



ENERGI BERSIH UNTUK INDONESIA: KOMITMEN DAN INOVASI MENUJU MASA DEPAN BERKELANJUTAN

*Clean Energy for Indonesia: Commitment
and Innovation Toward a Sustainable Future*

LAPORAN TAHUNAN 2024 ANNUAL REPORT

Energi Bersih untuk Indonesia: Komitmen dan Inovasi Menuju Masa Depan Berkelanjutan

Clean Energy for Indonesia:
Commitment and Innovation
Toward a Sustainable Future



2024 Laporan Tahunan Annual Report

PT Prima Layanan Nasional Enjiniring (PLN Enjiniring) terus memainkan peran strategis dalam mendukung pembangunan infrastruktur kelistrikan nasional, mulai dari studi, desain, hingga pengawasan pelaksanaan proyek pembangkit. Sebagai bagian dari ekosistem PLN Group, PLN Enjiniring menjadi mitra utama dalam memastikan keandalan sistem ketenagalistrikan Indonesia melalui keahlian teknis yang terintegrasi dan profesionalisme tinggi. Sepanjang tahun 2024, PLN Enjiniring terlibat aktif dalam berbagai proyek prioritas nasional yang bertujuan memperkuat pasokan listrik, meningkatkan akses, dan menjaga kontinuitas layanan energi untuk masyarakat.

Sejalan dengan arah transisi energi nasional, PLN Enjiniring juga mengambil peran penting dalam pengembangan energi baru dan terbarukan (EBT). Melalui proyek strategis EBT, perusahaan turut mempercepat tercapainya target Net Zero Emission. Komitmen terhadap masa depan berkelanjutan diwujudkan melalui inovasi teknologi, sinergi global, serta penerapan prinsip ESG di setiap lini operasional. Dengan penguatan kapabilitas secara menyeluruh, PLN Enjiniring siap menjadi katalis perubahan menuju sistem energi Indonesia yang lebih hijau, efisien, dan berkelanjutan.

PT Prima Layanan Nasional Enjiniring (PLN Enjiniring) play a continously strategic role in supporting the development of national electricity infrastructure, from studies, designs, to supervision of the implementation of power plant projects. Being part of the PLN Group ecosystem, PLN Enjiniring is a key partner in ensuring the reliability of Indonesia's electricity system through integrated technical expertise and high professionalism. Along 2024, PLN Enjiniring was actively involved in various national priority projects, which aimed at strengthening electricity supply, increasing access, and maintaining continuity of energy services for the community.

In accordance with the directives of the national energy transition, PLN Enjiniring also takes a significant role in the development of new and renewable energy (EBT). Having its strategic EBT projects, the Company accelerates the achievement of the Net Zero Emission target. Commitment to a sustainable future is realized through technological innovation, global synergy, and the application of ESG principles in each operational line. Strengthening overall capabilities, PLN Enjiniring is ready to be a catalyst for change towards a greener, more efficient, and more sustainable Indonesian energy system.

Kesinambungan Tema

■ Sustainability Theme



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.

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



2022 Laporan Tahunan
Annual Report

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 profesional 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 (Trusted, 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

Laporan Tahunan **2021**
Annual Report

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.

Peningkatan Produktivitas dan Layanan Untuk Meningkatkan Kepuasan Pelanggan

Productivity and Service Improvement to Increase Customer Satisfaction

2020 Laporan Tahunan
Annual Report



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.

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Human Capital

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Sekilas Tentang Perseroan

■ Our Best Contribution

Tanggal Berdiri
Date of Establishment

3 Oktober
October
2002



Total Aset
Total Assets

Rp 1,69
triliun / trillion

Produk dan Jasa
Products and Services



Jumlah Karyawan
Total Employees

304

Orang / People

Konsultasi Enjiniring Ketenagalistrikan
Electrical Power Engineering Consulting



Pembangkitan
Power Plants



Transmisi dan Distribusi
Transmission and Distribution



Konstruksi
Construction

Yayasan Pendidikan dan Kesejahteraan PLN (Persero)

PLN (Persero) Education and Welfare Foundation



Kepemilikan Saham
Share Ownership

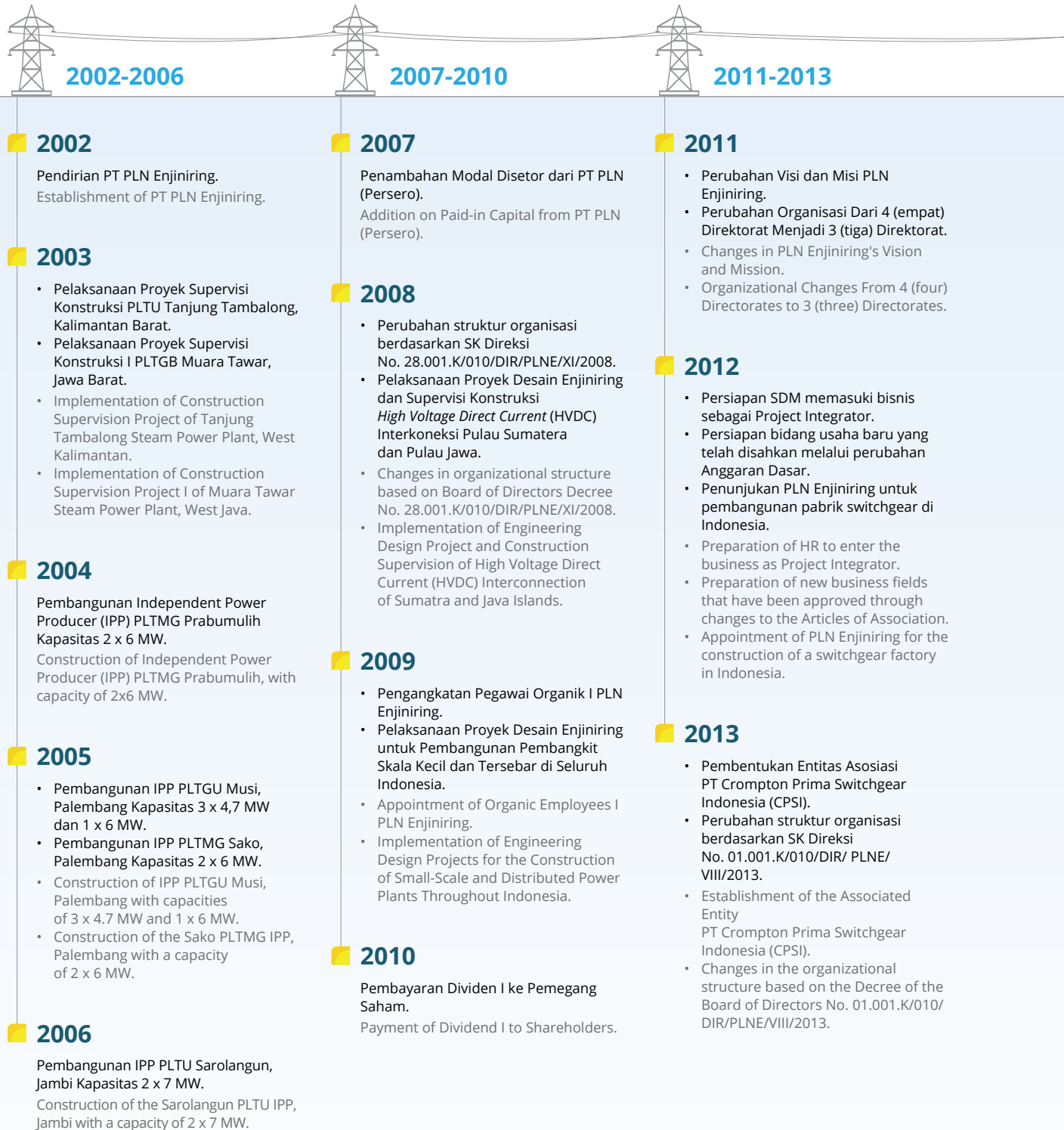
0.1%

99.90%

PT Perusahaan Listrik Negara (Persero)

Jejak Langkah

Milestones





2014-2015

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.
- 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.



