate.	Rendah (B2) Low (B2)
14	Pemetaan dan Progam Peningkatan kompetensi enjinir tidak sesuai dengan kebutuhan Mapping and competency enhancement programs for engineers do not align with current needs	Rendah (B2) Low (B2)

Adapun penjelasan 3 risiko dengan level risiko yang melebihi *risk appetite* adalah sebagai berikut:

1. Risiko No.4 Pelaksanaan Penugasan EPC PLTMG Luwuk mengalami kendala teknis di lapangan, risiko ini masih berada di level Sangat Tinggi dikarenakan realisasi proyek per Desember 2023 adalah 80,12% dari target 100%. Di Tahun 2024, kajian risiko penyelesaian Luwuk akan tetap dipantau sampai dengan rencana COD.
2. Risiko No.5 Produk Enjiniring yang disampaikan kepada Pemberi Kerja tidak memenuhi persyaratan kontrak baik dari sisi kualitas maupun ketepatan waktu, risiko ini berada di level Tinggi. Sebagian besar dokumen merupakan pekerjaan yang selesai sampai dengan pertengahan tahun, sedangkan pekerjaan yang diselesaikan hingga akhir tahun sudah cenderung mematuhi proses QC. Sehingga diharapkan di Tahun 2024, kepatuhan pelaksanaan QC produk dapat tetap terjaga dengan mengoptimalkan perencanaan dan *monitoring* pelaksanaan QC.
3. Risiko No.8 Pengambilan saham CGS di PT CPSI mengalami kendala dalam pelaksanaan, risiko ini berada pada level Tinggi dikarenakan rencana pengambilan saham CGS di tahun 2023 tidak dapat dilaksanakan. Kegiatan pengambilalihan saham hanya akan dilakukan apabila kewajiban CPSI sudah lunas. Hasil kajian internal dan *checkpoint*, PLNE mengusulkan untuk menjalankan *going concern* CPSI dengan skema B2B yang akan dilaksanakan di tahun 2024.

Evaluasi Pelaksanaan Manajemen Risiko

Skor Kinerja *Risk Maturity Index* (RMI) PLN Enjiniring tercapai dengan realisasi skor 3,78 dari Target RKAP 2023 sebesar 3,75, hal ini menunjukkan kematangan manajemen risiko di PLN Enjiniring sudah berada pada posisi *defined* menuju *managed*.

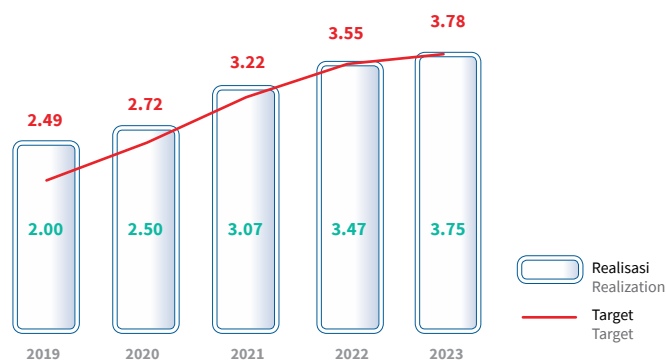
The explanation of the 3 risks with levels exceeding the risk appetite is as follows:

1. Risk No. 4: The EPC assignment for PLTMG Luwuk has encountered technical issues in the field. This risk remains at a Very High level because the project's realization as of December 2023 is 80.12% of the target 100%. In 2024, the risk assessment for the completion of Luwuk will continue to be monitored until the planned COD (Commercial Operation Date)
2. Risk No. 5: Engineering products delivered to the employer do not meet contract requirements in terms of both quality and timeliness. This risk is at a High level. Most of the documents were completed by mid-year, while the work completed by the end of the year has generally adhered to the QC process. It is expected that in 2024, compliance with QC processes for products can be maintained by optimizing planning and monitoring of QC implementation.
3. Risk No. 8: The takeover of CGS shares in PT CPSI has encountered implementation issues. This risk is at a High level because the planned takeover of CGS shares in 2023 could not be executed. The share acquisition will only proceed once CPSI's obligations are fulfilled. Based on internal assessments and checkpoints, PLNE proposes to pursue CPSI's going concern through a B2B scheme, which will be implemented in 2024

Evaluation of Risk Management Implementation

The Risk Maturity Index (RMI) performance score for PLN Enjiniring achieved a score of 3.78 against the RKAP 2023 target of 3.75. This indicates that the risk management maturity at PLN Enjiniring is at a 'defined' level, moving towards 'managed'.

Nilai *Risk Maturity Index* PLNE
PLNE Risk Maturity Index value
2019 – 2023



Pernyataan Direksi dan/atau Dewan Komisaris atau Komite Audit atas Kecukupan Sistem Manajemen Risiko

Manajemen Risiko Terintegrasi yang dilakukan oleh Perseroan dinilai sudah berjalan efektif dan memadai tercermin dari efektivitas pelaksanaan manajemen risiko mulai dari pelaksanaan pengelolaan risiko korporat, *3 lines model*, *4 eyes principle*, sampai dengan pengambilan keputusan. Dewan komisaris melalui Komite Manajemen Risiko dan GCG dan Direksi bertanggung jawab untuk memastikan penerapan Manajemen Risiko Terintegrasi telah memadai sesuai dengan karakteristik, kompleksitas dan Perseroan secara periodik. Berdasarkan hasil penelaahan yang telah dilakukan pada tahun 2023, Direksi dan Dewan Komisaris menilai bahwa Manajemen Risiko Terintegrasi telah dilaksanakan secara memadai.

Perkara Hukum

Perkara Hukum yang Dihadapi Perusahaan

Selama tahun 2023 tidak terdapat perkara hukum yang dihadapi oleh Perusahaan.

Permasalahan Hukum Yang Sedang Dihadapi Dewan Komisaris dan Direksi Yang Sedang Menjabat

Selama tahun 2023 tidak terdapat perkara hukum yang dihadapi oleh Dewan Komisaris dan Direksi yang sedang menjabat.

Permasalahan Hukum yang Sedang Dihadapi Anak Perusahaan

Selama tahun 2023 tidak terdapat perkara hukum yang dihadapi oleh Anak Perusahaan.

Sanksi Administratif yang Dikenakan Kepada Perusahaan, Anggota Dewan Komisaris dan Direksi oleh Otoritas Pasar Modal dan Otoritas Lainnya

Perusahaan bukan merupakan Perusahaan Emiten atau Terbuka, sehingga tidak terdapat sanksi yang dikenakan kepada Perusahaan, Anggota Dewan Komisaris dan Direksi oleh Otoritas Pasar Modal dan otoritas lainnya.

Akses Informasi dan Data Perusahaan

PLN Enjiniring bertujuan untuk menciptakan persepsi yang baik dan kepuasan publik terhadap sistem informasi perusahaan. Perusahaan memiliki kebijakan keterbukaan informasi public berdasarkan Keputusan Direksi Nomor: 17.001.K/010/DIR/PLNE/XI/2010 tentang Pengklasifikasian dan Pengungkapan Informasi.

Statement of Board of Directors and/or Board of Commissioners on The Adequacy of The Risk Management System

The Integrated Risk Management implemented by the company is considered effective and adequate, as reflected in the effectiveness of risk management practices, including corporate risk management, the three lines model, the four eyes principle, and decision-making. The Board of Commissioners, through the Risk Management and GCG Committee, and the Board of Directors are responsible for ensuring that the Integrated Risk Management system is adequate according to the company's characteristics, complexity, and periodically. Based on the review conducted in 2023, the Board of Directors and the Board of Commissioners assess that the Integrated Risk Management has been implemented adequately.

Legal Cases

Legal Cases Faced by The Company

During 2023 there were no legal cases faced by the company.

Legal Cases Faced by The Incumbent Board of Commissioners and Directors

During 2023 there were no legal cases faced by the incumbent Board of Commissioners and Directors.

Legal Cases Faced by Subsidiaries

Selama tahun 2023 tidak terdapat perkara hukum yang dihadapi oleh Anak Perusahaan.

Administrative Sanctions Imposed on The Company, Members of The Board of Commissioners and Directors by The Capital Market Authority and Other Authorities

The Company is not an Issuer or Public Company, so there are no sanctions imposed on the Company, Members of the Board of Commissioners and Directors by the Capital Market Authority and other authorities.

Access to Company Information and Data

PLN Enjiniring aims to create a good perception and public satisfaction with the company's information system. The Company has a public information disclosure policy based on the Decree of the Board of Directors Number: 17.001.K/010/DIR/PLNE/XI/2010 concerning Information Classification and Disclosure.

Pelaksanaan keterbukaan informasi publik menjadi tanggung jawab Sekretaris Perusahaan

Bentuk pelaksanaan kebijakan tersebut adalah dengan memberikan kemudahan bagi pemangku kepentingan untuk mendapatkan informasi perusahaan dengan senantiasa melakukan pembaharuan sarana dan prasarana penunjang penyampaian informasi. Selain itu, Perusahaan juga terus berupaya memperkuat platform teknologi informasi untuk menjaga dan meningkatkan kehandalan dalam penyediaan informasi secara terintegrasi, tepat waktu dan tepat sasaran melalui berbagai media.

PLN Enjiniring memiliki media yang berfungsi sebagai saluran dalam memastikan ketersediaan akses dan pengungkapan informasi secara *update*, transparan, *fair* dan berimbang kepada *stakeholders* dan *shareholders* diantaranya adalah *Website*, Media Elektronik Interaktif, Media Sosial dan Media Internal.

Sekretaris Perusahaan

Anita Widiastuti

Email: anita.widiastuti@plne.co.id

Jalan Aipda K.S. Tubun I No.2 - Jakarta 11420

Telp: (021) 560 8432, 560 9044, 560 8918

Email: contact@plne.co.id

Web: www.plne.co.id

Media Sosial:

Instagram: pln_enjiniring

X: @enjiniring

Facebook: PT PLN Enjiniring

Tiktok: @pln_enjiniring

Youtube: PLN Enjiniring

The implementation of public information disclosure is the responsibility of the Corporate Secretary.

The form of implementation of the policy is to provide convenience for stakeholders to obtain company information by constantly updating the facilities and infrastructure to support the delivery of information. In addition, the Company also continues to strengthen the information technology platform to maintain and improve reliability in providing information in an integrated, timely and targeted manner through various media.

PLN Enjiniring has media that serves as a channel in ensuring the availability of access and disclosure of updated, transparent, fair and balanced information to stakeholders and shareholders, including the Website, Interactive Electronic Media, Social Media and Internal Media.

Company Secretary

Anita Widiastuti

Email: anita.widiastuti@plne.co.id

Jalan Aipda K.S. Tubun I No.2 - Jakarta 11420

Telp: (021) 560 8432, 560 9044, 560 8918

Email: contact@plne.co.id

Web: www.plne.co.id

Social Media:

Instagram: pln_enjiniring

X: @enjiniring

Facebook: PT PLN Enjiniring

Tiktok: @pln_enjiniring

Youtube: PLN Enjiniring

Siaran Pers

Press Release

No.	Judul Berita	News Title	Tanggal Rilis Release Date
1.	PLNE Jadikan K3 sebagai Budaya	PLNE Makes K3 a Culture	12 Februari 2023 February 12, 2023
2.	PLN Enjiniring Menandatangani kerjasama usaha terkait sistem monitoring gas buang	PLN Enjiniring Signed a Business Cooperation Related to Exhaust Gas Monitoring System	15 Februari 2023 February 15, 2023
3.	Direktur PLN Enjiniring dan PTL proyek energi melakukan kunjungan ke pabrik sel surya	Director of PLN Enjiniring and PTL Energy Project Visited Solar Cell Factory	15 Februari 2023 February 15, 2023
4.	Manajemen PLN Enjiniring dan persatuan pekerja Prima enjiniring sepakat tanda tangani perjanjian kerja sama	PLN Enjiniring Management and Prima Enjiniring Workers Union Agreed to Sign a Cooperation Agreement	15 Februari 2023 February 15, 2023
5.	Pelepasan dan Pemberian Cenderamata Kepada Bapak Fajar Suroyo dan Runggun Fredo Amarta	Releasing and Giving Souvenirs to Mr. Fajar Suroyo and Runggun Fredo Amarta	3 Maret 2023 March 03, 2023
6.	PLN Enjiniring Menyelenggarakan Rapat Kerja Dengan Tema Engineering Excellence For PLNE Strategic Role In PLN Group	PLN Enjiniring Organizes Work Meeting with the Theme "Engineering Excellence For PLNE Strategic Role In PLN Group"	3 Maret 2023 March 03, 2023
7.	Tiga Enjinir Muda PLN Enjiniring Melakukan Publikasi Makalah Ilmiah Pada 2023 IEEE 3rd Internasional Conference in Power Engineering Application	Three Young Engineers of PLN Enjiniring Published Scientific Papers at the 2023 IEEE 3rd International Conference in Power Engineering Application	10 Maret 2023 March 10, 2023
8.	PLNE Berhasil Menyelesaikan Pekerjaan Grid Impacts Interconnection Study dan Pre Feasibility Study untuk PLTB Sumatera 2x55 mW	PLNE Successfully Completed Grid Impacts Interconnection Study and Pre-Feasibility Study for 2x55 mW Sumatra Wind Farm	10 Maret 2023 March 10, 2023

No.	Judul Berita	News Title	Tanggal Rilis Release Date
9.	Amtiss yang Dibimbing oleh PLN Enjiniring Telah Memenangkan Top 3 PLN Elevation	Amtiss Mentored by PLN Enjiniring Has Won Top 3 PLN Elevation	13 Maret 2023 March 13, 2023
10.	PLN Enjiniring Sukses Menyelenggarakan Seminar Hybrid PLTMG & PLTS	PLN Enjiniring Successfully Organized Hybrid PLTMG & PLTS Seminar	15 Maret 2023 March 15, 2023
11.	PENGUMUMAN SELEKSI SHORTLIST MITRA CALON PENYEDIA INFRASTRUKTUR KETENAGALISTRIKAN	THE ANNOUNCEMENT OF SHORTLIST SELECTION OF PROSPECTIVE PARTNERS FOR ELECTRICITY INFRASTRUCTURE PROVIDERS	16 Maret 2023 March 16, 2023
12.	PLN Enjiniring Mendapatkan Penghargaan Atas Kerjasamanya Bersama PT PLN UIP JBT	PLN Enjiniring Received an Award for its Cooperation with PT PLN UIP JBT	17 Maret 2023 March 17, 2023
13.	Reconductoring Sutet 500 KV Bojanegara – Balaraja Bersama PT PLN UIT JBB dan PT Citra Multi Elektrindo	Reconductoring Sutet 500 KV Bojanegara - Balaraja with PT PLN UIT JBB and PT Citra Multi Elektrindo	20 Maret 2023 March 20, 2023
14.	PLN Enjiniring Melakukan Kunjungan Ke Kantor TBEA di Hengyang, China	PLN Enjiniring Visited TBEA Office in Hengyang, China	21 Maret 2023 March 21, 2023
15.	PT PLN Enjiniring Berhasil Mendukung Penyelesaian Breakthrough Horizontal Penstock Tunnel Pada Proyek PLTS Jatigede Sepanjang 793 m	PT PLN Enjiniring Successfully Supported the Completion of Breakthrough Horizontal Penstock Tunnel in the 793m Jatigede Power Plant Project	21 Maret 2023 March 21, 2023
16.	PT PLN Enjiniring Menandatangani Nota Kesepahaman Terkait Penggunaan	PT PLN Enjiniring Signed Memorandum of Understanding Regarding the Use of	24 Maret 2023 March 24, 2023
17.	Penandatanganan Komitmen Kepatuhan oleh Perwakilan Direksi Seluruh Anak Perusahaan PLN (Persero)	Signing of Compliance Commitment by Representatives of Directors of All PLN (Persero) Subsidiaries	27 Maret 2023 March 27, 2023
18.	Dewan Komisaris PT PLN (Persero) Melakukan Kunjungan Kerja KNR Ke PT PLN Enjiniring	The Board of Commissioners of PT PLN (Persero) Conducts KNR Working Visit to PT PLN Enjiniring	28 Maret 2023 March 28, 2023
19.	Penandatanganan Komitmen IT PLN Group yang Diwakilkan oleh Direktur Utama Sub-Holding, Anak Perusahaan dan GM Unit	Signing of PLN Group IT Commitment Represented by President Directors of Sub-Holding, Subsidiaries and GM Units	3 April 2023 April 3, 2023
20.	PLN Enjiniring Gelar Townhall Meeting dan Buka Puasa Bersama Anak Yatim dalam Semangat Berbagi Ramadhan	PLN Enjiniring Held Townhall Meeting and Iftar with Orphans in the Spirit of Sharing Ramadan	6 April 2023 April 6, 2023
21.	PT PLN Enjiniring Ikut Hadir Dalam Seminar Kesetaraan Gender	PT PLN Enjiniring Participated in Gender Equality Seminar	14 April 2023 April 14, 2023
22.	Percepat Ekosistem <i>Electric Vehicle</i> , Sub-Bidang Business Development PLN Enjiniring Hadirkan Prototype SPKLU	Accelerating Electric Vehicle Ecosystem, PLN Enjiniring Business Development Sub-Field Presents SPKLU Prototype	18 April 2023 April 18, 2023
23.	Tingkatkan Energi Terbarukan, PLN Enjiniring Ajak Kolaborasi BRIN	Improving Renewable Energy, PLN Enjiniring Invited BRIN to Collaborate	19 April 2023 April 19, 2023
24.	Percepat Ekosistem <i>Electric Vehicle</i> di Indonesia, PLN Enjiniring Menggelar Workshop Design and Infrastructure For Electric Vehicle Nusantara	Accelerating Electric Vehicle Ecosystem in Indonesia, PLN Enjiniring Held Workshop on Design and Infrastructure for Electric Vehicle Nusantara	11 Mei 2023 May 11, 2023
25.	Berhasil Memikat Hati, PLN Enjiniring Tandatangani MOU Pengembangan <i>Electric Vehicle</i> Nusantara dengan Yiwei dan Launch	PLN Enjiniring Signed MOU to Develop Electric Vehicle Nusantara with Yiwei and Launch	13 Mei 2023 May 13, 2023
26.	Dukung Pengembangan Pembangkit Listrik EBT Di Indonesia, PLN Enjiniring Melakukan Kunjungan kerja Ke SNEC 16th (2023) Internasional Photovoltaic Center	Supporting the Development of NRE Power Plants in Indonesia, PLN Enjiniring Conducted a Working Visit to SNEC 16th (2023) International Photovoltaic Center	24 Mei 2023 May 24, 2023
27.	Menindaklanjuti MOU Pengembangan <i>Electric Vehicle</i> Nusantara, PLN Enjiniring bersama PLN Group Melakukan Kunjungan Kerja Ke Cina	Following up on the MOU on Electric Vehicle Nusantara Development, PLN Enjiniring together with PLN Group Conducted a Working Visit to China	29 Mei 2023 May 29, 2023
28.	Percepat Transisi Energi Di Indonesia, PLN Enjiniring Bersama Asosiasi Energi Surya Indonesia Melakukan Kunjungan Ke Jerman	Accelerating the Energy Transition in Indonesia, PLN Enjiniring Together with the Indonesian Solar Energy Association Visited Germany	9 Juni 2023 June 9, 2023
29.	Ikut Serta Membangun Masa Depan Digital, PLN Enjiniring Salurkan Bantuan Fasilitas Pendidikan Untuk Institut Teknologi PLN Sebagai Wujud CSR	Participating in Building a Digital Future, PLN Enjiniring Distributed Educational Facilities Assistance to PLN Institute of Technology as a Form of CSR	13 Juni 2023 June 13, 2023
30.	RUPS LPT Tahun 2022 PT PLN Enjiniring	GMS of PT PLN Enjiniring's 2022 LPT	14 Juni 2023 June 14, 2023
31.	Sukseskan Pengembangan PLTP Danau Ranau, PLN Enjiniring Melakukan Kegiatan Eksplorasi Panas Bumi Di WKP Danau Ranau	PLN Enjiniring Conducted Geothermal Exploration Activities at WKP Lake Ranau for the Successful Development of PLTP Lake Ranau	16 Juni 2023 June 16, 2023
32.	PLN Enjiniring Melakukan Kunjungan ke PLTU Sulsel Baru Unit 3 (1×100 MW)	PLN Enjiniring Visited PLTU Sulsel Barru Unit 3 (1×100 MW)	18 Juni 2023 June 18, 2023

No.	Judul Berita	News Title	Tanggal Rilis Release Date
33.	Tingkatkan Hardskill, salah satu karyawan PLNE berhasil lolos dalam acara Australia Awards Short Courses	Improving Hardskill, one of the PLNE employees successfully passed the Australia Awards Short Courses event	22 Juni 2023 June 22, 2023
34.	Dukung Program Dedieselisasi PLN, PLN Enjiniring Mengikuti Conference CIGRE on Power System 2023 di Bali	Supporting PLN's Dedieselization Program, PLN Enjiniring Participated in CIGRE Conference on Power System 2023 in Bali	24 Juni 2023 June 24, 2023
35.	Membangun Mimpi PLN Enjiniring Melalui <i>Townhall Meeting</i> Triwulan II Tahun 2023	Building PLN Enjiniring's Dream Through <i>Townhall Meeting</i> Quarter II Year 2023	27 Juni 2023 June 27, 2023
36.	Mengimplementasikan <i>Corporate Social Responsibility</i> , PLN Enjiniring Salurkan Bantuan Untuk Fasilitas dan Program Edukasi Pengelolaan Bank Sampah	Implementing <i>Corporate Social Responsibility</i> , PLN Enjiniring Distributed Assistance for Waste Bank Management Facilities and Educational Programs	29 Juni 2023 June 29, 2023
37.	PLN Enjiniring Berhasil Menangani Tantangan Rekondukturing Sutet 500 kV Bojanegara-Balaraja	PLN Enjiniring Successfully Handled 500 kV Bojanegara-Balaraja Sutet Reconducturing Challenge	3 Juli 2023 July 3, 2023
38.	Proyek Revitalisasi Sistem Kelistrikan Di Lingkungan Istana Kepresidenan Jakarta	Electricity System Revitalization Project in the Jakarta Presidential Palace Environment	7 Juli 2023 July 7, 2023
39.	Wujudkan Transisi Energi Di Indonesia, PLN Enjiniring Melakukan Kerjasama Dengan IBI	Realizing Energy Transition in Indonesia, PLN Enjiniring Collaborated with IBI	12 Juli 2023 July 12, 2023
40.	PLN Enjiniring Dukung Transisi Energi Di Indonesia	PLN Enjiniring Supports Energy Transition in Indonesia	12 Juli 2023 July 12, 2023
41.	Kegiatan "PLNE Customer Day 2023" Telah Sukses Dilaksanakan	"PLNE Customer Day 2023" Has been Successfully Implemented	13 Juli 2023 July 13, 2023
42.	Site Survey PLTS Kota Batam Di Kelurahan Tanjung Umu, Kecamatan Lubuk Baja Kepulauan Riau	Site Survey of PLTS Batam City in Tanjung Umu Village, Lubuk Baja District Riau Islands	14 Juli 2023 July 14, 2023
43.	Tindaklanjuti Implementasi dan Evaluasi dari <i>Integrated General Affair Management System</i> , PLNE Ikut Hadir Dalam Kegiatan <i>General Affair Forum</i>	Following the Implementation and Evaluation of the <i>Integrated General Affair Management System</i> , PLNE Participated in <i>General Affair Forum</i> Activities	14 Juli 2023 July 14, 2023
44.	Dukung Implementasi Program Sustainable Development Goals (SDGS), PLNE <i>Launching Program</i> CSR Edukasi	Supporting the Implementation of Sustainable Development Goals (SDGS) Program, PLNE Launches Educational CSR Program	18 Juli 2023 July 18, 2023
45.	Khitanan Massal Meriahkan Tahun Baru Islam 1 Muharram 1445 H	Mass Circumcision for Celebrating Islamic New Year 1 Muharram 1445 H	20 Juli 2023 July 20, 2023
46.	Rapat Koordinasi PT PLN Enjiniring Semester II Tahun 2023	The 2nd Semester of 2023 PT PLN Enjiniring Coordination Meeting	22 Juli 2023 July 22, 2023
47.	Direktur Utama PT PLN Enjiniring Terjun Langsung Pantau Proyek Kelistrikan Negara	President Director of PT PLN Enjiniring Directly Monitored the State Electricity Project	23 Juli 2023 July 23, 2023
48.	Diskusi Bersama PT PLN Indonesia Power dan Direktur Jendral PSKL Terkait Proyek PLTS Bali	Discussion with PT PLN Indonesia Power and Director General of PSKL Regarding the Bali PLTS Project	29 Juli 2023 July 29, 2023
49.	Dorong Pendidikan Di Daerah Tertinggal, PLN Enjiniring Beri Bantuan Di SDN 01 Desa Haragandang	Encouraging Education in Disadvantaged Areas, PLN Enjiniring Provided Aid at SDN 01 Haragandang Village	5 Agustus 2023 August 5, 2023
50.	Strategi CSR Teratur, Dorong Pendapatan dan Kinerja Operasional PLN Enjiniring	Regular CSR Strategy, Drive Revenue and Operational Performance of PLN Enjiniring	8 Agustus 2023 August 8, 2023
51.	PLNE Dukung Transisi Energi Sektor Ketenagalistrikan Menuju Net Zero Emission	PLNE Supports the Energy Transition of the Electricity Sector Towards Net Zero Emission	8 Agustus 2023 August 8, 2023
52.	Dorong Program Pemberdayaan Masyarakat, PLN Enjiniring Meraih Gold Winner Pada Ajang TJSL & CSR Award 2023	Encouraging Community Empowerment Program, PLN Enjiniring Won Gold Winner at TJSL & CSR Award 2023 Event	10 Agustus 2023 August 10, 2023
53.	PLN Enjiniring Sukseskan Acara <i>Launching Kapal Bermotor Listrik Berbasis Baterai</i> dalam rangka pembentukan Ekosistem <i>Electric Vehicle</i> untuk Kelautan	PLN Enjiniring Successfully Held an Agenda " <i>Launching Battery-Based Electric Motorized Ships</i> in order to establish an <i>Electric Vehicle Ecosystem</i> for Marine"	11 Agustus 2023 August 11, 2023
54.	Peringati HUT RI ke-78, PLNE Selenggarakan Upacara Bendera	Commemorating the 78th Indonesian Independence Day, PLNE Organized Flag Ceremony	17 Agustus 2023 August 17, 2023
55.	Kunjungi Bupati Banggai, Direksi PLNE Berkomitmen Selesaikan Proyek Strategis Nasional PLTMG 40MW	Visiting Banggai Regent, PLNE Board of Directors Committed to Complete 40MW MHP National Strategic Project	17 Agustus 2023 August 17, 2023
56.	Meriahkan Peringatan HUT RI Ke-78, PLNE Selenggarakan Berbagai Lomba Menarik	Celebrating the 78th Indonesian Independence Day, PLNE Organizes Various Interesting Competitions	17 Agustus 2023 August 17, 2023
57.	Jawab Tantangan Transformasi, PLNE selenggarakan Appreciative Inquiry Summit 2023	Responding to Transformation Challenges, PLNE organizes Appreciative Inquiry Summit 2023	22 Agustus 2023 August 22, 2023

No.	Judul Berita	News Title	Tanggal Rilis Release Date
58.	Akselerasi Transisi Energi Terbarukan di Indonesia, PLNE Aktif Kembangkan Proyek PLTP di Tanah Air	Accelerating the Renewable Energy Transition in Indonesia, PLNE Actively Develops PLTP Projects in the Country	24 Agustus 2023 August 24, 2023
59.	Implementasikan CSV dan Dukung SDGs, PLNE Resmikan Bank Sampah KAPPSA	Implementing CSV and Supporting SDGs, PLNE Inaugurated KAPPSA Waste Bank	31 Agustus 2023 August 31, 2023
60.	Implementasikan GRC dalam Mendukung Capaian Kinerja Operasional, PLNE Raih Penghargaan 5 Star Silver pada Ajang Penghargaan GRC & Performance Excellence Award 2023	Implementing GRC in Supporting Operational Performance Achievements, PLNE Achieved 5 Star Silver Award at the GRC & Performance Excellence Award 2023 Event	1 September 2023 September 1, 2023
61.	Dukung Capaian Proyek EBT, PLN Enjiniring Bersiap untuk Kerjasama dengan Badan Kerjasama Jerman PTB	Supporting the Achievement of NRE Projects, PLN Enjiniring Prepares for Cooperation with German Cooperation Agency PTB	2 September 2023 September 2, 2023
62.	Selaraskan Sasaran Perusahaan guna Tingkatkan Layanan, PLNE selenggarakan Townhall Meeting ke-4 tahun 2023	Aligning Company Goals to Improve Services, PLNE organized 4th Townhall Meeting in 2023	3 September 2023 September 3, 2023
63.	Jawab Tantangan Transisi Energi Terbarukan, PLN Enjiniring ikuti Diskusi Teknis dan Internship Program EBT di China	Responding to the Challenges of Renewable Energy Transition, PLN Enjiniring participated in Technical Discussion and Internship Program for NRE in China	3 September 2023 September 3, 2023
64.	Tingkatkan Kapabilitas Engineering di Proyek EBT, PLNE Gandeng UGM	Improving Engineering Capability in NRE Projects, PLNE Collaborated with UGM	5 September 2023 September 5, 2023
65.	Bangkit sebagai Garda Terdepan Transformasi Organisasi, Insan PLNE hadir di General Lecture DIRUT PLN	Rising as the Frontline of Organizational Transformation, PLNE Personnel Attend General Lecture of DIRUT PLN	5 September 2023 September 5, 2023
66.	Dukung Program ESG Pada Capaian Kinerja Operasional, PLN Enjiniring Raih Penghargaan Top GRC Awards 2023 di Ajang Penghargaan GRC Bergengsi di Indonesia	Supporting ESG Program in Operational Performance Achievement, PLN Enjiniring Received Top GRC Awards 2023 in Indonesia's Prestigious GRC Awarding Event	7 September 2023 September 7, 2023
67.	Perkuat Core Bisnis Perusahaan, PLN Enjiniring Siap Berkolaborasi dengan ID Survey	Strengthening the Company's Core Business, PLN Enjiniring is Ready to Collaborate with ID Survey	7 September 2023 September 7, 2023
68.	Jalin Kerjasama dengan ITPLN, PLNE Lakukan Pengembangan Infrastruktur dan Ruang Kelas	Collaborating with ITPLN, PLNE Develops Infrastructure and Classrooms	12 September 2023 September 12, 2023
69.	PLNE Ikut Andil dalam Mendukung Event Pameran International & Indonesia Carbon Capture Storage (IICCS) 2023	PLNE Participated in Supporting the International & Indonesia Carbon Capture Storage (IICCS) 2023 Exhibition Event	13 September 2023 September 13, 2023
70.	Bangun Sinergi Dengan Mitra Strategis, PLN Enjiniring partisipasi di Pameran Nusantara Power Connect 2023	Building Synergy with Strategic Partners, PLNE Enjiniring participated in Nusantara Power Connect 2023 Exhibition	13 September 2023 September 13, 2023
71.	PLNE Siap Dukung PLN dalam Joint Study Business Development of HVDC Interconnection and Electricity Grid Component Manufacture dengan China XD	PLNE Ready to Support PLN in Joint Study Business Development of HVDC Interconnection and Electricity Grid Component Manufacture with China XD	14 September 2023 September 14, 2023
72.	Sosialisasi Industri dan Teknologi Kabel Bawah Laut, PLNE Berpartisipasi dalam Seminar Nasional Recent Development in Submarine Power Cables	Socialization of Submarine Cable Industry and Technology, PLNE Participated in the National Seminar Recent Development in Submarine Power Cables	21 September 2023 September 21, 2023
73.	Dukung Program Sistem Manajemen Anti Penyusunan (SMAP), PLNE mengadakan Kegiatan Multi Stakeholder Forum Dengan Prinsip 4 NO's yaitu No Bribery, No Kickback, No Gift, No Luxurious Hospitality.	Supporting the Anti-Bribery Management System (SMAP) Program, PLNE held a Multi Stakeholder Forum with the 4 NO's Principle, namely No Bribery, No Kickback, No Gift, No Luxurious Hospitality.	27 September 2023 September 27, 2023
74.	Dukung Program Transformasi PLN, PLNE Siap untuk Terlibat dalam Pengelolaan Aset Transmisi secara Centralized Berbasis pada System Digital	Supporting PLN's Transformation Program, PLNE is Ready to Engage in Centralized Transmission Asset Management Based on Digital System	27 September 2023 September 27, 2023
75.	Dukung Keberhasilan Proyek Enjiniring Ketenagalistrikan di UIP Maluku – Papua Direktur Enjiniring PLNE Hadiri Rapat Kerja PLN UIP Maluku Papua dan Ceremony First Pouring Concrete PLTU Sorong 4x7 MW	Supporting the Success of Electricity Engineering Projects in UIP Maluku - Papua Director of PLNE Engineering Attended PLN UIP Maluku Papua Work Meeting and First Pouring Concrete Ceremony of 4x7 MW Sorong PLTU	29 September 2023 September 29, 2023
76.	Tingkatkan Pemahaman Keuangan, PLN Enjiniring selenggarakan Capacity Building	Improving Financial Understanding, PLN Enjiniring organized Capacity Building	2 Oktober 2023 October 2, 2023
77.	Bantu PMI Dalam Memenuhi Kebutuhan Darah, PLNE Menyelenggarakan Kegiatan Donor Darah Dalam Rangka Perayaan HUT PLNE ke-21	Helping PMI to Meet Blood Needs, PLNE Organized Blood Donation Activities in Celebration of PLNE's 21st Anniversary	2 Oktober 2023 October 2, 2023
78.	Sukseskan Program Pengarusutamaan Gender, PLN Enjiniring Berkolaborasi Dalam Rapat Kerja Tim Srikandi dan Srikandi Connection 2023	Supporting the Success of Gender Mainstreaming Program, PLN Enjiniring Collaborated in Srikandi Team Work Meeting and Srikandi Connection 2023	2 Oktober 2023 October 2, 2023
79.	Tembus Kancah Internasional, Insan PLNE Ikut Terbitkan Publikasi Ilmiah dalam ICT-PEP 2023	Going internationally, PLNE Personnel Contributed to Scientific Publications in ICT-PEP 2023	2 Oktober 2023 October 2, 2023

No.	Judul Berita	News Title	Tanggal Rilis Release Date
80.	Peringati HUT ke-21, PLNE Persembahkan Kado Istimewa Untuk PLN	Commemorating its 21st Anniversary, PLNE Presents a Special Gift to PLN	3 Oktober 2023 October 3, 2023
81.	Perkuat Kapabilitas Enjinir, PLN Enjiniring Gandeng Tractebel Engineering GmbH dalam menerapkan Teknologi PLTA <i>Pumped Storage</i> dan BIM di Indonesia	Strengthening Engineering Capability, PLN Enjiniring Collaborates with Tractebel Engineering GmbH in implementing Pumped Storage Hydropower Technology and BIM in Indonesia	13 Oktober 2023 October 13, 2023
82.	Dukung Proyek Pengembangan Pembangkit EBT Melalui Perkuatan Teknologi dan Kompetensi Enjiniring, PLNE Jalin Kerjasama dengan Envision Energy, Co., Ltd	Supporting the NRE Plant Development Project through Strengthening Engineering Technology and Competence, PLNE Collaborates with Envision Energy, Co., Ltd.	19 Oktober 2023 October 19, 2023
83.	Bangun Strategi Dalam Pengelolaan Human Capital, PLNE Raih Penghargaan Top Human Capital Award 2023	Building Strategy in Human Capital Management, PLNE Received Top Human Capital Award 2023	19 Oktober 2023 October 19, 2023
84.	Perkuat Pemahaman Pengarusutamaan Gender Dalam Pengembangan Dan Penguasaan Teknologi Serta Inovasi Di Sektor Energi, Srikandi PLNE Gelar Seminar & Talkshow Woman Empowerment	Strengthening Understanding of Gender Mainstreaming in the Development and Mastery of Technology and Innovation in the Energy Sector, Srikandi PLNE Holds Woman Empowerment Seminar & Talkshow	23 Oktober 2023 October 23, 2023
85.	Menindaklanjuti Kerjasama Dengan DNV, PLNE Selenggarakan Kick Off Meeting Kajian <i>Smart Control Center</i> Terbesar	Following up on the Cooperation with DNV, PLNE Held Kick Off Meeting for the Largest Smart Control Center Study	25 Oktober 2023 October 25, 2023
86.	Support Pengembangan Dan Pembangunan PLTA Di Indonesia, PLNE Hadiri Musyawarah Nasional Indonesia Hydropower Association (INAHA)	Supporting the Development and Construction of Hydropower in Indonesia, PLNE Attends the National Conference of Indonesia Hydropower Association (INAHA)	26 Oktober 2023 October 26, 2023
87.	Beri Kado Istimewa Di HLN Ke-78, PLNE Hadirkan Layanan <i>Managed Service Aset Management Transmisi</i>	Giving a Special Gift at the 78th HLN, PLNE Presents Transmission Asset Management Managed Service	27 Oktober 2023 October 27, 2023
88.	Komit Terhadap Implementasi Keterbukaan Informasi Publik (KIP), PLNE Sukses Meraih 2 Penghargaan Pada Ajang KIP Award 2023	Committed to the Implementation of Public Information Disclosure (KIP), PLNE Successfully Won 2 Awards at the KIP Award 2023 Event	27 Oktober 2023 October 27, 2023
89.	PLNE Raih Prestasi Dalam Penghargaan ESG Award & Risk Award PLN 2023	PLNE Achieved Achievement in ESG Award & Risk Award PLN 2023	27 Oktober 2023 October 27, 2023
90.	PLNE Turut Aktif Dalam Sukseskan Proyek PLTS Ground Mounted Terbesar di Indonesia	PLNE Actively Participated in the Success of the Largest Ground Mounted Solar Power Plant Project in Indonesia	27 Oktober 2023 October 27, 2023
91.	Bukti Unggul dalam Enjiniring dan Inovasi Ketenagalistrikan, PLNE Sabet 3 Penghargaan dalam Event P2B Conference 2023	Proving its Excellence in Electricity Engineering and Innovation, PLNE Received 3 Awards at the P2B Conference 2023 Event	31 Oktober 2023 October 31, 2023
92.	Sukseskan Pembangunan IKN Menuju Indonesia Emas, PLNE Berkomitmen Dukung 100% Energi Hijau di IKN	Supporting the Successful Development of IKN to achieve the Golden Indonesia, PLNE Committed to Support 100% Green Energy in IKN	2 November 2023 November 2, 2023
93.	Toreh Sejarah Pembangunan PLTS Terbesar di Asia Tenggara, PLNE Garap Detailed Engineering Design (DED) PLTS Terapung Cirata 192 MWp	Making History in the Construction of the Largest Solar Power Plant in Southeast Asia, PLNE Developed Detailed Engineering Design (DED) for Cirata Floating Solar Power Plant 192 MWp	9 November 2023 November 9, 2023
94.	Go Internasional, PLNE Gandeng PT SMI untuk <i>Capacity Building</i> Perkuatan Kualitas Produk Enjiniring	Going International, PLNE Collaborated with PT SMI for Capacity Building to Strengthen Engineering Product Quality	9 November 2023 November 9, 2023
95.	Jawab Tantangan NZE 2060, DIRUT PLNE Paparkan <i>Low Carbon Circular Strategy</i> Di Event International ASEAN Circular Economy Forum 2023	Responding to NZE 2060 Challenge, PLNE's DIRUT Presented Low Carbon Circular Strategy at International ASEAN Circular Economy Forum 2023 Event	9 November 2023 November 9, 2023
96.	Terangi Indonesia Timur, PLNE Perkuat Sistem Kelistrikan di Indonesia Melalui Percepatan Target Pembangunan PLTMG di 4 Lokasi	Lighting Up Eastern Indonesia, PLNE Strengthened Indonesia's Electricity System by Accelerating the Construction Target of PLTMG in 4 Locations	10 November 2023 November 10, 2023
97.	Tingkatkan Keandalan Layanan PLN di Sulawesi Selatan, PLNE Sukseskan <i>Performance Test Completion</i> PLTU Sulse Barru-2 (1x100 MW)	Increasing the Reliability of PLN Services in South Sulawesi, PLNE Successfully Completed the Performance Test Completion of PLTU Sulse Barru-2 (1x100 MW)	13 November 2023 November 13, 2023
98.	Support <i>Women Empowerment</i> , DIRUT PLNE Beri Arahan pada Acara <i>Boothcamp</i> Srikandi PLN UIT JBB	Supporting Women Empowerment, DIRUT PLNE Gives Direction at the PLN UIT JBB Srikandi Boothcamp Event	13 November 2023 November 13, 2023
99.	Jawab Tantangan Strategi Capaian Net Zero Emission 2060, PLNE Go Global Melalui The 78th Indonesia National Electricity Day Enlit Asia	PLNE Goes Global Through The 78th Indonesia National Electricity Day Enlit Asia to Achieve Net Zero Emission Strategy 2060	16 November 2023 November 16, 2023
100.	Akselerasi Transmitting New Energy, DIRUT PLNE Teken Kontrak Jasa <i>Managed Service Implementasi Manajemen Aset Transmisi</i> di Rapat Kerja Direktorat Transmisi dan Perencanaan Sistem PLN TW IV Tahun 2023	Accelerating the Transmission of New Energy, DIRUT PLNE Signed Managed Service Contract for Transmission Asset Management implementation at the Working Meeting of the Directorate of Transmission and System Planning PLN TW IV Year 2023	24 November 2023 November 24, 2023

No.	Judul Berita	News Title	Tanggal Rilis Release Date
101.	"We are The Brotherhood of PLN" DIRLHC PT PLN (Persero) Menggetarkan <i>General Lecture</i> ke-2 PLN Enjiniring	"We are The Brotherhood of PLN" DIRLHC PT PLN (Persero) Electrifies PLN Enjiniring's 2nd General Lecture	28 November 2023 November 28, 2023
102.	Go Global, PLN Enjiniring Jawab Tantangan Sebagai <i>Engineering Excellence Centre</i> di PLN	Going Globally, PLN Enjiniring Answers Challenges as an Engineering Excellence Center	28 November 2023 November 28, 2023
103.	Percepat Transisi Energi, PLNE Tingkatkan Kualifikasi Enjinir Melalui <i>Capacity Building - Penyusunan Pre-Feasibility Study Geothermal</i>	Accelerating Energy Transition, PLNE Improves Engineering Qualifications Through Capacity Building - Preparation of Geothermal Pre-Feasibility Study	30 November 2023 November 30, 2023
104.	Townhall Meeting Special Lecture DIR RENBANG PT PLN (Persero)	Townhall Meeting Special Lecture DIR RENBANG PT PLN (Persero)	5 Desember 2023 December 5, 2023
105.	Peduli Pengarusutamaan Gender Dalam Percepatan Transisi Energi, DIRUT PLNE Menjadi Narasumber Pada Srikandi Goes to Campus	Caring for Gender Mainstreaming in Accelerating the Energy Transition, PLNE's President Director became a resource person at Srikandi Goes to Campus	6 Desember 2023 December 6, 2023
106.	PLNE Peroleh Penghargaan PLN Portfolio Award 2023 dari Capaian <i>Overseas Contract</i>	PLNE Received PLN Portfolio Award 2023 from Overseas Contract Achievement	7 Desember 2023 December 7, 2023
107.	The New PLN Enjiniring, Otot Jantung PLN Group Untuk Menembus Pasar Global 500	The New PLN Enjiniring, PLN Group's Heart and Muscle (main motor) to Penetrate Global Market 500	8 Desember 2023 December 8, 2023
108.	<i>Running The New Spirit</i> , PLNE Runners Ikuti PLN Electric Run 2023	Running The New Spirit, PLNE Runners Join PLN Electric Run 2023	11 Desember 2023 December 11, 2023
109.	Dukung Transisi Energi di Banggai Sulawesi Tengah, PLNE Bantu Percepatan Pasokan Listrik PLTMG Luwuk 40 MW	Supporting Energy Transition in Banggai, Central Sulawesi, PLNE Helps Accelerate Electricity Supply of 40 MW Luwuk PLTMG	12 Desember 2023 December 12, 2023
110.	Integrasi Program Tanggung Jawab Sosial Lingkungan, PLNE Kontribusi Penyusunan RKA TJSL PLN Group	Integration of Environmental Social Responsibility Program, PLNE Contributes to the Preparation of RKA TJSL PLN Group	24 Desember 2023 December 24, 2023

Transparansi Penyampaian Laporan

Sekretraris Perusahaan melakukan pemantauan terhadap Kinerja Korporat, termasuk *monitoring* penyampaian Laporan agar penyampaian PLN Enjiniring kepada PT PLN (Persero) tepat waktu. Laporan Bulanan disiapkan oleh Sekretaris Perusahaan disampaikan kepada Pemegang Saham antara lain:

1. Laporan Keuangan
2. Laporan Realisasi Program Investasi
3. Laporan *Shareholder Loan* (SHL)
4. Laporan Realisasi Kinerja
5. Laporan *Progress Rencana Kerja Manajemen* (RKM)
6. Laporan Sinergi Antar Anak Perusahaan
7. Laporan Manajemen Triwulanan

Kode Etik

Dalam menjalankan usahanya, PLN Enjiniring senantiasa menjaga citra dan reputasi dalam berbisnis. Untuk itu, sangat penting bagi PLN Enjiniring untuk menjaga standar etika yang tinggi dalam semua bisnis yang dilakukan. Standar etika yang tinggi ini dijabarkan dalam Pedoman Perilaku (*Code of Conduct*) yang memuat tingkah laku moral dan etika yang diharapkan dari seluruh insan PLN Enjiniring.

Komitmen atas etika dalam berbisnis dan berperilaku di Perusahaan merupakan bagian dari penerapan *Good Corporate Governance* (GCG) sebagaimana tercermin dalam Deklarasi Komitmen GCG PLN Enjiniring yang ditandatangani oleh Komisaris Utama dan Direktur Utama. Penyusunan Pedoman Perilaku merupakan penjabaran

Transparency of Report Submission

The Corporate Secretary monitored Corporate Performance, including monitoring the submission of Reports to ensure timely submission of PLN Enjiniring to PT PLN (Persero). Monthly reports prepared by the Corporate Secretary were submitted to the Shareholders, namely:

1. Financial Report
2. Investment Program Realization Report
3. Shareholder Loan (SHL) Report
4. Performance Realization Report
5. Management Work Plan (MOW) Progress Report
6. Synergy Report between Subsidiaries
7. Quarterly Management Report

Code of Conduct

In running its business, PLN Enjiniring always maintained its image and reputation in doing business. Therefore, it is very important for PLN Enjiniring to maintain high ethical standards in all business conducted. These high ethical standards are outlined in the Code of Conduct, which contains the moral and ethical behavior expected of all PLN Enjiniring personnel.

Commitment to ethics in business and behavior in the Company is part of the implementation of Good Corporate Governance (GCG) as reflected in the Declaration of GCG Commitment of PLN Enjiniring signed by the President Commissioner and President Director. The preparation of the Code of Conduct is a further elaboration in the

lebih lanjut dalam bentuk perilaku yang diharapkan dari Tata Nilai Perusahaan yang disingkat AKHLAK (Amanah, Kompeten, Harmonis, Loyal, Adaptif dan Kolaboratif) Menuju PLN Enjiniring Berakhlak, Andal dan Terbaik.

Proses Pembaharuan Kode Etik

Kode etik PLN Enjiniring telah diperbarui pada semester 2 tahun 2023 dengan melalui proses GRC di internal PLN Enjiniring. Pembaruannya terdiri dari penyesuaian visi dan misi PLN Enjiniring dengan merujuk pada Rencana Jangka Panjang Perusahaan (RJPP) PLN Enjiniring dan penambahan kode etik enjinir profesional yang menjadi pedoman enjinir PLN Enjiniring dalam bekerja, bersikap, dan berinteraksi dengan rekan kerja maupun *stakeholder*. Proses pembaruan kode etik belum terselesaikan sampai dengan akhir tahun 2023 dan baru tertandatangani oleh Dewan Direksi dan Dewan Komisaris pada periode semester 1 tahun 2024 dan telah disosialisasikan kepada seluruh pegawai PLN Enjiniring.

Pokok-Pokok Kode Etik

Code of Conduct PLN Enjiniring mengatur terkait:

1. Kepemimpinan PLNE
2. Hubungan Eksternal
3. Hubungan dengan Mitra Kerja
4. Hubungan dengan Pesaing
5. Hubungan dengan Investor
6. Hubungan dengan Pemerintah
7. Hubungan dengan Masyarakat
8. Hubungan dengan Media Masa
9. Hubungan dengan Institusi Pendidikan
10. Hubungan dengan Penegak hukum
11. Hubungan dengan Kreditur

Kepatuhan Terhadap Kode Etik

Code of Conduct Perusahaan berlaku bagi seluruh Dewan Komisaris, Direksi, serta seluruh Insan PLN Enjiniring.

Penyebarluasan Kode Etik

Kode etik PLN Enjiniring ditetapkan dan disahkan dengan ditandatangani oleh Direktur Utama dan Komisaris Utama dalam pengesahan. Setelah disahkan, kode etik diinternalisasikan kepada seluruh pegawai PLN Enjiniring dalam acara sosialisasi secara online melalui media *Zoom*. Selain itu, kode etik dibentuk menjadi buku saku dan disebarluaskan melalui *broadcast email* ke seluruh pegawai. Pada halaman terakhir buku kode etik terdapat lembar komitmen yang wajib ditandatangani seluruh pegawai, Direksi dan Dewan Komisaris untuk kemudian dikirimkan kembali ke Sub Bidang ORT untuk didokumentasikan.

form of expected behavior from the Corporate Values abbreviated as AKHLAK (Trustworthy, Competent, Harmonious, Loyal, Adaptive and Collaborative) Towards PLN Enjiniring Berakhlak, Reliable and Best.

Code of ethics update process

The PLN Enjiniring code of ethics has been updated in the second semester of 2023 through the GRC process within PLN Enjiniring. The update consists of adjusting the vision and mission of PLN Enjiniring by referring to the PLN Enjiniring Long-Term Company Plan (RJPP) and the addition of a professional engineer code of ethics which is a guideline for PLN Enjiniring engineers in working, behaving, and interacting with colleagues and stakeholders. The code of ethics update process has not been completed until the end of 2023 and has only been signed by the Board of Directors and Board of Commissioners in the first semester of 2024 and has been socialized to all PLN Enjiniring employees.

Points of The Code of Conduct

Code of Conduct PLN Enjiniring regulates:

1. PLNE leadership
2. External Relations
3. Relationship with Working Partners
4. Relationship with Competitors
5. Relationship with Investors
6. Relationship with Government
7. Relationship with the Community
8. Relationship with mass media
9. Relationship with Educational Institutions
10. Relationship with Law Enforcement
11. Relationship with Creditors

Compliance with The Code of Conduct

The Company's Code of Conduct applied to the entire Board of Commissioners, Board of Directors, and all PLN Enjiniring personnel.

Dissemination of the Code of Ethics

The PLN Enjiniring code of ethics is established and ratified by being signed by the President Director and President Commissioner in the ratification. After being ratified, the code of ethics is internalized to all PLN Enjiniring employees in an online socialization event via *Zoom* media. In addition, the code of ethics is formed into a pocket book and distributed via email broadcast to all employees. On the last page of the code of ethics book, there is a commitment sheet that must be signed by all employees, Directors and Board of Commissioners to then be sent back to the ORT Sub-Division for documentation.

Upaya Penerapan dan Penegakan Kode Etik

Setiap pelanggaran terhadap aturan yang berlaku di Perusahaan akan dikenakan sanksi yang sesuai dengan tingkat pelanggarannya atau dapat diberikan apabila terjadi pengulangan terhadap pelanggaran sesuai dengan ketentuan Perundang-undangan yang berlaku. Seluruh Insan Perusahaan wajib menandatangani komitmen atas *Code of Conduct*.

Jenis Sanksi Pelanggaran Kode Etik

Pelanggaran terhadap *Code of Conduct* akan dikenakan hukuman disiplin sebagai berikut:

1. Pelanggaran Disiplin Ringan
2. Pelanggaran Disiplin Sedang
3. Pelanggaran Disiplin Berat

Jumlah Pelanggaran dan Sanksi yang Diberikan

Selama tahun 2023 tidak terdapat pelanggaran atas *code of conduct*.

Kebijakan Pemberian Kompensasi Jangka Panjang Berbasis Kinerja

Perusahaan tidak memiliki kebijakan kompensasi jangka panjang berbasis kinerja. PLN Enjiniring bukan merupakan Perusahaan Terbuka sehingga tidak memiliki Program Kepemilikan Saham oleh Pekerja dan/atau Manajemen (ESOP/MSOP).

Kebijakan Pengungkapan Informasi Kepemilikan Saham Dewan Komisaris dan Direksi serta Pelaksanaannya

PLN Enjiniring bukan merupakan Perusahaan Terbuka sehingga tidak terdapat informasi Kepemilikan saham anggota Direksi dan anggota Dewan Komisaris paling lambat 3 (tiga) hari kerja setelah terjadinya kepemilikan atau setiap perubahan kepemilikan atas saham Perusahaan Terbuka.

Whistleblowing System

Whistleblowing System (WBS) adalah sistem yang mengelola pengaduan/penyingkapan mengenai perilaku melawan hukum, perbuatan tidak etis/tidak semestinya secara rahasia, anonym dan mandiri (*independent*) yang digunakan untuk mengoptimalkan peran serta anggota perusahaan dan mitra kerja dalam mengungkap pelanggaran yang terjadi di lingkungan PLN Enjiniring. Sesuai Peraturan Direksi PT PLN Enjiniring Nomor: 010.P/DIR/2023 tanggal 18 Oktober 2023 tentang Sistem Pengaduan Pelanggaran (*Whistleblowing System*) di lingkungan PT PLN Enjiniring, satuan kerja yang bertanggung jawab atas pelaksanaan dan pengelolaan implementasi Sistem Pengaduan Pelanggaran (*Whistleblowing System*) adalah Sekretaris Perusahaan (SEKPER) dan/atau pihak ketiga yang memiliki kompetensi pengelolaan WBS.

Efforts to Implement and Enforce The Code of Conduct

Any violation of the rules applicable in the Company will be subject to sanctions in accordance with the level of the offense or may be given if there is a repetition of the offense in accordance with the provisions of the applicable laws and regulations. All Company personnel must sign a commitment to the Code of Conduct.

Types of Sanctions for Violations of The Code of Conduct

Violations of the Code of Conduct will be subject to the following disciplinary penalties:

1. Minor Disciplinary Violations
2. Medium Disciplinary Violations
3. Major Disciplinary Violations

Number of Violations and Sanctions Given

During 2023 there were no violations of the code of conduct.

The Policy of The Provision of Merit-Based Long-Term Compensation

The Company does not have a long-term performance-based compensation policy. PLN Enjiniring is not a Public Company and therefore does not have an Employee and/or Management Share Ownership Program (ESOP/MSOP).

Disclosure Policy of Share Ownership Information of The Board of Commissioners and Directors and Its Implementation

PLN Enjiniring is not a Public Company. Therefore, there is no information on the share ownership of members of the Board of Directors and members of the Board of Commissioners no later than 3 (three) working days after the occurrence of ownership or any change in ownership of the shares of a Public Company.

Whistleblowing System

Whistleblowing System (WBS) is a system that manages complaints / disclosures regarding unlawful behavior, unethical / improper actions in a confidential, anonymous and independent manner (*independent*) which is used to optimize the participation of company members and partners in exposing violations that occur within PLN Enjiniring. In accordance with the Regulation of the Board of Directors of PT PLN Enjiniring Number: 010.P/DIR/2023 dated October 18, 2023 concerning the Whistleblowing System within PT PLN Enjiniring, the work unit responsible for the implementation and management of the implementation of the Whistleblowing System is the Corporate Secretary (SEKPER) and/or third parties who have the competence to manage the WBS. Then, in the case of management carried out by a third party, the WBS

Kemudian, dalam hal pengelolaan dilakukan oleh pihak ketiga maka mekanisme pengelolaan WBS akan diatur lebih lanjut oleh Direktur yang membawahi fungsi kepatuhan.

Penyampaian dan Media Laporan Pelanggaran

Pengaduan disampaikan oleh Pelapor melalui salah satu atau beberapa media Perusahaan sebagai berikut:

1. Website <https://cos.pln.co.id/>;
2. Telepon, *Short Message Service* (SMS) atau Whatsapp ke nomor resmi Pengaduan
3. Pelanggaran di 08111995177;
4. Email ke wbs@plne.co.id;
5. Surat kepada Direktur Utama PT PLN Enjiniring
6. Pengaduan langsung oleh Pelapor kepada SEKPER, dan/atau;
7. Media Perusahaan lainnya sesuai perkembangan yang akan diinfokan lebih lanjut secara tertulis oleh SEKPER.

Perlindungan bagi Whistleblower

1. Setiap Pelapor dan/atau Saksi dapat diberikan fasilitas perlindungan atas dasar permintaan Pelapor dan/atau Saksi tersebut dengan ketentuan:
 - a. Dalam hal Pelapor dan/atau Saksi merupakan Pegawai Perusahaan, SEKPER berkoordinasi dengan BID SDE sesuai kewenangannya.
 - b. Dalam hal Pelapor dan/atau Saksi merupakan pihak eksternal Perusahaan, SEKPER berkoordinasi dengan SBI Hukum sesuai kewenangannya.
2. Perlindungan sebagaimana dimaksud pada hal di atas, dapat berupa:
 - a. Perlindungan dari tuntutan pidana dan/atau perdata.
 - b. Perlindungan atas keamanan pribadi dan/atau keluarga dari ancaman fisik dan/atau mental.
 - c. Perlindungan terhadap harta,
 - d. Kerahasiaan dan/atau penyamaran identitas.
3. Khusus Pelapor dan/atau Saksi merupakan Pegawai Perusahaan, juga akan mendapatkan perlindungan maupun rehabilitasi dari Perusahaan terhadap perlakuan yang merugikan atau tindakan balas dendam atas pengaduannya seperti:
 - a. Pemutusan Hubungan Kerja.
 - b. Penurunan jabatan, penurunan *grade*, penurunan penilaian kinerja individu dan/atau pelaksanaan mutase.
 - c. Pelecehan atau diskriminasi dalam segala bentuknya.
 - d. Catatan yang merugikan dalam file data pribadi.
4. SEKPER berkoordinasi dengan SBI Hukum dalam pelaksanaan perlindungan Pelapor dan/atau Saksi yang memerlukan kerja sama dengan pihak eksternal sesuai dengan ketentuan perundangan yang berlaku.
5. Perusahaan menjamin kerahasiaan identitas (*confidentiality*) Pelapor dan/atau Saksi kecuali dalam hal proses hukum memerlukan dibukanya identitas Pelapor dan/atau Saksi namun tetap atas persetujuan dari Pelapor.

management mechanism will be further regulated by the Director in charge of the compliance function.

Submission and Media for Violation Reports

Complaints are submitted by the Whistleblower through one or more of the Company's media as follows:

1. Website <https://cos.pln.co.id/>;
2. Phone, Short Message Service (SMS) or Whatsapp to the official Complaint number
3. Violations at 08111995177;
4. Email to wbs@plne.co.id;
5. Letter to President Director of PT PLN Enjiniring
6. Direct complaint by the Complainant to SEKPER, and/or;
7. Other Company media according to developments that will be further informed in writing by SEKPER.

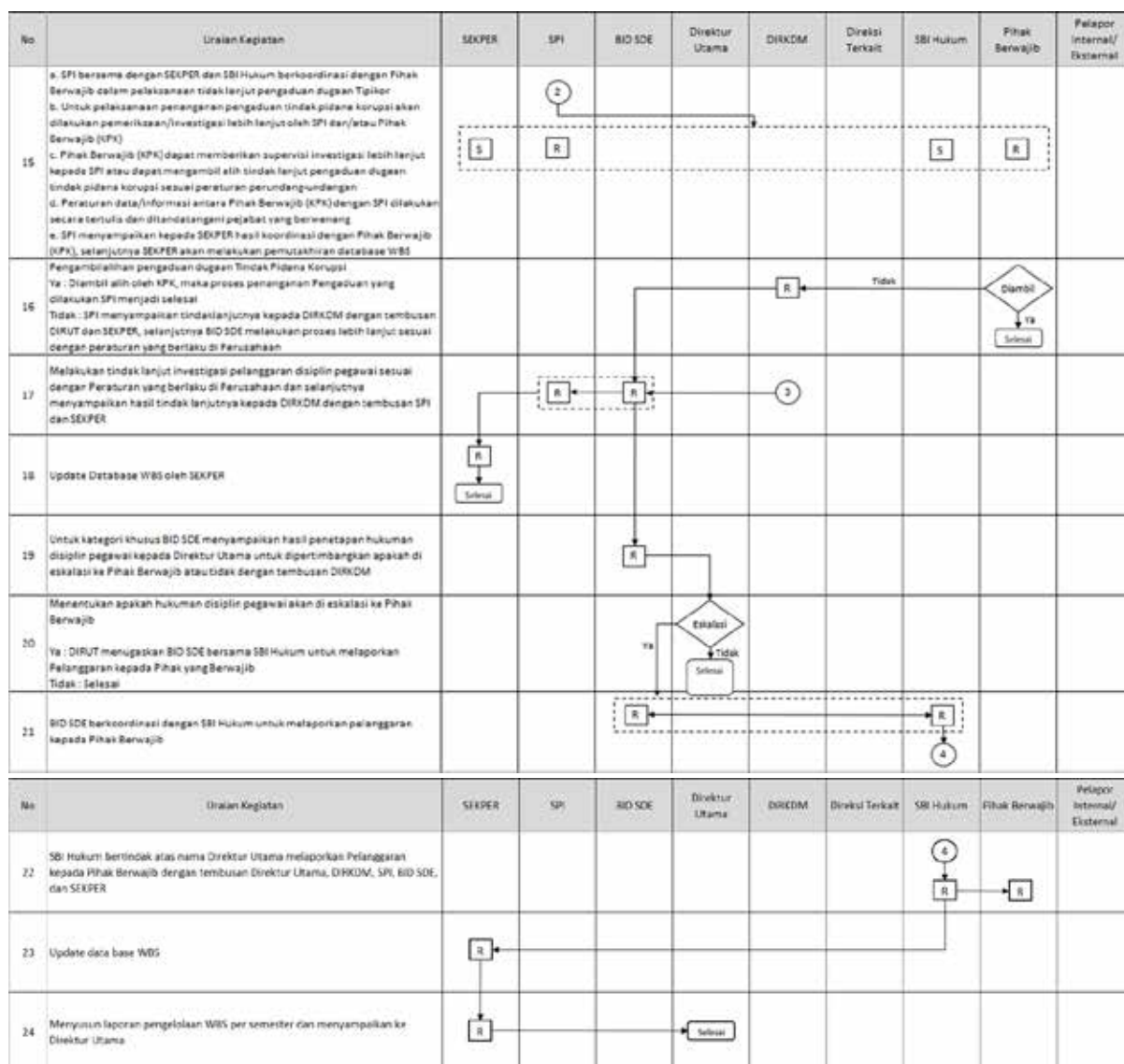
Protection for Whistleblowers

1. Every Whistleblower and/or Witness may be provided with protection facilities on the basis of the request of the Whistleblower and/or Witness with the following provisions:
 - a. In the event that the Whistleblower and/or Witness is a Company Employee, SEKPER coordinates with BID SDE according to its authority.
 - b. In the event that the Reporter and/or Witness is an external party of the Company, SEKPER coordinates with the Legal SBI according to its authority.
2. Protection as referred to the point above, can be in the form of:
 - a. Protection from criminal and/or civil charges.
 - b. Protection of personal and/or family security from physical and/or mental threats.
 - c. Protection of property,
 - d. Confidentiality and/or disguise of identity.
3. Specifically, whenever the Whistleblower and/or Witness is a Company Employee, he/she will also receive protection and rehabilitation from the Company against adverse treatment or retaliation for his/her complaint such as:
 - a. Termination of employment.
 - b. Decrease in position, decrease in grade, decrease in individual performance appraisal and / or implementation of mutation.
 - c. Harassment or discrimination in all forms.
 - d. Adverse records in personal data files.
4. SEKPER shall coordinate with the Legal SBI in the implementation of the protection of Whistleblowers and/or Witnesses that require cooperation with external parties in accordance with applicable laws and regulations.
5. The Company guarantees the confidentiality of the identity of the Whistleblower and/or Witness except in the event that the legal process requires the disclosure of the identity of the Whistleblower and/or Witness but still with the consent of the Whistleblower.

Penanganan Pengaduan

Complaints Handling

No	Uraian Kegiatan	SEKPER	SPI	BID SDE	Direktur Utama	DIRKDM	Direksi Terkait	SBI Hukum	Pihak Berwajib	Yelapor Internal/ Eksternal
1	a. Memahami ketentuan Pengaduan di Perusahaan b. Memberikan Pengaduan melalui media resmi Perusahaan yang telah ditentukan dengan dilengkapi data pendukung									Mute R
2	Seluruh Pengaduan akan disimpan dalam database WBS	R								
3	Menerima Pengaduan dan menyeleksi laporan melalui sistem aplikasi Setuai : Proses selanjutnya Tidak Setuai : proses langsung tidak ditindaklanjuti dan diarsipkan									
4	Update Database WBS oleh SEKPER (Arsip)	R								
5	Evaluasi Pengaduan yang memenuhi indikasi minimal kriteria 3W (What, When, Where) apakah: (a) Termasuk kategori 'Fraud' dan/atau Pelanggaran yang terindikasi Fraud. (b) Pengaduan yang tidak termasuk point (a) akan disampaikan ke BID SDE untuk ditindaklanjuti sesuai peraturan yang berlaku. a. Ya : lanjut ke langkah berikutnya b. Tidak : lanjut disampaikan kepada BID SDE melalui email atau aplikasi WBS dan disimpan dalam database WBS									
6	Memproses Pengaduan sesuai poin 5(a) sesuai dengan ketentuan yang berlaku	1								
7	Memonitor Proses tindak lanjut sesuai poin 6 a. Untuk SEKPER dan SPI hasil tindak lanjutnya diinput ke aplikasi WBS b. Selain SEKPER dan SPI, Bidang melaporkan hasil tindak lanjutnya ke SEKPER									
8	Menyampaikan Nota Dinas laporan evaluasinya kepada SPI dengan tembusan DIRUT	1 R			I					
9	Dapat dilakukan pembahasan bersama dengan SPI dalam menindaklanjuti Pengaduan yang termasuk fraud dan/atau Pelanggaran	R	R							
10	Menganalisa, mengevaluasi, menguji data dan mengakses seluruh informasi yang relevan sesuai dengan Piagam Pengawasan Intern SPI serta memperoleh semua data dan informasi Terlapor		R							
11	Melakukan Audit Investigasi dengan maksud untuk memperoleh alat bukti termasuk barang bukti yang kompeten, relevan dan cukup		R							
12	SPI menyampaikan hasil audit investigasi (executive summary) ke Direktur Terkait, DIRKDM dengan tembusan DIRUT dan SEKPER		R		I	I	I			
13	SPI melakukan evaluasi terhadap pengaduan 'fraud' yang cukup bukti untuk memastikan termasuk kriteria dugaan Tipikor dengan dilengkapi hasil analisa hukum dari SBI Hukum, kemudian menyampaikan hasil evaluasi kepada Direktur Utama: a. Ya, masuk clearing house : SPI menyampaikan hasil evaluasi final kepada SEKPER untuk dimasukkan ke clearing house meliputi informasi terkait nama instansi, judul laporan, waktu kejadian dugaan tindak pidana korupsi, lokasi, dan flag kewenangan KPK. b. Tidak masuk clearing house : SPI menyampaikan Memorandum Hasil Investigasi kepada Direktur Terkait, DIRKDM dengan tembusan Direktur Utama dan SEKPER. Untuk selanjutnya ditindaklanjuti oleh BID SDE.				I					Tipikor
14	a. Atas hasil evaluasi final SPI dan analisa hukum dari SBI Hukum, SEKPER mengentry data ke dalam clearing house meliputi informasi terkait nama instansi, judul laporan, waktu kejadian dugaan tindak pidana korupsi, lokasi, dan flag kewenangan KPK pada aplikasi WBS yang terhubung dengan aplikasi Pihak Berwajib (KPK) b. BID SDE menindaklanjuti pengaduan dalam hal adanya rekomendasi dari SPI dan menyampaikan laporan tindak lanjutnya kepada SPI tembusan Direksi Terkait dan SEKPER, untuk kemudian SEKPER melakukan pemutakhiran pada database WBS.	R	2				3			



Jenis Pelanggaran yang Dapat Dilaporkan

Pelanggaran adalah segala tindakan yang menyimpang dari peraturan perundangan yang berlaku, peraturan perusahaan, pedoman perilaku perusahaan serta *Standard Operational Procedure* (SOP) yang teridentifikasi *fraud*. Adapun *Fraud* adalah segala tindakan yang dilakukan dengan sengaja untuk mengelabui, menipu, atau memanipulasi Perusahaan, meliputi penyimpangan kewenangan, peraturan atau ketentuan yang berlaku, penyalahgunaan kewenangan, kesempatan atau saran yang diberikan Perusahaan, yang secara langsung maupun tidak langsung dapat merugikan Perusahaan, pihak lain untuk mendapatkan keuntungan finansial, menghindari pembayaran atau kerugian dan mengamankan keuntungan pribadi dan/atau lain. Jenis *Fraud* meliputi:

1. Korupsi (*Corruption*), termasuk namun tidak terbatas pada konflik kepentingan (*conflict of interest*), penyuapan (*bribery*), gratifikasi (*illegal gratuities*), pemerasan ekonomi (*economic extortion*);

Types of Reportable Violations

Violation is any action deviating from the applicable laws and regulations, company regulations, company code of conduct and Standard Operational Procedure (SOP) identified as fraud. Fraud is any action taken intentionally to deceive, cheat or manipulate the Company, including irregularities in authority, applicable rules or regulations, misuse of authority, opportunities or advice provided by the Company, which can directly or indirectly harm the Company, other parties to gain financial benefits, avoid payments or losses and secure personal and/or other benefits. Types of Fraud include:

1. Corruption, including but not limited to conflicts of interest, bribery, illegal gratuities, economic extortion;

2. Penyalahgunaan Aset (*Asset Misappropriation*), termasuk namun tidak terbatas pada kas (*cash*), persediaan dan aset lainnya (*inventory and all other assets*);
3. Manipulasi Laporan (*Fraudulent Statements*), termasuk namun tidak terbatas pada keuangan (*financial*), non keuangan (*non financial*).

Pengelola Laporan Pelanggaran

Berdasarkan Peraturan Direksi PT PLN Enjiniring Nomor: 0010.P/DIR/2023 tentang Sistem Pengaduan Pelanggaran (*Whistleblowing System*) di Lingkungan PT PLN Enjiniring, Pengelola WBS dilaksanakan oleh Sekretaris Perusahaan yang memiliki kompetensi pengelolaan WBS. Dalam hal pengelolaan dilakukan oleh pihak ketiga, maka mekanisme pengelolaan WBS akan diatur lebih lanjut oleh Direktur yang membawahi fungsi kepatuhan.

Sosialisasi Whistleblowing System

Sosialisasi WBS dilakukan kepada setiap bidang pada setiap pelaksanaan *Entry Meeting* Audit dan setiap kegiatan *Knowledge Sharing* yang dilakukan oleh KSPI. Adapun Materi sosialisasi WBS adalah sebagai berikut:

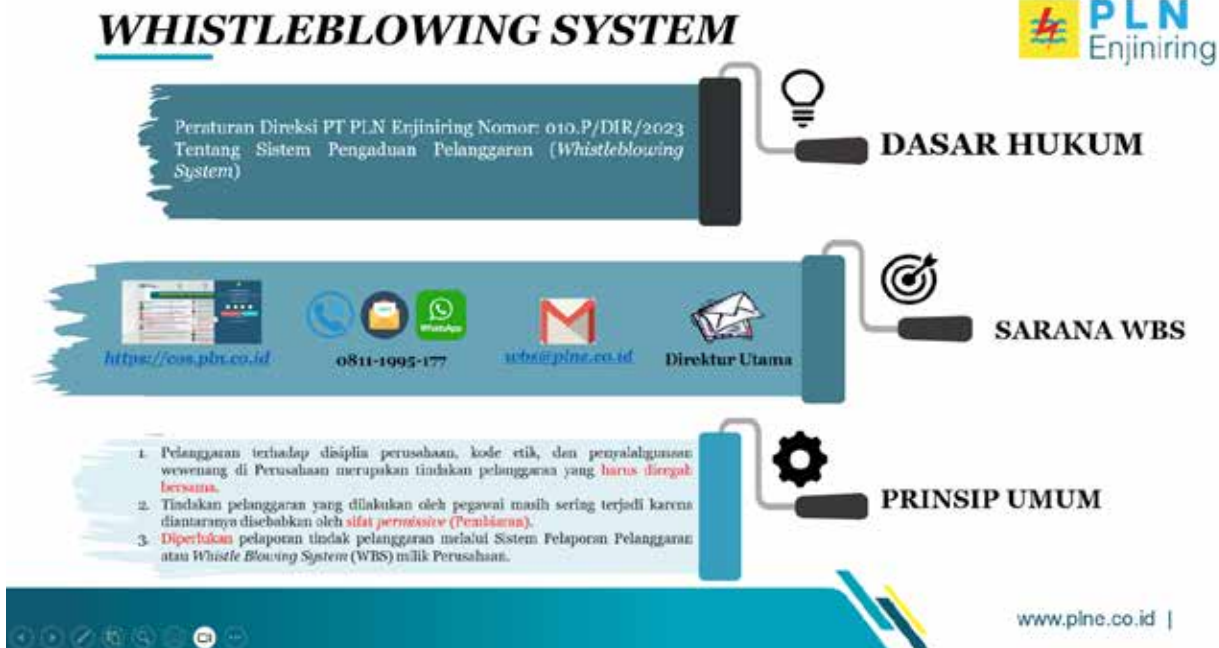
2. Asset Misappropriation, including but not limited to cash, inventory and all other assets;
3. Fraudulent Statements, including but not limited to financial, non-financial.

Violation Report Manager

Based on the Regulation of the Board of Directors of PT PLN Enjiniring Number: 0010.P/DIR/2023 concerning the Whistleblowing System within PT PLN Enjiniring, the WBS is managed by the Corporate Secretary who has the competence to manage the WBS. In the event that management is carried out by a third party, the WBS management mechanism will be further regulated by the Director in charge of the compliance function.

Whistleblowing System Dissemination

WBS dissemination was conducted to each field at any Audit Entry Meeting and every Knowledge Sharing activity carried out by KSPI. The WBS dissemination material includes the following:



Selain itu, sosialisasi WBS juga diberikan kepada *Stakeholder* melalui *website* Perusahaan dengan informasi sebagai berikut:

In addition, WBS dissemination was also provided to Stakeholders through the Company's website with the following information:



Jumlah Pengaduan dan Sanksi/Tindak Lanjut atas Pengaduan di Tahun 2023

Selama tahun 2023, tidak terdapat pengaduan melalui *whistleblowing system* PLN Enjiniring.

Number Of Complaints and Sanctions/Follow-Up on Complaints In 2023

During 2023, there were no complaints through PLN Enjiniring's *whistleblowing system*.

Program Anti Korupsi

Program dan Prosedur yang Dilakukan Dalam Mengatasi Praktik Korupsi

Tata Kelola Anti Penyuapan

Tata Kelola Anti Penyuapan di lingkungan PT PLN Enjiniring diatur melalui Keputusan Direksi PT PLN Enjiniring nomor 02.002.K/DIR/PLNE/X/2020. Manual SMAP tertuang dalam Prosedur Enjiniring Nomor PDT.PLNE.001 tentang Pedoman Sistem Manajemen Terintegrasi (PDT). PDT disusun sebagai pedoman bagi manajemen, pegawai dan atau karyawan, tamu, dan pihak eksternal untuk memastikan mutu, K3, pengamanan, kepatuhan, keamanan informasi, anti penyuapan dan keberlangsungan usaha terpenuhi. Penerapan SMT sesuai dengan Standar dan perundang-undangan, Peraturan Pemerintah dan regulasi lainnya yang berlaku. PDT ini menjadi referensi utama dalam penerapan sistem manajemen di PLNE.

Anti-Corruption Program

Programs and Procedures Implemented In Handling Corruptions

Anti-Bribery Governance

Anti-bribery Governance within PT PLN Enjiniring is regulated through the Decree of the Board of Directors of PT PLN Enjiniring number 02.002.K/DIR/PLNE/X/2020. The SMAP manual is stipulated in the Enjiniring Procedure Number PDT.PLNE.001 concerning Integrated Management System Guidelines (PDT). PDT is prepared as a guideline for management, employees and / or employees, guests, and external parties to ensure quality, K3, security, compliance, information security, anti-bribery and business continuity are met. The implementation of SMT is in accordance with applicable Standards and laws, Government Regulations and other regulations. This PDT is the main reference in the implementation of the management system in PLNE.

Implementasi Sistem Manajemen Terintegrasi (SMT) mempunyai 5 (lima) pendekatan yang dibangun mengacu kepada pendekatan proses PDCA (*Plan-Do-Check-Action*) dan pemikiran berbasis risiko, yaitu:

- Komitmen dan Kebijakan;
- Perencanaan;
- Implementasi;
- Pengukuran dan Evaluasi;
- Tinjauan Ulang dan Peningkatan oleh Pihak Manajemen.

The implementation of the Integrated Management System (SMT) has 5 (five) approaches built on the PDCA (Plan-Do-Check-Action) process approach and risk-based thinking, namely:

- Commitment and Policy;
- Planning;
- Implementation
- Measurement and Evaluation;
- Review and Improvement by Management.

Seluruh Direksi dan Kepala Satuan/SEKPER/Vice President PLNE memiliki komitmen yang tinggi dalam menerapkan SNI ISO 37001:2016 tentang Sistem Manajemen Anti Penyuapan sebagai upaya untuk mewujudkan PLNE Bersih dan Berintegritas dengan menandatangani Komitmen Manajemen PLNE tentang Anti Penyuapan.

All Directors and Heads of Units/Secretaries/Vice Presidents of PLNE have a high commitment in implementing SNI ISO 37001:2016 on Anti-Bribery Management System as an effort to realize a Clean and Integrity PLNE by signing the PLNE Management Commitment on Anti-Bribery.



**KOMITMEN MANAJEMEN PT PLN ENJINIRING
TENTANG
SISTEM MANAJEMEN ANTI PENYUAPAN (SMAP)**



Dalam rangka menerapkan SNI ISO 37001:2016 tentang Sistem Manajemen Anti Penyuapan (SMAP) untuk mewujudkan PT PLN Enjiniring yang *lean*, dengan ini Manajemen PT PLN Enjiniring berkomitmen:

- Menjunjung tinggi nilai integritas dan berpegang teguh pada pedoman **Good Corporate Governance (GCG)**, **Pedoman Perilaku dan Etika Bisnis (Code of Conduct)** dan prinsip **4 NO's** yaitu :
 - No Bribery** (tidak boleh ada suap menyuap dan pemerasan);
 - No Kickback** (tidak boleh ada komisi, tanda terima kasih baik dalam bentuk uang dan dalam bentuk lainnya);
 - No Gift** (tidak boleh ada hadiah atau gratifikasi yang bertentangan dengan peraturan dan ketentuan yang berlaku);
 - No Luxurious Hospitality** (tidak boleh ada penyambutan dan jamuan yang berlebihan).
- Selalu berupaya meningkatkan dan memperbaiki secara berkelanjutan Sistem Manajemen Anti Penyuapan pada setiap proses bisnis agar sejalan dengan prinsip-prinsip GCG, pedoman perilaku dan etika bisnis perusahaan.
- Menjalankan prinsip kepatuhan terhadap ketentuan dan peraturan, dan setiap pelanggaran akan dikenakan sanksi sesuai ketentuan dan peraturan yang berlaku.
- Tidak memperkenankan Insan PLNE dan *stakeholder* perusahaan untuk melanggar kode etik perusahaan dan prinsip 4 NO's yang berkaitan dengan tugasnya di PT PLN Enjiniring.
- Menghindari konflik kepentingan dan mendeklarasikan setiap konflik kepentingan yang menimbulkan risiko *fraud*.
- Mengajak Insan PLNE dan *stakeholder* untuk selalu menerapkan prinsip 4 NO's dan pembangunan bisnis yang berintegritas di PT PLN Enjiniring.
- Bersedia mematuhi dan melaksanakan Komitmen Sistem Manajemen Anti Penyuapan dengan sungguh-sungguh.

Demikian Komitmen Sistem Manajemen Anti Penyuapan ini ditandatangani dengan penuh tanggung jawab.

Jakarta, 15 Februari 2023

DIREKTUR UTAMA CHAIRANI RACHMATULLAH	DIREKTUR ENJINIRING MUHAMMAD FIRMANSYAH	DIREKTUR PEMASARAN DAN PENGEMBANGAN USAHA KURNIA RUMDHONY	DIREKTUR KEUANGAN DAN SDM MARTONO
KEPALA SATUAN PENGAWASAN INTERNAL OKA HADISASMITA	KEPALA SATUAN PENGADAAN, MANAJEMEN MUTU DAN RISIKO RUNGGUN FREDO AMARTA	SEKRETARIS PERUSAHAAN FAJAR SUROYO	VICE PRESIDENT PERENCANAAN KORPORAT DAN PENGEMBANGAN USAHA ARIS SETIAWAN
VICE PRESIDENT PEMASARAN HANS SIREGAR	PENGAWAS PENGUSAHAAN IBRAHIM	VICE PRESIDENT PEMBANGKIT WISMANTO SETYADI	VICE PRESIDENT TRANSMISI DAN DISTRIBUSI BUYUNG SOFIARTO MUNIR
VICE PRESIDENT KONSTRUKSI ACHMAD ANDRIANSYAH	VICE PRESIDENT AKUNTANSI, PAJAK DAN ASURANSI PROFITA FARAHIDA	VICE PRESIDENT ANGGARAN DAN KEUANGAN ACHMAD KOSASIH	VICE PRESIDENT SUMBER DAYA MANUSIA DAN UMUM FRANSISKA WIDYASTUTI

Seluruh Pegawai PLN Enjiniring dan Pasangan menandatangani Pakta Integritas dan Surat Pernyataan sebagai komitmen dalam menjalankan tugas dan kewajibannya di Perusahaan. PLN Enjiniring melakukan Pengukuran implementasi SMAP secara

All PLN Enjiniring Employees and Spouses signed the Integrity Pact and Statement Letter as a commitment in carrying out their duties and obligations in the Company. PLN Enjiniring periodically measured the implementation of SMAP, carried out through the

berkala, dilakukan melalui pelaksanaan Audit Internal yang menjadi satu kesatuan dengan Audit Internal Sistem Manajemen Terintegrasi. Untuk mengukur pemahaman Insan PLN Enjiniring terkait penerapan SMAP di lingkungan PLN Enjiniring. Selain itu, Perusahaan juga melakukan Survei *Awareness* setiap semester melalui aplikasi COS.

Pengelolaan Pengendalian Gratifikasi

Dalam rangka penerapan ISO 37001:2016 tentang Sistem Manajemen Anti Penyuapan (SMAP) di lingkungan PT PLN Enjiniring, seluruh Pegawai diwajibkan melakukan konfirmasi atas kejadian gratifikasi melalui aplikasi COS setiap bulan. Klarifikasi dan verifikasi pelaporan gratifikasi dilakukan oleh Tim UPG berdasarkan pelaporan gratifikasi yang diterima melalui aplikasi COS dalam hal terdapat pelaporan dari Insan PLNE yang menyatakan “mengalami konflik kepentingan (COI)” atau “menolak/menerima gratifikasi yang wajib dilaporkan”. Apabila setelah diklarifikasi diketahui bahwa kejadian tersebut benar terjadi, maka pelapor diminta untuk menindaklanjuti dengan menyampaikan melalui email untuk kejadian konflik kepentingan, atau melalui aplikasi COS untuk kejadian gratifikasi yang wajib dilaporkan. Laporan terkait konfirmasi kejadian Gratifikasi dan COI dilaporkan oleh Tim Unit Pengendali Gratifikasi (UPG) setiap semester kepada Direksi dan Ketua Tim FKAP dan laporan tersebut juga sebagai bagian dari Laporan Manajemen yang dilaporkan kepada Pemegang Saham.

PENGELOLA PELAPORAN GRATIFIKASI

Penanggung jawab pengelolaan pengendalian gratifikasi adalah Sekretaris Perusahaan, yang dilakukan oleh Unit Pengendali Gratifikasi (UPG) berdasarkan Keputusan Direksi PLN Enjiniring Nomor 09.001.K/DIR/PLNE/XII/2019 tentang Perubahan Atas Keputusan Direksi PLN Enjiniring Nomor 09.001.K/DIR/PLNE/VII/2018 tentang Penunjukan Unit Pengendali Gratifikasi (UPG) PT PLN Enjiniring.

LAPORAN GRATIFIKASI TAHUN 2023

Selama tahun 2023 tidak ada pelaporan penolakan dan/atau penerimaan gratifikasi dari Insan PLN Enjiniring melalui aplikasi COS.

Pelatihan/Sosialisasi Anti Korupsi Kepada Karyawan

Selama tahun 2023 telah dilaksanakan kegiatan Sosialisasi “Membangun Budaya Anti Gratifikasi” secara internal kepada seluruh Insan PLNE pada Semester 1 dan Semester 2 tahun 2023. Selain itu, Perusahaan juga melakukan sosialisasi melalui sosial media. Lebih lanjut, setelah dilaksanakannya sosialisasi maka untuk mengukur pemahaman Insan PLNE terkait penerapan SMAP di lingkungan PLN Enjiniring, telah dilakukan Survei *Awareness* Pengendalian Gratifikasi Semester 1 dan Semester 2 Tahun 2023 serta Survei *Awareness* Sistem Manajemen Anti Penyuapan melalui aplikasi *Compliance Online System* (COS) pada Semester 1 dan Semester 2 tahun 2023. Perusahaan juga melakukan sosialisasi anti korupsi kepada seluruh insan PLN Enjiniring yang dilaksanakan pada tanggal 16 Juni dan 7 Desember 2023.

implementation of Internal Audit which became an integral part of the Integrated Management System Internal Audit. This was done to measure the understanding of PLN Enjiniring personnel regarding the implementation of SMAP within PLN Enjiniring. In addition, the Company also conducted an Awareness Survey every semester through the COS application.

Gratification Control Management

In the context of implementing ISO 37001: 2016 concerning the Anti-Bribery Management System (SMAP) within PT PLN Enjiniring, all employees were required to confirm the occurrence of gratuities through the COS application every month. Clarification and verification of gratification reporting was carried out by the UPG Team based on gratification reporting received through the COS application in the event of a report from PLNE personnel stating “experiencing a conflict of interest (COI)” or “rejecting / receiving gratuities that must be reported”. If after clarification it found that the incident did occur, the reporter was asked to follow up by submitting via email for conflict of interest events, or through the COS application for gratuity events that must be reported. Reports related to confirmation of Gratification and COI events were reported by the Gratification Control Unit (UPG) Team every semester to the Board of Directors and the FKAP Team Leader and the report was also part of the Management Report reported to the Shareholders.

GRATIFICATION REPORTING MANAGER

The person in charge of gratification control management is the Corporate Secretary, which is carried out by the Gratification Control Unit (UPG) based on the Decree of the PLN Enjiniring Board of Directors Number 09.001.K/DIR/PLNE/XII/2019 concerning Amendments to the Decree of the PLN Enjiniring Board of Directors Number 09.001.K/DIR/PLNE/VII/2018 concerning the Appointment of the Gratification Control Unit (UPG) of PT PLN Enjiniring.

GRATIFICATION REPORT IN 2023

During 2023 there was no reporting of rejection and/or acceptance of gratuities from PLN Enjiniring personnel through the COS application.

Anti-Corruption Training/Dissemination to Employees

During 2023, the “Building an Anti-Gratification Culture” socialization was carried out internally to all PLNE personnel in Semester 1 and Semester 2 of 2023. In addition, the Company also conducted dissemination through social media. Furthermore, after the implementation of dissemination, to measure the understanding of PLNE personnel regarding the implementation of SMAP in the PLN Enjiniring environment, a Gratification Control Awareness Survey for 1st and 2nd Semester of 2023 and an Anti-Bribery Management System Awareness Survey through the Compliance Online System (COS) application in 1st and 2nd Semester of 2023 were conducted. The company also conducted anti-corruption socialization to all PLN Enjiniring personnel on June 16 and December 7, 2023.

The image shows a social media post from the account 'pln_enjiniring'. The post features a promotional graphic with the following text: 'Apresiasi dari Hati Tidak Perlu Gratifikasi', 'Seluruh insan PLN Group berkomitmen untuk tidak menerima, meminta, dan memberi gratifikasi.', 'PLN Group Terapkan Prinsip 4 No IMPLEMENTASI SNI ISO 37001:2016 SISTEM MANAJEMEN ANTI PENYUAPAN', 'No Bribery No Kickback No Gift No Luxurious Hospitality', 'Semua #BerawaldariKita Tunjukkan #PLNBerintegritas #TolakGratifikasi #4Nos', and 'AKHLAK'. The post text reads: 'Mari PLNers, jadikan Ramadan lebih berarti dengan mulai berani mengambil sikap menolak gratifikasi. Sesuai komitmen PLN dalam menegakkan Prinsip Tata Kelola Perusahaan yang Baik (GCG) serta menerapkan Sistem Manajemen Anti Penyusunan SNI ISO 37001:2016 di lingkungan PLN, seluruh jajaran Direksi, Dewan Komisaris, Pegawai PLN Group dan/atau keluarga menolak hadiah atau gratifikasi dalam bentuk apapun. Semua #BerawaldariKita Tunjukkan #PLNBerintegritas #TolakGratifikasi #4Nos'. The post has 33 likes and was posted on April 20, 2023.

Good Corporate Governance Assessment

Good Corporate Governance Assessment

Berdasarkan Surat Keputusan Direksi PT PLN Enjiniring No.0727.K/DIR/2024 tentang Tim Verifikator *Self Assessment Good Corporate Governance* (GCG) Tahun 2023 tanggal 25 September 2023, dilaksanakan *Self Assessment* penerapan GCG tahun 2023 PLN Enjiniring dengan mengacu pada:

1. Peraturan Menteri Badan Usaha Milik Negara Republik Indonesia Nomor PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara.
2. Keputusan Sekretaris Menteri Badan Usaha Milik Negara Nomor SK-16/S.MBU/2012 tanggal 6 Juni 2012 tentang Indikator/Parameter penilaian dan evaluasi atas penerapan tata Kelola perusahaan yang baik (*Good Corporate Governance*) pada Badan Usaha Milik Negara.

Based on the Decree of the Board of Directors of PT PLN Enjiniring No.0727.K/DIR/2024 concerning the Good Corporate Governance (GCG) Self-Assessment Verifier Team for 2023 dated September 25, 2023, the Self-Assessment of GCG implementation in 2023 of PLN Enjiniring was carried out with reference to:

1. Regulation of the Minister of State-Owned Enterprises of the Republic of Indonesia Number PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises.
2. Decree of the Secretary of the Minister of State-Owned Enterprises Number SK-16/S.MBU/2012 dated June 6, 2012 concerning Indicators/Parameters for assessment and evaluation of the implementation of Good Corporate Governance in State-Owned Enterprises.

Kriteria Penilaian

1. Komitmen terhadap penerapan tata kelola perusahaan yang baik secara berkelanjutan.
2. Pemegang saham dan RUPS
3. Dewan Komisaris
4. Direksi
5. Pengungkapan Informasi dan Transparansi
6. Aspek Lainnya

Pihak yang Melakukan Assessment

Assessment GCG dilakukan secara *self assessment* dengan pihak yang melakukan penilaian yaitu Tim Verifikator *Self Assessment Good Corporate Governance* (GCG).

Skor Penilaian

Aspek Governance Governance Aspects	Bobot Indikator Indicator Weight	Capaian Achievements		Keterangan Description
		Skor score	%	
Komitmen Terhadap penerapan Tata Kelola Perusahaan yang baik secara Berkelanjutan I. Commitment to the implementation of good corporate governance on an ongoing basis	7.000	6.607	94.383%	
II. Pegangan Saham dan RUPS Shareholders and GMS	9.000	7.859	87.322%	Menggunakan skor <i>assessment</i> GCG tahun 2022 Using GCG assessment score in 2022
III. Dewan Komisaris Board of Commissioners	35.000	31.822	90.920%	
IV. Direksi Director	35.000	32.822	93.702%	
V. Pengungkapan Informasi dan Transparansi Information Disclosure and Transparency	9.000	7.949	88.320%	
SUB TOTAL	95.000	87.032		
VI. Aspek Lainnya Other Aspects	5.000	5.000	100.000%	
TOTAL	100.000	92.032		

Assessment Criteria

1. Commitment to the implementation of good corporate governance on an ongoing basis.
2. Shareholders and GMS
3. Board of Commissioners
4. Board of Directors
5. Information Disclosure and Transparency
6. Other Aspects

Party Conducting The Assessment

GCG assessment was carried out by self-assessment with the party conducting the assessment, namely the Good Corporate Governance (GCG) Self-Assessment Verifier Team.