2015-2016

2015

- *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 Konsultan *Supporting* Konstruksi Proyek Pembangkit Listrik Tenaga Gas Uap (PLTGU) Peaker Grati Extension 450 MW, Grati Pasuruan, Jawa Timur.
- 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.



2017-2019

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.

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.

2019

- Kerjasama PT PLN Enjiniring dengan PT PLN (Persero) Unit Induk Wilayah Nusa Tenggara Timur (UIW NTT) untuk Jasa Konsultasi Studi Interkoneksi dari Sistem Labuan Bajo ke Pulau Bajo.
- 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.



2019-2020



2021-2022



2022-2023

2019

- 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.
- 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.

2020

- Pembangunan PLTS 400 kWp Pulau Sebra - 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 Sebra 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).

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 Elekrika 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 Elekrika Consult (REC)
- Completion of Design Review of Relocation Work of PLTG Grati 2 x 100 MW

2023

- Perseroan meluncurkan program unggulan Managed Service Asset Transmisi yaitu Aplikasi TRAMA (Transmission Asset Management) yang berfungsi untuk melakukan asesmen dan perencanaan pemeliharaan aset transmisi.
- Perseroan berkontribusi dalam pengembangan proyek EBT seperti Hydrogen Plant dan Pengembangan Potensi Ekonomi DAS Mamberamo.
- The Company launched a flagship program of Managed Service Asset Transmission, namely the TRAMA (Transmission Asset Management) Application which functions to conduct assessments and planning of transmission asset maintenance.
- The Company contributes to the development of EBT projects such as Hydrogen Plant and Development of the Economic Potential of the Mamberamo Watershed.



01





Kilas Kinerja

Performance Overview

Pencapaian Kinerja Penting Tahun 2024

■ Significant Performance Achievement in 2024

Nilai perolehan kontrak baru bidang pembangkit

The value of new power plant contracts

tahun 2024 mencapai
in 2024 reached

Rp **550,49**

miliar / billion

▲ **meningkat**
increase **59%**

dibandingkan dengan tahun 2023 yang mencapai Rp347,02 miliar.
compared to 2023, which attained IDR347.02 billion.



Nilai perolehan kontrak baru bidang transmisi dan distribusi

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

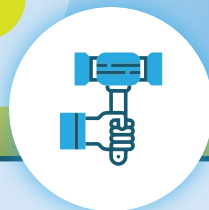
tahun 2024 mencapai
in 2024 reached

Rp **284,92**

miliar / billion

▼ **menurun**
decrease **9%**

dibandingkan dengan tahun 2023 yang mencapai Rp311,41 miliar.
compared to 2023, which attained IDR311.41 billion.



Nilai perolehan kontrak baru bidang konstruksi

The value of new contracts obtained in the construction sector

tahun 2024 mencapai
in 2024 reached

Rp **68,69**

miliar / billion

▲ **meningkat**
increase **301%**

dibandingkan dengan tahun 2023 yang mencapai Rp17,12 miliar.
compared to 2023, which attained IDR17,12 billion.





Aset Assets

tahun 2024 mencapai
in 2024 reached

Rp **1,69**
triliun / trillion

▲ **meningkat**
increase **26,26%**

dibandingkan dengan tahun 2023
yang mencapai Rp1,34 triliun.
compared to 2023, which attained
IDR1.34trillion.



Ekuitas Equity

tahun 2024 mencapai
in 2024 reached

Rp **1,05**
triliun / trillion

▲ **meningkat**
increase **23,34%**

dibandingkan dengan tahun 2023
yang mencapai Rp854,05 miliar.
compared to 2023, which attained
IDR854.05 billion.



Pendapatan Revenue

tahun 2024 mencapai
in 2024 reached

Rp **1,05**
triliun / trillion

▲ **meningkat**
increase **20,59%**

dibandingkan dengan tahun 2023
yang mencapai Rp867,84 miliar.
compared to 2023, which attained
IDR867.84 billion.



Laba tahun berjalan Profit for the year

tahun 2024 mencapai
in 2024 reached

Rp **216,56**
miliar / billion

▲ **meningkat**
increase **103,32%**

dibandingkan dengan tahun 2023
yang mencapai Rp106,52 miliar.
compared to 2023, which attained
IDR106.52 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 Million Rupiah)

Uraian	2024	2023	2022	2021*	2020	Description
LAPORAN POSISI KEUANGAN / STATEMENT OF FINANCIAL POSITION						
ASET						
ASSETS						
ASET LANCAR						CURRENT ASSETS
Kas dan setara kas	424,486	453,269	510,298	472,295	338,591	Cash and cash equivalents
Rekening bank yang dibatasi penggunaannya	16,783	9,414	366	2,696	2,858	Bank accounts restricted in use
Piutang usaha	600,013	363,388	101,226	79,039	159,060	Accounts receivable
Piutang lain-lain	84,395	86,796	23,879	13,842	12,435	Other receivables
Piutang sewa pembiayaan	44,513	39,523	35,092	31,158	27,665	Finance lease receivables
Aset kontrak	324,377	185,122	121,863	231,535	215,174	Contract assets
Pajak dibayar di muka	31,882	12,347	59,282	59,265	74,829	Prepaid taxes
Biaya dibayar di muka dan uang muka	19,017	9,346	4,215	15,110	17,749	Prepaid expenses and down Payments
Jumlah Aset Lancar	1,545,466	1,159,205	856,221	904,940	848,361	Total Current Assets
ASET TIDAK LANCAR						NON-CURRENT ASSETS
Rekening bank yang dibatasi penggunaannya	-	16,749	16,749	22,938	23,128	Bank accounts restricted in use
Piutang sewa pembiayaan	63,627	108,140	147,663	182,755	213,913	Finance lease receivables
Investasi pada ventura bersama	14,618	13,949	12,373	11,764	9,851	Investment in joint ventures
Aset tetap	17,553	9,898	11,245	20,899	31,131	Fixed assets
Pajak dibayar di muka	30,424	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	Prepaid expenses and down Payments
Aset tak berwujud	11,655	6,093	5,489	8,710	-	Intangible assets
Aset tidak lancar lainnya	8,961	2,852	9,074	7,105	29,202	Other non-current assets
Jumlah Aset Tidak Lancar	146,838	181,154	226,181	345,219	314,852	Total Non-Current Assets
JUMLAH ASET	1,692,304	1,340,359	1,082,402	1,250,159	1,163,213	TOTAL ASSETS
LIABILITAS DAN EKUITAS						
LIABILITIES AND EQUITY						
LIABILITAS JANGKA PENDEK						SHORT-TERM LIABILITIES
Utang usaha	215,127	146,369	57,108	76,393	103,490	Accounts payable
Uang muka dari pelanggan	9,125	17,803	13,626	18,468	21,006	Customer advance payment