Assessment Score





Tanggung Jawab Sosial Perusahaan

Corporate Social Responsibility (CSR)

Kinerja Program CSR

CSR Program Performance



PLN Enjiniring telah melaksanakan program *Corporate Social Responsibility (CSR)* berdasarkan ISO 26000 sebagaimana hal tersebut sesuai dengan kebijakan dan regulasi CSR yaitu:

1. UU 40 Tahun 2007 tentang Perseroan Terbatas.
2. PP 47 Tahun 2012 tentang Tanggung Jawab Sosial dan Lingkungan.
3. PP 111 Tahun 2022 tentang Pelaksanaan Pencapaian Tujuan Pembangunan Berkelanjutan
4. Peraturan Menteri Badan Usaha Milik Negara Nomor PER-1/MBU/03/2023 tentang Penugasan Khusus dan Program Tanggung Jawab Sosial dan Lingkungan Badan Usaha Milik Negara
5. Statement of Corporate Intent, Nomor 0005.P/DIR/2023, tentang Prinsip Bisnis Berkelanjutan PT PLN Enjiniring.
6. Standar Operasional Prosedur (SOP) Nomor 0006.Pt/CSR.00.01/C01060600/2021, tentang Program Kontribusi Sosial dan Masyarakat dan Komunitas (*Community Involvement and Development/CID*) PT PLN (Persero).
7. Peraturan Direksi No. 16.001.K/DIR/PLNE/VIII/2022, tanggal 16 Agustus 2019, tentang Pedoman CSR berbasis ISO 26000 di PT PLN Enjiniring.
8. Prosedur Enjiniring No. PE.PLNE.D.02.12 tentang Pelaksanaan Program CSR PT PLN Enjiniring.
9. Keputusan Direksi PT PLN (Persero) Nomor 0225.K/DIR/2023, tentang Pembentukan Komite Sustainability PT PLN (Persero).
10. Surat Menteri BUMN No. S-491/MBU/09/2023, tanggal 29 September 2023, perihal Aspirasi Pemegang Saham/ Pemilik Modal untuk Penyusunan Rencana Kerja dan Anggaran Perusahaan Tahun 2024.

PLN Enjiniring has implemented a Corporate Social Responsibility (CSR) program based on ISO 26000, in accordance with the following CSR policies and regulations:

1. Law No. 40 of 2007 on Limited Liability Companies.
2. Government Regulation No. 47 of 2012 on Social and Environmental Responsibility.
3. Government Regulation No. 111 of 2022 on the Implementation of Sustainable Development Goals.
4. Regulation of the Minister of State-Owned Enterprises No. PER-1/MBU/03/2023 on Special Assignments and Social and Environmental Responsibility Programs for State-Owned Enterprises.
5. Statement of Corporate Intent No. 0005.P/DIR/2023 on Sustainable Business Principles of PT PLN Enjiniring.
6. Standard Operating Procedure (SOP) No. 0006.Pt/CSR.00.01/C01060600/2021 on the Social Contribution and Community Involvement and Development (CID) Program of PT PLN (Persero).
7. Regulation of the Board of Directors No. 16.001.K/DIR/PLNE/VIII/2022 dated August 16, 2019, on ISO 26000-based CSR Guidelines at PT PLN Enjiniring.
8. Engineering Procedure No. PE.PLNE.D.02.12 on the Implementation of the CSR Program at PT PLN Enjiniring.
9. Decree of the Board of Directors No. 0225.K/DIR/2023 on the Establishment of the Sustainability Committee of PT PLN (Persero).
10. Letter from the Minister of State-Owned Enterprises No. S-491/MBU/09/2023, dated September 29, 2023, regarding Shareholders/Investor's Aspirations for the Preparation of the Company's Work Plan and Budget for 2024.

Program CSR PLN Enjiniring tahun 2023 terdiri dari 5 (lima) program. Realisasi program CSR hingga triwulan IV tercapai sesuai dengan target RKAP sebanyak 3 (tiga) program, dengan total penyerapan dana sebesar Rp420.170.621 (dari RAB Rp640.000.000), yang menunjukkan bahwa pengelolaan CSR di PLN Enjiniring telah dilakukan dan tercapai sesuai target. Dari total 5 (lima) program CSR, 3 (tiga) program terlaksana dengan capaian masing-masing 98% untuk Program Pengembangan Sarana Belajar ITPLN (dari RAB Rp611 Juta), 84% untuk Program Aktivitas Lingkungan Pengelolaan Bank Sampah (dari RAB Rp 70 Juta), dan 61% untuk Program CSR untuk Area *Project* PLN Enjiniring (dari RAB Rp110 Juta). 2 (dua) program yang tidak terlaksana adalah Program Sinergi PLN/ Anak Perusahaan (dengan RAB Rp 60 Juta) dan Program Community Involvement and Development (dengan RAB Rp110 Juta). Penyebab utama belum terlaksananya ke-2 (dua) program ini karena minimnya *monitoring* pelaksanaan program CSR.

Sampai dengan akhir tahun 2023, PLN Enjiniring mendapatkan apresiasi 2 (dua) penghargaan dari BUMN Track sebagai Gold Winner Award Kategori Pilar Sosial on TJSL & CSR Awards 2023, serta Special Appreciation The Most Committed CEO of BUMN on TJSL Pilar Social on TJSL & CSR Awards 2023 untuk Direktur Utama PLN Enjiniring, Chairani Rachmatullah.

The 2023 CSR program of PLN Enjiniring consisted of five programs. By the fourth quarter, three of these programs had been successfully implemented, achieving the targets set in the Work Plan and Budget (RKAP), with a total fund utilization of IDR420,170,621 (out of the allocated budget of IDR640,000,000). This indicates that the CSR management at PLN Enjiniring was carried out effectively and met the set targets. Among the five CSR programs, three were successfully implemented, achieving 98% for the ITPLN Learning Facilities Development Program (out of the allocated budget of IDR611 million), 84% for the Environmental Activity Waste Bank Management Program (out of the allocated budget of IDR70 million), and 61% for the CSR Program for the PLN Enjiniring Project Area (out of the allocated budget of IDR110 million). The two programs that were not implemented are the PLN/Subsidiary Synergy Program (out of the allocated budget of IDR60 million) and the Community Involvement and Development Program (out of the allocated budget of IDR110 million). The main reason these two programs were not executed is due to insufficient monitoring of the CSR program implementation.

By the end of 2023, PLN Enjiniring received two awards from BUMN Track: The Gold Winner Award in the Social Pillar Category at the TJSL & CSR Awards 2023 and the Special Appreciation for The Most Committed CEO of BUMN in the Social Pillar at the TJSL & CSR Awards 2023, awarded to Chairani Rachmatullah, the President Director of PLN Enjiniring.

Informasi CSR Sesuai Surat Edaran Otoritas Jasa Keuangan Nomor 16 /SEOJK.04/2021

CSR Information in Accordance with the Financial Services Authority Circular Letter Number 16/SEOJK.04/2021

Perusahaan juga telah menyusun Laporan Keberlanjutan Perusahaan Tahun 2023 yang disajikan secara terpisah dari Laporan Tahunan ini. Laporan Keberlanjutan ini merupakan laporan berkala yang mengungkapkan Tanggung Jawab Sosial dan Lingkungan Perseroan yang disusun dengan mengacu pada Surat Edaran Otoritas Jasa Keuangan Nomor 16/SEOJK.04/2021 Tentang Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik serta Pedoman Pelaporan Keberlanjutan (Standar GRI).

The Company has also prepared the 2023 Corporate Sustainability Report, which is presented separately from this Annual Report. This Sustainability Report is a periodic report that discloses the Company's Social and Environmental Responsibility, prepared in reference to the Financial Services Authority Circular Letter Number 16/SEOJK.04/2021 on the Format and Content of Annual Reports of Issuers or Public Companies and the Sustainability Reporting Guidelines (GRI Standards).



Indeks Referensi OJK

OJK Reference Index

Kriteria Criteria	Penjelasan Explanation	Halaman Page
UMUM / GENERAL		
<p>Laporan tahunan disajikan dalam Bahasa Indonesia yang baik dan benar dan dianjurkan menyajikan juga dalam Bahasa Inggris. The annual report should be presented in good and correct Indonesian, and it was recommended to present it also in English.</p>		
<p>Laporan tahunan dicetak dengan kualitas yang baik dan menggunakan jenis dan ukuran huruf yang mudah dibaca. The annual report should be printed in good quality and uses an easy-to-read type and size.</p>		
<p>Laporan tahunan mencantumkan identitas perusahaan dengan jelas. The annual report clearly states the company identity.</p>	<p>Nama perusahaan dan tahun <i>annual report</i> ditampilkan di: / The company name and year of the annual report are displayed on:</p> <ol style="list-style-type: none"> 1. Sampul muka. / Face cover. 2. Samping. / Side. 3. Sampul belakang. / Back cover. 4. Setiap halaman. / Every page. 	
<p>Laporan tahunan ditampilkan di website perusahaan. The annual report should be available on the company website.</p>		
KILAS KINERJA / PERFORMANCE HIGHLIGHTS		
<p>Ikhtisar data keuangan penting memuat informasi keuangan yang disajikan dalam bentuk perbandingan selama 3 (tiga) tahun buku atau sejak memulai usahanya jika Emiten atau Perusahaan Publik tersebut menjalankan kegiatan usahanya kurang dari 3 (tiga) tahun. Summary of important financial data contains financial information presented in comparative form for 3 (three) financial years or since starting their business if the Issuer or Public Company has been running its business activities for less than 3 (three) years.</p>	<p>Informasi memuat antara lain: / Information includes, among others:</p> <ol style="list-style-type: none"> 1. Pendapatan/penjualan. / Sales revenue. 2. Laba bruto. / Gross profit. 3. Laba (rugi). / Profit (loss) 4. Jumlah laba (rugi) yang dapat diatribusikan kepada pemilik entitas induk dan kepentingan non pengendali. / Total profit (loss) attributable to owners of the parent entity and non-controlling interests. 5. Total laba (rugi) komprehensif. / Total comprehensive profit (loss). 6. Jumlah laba (rugi) komprehensif yang dapat diatribusikan kepada pemilik entitas induk dan kepentingan non Pengendali. / Total comprehensive profit (loss) attributable to owners of the parent entity and non-controlling interests. 7. Laba (rugi) per saham. / Earnings (loss) per share. 8. Jumlah aset. / Total assets. 9. Investasi pada entitas asosiasi. / Investments in associates. 10. Jumlah liabilitas. / Total liabilities. 11. Jumlah ekuitas. / Total equity. 12. Rasio laba (rugi) terhadap jumlah aset. / Ratio of profit (loss) to total assets. 13. Rasio laba (rugi) terhadap ekuitas. / Profit (loss) to equity ratio. 14. Rasio laba (rugi) terhadap pendapatan/penjualan. / Profit (loss) to revenue/sales ratio. 15. Rasio lancar. / Current ratio. 16. Rasio liabilitas terhadap ekuitas. / Liability to equity ratio. 17. Rasio liabilitas terhadap jumlah aset. / Ratio of liabilities to total assets. 18. Informasi dan rasio keuangan lainnya yang relevan dengan emiten atau perusahaan publik dan jenis industrinya. / Information and other financial ratios that are relevant to the issuer or public company and the type of industry. 	<p>20</p> <p>20</p> <p>20</p> <p>20</p> <p>20</p> <p>20</p> <p>21</p> <p>18</p> <p>18</p> <p>19</p> <p>20</p> <p>22</p> <p>22</p> <p>22</p> <p>22</p> <p>22</p> <p>22</p>

Kriteria Criteria	Penjelasan Explanation	Halaman Page
Informasi Saham Stock Information	Informasi saham bagi Perusahaan Terbuka paling sedikit memuat: / Information on shares for Public Companies at least contains:	
	<p>1. Saham yang telah diterbitkan untuk setiap masa triwulan yang disajikan dalam bentuk perbandingan selama 2 (dua) tahun buku terakhir, paling sedikit memuat: / Shares that have been issued for each quarter presented in comparative form for the last 2 (two) financial years, at least contain:</p> <ol style="list-style-type: none"> Jumlah saham yang beredar. / Number of outstanding shares. Kapitalisasi pasar berdasarkan harga pada bursa efek tempat saham dicatatkan. / Market capitalization is based on the price on the stock exchange where the shares are listed. Harga saham tertinggi, terendah, dan penutupan berdasarkan harga pada bursa efek tempat saham dicatatkan. / The highest, lowest and closing share prices are based on the price on the stock exchange where the shares are listed. Volume perdagangan pada bursa efek tempat saham dicatatkan. / Volume trading on the stock exchange where the shares are listed. <p>Informasi dalam huruf b), huruf c) dan huruf d) hanya diungkapkan jika sahamnya tercatat di bursa efek. Informasi disajikan dalam bentuk grafik dan tabel. Information in letter b), letter c) and letter d) is only disclosed if the shares are listed on the stock exchange. Information is presented in the form of graphs and tables.</p> <p>2. Dalam hal terjadi aksi korporasi yang menyebabkan terjadinya perubahan pada saham, seperti pemecahan saham (<i>stock split</i>), penggabungan saham (<i>reverse stock</i>), dividen saham, saham bonus, perubahan nilai nominal saham, penerbitan efek konversi, serta penambahan dan pengurangan modal, informasi saham sebagaimana dimaksud pada angka 1) ditambahkan penjelasan paling sedikit mengenai: / In the event of a corporate action that causes a change in shares, such as a stock split, reverse stock, stock dividends, bonus shares, changes in the nominal value of shares, issuance of convertible securities, and additions and capital reduction, share information as referred to in number 1) is added with an explanation of at least:</p> <ol style="list-style-type: none"> Tanggal pelaksanaan aksi korporasi. / The date of implementation of the corporate action. Rasio pemecahan saham (<i>stock split</i>), penggabungan saham (<i>reverse stock</i>), dividen saham, saham bonus, jumlah efek konversi yang diterbitkan, dan perubahan nilai nominal saham. / Stock split ratios, reverse stock ratios, stock dividends, bonus shares, number of convertible securities issued, and changes in share nominal value. Jumlah saham beredar sebelum dan sesudah aksi korporasi. / The number of outstanding shares before and after the corporate action. Jumlah efek konversi yang dilaksanakan (jika ada). / The number of effect conversions implemented (if any). Harga saham sebelum dan sesudah aksi korporasi. / Stock prices before and after corporate actions. <p>3. Dalam hal terjadi penghentian sementara perdagangan saham (<i>suspension</i>) dan/ atau pembatalan pencatatan saham (<i>delisting</i>) dalam tahun buku, dijelaskan alasan penghentian sementara perdagangan saham (<i>suspension</i>) dan/ atau pembatalan pencatatan saham (<i>delisting</i>) tersebut. / In the event of a temporary suspension of share trading (<i>suspension</i>) and/or delisting of shares during the financial year, the reasons for the temporary suspension of share trading (<i>suspension</i>) and/or delisting of shares (<i>delisting</i>) shall be explained.</p> <p>4. Dalam hal penghentian sementara perdagangan saham (<i>suspension</i>) sebagaimana dimaksud pada angka 3) dan/ atau proses pembatalan pencatatan saham (<i>delisting</i>) masih berlangsung hingga akhir periode Laporan Tahunan, dijelaskan tindakan yang dilakukan untuk menyelesaikan penghentian sementara perdagangan saham (<i>suspension</i>) dan/ atau pembatalan pencatatan saham (<i>delisting</i>) tersebut. / In the event that the temporary suspension of share trading (<i>suspension</i>) as referred to in number 3) and/or the process of canceling the listing of shares (<i>delisting</i>) is still ongoing until the end of the Annual Report period, the actions taken to resolve the temporary suspension of share trading (<i>suspension</i>) and/or cancellation are explained. listing of shares (<i>delisting</i>).</p>	<p>24</p> <p>24</p> <p>NA</p> <p>NA</p>

Kriteria Criteria	Penjelasan Explanation	Halaman Page
LAPORAN DIREKSI DAN DEWAN KOMISARIS / REPORTS OF THE DIRECTORS AND THE BOARD OF COMMISSIONERS		
Laporan Direksi Directors Report	Laporan Direksi paling sedikit memuat uraian singkat mengenai: / The Board of Directors' report contains at least a brief description of:	
	1. Kinerja Emiten atau Perusahaan Publik, paling sedikit memuat: / The performance of the Issuer or Public Company, at least includes:	
	a. Strategi dan kebijakan strategis Emiten atau Perusahaan Publik (termasuk untuk UUS apabila Bank memiliki UUS). / Issuer's or Public Company's strategy and strategic policies (including for UUS if the Bank owns UUS).	42-43
	b. Peranan Direksi dalam perumusan strategi dan kebijakan strategis Emiten atau Perusahaan Publik. / The role of the Board of Directors in formulating the strategy and strategic policies of the Issuer or Public Company.	42
	c. Proses yang dilakukan Direksi untuk memastikan implementasi strategi Emiten atau Perusahaan Publik. / The process carried out by the Board of Directors to ensure the implementation of the Issuer's or Public Company's strategy.	42
	d. Perbandingan antara hasil yang dicapai dengan yang ditargetkan Emiten atau Perusahaan Publik. / Comparison between the results achieved and those targeted by the Issuer or Public Company.	43
	e. Kendala yang dihadapi Emiten atau Perusahaan Publik. / Obstacles faced by Issuers or Public Companies.	44-45
	2. Gambaran tentang prospek usaha Emiten atau Perusahaan Publik. / An overview of the business prospects of the Issuer or Public Company.	45-46
	3. Penerapan tata kelola Emiten atau Perusahaan Publik. / Implementation of Issuer or Public Company governance.	47-49
	Laporan Dewan Komisaris Report of the Board of Commissioners	Laporan Dewan Komisaris paling sedikit memuat uraian singkat mengenai: / The Board of Commissioners' report contains at least a brief description of:
1. Penilaian terhadap kinerja Direksi mengenai pengelolaan Emiten atau Perusahaan Publik, termasuk pengawasan Dewan Komisaris dalam perumusan dan implementasi strategi Emiten atau Perusahaan Publik yang dilakukan oleh Direksi. / Assessment of the Board of Directors' performance regarding the management of Issuers or Public Companies, including oversight by the Board of Commissioners in the formulation and implementation of the Issuer's or Public Company's strategy carried out by the Board of Directors.		51-53
2. Pandangan atas prospek usaha Emiten atau Perusahaan Publik yang disusun oleh Direksi. / Views on the business prospects of Issuers or Public Companies compiled by the Board of Directors.		53
3. Pandangan atas penerapan tata kelola Emiten atau Perusahaan Publik. / Views on the implementation of governance of the Issuer or Public Company.		54-56
4. Pandangan atas penerapan/pengelolaan <i>Whistleblowing System</i> (WBS) di perusahaan dan peran Dewan Komisaris dalam WBS tersebut. / Views on the implementation/ management of the Whistleblowing System (WBS) in the company and the role of the Board of Commissioners in the WBS		56
5. Perubahan komposisi Dewan Komisaris (jika ada) dan alasan perubahannya. / Changes in the composition of the Board of Commissioners (if any) and reasons for the changes.		57

Kriteria Criteria	Penjelasan Explanation	Halaman Page
Tanda tangan anggota Direksi dan Dewan Komisaris Signatures of members of the Board of Directors and Board of Commissioners	Memuat hal-hal sebagai berikut: / Loading things as follows: 1. Tanda tangan dituangkan pada lembaran tersendiri. / The signature is written on a separate sheet 2. Pernyataan bahwa Dewan Komisaris dan Direksi bertanggung jawab penuh atas kebenaran isi laporan tahunan. / Statement that the Board of Commissioners and Board of Directors are fully responsible for the accuracy of the contents of the annual report. 3. Ditandatangani seluruh anggota Dewan Komisaris dan anggota Direksi dengan menyebutkan nama dan jabatannya. / Signed by all members of the Board of Commissioners and members of the Board of Directors stating their names and positions. 4. Penjelasan tertulis dalam surat tersendiri dari yang bersangkutan dalam hal terdapat anggota Dewan Komisaris atau anggota Direksi yang tidak menandatangani laporan tahunan, atau penjelasan tertulis dalam surat tersendiri dari anggota yang lain dalam hal tidak terdapat penjelasan tertulis dari yang bersangkutan. / A written explanation in a separate letter from the person concerned in the event that a member of the Board of Commissioners or a member of the Board of Directors does not sign the annual report, or a written explanation in a separate letter from another member in the event that there is no written explanation from the person concerned.	58-59
PROFIL PERUSAHAAN / COMPANY PROFILE		
Nama dan alamat lengkap perusahaan Company name and full address	Akses terhadap Emiten atau Perusahaan Publik termasuk kantor cabang atau kantor perwakilan yang memungkinkan masyarakat dapat memperoleh informasi mengenai Emiten atau Perusahaan Publik, meliputi: / Access to Issuers or Public Companies including branch offices or representative offices that enable the public to obtain information about Issuers or Public Companies, including: 1. Alamat / Address 2. Nomor telepon / Phone number 3. Alamat surat elektronik / Email address 4. Alamat situs web / Website address	62
Nama dan alamat entitas anak dan/atau kantor cabang atau kantor perwakilan (jika ada) Name and address of subsidiary and/or branch office or representative office (if any)	Memuat informasi antara lain: / Contains information including: 1. Nama dan alamat kantor cabang/perwakilan, meliputi: a. Alamat b. Nomor telepon c. Alamat surat elektronik d. Alamat situs web 1. Name and address of the branch/representative office, including: a. Address b. Phone number c. Email address d. Website address Catatan: apabila perusahaan tidak memiliki entitas anak, kantor cabang, dan kantor perwakilan, agar diungkapkan. Notes: if the company does not have subsidiaries, branch offices, and representative offices, so that it is disclosed.	62
Riwayat singkat Emiten atau Perusahaan Publik Brief history of Issuer or Public Company	Mencakup antara lain: tanggal/tahun pendirian, nama, perubahan nama perusahaan (jika ada), dan tanggal efektif perubahan nama perusahaan. Include among others: date/year of establishment, name, change of company name (if any), and effective date of change of company name. Catatan: apabila perusahaan tidak pernah melakukan perubahan nama, agar diungkapkan. Notes: if the company has never changed its name, please disclose it.	64
Visi, Misi, dan Budaya Perusahaan Vision, Mission and Corporate Culture	Mencakup: / Includes: 1. Visi Perusahaan / Company Vision 2. Misi Perusahaan / Company Mission 3. Pernyataan mengenai budaya perusahaan (<i>corporate culture</i>) yang dimiliki Perusahaan. / Statement regarding the company's corporate culture.	65-67
Kegiatan Usaha Business activities	Uraian mengenai antara lain: / Description of, among others: 1. Kegiatan usaha perusahaan menurut anggaran dasar terakhir. / The company's business activities according to the latest articles of association. 2. Kegiatan usaha yang dijalankan. / Business Activities Undertaken. 3. Produk dan/atau jasa yang dihasilkan. / Products and/or services produced.	68-69 69 70-71

Kriteria Criteria	Penjelasan Explanation	Halaman Page
Wilayah Operasional Operational Area	Wilayah operasional Emiten atau Perusahaan Publik. Wilayah operasional merupakan wilayah atau daerah pelaksanaan kegiatan operasional atau jangkauan dari kegiatan operasional perusahaan. Issuer's or Public Company's operational area. The operational area is the area or area where operational activities are carried out or the scope of the company's operational activities.	72-73
Struktur Organisasi Organizational structure	Struktur organisasi Emiten atau Perusahaan Publik dalam bentuk bagan, paling sedikit sampai dengan struktur 1 (satu) tingkat di bawah Direksi termasuk komite di bawah Direksi (jika ada) dan komite di bawah Dewan Komisaris, disertai dengan nama dan jabatan. The organizational structure of the Issuer or Public Company in the form of a chart, at least up to 1 (one) level below the Board of Directors including committees under the Board of Directors (if any) and committees under the Board of Commissioners, accompanied by names and positions.	74-75
Keanggotaan Asosiasi Association Membership	Daftar keanggotaan asosiasi industri baik dalam skala nasional maupun internasional yang berkaitan dengan penerapan keuangan berkelanjutan. List of industry association memberships both on a national and international scale related to the implementation of sustainable finance.	73
Profil Direksi Board of Directors Profile	<p>Profil Direksi, paling sedikit memuat: Profile of the Board of Directors, at least contains:</p> <ol style="list-style-type: none"> 1. Nama dan jabatan yang sesuai dengan tugas dan tanggung jawab. / Name and position in accordance with the duties and responsibilities. 2. Foto terbaru. / Latest photos. 3. Usia. / Age. 4. Kewarganegaraan. / Citizenship. 5. Riwayat pendidikan dan/atau sertifikasi. / Educational history and/or certification. 6. Riwayat jabatan, meliputi informasi: / Position history, including information on: <ul style="list-style-type: none"> a. Dasar hukum pengangkatan sebagai anggota Direksi pada Emiten atau Perusahaan Publik yang bersangkutan / The legal basis for appointment as a member of the Board of Directors of the Issuer or Public Company concerned b. Riwayat penunjukan (periode dan jabatan) sebagai anggota Direksi di Perusahaan sejak pertama kali ditunjuk. / History of appointment (period and position) as a member of the Board of Directors in the Company since he was first appointed. c. Rangkap jabatan, baik sebagai anggota Direksi, anggota Dewan Komisaris, dan/atau anggota komite serta jabatan lainnya baik di dalam maupun di luar Emiten atau Perusahaan Publik. Dalam hal anggota Direksi tidak memiliki rangkap jabatan, maka diungkapkan mengenai hal tersebut. / Concurrent positions, both as members of the Board of Directors, members of the Board of Commissioners, and/ or committee members as well as other positions both inside and outside the Issuer or Public Company. In the event that members of the Board of Directors do not have concurrent positions, then this is disclosed. d. Pengalaman kerja beserta periode waktunya baik di dalam maupun di luar Emiten atau Perusahaan Publik. / Work experience and time period both inside and outside the Issuer or Public Company. 7. Hubungan afiliasi dengan anggota Direksi lainnya, anggota Dewan Komisaris, pemegang saham utama, dan pengendali baik langsung maupun tidak langsung sampai kepada pemilik individu, meliputi nama pihak yang terafiliasi. Dalam hal anggota Direksi tidak memiliki hubungan afiliasi, maka Emiten atau Perusahaan Publik mengungkapkan hal tersebut. Hubungan keuangan dan hubungan keluarga anggota Direksi dan anggota Dewan Komisaris dengan anggota Direksi lain, anggota Dewan Komisaris lain, dan/atau pemegang saham pengendali Bank. Affiliation with other members of the Board of Directors, members of the Board of Commissioners, major shareholders and controllers, either directly or indirectly to individual owners, including names of affiliated parties. In the event that members of the Board of Directors have no affiliation, the Issuer or Public Company shall disclose this. Financial relationships and family relationships of members of the Board of Directors and members of the Board of Commissioners with other members of the Board of Directors, other members of the Board of Commissioners, and/or controlling shareholders of the Bank. 8. Perubahan komposisi anggota Direksi dan alasan perubahannya. Dalam hal tidak terdapat perubahan komposisi anggota Direksi, maka diungkapkan mengenai hal tersebut. / Changes in the composition of members of the Board of Directors and reasons for the changes. In the event that there is no change in the composition of the members of the Board of Directors, this will be disclosed. 	76-80 81 81

Kriteria Criteria	Penjelasan Explanation	Halaman Page
Profil Dewan Komisaris Board of Commissioners Profile	<p>Profil Dewan Komisaris, paling sedikit memuat: Profile of the Board of Commissioners, at least contains:</p> <ol style="list-style-type: none"> 1. Nama dan jabatan. / Name and title. 2. Foto terbaru. / Latest photos. 3. Usia. / Age. 4. Kewarganegaraan. / Citizenship. 5. Riwayat pendidikan dan/atau sertifikasi. / Educational history and/or certification. 6. Riwayat jabatan, meliputi informasi: / Position history, including information on: <ol style="list-style-type: none"> a. Dasar hukum pengangkatan sebagai anggota Dewan Komisaris / Legal basis for appointment as a member of the Board of Commissioners b. Dasar hukum pengangkatan pertama kali sebagai anggota Dewan Komisaris yang merupakan komisaris independen pada Emiten atau Perusahaan Publik yang bersangkutan. / The legal basis for the first appointment as a member of the Board of Commissioners who is an independent commissioner at the Issuer or Public Company concerned. c. Riwayat penunjukkan (periode dan jabatan) sebagai anggota Dewan Komisaris di Perusahaan sejak pertama kali ditunjuk. / Appointment history (period and position) as a member of the Board of Commissioners in the Company since he was first appointed. d. Rangkap jabatan, baik sebagai anggota Dewan Komisaris, anggota Direksi, dan/atau anggota komite serta jabatan lainnya baik di dalam maupun di luar Emiten atau Perusahaan Publik. Dalam hal anggota Dewan Komisaris tidak memiliki rangkap jabatan, maka diungkapkan mengenai hal tersebut. / Concurrent positions, both as members of the Board of Commissioners, members of the Board of Directors, and/or committee members as well as other positions both inside and outside the Issuer or Public Company. In the event that members of the Board of Commissioners do not have concurrent positions, then this is disclosed. e. Pengalaman kerja beserta periode waktunya baik di dalam maupun di luar Emiten atau Perusahaan Publik. / Work experience and time period both inside and outside the Issuer or Public Company. 7. Hubungan afiliasi dengan anggota Dewan Komisaris lainnya, pemegang saham utama, dan pengendali baik langsung maupun tidak langsung sampai kepada pemilik individu, meliputi nama pihak yang terafiliasi. Dalam hal anggota Dewan Komisaris tidak memiliki hubungan afiliasi, maka Emiten atau Perusahaan Publik mengungkapkan hal tersebut. Hubungan keuangan dan hubungan keluarga anggota Direksi dan anggota Dewan Komisaris dengan anggota Direksi lain, anggota Dewan Komisaris lain, dan/atau pemegang saham pengendali Bank. Affiliation with other members of the Board of Commissioners, major shareholders and controllers, either directly or indirectly to individual owners, including names of affiliated parties. In the event that members of the Board of Commissioners have no affiliation, the Issuer or Public Company shall disclose this. Financial relationships and family relationships of members of the Board of Directors and members of the Board of Commissioners with other members of the Board of Directors, other members of the Board of Commissioners, and/or controlling shareholders of the Bank. 8. Pernyataan independensi komisaris independen dalam hal komisaris independen telah menjabat lebih dari 2 (dua) periode. / Declaration of independence of the independent commissioner in the event that the independent commissioner has served more than 2 (two) terms. 9. Perubahan komposisi anggota Dewan Komisaris dan alasan perubahannya. Dalam hal tidak terdapat perubahan komposisi anggota Dewan Komisaris, maka diungkapkan mengenai hal tersebut. / Changes in the composition of the members of the Board of Commissioners and the reasons for the changes. In the event that there is no change in the composition of the members of the Board of Commissioners, this will be disclosed. 	<p>82-86</p> <p>87</p> <p>NA</p> <p>87</p>
Jumlah karyawan dan data pengembangan kompetensi karyawan. Number of employees and employee competency development data.	<p>Jumlah karyawan menurut jenis kelamin, jabatan, usia, tingkat pendidikan, dan status ketenagakerjaan (tetap/kontrak) dalam tahun buku. / Number of employees by gender, position, age, educational level, and employment status (permanent/contract) in the financial year.</p> <p>Pengungkapan informasi dapat disajikan dalam bentuk tabel. Disclosure of information can be presented in tabular form.</p>	<p>88-89</p>

Kriteria Criteria	Penjelasan Explanation	Halaman Page
Komposisi pemegang saham Shareholder composition	<p>Nama pemegang saham dan persentase kepemilikan pada awal dan akhir tahun buku, yang terdiri dari informasi mengenai: Names of shareholders and percentage of ownership at the beginning and end of the financial year, which consists of information regarding:</p> <ol style="list-style-type: none"> 1. Pemegang saham yang memiliki 5% (lima persen) atau lebih saham Emiten atau Perusahaan Publik. / Shareholders who own 5% (five percent) or more shares of Issuers or Public Companies. 2. Anggota Direksi dan anggota Dewan Komisaris yang memiliki saham Emiten atau Perusahaan Publik. Dalam hal seluruh anggota Direksi dan/atau seluruh anggota Dewan Komisaris tidak memiliki saham, maka diungkapkan mengenai hal tersebut. Members of the Board of Directors and members of the Board of Commissioners who own shares of Issuers or Public Companies. In the event that all members of the Board of Directors and/or all members of the Board of Commissioners do not own shares, then this matter shall be disclosed. 3. Persentase kepemilikan tidak langsung atas saham Emiten atau Perusahaan Publik oleh anggota Direksi dan anggota Dewan Komisaris pada awal dan akhir tahun buku, termasuk informasi mengenai pemegang saham yang terdaftar dalam daftar pemegang saham untuk kepentingan kepemilikan tidak langsung anggota Direksi dan anggota Dewan Komisaris. Dalam hal seluruh anggota Direksi dan/atau seluruh anggota Dewan Komisaris tidak memiliki kepemilikan tidak langsung atas saham Emiten atau Perusahaan Publik, maka diungkapkan mengenai hal tersebut. Direktur dan komisaris yang memiliki Saham (Direksi dan Dewan Komisaris/Dewan Pengawas wajib melaporkan kepada perusahaan mengenai kepemilikan Sahamnya dan/atau keluarganya pada perusahaan yang bersangkutan dan perusahaan lain, termasuk setiap perubahannya). Percentage of indirect ownership of Issuer or Public Company shares by members of the Board of Directors and members of the Board of Commissioners at the beginning and end of the financial year, including information regarding shareholders who are registered in the register of shareholders for the benefit of indirect ownership by members of the Board of Directors and members of the Board of Commissioners. In the event that all members of the Board of Directors and/or all members of the Board of Commissioners do not have indirect ownership of the shares of the Issuer or Public Company, then this matter must be disclosed. Directors and commissioners who own Shares (Directors and Board of Commissioners/Supervisory Board must report to the company regarding their and/or family's share ownership in the company concerned and other companies, including any changes thereto). 4. Kelompok pemegang saham masyarakat, yaitu kelompok pemegang saham yang masing-masing memiliki kurang dari 5% (lima persen) saham Emiten atau Perusahaan Publik. / Group of public shareholders, namely groups of shareholders who each own less than 5% (five percent) of the shares of the Issuer or Public Company. 5. Jumlah pemegang saham dan persentase kepemilikan per akhir tahun buku berdasarkan klasifikasi: / Number of shareholders and percentage of ownership at the end of the financial year based on classification: <ol style="list-style-type: none"> a. Kepemilikan institusi lokal. / Ownership of local institutions. b. Kepemilikan institusi asing. / Ownership of foreign institutions. c. Kepemilikan individu lokal. / Local individual ownership. d. Kepemilikan individu asing. / Foreign individual ownership. 6. Rincian Nama Pemegang Saham yang meliputi 20 Pemegang Saham Terbesar dan Persentase Kepemilikannya / Details of Names of Shareholders which include the 20 Largest Shareholders and their Percentage of Ownership <p>Informasi di atas dapat disajikan dalam bentuk tabel. / The above information can be presented in tabular form.</p>	89-90

Kriteria Criteria	Penjelasan Explanation	Halaman Page
<p>Pemegang saham utama dan pengendali Major and controlling shareholder</p>	<p>Informasi mengenai pemegang saham utama dan pengendali Emiten atau Perusahaan Publik, baik langsung maupun tidak langsung, sampai kepada pemilik individu, yang disajikan dalam bentuk skema atau bagan. Information regarding major shareholders and controllers of Issuers or Public Companies, either directly or indirectly, up to individual owners, presented in the form of a schematic or chart.</p> <p>Catatan: yang dimaksud pemegang saham utama adalah pihak yang, baik secara langsung maupun tidak langsung, memiliki sekurang-kurangnya 20% (dua puluh perseratus) hak suara dari seluruh saham yang mempunyai hak suara yang dikeluarkan oleh suatu Perseroan, tetapi bukan pemegang saham pengendali. Notes: What is meant by major shareholder is a party that, either directly or indirectly, owns at least 20% (twenty percent) of the voting rights of all shares with voting rights issued by a Company, but is not a controlling shareholder.</p>	90
<p>Daftar entitas anak perusahaan asosiasi, perusahaan ventura List of associate subsidiaries, venture companies</p>	<p>Nama entitas anak, perusahaan asosiasi, perusahaan ventura bersama dimana Emiten atau Perusahaan Publik memiliki pengendalian bersama entitas (jika ada), beserta persentase kepemilikan saham, bidang usaha, total aset, dan status operasi entitas anak, perusahaan asosiasi, perusahaan ventura bersama. Untuk entitas anak, ditambahkan informasi mengenai alamat entitas anak tersebut. Names of subsidiaries, associated companies, joint venture companies where the Issuer or Public Company has joint control of the entity (if any), along with the percentage of share ownership, line of business, total assets, and operating status of subsidiaries, associated companies, joint venture companies. For subsidiaries, information regarding the address of the subsidiary is added.</p>	91-92
<p>Kronologis pencatatan saham (termasuk private placement) dan/ atau pencatatan saham dari awal penerbitan sampai dengan akhir tahun buku Share listing chronology (including private placement) and/or listing of shares from the initial issuance until the end of the financial year</p>	<p>Kronologis pencatatan saham, jumlah saham, jumlah saham tercatat setelah masing-masing tindakan korporasi (<i>corporate action</i>), nilai nominal, dan harga penawaran dari awal pencatatan hingga akhir tahun buku serta nama bursa efek dimana saham Emiten atau Perusahaan Publik dicatatkan, termasuk pemecahan saham (<i>stock split</i>), penggabungan saham (<i>reverse stock</i>), dividen saham, saham bonus, dan perubahan nilai nominal saham, pelaksanaan efek konversi, pelaksanaan penambahan dan pengurangan modal (jika ada). Chronology of share listing, number of shares, number of listed shares after each corporate action, nominal value, and offering price from the beginning of listing to the end of the financial year as well as the name of the stock exchange where the Issuer's or Public Company's shares are listed, including stock splits (stock split), merger of shares (reverse stock), stock dividends, bonus shares, and changes in the nominal value of shares, implementation of conversion effects, implementation of capital additions and reductions (if any).</p>	93
<p>Informasi penggunaan jasa akuntan publik (AP) dan kantor akuntan publik (KAP) Information on the use of public accounting services (AP) and public accounting firms (KAP)</p>	<p>Informasi penggunaan jasa akuntan publik (AP) dan kantor akuntan publik (KAP) beserta jaringan/asosiasi/aliansinya meliputi: Information on the use of public accounting services (AP) and public accounting firms (KAP) and their networks/associations/alliance includes:</p> <ol style="list-style-type: none"> 1. Nama dan alamat. / Name and address. 2. Periode penugasan. / Assignment period. 3. Informasi jasa audit dan/atau non audit yang diberikan. / Information on audit and/or non-audit services provided. 4. Biaya jasa (<i>fee</i>) audit dan/atau non audit untuk masing- masing penugasan yang diberikan selama tahun buku. / Audit and/or non-audit service fees for each assignment given during the financial year. 5. Dalam hal AP dan KAP beserta jaringan/asosiasi/ aliannya, yang ditunjuk tidak memberikan jasa non audit, maka diungkapkan mengenai informasi tersebut. / In the event that the designated AP and KAP and their network/association/alliance do not provide non-audit services, then the information shall be disclosed. <p>Pengungkapan informasi penggunaan jasa AP dan KAP beserta jaringan/asosiasi/aliannya dapat disajikan dalam bentuk tabel. Disclosure of information on the use of AP and KAP services and their networks/associations/alliances can be presented in tabular form.</p>	94
<p>Nama dan alamat lembaga dan/atau profesi penunjang. Name and address of supporting institution and/or profession.</p>	<p>Nama dan alamat lembaga dan/atau profesi penunjang pasar modal selain AP dan KAP. Names and addresses of capital market supporting institutions and/or professions other than AP and KAP.</p>	94

Kriteria Criteria	Penjelasan Explanation	Halaman Page
ANALISA DAN PEMBAHASAN MANAJEMEN ATAS KINERJA PERUSAHAAN / MANAGEMENT DISCUSSION AND ANALYSIS ON COMPANY PERFORMANCE		
Tinjauan operasi per segmen usaha Operational review per business segment	Tinjauan operasi per segmen usaha sesuai dengan jenis industri Emiten atau Perusahaan Publik, paling sedikit mengenai: Operational review per business segment according to the type of industry of the Issuer or Public Company, at least concerning:	
	1. Penjelasan masing-masing segmen usaha. / Explanation of each business segment.	
	2. Kinerja per segmen usaha, antara lain: / Performance per business segment, among others:	
	a. Produksi, yang meliputi proses, kapasitas, dan perkembangannya. / Production, which includes process, capacity, and development.	111-114
	b. Peningkatan/penurunan kapasitas produksi. / Increase/decrease in production capacity.	111-114
	c. Penjualan/pendapatan usaha. / Sales/business income.	115
	d. Profitabilitas. / Profitability.	115
Uraian atas kinerja keuangan perusahaan Description of the company's financial performance	Kinerja keuangan komprehensif yang mencakup perbandingan kinerja keuangan dalam 2 (dua) tahun buku terakhir (dalam bentuk narasi dan tabel), penjelasan tentang penyebab adanya perubahan dan dampak perubahan tersebut, paling sedikit mengenai: / Comprehensive financial performance which includes a comparison of financial performance in the last 2 (two) financial years (in the form of narratives and tables), an explanation of the causes of the changes and the impact of these changes, at least concerning:	
	1. Aset lancar, aset tidak lancar, dan total aset. / Current assets, non-current assets, and total assets.	116-118
	2. Liabilitas jangka pendek, liabilitas jangka panjang dan total liabilitas. / Short term liabilities, long term liabilities and total liabilities.	117-119
	3. Ekuitas. / Equity.	118-119
	4. Pendapatan/penjualan, beban, laba (rugi), penghasilan komprehensif lain, dan total laba (rugi) komprehensif. / Income/sales, expenses, profit (loss), other comprehensive income, and total comprehensive profit (loss).	120-122
	5. Arus kas. / Cash flow.	122-124
Bahasan dan analisis tentang kemampuan membayar utang dan tingkat kolektibilitas piutang perusahaan, dengan menyajikan perhitungan rasio yang relevan sesuai dengan jenis industri perusahaan. Discussion and analysis of the ability to pay debts and the collectibility of the company's receivables, by presenting the calculation of the relevant ratio according to the type of company's industry.	Penjelasan tentang: / Explanation of:	
	1. Kemampuan membayar hutang, baik jangka pendek (likuiditas) maupun jangka panjang (solvabilitas). / Ability to pay debts, both short term (liquidity) and long term (solvability).	124-125
	2. Tingkat kolektibilitas piutang. / Receivables collectibility level.	125-126
Bahasan tentang struktur modal (capital structure) dan kebijakan manajemen atas struktur modal (capital structure policy). Discussion on capital structure and management policies on capital structure (capital structure policy).	Penjelasan atas: / Top explanation:	
	1. Rincian struktur modal (capital structure) yang terdiri dari utang berbasis bunga/sukuk dan ekuitas. / Details of the capital structure (capital structure), which consists of interest-based debt/sukuk and equity.	126-127
	2. Kebijakan manajemen atas struktur modal (capital structure policies). / Management policies on capital structure (capital structure policies).	127
	3. Dasar pemilihan kebijakan manajemen. / Basis for selection of management policies.	127

Kriteria Criteria	Penjelasan Explanation	Halaman Page
Bahasan mengenai ikatan yang material untuk investasi barang modal (bukan ikatan pendanaan) pada tahun buku terakhir. Discussion on material commitments for capital goods investment (not funding commitments) in the last financial year.	Penjelasan tentang: / Explanation of: <ol style="list-style-type: none"> Nama pihak yang melakukan ikatan. / The name of the party making the bond. Tujuan dari ikatan tersebut. / The purpose of the bond. Sumber dana yang diharapkan untuk memenuhi ikatan-ikatan tersebut. / Source of funds expected to fulfill these ties. Mata uang yang menjadi denominasi. / The currency to be denominated. Langkah-langkah yang direncanakan perusahaan untuk melindungi risiko dari posisi mata uang asing yang terkait. / The steps the company plans to take to protect against risks from related foreign currency positions. 	127
	Catatan: apabila perusahaan tidak mempunyai ikatan terkait investasi barang modal pada tahun buku terakhir agar diungkapkan. Notes: if the company has no ties related to investment in capital goods in the last financial year to be disclosed.	
Bahasan mengenai investasi barang modal yang direalisasikan pada tahun buku terakhir. Discussion on investment in capital goods realized in the last financial year.	Penjelasan tentang: / Explanation of: <ol style="list-style-type: none"> Jenis investasi barang modal. / Types of investment in capital goods. Tujuan investasi barang modal. / The purpose of investing in capital goods. Nilai investasi barang modal yang dikeluarkan pada tahun buku terakhir. / Investment value of capital goods issued in the last financial year. 	127
	Catatan: apabila tidak terdapat realisasi investasi barang modal, agar diungkapkan. Notes: if there is no realization of investment in capital goods, so that it is disclosed.	
Informasi dan fakta material yang terjadi setelah tanggal laporan akuntan Material information and facts that occurred after the date of the accountant's report	Uraian kejadian penting setelah tanggal laporan akuntan termasuk dampaknya terhadap kinerja dan risiko usaha di masa mendatang. Description of significant events after the date of the accountant's report including their impact on performance and business risks in the future.	128
	Catatan: apabila tidak ada kejadian penting setelah tanggal laporan akuntan, agar diungkapkan. Notes: if there are no important events after the date of the accountant's report, so that it is disclosed.	
Uraian tentang prospek usaha perusahaan. Description of the company's business prospects.	Prospek usaha dari Emiten atau Perusahaan Publik dikaitkan dengan kondisi industri, ekonomi secara umum dan pasar internasional disertai data pendukung kuantitatif dari sumber data yang layak dipercaya. The business prospects of Issuers or Public Companies are linked to industry conditions, the general economy and international markets accompanied by quantitative supporting data from reliable data sources.	128-130
	Informasi perbandingan antara target pada awal tahun buku dengan hasil yang dicapai (realisasi), dan target atau proyeksi yang ingin dicapai untuk satu tahun mendatang. Comparative information between targets at the beginning of the financial year with the results achieved (realization), and targets or projections to be achieved for the next year.	Perbandingan antara target/proyeksi pada awal tahun buku dengan hasil yang dicapai (realisasi), mengenai: Comparison between targets/projections at the beginning of the financial year with the results achieved (realization), regarding: <ol style="list-style-type: none"> Pendapatan/penjualan. / Sales revenue. Laba (rugi). / Profit (loss). Struktur modal (<i>capital structure</i>). / Capital structure (capital structure). Hal lainnya yang dianggap penting bagi Emiten atau Perusahaan Publik. / Other matters deemed important by the Issuer or Public Company.
	Target/proyeksi yang ingin dicapai Emiten atau Perusahaan Publik untuk 1 (satu) tahun mendatang, mengenai: Targets/projections to be achieved by Issuers or Public Companies for the next 1 (one) year, regarding: <ol style="list-style-type: none"> Pendapatan/penjualan. / Sales revenue. Laba (rugi). / Profit and loss. Struktur modal (<i>capital structure</i>). / Capital structure (capital structure). Kebijakan dividen. / Dividend policy. Hal lainnya yang dianggap penting bagi Emiten atau Perusahaan Publik. / Other matters deemed important by the Issuer or Public Company. 	134
		134
		135
		135
		134-136