Uraian	2024	2023	2022	2021*	2020	Description
Utang lain-lain	9,093	10,167	5,851	15,465	8,977	Other debts
Liabilitas kontrak	196,301	138,640	80,740	108,706	144,441	Contract liabilities
Biaya masih harus dibayar	26,237	41,439	45,933	61,107	53,779	Outstanding fees
Liabilitas sewa	18,715	8,440	1,692	502	7,979	Lease liabilities
Utang pajak						Tax debt
- Pajak penghasilan badan	1,128	110	17,259	3,277	58	- Corporate income tax
- Pajak lainnya	83,551	61,975	20,230	15,932	7,433	- Other taxes
Liabilitas imbalan pasca kerja	6,364	4,148	2,195	1,617	1,999	Post-employment benefit liabilities
Pinjaman jangka panjang yang jatuh tempo dalam satu tahun	-	-	24,008	32,900	32,978	Long-term loans due within one year
Jumlah Liabilitas Jangka Pendek	565,641	429,091	268,642	334,367	382,140	Total Short-Term Liabilities
LIABILITAS JANGKA PANJANG						LONG-TERM LIABILITIES
Utang lain-lain	661	119	330	369	142	Other debts
Liabilitas sewa	9,187	-	-	1,714	875	Lease liabilities
Liabilitas imbalan pasca kerja	63,452	57,097	35,667	32,052	25,554	Post-employment benefit liabilities
Pinjaman jangka panjang – setelah dikurangi bagian jatuh tempo dalam satu tahun	-	-	-	23,119	55,050	Long-term loans – after deducting the portion due within one year
Jumlah Liabilitas Jangka Panjang	73,300	57,216	35,997	57,254	81,621	Total Long-Term Liabilities
JUMLAH LIABILITAS	638,941	486,307	304,639	391,621	463,761	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	995,016	802,452	741,894	729,811	659,940	- Non-determined use
Tambahan modal disetor	40,609	40,609	3,652	-	-	Additional paid-in capital
(Rugi)/penghasilan komprehensif lain	(12,431)	(19,178)	2,048	(1,089)	9,329	(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	Attributable equity to owners of the holding entity
Kepentingan non pengendali	-	-	-	15	14	Non-controlling interests
JUMLAH EKUITAS	1,053,363	854,052	777,763	858,538	699,452	TOTAL EQUITY
JUMLAH LIABILITAS DAN EKUITAS	1,692,304	1,340,359	1,082,402	1,250,159	1,163,213	TOTAL LIABILITIES AND EQUITY

Uraian	2024	2023	2022	2021*	2020	Description
LAPORAN POSISI LABA RUGI DAN PENGHASILAN KOMPREHENSIF LAIN / STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME						
Pendapatan	1,049,618	867,837	536,296	826,403	625,344	Income
Beban Pokok Pendapatan	(624,288)	(570,876)	(307,330)	(583,354)	(436,166)	Cost of Revenue
Laba Bruto	425,330	296,961	228,966	243,049	189,178	Gross Profit
Beban Usaha	(208,225)	{184,555}	(153,090)	(173,189)	(190,713)	Operating Expenses
Penghasilan bunga	14,554	13,864	10,362	8,959	9,637	Interest income
(Kerugian)/keuntungan kurs mata uang asing - bersih	-	-	-	-	(166)	Foreign exchange (loss)/gain - net
Laba investasi pada ventura bersama	1,344	1,576	909	2,138	(3,684)	Profit on investment in joint Ventures
Beban bunga	-	(518)	(5,212)	(9,090)	(14,732)	Interest expense
Lain-lain - bersih	(3,491)	{7,716}	10,113	10,139	30,924	Other - clean
Laba Sebelum Pajak	229,512	119,612	92,048	82,006	20,444	Profit Before Tax
Beban Pajak Penghasilan	(12,948)	{13,097}	(9,241)	(8,184)	(4,947)	Income Tax Expenses
Laba Tahun Berjalan	216,564	106,515	82,807	73,822	15,497	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	638	(15,596)	511	(787)	(1,069)	Re-measurement of employee's post-employment benefits
Pengukuran kembali nilai wajar atas investasi saham	6,109	{5,630}	2,716	(9,592)	2,336	Re-measurement of the fair value of stock investments
Penghasilan/(rugi) komprehensif lain	6,747	(21,226)	-	-	-	Other comprehensive income/(loss)
Jumlah Penghasilan Komprehensif Tahun Berjalan	223,311	85,289	86,034	63,443	16,764	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	Owner of the holding entity
Kepentingan non pengendali	-	-	-	1	1	Non-controlling interests
JUMLAH	-	106,515	82,807	73,822	15,497	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	Owner of the holding entity
Kepentingan non pengendali	-	-	-	1	1	Non-controlling interests
JUMLAH	223,311	85,289	86,034	63,443	16,764	TOTAL
Laba (rugi) per saham	8,663	4,261	3,312	2,953	620	Earnings (loss) per share

Uraian	2024	2023	2022	2021*	2020	Description
LAPORAN ARUS KAS / STATEMENT OF CASH FLOWS						
ARUS KAS DARI AKTIVITAS OPERASI						CASH FLOWS FROM OPERATING ACTIVITIES
Laba sebelum pajak	229,512	119,612	92,048	82,006	20,444	Profit before tax
Penyesuaian untuk merekonsiliasi laba sebelum pajak:						Adjustments to reconcile pre-tax profit:
Laba investasi pada ventura bersama	(1,344)	(1,576)	(909)	(2,138)	-	Profit on investment in joint Ventures
Rugi investasi pada ventura bersama	-	-	-	-	3,684	Investment losses in joint Ventures
Pendapatan dividen dari investasi saham	-	-	(750)	-	(1,785)	Dividend income from stock Investments
Beban imbalan pasca kerja	13,623	10,517	7,830	7,334	7,944	Post-employment benefits Expense
Penyisihan/(pemulihan) untuk penurunan nilai piutang usaha dan piutang lain-lain - neto	(422)	339	(15,531)	8,595	31,987	Provision/(recovery) for impairment of trade receivables and other receivables - net
Penyusutan aset tetap dan aset hak guna	14,903	12,575	15,459	12,701	15,376	Depreciation of fixed assets and right-of-use assets
Amortisasi perangkat lunak	9,248	5,531	8,184	7,053	3,130	Software amortization
Beban bunga	-	518	5,212	9,090	14,732	Interest expense
Penghasilan bunga	(14,554)	(13,864)	(10,362)	(8,959)	(9,637)	Interest income
Arus kas operasi sebelum perubahan modal kerja	250,966	133,652	101,181	115,682	85,875	Operating cash flow before changes in working capital
Perubahan modal kerja:						Changes in working capital:
Piutang usaha	(236,203)	(262,501)	(26,777)	98,591	29,492	Accounts receivable
Piutang lain-lain	2,401	(62,917)	(31,672)	(7,286)	(794)	Other receivables
Aset kontrak	(139,255)	(63,259)	6,900	39,886	16,892	Contract assets
Pajak dibayar di muka	(26,500)	20,451	(9,066)	(32,118)	(6,725)	Prepaid taxes
Biaya dibayar di muka dan uang muka	702	(4,964)	946	8,850	27,505	Prepaid expenses and down Payments
Aset tak berwujud	(14,810)	(6,135)	(5,369)	(2,350)	(3,113)	Intangible assets
Aset tidak lancar lainnya	-	592	668	(322)	422	Other non-current assets
Utang usaha	68,758	89,261	25,040	(58,507)	(30,606)	Accounts payable
Uang muka dari pelanggan	(8,678)	4,177	(4,757)	(2,538)	(14,387)	Customer advance payment
Utang lain-lain	(532)	4,105	1,146	6,715	3,491	Other debts
Liabilitas kontrak	57,661	57,900	(21,064)	(36,495)	30,298	Contract liabilities
Utang pajak lainnya	21,576	41,745	6,701	6,056	(4,372)	Other tax debts
Biaya masih harus dibayar	(15,202)	(4,494)	(10,887)	(338)	(866)	Outstanding fees
Penempatan rekening bank yang dibatasi penggunaannya	(337)	(9,385)	(366)	-	(2,858)	Placement of a bank account restricted in use
Penarikan rekening bank yang dibatasi penggunaannya	9,717	337	6,189	1,040	-	Bank account withdrawals restricted in use
Penerimaan dari pelanggan atas piutang sewa pembiayaan	39,523	35,092	31,158	27,665	24,563	Receipts from customers for finance lease receivables
Penerimaan restitusi pajak pertambahan nilai	-	26,432	19,089	-	21,914	Receipt of value added tax refunds

Uraian	2024	2023	2022	2021*	2020	Description
Penerimaan restitusi pajak penghasilan badan	-	-	-	335	-	Receipt of corporate income tax refunds
Pembayaran bunga	-	(518)	(5,212)	(9,090)	(14,732)	Interest payments
Penerimaan bunga	14,554	13,864	10,362	8,959	9,637	Acceptance of flowers
Pembayaran imbalan pasca kerja	(4,414)	(2,730)	(2,285)	(2,337)	(220)	Post-employment benefit Payments
Pembayaran pajak penghasilan badan	(11,930)	(30,246)	(10,723)	(5,006)	(7,326)	Payment of corporate income tax
Kas bersih diperoleh dari aktivitas operasi	7,997	(19,541)	81,202	157,392	167,203	Net cash obtained from operating activities
ARUS KAS DARI AKTIVITAS INVESTASI						CASH FLOWS FROM INVESTMENT ACTIVITIES
Penerimaan dividen	675	-	1,050	225	1,976	Dividend receipt
Pelepasan aset tetap	-	111	-	-	-	Disposal of fixed assets
Perolehan aset tetap	(11,270)	(599)	-	-	(172)	Acquisition of fixed assets
Penerimaan kas atas transaksi kombinasi bisnis entitas sepengendali - neto	-	-	65,384	-	-	Cash receipts from business combination transactions of entities under common control - net
Kas bersih diperoleh untuk aktivitas investasi	(10,595)	(488)	66,434	225	1,804	Net cash provided for investing Activities
ARUS KAS DARI AKTIVITAS PENDANAAN						CASH FLOWS FROM FUNDING ACTIVITIES
Pembayaran liabilitas sewa	(2,185)	(3,992)	(7,750)	(8,716)	(25,226)	Payment of lease liabilities
Pembayaran dividen	(24,000)	(9,000)	(69,872)	(29,245)	-	Dividend payments
Pembayaran atas pinjaman jangka panjang	-	(24,008)	(32,011)	(32,009)	(32,012)	Payment on long-term loans
Kas bersih digunakan untuk aktivitas pendanaan	(26,185)	(37,000)	(109,633)	(69,970)	(57,238)	Net cash used for financing Activities
KENAIKAN/(PENURUNAN) BERSIH KAS DAN SETARA KAS	(28,783)	(57,029)	38,003	87,647	111,769	INCREASE/(DECREASE) IN NET CASH AND CASH EQUIVALENTS
KAS DAN SETARA KAS AWAL TAHUN	453,269	510,298	472,295	384,648	226,822	CASH AND CASH EQUIVALENTS AT THE BEGINNING OF THE YEAR
KAS DAN SETARA KAS AKHIR TAHUN	424,486	453,269	510,298	472,295	338,591	CASH AND CASH EQUIVALENTS IN THE END OF YEAR
RASIO KEUANGAN / FINANCIAL RATIOS						
Margin Laba Kotor (%)	40.5	34.2	42.69	29.41	30.25	Gross Profit Margin (%)
Rasio Kas (X)	0.75	1.9	1.41	0.89	0.58	Cash Ratio (X)
Rasio Lancar (X)	2.73	3.19	2.71	2.22	2.19	Current Ratio (X)
Rasio Liabilitas Terhadap Ekuitas (X)	0.61	0.57	0.39	0.46	0.63	Liabilities to Equity Ratio (X)
Rasio Liabilitas Terhadap Aset (X)	0.38	0.28	0.31	0.4	0.43	Liabilities to Assets Ratio (X)
Rasio Imbal Hasil Atas Aset (X)	12.80	7.95	7.65	5.91	1.16	Return on Assets Ratio (X)
Rasio Imbal Hasil Atas Ekuitas (X)	20.56	12.47	10.65	8.60	1.90	Return on Equity Ratio (X)
Rasio Imbal Hasil Atas Pendapatan (X)	20.63	0.12	0.15	0.09	0.02	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	2024	2023	2022	2021	Description
JASA ENJINIRING DAN PENGEMBANGAN ENJINIRING / ENGINEERING SERVICES AND ENGINEERING DEVELOPMENT					
BIDANG PEMBANGKIT / POWER SECTOR					
Nilai Kontrak Baru Bidang Pembangkit					New Contract Value in the Power Sector
Internal	540,329	343,166.31	172,873.83	190,508.36	Internal
Eksternal	10,166	3,854.81	4,673.56	5,798.89	External
Jumlah	550,49	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	254,876	246,061.63	116,548.13	69,111.32	Internal
Eksternal	30,047	65,356.83	6,204.01	32,671.14	External
Jumlah	284,924	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	67,361	13,253.13	10,767.41	23,306.21	Internal
Eksternal	1,332	3,872.40	2,435.63	68.20	External
Jumlah	68,693	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	71,288	27,761.97	-	-	Internal
Eksternal	-	53,005.36	-	-	External
Jumlah	71,288	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	904,114	630,243.03	300,189.37	-	Internal
Eksternal	71,288	126,089.39	13,313.20	-	External
Jumlah	975,402	756,332.43	313,502.57	-	Total
JASA NON ENJINIRING / NON ENGINEERING SERVICES					
KOMPRESI GAS / GAS COMPRESSION					
Compressed Natural Gas (CNG) Plant Bangkanai	76,721,225	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)	82,077,964	155,108,714	-	-	Gas Engine Power Plant (PLTMG) Luwuk 40 Mega Watt (MW)

Informasi Saham

Share Information

Sampai dengan 31 Desember 2024, 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 2024, 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	2024	2023	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 2024, 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 2024, 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.