Kriteria Criteria	Penjelasan Explanation	Halaman Page
<p>Uraian tentang aspek pemasaran. Description of the marketing aspect.</p>	<p>Aspek pemasaran atas barang dan/atau jasa Emiten atau Perusahaan Publik, paling sedikit mengenai strategi pemasaran dan pangsa pasar. Marketing aspects of the Issuer's or Public Company's goods and/or services, at least regarding marketing strategy and market share.</p>	107-110
<p>Uraian mengenai dividen selama 2 (dua) tahun buku terakhir. Description of dividends for the last 2 (two) financial years.</p>	<p>Uraian mengenai dividen selama 2 (dua) tahun buku terakhir, paling sedikit:</p> <p>Description of dividends for the last 2 (two) financial years, at least:</p> <ol style="list-style-type: none"> 1. Kebijakan dividen, antara lain memuat informasi persentase jumlah dividen yang dibagikan terhadap laba bersih. / The dividend policy, among other things, contains information on the percentage of the amount of dividends distributed to net income. 2. Tanggal pembayaran dividen kas dan/atau tanggal distribusi dividen non kas. / Cash dividend payment date and/or non-cash dividend distribution date. 3. Jumlah dividen per saham (kas dan/atau non kas). / Amount of dividends per share (cash and/or non-cash). 4. Jumlah dividen per tahun yang dibayar. / The amount of dividends per year paid. <p>Catatan: apabila tidak ada pembagian dividen, agar diungkapkan alasannya. Notes: if there is no distribution of dividends, please state the reasons.</p>	136-137
<p>Realisasi penggunaan dana hasil penawaran umum (dalam hal perusahaan masih diwajibkan menyampaikan laporan realisasi penggunaan dana) Realization of the use of proceeds from the public offering (in the event that the company is still required to submit a report on the realization of the use of funds)</p>	<p>Memuat uraian mengenai: / Contains descriptions of:</p> <ol style="list-style-type: none"> 1. Total perolehan dana. / Total proceeds. 2. Rencana penggunaan dana. / Fund usage plan. 3. Rincian penggunaan dana. / Details of use of funds. 4. Saldo dana. / Fund balance. 5. Tanggal persetujuan RUPS/RUPO atas perubahan penggunaan dana (jika ada). / The date of approval of the GMS/RUPO for changes in the use of funds (if any). <ol style="list-style-type: none"> a. Dalam hal selama tahun buku, Emiten memiliki kewajiban menyampaikan laporan realisasi penggunaan dana, maka diungkapkan realisasi penggunaan dana hasil penawaran umum secara kumulatif sampai dengan akhir tahun buku. / In the event that during the financial year, the Issuer has an obligation to submit a report on the realization of the use of funds, the cumulative realization of the use of proceeds from public offerings until the end of the financial year is disclosed. b. Dalam hal terdapat perubahan penggunaan dana sebagaimana diatur dalam Peraturan Otoritas Jasa Keuangan mengenai laporan realisasi penggunaan dana hasil penawaran umum, maka Emiten menjelaskan perubahan tersebut. / In the event that there is a change in the use of funds as stipulated in the Financial Services Authority Regulation regarding the report on the realization of the use of funds from a public offering, the Issuer shall explain the change. <p>Catatan: apabila tidak memiliki informasi realisasi penggunaan dana hasil penawaran umum, agar diungkapkan. Note: if you do not have information on the realization of the use of proceeds from a public offering, please disclose it.</p>	137
<p>Informasi material (jika ada), antara lain mengenai investasi, ekspansi, divestasi, penggabungan/peleburan usaha, akuisisi, restrukturisasi utang/modal, transaksi material, transaksi afiliasi, dan transaksi benturan kepentingan. Material information (if any), including investment, expansion, divestment, business merger/consolidation, acquisition, debt/capital restructuring, material transactions, affiliated transactions, and conflict of interest transactions.</p>	<p>Memuat uraian mengenai: / Contains descriptions of:</p> <ol style="list-style-type: none"> a. Tanggal, nilai, dan objek transaksi. / Date, value, and transaction object. b. Nama pihak yang melakukan transaksi. / The name of the party conducting the transaction. c. Sifat hubungan afiliasi (jika ada). / Nature of the affiliation relationship (if any). d. Penjelasan mengenai kewajaran transaksi. / Explanation of the fairness of the transaction. e. Pemenuhan ketentuan terkait. / Fulfillment of related provisions. f. Dalam hal terdapat hubungan afiliasi, selain mengungkapkan informasi sebagaimana dimaksud dalam angka a) sampai dengan angka f), Emiten atau Perusahaan Publik juga mengungkapkan informasi: / In the event that there is an affiliation relationship, apart from disclosing the information referred to in number a) through number f), the Issuer or Public Company also discloses information: <ol style="list-style-type: none"> 1) Pernyataan Direksi bahwa transaksi afiliasi telah melalui prosedur yang memadai untuk memastikan bahwa transaksi afiliasi dilaksanakan sesuai dengan praktik bisnis yang berlaku umum antara lain dilakukan dengan memenuhi prinsip transaksi yang wajar (<i>arm's length principle</i>). / The Board of Directors' statement that affiliated transactions have gone through adequate procedures to ensure that affiliated transactions are carried out in accordance with generally accepted business practices, among others, carried out by fulfilling the arm's length principle. 2) Peran Dewan Komisaris dan komite audit dalam melakukan prosedur yang memadai untuk memastikan bahwa transaksi afiliasi dilaksanakan sesuai dengan praktik bisnis yang berlaku umum antara lain dilakukan dengan memenuhi prinsip transaksi yang wajar (<i>arm's length principle</i>). / The role of the Board of Commissioners and the audit committee in carrying out adequate procedures to ensure that affiliated transactions are carried out in accordance with generally accepted business practices, among others, is carried out by fulfilling the arm's length principle. 	137-142

Kriteria Criteria	Penjelasan Explanation	Halaman Page
	<p>g. Untuk transaksi afiliasi atau transaksi material yang merupakan kegiatan usaha yang dijalankan dalam rangka menghasilkan pendapatan usaha dan dijalankan secara rutin, berulang, dan/atau berkelanjutan, ditambahkan penjelasan bahwa transaksi afiliasi atau transaksi material tersebut merupakan kegiatan usaha yang dijalankan dalam rangka menghasilkan pendapatan usaha dan dijalankan secara rutin, berulang, dan/atau berkelanjutan.</p> <p>Dalam hal transaksi afiliasi atau transaksi material dimaksud telah diungkapkan dalam laporan keuangan tahunan, ditambahkan informasi mengenai rujukan pengungkapan dalam laporan keuangan tahunan tersebut. / For affiliate transactions or material transactions which are business activities carried out in order to generate business income and are carried out routinely, repeatedly and/or continuously, an explanation is added that the affiliated transactions or material transactions are business activities carried out in order to generate business income and are carried out routinely, repeatedly, and/or continuously.</p> <p>In the case of affiliated transactions or material transactions referred to have been disclosed in the annual financial statements, information is added regarding references to disclosure in the said annual financial statements.</p> <p>h. Untuk pengungkapan transaksi afiliasi dan/atau transaksi benturan kepentingan yang merupakan hasil pelaksanaan transaksi afiliasi dan/atau transaksi benturan kepentingan yang telah disetujui pemegang saham independen, ditambahkan informasi mengenai tanggal pelaksanaan RUPS yang menyetujui transaksi afiliasi dan/atau transaksi benturan kepentingan tersebut. / For disclosure of affiliated transactions and/or conflict of interest transactions which are the result of the implementation of affiliated transactions and/or conflict of interest transactions that have been approved by independent shareholders, information is added regarding the date of the GMS that approves the affiliated transactions and/or conflict of interest transactions.</p> <p>i. Dalam hal tidak terdapat transaksi afiliasi dan/atau transaksi benturan kepentingan, maka diungkapkan mengenai hal tersebut. / In the event that there are no affiliated transactions and/or conflict of interest transactions, then this is disclosed.</p>	
<p>Uraian mengenai perubahan peraturan perundang-undangan terhadap perusahaan pada tahun buku terakhir. Description of changes to laws and regulations on companies in the last financial year.</p>	<p>Uraian memuat antara lain: / The description contains, among others:</p> <ol style="list-style-type: none"> 1. Nama peraturan perundang-undangan yang mengalami perubahan. / The names of the laws and regulations that have changed. 2. Dampaknya (kuantitatif dan/atau kualitatif) terhadap perusahaan (jika signifikan) atau pernyataan bahwa dampaknya tidak signifikan. / The impact (quantitative and/or qualitative) on the company (if significant) or the statement that the impact is not significant. <p>Catatan: apabila tidak terdapat perubahan peraturan perundang-undangan pada tahun buku terakhir, agar diungkapkan. Notes: if there is no change in laws and regulations in the last financial year, so that it is disclosed.</p>	142
<p>Uraian mengenai perubahan kebijakan akuntansi yang diterapkan perusahaan pada tahun buku terakhir. Description of changes in accounting policies implemented by the company in the last financial year.</p>	<p>Uraian memuat antara lain: / The description contains, among others:</p> <ol style="list-style-type: none"> 1. Perubahan kebijakan akuntansi. / Changes in accounting policies. 2. Alasan perubahan kebijakan akuntansi. / Reasons for changes in accounting policies. 3. Dampaknya secara kuantitatif terhadap laporan keuangan. / Quantitative impact on financial statements. <p>Catatan: Apabila tidak terdapat perubahan kebijakan akuntansi pada tahun buku terakhir, agar diungkapkan. Notes: If there is no change in accounting policy in the last financial year, that should be disclosed.</p>	142-143
Tata Kelola Perusahaan / Corporate Governance		
<p>RUPS. GMS.</p>	<p>Informasi mengenai keputusan RUPS pada tahun buku dan 1 (satu) tahun sebelum tahun buku meliputi: Information regarding GMS resolutions in the financial year and 1 (one) year before the financial year includes:</p> <ol style="list-style-type: none"> a. Keputusan RUPS pada tahun buku dan 1 (satu) tahun sebelum tahun buku yang direalisasikan pada tahun buku. / GMS resolutions in the financial year and 1 (one) year prior to the financial year realized in the financial year. b. Keputusan RUPS pada tahun buku dan 1 (satu) tahun sebelum tahun buku yang belum direalisasikan beserta alasan belum direalisasikan. / GMS decisions in the financial year and 1 (one) year prior to the financial year that have not been realized along with the reasons for not being realized. 	178-186

Kriteria Criteria	Penjelasan Explanation	Halaman Page
	<p>Dalam hal Emiten atau Perusahaan Publik menggunakan pihak independen dalam pelaksanaan RUPS untuk melakukan perhitungan suara, maka diungkapkan mengenai hal tersebut / In the event that an Issuer or Public Company uses an independent party in the implementation of the GMS to carry out the vote count, it shall be disclosed regarding this matter.</p>	
Direksi. Directors.	<ol style="list-style-type: none"> <li data-bbox="533 450 1289 618"> <p>1. Tugas dan tanggung jawab masing-masing anggota Direksi. Informasi mengenai tugas dan tanggung jawab masing-masing anggota Direksi diuraikan dan dapat disajikan dalam bentuk tabel. Duties and responsibilities of each member of the Board of Directors. Information regarding the duties and responsibilities of each member of the Board of Directors is described and can be presented in tabular form.</p> <li data-bbox="533 618 1289 685"> <p>2. Pernyataan bahwa Direksi memiliki pedoman atau piagam (<i>charter</i>) Direksi. / Statement that the Board of Directors has a guideline or charter (charter) of the Board of Directors.</p> <li data-bbox="533 685 1289 1234"> <p>3. Kebijakan dan pelaksanaan frekuensi rapat Direksi, rapat Direksi bersama Dewan Komisaris, dan tingkat kehadiran anggota Direksi dalam rapat tersebut termasuk kehadiran dalam RUPS. Informasi tingkat kehadiran anggota Direksi dalam rapat Direksi, rapat Direksi bersama Dewan Komisaris, atau RUPS dapat disajikan dalam bentuk tabel. Informasi memuat antara lain: a. Tanggal Rapat. b. Peserta Rapat. c. Agenda Rapat. Policy and implementation of the frequency of meetings of the Board of Directors, meetings of the Board of Directors with the Board of Commissioners, and the level of attendance of members of the Board of Directors at these meetings including attendance at the GMS. Information on the level of attendance of members of the Board of Directors at meetings of the Board of Directors, meetings of the Board of Directors with the Board of Commissioners or GMS can be presented in tabular form. Information includes, among others: a. Meeting date. b. Meeting participants. c. Meeting agenda.</p> <li data-bbox="533 1234 1289 1491"> <p>4. Pelatihan dan/atau peningkatan kompetensi anggota Direksi: / Training and/or competency improvement for members of the Board of Directors: a. Kebijakan pelatihan dan/atau peningkatan kompetensi anggota Direksi, termasuk program orientasi bagi anggota Direksi yang baru diangkat (jika ada). / Policy on training and/or competency improvement for members of the Board of Directors, including an orientation program for newly appointed members of the Board of Directors (if any). b. Pelatihan dan/atau peningkatan kompetensi yang diikuti anggota Direksi dalam tahun buku (jika ada). / Training and/or competency improvement attended by members of the Board of Directors in the financial year (if any).</p> <li data-bbox="533 1491 1289 1794"> <p>5. Penilaian Direksi terhadap kinerja komite yang mendukung pelaksanaan tugas Direksi pada tahun buku paling sedikit memuat: / The Board of Directors' assessment of the performance of the committees that support the implementation of the duties of the Board of Directors in the financial year contains at least: a. Prosedur penilaian kinerja. / Performance appraisal procedures. b. Kriteria yang digunakan seperti capaian kinerja selama tahun buku, kompetensi dan kehadiran dalam rapat. / The criteria used include performance achievements during the financial year, competence and attendance at meetings. Dalam hal Emiten atau Perusahaan Publik tidak memiliki komite yang mendukung pelaksanaan tugas Direksi, maka diungkapkan mengenai hal tersebut. / In the event that the Issuer or Public Company does not have a committee that supports the implementation of the duties of the Board of Directors, this will be disclosed.</p> 	<p>187-190</p> <p>192</p> <p>194-203</p> <p>204-206</p> <p>207</p>
Dewan Komisaris. Board of Commissioners.	<ol style="list-style-type: none"> <li data-bbox="533 1794 1289 1861"> <p>1. Tugas dan tanggung jawab Dewan Komisaris. / Duties and responsibilities of the Board of Commissioners.</p> <li data-bbox="533 1861 1289 1946"> <p>2. Pernyataan bahwa Dewan Komisaris memiliki pedoman atau piagam (<i>charter</i>) Dewan Komisaris. / Statement that the Board of Commissioners has guidelines or charter of the Board of Commissioners.</p> 	<p>207-208</p> <p>212-213</p>

Kriteria Criteria	Penjelasan Explanation	Halaman Page	
	<p>3. Kebijakan dan pelaksanaan frekuensi rapat Dewan Komisaris, rapat Dewan Komisaris bersama Direksi dan tingkat kehadiran anggota Dewan Komisaris dalam rapat tersebut termasuk kehadiran dalam RUPS.</p> <p>Informasi tingkat kehadiran anggota Dewan Komisaris dalam rapat Dewan Komisaris, rapat Dewan Komisaris bersama Direksi, atau RUPS dapat disajikan dalam bentuk tabel.</p> <p>Informasi memuat antara lain:</p> <ol style="list-style-type: none"> Tanggal Rapat. Peserta Rapat. Agenda Rapat. <p>Policy and implementation of the frequency of meetings of the Board of Commissioners, meetings of the Board of Commissioners with the Board of Directors and the level of attendance of members of the Board of Commissioners at these meetings including attendance at the GMS.</p> <p>Information on the level of attendance of members of the Board of Commissioners at meetings of the Board of Commissioners, meetings between the Board of Commissioners and the Board of Directors, or GMS can be presented in tabular form.</p> <p>Information includes, among others:</p> <ol style="list-style-type: none"> Meeting date. Meeting participants. Meeting agenda. 	214-220	
	<p>4. Pelatihan dan/atau peningkatan kompetensi anggota Dewan Komisaris: / Training and/or competency improvement for members of the Board of Commissioners:</p> <ol style="list-style-type: none"> Kebijakan pelatihan dan/atau peningkatan kompetensi anggota Dewan Komisaris, termasuk program orientasi bagi anggota Dewan Komisaris yang baru diangkat (jika ada). / Policy on training and/or competency improvement for members of the Board of Commissioners, including an orientation program for newly appointed members of the Board of Commissioners (if any). Pelatihan dan/atau peningkatan kompetensi yang diikuti anggota Dewan Komisaris dalam tahun buku (jika ada). / Training and/or competency improvement attended by members of the Board of Commissioners in the financial year (if any). 	220-221	
	<p>5. Penilaian kinerja Direksi dan Dewan Komisaris serta masing-masing anggota Direksi dan anggota Dewan Komisaris, paling sedikit memuat: / Assessment of the performance of the Board of Directors and the Board of Commissioners as well as each member of the Board of Directors and members of the Board of Commissioners, contains at least:</p> <ol style="list-style-type: none"> Prosedur pelaksanaan penilaian kinerja. / Procedure for implementing performance appraisal. Kriteria yang digunakan seperti capaian kinerja selama tahun buku, kompetensi dan kehadiran dalam rapat. / The criteria used include performance achievements during the financial year, competence and attendance at meetings. Pihak yang melakukan penilaian. / The party making the assessment. 	222-228	
	<p>6. Penilaian Dewan Komisaris terhadap kinerja Komite yang mendukung pelaksanaan tugas Dewan Komisaris pada tahun buku meliputi: / The Board of Commissioners' assessment of the performance of the Committees that support the implementation of the duties of the Board of Commissioners in the financial year includes:</p> <ol style="list-style-type: none"> Prosedur penilaian kinerja. / Performance appraisal procedures. Kriteria yang digunakan seperti capaian kinerja selama tahun buku, kompetensi dan kehadiran dalam rapat. / The criteria used include performance achievements during the financial year, competence and attendance at meetings. 	229-231	
	<p>Nominasi dan remunerasi Direksi dan Dewan Komisaris.</p> <p>Nomination and remuneration of the Board of Directors and Board of Commissioners.</p>	<p>Paling sedikit memuat: / Least load:</p> <ol style="list-style-type: none"> Prosedur nominasi, meliputi uraian singkat mengenai kebijakan dan proses nominasi anggota Direksi dan/atau anggota Dewan Komisaris. / Nomination procedures, including a brief description of the policies and nomination process for members of the Board of Directors and/or members of the Board of Commissioners. Prosedur dan pelaksanaan remunerasi Direksi dan Dewan Komisaris, antara lain: / Procedures and implementation of remuneration for the Board of Directors and Board of Commissioners, including: <ol style="list-style-type: none"> Prosedur penetapan remunerasi Direksi dan Dewan Komisaris. / Procedure for determining remuneration for the Board of Directors and Board of Commissioners. Pengungkapan indikator untuk penetapan remunerasi Direksi. / Disclosure of indicators for determining the remuneration of the Board of Directors. 	234
			234

Kriteria Criteria	Penjelasan Explanation	Halaman Page
	<p>c. Struktur remunerasi Direksi dan Dewan Komisaris seperti, gaji, tunjangan, tantiem/ bonus dan lainnya; dan</p> <p>Catatan: apabila tidak terdapat bonus kinerja, bonus non kinerja, dan opsi saham yang diterima setiap anggota Dewan Komisaris dan Direksi, agar diungkapkan.</p> <p>The remuneration structure for the Board of Directors and the Board of Commissioners such as salaries, allowances, bonuses/bonuses and others; And</p> <p>Notes: if there are no performance bonuses, non-performance bonuses and stock options received by each member of the Board of Commissioners and Board of Directors, to be disclosed.</p>	-
	<p>d. Besarnya remunerasi masing-masing anggota Direksi dan anggota Dewan Komisaris; Pengungkapan informasi dapat disajikan dalam bentuk tabel.</p> <p>The amount of remuneration for each member of the Board of Directors and members of the Board of Commissioners; Disclosure of information can be presented in tabular form.</p>	-
Dewan pengawas syariah, bagi Emiten atau Perusahaan Publik yang menjalankan kegiatan usaha berdasarkan prinsip syariah sebagaimana tertuang dalam anggaran dasar. / Sharia supervisory board, for Issuers or Public Companies that carry out business activities based on sharia principles as stated in the articles of association.	<p>Paling sedikit memuat: / Least load:</p> <p>a. Nama. / Name</p> <p>b. Dasar hukum pengangkatan Dewan Pengawas Syariah. / The legal basis for the appointment of the Sharia Supervisory Board.</p> <p>c. Periode penugasan Dewan Pengawas Syariah. / The assignment period of the Sharia Supervisory Board.</p> <p>d. Tugas dan tanggung jawab Dewan Pengawas Syariah. / Duties and responsibilities of the Sharia Supervisory Board.</p> <p>e. Frekuensi dan cara pemberian nasihat dan saran serta pengawasan pemenuhan prinsip syariah di pasar modal terhadap Emiten atau Perusahaan Publik. / Frequency and method of providing advice and suggestions as well as monitoring compliance with sharia principles in the capital market to Issuers or Public Companies.</p>	N/A
Komite Audit. Audit Committee.	<p>1. Nama dan jabatannya dalam keanggotaan komite. / Name and title in the membership of the committee.</p> <p>2. Usia. / Age</p> <p>3. Kewarganegaraan. / Citizenship.</p> <p>4. Riwayat pendidikan. / Educational Background</p> <p>5. Riwayat jabatan, meliputi informasi: / Position history, including information on:</p> <p>a. Dasar hukum penunjukan sebagai anggota komite. / Legal basis for appointment as committee member.</p> <p>b. Rangkap jabatan, baik sebagai anggota Dewan Komisaris, anggota direksi, dan/ atau anggota komite serta jabatan lainnya (jika ada). / Concurrent positions, both as members of the Board of Commissioners, members of the board of directors, and/or committee members and other positions (if any).</p> <p>c. Pengalaman kerja beserta periode waktunya baik di dalam maupun di luar emiten atau perusahaan publik. / Work experience and time period both inside and outside the issuer or public company.</p> <p>6. Periode dan masa jabatan anggota komite audit. / Period and tenure of audit committee members.</p> <p>7. Uraian tugas dan tanggung jawab. / Description of duties and responsibilities.</p> <p>8. Pernyataan independensi komite audit. / Audit committee independence statement.</p> <p>9. Pelatihan dan/atau peningkatan kompetensi yang telah diikuti dalam tahun buku (jika ada). / Training and/or competency improvement that has been attended in the financial year (if any).</p> <p>10. Kebijakan dan pelaksanaan frekuensi rapat komite audit dan tingkat kehadiran anggota komite audit dalam rapat tersebut. / Policy and implementation of the frequency of audit committee meetings and the level of attendance of audit committee members at these meetings.</p> <p>11. Pelaksanaan kegiatan komite audit pada tahun buku sesuai dengan yang dicantumkan dalam pedoman atau piagam (charter) komite audit. / Implementation of audit committee activities in the financial year according to what is stated in the audit committee guidelines or charter.</p>	<p>239-242</p> <p>237-238</p> <p>242</p> <p>243</p> <p>243-250</p> <p>250-251</p>

Kriteria Criteria	Penjelasan Explanation	Halaman Page
<p>Komite atau fungsi nominasi dan remunerasi Emiten atau Perusahaan Publik. Issuer or Public Company nomination and remuneration committee or function.</p>	<p>Paling sedikit memuat: / Least load:</p> <ol style="list-style-type: none"> 1. Nama dan jabatannya dalam keanggotaan komite. / Name and title in the membership of the committee. 2. Usia. / Age 3. Kewarganegaraan. / Citizenship 4. Riwayat pendidikan. / Educational Background 5. Riwayat jabatan, meliputi informasi: / Position history, including information on: <ol style="list-style-type: none"> a. Dasar hukum penunjukan sebagai anggota komite. / Legal basis for appointment as committee member. b. Rangkap jabatan, baik sebagai anggota Dewan Komisaris, anggota Direksi, dan/atau anggota komite serta jabatan lainnya (jika ada). / Concurrent positions, both as members of the Board of Commissioners, members of the Board of Directors, and/or committee members and other positions (if any). c. Pengalaman kerja beserta periode waktunya baik di dalam maupun di luar Emiten atau Perusahaan Publik. / Work experience and time period both inside and outside the Issuer or Public Company. 6. Periode dan masa jabatan anggota komite. / Period and tenure of committee members. 7. Pernyataan independensi komite. / Committee independence statement. 8. Pelatihan dan/atau peningkatan kompetensi yang telah diikuti dalam tahun buku (jika ada). / Training and/or competency improvement that has been attended in the financial year (if any). 9. Uraian tugas dan tanggung jawab. / Description of duties and responsibilities. 10. Pernyataan bahwa telah memiliki pedoman atau piagam (<i>charter</i>). / Statement that already has a guideline or charter. 11. Kebijakan dan pelaksanaan frekuensi rapat dan tingkat kehadiran anggota dalam rapat tersebut. / Policy and implementation of the frequency of meetings and the level of attendance of members at these meetings. 12. Uraian singkat pelaksanaan kegiatan pada tahun buku. / A brief description of the implementation of activities in the financial year. 	<p>254-255</p> <p>255</p> <p>256</p> <p>251</p> <p>252-253</p> <p>256-258</p> <p>258</p>
<p>Komite lain yang dimiliki Emiten atau Perusahaan Publik dalam rangka mendukung fungsi dan tugas Direksi (jika ada) dan/atau komite yang mendukung fungsi dan tugas Dewan Komisaris. Other committees owned by Issuers or Public Companies in order to support the functions and duties of the Board of Directors (if any) and/or committees that support the functions and duties of the Board of Commissioners.</p>	<p>Paling sedikit memuat: / Least load:</p> <ol style="list-style-type: none"> 1. Nama dan jabatannya dalam keanggotaan komite. / Name and title in the membership of the committee. 2. Usia. / Age. 3. Kewarganegaraan. / Citizenship. 4. Riwayat pendidikan. / Educational background. 5. Riwayat jabatan, meliputi informasi: / Position history, including information on: <ol style="list-style-type: none"> a. Dasar hukum penunjukan sebagai anggota komite. / Legal basis for appointment as committee member. b. Rangkap jabatan, baik sebagai anggota dewan komisaris, anggota direksi, dan/atau anggota komite serta jabatan lainnya (jika ada). / Concurrent positions, both as a member of the board of commissioners, a member of the board of directors, and/or a member of a committee and other positions (if any). c. Pengalaman kerja beserta periode waktunya baik di dalam maupun di luar emiten atau perusahaan publik. / Work experience and time period both inside and outside the issuer or public company. 6. Periode dan masa jabatan anggota komite. / Period and tenure of committee members. 7. Pernyataan independensi komite. / Committee independence statement. 8. Pelatihan dan/atau peningkatan kompetensi yang telah diikuti dalam tahun buku (jika ada). / Training and/or competency improvement that has been attended in the financial year (if any). 9. Uraian tugas dan tanggung jawab. / Description of duties and responsibilities. 10. Pernyataan bahwa telah memiliki pedoman atau piagam (<i>charter</i>) komite. / Statement that already has guidelines or committee charter. 11. Kebijakan dan pelaksanaan frekuensi rapat komite dan tingkat kehadiran anggota komite dalam rapat tersebut. / Policy and implementation of the frequency of committee meetings and the level of attendance of committee members at these meetings. 12. Uraian singkat pelaksanaan kegiatan komite pada tahun buku. / A brief description of the implementation of the committee's activities in the financial year. 	<p>261-263</p> <p>264</p> <p>264</p> <p>259</p> <p>259-260</p> <p>264-267</p> <p>267</p>

Kriteria Criteria	Penjelasan Explanation	Halaman Page
Sekretaris perusahaan. Company secretary.	1. Nama. / Name	
	2. Domisili. / Domicile	
	3. Riwayat jabatan, meliputi: / Position history, including: a. Dasar hukum penunjukan sebagai sekretaris perusahaan. / Legal basis for appointment as company secretary.	270
	b. Pengalaman kerja beserta periode waktunya baik di dalam maupun di luar emiten atau perusahaan publik. / Work experience and time period both inside and outside the issuer or public company.	
	4. Riwayat pendidikan. / Educational background.	
	5. Pelatihan dan/atau peningkatan kompetensi yang diikuti dalam tahun buku. / Training and/or competency improvement attended in the financial year.	270
6. Uraian singkat pelaksanaan tugas sekretaris perusahaan pada tahun buku. / Brief description of the implementation of the duties of the corporate secretary in the financial year.	271	
Unit Audit Internal.	1. Nama kepala unit audit internal. / Name of the head of the internal audit unit.	
	2. Riwayat jabatan, meliputi: / Position history, including: a. Dasar hukum penunjukan sebagai kepala unit audit internal. / Legal basis for appointment as head of the internal audit unit.	273
	b. Pengalaman kerja beserta periode waktunya baik di dalam maupun di luar emiten atau perusahaan publik. / Work experience and time period both inside and outside the issuer or public company.	
	3. Kualifikasi atau sertifikasi sebagai profesi audit internal (jika ada). / Qualification or certification as internal audit profession (if any).	
	4. Jumlah pegawai (auditor internal) pada unit audit internal. / Number of employees (internal auditors) in the internal audit unit.	276-277
	5. Pelatihan dan/atau peningkatan kompetensi yang diikuti dalam tahun buku. / Training and/or competency improvement attended in the financial year.	275-276
	6. Struktur dan kedudukan unit audit internal. / The structure and position of the internal audit unit.	272
	7. Uraian tugas dan tanggung jawab. / Description of duties and responsibilities.	274
	8. Pernyataan bahwa telah memiliki pedoman atau piagam (<i>charter</i>) unit audit internal. / A statement that the internal audit unit has guidelines or charters.	273
9. Uraian singkat pelaksanaan tugas unit audit internal pada tahun buku termasuk kebijakan dan pelaksanaan frekuensi rapat dengan direksi, dewan komisaris, dan/ atau komite audit. / A brief description of the implementation of the duties of the internal audit unit in the financial year including the policy and implementation of the frequency of meetings with the directors, board of commissioners and/or the audit committee.	278-279	
Uraian mengenai sistem pengendalian internal (<i>internal Control</i>) yang diterapkan oleh emiten atau perusahaan Publik. Description of the internal control system implemented by the issuer or public company.	1. Pengendalian keuangan dan operasional, serta kepatuhan terhadap peraturan perundang-undangan lainnya. / Financial and operational control, as well as compliance with other laws and regulations.	291-294
	2. Penjelasan kesesuaian sistem pengendalian intern dengan kerangka yang diakui secara internasional (<i>COSO – internal control framework</i>). / Explanation of the suitability of the internal control system with the internationally recognized framework (<i>COSO – internal control framework</i>).	294
	3. Tinjauan atas efektivitas sistem pengendalian internal. / Review of the effectiveness of the internal control system.	294-295
	4. Pernyataan Direksi dan/atau Dewan Komisaris atas kecukupan sistem pengendalian internal. / Statement of the Board of Directors and/or Board of Commissioners regarding the adequacy of the internal control system.	295
Sistem manajemen risiko yang diterapkan oleh Emiten Atau Perusahaan Publik. Risk management system implemented by Issuers or Public Companies.	1. Gambaran umum mengenai sistem manajemen risiko Emiten atau Perusahaan Publik. / General description of the Issuer's or Public Company's risk management system.	296-300
	2. Jenis risiko dan cara pengelolaannya. / Types of risk and how to manage them.	308-317
	3. Tinjauan atas efektivitas sistem manajemen risiko Emiten atau Perusahaan Publik. / Review of the effectiveness of the Issuer's or Public Company's risk management system.	321
	4. Pernyataan Direksi dan/atau Dewan Komisaris atau komite audit atas kecukupan sistem manajemen risiko. / Statement of the Board of Directors and/or Board of Commissioners or the audit committee on the adequacy of the risk management system.	322

Kriteria Criteria	Penjelasan Explanation	Halaman Page
<p>Perkara hukum yang berdampak material yang dihadapi Oleh emiten atau perusahaan publik, entitas anak, Anggota direksi dan anggota dewan komisaris (jika ada).</p> <p>Legal cases with a material impact faced by issuers or public companies, subsidiaries, members of the board of directors and members of the board of commissioners (if any).</p>	<ol style="list-style-type: none"> 1. Pokok perkara/gugatan. / Main case/lawsuit. 2. Status penyelesaian perkara/gugatan. / Case/lawsuit settlement status. 3. Pengaruhnya terhadap kondisi emiten atau perusahaan publik. Risiko yang dihadapi perusahaan dan nilai nominal tuntutan/gugatan. The impact on the condition of issuers or public companies. The risks faced by the company and the nominal value of claims/lawsuits. 4. Pengaruhnya terhadap kondisi keuangan perusahaan. / The effect on the company's financial condition. <p>Catatan: dalam hal perusahaan, entitas anak, anggota Dewan Komisaris, dan anggota Direksi tidak memiliki perkara penting, agar diungkapkan.</p> <p>Notes: in the event that the company, subsidiaries, members of the Board of Commissioners and members of the Board of Directors do not have important matters, this must be disclosed.</p>	322
<p>Informasi tentang sanksi administratif/ sanksi yang Dikenakan kepada emiten atau perusahaan publik, Anggota dewan komisaris dan anggota direksi, oleh Otoritas jasa keuangan dan otoritas lainnya pada tahun Buku (jika ada).</p> <p>Information on administrative sanctions/ sanctions imposed on issuers or public companies, board members commissioners and members of the board of directors, by the Financial Services Authority and other authorities in the financial year (if any).</p>		322
<p>Informasi mengenai kode etik Emiten atau Perusahaan Publik.</p> <p>Information regarding the code of ethics of Issuers or Public Companies.</p>	<ol style="list-style-type: none"> 1. Pokok-pokok kode etik. / Principles of the code of ethics. 2. Pernyataan bahwa kode etik berlaku bagi seluruh level organisasi. / A statement that the code of ethics applies to all levels of the organization. 3. Bentuk sosialisasi kode etik dan upaya penegakannya / Forms of dissemination of the code of ethics and enforcement efforts <p>Catatan: Apabila tidak terdapat pelanggaran kode etik pada tahun buku terakhir, agar diungkapkan.</p> <p>Notes: If there is no violation of the code of ethics in the last financial year, please disclose it.</p>	329 329 329-330
<p>Uraian singkat mengenai kebijakan pemberian Kompensasi jangka panjang berbasis kinerja kepada manajemen dan/ atau karyawan yang dimiliki oleh emiten Atau perusahaan publik (jika ada), antara lain berupa Program kepemilikan saham oleh manajemen (management stock ownership program/MSOP) dan/atau Program kepemilikan saham oleh karyawan (employee stock ownership program/ESOP).</p> <p>A brief description of the policy of providing performance-based long-term compensation to management and/or employees owned by issuers or public companies (if any), including but not limited to management stock ownership programs program ownership/MSOP) and/or employee stock ownership program (ESOP).</p>	<p>Dalam hal pemberian kompensasi berupa program Kepemilikan saham oleh manajemen (management stock Ownership program/MSOP) dan/atau program Kepemilikan saham oleh karyawan (employee stock Ownership program/ESOP).</p> <p>Informasi yang diungkapkan Paling sedikit memuat:</p> <p>In terms of compensation in the form of management stock ownership program (MSOP) and/ or employee stock ownership program (ESOP). The information disclosed shall contain at least:</p> <ol style="list-style-type: none"> 1. Jumlah saham dan/atau opsi. / Number of shares and/or options. 2. Jangka waktu pelaksanaan. / Implementation period. 3. Persyaratan karyawan dan/atau manajemen yang berhak. / Eligible employee and/or management requirements. 4. Harga pelaksanaan atau penentuan harga pelaksanaan. / The exercise price or the determination of the exercise price. 	330

Kriteria Criteria	Penjelasan Explanation	Halaman Page
Uraian singkat mengenai kebijakan pengungkapan Informasi mengenai A brief description of the Information disclosure policy regarding	<ol style="list-style-type: none"> 1. Kepemilikan saham anggota Direksi dan anggota Dewan Komisaris paling lambat 3 (tiga) hari kerja Setelah terjadinya kepemilikan atau setiap Perubahan kepemilikan atas saham perusahaan Terbuka. / Share ownership of members of the Board of Directors and members of the Board of Commissioners no later than 3 (three) working days after the ownership or any change in ownership of the shares of the Public Company. 2. Pelaksanaan atas kebijakan dimaksud. / Implementation of the intended policy. 	330
Uraian mengenai sistem pelaporan pelanggaran (whistleblowing system) di Emiten atau Perusahaan Publik. Description of the whistleblowing system at the Issuer or Public Company.	<ol style="list-style-type: none"> 1. Cara penyampaian laporan pelanggaran. / How to submit a violation report. 2. Perlindungan bagi pelapor. / Protection for reporters. 3. Penanganan pengaduan. / The handling of complaints. 4. Pihak yang mengelola pengaduan. / The party managing the complaint. 5. Hasil dari penanganan pengaduan, paling sedikit: / The results of handling complaints, at least: <ol style="list-style-type: none"> a. Jumlah pengaduan yang masuk dan diproses Dalam tahun buku. / Number of complaints received and processed in the financial year. b. Tindak lanjut pengaduan. / Complaint follow-up. <p>Dalam hal emiten atau perusahaan publik tidak memiliki Sistem pelaporan pelanggaran (whistleblowing system), Maka diungkapkan mengenai hal tersebut. / In the event that an issuer or a public company does not have a whistleblowing system, this will be disclosed.</p>	331 331 332-333 335
Uraian mengenai kebijakan anti korupsi Emiten atau Perusahaan Publik. Description of the Issuer's or Public Company's anti-corruption policy.	<ol style="list-style-type: none"> 1. Program dan prosedur yang dilakukan dalam Mengatasi praktik korupsi, balas jasa (kickbacks), Fraud, suap dan/atau gratifikasi dalam Emiten atau Perusahaan Publik. / Programs and procedures carried out in Overcoming corrupt practices, kickbacks, fraud, bribery and/or gratuities in Issuers or Public Companies. 2. Pelatihan/sosialisasi anti korupsi kepada karyawan Emiten atau Perusahaan Publik. / Anti-corruption training/socialization for employees of Issuers or Public Companies. <p>Dalam hal Emiten atau Perusahaan Publik tidak memiliki Kebijakan anti korupsi, maka dijelaskan alasan tidak Dimilikinya kebijakan dimaksud. / In the event that the Issuer or Public Company does not have an anti-corruption policy, the reasons for not having the said policy will be explained.</p>	335-337 337
Penerapan atas pedoman tata kelola Perusahaan Terbuka bagi Emiten yang menerbitkan efek bersifat ekuitas atau Perusahaan Publik. / Implementation of Public Company governance guidelines for Issuers that issue equity securities or Public Companies.	<ol style="list-style-type: none"> 1. Pernyataan mengenai rekomendasi yang telah dilaksanakan dan/atau / Statement regarding recommendations that have been implemented and/or 2. Penjelasan atas rekomendasi yang belum dilaksanakan, disertai alasan dan alternatif pelaksanaannya (jika ada). / Explanation of recommendations that have not been implemented, accompanied by reasons and alternatives for implementation (if any). <p>Pengungkapan informasi dapat disajikan dalam bentuk tabel / Disclosure of information can be presented in tabular form.</p>	N/A
TANGGUNG JAWAB SOSIAL PERUSAHAAN / CORPORATE SOCIAL RESPONSIBILITY		
Tanggung Jawab Sosial Perusahaan. Corporate social responsibility.	Disajikan dalam Laporan Keberlanjutan / Presented in the Sustainability Report	342-343

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/*AND SUBSIDIARY***

**LAPORAN KEUANGAN KONSOLIDASIAN/
CONSOLIDATED *FINANCIAL STATEMENTS***

**31 DESEMBER 2023/
31 *DECEMBER 2023***

**PERNYATAAN DIREKSI
TENTANG TANGGUNG JAWAB
ATAS LAPORAN KEUANGAN KONSOLIDASIAN
PADA TANGGAL DAN UNTUK TAHUN YANG
BERAKHIR PADA 31 DESEMBER 2023**

**DIRECTOR'S STATEMENT
RELATING TO THE RESPONSIBILITY
ON THE CONSOLIDATED FINANCIAL STATEMENTS
AS AT AND FOR THE YEAR ENDED
31 DECEMBER 2023**

PT PRIMA LAYANAN NASIONAL ENJINIRING

Kami yang bertanda tangan di bawah ini/*We the undersigned:*

- | | | | |
|--------------------------------------|---|---|--|
| 1. Nama/ <i>Name</i> | : | Chairani Rachmatullah | |
| Alamat kantor/ <i>Office address</i> | : | Jl. KS Tubun I No. 2, Kota Bambu Selatan,
Palmerah, Jakarta Barat, 11420 | |
| Nomor telepon/ <i>Phone number</i> | : | (021) 560-8432 | |
| Jabatan/ <i>Position</i> | : | Direktur Utama / <i>President Director</i> | |
| | | | |
| 2. Nama/ <i>Name</i> | : | Martono | |
| Alamat kantor/ <i>Office address</i> | : | Jl. KS Tubun I No. 2, Kota Bambu Selatan,
Palmerah, Jakarta Barat, 11420 | |
| Nomor telepon/ <i>Phone number</i> | : | (021) 560-8432 | |
| Jabatan/ <i>Position</i> | : | Direktur Keuangan & Sumber Daya Manusia /
<i>Finance & Human Resource Director</i> | |

Menyatakan bahwa:

Stated that:

- | | |
|--|--|
| 1. Direksi bertanggung jawab atas penyusunan dan penyajian Laporan Keuangan Konsolidasian. | 1. <i>The Board of Directors are responsible for the preparation and presentation of the Consolidated Financial Statements.</i> |
| 2. Laporan Keuangan Konsolidasian telah disusun dan disajikan sesuai dengan Standar Akuntansi Keuangan di Indonesia. | 2. <i>The Consolidated Financial Statements have been prepared and presented in accordance with Indonesian Financial Accounting Standards.</i> |
| a. Semua informasi dalam Laporan Keuangan Konsolidasian telah dimuat secara lengkap dan benar; | a. <i>All information contained in the Consolidated Financial Statement is complete and correct;</i> |
| b. Laporan Keuangan Konsolidasian tidak mengandung informasi atau fakta material yang tidak benar dan tidak menghilangkan informasi atau fakta material. | b. <i>The Consolidated Financial Statements do not contains misleading material information or facts, and do not omit material information or facts.</i> |
| 3. Kami bertanggung jawab atas sistem pengendalian internal Perusahaan dan entitas anak. | 3. <i>We are responsible for the internal control system of the Company and subsidiary.</i> |

Demikianlah pernyataan ini dibuat dengan sebenarnya.

The statement is made truthfully.

Jakarta, 5 Juni/June 2024



Chairani Rachmatullah
Direktur Utama/
President Director

Martono
Direktur Keuangan & Sumber Daya Manusia/
Finance & Human Resource Director



**LAPORAN AUDITOR INDEPENDEN
KEPADA PARA PEMEGANG SAHAM**

**INDEPENDENT AUDITORS' REPORT
TO THE SHAREHOLDERS OF**

PT PRIMA LAYANAN NASIONAL ENJINIRING

Opini

Kami telah mengaudit laporan keuangan konsolidasian PT Prima Layanan Nasional Enjiniring dan entitas anaknya ("Grup"), yang terdiri dari laporan posisi keuangan konsolidasian tanggal 31 Desember 2023, serta laporan laba rugi dan penghasilan komprehensif lain konsolidasian, laporan perubahan ekuitas konsolidasian dan laporan arus kas konsolidasian untuk tahun yang berakhir pada tanggal tersebut, serta catatan atas laporan keuangan konsolidasian, termasuk informasi kebijakan akuntansi material.

Menurut opini kami, laporan keuangan konsolidasian terlampir menyajikan secara wajar, dalam semua hal yang material, posisi keuangan konsolidasian Grup tanggal 31 Desember 2023, serta kinerja keuangan konsolidasian dan arus kas konsolidasiannya untuk tahun yang berakhir pada tanggal tersebut, sesuai dengan Standar Akuntansi Keuangan di Indonesia.

Basis opini

Kami melaksanakan audit kami berdasarkan Standar Audit yang ditetapkan oleh Institut Akuntan Publik Indonesia. Tanggung jawab kami menurut standar tersebut diuraikan lebih lanjut dalam paragraf "Tanggung jawab auditor terhadap audit atas laporan keuangan konsolidasian" pada laporan kami. Kami independen terhadap Grup berdasarkan ketentuan etika yang relevan dalam audit kami atas laporan keuangan konsolidasian di Indonesia, dan kami telah memenuhi tanggung jawab etika lainnya berdasarkan ketentuan tersebut. Kami yakin bahwa bukti audit yang telah kami peroleh adalah cukup dan tepat untuk menyediakan suatu basis bagi opini audit kami.

Tanggung jawab manajemen dan pihak yang bertanggung jawab atas tata kelola terhadap laporan keuangan konsolidasian

Manajemen bertanggung jawab atas penyusunan dan penyajian wajar laporan keuangan konsolidasian tersebut sesuai dengan Standar Akuntansi Keuangan di Indonesia, dan atas pengendalian internal yang dianggap perlu oleh manajemen untuk memungkinkan penyusunan laporan keuangan konsolidasian yang bebas dari kesalahan penyajian material, baik yang disebabkan oleh kecurangan maupun kesalahan.

Opinion

We have audited the consolidated financial statements of PT Prima Layanan Nasional Enjiniring and its subsidiary (the "Group"), which comprise the consolidated statement of financial position as at 31 December 2023, and the consolidated statement of profit or loss and other comprehensive income, consolidated statement of changes in equity and consolidated statement of cash flows for the year then ended, and notes to the consolidated financial statements, including material accounting policy information.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of the Group as at 31 December 2023, and its consolidated financial performance and its consolidated cash flows for the year then ended, in accordance with Indonesian Financial Accounting Standards.

Basis for opinion

We conducted our audit in accordance with Standards on Auditing established by the Indonesian Institute of Certified Public Accountants. Our responsibilities under those standards are further described in the "Auditors' responsibilities for the audit of the consolidated financial statements" paragraph of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the consolidated financial statements in Indonesia, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of management and those charged with governance for the consolidated financial statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with Indonesian Financial Accounting Standards, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

Kantor Akuntan Publik Rintis, Jumadi, Rianto & Rekan

WTC 3, Jl. Jend. Sudirman Kav. 29-31, Jakarta 12920 – Indonesia

T: +62 (21) 5099 2901 / 3119 2901, F: +62 (21) 5290 5555 / 5290 5050, www.pwc.com/id



Dalam penyusunan laporan keuangan konsolidasian, manajemen bertanggung jawab untuk menilai kemampuan Grup dalam mempertahankan kelangsungan usahanya, mengungkapkan, sesuai dengan kondisinya, hal-hal yang berkaitan dengan kelangsungan usaha, dan menggunakan basis akuntansi kelangsungan usaha, kecuali manajemen memiliki intensi untuk melikuidasi Grup atau menghentikan operasi, atau tidak memiliki alternatif yang realistis selain melaksanakannya.