Aksi Penghentian Sementara Perdagangan Saham (*Suspension*) dan/atau Penghapusan Pencatatan Saham (*Delisting*)

Sampai dengan 31 Desember 2024, PLN Enjiniring belum mencatatkan sahamnya di bursa saham, dengan demikian Perusahaan tidak pernah dikenakan sanksi penghentian sementara perdagangan saham (*suspension*) dan/atau penghapusan pencatatan saham (*delisting*).

Temporary Suspension of Stock Trading (*Suspension*) and/or Share Delisting Action

As of December 31, 2024, PLN Enjiniring has not listed its shares on the stock exchange. Therefore, the Company has never been the subject to a temporary suspension of stock trading (*suspension*) and/or share delisting sanction.

Informasi Obligasi, Sukuk, dan/atau Obligasi Konversi

Information on Bonds, Sukuk, and/or Convertible Bonds

Sampai dengan 31 Desember 2024, PLN Enjiniring belum menerbitkan Obligasi, Sukuk dan/atau Obligasi Konversi.

As of December 31, 2024, PLN Enjiniring had not issued Bonds, Sukuk and/or Convertible Bonds.

Informasi Sumber Pendanaan Lainnya

Information on Other Funding Sources

Sampai dengan 31 Desember 2024, PLN Enjiniring belum memiliki sumber pendanaan lainnya.

As of December 31, 2024, PLN Enjiniring had not had other funding sources.



Peristiwa Penting

Significant Events

04 Januari / January



Town Hall Meeting 1: Let's Transform, "Work Smart With No Regret".

Town Hall Meeting 1: Let's Transform, "Work Smart With No Regret"

17 Januari / January



PLNE Sabet Penghargaan Progress Kontrak Luar Negeri Terbaik di PLN Portfolio Awards 2023

PLNE won the Best Overseas Contract Progress Award at the PLN Portfolio Awards 2023

31 Januari / January



Rapat Umum Pemegang Saham (RUPS) Rencana Kerja Anggaran Perusahaan (RKAP) tahun buku 2024.

General Meeting of Shareholders (GMS) for the 2024 Corporate Budget Work Plan (RKAP)

05 Februari / February



PLN Enjiniring mendapatkan penghargaan Maturity Level Keselamatan dan Kesehatan Kerja (K3) Terbaik di Area Kerja Sulawesi Selatan Tahun 2023.

PLN Enjiniring received the Best Occupational Health and Safety (OHS) Maturity Level Award in the South Sulawesi Work Area for 2023.

05 Februari / February



PLN Enjiniring Sukseskan First Gas in dan First Firing Proyek PLTMG Luwuk.

PLN Enjiniring successfully executed the First Gas in and First Firing of the PLTMG Luwuk Project.

16 Februari / February



Rapat Kerja PLN Enjiniring tahun 2025 "Grow Excellence Exceed Next Level"

PLN Enjiniring 2025 Work Meeting: "Grow Excellence Exceed Next Level"

13 Februari / February



Milenial PLN Enjiniring Turut Ramaikan BUMN NEX-GEN 2024.

PLN Enjiniring Millennials took part in BUMN NEX-GEN 2024

15-25 Februari / February



PLN Enjiniring turut serta dalam perhelatan IIMS 2024 dengan menampilkan PLN EYE, inovasi SPKLU berbasis tiang listrik PLN.

PLN Enjiniring participated in the IIMS 2024 event by presenting PLN EYE, an SPKLU innovation based on PLN's electricity poles.

17 Februari / February



PLN Enjiniring Selenggarakan Employee Gathering tahun 2024 "Grow Excellent, Exceed Next Level"

PLN Enjiniring held the 2024 Employee Gathering: "Grow Excellent, Exceed Next Level"

20 Februari / February



PLN Enjiniring Luncurkan The PLN Engineering Excellence Centre

PLN Enjiniring launched the PLN Engineering Excellence Centre

21 Februari / February



PLN Enjiniring Sabet 3 Penghargaan dalam PLN Corporate Communication Awards 2023

PLN Enjiniring won 3 Awards at the PLN Corporate Communication Awards 2023

21 Februari / February



PLN Enjiniring turut serta dalam mensukseskan peresmian Hydrogen Refueling Station (HRS) & Green Hydrogen Plant PLTP Kamojang.

PLN Enjiniring participated in the Inauguration of the Hydrogen Refueling Station (HRS) & Green Hydrogen Plant at Kamojang Geothermal Power Plant (PLTP)

29 Februari / February



PLN Enjiniring Raih Prestasi Gemilang di Ajang Penghargaan Inovasi EV Charging.

PLN Enjiniring achieved remarkable success at the EV Charging Innovation Awards

29 Februari / February



PLN Enjiniring Dukung Penyelenggaraan ICSEE 2024

PLN Enjiniring supported the Organization of ICSEE 2024

07 Maret / March



PLN Enjiniring hadir di Pengukuhan INAHA 2023-2027 untuk mendukung pengembangan energi hydro di Indonesia.

PLN Enjiniring was present at the 2023-2027 INAHA Inauguration to support the development of hydro energy in Indonesia.

07 Maret / March



Millenial PLN Enjiniring ikuti BCOMSS Talks 2024 dengan tema "Menggerakkan Masa Depan, Menuju Indonesia Emas".

PLN Enjiniring Millennials participated in BCOMSS Talks 2024 with the Theme "Driving the Future, Toward Golden Indonesia."

08 Maret / March



PLN Enjiniring aktif berpartisipasi dalam Focus Group Discussion (FGD) hybrid mengenai kebijakan Penangkapan Karbon.

PLN Enjiniring actively participated in a Hybrid focus group Discussion(FGD) on Carbon Capture Policy.

27 Maret / March



PLN Enjiniring selenggarakan Town Hall Meeting Ke-2 dan Buka Bersama Anak Yatim dan Dhuafa

PLN Enjiniring held Town Hall Meeting 2 and Iftar Gathering with Orphans and Underprivileged Children.

03 April / April



Srikandi PLN Enjiniring berbagi Takjil Ramadhan

Srikandi PLN Enjiniring distributed Ramadhan Takjil.

18 April / April



Halal Bihalal dan Town Hall Meeting 2 PLN Enjiniring tahun 2024

Halal Bihalal dan Town Hall Meeting 2 of PLN Enjiniring 2024.

19 April / April



Ciptakan Lulusan Enjinir Unggulan di Indonesia, PLNE dan UGM Kolaborasi dalam Pengkayaan Akademik

In collaboration with UGM, PLNE supported the Development of Outstanding Engineering Graduates in Indonesia.

25 April / April



PLN Enjiniring ikut serta dalam Seminar Green Technology di PGD IMTK UI 2024 sebagai wujud komitmen mendorong penerapan teknologi hijau untuk mendukung tercapainya SDGs dan percepatan NZE 2060.

PLN Enjiniring participated in the Green Technology Seminar at the 2024 PGD IMTK UI as a form of commitment to encourage the implementation of green technology to support the achievement of SDGs and the acceleration of NZE 2060.

26 April / April



PLN Enjiniring ikut serta dalam Festival Pengendalian Lingkungan 2024 dengan menampilkan layanan CEMS sebagai dukungan nyata terhadap upaya pengendalian pencemaran dan pelestarian lingkungan.

PLN Enjiniring participated in the 2024 Environmental Control Festival by presenting CEMS services as real support for efforts to control pollution and preserve the environment.

30 April / April



PLNE Dukung Kegiatan Shipnaming and Launching Program Dual Fuel Barge Mounted Power Plant (BMPP) Nusantara II 60 MW Wujudkan Keandalan Pasokan Listrik Kolaka Sulawesi Tenggara

PLNE supported the Shipnaming and Launching Ceremony of the Dual Fuel Barge Mounted Power Plant (BMPP) Nusantara II 60 MW to Strengthen Power Supply Reliability in Kolaka, Southeast Sulawesi.

30 April / April



PLN Enjiniring turut serta dalam PLN Women Summit 2024 sebagai wujud komitmen mendukung pemberdayaan perempuan dan menciptakan lingkungan kerja yang inklusif.

PLN Enjiniring contributed in the 2024 PLN Women Summit as a commitment form to support women's empowerment and create an inclusive work environment.

01 Mei / May



Kolaborasi PLNE dan PLN UIP JBT, Mampu Raih Target Milestone Commissioning Test Unit #1 PLTA Jatigede (2 X 55 MW)

Collaboration between PLNE and PLN UIP JBT, successfully achieved the Commissioning Test Milestone for Unit #1 of Jatigede Hydropower Plant (2 X 55 MW)

02 Mei / May



PLN Enjiniring hadir di Periklindo Electric Vehicle Show 2024 dengan menampilkan PLN EYE sebagai inovasi pengisian kendaraan listrik ramah lingkungan.

PLN Enjiniring was present at the 2024 Periklindo Electric Vehicle Show by displaying PLN EYE as a green electric vehicle charging innovation.

07 Mei / May



PLN Enjiniring dan Kayan Hydropower Nusantara mengadakan Top Management Meeting terkait Proyek Sistem Transmisi Evakuasi Tenaga PLTA Mentarang Induk Package 5 (MIHEP P5)

PLN Enjiniring and Kayan Hydropower Nusantara hold Top Management Meeting on the Transmission System Project for the Mentarang Induk Hydropower Plant Package 5 (MIHEP P5).

09 Mei / May



PLN Enjiniring tekan 10 kontrak pendampingan pembangkit EPC dan IPP bersama Divisi Pengadaan PLN untuk perkuat kolaborasi dan kualitas proyek ketenagalistrikan.

PLN Enjiniring signed 10 EPC and IPP power plant assistance contracts with PLN's Procurement Division to strengthen collaboration and quality of electricity projects.

13 Mei / May



PLNE Kunjungi PLTS Tanjung Uma 1 MWp Batam

PLNE visited Tanjung Uma 1 MWp Solar Power Plant (PLTS) in Batam

17 Mei / May



PLN Enjiniring Gelar Townhall Meeting Ke-3 Tahun 2024 dengan tajuk "Perkuat Partnership dan Capacity Building untuk Engineering Excellence"

PLN Enjiniring held the 3rd Townhall Meeting of 2024 titled "Strengthening Partnership and Capacity Building for Engineering Excellence"

21 Mei / May



PLN Enjiniring gelar Engineering 5K Challenge di GBK untuk mendorong gaya hidup sehat, mempererat kebersamaan, dan meningkatkan semangat di lingkungan kerja.

PLN Enjiniring held the Engineering 5K Challenge at GBK to encourage a healthy lifestyle, strengthen togetherness, and increase enthusiasm in the work environment.

22 Mei / May



Dirut PLN Enjiniring mendorong budaya kerja inklusif dan setara lewat Workshop Pengarusutamaan Gender bagi Srikandi PLN Group.

President Director of PLN Enjiniring encouraged an inclusive and equal work culture through the Gender Mainstreaming Workshop for Srikandi PLN Group.

29 Mei / May



PLNE Peroleh Penghargaan The Best Collaborator for Business Development Project

PLNE received the "Best Collaborator for Business Development Project" award

30 Mei / May



PLN Enjiniring Meraih Penghargaan TOP CSR Awards 2024

PLN Enjiniring won the TOP CSR Awards 2024

30 Mei / May



PLNE dan AESI Jalin Aliansi bersama

PLNE and AESI formed a strategic alliance

31 Mei / May



PLN Enjiniring Hadiri PLN CEO Vision Town Hall Meeting RKAP 2025-2026

PLN Enjiniring attended the PLN CEO Vision Town Hall Meeting for the 2025-2026 Work Plan

01 Juni / June



PLN Enjiniring (PLNE), bersama dengan Himpunan Mahasiswa Teknik Lingkungan Universitas Trisakti (HMTL Trisakti), menyelenggarakan kegiatan Coastal Clean Up di Pantai Tanjung Pasir, Banten

PLN Enjiniring and the Environmental Engineering Student Association of Trisakti University organized a Coastal Clean Up in Tanjung Pasir, Banten

05 Juni / June



PLNE Salurkan TJSL Bantuan Fasilitas Sekolah ke SD Karendan dan SMP Yayasan Pendidikan Bangkanai

PLNE distributed CSR aid in the form of school facilities to SD Karendan and SMP Yayasan Pendidikan Bangkanai

14 Juni / June



TIM GOXY PLNE Berhasil Mendapatkan Golden Ticket Seleksi Nasional Kategori Business Development SPKI XXVII 2024

The GOXY team from PLNE earned a Golden Ticket in the National Selection for the Business Development Category of SPKI XXVII 2024

12-14 Juni / June



PLN Enjiniring Ikuti Workshop dan Knowledge Sharing Implementasi Smart Grid End to End

PLN Enjiniring participated in the Workshop and Knowledge Sharing on Smart Grid End-to-End Implementation

13 Juni / June



PLNE Bersama PLN, dan LPEM FEB UI Bersinergi Susun Panduan Kelayakan Ekonomi Pembangkit EBT

PLNE, together with PLN and LPEM FEB UI, collaborated to draft economic feasibility guidelines for renewable power plants

14 Juni / June



PLN Enjiniring Hibahkan 5 Ekor Sapi Dalam Rangka Memperingati Hari Raya Idul Adha 1445 H

PLN Enjiniring donated five cows in commemoration of Eid al-Adha 1445 H

20 Juni / June



PLN Enjiniring Mendorong Pengembangan Industri Pembangkit Listrik Tenaga Surya Melalui Kolaborasi Strategis

PLN Enjiniring promoted the development of the solar power plant industry through strategic collaboration

25 Juni / June



PLN Enjiniring hadir di peresmian Sekretariat INAHA sebagai dukungan peningkatan kapasitas hydropower Indonesia.