Pihak yang bertanggung jawab atas tata kelola bertanggung jawab untuk mengawasi proses pelaporan keuangan Grup.

Tanggung jawab auditor terhadap audit atas laporan keuangan konsolidasian

Tujuan kami adalah untuk memperoleh keyakinan memadai tentang apakah laporan keuangan konsolidasian secara keseluruhan bebas dari kesalahan penyajian material, baik yang disebabkan oleh kecurangan maupun kesalahan, dan untuk menerbitkan laporan auditor yang mencakup opini kami. Keyakinan memadai merupakan suatu tingkat keyakinan tinggi, namun bukan merupakan suatu jaminan bahwa audit yang dilaksanakan berdasarkan Standar Audit akan selalu mendeteksi kesalahan penyajian material ketika hal tersebut ada. Kesalahan penyajian dapat disebabkan oleh kecurangan maupun kesalahan dan dianggap material jika, baik secara individual maupun secara agregat, dapat diekspektasikan secara wajar akan memengaruhi keputusan ekonomi yang diambil oleh pengguna berdasarkan laporan keuangan konsolidasian tersebut.

Sebagai bagian dari suatu audit berdasarkan Standar Audit, kami menerapkan pertimbangan profesional dan mempertahankan skeptisisme profesional selama audit. Kami juga:

- Mengidentifikasi dan menilai risiko kesalahan penyajian material dalam laporan keuangan konsolidasian, baik yang disebabkan oleh kecurangan maupun kesalahan, mendesain dan melaksanakan prosedur audit yang responsif terhadap risiko tersebut, serta memperoleh bukti audit yang cukup dan tepat untuk menyediakan basis bagi opini kami. Risiko tidak terdeteksinya kesalahan penyajian material yang disebabkan oleh kecurangan lebih tinggi dari yang disebabkan oleh kesalahan, karena kecurangan dapat melibatkan kolusi, pemalsuan, penghilangan secara sengaja, pernyataan salah, atau pengabaian pengendalian internal.
- Memperoleh suatu pemahaman tentang pengendalian internal yang relevan dengan audit untuk mendesain prosedur audit yang tepat sesuai dengan kondisinya, tetapi bukan untuk tujuan menyalakan opini atas keefektifitasan pengendalian internal Grup.

In preparing the consolidated financial statements, management is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Group's financial reporting process.

Auditors' responsibilities for the audit of the consolidated financial statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Standards on Auditing will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with Standards on Auditing, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- *Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.*
- *Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.*



- Mengevaluasi ketepatan kebijakan akuntansi yang digunakan serta kewajaran estimasi akuntansi dan pengungkapan terkait yang dibuat oleh manajemen.
- Menyimpulkan ketepatan penggunaan basis akuntansi kelangsungan usaha oleh manajemen dan, berdasarkan bukti audit yang diperoleh, apakah terdapat suatu ketidakpastian material yang terkait dengan peristiwa atau kondisi yang dapat menyebabkan keraguan signifikan atas kemampuan Grup untuk mempertahankan kelangsungan usahanya. Ketika kami menyimpulkan bahwa terdapat suatu ketidakpastian material, kami diharuskan untuk menarik perhatian dalam laporan auditor kami ke pengungkapan terkait dalam laporan keuangan konsolidasian atau, jika pengungkapan tersebut tidak memadai, harus menentukan apakah perlu untuk memodifikasi opini kami. Kesimpulan kami didasarkan pada bukti audit yang diperoleh hingga tanggal laporan auditor kami. Namun, peristiwa atau kondisi masa depan dapat menyebabkan Grup tidak dapat mempertahankan kelangsungan usaha.
- Mengevaluasi penyajian, struktur, dan isi laporan keuangan konsolidasian secara keseluruhan, termasuk pengungkapannya, dan apakah laporan keuangan konsolidasian mencerminkan transaksi dan peristiwa yang mendasarinya dengan suatu cara yang mencapai penyajian wajar.
- Memperoleh bukti audit yang cukup dan tepat terkait informasi keuangan entitas atau aktivitas bisnis dalam Grup untuk menyatakan opini atas laporan keuangan konsolidasian. Kami bertanggung jawab atas arahan, supervisi dan pelaksanaan audit grup. Kami tetap bertanggung jawab sepenuhnya atas opini audit kami.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

Kami mengomunikasikan kepada pihak yang bertanggung jawab atas tata keola mengenai, antara lain, ruang lingkup dan saat yang direncanakan atas audit serta temuan audit signifikan, termasuk setiap defisiensi signifikan dalam pengendalian internal yang teridentifikasi oleh kami selama audit.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

JAKARTA
5 Juni/June 2024


Firmān Sababāt, CPA
Izin Akuntan Publik/Public Accountant License No. AP.1789



PwC Laporan Tahunan 2023
url: <https://www.pwc.com/id/2024/1457/40/106/1789>
31/6/2024

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 1/1 Schedule

LAPORAN POSISI KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023
(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

CONSOLIDATED STATEMENT OF FINANCIAL POSITION
31 DECEMBER 2023
(Expressed in millions of Rupiah, unless otherwise stated)

	Catatan/ Notes	2023	2022	
ASET				ASSETS
ASET LANCAR				CURRENT ASSETS
Kas dan setara kas	7	453,269	510,298	<i>Cash and cash equivalents</i>
Rekening bank yang dibatasi penggunaannya	8	9,414	366	<i>Restricted cash in banks</i>
Piutang usaha	9			<i>Trade receivables</i>
- Pihak berelasi		360,686	97,188	<i>Related parties -</i>
- Pihak ketiga		2,702	4,038	<i>Third parties -</i>
Piutang lain-lain	10			<i>Other receivables</i>
- Pihak berelasi		78,129	21,842	<i>Related parties -</i>
- Pihak ketiga		8,667	2,037	<i>Third parties -</i>
Piutang sewa pembiayaan	11	39,523	35,092	<i>Finance lease receivables</i>
Aset kontrak	12			<i>Contract assets</i>
- Pihak berelasi		146,242	112,483	<i>Related parties -</i>
- Pihak ketiga		38,880	9,380	<i>Third parties -</i>
Pajak dibayar di muka	22a	12,347	59,282	<i>Prepaid taxes</i>
Biaya dibayar di muka dan uang muka		9,346	4,215	<i>Prepaid expenses and advances</i>
Jumlah Aset Lancar		1,159,205	856,221	<i>Total Current Assets</i>
ASET TIDAK LANCAR				NON-CURRENT ASSETS
Rekening bank yang dibatasi penggunaannya	8	16,749	16,749	<i>Restricted cash in banks</i>
Piutang sewa pembiayaan	11	108,140	147,663	<i>Finance lease receivables</i>
Investasi pada ventura bersama	13	13,949	12,373	<i>Investments in joint venture</i>
Aset tetap		9,898	11,245	<i>Fixed assets</i>
Pajak dibayar di muka	22a	23,459	23,407	<i>Prepaid taxes</i>
Biaya dibayar di muka dan uang muka		14	181	<i>Prepaid expenses and advances</i>
Aset tak berwujud		6,093	5,489	<i>Intangible assets</i>
Aset tidak lancar lainnya		2,852	9,074	<i>Other non-current assets</i>
Jumlah Aset Tidak Lancar		181,154	226,181	<i>Total Non-Current Assets</i>
JUMLAH ASET		1,340,359	1,082,402	TOTAL ASSETS

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 1/2 Schedule

**LAPORAN POSISI KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023**
(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**CONSOLIDATED STATEMENT OF FINANCIAL POSITION
31 DECEMBER 2023**
(Expressed in millions of Rupiah, unless otherwise stated)

	<u>Catatan/ Notes</u>	<u>2023</u>	<u>2022</u>	
LIABILITAS DAN EKUITAS				LIABILITIES AND EQUITY
LIABILITAS JANGKA PENDEK				CURRENT LIABILITIES
Utang usaha	14	-	402	Trade payables
- Pihak berelasi		-	-	Related parties -
- Pihak ketiga		146,369	56,706	Third parties -
Uang muka dari pelanggan	15	-	-	Advances from customer
- Pihak berelasi		9,843	13,626	Related parties -
- Pihak ketiga		7,960	-	Third parties -
Utang lain-lain		10,167	5,851	Other payables
Liabilitas kontrak	16	-	-	Contract liabilities
- Pihak berelasi		136,812	78,570	Related parties -
- Pihak ketiga		1,828	2,170	Third parties -
Utang pajak	22b	-	-	Taxes payable
- Pajak penghasilan badan		110	17,259	Corporate income taxes -
- Pajak lainnya		61,975	20,230	Other taxes -
Biaya masih harus dibayar	17	41,439	45,933	Accrued expenses
Liabilitas sewa		8,440	1,692	Lease liabilities
Liabilitas imbalan pasca kerja jangka pendek	23	4,148	2,195	Short-term post-employment benefit obligation
Pinjaman jangka panjang yang jatuh tempo dalam satu tahun		-	24,008	Current maturity of long-term loan
Jumlah Liabilitas Jangka Pendek		<u>429,091</u>	<u>268,642</u>	Total Current Liabilities
LIABILITAS JANGKA PANJANG				NON-CURRENT LIABILITIES
Liabilitas imbalan pasca kerja	23	57,097	35,667	Post-employment benefit obligation
Utang lain-lain		119	330	Other payables
Jumlah Liabilitas Jangka Panjang		<u>57,216</u>	<u>35,997</u>	Total Non-Current Liabilities
JUMLAH LIABILITAS		<u>486,307</u>	<u>304,639</u>	TOTAL LIABILITIES
EKUITAS				EQUITY
Modal saham - nilai nominal Rp1.000 (nilai penuh) per saham; modal dasar - 25.000.000 saham; ditempatkan dan disetor penuh - 25.000.000 saham	18	25,000	25,000	Share capital - par value of Rp1,000 (full amount) per share; authorised - 25,000,000 shares; issued and fully paid - 25,000,000 shares
Saldo laba		-	-	Retained earnings
- Ditentukan penggunaannya		5,169	5,169	Appropriated -
- Belum ditentukan penggunaannya		802,452	741,894	Unappropriated -
Tambahan modal disetor (Rugi)/penghasilan komprehensif lain		40,609	3,652	Additional paid-in capital Other comprehensive (loss)/income
		(19,178)	2,048	
Ekuitas yang dapat diatribusikan kepada pemilik entitas induk		<u>854,052</u>	<u>777,763</u>	Equity attributable to owner of the Group
Kepentingan nonpengendali		-	-	Non-controlling interests
JUMLAH EKUITAS		<u>854,052</u>	<u>777,763</u>	TOTAL EQUITY
JUMLAH LIABILITAS DAN EKUITAS		<u>1,340,359</u>	<u>1,082,402</u>	TOTAL LIABILITIES AND EQUITY

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 2 Schedule

**LAPORAN POSISI LABA RUGI DAN PENGHASILAN
KOMPREHENSIF LAIN KONSOLIDASIAN
UNTUK TAHUN YANG BERAKHIR
31 DESEMBER 2023**
(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**CONSOLIDATED STATEMENT OF PROFIT OR LOSS AND
OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED
31 DECEMBER 2023**
(Expressed in millions of Rupiah, unless otherwise stated)

	<u>Catatan/ Notes</u>	<u>2023</u>	<u>2022</u>	
PENDAPATAN	19	867,837	536,296	REVENUES
BEBAN POKOK PENDAPATAN	20	<u>(570,876)</u>	<u>(307,330)</u>	COST OF REVENUES
LABA BRUTO		296,961	228,966	GROSS PROFIT
BEBAN USAHA	21	<u>(184,555)</u>	<u>(153,090)</u>	OPERATING EXPENSES
LABA USAHA		<u>112,406</u>	<u>75,876</u>	OPERATING INCOME
Penghasilan bunga		13,864	10,362	<i>Finance income</i>
Laba investasi pada ventura bersama	13	1,576	909	<i>Gain on investment in joint ventures</i>
Beban bunga		(518)	(5,212)	<i>Interest expenses</i>
(Beban)/pendapatan lain-lain - bersih		<u>(7,716)</u>	<u>10,113</u>	<i>Others (expense)/income - net</i>
LABA SEBELUM PAJAK		119,612	92,048	PROFIT BEFORE TAX
BEBAN PAJAK PENGHASILAN	22c	<u>(13,097)</u>	<u>(9,241)</u>	INCOME TAX EXPENSES
LABA TAHUN BERJALAN		<u>106,515</u>	<u>82,807</u>	PROFIT FOR THE YEAR
(Rugi)/penghasilan komprehensif lain tahun berjalan				<i>Other comprehensive (loss)/income for the year</i>
Pos-pos yang tidak akan direklasifikasi ke laba rugi:				<i>Items that will not be subsequently reclassified to profit or loss:</i>
Pengukuran kembali imbalan pasca kerja karyawan	23	(15,596)	511	<i>Remeasurement of post- employment benefit obligation</i>
Pengukuran kembali nilai wajar atas investasi saham		<u>(5,630)</u>	<u>2,716</u>	<i>Remeasurement of fair value of investments in shares</i>
		<u>(21,226)</u>	<u>3,227</u>	
JUMLAH PENGHASILAN KOMPREHENSIF TAHUN BERJALAN		<u>85,289</u>	<u>86,034</u>	TOTAL COMPREHENSIVE INCOME FOR THE YEAR
Laba tahun berjalan diatribusikan kepada:				<i>Profit for the year attributable to:</i>
Pemilik entitas induk		106,515	82,807	<i>Owners of the parent entity</i>
Kepentingan nonpengendali		<u>-</u>	<u>-</u>	<i>Non-controlling interest</i>
JUMLAH		<u>106,515</u>	<u>82,807</u>	TOTAL
Jumlah penghasilan komprehensif tahun berjalan diatribusikan kepada:				<i>Total comprehensive income for the year attributable to:</i>
Pemilik entitas induk		85,289	86,034	<i>Owners of the parent entity</i>
Kepentingan nonpengendali		<u>-</u>	<u>-</u>	<i>Non-controlling interest</i>
JUMLAH		<u>85,289</u>	<u>86,034</u>	TOTAL

PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY

Lampiran 3 Schedule

LAPORAN PERUBAHAN EKUITAS KONSOLIDASIAN
UNTUK TAHUN YANG BERAKHIR
31 DESEMBER 2023

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

CONSOLIDATED STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED
31 DECEMBER 2023

(Expressed in millions of Rupiah, unless otherwise stated)

Catatan/ Notes	Modal ditempatkan disetor/ Issued and paid-up capital	Tambahkan modal disetor/ Additional paid-up capital	Saldo laba/Retained earnings		Komponen ekuitas lain/ Other components of equity						Kepentingan nonpengendali/ Non-controlling interest	Jumlah ekuitas/ Total equity	Balance as at 1 January 2022
			Ditemukan penggunaannya/ Appropriated	Belum ditentukan penggunaannya/ Unappropriated	Pengukuran kembali imbalan pasca kerja karyawan/ Remeasurement of post-employment benefit obligation	Perubahan nilai keuangan pada nilai wajar kembali nilai wajar kembali penghasilan komprehensif lainnya/ Changes in fair value of financial assets measured at fair value through other comprehensive income	Ekuitas yang dapat diatribusikan kepada pemilik entitas induk/ Equity attributable to owners of the parent entity	Ekuitas merging entity/ Equity merging entity	Ekuitas yang dapat diatribusikan kepada pemilik entitas induk/ Equity attributable to owners of the parent entity				
Saldo per 1 Januari 2022	25,000	-	5,169	729,811	(7,511)	6,422	99,632	858,523	15	858,538		Balance as at 1 January 2022	
Dividen tunai	-	-	-	(69,872)	-	-	-	(69,872)	-	(69,872)		Cash dividend	
Laba tahun berjalan	-	-	-	81,955	-	-	852	82,807	-	82,807		Profit for the year	
Jumlah penghasilan komprehensif tahun berjalan	-	-	-	-	511	2,716	-	3,227	-	3,227		Total comprehensive income for the year	
Perbedaan dari nilai kombinasi bisnis entitas sepengendali	-	3,652	-	-	(80)	-	(100,484)	(96,922)	(15)	(96,937)		Difference in value of business combination transaction of entity under common control	
Saldo per 31 Desember 2022	25,000	-	5,169	741,894	(7,030)	9,138	-	777,763	-	777,763		Balance as at 31 December 2022	
Dividen tunai	-	-	-	(9,000)	-	-	-	(9,000)	-	(9,000)		Cash dividend	
Laba tahun berjalan	-	-	-	106,515	-	-	-	106,515	-	106,515		Profit for the year	
Jumlah penghasilan komprehensif tahun berjalan	-	-	-	-	(15,586)	(5,630)	-	(21,226)	-	(21,226)		Total comprehensive income for the year	
Reklasifikasi tambahan modal disetor karena pelepasan entitas anak	-	36,957	-	(36,957)	-	-	-	-	-	-		Reclassification of addition paid-in capital due to divestment of subsidiary	
Saldo per 31 Desember 2023	25,000	-	5,169	802,452	(22,686)	3,508	-	854,052	-	854,052		Balance as at 31 December 2023	

Catatan atas laporan keuangan konsolidasian merupakan bagian yang tidak
terpisahkan dari laporan keuangan konsolidasian.

The accompanying notes to the consolidated financial statements form an integral
part of the consolidated financial statements.

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 4/1 Schedule

**LAPORAN ARUS KAS KONSOLIDASIAN
UNTUK TAHUN YANG BERAKHIR
31 DESEMBER 2023**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

	2023	2022	
			CASH FLOW FROM OPERATING ACTIVITIES
ARUS KAS DARI AKTIVITAS OPERASI			Profit before tax
Laba sebelum pajak	119,612	92,048	
Penyesuaian untuk merekonsiliasi laba sebelum pajak:			<i>Adjustments to reconcile profit before tax:</i>
Laba investasi pada ventura bersama	(1,576)	(909)	<i>Gain on investments in joint ventures</i>
Pendapatan dividen dari investasi saham	-	(750)	<i>Dividend income from investment in shares</i>
Beban imbalan pasca kerja	10,517	7,830	<i>Post-employment benefit expense</i>
Penyisihan/(pemulihan) untuk penurunan nilai piutang usaha dan piutang lain-lain - neto	339	(15,531)	<i>Net allowances for impairment/(recovery) of trade and other receivables</i>
Penyusutan aset tetap dan aset hak guna	12,575	15,459	<i>Depreciation of fixed assets and right-of-use assets</i>
Amortisasi perangkat lunak	5,531	8,184	<i>Amortisation of software</i>
Beban bunga	518	5,212	<i>Interest expenses</i>
Penghasilan bunga	(13,864)	(10,362)	<i>Finance income</i>
Arus kas operasi sebelum perubahan modal kerja	<u>133,652</u>	<u>101,181</u>	<i>Operating cash flows before changes in working capital</i>
Perubahan modal kerja:			<i>Changes in working capital:</i>
Piutang usaha	(262,501)	(26,777)	<i>Trade receivables</i>
Piutang lain-lain	(62,917)	(31,672)	<i>Other receivables</i>
Aset kontrak	(63,259)	6,900	<i>Contract assets</i>
Pajak dibayar di muka	20,451	(9,066)	<i>Prepaid taxes</i>
Biaya dibayar di muka dan uang muka	(4,964)	946	<i>Prepaid expenses and advances</i>
Aset tak berwujud	(6,135)	(5,369)	<i>Intangible assets</i>
Aset tidak lancar lainnya	592	668	<i>Other non-current assets</i>
Utang usaha	89,261	25,040	<i>Trade payables</i>
Uang muka dari pelanggan	4,177	(4,757)	<i>Advances from customer</i>
Utang lain-lain	4,105	1,146	<i>Other payables</i>
Liabilitas kontrak	57,900	(21,064)	<i>Contract liabilities</i>
Utang pajak lainnya	41,745	6,701	<i>Other taxes payable</i>
Biaya masih harus dibayar	(4,494)	(10,887)	<i>Accrued expenses</i>
Penempatan rekening bank yang dibatasi penggunaannya	(9,385)	(366)	<i>Placement of restricted cash in banks</i>
Penarikan rekening bank yang dibatasi penggunaannya	337	6,189	<i>Withdrawal of restricted cash in banks</i>
Penerimaan dari pelanggan atas piutang sewa pembiayaan	35,092	31,158	<i>Receipts from customers of finance lease receivables</i>
Penerimaan restitusi pajak pertambahan nilai	26,432	19,089	<i>Restitution of value added tax</i>
Pembayaran bunga	(518)	(5,212)	<i>Payments for interest expenses</i>
Penerimaan bunga	13,864	10,362	<i>Interest received</i>
Pembayaran imbalan pasca kerja	(2,730)	(2,285)	<i>Payments of post-employment benefit</i>
Pembayaran pajak penghasilan badan	(30,246)	(10,723)	<i>Payments of corporate income tax</i>
Kas bersih diperoleh dari aktivitas operasi	<u>(19,541)</u>	<u>81,202</u>	<i>Net cash provided by operating activities</i>
			CASH FLOW FROM INVESTING ACTIVITIES
ARUS KAS DARI AKTIVITAS INVESTASI			<i>Disposal of fixed asset</i>
Pelepasan aset tetap	111	-	<i>Acquisition of fixed asset</i>
Perolehan aset tetap	(599)	-	<i>Cash receipts of business combination entity under common control - net</i>
Penerimaan kas atas transaksi kombinasi bisnis entitas sepengendali - neto	-	65,384	<i>Receipts of dividends</i>
Penerimaan dividen	-	1,050	
Kas bersih (digunakan)/diperoleh untuk aktivitas investasi	<u>(488)</u>	<u>66,434</u>	<i>Net cash (used)/provided by investing activities</i>

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 4/2 Schedule

**LAPORAN ARUS KAS KONSOLIDASIAN
UNTUK TAHUN YANG BERAKHIR
31 DESEMBER 2023**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

	2023	2022	
ARUS KAS DARI AKTIVITAS PENDANAAN			CASH FLOW FROM FINANCING ACTIVITIES
Pembayaran liabilitas sewa	(3,992)	(7,750)	<i>Payments of lease liabilities</i>
Pembayaran atas pinjaman jangka panjang	(24,008)	(32,011)	<i>Payments for long-term loan</i>
Pembayaran dividen	(9,000)	(69,872)	<i>Payment of dividends</i>
Kas bersih digunakan untuk aktivitas pendanaan	(37,000)	(109,633)	<i>Net cash used in financing activities</i>
(PENURUNAN)/KENAIKAN BERSIH KAS DAN SETARA KAS	(57,029)	38,003	NET (DECREASE)/INCREASE IN CASH AND CASH EQUIVALENTS
KAS DAN SETARA KAS AWAL TAHUN	510,298	472,295	CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR
KAS DAN SETARA KAS AKHIR TAHUN	453,269	510,298	CASH AND CASH EQUIVALENTS AT END OF YEAR

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 5/1 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

1. UMUM

a. Pendirian dan informasi umum

PT Prima Layanan Nasional Enjiniring ("Perusahaan") didirikan di Jakarta berdasarkan Akta Notaris No. 9 tanggal 3 Oktober 2002 dari Haryanto S.H., notaris di Jakarta. Akta pendirian ini disahkan oleh Kementerian Kehakiman dan Hak Asasi Manusia dalam Surat Keputusan No.C-00184.HT.01.01TH.2003 tanggal 6 Januari 2003 serta diumumkan dalam Berita Negara No. 19, Tambahan No. 1891 tanggal 7 Maret 2003.

Akta Notaris Perusahaan telah mengalami beberapa kali perubahan, terakhir dengan Akta Notaris No. 307 tanggal 31 Januari 2023 dari Monadha, S.H., M.Kn., mengenai persetujuan rencana kerja dan anggaran Perusahaan dan persetujuan kontrak manajemen.

Perusahaan berdomisili di Jakarta. Kantor pusat berkedudukan di Jalan KS Tubun I No. 2, Jakarta. Perusahaan merupakan entitas anak Perusahaan Perseroan (Persero) PT Perusahaan Listrik Negara ("PLN"). Kegiatan komersial Perusahaan dimulai pada tanggal 1 Januari 2003.

Sesuai dengan Pasal 3 Anggaran Dasar Perusahaan, ruang lingkup kegiatan Perusahaan meliputi usaha enjiniring, pengadaan dan konstruksi, operasi dan pemeliharaan pada bidang ketenagalistrikan dan non-ketenagalistrikan. Aktivitas tersebut adalah sebagai berikut:

- a. Jasa konsultasi enjiniring dan atau manajemen proyek termasuk integrator proyek ketenagalistrikan;
- b. Studi sistem kelistrikan;
- c. Studi analisa mengenai dampak lingkungan ("AMDAL");
- d. Informasi teknologi;
- e. Pendidikan dan pelatihan;
- f. Penelitian dan pengembangan;
- g. Penyediaan tenaga listrik;
- h. Perencanaan, pengadaan dan pembangunan atau pemasangan (jasa konstruksi) bidang pembangkitan, transmisi dan atau distribusi listrik;
- i. Pemeliharaan dan atau pengoperasian bidang pembangkitan, transmisi dan atau distribusi;
- j. Pengolahan, penimbunan, transportasi, niaga, pengoperasian dan pemeliharaan instalasi minyak dan/atau gas bumi; dan
- k. Penyediaan atau manufaktur berbagai peralatan elektrikal untuk transmisi dan elektrikal untuk transmisi dan distribusi listrik.

Pada tanggal 31 Desember 2023 jumlah karyawan Perusahaan adalah sebanyak 799 dan pada tanggal 31 Desember 2022, jumlah karyawan Perusahaan dan entitas anaknya sebanyak 635 (tidak diaudit).

1. GENERAL

a. Establishment and general information

PT Prima Layanan Nasional Enjiniring ("the Company") was established in Jakarta based on Notarial Deed No. 9 dated 3 October 2002 of Haryanto S.H., a notary in Jakarta. The Deed of Establishment was approved by the Minister of Justice and Human Rights in Decision Letter No.C-00184.HT.01.01TH.2003 dated 6 January 2003 and was published in the State Gazette of the Republic of Indonesia No. 19, Supplement No. 1891 dated 7 March 2003.

The Company's Notarial Deed have been amended several times, recently by Notarial Deed No. 307 dated 31 January 2023 of Mondha, S.H., M.Kn., related to approval of the the Company's work plan and budget and approval of management contract.

The Company is domiciled in Jakarta. The headquarters is located in Jalan KS Tubun I No. 2, Jakarta. The Company is a subsidiary of Perusahaan Perseroan (Persero) PT Perusahaan Listrik Negara ("PLN"). The commercial activity of the Company started on 1 January 2003.

In accordance with Article 3 of the Company's Articles of Association, the scope of the Company's activities encompasses engineering, procurement and construction, operation and maintenance within the electricity and non electricity sectors. The activities are as follows:

- a. Engineering consultancy services and/or project management including services related to project integrator electricity;*
- b. Study of electrical systems;*
- c. Study of environmental impact analysis ("EIA");*
- d. Information technology;*
- e. Education and training;*
- f. Research and development;*
- g. Electricity supply;*
- h. Planning, procurement and construction or installation (construction services) of the generation, transmission and/or distribution of electricity;*
- i. Maintenance and/or operation of the generation, transmission and/or distribution;*
- j. Processing, stockpiling, transportation, trade, installation operation and maintenance of oil and/or gas; and*
- k. Provision or manufacturing of various items of electrical equipment for electrical transmission and also for the transmission and distribution of electricity.*

As at 31 December 2023 total number of employees was 799 and as at 31 December 2022, the Company and its subsidiary total number of employees was 635 (unaudited), respectively.

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 5/2 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

1. UMUM (lanjutan)

b. Susunan pengurus dan informasi lain

Susunan Dewan Komisaris Perusahaan adalah sebagai berikut:

	2023
<u>Komisaris</u>	
Komisaris Utama	Bob Saril
Komisaris	M.R. Karliansyah
Komisaris	Edward Siagian
Komisaris	Fritz Edward Siregar

Susunan Dewan Direksi Perusahaan adalah sebagai berikut:

	2023
<u>Direktur</u>	
Direktur Utama	Chairani Rachmatullah
Direktur	Martono
Direktur	Kurnia Rumdhony
Direktur	Muhammad Firmansyah

Susunan Komite Audit Perusahaan adalah sebagai berikut:

	2023
<u>Komite Audit</u>	
Ketua	Edward Siagian
Sekretaris	Binara Nainggolan
Anggota	Risma Royani
Anggota	Rusdi Karim

c. Restrukturisasi entitas anak

Sesuai Keputusan Pemegang Saham di Luar Rapat Umum Pemegang Saham Perusahaan pada tanggal 31 Desember 2023, PLN selaku pemegang saham Perusahaan menyetujui pengalihan bisnis dari PT Rekadaya Elekrika Consult ("REC") ke Perusahaan dengan mengakuisisi sebagian aset dan liabilitas anak Perusahaan.

d. Entitas anak

Perusahaan memiliki entitas anak sebagai berikut:

Entitas anak/ <i>Subsidiary</i>	Domisili/ <i>Domicile</i>	Jenis usaha/ <i>Nature of business</i>	Persentase kepemilikan/ <i>Percentage of ownership (%)</i>		Tahun operasi komersial/ <i>Year of commercial operation</i>	Jumlah aset sebelum eliminasi/ <i>Total assets before elimination</i>	
			2023	2022		2023	2022
REC ¹⁾	Jakarta	Jasa supervisi dan konsultan <i>Supervision service and consultant</i>	-	99.99	2010	-	114,983

1) Perusahaan menjual 99.99% kepemilikan atas REC pada tahun 2023 ke ICON/The Company sold 99.99% of its ownership of REC in 2023 to ICON.

1. GENERAL (continued)

b. Management and other information

The composition of the Company's Board of Commissioners was as follows:

	2022	
		<u>Commissioner</u>
	Bob Saril	<i>President Commissioner</i>
	M.R. Karliansyah	<i>Commissioner</i>
	Edward Siagian	<i>Commissioner</i>
	Fritz Edward Siregar	<i>Commissioner</i>

The composition of the Company's Board of Directors was as follows:

	2022	
		<u>Director</u>
	Chairani Rachmatullah	<i>President Director</i>
	Martono	<i>Director</i>
	Kurnia Rumdhony	<i>Director</i>
	Muhammad Firmansyah	<i>Director</i>

The composition of the Company's Audit Committee was as follows:

	2022	
		<u>Audit Committee</u>
	Edward Siagian	<i>Chairman</i>
	Bowo Setiadji	<i>Secretary</i>
	Risma Royani	<i>Member</i>
	Julita Safitri Ewani	<i>Member</i>

c. Restructuring of subsidiary

According to Shareholder Resolution outside the Company's General Meeting of Shareholders dated on 31 December 2023, PLN as the Company's shareholder approved the transfer of business from PT Rekadaya Elekrika Consult ("REC") to the Company by acquiring several assets and liabilities from the subsidiary.

d. Subsidiary

The Company has the following subsidiary:

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 5/3 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

2. PENERAPAN STANDAR AKUNTANSI KEUANGAN YANG BARU, REVISI, AMENDEMENT DAN PENYESUAIAN TAHUNAN

Penerapan dari amendemen terhadap standar akuntansi, yang berlaku efektif sejak tanggal 1 Januari 2023 tidak menyebabkan perubahan signifikan atas kebijakan akuntansi Grup dan tidak memberikan dampak yang material terhadap jumlah yang dilaporkan di laporan keuangan konsolidasian pada tahun berjalan:

- Amendemen PSAK No. 1, "Penyajian Laporan Keuangan - Definisi Material";
- Amendemen PSAK No. 16, "Aset Tetap - Hasil Sebelum Penggunaan yang Diintensikan";
- Amendemen PSAK No. 25, "Kebijakan Akuntansi, Perubahan Estimasi Akuntansi dan Kesalahan - Definisi Estimasi Akuntansi";
- Amendemen PSAK No. 46, "Pajak Penghasilan - Pajak Tanggungan terkait Aset dan Liabilitas yang Timbul dari Transaksi Tunggal";
- Amendemen PSAK No. 46, "Pajak Penghasilan - Reformasi Pajak Internasional - Ketentuan Model Pilar Dua"; dan

Standar dan interpretasi standar akuntansi baru tertentu telah dikeluarkan tetapi tidak wajib diterapkan pada tahun yang berakhir 31 Desember 2023 dan belum diterapkan secara dini oleh Grup.

Efektif 1 Januari 2024:

- Amendemen PSAK No. 1, "Penyajian Laporan Keuangan - Klasifikasi Kewajiban sebagai Lancar atau Tidak Lancar";
- Amendemen PSAK No. 1, "Penyajian Laporan Keuangan - Liabilitas Jangka Panjang dengan Kovenan";
- Amendemen PSAK No. 2, "Laporan Arus Kas";
- Amendemen PSAK No. 60, "Instrumen Keuangan: Pengungkapan" - Pengaturan Pembiayaan Pemasok; dan
- Amendemen PSAK No. 73, "Sewa" - Sewa terhadap Jual dan Sewa-balik.

Efektif 1 Januari 2025:

- Amendemen PSAK No. 10, "Pengaruh Perubahan Kurs Valuta Asing" - Kekurangan Ketertukaran;
- PSAK No. 74 "Kontrak Asuransi"; dan
- Amendemen PSAK No. 74, "Kontrak Asuransi" tentang Penerapan Awal PSAK No. 74 dan PSAK No. 71 - Informasi Komparatif.

Pada tanggal penerbitan laporan keuangan konsolidasian ini, Grup sedang mempelajari dampak yang mungkin timbul dari penerapan standar baru, amendemen dan interpretasi pada laporan keuangan konsolidasian Grup.

Mulai dari 1 Januari 2024, referensi terhadap masing-masing PSAK dan ISAK akan diubah sesuai dengan penerbitan oleh Dewan Standar Akuntansi Keuangan Institut Akuntan Indonesia.

2. ADOPTION OF NEW, REVISION, AMENDMENTS AND ANNUAL IMPROVEMENTS OF FINANCIAL ACCOUNTING STANDARDS

The adoption of the following amendments to accounting standards which are effective from 1 January 2023 did not result in substantial changes to the Group's accounting policies and had no material effect on the amounts reported in the consolidated financial statements for the current year:

- Amendment of SFAS No. 1, "Presentation of Financial Statements - Definition of Material";
- Amendment of SFAS No. 16, "Property, Plant and Equipment - Proceeds before Intended Use";
- Amendment of SFAS No. 25, "Accounting Policies, Changes in Accounting Estimates and Errors - Definition of Accounting Estimates";
- Amendment of SFAS No. 46, "Income Taxes - Deferred Tax related to Assets and Liabilities arising from a Single Transaction";
- Amendment of SFAS No. 46, "Income Taxes - International Tax Reform - Pillar Two Model Rules; and

Certain new accounting standards and interpretations have been published that are not mandatory for the year ended 31 December 2023 and have not been adopted early by the Group.

Effective on 1 January 2024:

- Amendment of SFAS No. 1, "Presentation of Financial Statements - Classification of Liabilities as Current or Non-Current";
- Amendment of SFAS No. 1, "Presentation of Financial Statements - Non-Current Liabilities with Covenants";
- Amendment of SFAS No. 2, "Statement of Cash Flows";
- Amendment of SFAS No. 60, "Financial Instruments - Disclosures" - Supplier Finance arrangements; and
- Amendment of SFAS No. 73, "Leases" - Leases on Sale and Leaseback.

Effective on 1 January 2025:

- Amendment of SFAS No. 10, "The Effect of Changes in Foreign Exchange Rates" - lack of exchangeability;
- PSAK No. 74 "Insurance Contracts"; and
- Amendment of SFAS No. 74, "Insurance Contracts" regarding Initial Application of SFAS No. 74 and SFAS No. 71 - Comparative Information.

As at the issuance date of these consolidated financial statements, the Group is evaluating the potential impact of the new standards, amendments and interpretations on the Group's consolidated financial statements.

Beginning 1 January 2024, references to the individual SFAS and IFAS will be changed as published by the Financial Accounting Standards Board of Indonesian Institute of Accountants.

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 5/4 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

3. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL

Berikut ini adalah kebijakan akuntansi penting yang diterapkan dalam penyusunan laporan keuangan konsolidasian Grup. Kebijakan ini telah diaplikasikan secara konsisten terhadap semua tahun yang disajikan, kecuali dinyatakan lain.

a. Pernyataan kepatuhan

Laporan keuangan konsolidasian telah disusun dan disajikan sesuai dengan Standar Akuntansi Keuangan di Indonesia.

b. Dasar penyusunan laporan keuangan konsolidasian

Laporan keuangan konsolidasian, kecuali untuk laporan arus kas konsolidasian, disusun berdasarkan akrual basis. Laporan keuangan konsolidasian disusun dan disajikan berdasarkan asumsi kelangsungan usaha dan dengan pengukuran nilai historis, kecuali beberapa akun tertentu yang disusun berdasarkan kebijakan akuntansi terkait.

Laporan arus kas konsolidasian disusun dengan menggunakan metode tidak langsung dengan mengelompokkan arus kas ke dalam aktivitas operasi, investasi dan pendanaan.

Penyusunan laporan keuangan konsolidasian sesuai dengan Standar Akuntansi Keuangan di Indonesia mengharuskan penggunaan estimasi dan asumsi. Hal tersebut juga mengharuskan manajemen untuk membuat pertimbangan dalam proses penerapan kebijakan akuntansi Grup. Area yang kompleks atau memerlukan pertimbangan yang lebih tinggi atau area di mana asumsi dan estimasi dapat berdampak signifikan terhadap laporan keuangan diungkapkan di Catatan 4.

c. Prinsip-prinsip konsolidasian

i. Entitas anak

Konsolidasi

Entitas anak merupakan semua entitas (termasuk entitas bertujuan khusus), di mana Grup memiliki pengendalian. Grup mengendalikan suatu entitas ketika Grup memiliki hak atas imbal hasil variabel dari keterlibatannya dengan suatu entitas dan memiliki kemampuan untuk mempengaruhi imbal hasil tersebut melalui kekuasaannya atas entitas tersebut.

Entitas anak dikonsolidasi sejak tanggal pengendalian beralih kepada Grup dan tidak lagi dikonsolidasi sejak tanggal hilangnya pengendalian.

Saldo, transaksi, penghasilan, dan beban intra kelompok usaha dieliminasi. Keuntungan dan kerugian hasil dari transaksi intra kelompok usaha yang diakui dalam aset juga dieliminasi. Kebijakan akuntansi entitas anak telah diubah seperlunya untuk memastikan konsistensi penerapan kebijakan oleh Grup.

3. MATERIAL ACCOUNTING POLICY INFORMATION

Presented below are the significant accounting policies adopted in preparing the consolidated financial statements of the Group. These policies have been consistently applied to all of the years presented, unless otherwise stated.

a. Statement of compliance

The consolidated financial statements were prepared and presented in accordance with Indonesian Financial Accounting Standards.

b. Basis of preparation of the consolidated financial statements

The consolidated financial statements, except for the consolidated statements of cash flows, are prepared on the accrual basis. The preparation and presentation of the consolidated financial statements are based on going concern assumption and the measurement basis is historical cost, except for certain accounts that are prepared in accordance with the related accounting policies.

The consolidated statements of cash flows have been prepared using the indirect method by classifying cash flows on the basis of operating, investing and financing activities.

The preparation of consolidated financial statements in conformity with Indonesian Financial Accounting Standards requires the use of certain critical accounting estimates. It also requires management to exercise its judgment in the process of applying the Group's accounting policies. Areas involving a higher degree of judgment or complexity, or areas where assumptions and estimates are significant to the financial statements are disclosed in Note 4.

c. Principles of consolidation

i. Subsidiaries

Consolidation

Subsidiary is all the entities (including structured entities) over which the Group has control. The Group controls an entity when the Group is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power over the entity.

A subsidiary is consolidated from the date on which control is transferred to the Group and is de-consolidated from the date on which that control ceases.

Intragroup balances, transactions, income and expenses are eliminated. Profits and losses resulting from intragroup transactions that are recognised in assets are also eliminated. The accounting policies of subsidiary have been amended where necessary to ensure consistency with the policies adopted by the Group.

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 5/5 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

**3. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

c. Prinsip-prinsip konsolidasian (lanjutan)

ii. Pengaturan bersama

Menurut PSAK No. 66, "Pengaturan Bersama" diklasifikasikan sebagai operasi bersama atau ventura bersama bergantung pada hak dan kewajiban kontraktual para investor, bukan struktur hukum dari pengaturan bersama. Grup memiliki operasi bersama.

Untuk operasi bersama, Grup mengakui hak langsungnya atas aset, liabilitas, pendapatan dan beban operasi bersama dan bagian Grup atas aset, liabilitas, pendapatan dan beban yang dimiliki atau dihasilkan bersama.

iii. Perubahan kepemilikan atas entitas anak tanpa kehilangan pengendalian

Transaksi dengan kepentingan non-pengendali yang tidak mengakibatkan hilangnya pengendalian dicatat sebagai transaksi ekuitas. Selisih antara nilai wajar imbalan yang dibayarkan dan bagiannya atas jumlah tercatat aset neto yang diperoleh dicatat dalam ekuitas. Keuntungan atau kerugian atas pelepasan kepada kepentingan non-pengendali juga dicatat pada ekuitas.

iv. Pelepasan entitas anak

Ketika Grup kehilangan pengendalian atas entitas anak, Grup menghentikan pengakuan aset (termasuk setiap *goodwill*) dan liabilitas entitas anak pada nilai tercatatnya pada tanggal pengendalian hilang. Jumlah yang sebelumnya diakui dalam penghasilan komprehensif lain juga direklasifikasi ke laba rugi atau dialihkan secara langsung ke saldo laba jika disyaratkan oleh PSAK lain.

Sisa investasi pada entitas anak terdahulu diakui sebesar nilai wajarnya. Setiap perbedaan antara nilai tercatat sisa investasi pada tanggal hilangnya pengendalian dan nilai wajarnya diakui dalam laba rugi.

v. Akuntansi atas ventura bersama

Ventura bersama merupakan pengaturan bersama antara beberapa pihak yang melakukan kesepakatan pengendalian bersama yang memiliki hak atas aset neto pengaturan tersebut. Ventura bersama ini menggunakan metode ekuitas dikurangi kerugian penurunan nilai, jika ada.

- Akuisisi

Investasi pada ventura bersama pada awalnya diakui sebesar biaya perolehan. Biaya perolehan diukur berdasarkan nilai wajar aset yang diserahkan, instrumen ekuitas yang diterbitkan atau liabilitas yang timbul atau diambil alih pada tanggal akuisisi, ditambah biaya yang berhubungan langsung dengan akuisisi.

Goodwill pada akuisisi ventura bersama merupakan selisih lebih yang terkait dengan biaya perolehan investasi pada ventura bersama dengan bagian Grup atas nilai wajar aset neto teridentifikasi dari ventura bersama dan dimasukkan dalam jumlah tercatat investasi.

**3. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

c. Principles of consolidation (continued)

ii. Joint arrangements

Under SFAS No. 66, "Joint Arrangements" are classified as either joint operations or joint ventures depending on the contractual rights and obligations of each investor rather than the legal structure of the joint arrangement. The Group has joint operations.

For joint operations, the Group recognises its direct right to the assets, liabilities, revenues and expenses of joint operations and its share of any jointly held or incurred assets, liabilities, revenues and expenses.

iii. Changes in ownership interest in subsidiaries without loss of control

Transactions with non-controlling interests that do not result in a loss of control are accounted for as equity transactions. The difference between the fair value of any consideration paid and the relevant share acquired of the carrying amount of the net assets of the subsidiary is recorded in equity. Gains or losses on disposals to non-controlling interests are also recorded in equity.

iv. Disposal of subsidiaries

When the Group loses control of a subsidiary, the Group derecognises the assets (including any goodwill) and liabilities of the subsidiary at their carrying amounts as at the date on which control is lost. Amounts previously recognised in other comprehensive income are also reclassified to profit or loss, or transferred directly to retained earnings if required under other SFAS.

Any investment retained in the former subsidiary is recognised at its fair value. The difference between the carrying amount of the investment retained on the date when the control is lost and its fair value is recognised in profit or loss.

v. Accounting for a joint ventures

A joint venture is a joint arrangement in which the parties that share joint control have rights to the net assets of the arrangement. Joint ventures are accounted for using the equity method less impairment losses, if any.

- Acquisitions

Investment in a joint venture is initially recognised at cost. The cost of an acquisition is measured at the fair value of the assets transferred, the equity instruments issued or the liabilities incurred or assumed as at the date of exchange, plus costs directly attributable to the acquisition.

Goodwill on the acquisition a joint venture represents the excess of the cost of the acquisition a joint venture over the Group's share of the fair value of the identifiable net assets of a joint venture and is included in the carrying amount of the investment.

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 5/6 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

**3. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

c. Prinsip-prinsip konsolidasian (lanjutan)

v. Akuntansi atas ventura bersama (lanjutan)

- Akuisisi (lanjutan)

Dalam menerapkan metode ekuitas, bagian Grup atas laba rugi ventura bersama setelah perolehan diakui dalam laba rugi, dan bagian Grup atas penghasilan komprehensif lain setelah tanggal perolehan diakui dalam penghasilan komprehensif lain.

Perubahan dan penerimaan distribusi dari ventura bersama setelah tanggal perolehan disesuaikan terhadap nilai tercatat investasi.

Jika bagian Grup atas rugi ventura bersama sama dengan atau melebihi kepentingannya pada ventura bersama, termasuk piutang tidak lancar tanpa jaminan, maka Grup menghentikan pengakuan bagiannya atas rugi lebih lanjut, kecuali Grup memiliki kewajiban untuk melakukan pembayaran atau telah melakukan pembayaran atas nama ventura bersama.

- Metode ekuitas

Keuntungan yang belum direalisasi atas transaksi antara Grup dengan ventura bersama dieliminasi sebesar bagian Grup dalam ventura bersama tersebut. Kerugian yang belum direalisasi juga dieliminasi kecuali transaksi tersebut memberikan bukti penurunan nilai atas aset yang ditransfer. Kebijakan akuntansi ventura bersama akan disesuaikan, apabila diperlukan, agar konsisten dengan kebijakan akuntansi Grup.

Dividen yang akan diterima dari ventura bersama diakui sebagai pengurang jumlah tercatat investasi.

Pada setiap tanggal pelaporan, Grup menentukan apakah terdapat bukti objektif bahwa telah terjadi penurunan nilai atas investasi pada ventura bersama. Jika bukti tersebut ada, maka Grup menghitung besarnya penurunan nilai sebagai selisih antara jumlah yang terpulihkan dan nilai tercatat atas investasi pada ventura bersama dan mengakui selisih tersebut pada laba rugi.

- Pelepasan

Investasi pada ventura bersama dihentikan pengakuannya apabila Grup tidak lagi memiliki pengaruh signifikan. Grup mengukur investasi yang tersisa sebesar nilai wajar. Selisih antara jumlah tercatat investasi yang tersisa pada tanggal hilangnya pengaruh signifikan dan nilai wajarnya diakui dalam laba rugi.