PLN Enjiniring was present at the inauguration of the INAHA Secretariat as support for increasing Indonesia's hydropower capacity.

25 Juni / June



PLN Enjiniring tegaskan komitmen lingkungan di Hari Lingkungan Hidup 2024, dukung usaha berkelanjutan dan ramah lingkungan bersama PLN.

PLN Enjiniring emphasized environmental commitment on the 2024 World Environment Day 2024, and supported sustainable and green efforts with PLN.

26 Juni / June



Dukung pemerataan energi dan pengembangan EBT, PLN Enjiniring hadir dalam penandatanganan Perjanjian Jual-Beli Listrik proyek Pembangkit Listrik Tenaga Minihidro bersama PT Gilang Hydro Lestari.

Supporting energy equality and renewable energy development, PLN Enjiniring attended the signing of the Electricity Purchase Agreement for the Mini-Hydro Power Plant project with PT Gilang Hydro Lestari.

27 Juni / June



Perkuat kolaborasi internasional, PLN Enjiniring berpartisipasi dalam rapat bersama China Electricity Council demi kemajuan sistem kelistrikan Indonesia.

Affirming international collaboration, PLN Enjiniring participated in a meeting with the China Electricity Council for the advancement of Indonesia's electricity system.

10 Juli / July



Raih Pengakuan Qualified Internal Auditor, PLN Enjiniring Siap Tingkatkan Kapasitas Kinerja SPI

Recognized as Qualified Internal Auditors, PLN Enjiniring was ready to enhance Internal Supervision performance capacity

16 Juli / July



Sebanyak 79 engineer PLN Enjiniring mengikuti prosesi Pelantikan Profesi Insinyur, Program Studi Program Profesi Insinyur (PSPPI) Fakultas Teknik Universitas Gadjah Mada (FT UGM)

A total of 79 engineers from PLN Enjiniring participated in the Professional Engineer Inauguration Ceremony of the Professional Engineer Program (PSPPI), Faculty of Engineering, Universitas Gadjah Mada (FT UGM).

23 Juli / July



Town Hall Meeting 4 PLN Enjiniring "Thriving on Challenges, Building Professionalism"

Town Hall Meeting 4 PLN Enjiniring "Thriving on Challenges, Building Professionalism"

24 Juli / July



Semarakkan Hari Anak Nasional, PLN Enjiniring Gelar Khitanan Massal untuk Masyarakat Sekitar

Celebrating National Children's Day, PLN Enjiniring held a mass circumcision event for the local community

25 Juli / July



PLN Enjiniring Selenggarakan Rapat Kerja Semester 1

PLN Enjiniring held the Semester I Work Meeting

25 Juli / July



PLN Enjiniring Raih Penghargaan Indonesia Original Brand Champion 2024

PLN Enjiniring won the Indonesia Original Brand Champion 2024 award

29 Juli / July



DIRMPRO PLN Kunjungi PLTMG Luwuk.
PLN DIRMPRO Visited Luwuk PLTMG.

31 Juli / July



PLN Enjiniring Raih Penghargaan Platinum Star 5 di TJSL & CSR Awards 2024
PLN Enjiniring received the Platinum Star 5 award at the 2024 TJSL & CSR Awards

31 Juli / July



PLN Enjiniring menampilkan inovasi terbaru dalam teknologi Carbon Capture Storage (CCS) pada pameran International & Indonesia Carbon Capture Summit (IICCS) di Jakarta Convention Center (JCC).

PLN Enjiniring showcased the latest innovation in Carbon Capture Storage (CCS) technology at the International & Indonesia Carbon Capture Summit (IICCS) at JCC

31 Juli / July



PLN Enjiniring kawal kelancaran proyek pembangkit thermal melalui FGD strategis bersama Direktorat Manajemen Proyek PLN.
PLN Enjiniring oversaw the smooth running of the thermal power plant project through a strategic FGD with the PLN's Project Management Directorate.

02 Agustus / August



PLN Enjiniring memperkenalkan konsep pengembangan desain Smart Grid dan Smart Microgrid, khususnya desain untuk kepulauan Nusa Penida.

PLN Enjiniring introduced Smart Grid and Smart Microgrid design concepts, specifically for Nusa Penida islands

07 Agustus / August



Dukung transisi energi bersih, PLN Enjiniring fasilitasi kunjungan strategis PLN Group ke Kawasan Industri Terpadu Batang.

Encouraging the clean energy transition, PLN Enjiniring facilitated a strategic visit by the PLN Group to the Batang Integrated Industrial Area.

11 Agustus / August



PLN Enjiniring Gelar Market Sounding di Sarawak Energy Isthmus Run 2024

PLN Enjiniring held a market sounding event at the Sarawak Energy Isthmus Run 2024

13 Agustus / August



PLN Enjiniring Tampilkan Desain Incinerator Terbaru dalam FGD Bank Sampah KAPPSA

PLN Enjiniring presented its latest incinerator design in the KAPPSA Waste Bank FGD

13 Agustus / August



PLN Enjiniring melalui Srikandi Movement Tunjukkan Komitmen TJSL dengan Kunjungi Bank Sampah KAPPSA

Through the Srikandi Movement, PLN Enjiniring demonstrated CSR commitment by visiting the KAPPSA Waste Bank

20 Agustus / August



Serikat Pekerja PLN Enjiniring Tandatangani Integrasi Satu SP Satu PLN

The PLN Enjiniring Workers Union signed the "One SP One PLN" integration agreement

26 Agustus / August



PLN Enjiniring Tanda Tangan Kerjasama Pekerjaan Jasa Enjiniring Ekstension IBT 3 Ngimbang dengan PLN Unit Induk Transmisi Jawa Timur dan Bali

PLN Enjiniring signed a cooperation agreement for Engineering Services for IBT 3 Ngimbang Extension with PLN UIT Jatim and Bali

27 Agustus / August



PLN Enjiniring menyambut kunjungan dari Korea Trade-Investment Promotion Agency (KOTRA)

PLN Enjiniring welcomed a visit from the Korea Trade-Investment Promotion Agency (KOTRA)

28 Agustus / August



Peresmian PLTS Ground-Mounted 100 MWp: PLN Enjiniring Berperan Penting dalam Desain Kajian Bisnis dan Dokumen Grid Study

Inauguration of the 100 MWp Ground-Mounted Solar Power Plant (PLTS): PLN Enjiniring plays a key role in business feasibility design and grid study documentation

29 Agustus / August



PLN Enjiniring Tampilkan Strategi Renewable Energy di Seminar Nasional 2024

PLN Enjiniring showcased its Renewable Energy Strategy at the 2024 National Seminar