**3. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

c. Principles of consolidation (continued)

v. Accounting for a joint ventures (continued)

- Acquisitions (continued)

In applying the equity method of accounting, the Group's share of its joint venture's post-acquisition profit or loss is recognised in profit or loss and its share of post-acquisition other comprehensive income is recognised in other comprehensive income.

These post-acquisition movements and distributions received from a joint venture are adjusted against the carrying amounts of the investment.

When the Group's share of the losses of a joint venture equal or exceeds its interest in a joint venture, including any other unsecured non-current receivables, the Group does not recognise further losses, unless it has obligations to make or has made payments on behalf of a joint venture.

- Equity method

Unrealised gains on transactions between the Group and a joint ventures are eliminated to the extent of the Group's interest in a joint venture. Unrealised losses are also eliminated unless the transaction provides evidence of the impairment of the asset being transferred. The accounting policies of a joint venture have been changed, where necessary, to ensure consistency with the accounting policies adopted by the Group.

Dividend receivables from a joint venture are recognised as reductions in the carrying amount of the investment.

At each reporting date, the Group determines whether there is any objective evidence that the investment in a joint venture is impaired. If any such evidence exists, the Group calculates the amount of impairment as the difference between the recoverable amount of the joint venture and its carrying amount and recognises the amount in profit or loss.

- Disposal

An investment in a joint venture is derecognised when the Group loses significant influence. The Group measured the remaining carrying amount of the investment at fair value. The difference between the carrying amount of the retained interest at the date when significant influence is lost and its fair value is recognised in profit or loss.

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 5/7 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

**3. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

c. Prinsip-prinsip konsolidasian (lanjutan)

v. Akuntansi atas ventura bersama (lanjutan)

- Pelepasan (lanjutan)

Keuntungan dan kerugian yang timbul dari pelepasan sebagian atau dilusi yang timbul pada investasi pada ventura bersama dimana pengaruh signifikan masih dipertahankan diakui dalam laba rugi. Hanya suatu bagian proporsional atas jumlah yang telah diakui sebelumnya pada penghasilan komprehensif lain yang direklasifikasi ke laba rugi.

d. Penjabaran mata uang asing

i. Mata uang fungsional dan penyajian

Akun-akun yang disertakan dalam laporan keuangan konsolidasian diukur menggunakan mata uang dari lingkungan ekonomi utama dimana entitas tersebut beroperasi ("mata uang fungsional").

Laporan keuangan konsolidasian disajikan dalam Rupiah Indonesia ("Rp"), yang merupakan mata uang Perusahaan dan penyajian Grup.

ii. Transaksi dan saldo

Transaksi dalam mata uang asing dijabarkan menjadi mata uang fungsional menggunakan kurs yang berlaku pada tanggal transaksi.

Pada tanggal pelaporan, setiap aset dan liabilitas moneter dalam mata uang asing disesuaikan untuk mencerminkan kurs yang berlaku pada tanggal tersebut. Keuntungan dan kerugian selisih kurs yang timbul dari penyelesaian transaksi dalam mata uang asing dan dari penjabaran aset dan liabilitas moneter dalam mata uang asing menggunakan kurs yang berlaku pada akhir tahun pelaporan diakui dalam laba rugi.

Kurs yang digunakan pada tanggal laporan posisi keuangan konsolidasian, berdasarkan kurs tengah yang diterbitkan Bank Indonesia, adalah sebagai berikut:

	<u>2023*</u>	<u>2022*</u>
Mata uang		
US\$	15,416	15,731
CNY	2,169	2,257

*) dalam nilai penuh

**3. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

c. Principles of consolidation (continued)

v. Accounting for a joint ventures (continued)

- Disposal (continued)

Gains and losses arising from the partial disposal or dilution of an investment in a joint venture in which significant influence is retained are recognised in profit or loss. Only a proportionate share of the amount previously recognised in other comprehensive income is reclassified to profit or loss, where appropriate.

d. Foreign currency translation

i. Functional and presentation currency

Items included in the consolidated financial statements are measured using the currency of the primary economic environment in which the entity operates (the "functional currency").

The consolidated financial statements are presented in Indonesian Rupiah ("Rp"), which is the Company's functional and the Group's presentation currency.

ii. Transactions and balances

Foreign currency transactions are translated into the functional currency using the exchange rates prevailing as at the date of the transactions.

As at the reporting date, monetary assets and liabilities denominated in foreign currency are adjusted to reflect the prevailing exchange rates at such date. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in profit or loss.

The exchange rate used as at the consolidated statement of financial position dates, based on the middle rates published by Bank Indonesia, were as follows:

Currency
US\$
CNY

in full amount *)

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 5/8 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

**3. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

e. Transaksi dengan pihak berelasi

Grup melakukan transaksi dengan pihak-pihak berelasi sesuai yang didefinisikan oleh PSAK No.7, "Pengungkapan Pihak-Pihak Berelasi".

Saldo dan transaksi yang material antara Grup dengan entitas berelasi dengan Pemerintah diungkapkan dalam catatan atas laporan keuangan yang relevan.

Grup memilih untuk mengungkapkan transaksi dengan entitas berelasi dengan Pemerintah dengan menggunakan pengecualian dari persyaratan pengungkapan pihak berelasi.

Transaksi dengan pihak berelasi dilakukan berdasarkan persyaratan yang disetujui oleh kedua belah pihak, yang mungkin tidak sama dengan transaksi lain yang dilakukan dengan pihak-pihak yang tidak berelasi.

Kebijakan Grup atas transaksi tersebut adalah dengan menggunakan persyaratan komersial normal.

Seluruh transaksi dan saldo yang material dengan pihak berelasi diungkapkan dalam catatan atas laporan keuangan.

f. Aset keuangan

i. Klasifikasi, pengakuan dan pengukuran

Grup mengklasifikasikan aset keuangannya dalam kategori pengukuran berikut:

- Aset keuangan diukur pada biaya perolehan diamortisasi; dan
- Aset keuangan diukur pada nilai wajar melalui laba rugi atau melalui penghasilan komprehensif lain.

Klasifikasi ini tergantung pada model bisnis Grup dan persyaratan kontraktual arus kas - apakah penentuan arus kasnya "semata-mata dari pembayaran pokok dan bunga".

Grup menentukan klasifikasi aset keuangan tersebut pada pengakuan awal.

Aset keuangan diukur pada biaya perolehan diamortisasi

Klasifikasi ini berlaku untuk instrumen utang yang dikelola dalam model bisnis "dimiliki untuk mendapatkan arus kas" dan memiliki arus kas yang memenuhi kriteria "semata-mata dari pembayaran pokok dan bunga".

**3. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

e. Transactions with related parties

The Group has transactions with related parties as defined under SFAS No.7, "Related Party Disclosures", as follows:

Significant transactions and balances of the Group with Government-related entities are disclosed in the relevant notes to the financial statements.

The Group elected to disclose the transaction with the Government-related entities, using the exemption from general related party disclosure requirements.

Transactions with the related parties are made based on terms agreed by the parties, which may not be the same as those of transactions between unrelated parties.

The Group's policy on such transactions is to use normal commercial terms.

All material transactions and balances with related parties are disclosed in the notes to the financial statements

f. Financial assets

i. Classification, recognition and measurement

The Group classified its financial assets in the following measurement categories:

- Financial assets measured at amortised cost; and
- Financial assets measured at fair value either through profit or loss ("FVTPL") or through other comprehensive income ("FVOCI").

The classification depends on the Group's business model and the contractual terms of the cash flows when determining whether the cash flows are solely payment of principal and interest ("SPPI").

The Group determines the classification of its financial assets at initial recognition.

Financial assets measured at amortised cost

This classification applies to debt instruments which are held under a "hold to collect" business model and which have cash flows that meet the SPPI criteria.

PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY

Lampiran 5/9 Schedule

CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023

(Expressed in millions of Rupiah, unless otherwise stated)

3. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)

f. Aset keuangan (lanjutan)

i. Klasifikasi, pengakuan dan pengukuran
(lanjutan)

Aset keuangan diukur pada nilai wajar melalui
laba rugi

Pada pengakuan awal, piutang usaha yang tidak memiliki komponen pendanaan yang signifikan, diakui sebesar harga transaksi. Aset keuangan lainnya awalnya diakui sebesar nilai wajar dikurangi biaya transaksi yang terkait. Aset keuangan ini selanjutnya diukur sebesar biaya perolehan diamortisasi menggunakan metode suku bunga efektif. Keuntungan atau kerugian pada penghentian atau modifikasi aset keuangan yang dicatat pada biaya perolehan diamortisasi diakui pada laba rugi.

Klasifikasi ini berlaku untuk aset keuangan berikut. Dalam semua kasus, biaya transaksi dibebankan pada laba rugi:

- Instrumen utang yang tidak memiliki kriteria biaya perolehan diamortisasi atau nilai wajar melalui penghasilan komprehensif lain. Keuntungan atau kerugian nilai wajar selanjutnya akan dicatat pada laba rugi.
- Investasi ekuitas yang dimiliki untuk diperdagangkan atau di mana pilihan penghasilan komprehensif lain tidak berlaku. Keuntungan atau kerugian nilai wajar dan penghasilan dividen terkait diakui pada laba rugi.
- Derivatif yang bukan merupakan instrumen lindung nilai. Keuntungan atau kerugian nilai wajar selanjutnya diakui pada laba rugi.
- Aset keuangan dengan derivatif melekat dipertimbangkan secara keseluruhan saat menentukan apakah arus kasnya semata-mata merupakan pembayaran pokok dan bunga.

Aset keuangan diukur pada nilai wajar melalui
penghasilan komprehensif lain

Klasifikasi ini berlaku untuk aset keuangan berikut ini:

- Instrumen utang yang dikelola dengan model bisnis yang bertujuan untuk memiliki aset keuangan dalam rangka mendapatkan arus kas kontraktual dan menjual dan dimana arus kasnya memenuhi kriteria "semata-mata dari pembayaran pokok dan bunga".

3. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)

f. Financial assets (continued)

i. Classification, recognition and measurement
(continued)

Financial assets measured at FVTPL

At initial recognition, trade receivables that do not have a significant financing component, are recognised at their transaction price. Other financial assets are initially recognised at fair value minus related transaction costs. They are subsequently measured at amortised cost using the effective interest method. Any gains or losses on derecognition or modification of a financial asset held at amortised cost are recognised in profit or loss.

The classification applies to the following financial assets. In all cases, transaction costs are immediately expensed in profit or loss:

- Debt instruments that do not meet the criteria of amortised cost or FVOCI. Subsequent fair value gains or losses are taken to profit or loss.
- Equity investments which are held for trading or where the FVOCI election has not been applied. All fair value gains or losses and related dividend income are recognised in profit or loss.
- Derivatives which are not designated as a hedging instrument. All subsequent fair value gains or losses are recognised in profit or loss.
- Financial assets with embedded derivatives are considered in their entirety when determining whether their cash flows are solely payment of principal and interest.

Financial assets measured at FVOCI

This classification applies to the following financial assets:

- Debt instruments that are held under a business model where they are held for collection of contractual cash flows and also for sale ("collect and sell") and which have cash flows that meet the SPPI criteria.

PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY

Lampiran 5/10 Schedule

CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023

(Expressed in millions of Rupiah, unless otherwise stated)

3. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)

f. Aset keuangan (lanjutan)

i. Klasifikasi, pengakuan dan pengukuran
(lanjutan)

Aset keuangan diukur pada nilai wajar melalui penghasilan komprehensif lain (lanjutan)

Klasifikasi ini berlaku untuk aset keuangan berikut ini: (lanjutan)

- Perubahan nilai wajar aset keuangan ini dicatat pada penghasilan komprehensif lain, kecuali pengakuan keuntungan atau kerugian penurunan nilai, pendapatan bunga (termasuk biaya transaksi menggunakan metode suku bunga efektif), keuntungan atau kerugian yang timbul dari penghentian dan keuntungan dan kerugian dari selisih kurs diakui pada laba rugi. Ketika aset keuangan dihentikan, keuntungan atau kerugian nilai wajar kumulatif yang sebelumnya diakui pada penghasilan komprehensif lain direklasifikasi pada laba rugi.
- Investasi ekuitas di mana Grup telah memilih tidak dapat dibatalkan untuk menyajikan keuntungan dan kerugian nilai wajar dari revaluasi pada penghasilan komprehensif lain.
- Pilihan dapat didasarkan pada investasi individu, namun, tidak berlaku pada investasi ekuitas yang dimiliki untuk diperdagangkan. Keuntungan atau kerugian nilai wajar dari revaluasi investasi ekuitas, termasuk komponen selisih kurs, diakui pada penghasilan komprehensif lain. Ketika investasi ekuitas dihentikan pengakuannya, keuntungan atau kerugian nilai wajar yang sebelumnya diakui dalam penghasilan komprehensif lain tidak direklasifikasi pada laba rugi. Dividen diakui dalam laba rugi ketika hak untuk menerima pembayaran telah ditetapkan.

Grup mereklasifikasi investasi utang jika dan hanya jika model bisnis untuk mengelola aset tersebut berubah.

ii. Penghentian pengakuan

Aset keuangan dihentikan pengakuannya ketika hak untuk menerima arus kas dari investasi tersebut telah jatuh tempo atau telah ditransfer dan Grup telah mentransfer secara substansial seluruh risiko dan manfaat atas kepemilikan aset.

3. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)

f. Financial assets (continued)

i. Classification, recognition and measurement
(continued)

Financial assets measured at FVOCI (continued)

This classification applies to the following financial assets: (continued)

- All movements in the fair value of these financial assets are taken through other comprehensive income, except for the recognition of impairment gains or losses, interest revenue (including transaction costs by applying the effective interest method), gains or losses arising on derecognition and foreign exchange gains and losses which are recognised in profit or loss. When the financial asset is derecognised, the cumulative fair value gains or losses previously recognised in other comprehensive income is reclassified to profit or loss.
- Equity investments where the Group has irrevocably elected to present fair value gains and losses on revaluation in other comprehensive income.
- The election can be made for each individual investment, however, it is not applicable to equity investments held for trading. Fair value gains or losses on revaluation of such equity investments, including any foreign exchange component, are recognised in other comprehensive income. When the equity investment is derecognised, there is no reclassification of fair value gains or losses previously recognised in other comprehensive income to profit or loss. Dividends are recognised in profit or loss when the right to receive payment is established.

The Group reclassifies debt investments, if, and only if, the business model for managing those assets changes.

ii. Derecognition

Financial assets are derecognised when the rights to receive cash flows from the investments have expired or have been transferred and when the Group has transferred substantially all the risks and rewards of ownership.

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 5/11 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

**3. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

g. Penurunan nilai aset keuangan

Grup menilai berdasarkan basis *forward-looking* untuk mengukur kerugian kredit ekspektasian ("KKE") terhadap aset keuangan yang diukur pada biaya perolehan diamortisasi dan nilai wajar melalui penghasilan komprehensif lain. Metode penurunan nilai dilakukan dengan mempertimbangkan apakah risiko kredit telah meningkat secara signifikan.

Pada setiap periode pelaporan, Grup menilai apakah risiko kredit dari instrumen keuangan telah meningkat secara signifikan sejak pengakuan awal. Ketika melakukan penilaian, Grup menggunakan perubahan atas risiko gagal bayar yang terjadi sepanjang perkiraan usia instrumen keuangan daripada perubahan atas jumlah KKE. Dalam melakukan penilaian, Grup membandingkan antara risiko gagal bayar yang terjadi atas instrumen keuangan pada saat periode pelaporan dengan risiko gagal bayar yang terjadi atas instrumen keuangan pada saat pengakuan awal dan mempertimbangkan kewajaran serta ketersediaan informasi yang tersedia pada saat tanggal pelaporan terkait dengan kejadian masa lalu, kondisi terkini dan perkiraan atas kondisi ekonomi di masa depan, yang mengindikasikan kenaikan risiko kredit sejak pengakuan awal.

Grup menerapkan pendekatan yang disederhanakan untuk mengukur KKE yang menggunakan cadangan KKE seumur hidup untuk seluruh saldo piutang usaha, piutang lain-lain dan aset kontrak tanpa komponen pendanaan yang signifikan dan pendekatan umum untuk aset keuangan lainnya. Pendekatan umum termasuk penelaahan perubahan signifikan risiko kredit sejak terjadinya. Penelaahan KKE termasuk asumsi mengenai risiko gagal bayar dan tingkat kerugian ekspektasian. Untuk mengukur KKE, piutang usaha telah dikelompokkan berdasarkan karakteristik risiko kredit dan jatuh tempo yang serupa.

h. Saling hapus antar instrumen keuangan

Aset dan liabilitas keuangan disalinghapuskan dan nilai netonya disajikan dalam laporan posisi keuangan jika terdapat hak yang dapat dipaksakan secara hukum untuk melakukan saling hapus atas jumlah yang telah diakui tersebut dan terdapat maksud untuk menyelesaikan secara neto atau untuk merealisasikan aset dan menyelesaikan liabilitas secara bersamaan.

i. Kas dan setara kas

Kas dan setara kas terdiri dari kas, bank dan deposito berjangka yang jatuh tempo dalam waktu tiga bulan atau kurang dari tanggal perolehannya dan tidak dijaminan serta tidak dibatasi penggunaannya yang tidak digunakan sebagai jaminan atau tidak dibatasi penggunaannya.

j. Rekening bank yang dibatasi penggunaannya

Kas dan setara kas yang telah ditentukan penggunaannya, digunakan sebagai jaminan atau yang tidak dapat digunakan secara bebas digolongkan dalam kas dan setara kas yang dibatasi penggunaannya.

**3. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

g. Impairment of financial assets

The Group assesses on a forward-looking basis, the expected credit losses ("ECL") associated with its financial assets carried at amortised cost and FVOCI. The impairment method applied depends on whether there has been a significant increase in credit risk.

At each reporting date, the Group assesses whether the credit risk on a financial instrument has increased significantly since initial recognition. When making the assessment, the Group uses the change in the risk of a default occurring over the expected life of the financial instrument instead of the change in the amount of ECL. To make that assessment, the Group compares the risk of a default occurring on the financial instrument as at the reporting date with the risk of a default occurring on the financial instrument as at the date of initial recognition and considers reasonable and supportable information, that is available without undue cost or effort at the reporting date about past events, current conditions and forecasts of future economic conditions, that is indicative of significant increases in credit risk since initial recognition.

The Group applies the "simplified approach" to measuring ECL which uses a lifetime expected loss allowance for all trade receivables, other receivables and contract assets without significant financing components and the "general approach" for all other financial assets. The general approach incorporates a review for any significant increase in counterparty credit risk since inception. The ECL reviews include assumptions about the risk of default and expected loss rates. To measure the ECL, trade receivables have been Grouped based on similar credit risk characteristics and the days past due.

h. Offsetting financial instruments

Financial assets and liabilities are offset and the net amount is reported in the statement of financial position when there is a legally enforceable right to offset the recognised amount and when there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

i. Cash and cash equivalents

Cash and cash equivalents consist of cash on hand, cash in banks and time deposits with maturities of three months or less from the date of placement that are not used as collateral or that are unrestricted.

j. Restricted cash in banks

Cash and cash equivalents which have been restricted for certain purposes, used for collateral or which can not be used freely are classified as restricted cash and cash equivalents.

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 5/12 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

**3. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

k. Piutang usaha dan piutang lain-lain

Piutang usaha adalah jumlah piutang pelanggan atas jasa yang diberikan sehubungan dengan kegiatan usaha biasa. Piutang lain-lain adalah jumlah piutang pihak ketiga atau pihak berelasi di luar kegiatan usaha biasa. Jika penagihan diperkirakan diharapkan selesai dalam satu tahun atau kurang (atau dalam siklus operasi usaha biasa, jika lebih panjang), piutang diklasifikasikan sebagai aset lancar. Jika tidak demikian, piutang disajikan sebagai aset tidak lancar.

Piutang usaha dan piutang lain-lain pada awalnya diakui sebesar nilai wajar dan selanjutnya diukur pada biaya perolehan diamortisasi dengan menggunakan metode suku bunga efektif, apabila dampak pendiskontoan signifikan, dikurangi dengan provisi atas penurunan nilai.

Jumlah kerugian penurunan nilai diakui pada laba rugi. Ketika piutang usaha atau piutang non-usaha, yang rugi penurunan nilainya telah diakui, tidak dapat ditagih pada periode selanjutnya, maka piutang tersebut dihapusbukukan dengan mengurangi akun penyisihan. Keberhasilan penagihan kembali di kemudian hari atas piutang yang sebelumnya telah dihapusbukukan, dikreditkan pada laba rugi.

l. Biaya dibayar di muka

Biaya dibayar di muka diamortisasi selama masa manfaat dengan menggunakan metode garis lurus.

m. Aset tetap

Aset tetap dinyatakan sebesar biaya perolehan dikurangi akumulasi penyusutan dan rugi penurunan nilai, jika ada. Biaya perolehan aset tetap meliputi: (a) harga pembelian, (b) biaya-biaya yang dapat diatribusikan secara langsung untuk membawa aset ke lokasi dan kondisinya sekarang, dan (c) estimasi awal biaya pembongkaran dan pemindahan dan restorasi lokasi aset (jika ada). Setiap bagian dari aset tetap dengan biaya perolehan yang signifikan terhadap total biaya perolehan aset, disusutkan secara terpisah.

Nilai residu dari aset adalah estimasi jumlah yang dapat diperoleh Grup dari pelepasan aset, setelah dikurangi estimasi biaya pelepasan, ketika aset telah mencapai akhir umur manfaatnya.

Penyusutan diakui dengan menggunakan metode garis lurus berdasarkan taksiran masa manfaat ekonomis aset tetap sebagai berikut:

Tahun/Years

Perlengkapan umum

5

General equipment

Masa manfaat ekonomis, nilai residu dan metode penyusutan dievaluasi setiap akhir tahun dan pengaruh dari setiap perubahan estimasi tersebut berlaku prospektif.

**3. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

k. Trade and other receivables

Trade receivables are amounts due from customers for services performed in the ordinary course of business. Other receivables are amounts due from third or related parties for transactions outside the ordinary course of business. If collection is expected in one year or less (or in the normal operating cycle of the business if longer), they are classified as current assets. If not, they are presented as non-current assets.

Trade and other receivables are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method, if the impact of discounting is significant, less any provision for impairment.

The amount of the impairment loss is recognised in profit or loss. When a trade or other receivable for which an impairment allowance had been recognised becomes uncollectible in a subsequent period, it is written off against the allowance account. Subsequent recoveries of amounts previously written off are credited to profit or loss.

l. Prepaid expenses

Prepaid expenses are amortised over the periods benefited using the straight-line method.

m. Fixed assets

Fixed assets are stated at cost less accumulated depreciation and impairment losses, if any. The cost of fixed assets includes: (a) the purchase price, (b) any costs directly attributable to bringing the asset to its present location and condition, and (c) the initial estimate of the cost of dismantling and removing the item and restoring the site on which it is located (if any). Each part of fixed assets with a cost that is significant in relation to the total cost of the item is depreciated separately.

The residual value of an asset is the estimated amount that the Group would currently obtain from the disposal of the asset after deducting the estimated costs of disposal, if the asset is already of the age and in the condition expected at the end of its useful life.

Depreciation is recognised using the straight-line method based on the estimated economic useful life of the assets as follows:

The estimated useful life, residual values and depreciation method are reviewed at each year-end, and the effect of any changes in estimates is accounted for on a prospective basis.

PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY

Lampiran 5/13 Schedule

CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023

(Expressed in millions of Rupiah, unless otherwise stated)

3. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)

m. Aset tetap (lanjutan)

Beban pemeliharaan dan perbaikan dibebankan pada laba rugi pada saat terjadinya. Biaya-biaya lain yang terjadi selanjutnya yang timbul untuk menambah, mengganti atau memperbaiki aset tetap diakui sebagai biaya perolehan aset jika dan hanya jika besar kemungkinan manfaat ekonomis di masa depan berkenaan dengan aset tersebut akan mengalir ke entitas dan biaya perolehan aset dapat diukur secara andal.

Nilai tercatat dari suatu aset tetap dihentikan pengakuannya pada saat pelepasan atau ketika tidak terdapat lagi manfaat ekonomik masa depan yang diharapkan dari penggunaan atau pelepasannya. Keuntungan atau kerugian yang timbul dari penghentian pengakuan tersebut (yang ditentukan sebesar selisih antara jumlah hasil pelepasan neto, jika ada, dan jumlah tercatatnya) dimasukkan dalam laba rugi pada saat penghentian pengakuan tersebut dilakukan.

Tanah diakui sebesar harga perolehan dan tidak disusutkan.

Biaya hukum awal untuk mendapatkan hak legal diakui sebagai bagian biaya akuisisi tanah dan biaya-biaya tersebut tidak didepresiasi. Biaya terkait dengan pembaharuan hak atas tanah diakui sebagai aset tak berwujud dan diamortisasi sepanjang umur hukum hak atas tanah.

Grup menganalisis fakta dan keadaan untuk masing-masing jenis hak atas tanah dalam menentukan akuntansi untuk hak atas tanah tersebut sehingga dapat merepresentasikan dengan tepat kejadian atau transaksi ekonomi yang mendasarinya. Jika hak atas tanah tersebut tidak mengalihkan pengendalian atas aset pendasar kepada Grup, melainkan mengalihkan hak untuk menggunakan aset pendasar, Grup menerapkan perlakuan akuntansi atas transaksi tersebut sebagai sewa berdasarkan PSAK No. 73: Sewa. Apabila hak atas tanah secara substansi menyerupai pembelian tanah, maka Grup menerapkan PSAK No. 16: Aset Tetap.

n. Penurunan nilai aset nonkeuangan

Aset yang memiliki masa manfaat yang tidak terbatas tidak diamortisasi namun diuji penurunan nilainya setiap tahun atau lebih sering apabila terdapat peristiwa atau perubahan pada kondisi yang mengindikasikan kemungkinan penurunan nilai. Aset yang diamortisasi diuji ketika terdapat indikasi bahwa nilai tercatatnya mungkin tidak dapat dipulihkan. Penurunan nilai diakui jika nilai tercatat aset melebihi jumlah terpulihkan. Jumlah terpulihkan adalah yang lebih tinggi antara nilai wajar aset dikurangi biaya untuk menjual dan nilai pakai aset. Untuk tujuan menentukan penurunan nilai, aset dikelompokkan pada tingkat yang paling rendah di mana terdapat arus kas yang dapat diidentifikasi (unit penghasil kas).

Aset nonkeuangan, selain *goodwill*, yang mengalami penurunan nilai diuji setiap tanggal pelaporan untuk menentukan apakah terdapat kemungkinan pemulihan penurunan nilai.

3. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)

m. Fixed assets (continued)

The costs of maintenance and repairs are charged to profit or loss as incurred. Other costs incurred subsequently to add to, replace part of, or service a fixed assets are recognised as assets if and only if it is probable that future economic benefits associated with the item will flow to the entity and the cost of the item can be measured reliably.

The carrying amount of an item of fixed assets is derecognised on disposal or when no future economic benefits are expected from its use or disposal. Any gain or loss arising from derecognition (that is determined as the difference between the net disposal proceeds, if any, and the carrying amount of the item) is included in profit or loss when the item is derecognised.

Land rights are recognised at cost and not depreciated.

Initial legal costs incurred to obtain legal rights are recognised as part of the acquisition cost of the land and these costs are not depreciated. Costs related to the renewal of land rights are recognised as intangible assets and amortised over the contractual life of the land rights.

The Group analyses the facts and circumstances for each type of land right in determining the accounting for each of these land rights so that it can accurately represent an underlying economic event or transaction. If the land rights do not transfer control of the underlying assets to the Group but give the rights to use the underlying assets, the Group treats these transactions as leases for accounting purposes under SFAS No. 73: Leases. If the land rights are substantially similar to land purchases, the Group applies SFAS No. 16: Fixed Assets.

n. Impairment of non-financial assets

Assets that have an indefinite useful life are not subject to amortisation but are tested annually for impairment or more frequently if events or changes in circumstances indicate that they might be impaired. Assets that are subject to amortisation are reviewed for impairment whenever events or changes in circumstances indicate that the carrying value may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying value exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs to sell and its value in use. For the purposes of assessing impairment, assets are Grouped at the lowest level for which there is separately identifiable cash flows (cash generating unit).

Non-financial assets, other than goodwill, that suffer impairment are reviewed for possible reversal of the impairment at each reporting date.

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 5/14 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

**3. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

n. Penurunan nilai aset nonkeuangan (lanjutan)

Pembalikan rugi penurunan nilai, untuk aset selain *goodwill*, diakui jika, dan hanya jika, terdapat perubahan estimasi yang digunakan dalam menentukan jumlah terpulihkan aset sejak pengujian penurunan nilai terakhir kali. Pemulihan rugi penurunan nilai tersebut diakui segera dalam laba rugi, kecuali aset yang diukur dengan menggunakan model revaluasi sesuai dengan PSAK yang lain. Rugi penurunan nilai yang diakui atas *goodwill* tidak akan dipulihkan lagi.

Beban dan pembalikan penurunan nilai disajikan secara terpisah dalam laba rugi, setelah penyajian laba usaha.

o. Utang usaha dan utang lain-lain

Utang usaha adalah kewajiban untuk membayar barang atau jasa yang diperoleh dari pemasok dalam kegiatan usaha biasa. Utang lain-lain adalah kewajiban untuk membayar barang atau jasa yang diperoleh dari pemasok di luar kegiatan usaha biasa. Utang usaha dan utang lain-lain diklasifikasikan sebagai liabilitas jangka pendek bila pembayaran dilakukan dalam jangka waktu satu tahun atau kurang. Bila tidak, akan disajikan sebagai liabilitas jangka panjang.

Utang usaha dan utang lain-lain pada awalnya diakui sebesar nilai wajar dan kemudian diukur pada biaya diamortisasi dengan menggunakan metode bunga efektif.

p. Pinjaman

Pinjaman diakui pada awalnya sebesar nilai wajar, dikurangi dengan biaya transaksi yang terjadi. Pinjaman kemudian dicatat sebesar biaya perolehan diamortisasi, dengan selisih antara hasil perolehan (dikurangi dengan biaya transaksi) dan nilai penarikan diakui dalam laba rugi selama periode pinjaman dengan menggunakan metode suku bunga efektif.

Biaya yang dibayar untuk mendapatkan fasilitas pinjaman diakui sebagai biaya transaksi pinjaman tersebut, apabila besar kemungkinan akan dilakukan penarikan atas sebagian atau seluruh fasilitas tersebut. Dalam hal ini, biaya tersebut ditangguhkan sampai dilakukan penarikan. Apabila tidak terdapat bukti bahwa kemungkinan besar akan dilakukan penarikan atas sebagian atau seluruh fasilitas tersebut, biaya tersebut dikapitalisasi sebagai biaya dibayar di muka untuk biaya keuangan dan diamortisasi selama periode fasilitas terkait.

Biaya pinjaman akan dihentikan pengakuannya dari laporan posisi keuangan konsolidasian ketika kewajiban yang tertulis pada kontrak dibatalkan, atau sudah tidak berlaku. Selisih antara nilai tercatat dari liabilitas keuangan yang sudah berakhir atau dialihkan ke pihak lain, dan imbalan yang dibayarkan, termasuk aset non kas yang dialihkan atau liabilitas yang ditanggung, diakui dalam laba rugi sebagai pendapatan lain-lain atau biaya keuangan.

**3. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

n. Impairment of non-financial assets (continued)

Reversal of impairment losses for assets other than goodwill, would be recognised if, and only if, there has been a change in the estimates used to determine the asset's recoverable amount since the last impairment test was carried out. Any reversal of impairment losses will be immediately recognised in profit or loss, except for assets measured using the revaluation model as required by other SFAS. Impairment losses relating to goodwill would not be reversed.

Impairment charges and reversals are disclosed in a separate line item within profit or loss, below the operating profit line.

o. Trade and other payables

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Other payables are obligations to pay for goods or services that have been acquired outside of the ordinary course of business. Trade and other payables are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities.

Trade and other payables are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method.

p. Borrowings

Borrowings are recognised initially at their fair value, net of any transaction costs incurred. Borrowings are subsequently carried at amortised cost, with any difference between the proceeds (net of transaction costs) and the redemption value recognised in profit or loss over the period of the borrowing, using the effective interest method.

Fees paid on the establishment of loan facilities are recognised as transaction costs of the loan to the extent that it is probable that some or all of the facilities will be drawn down. In this case, the fee is deferred until the drawdown occurs. To the extent that there is no evidence that it is probable that some or all of the facility will be drawn down, the fee is capitalised as a prepayment for financing costs and amortised over the period of the facility to which it relates.

Borrowings are removed from the consolidated statement of financial position when the obligation specified in the contract is discharged, canceled or expired. The difference between the carrying amount of a financial liability that has been extinguished or transferred to another party and the consideration paid, including any non-cash assets transferred or liabilities assumed, is recognised in profit or loss as other income or finance costs.

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 5/15 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

3. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)

p. Pinjaman (lanjutan)

Ketika liabilitas keuangan dinegosiasikan kembali dan entitas mengeluarkan instrumen ekuitas kepada kreditor untuk menyelesaikan seluruh atau sebagian liabilitas (*debt for equity swap*), keuntungan atau kerugian diakui dalam laporan laba rugi yang dicatat sebagai selisih antara jumlah tercatat dari liabilitas keuangan.

Pinjaman diklasifikasikan sebagai liabilitas jangka pendek kecuali Grup memiliki hak tanpa syarat untuk menunda pembayaran liabilitas selama paling tidak 12 bulan setelah tanggal pelaporan.

q. Pengakuan pendapatan dan beban

Pendapatan

Grup telah menerapkan PSAK No. 72, yang mengharuskan pengakuan pendapatan untuk memenuhi 5 (lima) langkah penilaian:

1. Identifikasi kontrak dengan pelanggan.
2. Identifikasi kewajiban pelaksanaan dalam kontrak. Kewajiban pelaksanaan adalah janji dalam kontrak untuk mentransfer barang atau jasa yang berbeda kepada pelanggan.
3. Tentukan harga transaksi. Harga transaksi adalah jumlah imbalan yang diharapkan menjadi hak entitas sebagai imbalan untuk mentransfer barang atau jasa yang dijanjikan kepada pelanggan. Jika pertimbangan yang dijanjikan dalam kontrak mencakup jumlah variabel, Grup memperkirakan jumlah imbalan yang diharapkan berhak sebagai imbalan atas pengalihan barang atau jasa yang dijanjikan kepada pelanggan dikurangi perkiraan jumlah jaminan tingkat layanan yang akan dibayarkan selama masa kontrak.
4. Alokasikan harga transaksi untuk setiap kewajiban pelaksanaan atas dasar harga jual berdiri sendiri relatif dari setiap barang atau jasa berbeda yang dijanjikan dalam kontrak. Jika hal ini tidak dapat diamati secara langsung, harga jual berdiri sendiri relatif diestimasi berdasarkan biaya ekspektasian ditambah margin.
5. Mengakui pendapatan ketika kewajiban pelaksanaan dipenuhi dengan mentransfer barang atau jasa yang dijanjikan kepada pelanggan (yaitu ketika pelanggan memperoleh kendali atas barang atau jasa tersebut).

Kewajiban pelaksanaan dapat dipenuhi saat:

- a. Pada waktu tertentu (biasanya untuk janji dalam memindahkan barang ke pelanggan); atau

3. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)

p. Borrowings (continued)

Where the terms of a financial liability are renegotiated and the entity issues equity instruments to a creditor to extinguish all or part of the liability (*debt for equity swap*), a gain or loss is recognised in profit or loss, which is measured as the difference between the carrying amount of the financial liability and the fair value of the equity instruments issued.

Borrowings are classified as current liabilities unless the Group has an unconditional right to defer the settlement of the liability for at least 12 months after the reporting date.

q. Revenue and expense recognition

Revenue

The Group has applied SFAS No. 72, which requires revenue recognition to fulfill 5 (five) steps of assessment:

1. Identify contract(s) with a customer.
2. Identify the performance obligations in the contract. Performance obligations are promises in a contract to transfer to a customer goods or services that are distinct.
3. Determine the transaction price. The transaction price is the amount of consideration to which an entity expects to be entitled in exchange for transferring promised goods or services to a customer. If the consideration promised in a contract includes a variable amount, the Group estimates the amount of consideration to which it expects to be entitled in exchange for transferring the promised goods or services to a customer less the estimated amount of service level guarantee that will be paid during the contract period.
4. Allocate the transaction price to each performance obligation on the basis of the relative stand-alone selling prices of each distinct good or service promised in the contract. Where these are not directly observable, the relative stand-alone selling prices are estimated based on expected cost plus margin.
5. Recognise revenue when the performance obligation has been satisfied via the transferral of a promised good or service to a customer (transferral is considered to have occurred when the customer obtains control of the goods or services).

A performance obligation may be satisfied at:

- a. Point in time (typically for promises to transfer goods to a customer); or

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 5/16 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

3. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)

q. Pengakuan pendapatan dan beban (lanjutan)

Pendapatan (lanjutan)

Kewajiban pelaksanaan dapat dipenuhi saat:
(lanjutan)

- b. Sepanjang waktu (biasanya untuk janji dalam memberikan layanan pada pelanggan). Untuk kewajiban pelaksanaan yang dipenuhi sepanjang waktu, Grup memilih ukuran kemajuan yang sesuai untuk menentukan jumlah pendapatan yang harus diakui ketika kewajiban pelaksanaan dipenuhi.

Pembayaran harga transaksi berbeda untuk setiap kontrak. Aset kontrak diakui setelah imbalan yang dibayarkan oleh pelanggan kurang dari saldo kewajiban pelaksanaan yang telah dipenuhi. Liabilitas kontrak diakui setelah imbalan yang dibayarkan oleh pelanggan lebih dari saldo kewajiban pelaksanaan yang telah dipenuhi.

Beban

Beban diakui pada saat terjadinya dengan dasar akrual

r. Imbalan kerja karyawan

Imbalan pasca kerja

Skema pensiun diklasifikasikan sebagai program iuran pasti atau program imbalan pasti, tergantung pada substansi ekonomi dari syarat dan kondisi utama program tersebut. Program iuran pasti adalah program pensiun yang mewajibkan Perusahaan membayar sejumlah iuran tertentu kepada entitas terpisah. Perusahaan tidak memiliki kewajiban hukum atau konstruktif untuk membayar iuran lebih lanjut jika entitas tersebut tidak memiliki aset yang cukup untuk membayar seluruh imbalan atas jasa yang diberikan pekerja pada tahun berjalan dan tahun-tahun sebelumnya. Program imbalan pasti adalah program pensiun yang bukan merupakan program iuran pasti. Program imbalan pasti adalah program pensiun yang menentukan jumlah imbalan pensiun yang akan diterima seorang pekerja pada saat pensiun, biasanya berdasarkan pada satu atau lebih faktor seperti usia, masa kerja dan kompensasi.

Perusahaan harus mencadangkan jumlah minimal imbalan pensiun sesuai dengan peraturan ketenagakerjaan pada hukum yang berlaku di Indonesia ("Peraturan Ketenagakerjaan") atau Peraturan Perusahaan, mana yang lebih tinggi. Karena Peraturan Ketenagakerjaan atau Peraturan Perusahaan menentukan rumus tertentu untuk menghitung jumlah minimal imbalan pensiun, pada dasarnya, program pensiun berdasarkan Peraturan Ketenagakerjaan atau Peraturan Perusahaan adalah program imbalan pasti.

Sehubungan dengan program imbalan pasti, liabilitas diakui pada laporan posisi keuangan setara dengan nilai kini kewajiban imbalan pasti pada akhir tahun pelaporan dikurangi nilai wajar aset program. Kewajiban imbalan pasti dihitung setiap tahun oleh aktuaris independen dengan menggunakan metode *Projected Unit Credit*. Imbalan pasca kerja terdiri dari imbalan pesangon dan penghargaan purna jabatan.

3. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)

q. Revenue and expense recognition (continued)

Revenue (continued)

A performance obligation may be satisfied at:
(continued)

- b. Over time (typically for promises to transfer services to a customer). For a performance obligation satisfied over time, the Group selects an appropriate measure of progress to determine the amount of revenue that should be recognised as the performance obligation is satisfied.

The payment of the transaction price is different for each contract. A contract asset is recognised when the consideration paid by the customer is less than the balance of the performance obligation that has been satisfied. A contract liability is recognised when the consideration paid by the customer is more than the balance of the performance obligation that has been satisfied.

Expenses

Expenses are recognised as incurred on an accrual basis.

r. Employee benefits

Post-employment benefits

Pension schemes are classified as either defined contribution plans or defined benefit plans, depending on the economic substance of the plan as derived from its principal terms and conditions. A defined contribution plan is a pension plan under which the Company pays fixed contributions into a separate entity. The Company has no legal or constructive obligations to pay further contributions if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior years. A defined benefit plan is a pension plan that is not a defined contribution plan. Typically, defined benefit plans define an amount of pension benefit that an employee will receive upon retirement, usually dependent on one or more factors such as age, years of service and compensation.

The Company is required to provide a minimum amount of pension benefit in accordance with the manpower regulations on the applicable law in Indonesia ("the Manpower Regulations") or the Company Regulation, whichever is higher. Since the Manpower Regulations or the Company Regulation sets the formula for determining the minimum amount of benefits, in substance, pension plans under the Manpower Regulations or the Company Regulation are defined benefit plans.

The liability recognised in the statement of financial position in respect of defined benefit pension plans is equivalent to the present value of the defined benefit obligation at the end of the reporting year less the fair value of plan assets. The defined benefit obligation is calculated annually by independent actuaries using the Projected Unit Credit method. Post-employment benefits consist of severance benefits and employment awards.

PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY

Lampiran 5/17 Schedule

CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023

(Expressed in millions of Rupiah, unless otherwise stated)

3. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)

r. Imbalan kerja karyawan (lanjutan)

Imbalan pasca kerja (lanjutan)

Nilai kini kewajiban imbalan pasti ditentukan dengan mendiskontokan arus kas keluar yang diestimasi dengan menggunakan tingkat bunga obligasi korporat berkualitas tinggi dalam denominasi mata uang di mana imbalan akan dibayarkan dan memiliki jangka waktu jatuh tempo mendekati jangka waktu kewajiban pensiun. Apabila tidak terdapat pasar aktif untuk obligasi korporat tersebut, digunakan bunga obligasi pemerintah.

Biaya jasa lalu diakui segera dalam laba rugi. Keuntungan dan kerugian atas kurtailmen atau penyelesaian suatu program imbalan pasti diakui pada saat kurtailmen atau penyelesaian tersebut terjadi.

Pengukuran kembali yang timbul dari penyesuaian pengalaman dan perubahan asumsi-asumsi aktuarial dibebankan atau dikreditkan pada penghasilan komprehensif lain pada tahun di mana beban tersebut terjadi. Akumulasi saldo pengukuran kembali dilaporkan di kerugian komprehensif lain di bagian ekuitas.

Imbalan kerja jangka panjang lainnya

Perhitungan imbalan kerja jangka panjang lainnya ditentukan dengan menggunakan *Projected Unit Credit*. Biaya jasa lalu diakui segera dalam laba rugi. Grup mengakui keuntungan dan kerugian atas kurtailmen atau penyelesaian suatu program imbalan pasti ketika kurtailmen atau penyelesaian tersebut terjadi. Keuntungan atau kerugian atas kurtailmen atau penyelesaian program manfaat pasti diakui di laba rugi ketika kurtailmen atau penyelesaian tersebut terjadi.

Keuntungan dan kerugian aktuarial yang timbul dari penyesuaian dan perubahan dalam asumsi-asumsi aktuarial langsung diakui seluruhnya melalui penghasilan komprehensif lain periode terjadinya.

Jumlah yang diakui sebagai liabilitas imbalan kerja jangka panjang di laporan posisi keuangan merupakan nilai kini liabilitas imbalan kerja pasti.

s. Provisi

Provisi diakui ketika Grup memiliki kewajiban kini (baik bersifat hukum maupun konstruktif) sebagai akibat peristiwa masa lalu, kemungkinan besar Grup diharuskan menyelesaikan kewajiban dan estimasi andal mengenai jumlah kewajiban tersebut dapat dibuat.

Jumlah yang diakui sebagai provisi merupakan estimasi terbaik dari pertimbangan yang diperlukan untuk menyelesaikan kewajiban kini pada akhir periode pelaporan, dengan mempertimbangkan risiko dan ketidakpastian yang meliputi kewajibannya. Apabila suatu provisi diukur menggunakan arus kas yang diperkirakan untuk menyelesaikan kewajiban kini, maka nilai tercatatnya adalah nilai kini dari arus kas.

3. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)

r. *Employee benefits (continued)*

Post-employment benefits (continued)

The present value of the defined benefit obligation is determined by discounting the estimated future cash outflows using the interest rates of high-quality corporate bonds that are denominated in the currency in which the benefits will be paid, and that have terms of maturity approximating the terms of the related pension obligations. When there is no deep market for such bonds, the market rates of Government bonds are used.

Past service costs are recognised immediately in profit or loss. Gains or losses on the curtailment or settlement of a defined benefit plan are recognised when the curtailment or settlement occurs.

Remeasurements arising from experience adjustments and changes in actuarial assumptions are charged or credited to other comprehensive income in the year in which they arise. The accumulated remeasurements balance is reported in other comprehensive loss in equity section.

Other long-term benefits

Other long-term benefits are determined using the Projected Unit Credit Method. Past service costs are recognised immediately in profit or loss. The Group recognised gains or losses on the curtailment or settlement of a defined benefit plan when the curtailment or settlement occurs. The gain or loss on a curtailment or settlement of a defined benefit plan is recognised in profit or loss when the curtailment or settlement occurs.

Actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are charged to other comprehensive income in the period in which they occur.

The long-term post-employment benefit obligation recognised in the statement of financial position represents the present value of the defined benefit liabilities.

s. *Provisions*

Provisions are recognised when the Group has a present obligation (legal or constructive) as a result of a past event, when it is probable that the Group will be required to settle the obligation and when a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is the best estimate of the consideration that is expected to be required to settle the present obligation at the end of the reporting period, taking into account the risks and uncertainties surrounding the obligation. In cases where a provision is measured using the cash-flows estimate to settle the present obligation, its carrying amount is the present value of such cash flows.

PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY

Lampiran 5/18 Schedule

CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023

(Expressed in millions of Rupiah, unless otherwise stated)

3. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)

s. Provisi (lanjutan)

Ketika beberapa atau seluruh manfaat ekonomi untuk penyelesaian provisi yang diharapkan dapat dipulihkan dari pihak ketiga, piutang diakui sebagai aset apabila terdapat kepastian bahwa penggantian akan diterima dan jumlah piutang dapat diukur secara andal.

t. Sewa

Grup sebagai penyewa

Untuk menilai apakah kontrak memberikan hak untuk mengendalikan penggunaan aset identifikasian, Grup akan menilai apakah:

- Grup memiliki hak untuk mendapatkan secara substansial seluruh manfaat ekonomis dari penggunaan aset identifikasian; dan
- Grup memiliki hak untuk mengarahkan penggunaan aset identifikasian.

Pada tanggal permulaan sewa, Grup mengakui aset hak-guna dan liabilitas sewa. Aset hak-guna pada saat di awal, diukur pada biaya perolehan, di mana meliputi:

- Jumlah pengukuran awal liabilitas sewa;
- Pembayaran sewa yang dilakukan pada atau sebelum tanggal permulaan, dikurangi dengan insentif sewa;
- Biaya langsung awal yang dikeluarkan; dan
- Estimasi biaya yang akan dikeluarkan untuk membongkar dan memindahkan aset pendasar atau untuk merestorasi aset pendasar ke kondisi yang disyaratkan oleh syarat dan ketentuan sewa.

Untuk kontrak yang mengandung komponen sewa dan tambahan satu atau lebih komponen sewa atau non-sewa, Grup menerapkan cara praktis untuk tidak memisahkan komponen non-sewa dari komponen sewa berdasarkan kelas aset pendasar.

Persyaratan sewa dinegosiasikan secara individual dan berisi berbagai persyaratan dan ketentuan yang berbeda. Perjanjian sewa tidak memberlakukan perjanjian apa pun selain jaminan untuk tujuan peminjaman.

Sewa diakui sebagai aset hak-guna dan liabilitas terkait pada tanggal di mana aset sewaan tersedia untuk digunakan oleh Grup.

Aset dan liabilitas yang timbul dari perjanjian sewa pada awalnya diukur pada nilai kini pembayaran sewa yang belum dibayar pada tanggal permulaan, didiskontokan dengan menggunakan suku bunga implisit dalam sewa atau, jika suku bunga tersebut tidak dapat ditentukan, maka menggunakan suku bunga pinjaman inkremental. Pada umumnya, Grup menggunakan suku bunga pinjaman inkremental sebagai tingkat bunga diskonto.

3. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)

s. Provisions (continued)

When some or all of the economic benefits required to settle a provision are expected to be recovered from a third party, the receivable is recognised as an asset if it is virtually certain that reimbursement will be received and if the amount of the receivable can be measured reliably.

t. Leases

The Group as a lessee

To assess whether a contract conveys the right to control the use of an identified asset, the Group will assess whether:

- *The Group has the right to obtain substantially all the economic benefits from use of the asset throughout the period of use; and*
- *The Group has the right to direct the use of the asset.*

At the commencement date of the lease, the Group recognises a right-of-use asset and a lease liability. The right-of-use asset is initially measured at cost, which comprises:

- *The initial amount of the lease liability;*
- *Lease payment made at or before the commencement date, less any lease incentive;*
- *Initial direct cost incurred; and*
- *An estimate of costs to dismantle and remove the underlying asset to the condition required by the terms and conditions of the lease.*

For a contract that contains a lease component and one or more additional lease or non-lease components, the Group has used the practical expedient of not separating non-lease payments from lease components by class of underlying assets.

Lease terms are negotiated on individual bases and contain a wide range of different terms and conditions. The lease agreements do not impose any covenants other than the security for borrowing purposes.

Leases are recognised as a right-of-use asset and a corresponding liability at the date at which the leased asset is available for use by the Group.

Assets and liabilities arising from lease arrangements are initially measured at the present value of the lease payments that are not paid at the commencement date, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, using the incremental borrowing rate. Generally, the Group uses its incremental borrowing rate as the discount rate.

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 5/19 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

**3. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

t. Sewa (lanjutan)

Grup sebagai penyewa (lanjutan)

Modifikasi sewa

Untuk modifikasi sewa yang tidak dicatat sebagai sewa terpisah, pada tanggal efektif modifikasi sewa, Grup:

- Mengukur kembali dan mengalokasikan imbalan kontrak modifikasian;
- Menentukan masa sewa dari sewa modifikasian;
- Mengukur kembali liabilitas sewa dengan mendiskontokan pembayaran sewa revisian menggunakan tingkat diskonto revisian. Pada tanggal efektif modifikasi, tingkat diskonto revisian ditentukan sebagai suku bunga pinjaman inkremental Grup untuk sisa masa sewa;
- Menurunkan jumlah tercatat aset hak-guna untuk merefleksikan penghentian sebagian atau sepenuhnya sewa untuk modifikasi sewa yang menurunkan ruang lingkup sewa. Grup mengakui dalam laba rugi setiap keuntungan atau kerugian yang terkait dengan penghentian sebagian atau sepenuhnya sewa tersebut; dan
- Membuat penyesuaian terkait aset hak-guna untuk seluruh modifikasi sewa lainnya.

Grup sebagai pesewa

Ketika Grup bertindak sebagai pesewa, Grup mengklasifikasi masing-masing sewanya baik sewa operasi atau sewa pembiayaan.

Untuk mengklasifikasi masing-masing sewa, Grup membuat penilaian secara keseluruhan atas apakah sewa mengalihkan secara substansial seluruh risiko dan manfaat yang terkait dengan kepemilikan aset pendasar. Jika penilaian membuktikan hal tersebut, maka sewa diklasifikasikan sebagai sewa pembiayaan; jika tidak maka, merupakan sewa operasi. Sebagai bagian dari penilaian ini, Grup mempertimbangkan beberapa indikator seperti apakah masa sewa adalah sebagian besar dari umur ekonomik aset pendasar.

Dalam sewa pembiayaan, di mana Grup mengalihkan secara substansial seluruh risiko dan manfaat yang terkait dengan kepemilikan aset, Grup mengakui dan menyajikan aset berupa piutang sewa pembiayaan di laporan posisi keuangan sebesar jumlah yang sama dengan investasi sewa neto. Penerimaan piutang sewa diperlakukan sebagai pembayaran pokok dan pendapatan keuangan. Pengakuan pendapatan keuangan didasarkan pada suatu pola yang mencerminkan suatu tingkat pengembalian periodik yang konstan atas investasi neto Grup sebagai pesewa dalam sewa pembiayaan.

Grup mengakui pembayaran sewa yang diterima dari sewa operasi sebagai pendapatan dengan dasar garis lurus selama masa sewa.

**3. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

t. Leases (continued)

The Group as a lessee (continued)

Lease modification

For a lease modification that is not accounted for as a separate lease, at the effective date of the lease modification, the Group:

- Remeasures and allocates the consideration in the modified contract;
- Determines the lease term of the modified lease;
- Remeasures the lease liability by discounting the revised lease payments using a revised discount rate. At the effective date of the modification, the revised discount rate is determined as the Group's incremental borrowing rate for the remainder of the lease term;
- Decreases the carrying amount of the right-of-use asset to reflect the partial or full termination of the lease for lease modifications that decrease the scope of the lease. The Group recognises in profit or loss any gain or loss relating to the partial or full termination of the lease; and
- Makes a corresponding adjustment to the right-of-use asset for all other lease modifications.

The Group as a lessor

When the Group acts as a lessor, it shall classify each of its leases as either an operating lease or a finance lease.

To classify each lease, the Group makes an overall assessment of whether the lease transfers substantially all of the risks and rewards incidental to ownership of the underlying asset. If this is the case, then the lease is classified as a finance lease; if not, then it is an operating lease. As part of this assessment, the Group considers certain indicators such as whether the lease term is for the major part of the economic life of the asset.

Under a finance lease, where the Group transfers substantially all the risks and rewards related to the ownership of the leased item, the Group recognised and presented a finance lease receivable in the statement of financial position at an amount equal to the net investment in the lease. Lease payments received are treated as payments of principal and finance income. The recognition of finance income is based on a pattern reflecting a constant periodic rate of return on the Group's net investment as lessors in finance leases.

The Group recognises lease payments received under operating leases as income on the straight-line basis over the lease term.

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 5/20 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

**3. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

u. Modal saham dan pembagian dividen

Saham biasa dikelompokkan sebagai ekuitas, dan biaya langsung yang berkaitan dengan penerbitan saham baru atau opsi disajikan sebagai pengurang ekuitas, setelah dikurangi pajak, dari jumlah yang diterima.

Pembagian dividen kepada para pemegang saham Grup diakui sebagai liabilitas dalam laporan keuangan pada periode ketika dividen diumumkan.

v. Perpajakan

Pajak penghasilan final

Sesuai dengan ketentuan perpajakan yang berlaku, sebagian penghasilan Grup dikenakan pajak penghasilan yang bersifat final.

Untuk tujuan pelaporan keuangan, beban PPh final dilaporkan dalam laporan laba rugi sebagai bagian dari beban pokok pendapatan.

Beban pajak atas penghasilan yang telah dikenakan pajak final, diakui proporsional dengan jumlah pendapatan pada periode berjalan. Selisih antara jumlah pajak penghasilan final yang dibayar dengan jumlah yang dibebankan sebagai beban usaha diakui sebagai utang pajak.

Perbedaan nilai tercatat aset atau liabilitas yang berhubungan dengan pajak penghasilan final tidak diakui sebagai aset atau liabilitas pajak tangguhan.

Pajak penghasilan di luar pajak final

Beban pajak terdiri dari pajak kini. Pajak diakui dalam laba rugi, kecuali jika pajak itu terkait dengan kejadian atau transaksi yang diakui di penghasilan komprehensif lain atau langsung diakui ke ekuitas. Dalam hal ini, beban pajak tersebut masing-masing diakui pada penghasilan komprehensif lain atau secara langsung dicatat ke ekuitas.

Beban pajak kini dihitung berdasarkan peraturan perpajakan yang berlaku pada tanggal pelaporan keuangan dan dihitung berdasarkan tarif pajak yang berlaku. Manajemen secara periodik mengevaluasi posisi yang diambil dalam Surat Pemberitahuan Tahunan sehubungan dengan situasi di mana aturan pajak yang berlaku membutuhkan interpretasi atas peraturan pajak yang berlaku. Jika perlu, manajemen menentukan provisi dibentuk berdasarkan jumlah yang diharapkan akan dibayar pada otoritas pajak.

**4. PERTIMBANGAN KRITIS AKUNTANSI DAN ESTIMASI
AKUNTANSI YANG SIGNIFIKAN**

Dalam penerapan kebijakan akuntansi Grup, yang dijelaskan dalam Catatan 3, manajemen Grup diwajibkan untuk membuat penilaian, estimasi dan asumsi tentang jumlah tercatat aset dan liabilitas yang tidak tersedia dari sumber lain. Estimasi dan asumsi yang terkait didasarkan pada pengalaman historis dan faktor-faktor lain yang dianggap relevan. Hasil aktualnya mungkin berbeda dari estimasi tersebut.

Estimasi dan asumsi yang mendasari ditinjau kembali secara berkelanjutan. Revisi terhadap estimasi akuntansi akan diakui pada periode di mana estimasi tersebut direvisi, jika revisi tersebut hanya berpengaruh terhadap periode tersebut, atau pada periode revisi dan periode berikutnya jika revisi tersebut mempengaruhi periode tersebut.

**3. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

u. Share capital and distribution of dividends

Ordinary shares are classified as equity, and incremental costs that are directly attributable to the issuance of new shares or options are shown in equity as a deduction, net of tax, from the proceeds.

Dividends distributions to the Group's shareholders are recognised as liabilities in the financial statement in the period when the dividends are declared.

v. Taxation

Final income tax

According to the tax regulation, certain Group income is subject to final tax.

For the purpose of financial statement preparation, final income tax expenses are stated in the statement of profit or loss as part of the cost of revenues.

Tax expenses on income subjected to final tax are recognised proportionally with total income in the current period. The differences between the final income tax paid and the total charged as operating expenses are recognised as tax payable.

The difference between the carrying amount of assets and liabilities related to final income tax are not recognised as deferred tax assets or liabilities.

Non-final income tax

Tax expense comprises current tax. Tax is recognised in profit or loss, except to the extent that it relates to items recognised in other comprehensive income or directly in equity. In this case, the tax expense is recognised in other comprehensive income or directly in equity, respectively.

The current income tax charge is calculated on the basis of the tax laws that have been enacted as at the reporting date and computed using the prevailing tax rates. Management periodically evaluates the positions taken in Annual Tax Returns with respect to situations in which the applicable tax regulations are subject to interpretation. It establishes a provision where appropriate on the basis of the amounts expected to be paid to the tax authorities.

**4. CRITICAL ACCOUNTING JUDGMENTS AND
SIGNIFICANT ACCOUNTING ESTIMATES**

In the application of the Group's accounting policies, which are described in Note 3, the Group's management are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 5/21 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

**4. PERTIMBANGAN KRITIS AKUNTANSI DAN ESTIMASI
AKUNTANSI YANG SIGNIFIKAN (lanjutan)**

Pertimbangan kritis dalam penerapan kebijakan akuntansi

Sumber ketidakpastian estimasi

Asumsi utama mengenai masa depan dan sumber estimasi lainnya pada akhir periode pelaporan, yang memiliki risiko signifikan yang mengakibatkan penyesuaian material terhadap jumlah tercatat aset dan liabilitas dalam periode pelaporan berikutnya dijelaskan di bawah ini:

Perubahan masa manfaat aset tetap dapat mempengaruhi jumlah biaya penyusutan yang diakui dan nilai tercatat aset tetap.

Imbalan pasca kerja

Penentuan liabilitas imbalan pasca kerja tergantung pada pemilihan asumsi tertentu yang digunakan oleh aktuaris independen untuk menghitung jumlah kewajiban tersebut. Asumsi tersebut termasuk antara lain, tingkat diskonto, kenaikan gaji tahunan di masa depan, tingkat perputaran tahunan karyawan, tingkat kecacatan, umur pensiun dan tingkat kematian. Hasil aktual yang berbeda dari asumsi Grup diakui di penghasilan komprehensif lain dan ketika terjadi. Grup berkeyakinan bahwa asumsi tersebut adalah wajar dan sesuai, perbedaan signifikan dalam pengalaman aktual Grup atau perubahan signifikan dalam asumsi Grup material dapat mempengaruhi kewajiban diestimasi atas imbalan pasca kerja dan penghasilan komprehensif lain.

Asumsi yang digunakan untuk perhitungan liabilitas imbalan pasca kerja diungkapkan dalam Catatan 23.

Pajak penghasilan

Perhitungan beban pajak penghasilan Grup memerlukan pertimbangan dan asumsi dalam menentukan pengurangan beban tertentu selama proses pengestimasian. Semua pertimbangan dan estimasi yang dibuat manajemen dapat dipertanyakan oleh Direktorat Jenderal Pajak ("DJP"). Sebagai akibatnya, terjadi ketidakpastian dalam penentuan pajak. Resolusi posisi pajak yang diambil oleh Grup, melalui negosiasi dengan otoritas pajak yang relevan dapat berlangsung bertahun-tahun dan sangat sulit untuk memprediksi hasil akhirnya. Apabila terdapat perbedaan perhitungan pajak dengan jumlah yang telah dicatat, perbedaan tersebut akan berdampak pada pajak penghasilan dan pajak tangguhan dalam tahun dimana penentuan pajak tersebut dibuat.

Pengakuan pendapatan kontrak

Grup mengakui pendapatan kontrak yang masih dalam proses berdasarkan metode persentase penyelesaian. Tahap penyelesaian diukur berdasarkan proporsi biaya kontrak yang terjadi untuk pekerjaan yang dilaksanakan sampai tanggal perhitungan dibandingkan dengan estimasi total biaya kontrak. Asumsi diperlukan dalam menentukan tahap penyelesaian (persentase penyelesaian) dan jumlah estimasi pendapatan. Pendapatan kontrak diungkapkan dalam Catatan 19.

**4. CRITICAL ACCOUNTING JUDGMENTS AND
SIGNIFICANT ACCOUNTING ESTIMATES (continued)**

Critical judgements in applying accounting policies

Sources of estimation uncertainty

The key assumptions concerning the future and other key sources of estimation used at the end of the reporting period that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below:

A change in the estimated useful life of any item of property, plant and equipment would affect the recorded depreciation expense and the carrying values of property, plant and equipment.

Post-employment benefits

The determination of employee benefits obligations is dependent on the selection of certain assumptions used by the independent actuaries in calculating such amounts. Those assumptions include among others, discount rates, future annual salary increases, annual employee turn-over rates, disability rates, retirement ages and mortality rates. Actual results that differ from the Group's assumptions are recognised immediately in other comprehensive income and when they occur. While management is of the opinion that assumptions are reasonable and appropriate, significant differences in the Group's actual experiences or significant changes in the Group's assumptions may materially affect its estimated liabilities for post-employment benefits and other comprehensive income.

Assumptions used in the calculation of post-employment benefit liabilities are disclosed in Note 23.

Income taxes

The calculations of income tax expense for the Group requires judgements and assumptions in determining the deductibility of certain expenses during the estimation process. All judgements and estimates made by management may be challenged by the Directorate General of Taxation ("DGT"). As a result, the ultimate tax determination becomes uncertain. The resolution of tax positions taken by the Group, through negotiations with the relevant tax authorities, can take several years to complete and in some cases it is difficult to predict the ultimate outcome. Where the final outcome of these matters is different from the amounts initially recorded, such differences will have an impact on the income tax and deferred income tax provision in the year in which this determination is made.

Contract revenue recognition

The Group recognises contract revenues that are still in progress based on the percentage-of-completion method. The stage of completion is measured based on the proportion of contract costs incurred for the work performed up to the calculation date compared to the estimated total contract costs. Assumptions are required in determining the stage of completion (percentage of completion) and the amount of the estimated income. Contract revenue is disclosed in Note 19.

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 5/22 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

5. KOMBINASI BISNIS ENTITAS SEPENGENDALI

Pelepasan dan akuisisi entitas anak

Efektif pada tanggal 28 Juli 2022, sesuai dengan Akta No.101, 103 dan 104 dari Notaris Humberg Lie, S.H., S.E., M.Kn., Perusahaan mengadakan perjanjian jual beli saham dengan PT Rekadaya ElektriKA ("RE"), anak Perusahaan PT Nusantara Power ("NP"), yang merupakan entitas sepengendali di bawah PLN, untuk menjual 125.074.552 (nilai penuh) lembar saham biasa atau setara 99,99% kepemilikan atas PT Prima Power Nusantara ("PPN") dan mengakuisisi 93.411.836 (nilai penuh) lembar saham biasa atau setara dengan 99,80% kepemilikan atas REC dengan nilai pengalihan bersih sebesar Rp65.384 dan RE telah melakukan pembayaran nilai pengalihan bersih tersebut. Nilai buku bersih pelepasan dan akuisisi untuk porsi kepemilikan Perusahaan adalah sebesar Rp46.268. Selisih sebesar Rp19.116 antara nilai pengalihan bersih dengan nilai buku bersih yang dilepas dicatat dalam akun ekuitas sebagai tambahan modal disetor.

Transaksi ini dibukukan sesuai dengan PSAK 38 – Kombinasi Bisnis Entitas Sepengendali karena Grup dan RE merupakan entitas sepengendali di bawah PLN.

Perhitungan tambahan modal disetor pada tanggal transaksi adalah sebagai berikut:

	<u>28 Juli/ July 2022</u>
Imbalan yang diterima:	
Kas yang diterima - neto	65,384
Dikurangi dengan:	
Nilai buku aset yang dilepas - neto	<u>(46,268)</u>
Tambahan modal disetor	<u>19,116</u>
Dampak pajak (Catatan 22c)	<u>(15,464)</u>
Tambahan modal disetor setelah pajak	<u>3,652</u>

Sesuai dengan PSAK No. 38 "Kombinasi Bisnis Entitas Sepengendali", transaksi pelepasan entitas sepengendali tidak perlu disajikan kembali seolah-olah tidak dikonsolidasikan oleh Perusahaan sejak 1 Januari 2021.

5. BUSINESS COMBINATION ENTITY UNDER COMMON CONTROL

Divestment and acquisition of subsidiary

Effective on 28 July 2022, according to Notarial Deed No.101, 103 and 104 of Notary Humberg Lie, S.H., S.E., M.Kn., the Company entered into a sales purchase agreement with PT Rekadaya ElektriKA ("RE"), subsidiary of PT Nusantara Power ("NP"), which is an entity under common control of PLN, to sell 125,074,552 (full amount) ordinary shares or equivalent to 99.99% ownership of PT Prima Power Nusantara ("PPN") and acquire 93,411,836 (full amount) ordinary shares or equivalent to 99.80% of ownership of REC with a net consideration amounting to Rp65,384 and RE has fully paid the net consideration. The net book value of the disposal and acquisition which are part of the Company's ownership are Rp46,268. The difference of Rp19,116 between net consideration and net book value disposed was recorded as additional paid-in capital.

The transaction was recorded in accordance with SFAS 38 – Business Combination of Entities under Common Control since the Group and RE are entities under common control of PLN.

Calculation of additional paid-in capital at transaction date is as follows:

Cash consideration received:
Cash received - net
Less:
Book value of asset disposed - net
Additional paid-in capital
Tax impact (Note 22c)
Additional paid-in capital after tax

In accordance with PSAK No. 38 "Business Combinations of Entities Under Common Control", divestment transactions of entities under common control not required to be restated as if it had not been by the Company since 1 January 2021.

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 5/23 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

6. PELEPASAN ATAS ASET

Sesuai dengan Akta No. 22 dari Notaris Ivan Lazuardi Suwana S.H., M.Kn. dan Keputusan Pemegang Saham di Luar Rapat Umum Pemegang Saham Perusahaan pada tanggal 31 Desember 2023, Perusahaan mengadakan perjanjian untuk menjual 93.599.034 (nilai penuh) lembar saham biasa atau setara dengan 99,99% kepemilikan atas REC, yang merupakan entitas anak dari Perusahaan, kepada ICON. REC merupakan perusahaan yang tidak beroperasi.

Total imbalan yang diterima oleh Perusahaan adalah sebesar Rp108.772. Per 31 Desember 2023, Perusahaan telah menerima imbalan kas senilai Rp87.393. Sisa nilai imbalan sebesar Rp21.379 akan diakui sebagai piutang dan tidak terdapat risiko penurunan nilai atas piutang tersebut. Tabel berikut ini merangkum imbalan yang diterima untuk REC dan jumlah aset yang dilepas dan piutang yang diakui pada tanggal pelepasan:

	31 Desember/ December 2023	
Imbalan yang diterima	108,772	<i>Consideration received</i>
	Nilai buku/ Book value	
Kas dan bank	(114,788)	<i>Cash and banks</i>
Piutang usaha	(476)	<i>Trade receivables</i>
Aset lancar lainnya	(3,031)	<i>Other current assets</i>
Aset tak berwujud	(131)	<i>Intangible assets</i>
Pajak dibayar dimuka	(6,440)	<i>Prepaid taxes</i>
Utang pajak lainnya	13,376	<i>Other taxes payables</i>
Biaya masih harus dibayar	2,718	<i>Accrued expenses</i>
Nilai bersih buku aset yang dilepas	(108,772)	<i>Book value of asset disposed - net</i>
Kepentingan non - pengendali	-	<i>Non - controlling interest</i>
	(108,772)	

6. DIVESTMENT OF ASSETS

According to Notarial Deed No.22 of Ivan Lazuardi Suwana, S.H., M.Kn. and Shareholder Resolution outside the Company's General Meeting of Shareholders dated on 31 December 2023, the Company entered into an agreement to sell 93,599,034 (full value) ordinary shares or the equivalent of 99.99% ownership of REC, which is the subsidiary of the Company, to ICON. REC is a dormant company.

Total consideration received by the Company is Rp108,772. As of 31 December 2023, the Company has received cash consideration amounting to Rp87,393. The remaining consideration amounting to Rp21,379 will be recognised as receivable and there is no impairment risk on the receivables. The following table summarised the consideration received for REC and the amounts of the assets disposed and receivable assumed recognised at divestment date:

7. KAS DAN SETARA KAS

	2023	2022	
Kas	1,660	1,081	<i>Cash on hand</i>
Kas di bank	195,974	387,105	<i>Cash in banks</i>
Deposito	255,635	122,112	<i>Deposits</i>
Jumlah	453,269	510,298	<i>Total</i>

Lihat Catatan 24 untuk rincian transaksi dan saldo dengan pihak berelasi.

Refer to Note 24 for details of transactions and balances with related parties.

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 5/24 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

8. REKENING BANK YANG DIBATASI PENGGUNAANNYA

Akun ini merupakan rekening bank yang digunakan sebagai jaminan bank garansi untuk pelaksanaan proyek. Pada tanggal 31 Desember 2023 dan 2022, saldo rekening bank yang dibatasi penggunaannya masing-masing sebagai berikut:

	<u>2023</u>	<u>2022</u>
Pihak berelasi (Catatan 24)	9,414	366
Pihak ketiga	<u>16,749</u>	<u>16,749</u>
Jumlah	26,163	17,115
Bagian lancar	<u>(9,414)</u>	<u>(366)</u>
Bagian tidak lancar	<u>16,749</u>	<u>16,749</u>

8. RESTRICTED CASH IN BANKS

This account represents cash in banks that was used as collateral on bank guarantees for project execution. As at 31 December 2023 and 2022, the restricted bank account balances were as follows:

Related party (Note 24)
Third parties

Total

Current portion

Non-current portion

9. PIUTANG USAHA

	<u>2023</u>	<u>2022</u>
Piutang usaha		
Pihak berelasi (Catatan 24)	362,634	97,428
Pihak ketiga	<u>8,747</u>	<u>11,452</u>
Jumlah	<u>371,381</u>	<u>108,880</u>
Cadangan kerugian penurunan nilai		
Pihak berelasi	(1,948)	(240)
Pihak ketiga	<u>(6,045)</u>	<u>(7,414)</u>
Jumlah	<u>(7,993)</u>	<u>(7,654)</u>
Jumlah piutang usaha - neto	<u>363,388</u>	<u>101,226</u>

9. TRADE RECEIVABLES

Trade receivables
Related parties (Note 24)
Third parties

Total

Allowances for impairment losses
Related parties
Third parties

Total

Total trade receivables - net

Analisis umur piutang usaha adalah sebagai berikut:

The aging analysis of trade receivables is as follows:

	<u>2023</u>	<u>2022</u>
Belum jatuh tempo	56,253	8,150
Sudah jatuh tempo		
1 s/d 60 hari	255,835	57,140
61 s/d 90 hari	9,145	12,065
Lebih dari 90 hari	<u>50,148</u>	<u>31,525</u>
Jumlah	371,381	108,880
Cadangan kerugian penurunan nilai	<u>(7,993)</u>	<u>(7,654)</u>
Jumlah piutang usaha - neto	<u>363,388</u>	<u>101,226</u>

Not yet due
Past due
1 to 60 days
61 to 90 days
More than 90 days

Allowances for impairment losses

Total trade receivables - net

Pergerakan perubahan cadangan kerugian penurunan nilai adalah sebagai berikut:

The movement of changes in the allowance for impairment losses is as follows:

	<u>2023</u>	<u>2022</u>
Saldo awal	7,654	23,563
Penambahan	2,425	562
Pemulihan	(792)	(253)
Dampak pelepasan entitas anak	<u>(1,294)</u>	<u>(16,218)</u>
Saldo akhir	<u>7,993</u>	<u>7,654</u>

Beginning balance
Additions
Reversal
Effect of divestment of subsidiary

Ending balance

Manajemen Grup menyatakan bahwa cadangan penurunan nilai telah cukup untuk menutupi kemungkinan atas tidak tertagihnya piutang usaha.

The management of the Group states that the allowance for impairment is adequate to cover any loss from uncollectible accounts.

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 5/25 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

10. PIUTANG LAIN-LAIN

10. OTHER RECEIVABLES

	<u>2023</u>	<u>2022</u>	
Piutang lain-lain			Other receivables
Pihak berelasi (Catatan 24)	100,377	44,090	Related parties (Note 24)
Pihak ketiga	<u>8,667</u>	<u>2,037</u>	Third parties
Jumlah	<u>109,044</u>	<u>46,127</u>	Total
Cadangan kerugian penurunan nilai			Allowances for impairment losses
Pihak berelasi	(22,248)	(22,248)	Related parties
Pihak ketiga	<u>-</u>	<u>-</u>	Third parties
Jumlah	<u>(22,248)</u>	<u>(22,248)</u>	Total
Jumlah piutang lain-lain - neto	<u>86,796</u>	<u>23,879</u>	Total other receivables - net

Pergerakan perubahan cadangan kerugian penurunan nilai adalah sebagai berikut:

The movement of changes in the allowance for impairment losses is as follows:

	<u>2023</u>	<u>2022</u>	
Saldo awal	22,248	21,870	Beginning balance
Penambahan	<u>-</u>	<u>378</u>	Additions
Saldo akhir	<u>22,248</u>	<u>22,248</u>	Ending balance

Manajemen Grup menyatakan bahwa cadangan penurunan nilai telah cukup untuk menutupi kemungkinan atas tidak tertagihnya piutang lain-lain.

The management of the Group states that the allowance for impairment is adequate to cover any loss from uncollectible accounts.

11. PIUTANG SEWA PEMBIAYAAN

11. FINANCE LEASE RECEIVABLES

	<u>2023</u>	<u>2022</u>	
Pihak berelasi (Catatan 24)			Related party (Note 24)
PLN	<u>147,663</u>	<u>182,755</u>	PLN

Rekonsiliasi antara piutang sewa pembiayaan bruto dengan piutang sewa pembiayaan neto sebagaimana yang dilaporkan dalam laporan posisi keuangan adalah sebagai berikut:

The reconciliation of gross finance lease receivables with the net finance lease receivables as reported in the statement of financial position is as follows:

	<u>2023</u>	<u>2022</u>	
Piutang sewa pembiayaan bruto:			Gross finance lease receivables:
- Jatuh tempo dalam waktu satu tahun	55,050	55,050	Due within one year -
- Jatuh tempo dalam waktu dua sampai lima tahun	123,864	178,914	Due within two until five years -
Dikurangi:			Less:
Pendapatan keuangan sewa yang belum terealisasi	<u>(31,251)</u>	<u>(51,209)</u>	Unearned finance lease income
Piutang sewa pembiayaan bersih	<u>147,663</u>	<u>182,755</u>	Net finance lease receivables
Dikurangi: Jatuh tempo dalam waktu satu tahun	<u>(39,523)</u>	<u>(35,092)</u>	Less: Due within one year
Bagian jangka panjang	<u>108,140</u>	<u>147,663</u>	Long-term portion

Piutang sewa bagian tidak lancar akan terealisasi dalam jangka waktu dua sampai lima tahun.

The non-current portion of finance lease receivables will be realised within two until five years.

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 5/26 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

11. PIUTANG SEWA PEMBIAYAAN (lanjutan)

Piutang sewa pembiayaan dari PT PLN (Persero) timbul dari penyediaan jasa *pre-treatment* gas dan jasa *compressed natural gas* untuk keperluan pembangkit di Bangkanai, Kalimantan Tengah dengan jangka waktu kontrak selama sepuluh tahun yang dimulai pada tahun 2017.

11. FINANCE LEASE RECEIVABLES (continued)

The finance lease receivables from PT PLN (Persero) arise from *pre-treatment* gas and *compressed natural gas* services for power generator in Bangkanai, Central Kalimantan with a contract period of ten years starting from 2017.

12. ASET KONTRAK

	2023	2022
Pihak berelasi (Catatan 24)	146,242	112,483
Pihak ketiga	38,880	9,380
Jumlah	185,122	121,863

*Related parties (Note 24)
Third parties*

Total

12. CONTRACT ASSETS

13. INVESTASI PADA VENTURA BERSAMA

Rincian investasi pada ventura bersama sebagai berikut:

13. INVESTMENTS IN JOINT VENTURE

The details of investments in joint venture are as follows:

<u>Investasi pada ventura bersama/ Investment in joint venture</u>	<u>Domisili/ Domicile</u>	<u>Jenis usaha/ Nature of business</u>	<u>Tahun operasi komersial/ Commercial Operations</u>	<u>Percentase kepemilikan/ Percentage of ownership</u>	
				<u>2023 %</u>	<u>2022 %</u>
PT Crompton Prima Switchgear Indonesia ("CPSI")	Jakarta	Peralatan pengontrol dan pendistribusian listrik/ <i>Electricity control and distribution</i>	2014	49	49
PT Pura Daya Prima ("PDP")	Jakarta	Pembangkit listrik/ <i>Power plant</i>	2006	15	15

Seluruh entitas ventura bersama dicatat oleh Perusahaan dengan menggunakan metode ekuitas. Seluruh entitas perusahaan swasta yang tidak terdaftar di bursa dan tidak terdapat harga pasar yang dikutip yang tersedia untuk saham tersebut.

All joint ventures are recorded by the Company using the equity method. All entities are unlisted private companies and there are no quoted market prices available for these shares.

Mutasi investasi pada ventura bersama adalah sebagai berikut:

The changes in investments in joint venture are as follows:

	2023				
	<u>Saldo awal/ Beginning balance</u>	<u>Cadangan penurunan nilai/ Allowance for impairment</u>	<u>Bagian laba diserap tahun berjalan/ Share of profit for the year</u>	<u>Dividen/ Dividend</u>	<u>Saldo akhir/ Ending balance</u>
Ventura bersama/ <i>Joint venture</i> PDP	12,373	-	1,576	-	13,949
	2022				
	<u>Saldo awal/ Beginning balance</u>	<u>Cadangan penurunan nilai/ Allowance for impairment</u>	<u>Bagian laba diserap tahun berjalan/ Share of profit for the year</u>	<u>Dividen/ Dividend</u>	<u>Saldo akhir/ Ending balance</u>
Ventura bersama/ <i>Joint venture</i> PDP	11,764	-	909	(300)	12,373

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 5/27 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

13. INVESTASI PADA VENTURA BERSAMA (lanjutan)

PDP

Berikut ini adalah ringkasan informasi keuangan entitas PDP pada 31 Desember 2023 dan 2022 yang dicatat dengan menggunakan metode ekuitas.

	2023	2022	
Aset lancar	34,042	50,576	Current assets
Aset tidak lancar	67,721	46,230	Non-current assets
	101,763	96,806	
Liabilitas jangka pendek	(945)	(7,176)	Current liabilities
Liabilitas jangka panjang	(7,828)	(7,146)	Non-current liabilities
	(8,773)	(14,322)	
Aset bersih	92,990	82,484	Net asset
Bagian atas aset bersih	13,949	12,373	Share of net assets
	2023	2022	
Pendapatan	127,988	124,469	Revenue
Beban pokok penjualan	(98,383)	(100,828)	Cost of goods sold
Beban umum dan administrasi	(15,685)	(12,580)	Operating expenses
Penghasilan/(rugi) lain-lain - neto	779	(1,301)	Other income/(expense) - net
Laba sebelum pajak	14,699	9,760	Profit before tax
Beban pajak penghasilan	(3,603)	(4,013)	Income tax expense
Laba tahun berjalan	11,096	5,747	Profit for the year
Penghasilan komprehensif lainnya	(590)	314	Other comprehensive income
Jumlah penghasilan komprehensif tahun berjalan	10,506	6,061	Total comprehensive income for the year
Bagian Perusahaan atas laba investasi	1,576	909	The Company's shares of profit
Dividen yang diterima dari investasi	-	300	Dividend received from investments

13. INVESTMENTS IN JOINT VENTURE (continued)

PDP

The following table is the summarised financial information of PDP as of 31 December 2023 and 2022, which has been accounted for using the equity method.

14. UTANG USAHA

Akun ini merupakan utang sehubungan dengan pembelian material dan jasa konstruksi kepada subkontraktor.

	2023	2022	
Pihak berelasi (Catatan 24)	-	402	Related parties (Note 25)
Pihak ketiga	146,369	56,706	Third parties
Jumlah	146,369	57,108	Total

14. TRADE PAYABLES

This account represents payables from purchase of material and construction service to subcontractors.

15. UANG MUKA DARI PELANGGAN

Akun ini merupakan uang muka yang diterima dari pelanggan sehubungan dengan pendapatan yang berasal dari kegiatan jasa konsultasi atas konstruksi Pembangkit Listrik Tenaga Air ("PLTA") Upper Cisokan dan pekerjaan relokasi dan pembangunan Gardu Induk ("GI") dan Saluran Kabel Tegangan Tinggi ("SKTT") 70 kV PT Gudang Garam, Tbk.

15. ADVANCES FROM CUSTOMER

This account represents advances received from customer in relation to revenue incurred from consulting services for Hydropower Plant ("PLTA") Upper Cisokan construction and work on the relocation and construction of the Main Substation ("GI") and High Voltage Cable Line ("SKTT") 70 kV PT Gudang Garam, Tbk.

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 5/28 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

15. UANG MUKA DARI PELANGGAN (lanjutan)

	<u>2023</u>	<u>2022</u>
Pihak berelasi (Catatan 24)	9,843	13,626
Pihak ketiga	<u>7,960</u>	<u>-</u>
Jumlah	<u>17,803</u>	<u>13,626</u>

15. ADVANCES FROM CUSTOMER (continued)

*Related parties (Note 24)
Third parties*

Total

16. LIABILITAS KONTRAK

	<u>2023</u>	<u>2022</u>
Pihak berelasi (Catatan 24)	136,812	78,570
Pihak ketiga	<u>1,828</u>	<u>2,170</u>
Jumlah	<u>138,640</u>	<u>80,740</u>

16. CONTRACT LIABILITIES

*Related parties (Note 24)
Third parties*

Total

17. BIAYA MASIH HARUS DIBAYAR

	<u>2023</u>	<u>2022</u>
Biaya pegawai	26,403	23,840
Biaya non-pegawai	<u>15,036</u>	<u>22,093</u>
Jumlah	<u>41,439</u>	<u>45,933</u>

17. ACCRUED EXPENSES

*Employee expenses
Non-employee expenses*

Total

18. MODAL SAHAM

18. SHARE CAPITAL

	<u>2023 dan/and 2022</u>		
	<u>Jumlah saham/ Number of shares</u>	<u>Persentase kepemilikan/ Percentage of ownership (%)</u>	<u>Jumlah/ Amount</u>
Pemegang saham/Shareholders			
PLN	24,975,000	99.90%	24,975
Yayasan Pendidikan dan Kesejahteraan PT PLN (Persero) ("YPK PLN")	<u>25,000</u>	<u>0.10%</u>	<u>25</u>
Jumlah/Total	<u>25,000,000</u>	<u>100.00%</u>	<u>25,000</u>

Dividen tunai

Berdasarkan Rapat Umum Pemegang Saham Mayoritas Grup tanggal 2 Agustus 2023 Grup mendeklarasikan dividen tahun 2023 dengan menggunakan laba bersih tahun buku 2022 sebesar Rp9.000. Dividen dibayarkan kepada pemegang saham sesuai kepemilikan sahamnya secara bertahap pada November dan Desember 2023.

Berdasarkan Rapat Umum Pemegang Saham Mayoritas Grup tanggal 28 Juni 2022 Grup mendeklarasikan dividen tahun 2022 dengan menggunakan laba bersih tahun buku 2021 sebesar Rp69.873. Dividen dibayarkan kepada pemegang saham sesuai kepemilikan sahamnya secara bertahap pada Oktober, November dan Desember 2022.

Tambahan modal disetor

Berdasarkan pelepasan atas aset yang terjadi di 31 Desember 2023 (catatan 6), tambahan modal disetor, yang timbul dari akuisisi REC oleh Perusahaan di tahun 2022, direklasifikasi ke laba ditahan karena berpindahnya kepemilikan REC ke ICON di tahun 2023. Saldo akhir tambahan modal disetor per 31 Desember 2023, sebesar Rp 40.609, merupakan tambahan modal disetor yang timbul dari pelepasan atas PPN di tahun 2022, yang sudah ada per 31 Desember 2022.

Cash dividend

Based on the General Meeting of the Group's Majority Shareholders dated 2 August 2023, the Group declared dividend for 2023 using net profit for the year 2022 amounting to Rp9,000. Dividend paid to shareholders according to their share ownership in stages in November and December 2023.

Based on the General Meeting of the Group's Majority Shareholders dated 28 June 2022, the Group declared dividend for 2022 using net profit for the year 2021 amounting to Rp69,873. Dividend paid to shareholders according to their share ownership in stages in October, November and December 2022.

Additional paid-in capital

Based on divestment of assets that occurred in 2023 (Note 6), additional paid-in capital, occurred from acquisition of REC by the Company in 2022, was reclassified to retained earnings due to the transfer of ownership of REC to ICON in 2023. The ending balance of additional paid-in capital as of 31 December 2023, amounting to Rp40,609, was represents additional paid-in capital arising from divestment of PPN in 2022, which already existed from 31 December 2022.

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 5/29 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

19. PENDAPATAN

19. REVENUES

	<u>2023</u>	<u>2022</u>	
Jasa engineering	643,627	457,491	<i>Engineering services</i>
Jasa non-engineering	<u>224,210</u>	<u>78,805</u>	<i>Non-engineering services</i>
Jumlah	<u><u>867,837</u></u>	<u><u>536,296</u></u>	<i>Total</i>

Manajemen memperkirakan bahwa harga transaksi yang dialokasikan untuk kontrak pekerjaan yang belum diselesaikan pada tanggal 31 Desember 2023 sebesar Rp 1.334.021 akan diakui sebagai pendapatan selama rentang waktu antara 1-3 tahun ke depan.

Management expects that the transaction price allocated to the unsatisfied contracts as of 31 December 2023 amounting to Rp1,334,021 will be recognised as revenue within the next 1-3 years.

Lihat Catatan 24 untuk rincian transaksi dengan pihak berelasi.

Refer to Note 24 for details of transactions with related parties.

20. BEBAN POKOK PENDAPATAN

20. COST OF REVENUES

	<u>2023</u>	<u>2022</u>	
Subkontraktor	222,461	95,225	<i>Subcontractors</i>
Gaji dan kesejahteraan karyawan	162,246	117,936	<i>Salary and welfare benefits</i>
Perjalanan dinas dan transportasi	35,499	21,607	<i>Business trip and transportation</i>
Material	23,389	-	<i>Material</i>
Sewa	17,221	8,488	<i>Rental</i>
Beban pajak final	15,625	13,850	<i>Final income tax</i>
Penyusutan	8,596	10,969	<i>Depreciation</i>
Lain-lain	<u>85,839</u>	<u>39,255</u>	<i>Others</i>
Jumlah	<u><u>570,876</u></u>	<u><u>307,330</u></u>	<i>Total</i>

21. BEBAN USAHA

21. OPERATING EXPENSES

	<u>2023</u>	<u>2022</u>	
Gaji dan kesejahteraan karyawan	125,058	104,852	<i>Salary and welfare benefits</i>
Tunjangan pajak penghasilan karyawan	20,039	11,985	<i>Employee income tax allowances</i>
Amortisasi perangkat lunak	3,145	5,966	<i>Amortisation of software</i>
Penyusutan	3,979	4,490	<i>Depreciation</i>
Lain-lain	<u>32,334</u>	<u>25,797</u>	<i>Others</i>
Jumlah	<u><u>184,555</u></u>	<u><u>153,090</u></u>	<i>Total</i>

22. PERPAJAKAN

22. TAXATION

a. Pajak dibayar di muka

a. Prepaid taxes

	<u>2023</u>	<u>2022</u>	
<u>Bagian lancar</u>			<u>Current portion</u>
Perusahaan			<i>The Company</i>
Pajak pertambahan nilai	12,347	26,432	<i>Value added tax</i>
Entitas anak			<i>Subsidiary</i>
Pajak pertambahan nilai	<u>-</u>	<u>32,850</u>	<i>Value added tax</i>
	<u>12,347</u>	<u>59,282</u>	
<u>Bagian tidak lancar</u>			<u>Non-current portion</u>
Perusahaan			<i>The Company</i>
Pajak pertambahan nilai	23,459	11,669	<i>Value added tax</i>
Entitas anak			<i>Subsidiary</i>
Pajak pertambahan nilai	<u>-</u>	<u>11,738</u>	<i>Value added tax</i>
	<u>23,459</u>	<u>23,407</u>	
Jumlah	<u><u>35,806</u></u>	<u><u>82,689</u></u>	<i>Total</i>

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 5/30 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

22. PERPAJAKAN (lanjutan)

22. TAXATION (continued)

b. Utang pajak

b. Taxes payable

	<u>2023</u>	<u>2022</u>	
Pajak penghasilan badan			Corporate income tax
Perusahaan	110	17,193	The Company
Entitas anak	-	66	Subsidiary
Jumlah pajak penghasilan badan	<u>110</u>	<u>17,259</u>	Total corporate income tax
Pajak lainnya			Other taxes
Perusahaan			The Company
Pajak pertambahan nilai			
- Wajib Pungut	40,412	14,112	Value added tax - VAT collector
Pasal 4(2)	11,767	3,718	Article 4(2)
Lainnya	9,796	1,525	Others
Entitas anak			Subsidiary
Pasal 4(2)	-	413	Article 4(2)
Lainnya	-	462	Others
Jumlah pajak lainnya	<u>61,975</u>	<u>20,230</u>	Total other taxes

c. Beban pajak penghasilan

c. Income tax expense

Rekonsiliasi antara beban pajak dan hasil perkalian laba akuntansi sebelum pajak dengan tarif pajak yang berlaku adalah sebagai berikut:

A reconciliation between the total tax expense and the amounts computed by applying the prevailing tax rates to income before tax is as follows:

	<u>2023</u>	<u>2022</u>	
Laba sebelum pajak penghasilan	<u>119,612</u>	<u>92,048</u>	Profit before tax
Beban pajak sesuai tarif yang berlaku	<u>26,315</u>	<u>20,251</u>	Tax expenses at prevailing rate
Beban yang tidak dapat dikurangkan	15,903	11,722	Non-deductible expenses
Penyesuaian dampak pajak atas pelepasan entitas anak	-	15,464	Adjustment tax impact due to divestment of subsidiary
Penghasilan bukan objek pajak	(3,397)	(2,480)	Income not subject to tax
Pendapatan yang telah dikenakan pajak final konstruksi dan biaya-biaya yang berkaitan	(25,724)	(20,252)	Income already subjected to final tax and related expense
Dampak pelepasan entitas anak ke ekuitas	-	(15,464)	Tax effect of divestment of subsidiary to equity
Beban pajak kini	<u>13,097</u>	<u>9,241</u>	Current tax expense

d. Tarif pajak

d. Tax rates

Pada tanggal 29 Oktober 2021, Undang- Undang No. 7 Tahun 2021 tentang Harmonisasi Peraturan Perpajakan ("UU HPP") telah disahkan. UU HPP menetapkan tarif pajak penghasilan badan bagi Wajib Pajak Badan dan Bentuk Usaha Tetap dari tahun pajak 2022 tetap sebesar 22%.

On 29 October 2021, Law No. 7 Year 2021 on Harmonisation of Tax Regulations (the "HPP Law") was issued. The HPP Law stipulates that the corporate income tax rate for Corporate Tax Payers and Permanent Establishments from fiscal year 2022 remains at 22%.

Pada tanggal 21 Februari 2022, Peraturan Pemerintah No. 9 tahun 2022 tentang Perubahan Kedua atas Peraturan Pemerintah No. 51 tahun 2008 tentang Pajak Penghasilan atas Penghasilan dari Usaha Jasa Konstruksi ("PP No. 9 tahun 2022") telah disahkan. PP No. 9 tahun 2022 menetapkan perubahan tarif Pajak Penghasilan Final menjadi 3,5% untuk jasa konsultasi konstruksi yang dilakukan oleh penyedia jasa yang memiliki sertifikat badan usaha.

On 21 February 2022, Government regulation No. 9 Year 2022 on Second Amendment to Government Regulation No. 51 of 2008 related to Income Tax on Income from Construction Services ("PP No. 9 of 2022") was issued. PP No. 9 of 2022 stipulates a change in the Final Income Tax rate to 3.5% for construction consulting services carried out by service providers who have business entity certificates.

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 5/31 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

22. PERPAJAKAN (lanjutan)

e. Surat ketetapan pajak

Perusahaan

Pada Agustus 2023, Perusahaan menerima Surat Ketetapan Pajak Lebih Bayar ("SKPLB") dari Kantor Pajak, yang menyatakan Perusahaan memiliki lebih bayar atas pajak pertambahan nilai untuk tahun 2019 sebesar Rp17.739 dari Rp17.747 yang diajukan pengembalian oleh Perusahaan. Pada September 2023, Perusahaan telah menerima pengembalian sebesar Rp17.508 setelah dikurangi dengan Surat Tagihan Pajak ("STP") atas pajak pertambahan nilai untuk masa Desember 2019 sebesar Rp231.

Pada Oktober 2023, Perusahaan menerima SKPLB dari Kantor Pajak, yang menyatakan Perusahaan memiliki lebih bayar atas pajak pertambahan nilai untuk tahun 2020 sebesar Rp8.685. Pada November 2023, Perusahaan telah menerima pengembalian sebesar Rp8.612 setelah dikurangi dengan STP atas pajak pertambahan nilai untuk masa Agustus 2023 dan Surat Ketetapan Pajak Kurang Bayar ("SKPKB") pajak pertambahan nilai untuk masa Januari dan Agustus 2020 dan SKPKB atas pajak penghasilan tahun 2020 sebesar Rp73.

Sampai dengan tanggal laporan konsolidasian ini diterbitkan, Perusahaan sedang diaudit oleh Kantor Pajak atas lebih bayar pajak pertambahan nilai untuk tahun 2021 dan 2022 masing-masing sebesar Rp4.414 dan Rp7.933

Entitas anak

Pada Februari 2023, REC menerima SKPLB dari Kantor Pajak, yang menyatakan REC memiliki lebih bayar atas pajak pertambahan nilai masa pajak Juni, Juli, Agustus, September, November dan Desember 2019 sebesar Rp31.746 dari Rp32.850 yang diajukan pengembalian oleh REC. Pada Maret 2023, REC telah menerima pengembalian secara penuh.

Pada Mei 2023, REC menerima SKPLB dari Kantor Pajak, yang menyatakan REC memiliki lebih bayar atas pajak pertambahan nilai masa pajak Januari, Februari, Maret, April, Mei, Oktober, November dan Desember 2020 sebesar Rp2.690 dari Rp3.358 yang diajukan pengembalian oleh REC. Pada Juni 2023, REC telah menerima pengembalian sebesar Rp1.939 setelah dikurangi dengan STP atas pajak pertambahan nilai untuk masa Januari, Februari, Maret, April, Mei, Juni, Juli, September, Oktober, November dan Desember sebesar Rp751.

22. TAXATION (continued)

e. Tax assessment letters

The Company

In August 2023, the Company received a Letter of Tax Overpayment ("SKPLB") from the Tax Office, which stated that the Company had the overpayment of value added tax for the year 2019 amounting to Rp17,739 of Rp17,747 submitted for refund by the Company. In September 2023, the Company had received the refund of Rp17,508 after offset by the Tax Collection Letter ("STP") of value added tax for December 2019 amounting to Rp231.

In October 2023, the Company received a letter of SKPLB from the Tax Office, which stated that the Company had the overpayment of value added tax for the year 2020 amounting to Rp8,685. In November 2023, the Company had received the refund of Rp8,611 after offset by the STP of value added tax for August 2023 and a Letter of Tax Underpayment ("SKPKB") of value added tax for January and August 2020 and SKPKB of corporate income tax 2020 amounting to Rp73.

As of the date this consolidated report is published, the Company is being audited by the Tax Office for overpayment of value added tax for 2021 and 2022 amounting to Rp4,414 and Rp7,933, respectively.

Subsidiary

In February 2023, REC received a letter of SKPLB from the Tax Office, which stated that the Company had the overpayment of value added tax for June, July, August, September, November and December 2019 amounting to Rp31,746 from Rp32,850 submitted for refund by REC. In March 2023, REC had received the refund in full amount.

In May 2023, REC received an SKPLB from the Tax Office, which stated that REC had overpaid value added tax for the tax period January, February, March, April, May, October, November and December 2020 amounting to Rp2,690 from Rp3,358 submitted for refund by REC. In June 2023, REC received a refund of Rp1,939 after deducting STP for value added tax for the period January, February, March, April, May, June, July, September, October, November and December amounting to Rp751.

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 5/32 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

23. LIABILITAS IMBALAN KERJA

23. EMPLOYMENT BENEFIT LIABILITIES

	2023	2022	
Liabilitas diakui di laporan posisi keuangan:			<i>Liabilities recognized on statements of financial position:</i>
Imbalan pasca kerja	56,655	31,266	<i>Post-employment benefits</i>
Imbalan jangka panjang lain	4,590	6,596	<i>Other long-term benefits</i>
Jumlah	61,245	37,862	Total
Bagian jangka panjang	(57,097)	(35,667)	<i>Non-current portion</i>
Jumlah bagian jangka pendek	4,148	2,195	Total current portion
Beban diakui di laba rugi:			<i>Expense recognised in profit or loss:</i>
Imbalan pasca kerja	11,937	5,970	<i>Post-employment benefits</i>
Imbalan jangka panjang lain	(1,420)	1,860	<i>Other long-term benefits</i>
Jumlah	10,517	7,830	Total
Pengukuran kembali program imbalan Pasti diakui di kerugian/(penghasilan) Komprehensif lain:			<i>Remeasurements on defined benefit plan recognised in other comprehensive loss/(income):</i>
Imbalan pasca kerja	15,596	(511)	<i>Post-employment benefits</i>

Imbalan pasca kerja

Perusahaan memberikan imbalan pasca kerja tanpa pendanaan kepada karyawan tetap berdasarkan Peraturan Kerja Bersama 2023 - 2025.

Post-employment benefits

The Company provides post-employment benefits without funding for permanent employees based on the Peraturan Kerja Bersama 2023 - 2025.

Imbalan kerja jangka panjang lainnya

Perusahaan juga memberikan imbalan pasca kerja jangka panjang tanpa pendanaan berupa tunjangan uang cuti besar, tunjangan kecelakaan dinas, dan bantuan kematian dan pemakaman bagi karyawan yang memenuhi persyaratan.

Other long-term benefits

The Company also provides unfunded long-term benefits such as long-service leave, work-accident allowance, death and funeral allowances for its qualifying employees.

Asumsi yang digunakan dalam perhitungan liabilitas imbalan kerja

Assumptions used in calculations of employment benefit liabilities

	2023	2022	
Tingkat kematian	CSO-58	CSO-58	<i>Mortality rate</i>
Umur pensiun normal	56 tahun/years	55-56 tahun/years	<i>Normal retirement age</i>
Tingkat pengunduran diri			<i>Resignation rate</i>
Usia 18 s.d 49 tahun	0,20%	0,20%	<i>Age 18 up to 49 years old</i>
Usia 50 s.d 55 tahun	0,03%	0,03%	<i>Age 50 up to 55 years old</i>

Penilaian aktuarial atas program pensiun dan imbalan jangka panjang lainnya untuk tahun yang berakhir pada tanggal 31 Desember 2023 dan 2022, dilakukan oleh Perusahaan konsultan aktuarial terdaftar, Kantor Konsultan Aktuarial ("KKA") Tubagus Syafril dan Amran Nangasan, dengan laporan No. 425/IPK/KKA-TBA/III-2024 tanggal 27 Maret 2024 dan No. 361/IPK/KKA-TBA/III-2023 tanggal 31 Maret 2023.

The actuarial calculations of pension plan and other long-term benefits for the years ended 31 December 2023 and 2022 were prepared by a registered actuarial consulting firm, Kantor Konsultan Aktuarial ("KKA") Tubagus Syafril and Amran Nangasan with report No. 425/IPK/KKA-TBA/III-2024 dated 27 March 2024 and No. 361/IPK/KKA-TBA/III-2023 dated 31 March 2023.

Pada tahun 2020, Grup melakukan studi untuk melihat tabel mortalitas mana yang paling sesuai dengan profil mortalitas pegawai dan pensiunan Grup. Dalam melakukan studi, Grup telah mempertimbangkan CSO-58, GAM-71, ANN-49, GAM-83, TMI-2011, TMI-2019. Dari studi tersebut, Grup menemukan bahwa tabel mortalitas yang paling sesuai dengan profil mortalitas pegawai dan pensiunan Grup adalah CSO-58.

In 2020, the Group conducted a study to determine which mortality tables best suited most of the Group employees' and pensioners' mortality profile. In the study, the Group has considered CSO-58, GAM-71, ANN-49, GAM-83, TMI-2011, TMI-2019. Based on the study, the Group found that the mortality table that best suited the mortality profile of the Group's employees and pensioners is CSO-58.

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 5/33 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

23. LIABILITAS IMBALAN KERJA (lanjutan)

23. EMPLOYMENT BENEFIT LIABILITIES (continued)

i. Imbalan pasca kerja

i. Post-employment benefits

Pergerakan kewajiban imbalan pasca kerja selama tahun berjalan adalah sebagai berikut:

The movement in the post-employment benefit obligations during the year is as follows:

	<u>2023</u>	<u>2022</u>	
Pada awal tahun	31,266	27,466	At the beginning of the year
Dibebankan ke laba rugi:			Charge to profit or loss:
Biaya jasa kini	7,979	3,982	Current service cost
Biaya jasa lalu - vested	1,612	-	Past service cost - vested
Beban bunga	<u>2,346</u>	<u>1,988</u>	Interest cost
	<u>11,937</u>	<u>5,970</u>	
Pengukuran kembali:			Remeasurements:
Kerugian aktuarial dari perubahan:			Actuarial loss from change in:
Asumsi demografi	-	(18)	Demographic assumption
Asumsi keuangan	3,608	(14)	Financial assumption
Kombinasi perubahan asumsi	-	37	Combination of assumption changes
Penyesuaian atas pengalaman	<u>11,988</u>	<u>(516)</u>	Experience adjustment
	<u>15,596</u>	<u>(511)</u>	
Pembayaran manfaat	<u>(1,669)</u>	<u>(818)</u>	benefits payment
Pelepasan	<u>(475)</u>	<u>(841)</u>	Divestment
Pada akhir tahun	<u><u>56,655</u></u>	<u><u>31,266</u></u>	At the end of the year

Asumsi aktuarial utama yang digunakan adalah sebagai berikut:

The principal actuarial assumptions used were as follows:

	<u>2023</u>	<u>2022</u>	
Tingkat diskonto	6,92%	7,43%	Mortality rate
Tingkat kenaikan gaji	7,12%	7,12%	Rate of salary increase

Sensitivitas dari kewajiban imbalan pasca kerja lainnya terhadap perubahan asumsi aktuarial utama adalah sebagai berikut:

The sensitivity of the other post-employment benefit obligations to changes in the weighted principal assumptions are as follows:

	Dampak atas kewajiban imbalan pasti/ Impact on defined benefit obligation			
	<u>Perubahan asumsi/ Change in assumption</u>	<u>Kenaikan asumsi/ Increase in assumption</u>	<u>Penurunan asumsi/ Decrease in assumption</u>	
Tingkat diskonto	1%	(7,258)	8,818	Discount rate
Tingkat kenaikan gaji	1%	8,947	(7,509)	Future salary growth rate

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 5/34 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

23. LIABILITAS IMBALAN KERJA (lanjutan)

23. EMPLOYMENT BENEFIT LIABILITIES (continued)

ii. Imbalan kerja jangka panjang lainnya

ii. Other long-term benefits

Pergerakan kewajiban imbalan pasca kerja selama tahun berjalan adalah sebagai berikut:

The movement in the post-employment benefit obligations during the year is as follows:

	<u>2023</u>	<u>2022</u>	
Pada awal tahun	6,596	6,204	At the beginning of the year
Dibebankan ke laba rugi:			Charge to profit or loss:
Biaya jasa kini	1,184	1,629	Current service cost
Biaya jasa lalu - vested	(3,264)	-	Past service cost - vested
Beban bunga	201	291	Interest cost
	<u>(1,879)</u>	<u>1,920</u>	
(Keuntungan)/kerugian aktuarial dari perubahan:			Actuarial (income)/loss from change in:
Asumsi demografi	-	44	Demographic assumption
Asumsi keuangan	28	(223)	Financial assumption
Kombinasi perubahan asumsi	-	(2)	Combination of assumption changes
Penyesuaian atas pengalaman	431	121	Experience adjustment
	<u>459</u>	<u>(60)</u>	
Pembayaran manfaat	<u>(586)</u>	<u>(1,468)</u>	Benefits payment
Pada akhir tahun	<u><u>4,590</u></u>	<u><u>6,596</u></u>	At the end of the year

Asumsi aktuarial utama yang digunakan adalah sebagai berikut:

The principal actuarial assumptions used were as follows:

	<u>2023</u>	<u>2022</u>	
Tingkat diskonto	6,50%	6,61%	Mortality rate
Tingkat kenaikan gaji	7,12%	7,12%	Rate of salary increase

Sensitivitas dari kewajiban imbalan pasca kerja lainnya terhadap perubahan asumsi aktuarial utama adalah sebagai berikut:

The sensitivity of the other post-employment benefit obligations to changes in the weighted principal assumptions are as follows:

	<u>Dampak atas kewajiban imbalan pasti/ Impact on defined benefit obligation</u>			
	<u>Perubahan asumsi/ Change in assumption</u>	<u>Kenaikan asumsi/ Increase in assumption</u>	<u>Penurunan asumsi/ Decrease in assumption</u>	
Tingkat diskonto	1%	(116)	146	Discount rate
Tingkat kenaikan gaji	1%	125	(137)	Future salary growth rate

Analisa jatuh tempo yang diharapkan dari imbalan pasca kerja yang tidak terdiskonto dan imbalan pasca kerja jangka panjang lainnya adalah sebagai berikut:

The expected maturity analysis of undiscounted post-employment benefit and other long-term post-employment benefit liabilities is as follows:

	<u>Kurang dari 1 tahun/ Less than a year</u>	<u>Antara 1-2 tahun/ Between 1-2 years</u>	<u>Antara 2-5 tahun/ Between 2-5 years</u>	<u>Lebih dari 5 tahun/ More than 5 years</u>	<u>Jumlah/ Total</u>	
Imbalan pasca kerja program pensiun	2,716	842	4,742	788,621	796,921	Post-employment benefit pension plan
Imbalan jangka panjang lainnya	<u>1,432</u>	<u>2,371</u>	<u>2,843</u>	<u>5,638</u>	<u>12,284</u>	Other post-employment benefit
Jumlah	<u><u>4,148</u></u>	<u><u>3,213</u></u>	<u><u>7,585</u></u>	<u><u>794,259</u></u>	<u><u>809,205</u></u>	Total

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 5/35 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

24. SIFAT DAN TRANSAKSI PIHAK BERELASI

**24. NATURE OF RELATIONSHIPS AND TRANSACTIONS
WITH RELATED PARTIES**

Sifat hubungan dan transaksi

Nature of relationships and transactions

Berikut ini adalah daftar pihak berelasi yang memiliki transaksi dengan Grup:

Below is the list of related parties with which the Group has transactions:

<u>Pihak berelasi/Related parties</u>	<u>Sifat hubungan/Nature of relationship</u>	<u>Sifat transaksi/Nature of transaction</u>
PLN	Entitas pemegang saham utama/ <i>Ultimate parent entity</i>	Piutang usaha, piutang lain-lain, piutang sewa pembiayaan, aset kontrak, uang muka dari pelanggan, utang usaha, liabilitas kontak, pinjaman jangka panjang, dan pendapatan/ <i>Trade receivable, other receivables, finance lease receivable, contract asset, advances from customer, trade payables, contract liability, long-term loan, and revenue</i>
PT Bank Mandiri (Persero) Tbk ("Bank Mandiri")	Entitas berelasi dengan Pemerintah/ <i>Government-related entity</i>	Penempatan kas dan setara kas dan rekening bank yang dibatasi penggunaannya/ <i>Placement of cash and cash equivalents and restricted cash in bank</i>
PT Bank Rakyat Indonesia (Persero) Tbk ("Bank Rakyat Indonesia")	Entitas berelasi dengan Pemerintah/ <i>Government-related entity</i>	Penempatan kas dan setara kas dan rekening bank yang dibatasi penggunaannya/ <i>Placement of cash and cash equivalents and restricted cash in bank</i>
PT Bank Syariah Indonesia (Persero) Tbk ("Bank Syariah Indonesia")	Entitas berelasi dengan Pemerintah/ <i>Government-related entity</i>	Penempatan kas dan setara kas/ <i>Placement of cash and cash equivalents</i>
PT Bank Negara Indonesia (Persero) Tbk ("Bank Negara Indonesia")	Entitas berelasi dengan Pemerintah/ <i>Government-related entity</i>	Penempatan kas dan setara kas/ <i>Placement of cash and cash equivalents</i>
PT Indonesia Power ("IP")	Entitas sepengendali/ <i>Entity under common control</i>	Piutang usaha, aset kontrak, liabilitas kontrak dan pendapatan jasa supervisi enjiniring dan konstruksi/ <i>Trade receivable, contract asset, contract liability and revenue from engineering supervision and construction</i>
ICON	Entitas sepengendali/ <i>Entity under common control</i>	Piutang usaha, aset kontrak, dan piutang lain-lain/ <i>Trade receivable, contract asset, and other receivable</i>
PT Nusantara Power ("NP")	Entitas sepengendali/ <i>Entity under common control</i>	Piutang usaha, aset kontrak, piutang lain-lain, dan pendapatan jasa supervisi enjiniring dan konstruksi/ <i>Trade receivable, contract asset, other receivable, and revenue from engineering supervision and construction</i>
CPSI	Pengendalian bersama CG International Holdings Singapore Pte. Ltd dan Grup/ <i>Joint venture between CG International Holdings Singapore Pte. Ltd and the Group</i>	Piutang lain-lain/ <i>Other receivable</i>
PT Energi Primer Indonesia ("EPI")	Entitas sepengendali/ <i>Entity under common control</i>	Piutang usaha, aset kontrak, dan pendapatan jasa supervisi enjiniring dan konstruksi/ <i>Trade receivable, contract asset, and revenue from engineering supervision and construction</i>
PT PLN Batam ("PLNB")	Entitas sepengendali/ <i>Entity under common control</i>	Piutang usaha, aset kontrak, dan pendapatan jasa supervisi enjiniring dan konstruksi/ <i>Trade receivable, contract asset, and revenue from engineering supervision and construction</i>
Dewan Komisaris dan Direksi/ <i>Board of Commissioners and Directors</i>	Personil manajemen kunci/ <i>Key management personnel</i>	Gaji dan imbalan jangka pendek lainnya/ <i>Salaries and other short-term benefit</i>

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 5/36 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

24. SIFAT DAN TRANSAKSI PIHAK BERELASI (lanjutan)

**24. NATURE OF RELATIONSHIPS AND TRANSACTIONS
WITH RELATED PARTIES (continued)**

Saldo dan transaksi dengan pihak berelasi

Balances and transactions with related parties

	Catatan/ Notes	2023		2022		
		Rp	%*	Rp	%*	
Kas dan setara kas	7					Cash and cash equivalents
Bank Negara Indonesia		198,966	14.84%	296,200	27.37%	Bank Negara Indonesia
Bank Mandiri		145,120	10.83%	205,180	18.96%	Bank Mandiri
Bank Rakyat Indonesia		100,013	7.46%	-	0.00%	Bank Syariah Indonesia
Bank Syariah Indonesia		5,000	0.37%	5,000	0.46%	Bank Rakyat Indonesia
Subjumlah		449,099	33.50%	506,380	46.79%	Subtotal
Rekening bank yang dibatasi penggunaannya	8					Restricted cash in bank
Bank Mandiri		8,864	0.66%	366	0.03%	Bank Mandiri
Bank Rakyat Indonesia		550	0.04%	-	0.00%	Bank Rakyat Indonesia
Subjumlah		9,414	0.70%	366	0.03%	Subtotal
Piutang usaha	9					Trade receivables
PLN		337,269	25.16%	91,852	8.49%	PLN
NP		15,955	1.19%	4,003	0.37%	NP
IP		2,549	0.19%	706	0.07%	IP
ICON		839	0.06%	-	0.00%	ICON
Lain-lain		6,022	0.45%	867	0.08%	Others
Subjumlah		362,634	27.05%	97,428	9.01%	Subtotal
Piutang lain-lain	10					Other receivables
PLN		38,348	2.86%	12,905	1.19%	PLN
CPSI		22,248	1.66%	22,248	2.06%	CPSI
ICON		36,482	2.72%	-	0.00%	ICON
NP		2,325	0.17%	8,455	0.78%	NP
Lain-lain		974	0.07%	482	0.04%	Others
Subjumlah		100,377	7.48%	44,090	4.07%	Subtotal
Piutang sewa pembiayaan	11					Finance lease receivables
PLN		147,663	11.02%	182,755	16.88%	PLN
Aset kontrak	12					Contract assets
PLN		110,301	8.23%	94,272	8.71%	PLN
NP		21,226	1.58%	15,105	1.40%	NP
EPI		2,552	0.19%	-	0.11%	IP
IP		1,317	0.10%	1,189	0.00%	EPI
Lain-lain		10,846	0.81%	1,917	0.18%	Others
Subjumlah		146,242	10.91%	112,483	10.40%	Subtotal
Utang usaha	14					Trade payables
PLN		-	0.00%	402	0.13%	PLN
Uang muka dari pelanggan	15					Advances from customer
PLN		9,843	2.02%	13,626	4.47%	PLN
Liabilitas kontrak	16					Contract liabilities
PLN		125,278	25.75%	73,883	24.25%	PLN
IP		7,326	1.51%	4,326	1.42%	IP
Lain-lain		4,208	0.87%	361	0.12%	Others
Subjumlah		136,812	28.13%	78,570	25.79%	Subtotal
Pinjaman jangka panjang						Long-term loan
PLN		-	0.00%	24,008	7.88%	PLN
Pendapatan	19					Revenues
PLN		631,298	72.74%	443,738	82.74%	PLN
NP		138,486	15.96%	53,959	10.06%	NP
IP		16,017	1.85%	7,862	1.47%	IP
PLNB		3,340	0.38%	-	0.00%	PLNB
Lain-lain		22,074	2.54%	4,470	0.83%	Others
Subjumlah		811,215	93.47%	510,029	95.10%	Subtotal

* Persentase terhadap jumlah aset/liabilitas/pendapatan

* Percentage of related total assets/liabilities/revenues

Pada 31 Desember 2023 dan 2022, Grup memberikan kompensasi kepada Komisaris dan Direksi berupa gaji, fasilitas dan tunjangan masing-masing sebesar Rp18.039 dan Rp16.134.

On 31 December 2023 and 2022, the Group provided compensation to its Commissioners and Directors, which included salaries, facilities and allowances amounting to Rp18,039 and Rp16,134, respectively.

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 5/37 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

**25. REKONSILIASI LIABILITAS YANG TIMBUL DARI
AKTIVITAS PENDANAAN**

Tabel di bawah ini menjelaskan perubahan dalam liabilitas Grup yang timbul dari aktivitas pendanaan, termasuk perubahan yang timbul dari arus kas dan nonkas. Liabilitas yang timbul dari aktivitas pendanaan adalah liabilitas yang arus kas, atau arus kas masa depannya, diklasifikasikan dalam laporan arus kas Grup sebagai arus kas dari aktivitas pendanaan.

**25. RECONCILIATION OF LIABILITIES ARISING FROM
FINANCING ACTIVITIES**

The table below details the changes in the Group's liabilities arising from financing activities, including both cash and non-cash changes. The liabilities arising from financing activities are those for which cash flows were, or those for which future cash flows will be, classified in the Group's statement of cash flows as cash flows from financing activities.

	2023					
	<u>Saldo awal/ Beginning balance</u>	<u>Nonkas/ Non-cash</u>	<u>Arus Kas/ Cashflow</u>	<u>Pelepasan/ Divestment</u>	<u>Saldo akhir/ Ending balance</u>	
Pinjaman jangka panjang	24,008	-	(24,008)	-	-	Long-term loan
Liabilitas sewa	1,692	8,456	(1,708)	-	8,440	Lease liabilities
	2022					
	<u>Saldo awal/ Beginning balance</u>	<u>Nonkas/ Non-cash</u>	<u>Arus Kas/ Cashflow</u>	<u>Pelepasan/ Divestment</u>	<u>Saldo akhir/ Ending balance</u>	
Pinjaman jangka panjang	56,019	-	(32,011)	-	24,008	Long-term loan
Liabilitas sewa	2,216	8,940	(7,750)	(1,714)	1,692	Lease liabilities

26. KOMITMEN DAN KONTIJENSI

a. Kerja sama operasi

<u>Nama Proyek/ Project Name</u>	<u>Porsi Grup/ Group's portion</u>	<u>Nilai Kontrak/ Value of contract</u>	<u>Pemberi kerja Owner</u>	<u>Tanggal Kontrak Date of the contract</u>	<u>Periode Kontrak/ Contract Period</u>
PLTMG Luwuk 40MW	89,40%	230.722	PT PLN (PERSERO)	Januari 2023/ January 2023	9 Bulan/Months

Pada tanggal 9 Januari 2023, Perusahaan dan PT PLN (Persero) Kantor Pusat melakukan kerja sama untuk Pekerjaan Penyelesaian PLTMG Luwuk 40MW dengan nilai kontrak sebesar Rp230.722.

Untuk menyelesaikan proyek tersebut, Perusahaan membentuk kerjasama operasi dengan PT APCA Tirta Engineering ("APCA") pada tanggal 30 Januari 2023. Jangka waktu penyelesaian yaitu 9 bulan dari tanggal kontrak.

Perjanjian ini telah diubah pada tanggal 9 Agustus 2023, dimana salah satu poin amendemen terkait dengan perubahan porsi bagi hasil yang dihitung berdasarkan jumlah dana yang disetorkan masing-masing pihak.

Mengingat proyek ini belum selesai sampai dengan waktu yang disepakati di awal perjanjian, kedua belah pihak sedang dalam proses negosiasi dengan PT PLN (Persero) untuk mengubah jangka waktu penyelesaian dari perjanjian ini.

b. Kontrak signifikan

Pada tanggal 16 November 2018, Perusahaan dan PT PLN (Persero) Unit Induk Pembangunan ("UIP") Jawa Bagian Timur I melakukan kerja sama untuk pekerjaan Jasa Konsultan Update Desain, Supervisi Desain, dan Supervisi Konstruksi PLTA Upper Cisokan Pumped Storage, kapasitas 4x260 MW. Pada 3 Februari 2022, kedua belah pihak sepakat untuk membuat amendemen, yang mengubah nilai kontrak menjadi Rp546.807 dan mengubah jangka waktu kontrak menjadi 97 bulan dari tanggal mulai kerja sama kontrak.

26. COMMITMENTS AND CONTINGENCIES

a. Joint operation

On 9 January 2023, the Company and PT PLN (Persero) Head Office collaborated on Completion Work for PLTMG Luwuk 40MW with a contract value of Rp230,722.

To complete this project, the Company formed a joint operation with PT APCA Tirta Engineering ("APCA") on 30 January 2023. The completion period is 9 months from the date of contract.

The agreement was amended on 9 August 2023, where one of amendment points is related to changes in the profit-sharing portion which is calculated based on fund provided by each party.

Considering that this project has not been completed by the time agreed at the initial agreement, both parties are currently in the process of negotiating with PT PLN (Persero) to change the completion period of this agreement.

b. Contract significant

On 16 November 2018, the Company and PLN Unit Induk Pembangunan ("UIP") Jawa Bagian Timur I entered into agreement for Design Update Consultant Services, Design Supervision, and Construction Supervision of Upper Cisokan Pumped Storage Hydroelectric Power Plant, capacity 4x260 MW. On 3 February 2022, both parties agreed to make an amendment, which revised the contract value becoming Rp546.807 and revised the contract period becoming 97 months from the start date of the contract agreement.

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 5/38 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

26. KOMITMEN DAN KONTIJENSI (lanjutan)

b. Kontrak signifikan (lanjutan)

Pada tanggal 19 Februari 2019, NP membentuk konsorsium dengan Perusahaan dan REC untuk Pekerjaan Jasa Konsultansi Supervisi Desain dan Konstruksi dan *Quality Assurance & Quality Control* ("QA/QC") Pembangunan Muara Tawar *Combined Cycle Power Plant Block 2,3&4 Add-on Project*. Pada 6 Juni 2022, para pihak sepakat untuk membuat amendemen yang mengubah nilai kontrak menjadi Rp182.600 dan mengubah jangka waktu kontrak menjadi 84 bulan dari tanggal mulai kerjasama kontrak.

Pada tanggal 13 September 2023, Perusahaan dan PT PLN (Persero) Kantor Pusat mengadakan kerja sama untuk Pekerjaan Jasa Konsultansi Enjiniring Perencanaan *Smart Control Center* ("SCC") Tersebar (Sumatera, Kalimantan, Sulawesi) dan penyusunan Kajian Kelayakan SCC Mapana dan *National Control Center* dengan nilai kontrak sebesar Rp43,647. Jangka waktu kontrak sesuai masing-masing lokasi dalam lingkup pekerjaan.

Pada tanggal 28 Desember 2023, Perusahaan dan PT PLN (Persero) Kantor Pusat mengadakan kerja sama untuk Pekerjaan Jasa Konsultansi Kajian Kelayakan Proyek dan *Outline Business Case* dengan nilai kontrak sebesar Rp73.396. Jangka waktu kontrak sesuai masing-masing lokasi dalam lingkup pekerjaan.

26. COMMITMENTS AND CONTINGENCIES (continued)

b. Contract significant (continued)

On 19 February 2019, NP formed a consortium with the Group and REC for Design Supervision Consultancy Services, Construction and Quality Assurance & Quality Control ("QA/QC") for the Construction of Muara Tawar Combined Cycle Power Plant Block 2.3 & 4 Add-ons Project. On 6 June 2022, the parties agreed to make an amendment which revised the contract value becoming Rp182,600 and revised the contract period becoming 84 months from the start date of the contract agreement.

On 13 September 2023, the Company and PT PLN (Persero) Head Office entered a cooperation for Engineering Consultancy Services for Smart Control Center ("SCC") Planning Spread (Sumatra, Kalimantan, Sulawesi) and Preparation of Feasibility Study of SCC Mapana and National Control Center with a contract value of Rp43,647. The contract period is according to each location within the scope of work in the agreement

On 28 December 2023, the Company and PT PLN (Persero) Head Office entered into agreement for Project Feasibility Study and Outline Business Case Consultancy Services with a contract value of Rp73,396. The contract period is according to each location within the scope of work in the agreement.

27. INSTRUMEN KEUANGAN DAN MANAJEMEN RISIKO KEUANGAN

a. Kategori dan klasifikasi instrumen keuangan

Pada tanggal 31 Desember 2023, Grup mengklasifikasikan kas dan setara kas, rekening bank yang dibatasi penggunaannya, piutang usaha, piutang lain-lain, piutang sewa pembiayaan dan aset kontrak sebesar Rp 1.262.401 sebagai aset keuangan yang diukur pada biaya perolehan diamortisasi (2022: Rp957.136) dan aset tidak lancar lainnya sebesar Rp2.852 sebagai aset keuangan yang diukur pada nilai wajar melalui penghasilan komprehensif lainnya (2022: Rp8.459).

Pada tanggal 31 Desember 2023, Grup mengklasifikasikan utang usaha, utang lain-lain, liabilitas kontrak, biaya masih harus dibayar, pinjaman jangka panjang, dan liabilitas sewa sebesar Rp 345.174 sebagai kewajiban keuangan yang diukur pada biaya perolehan diamortisasi (2022: Rp215.662).

b. Tujuan dan kebijakan manajemen risiko keuangan

Tujuan dan kebijakan manajemen risiko keuangan Grup adalah untuk memastikan bahwa sumber daya keuangan yang memadai tersedia untuk operasi dan pengembangan bisnis, serta untuk mengelola risiko keuangan, antara lain risiko pasar (termasuk risiko mata uang asing), risiko kredit dan risiko likuiditas. Grup beroperasi dengan pedoman yang telah ditentukan oleh Direksi.

27. FINANCIAL INSTRUMENTS AND FINANCIAL RISK MANAGEMENT

a. Categories and classes of financial instrument

As at 31 December 2023, the Group's classified its cash and cash equivalents, restricted cash in banks, trade receivables, other receivables, finance lease receivables and contract assets amounting to Rp 1,262,401 as financial assets at amortised cost (2022: Rp957,136) and other non-current assets amounting to Rp 2,852 as financial assets measured at fair value through other comprehensive income (2022: Rp8,459).

As at 31 December 2023, the Group classified its trade payables, other payables, contract liabilities, accrued expenses, long-term loan, and lease liabilities amounting to Rp 345,174 as financial liabilities carried at amortised cost (2022: Rp215,662).

b. Financial risk management objectives and policies

The objective and policies of the Group's financial risk management is to ensure that adequate financial resources are available for the operation and development of its business while managing the Group's exposure to financial risks, which comprise market risk (including foreign currency risk), credit risk and liquidity risk. The Group operates within a defined policy approved by the Directors.

PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY

Lampiran 5/39 Schedule

CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023

(Expressed in millions of Rupiah, unless otherwise stated)

27. INSTRUMEN KEUANGAN DAN MANAJEMEN RISIKO
KEUANGAN (lanjutan)

b. Tujuan dan kebijakan manajemen risiko keuangan
(lanjutan)

i. Manajemen risiko mata uang asing

Grup melakukan sejumlah transaksi dalam mata uang asing. Akibatnya, timbul eksposur terhadap fluktuasi nilai tukar mata uang asing. Kebijakan Grup adalah untuk menjaga risiko mata uang asing dalam batas yang dapat diterima.

Grup tidak melakukan lindung nilai atas eksposur nilai tukar mata uang asing. Untuk mengelola eksposur atas nilai tukar mata uang asing tersebut, kebijakan Grup untuk memastikan bahwa total eksposur tetap pada batas yang dapat diterima adalah dengan menjual atau membeli valuta asing dengan kurs spot saat diperlukan untuk mengatasi ketidak seimbangan jangka pendek.

Pada tanggal 31 Desember 2023, jika Rupiah menguat/(melemah) sebesar 10% terhadap mata uang asing dengan seluruh variabel lain konstan, jumlah penghasilan komprehensif tahun berjalan lebih tinggi/(rendah) sebesar Rp32 (2022: Rp47), terutama diakibatkan keuntungan/(kerugian) dari penjabaran kas dan setara kas dan utang usaha. Dampak terhadap ekuitas sama dengan dampak terhadap laba sebelum pajak tahun berjalan.

ii. Manajemen risiko kredit

Risiko kredit timbul dari risiko kegagalan pihak ketiga untuk memenuhi kewajiban kontraktual yang dapat mengakibatkan kerugian keuangan kepada Grup. Risiko ini lebih disebabkan oleh pembayaran pelanggan yang tidak tepat waktu dan keterlambatan penyelesaian pekerjaan. Upaya meminimalkan risiko tidak tertagihnya piutang dilaksanakan dengan penjadwalan ulang pembayaran pelanggan.

Grup melakukan pendekatan persuasif kepada pelanggan. Jika pelanggan tidak melakukan pembayaran pada waktu yang telah ditentukan, Grup akan mengirimkan surat pemberitahuan kembali ke pelanggan untuk melakukan pembayaran.

Nilai tercatat aset keuangan pada laporan keuangan konsolidasi setelah dikurangi dengan penyisihan untuk kerugian mencerminkan eksposur Grup terhadap risiko kredit.

Pelanggan Grup terdiri dari pihak berelasi 93,47% dan pihak ketiga 6,53%. Untuk tahun-tahun yang berakhir 31 Desember 2023 dan 2022, PLN memiliki kontribusi 72,74% dan 82,74% masing-masing dari jumlah penjualan bersih. Manajemen berkeyakinan bahwa risiko kredit terbatas karena tidak pernah ada kegagalan kredit dari PLN.

27. FINANCIAL INSTRUMENTS AND FINANCIAL RISK
MANAGEMENT (continued)

b. Financial risk management objectives and policies
(continued)

i. Foreign currency risk management

The Group undertakes many transactions denominated in foreign currencies. Consequently, there are exposures to exchange rate fluctuations. The Group's policy is to maintain foreign currency exposure within acceptable limits.

The Group does not hedge its foreign currency exposure. To manage their foreign currency exposure, the Group's policy is to ensure that their net exposure is kept to an acceptable level by buying or selling foreign currencies at spot rates when necessary to address short-term imbalances.

As at 31 December 2023, if Rupiah had appreciated/(depreciated) by 10% against foreign currency with all other variables held constant, total comprehensive income for the year would have been Rp32 lower/(higher) (2022: Rp47) mainly as a result of foreign exchange gains/(losses) on the translation of cash and cash equivalents and trade payables. The impact on equity would have been the same as the impact on post-tax profit for the year.

ii. Credit risk management

Credit risk arises from the risk that counterparties will default on their contractual obligations resulting in financial loss to the Group. This risk is caused mostly by customers who do not pay on time and delays in the completion of the Group's work. The risk-management effort to minimise the risk of uncollectible receivables is by rescheduling customer payments.

The Group takes a persuasive approach to its customers. If the customer does not pay at the time that has been determined, the Group will send a notice back to the customer to make a payment.

The carrying value of financial assets on the consolidated financial statements net of an allowance for losses reflects the Group's exposure to credit risk.

The Group's customers consist of related parties 93.47% and third parties 6.53%. For the years ended 31 December 2023 and 2022, PLN accounted for 72.74% and 82.74% of the total net sales, respectively. Management believes that the credit risk is limited because there has been no credit default from PLN.

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 5/40 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

**27. INSTRUMEN KEUANGAN DAN MANAJEMEN RISIKO
KEUANGAN (lanjutan)**

**b. Tujuan dan kebijakan manajemen risiko keuangan
(lanjutan)**

ii. Manajemen risiko kredit (lanjutan)

Pada tanggal 31 Desember 2023, total maksimum eksposur dari risiko kredit adalah Rp1.260.741 (2022: Rp956.055), yang berasal dari kas di bank, deposito, rekening bank yang dibatasi penggunaannya, piutang usaha, piutang lain-lain, piutang sewa pembiayaan dan aset kontrak.

iii. Manajemen risiko likuiditas

Risiko likuiditas didefinisikan sebagai risiko bahwa Grup akan menghadapi kesulitan dalam memenuhi kewajiban terkait dengan liabilitas keuangan yang diselesaikan dengan pembayaran kas atau aset keuangan lainnya. Tanggung jawab utama manajemen risiko likuiditas terletak pada Dewan Direksi, yang telah membangun kerangka manajemen risiko likuiditas yang sesuai untuk persyaratan manajemen likuiditas dan pendanaan jangka pendek, menengah dan jangka panjang Grup. Grup mengelola risiko likuiditas dengan menjaga kecukupan kas dan simpanan dengan terus menerus memonitor perkiraan dan realisasi arus kas dan mencocokkan profil jatuh tempo liabilitas keuangan.

Selanjutnya Grup juga memelihara kecukupan dana dengan cara mempertahankan kecukupan jumlah kas dan setara kas, yang mudah dikonversi menjadi uang tunai ketika mengalami gangguan yang tak terduga dari penagihan kas.

Tabel berikut ini memberikan rincian jatuh tempo kontraktual Grup untuk liabilitas keuangan dengan pembayaran yang telah disepakati pada periode 31 Desember 2023 dan 2022:

	2023					Jumlah/ Total
	Dalam satu tahun/ Within one year	Lebih dari satu tahun tetapi tidak lebih dari tiga tahun/ Over one year but not longer than three years	Lebih dari tiga tahun tetapi tidak lebih dari lima tahun/ Over three years but not longer than five years	Lebih dari lima tahun/ More than five years	-	
Liabilitas Keuangan						Financial Liabilities
Utang usaha	146,369	-	-	-	146,369	Trade payables
Utang lain-lain	10,167	119	-	-	10,286	Other payables
Biaya yang masih harus dibayar	15,036	-	-	-	15,036	Accrued expenses
Liabilitas sewa	9,380	-	-	-	9,380	Lease liabilities
Jumlah	180,952	119	-	-	181,071	Total
	2022					
	Dalam satu tahun/ Within one year	Lebih dari satu tahun tetapi tidak lebih dari tiga tahun/ Over one year but not longer than three years	Lebih dari tiga tahun tetapi tidak lebih dari lima tahun/ Over three years but not longer than five years	Lebih dari lima tahun/ More than five years	-	Jumlah/ Total
Liabilitas Keuangan						Financial Liabilities
Utang usaha	57,108	-	-	-	57,108	Trade payables
Utang lain-lain	5,851	330	-	-	6,181	Other payables
Biaya yang masih harus dibayar	22,093	-	-	-	22,093	Accrued expenses
Pinjaman jangka panjang	25,459	-	-	-	25,459	Long-term loan
Liabilitas sewa	1,693	-	-	-	1,693	Lease liabilities
Jumlah	112,204	330	-	-	112,534	Total

**27. FINANCIAL INSTRUMENTS AND FINANCIAL RISK
MANAGEMENT (continued)**

**b. Financial risk management objectives and policies
(continued)**

ii. Credit risk management (continued)

As at 31 December 2023, the total maximum exposure from credit risk was Rp1,260,741 (2022: Rp956,055), which consists of cash in banks, deposits, restricted cash in bank, trade receivables, other receivables, finance lease receivables and contract assets.

iii. Liquidity risk management

Liquidity risk is defined as the risk that the Group will encounter difficulty in meeting its obligations associated with financial liabilities that are settled by delivering cash or another financial asset. Ultimate responsibility for liquidity risk management rests with the Board of Directors, which has built an appropriate liquidity risk management framework for the management of the Group's short-term, medium-term, and long-term funding and liquidity management requirements. The Group manages liquidity risk by maintaining adequate cash and reserves by continuously monitoring forecast and actual cash flows and matching the maturity profiles of financial liabilities.

Furthermore, the Group maintains an adequate amount of cash and cash equivalents, which may be readily converted to cash upon any unforeseen interruption of its cash collections.

The following table details the Group remaining contractual maturities for its financial liabilities with an agreed repayment period as of 31 December 2023 and 2022:

**PT PRIMA LAYANAN NASIONAL ENJINIRING
DAN ENTITAS ANAK/AND SUBSIDIARY**

Lampiran 5/41 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENT
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

**27. INSTRUMEN KEUANGAN DAN MANAJEMEN RISIKO
KEUANGAN (lanjutan)**

**b. Tujuan dan kebijakan manajemen risiko keuangan
(lanjutan)**

iii. Manajemen risiko likuiditas (lanjutan)

Tabel tersebut telah disusun berdasarkan arus kas liabilitas keuangan yang tidak didiskontokan berdasarkan tanggal jatuh tempo kontraktual, yaitu paling awal di mana Grup diwajibkan untuk membayar. Untuk liabilitas keuangan yang didenominasi dengan mata uang asing, jumlah yang tidak didiskontokan ditranslasi dengan kurva nilai tukar masa depan yang relevan pada akhir periode pelaporan.

Manajemen berpendapat bahwa nilai tercatat aset dan liabilitas keuangan yang dicatat mendekati nilai wajarnya baik karena jatuh tempo dalam jangka pendek atau mempunyai tingkat suku bunga pasar.

iv. Manajemen risiko modal

Grup mengelola risiko modal untuk memastikan bahwa mereka akan mampu untuk melanjutkan kelangsungan usaha dan untuk memastikan pemenuhan batasan rasio kecukupan modal. Struktur modal Grup terdiri dari ekuitas pemegang saham induk, yang terdiri dari modal saham (Catatan 18) dan saldo laba.

Direksi Grup secara berkala melakukan tinjauan struktur permodalan. Sebagai bagian dari tinjauan ini, Direksi mempertimbangkan biaya permodalan dan risiko yang berhubungan.

Grup berusaha untuk meminimalkan biaya modal sehingga dapat memaksimalkan nilai Grup. Oleh karena itu, kebijakan Grup dalam mencari pendanaan akan selalu memperhitungkan risiko keuangan yang mungkin timbul di masa depan.

**27. FINANCIAL INSTRUMENTS AND FINANCIAL RISK
MANAGEMENT (continued)**

**b. Financial risk management objectives and policies
(continued)**

iii. Liquidity risk management (continued)

The table has been drawn up based on the undiscounted cash flow of financial liabilities based on the date of contractual maturity, which is the earliest date on which the Group can be required to pay. For financial liabilities denominated in a foreign currency, the undiscounted amortisation is translated using the relevant forward exchange curve at the end of the reporting period.

Management considers that the carrying amounts of the recorded financial assets and financial liabilities approximate their fair values either because of their short-term maturities or because they carry a market interest rate.

iv. Capital risk management

The Group manages capital risk to ensure that it will be able to continue as a going concern and to ensure compliance with the covenants of the capital adequacy ratio. The Group's capital structure consists of equity shareholders, capital stock (Note 18), and retained earnings.

The Directors of the Group periodically review the Group's capital structure. As part of this review, the Directors consider the cost of capital and related risks.

The Group seeks to minimise the cost of capital in order to maximise its value. Therefore, the Group has a policy of seeking funding in which it always takes into account the financial risk that may arise in the future.

28. TRANSAKSI NON KAS

	2023
Penambahan aset hak-guna melalui liabilitas sewa	10,740
Pelepasan atas aset melalui piutang	(21,379)

28. NON-CASH TRANSACTIONS

	2022
Additions of right-of-use assets through lease liabilities	8,940
Divestment of asset through receivables	-

**29. TANGGUNG JAWAB MANAJEMEN ATAS LAPORAN
KEUANGAN**

Penyusunan dan penyajian wajar laporan keuangan konsolidasian merupakan tanggung jawab manajemen dan telah disetujui oleh Direksi untuk diterbitkan pada tanggal 5 Juni 2024.

**29. MANAGEMENT'S RESPONSIBILITY FOR THE
FINANCIAL STATEMENTS**

The preparation and fair presentation of the consolidated financial statements were the responsibilities of the management and approved by the Directors for issuance on 5 June 2024.

2023

LAPORAN TAHUNAN
ANNUAL REPORT



PT Prima Layanan Nasional Enjiniring

Jl. Aipda K.S. Tubun I No. 2
Jakarta – 11420, Indonesia
Email : contact@plne.co.id

www.plne.co.id