30 Agustus / August



PLN Enjiniring Dukung Proyek Gardu Induk dan Transmisi Tersebar PLN UIP JBTB

PLN Enjiniring supported PLN UIP JBTB's Substation and Transmission Projects

31 Agustus / August



PLN Enjiniring Tunjukkan Komitmen pada Elektrifikasi dan Green Energy

PLN Enjiniring demonstrated its commitment to electrification and green energy

04 September / September



PLN Enjiniring berpartisipasi dalam konferensi International Conference on Technology and Policy in Energy & Electric Power (ICT-PEP) 2024

PLN Enjiniring participated in the International Conference on Technology and Policy in Energy & Electric Power (ICT-PEP) 2024

05 September / September



PLN Enjiniring Paparkan Konsep Hingga Tantangan Kendaraan Listrik di Indonesia Sustainability Forum

PLN Enjiniring presented concepts and challenges of Electric Vehicles at the Indonesia Sustainability Forum

11 September / September



PLN Enjiniring kembali meraih prestasi gemilang di ajang Top GRC (Governance, Risk, and Compliance) Awards 2024

PLN Enjiniring achieved another remarkable accomplishment at the Top GRC (Governance, Risk, and Compliance) Awards 2024

13 September / September



PLN Enjiniring Selenggarakan Bincang Pagi Bersama Direksi PLN

PLN Enjiniring held a Morning Discussion with PLN Directors

September / September



PLN Enjiniring Terima Penghargaan The Best Transformation & Digital Innovation 2024

PLN Enjiniring received the Best Transformation & Digital Innovation 2024 Award

18 September / September



Dukung target 60 GW energi terbarukan, PLN Enjiniring gelar FGD Transforming Towards Excellence untuk tingkatkan kesiapan enjiniring proyek.

Supporting the target of 60 GW of renewable energy, PLN Enjiniring held a Transforming Towards Excellence FGD to improve project engineering readiness.

24 September / September



PLN Enjiniring Siapkan Strategi Pengembangan Distribution System Operator di Indonesia

PLN Enjiniring prepared strategies for the development of Distribution System Operator in Indonesia

24 September / September



PLN Enjiniring Tingkatkan Kompetensi Engineer melalui Pelatihan Sertifikasi Remote Pilot dan Pengoperasian Drone untuk Optimalisasi Teknologi Pemetaan

PLN Enjiniring enhanced engineer competence through Remote Pilot Certification training and drone operation for mapping technology optimization

24 September / September



DIRUT PLN Enjiniring Dorong Peran Aktif Srikandi PLN dalam Mewujudkan Lingkungan Kerja Inklusif

PLN Enjiniring's President Director encouraged the active role of PLN Srikandi in creating an inclusive work environment

26 September / September



PLN Enjiniring Terima Tanda Kehormatan di Malam Penghargaan Majalah Listrik Indonesia

PLN Enjiniring received an Honorary Award at the Indonesia Electricity Magazine Awards Night

26 September / September



PLN Enjiniring Paparkan Rencana Investasi untuk Proyek Energi Angin di Indonesia

PLN Enjiniring presented investment plans for wind energy projects in Indonesia

05 Oktober / October



PLN Enjiniring Rayakan Ulang Tahun ke-22
PLN Enjiniring celebrated its 22nd anniversary

08 Oktober / October



PLN Enjiniring Perkuat Dukungan Transisi Energi melalui Inovasi Carbon Capture for Coal Power Plant di Enlit Asia 2024

PLN Enjiniring strengthened energy transition support through Carbon Capture for Coal Power Plant innovation at Enlit Asia 2024

15 Oktober / October



PLN Enjiniring Dukung UMKM, Optimalisasi Kolaborasi Teknologi Monitoring Sedimentasi dengan TechnoGIS Indonesia

PLN Enjiniring supported MSMEs by optimizing sedimentation monitoring technology collaboration with TechnoGIS Indonesia

16 Oktober / October



PLN Enjiniring Tandatangani Perjanjian untuk Pembangunan Infrastruktur Energi yang Berkelanjutan

PLN Enjiniring signed an agreement for sustainable energy infrastructure development

19 Oktober / October



PLN Enjiniring Tanda Tangan MoU untuk Mendukung Kerja Sama dengan Timor Leste

PLN Enjiniring signed an agreement for sustainable energy infrastructure development

20 Oktober / October



PLN Enjiniring Dukung UMKM Ninauka Go Internasional, Perkuat Pemberdayaan Perempuan Baduy di Indonesia-Japan Friendship Festival 2024

PLN Enjiniring Dukung UMKM Ninauka Go Internasional, Perkuat Pemberdayaan Perempuan Baduy di Indonesia-Japan Friendship Festival 2024

21 Oktober / October



PLN Enjiniring Perkuat Kolaborasi untuk Tingkatkan Efisiensi dan Keandalan Infrastruktur Ketenagalistrikan di Indonesia melalui Perjanjian KHS Jasa Konsultansi Survey dan Site Investigation dalam Mendukung Transisi Energi.

PLN Enjiniring strengthened collaboration to improve efficiency and reliability of Indonesia's electricity infrastructure through a Consulting Services Survey and Site Investigation agreement to support energy transition

22 Oktober / October



PLN Enjiniring Teken Kesepakatan PKB dengan DPD SP PLN Enjiniring

PLN Enjiniring signed a Collective Labor Agreement with the PLN Enjiniring Workers Union

24 Oktober / October



Tim GOXY PLN Enjiniring Raih Juara III di Seleksi Penghargaan Karya Inovasi HLN ke-79

PLN Enjiniring's GOXY Team won 3rd place at the 79th HLN Innovation Work Award selection

24 Oktober / October



PLN Enjiniring Mendukung Keselamatan dan Keamanan Kerja, PLNE Berpartisipasi dalam HSSE Festival 2024

PLN Enjiniring supported occupational safety and security by participating in the HSSE Festival 2024

24 Oktober / October



Engineer PLN Enjiniring Ungkap Solusi Green Energy di ICST 2024

PLN Enjiniring engineers presented Green Energy solutions at ICST 2024

30 Oktober / October



PLN Enjiniring Tunjukkan Komitmen Terhadap Transformasi Human Capital Berkelanjutan, Raih Top Human Capital Award 2024 di Hari Listrik Nasional

PLN Enjiniring demonstrated commitment to sustainable Human Capital transformation, winning the Top Human Capital Award 2024 at National Electricity Day

04 November / November



PLN Enjiniring Berperan dalam COLONY Summit PLN 2024

PLN Enjiniring played a role in the 2024 COLONY Summit PLN

06 November / November



PLN Enjiniring Gelar Multi Stakeholder Forum tahun 2024

PLN Enjiniring held the 2024 Multi-Stakeholder Forum

07 November / November



PLN Enjiniring Dukung Workshop Pemberdayaan Wanita melalui Srikandi Movement di Lampung

PLN Enjiniring supported a women's empowerment workshop through the Srikandi Movement in Lampung

11 November / November



PLN Enjiniring Sambut Kunjungan Mahasiswa IT PLN untuk Mewujudkan Transformasi Energi Ramah Lingkungan

PLN Enjiniring welcomed a visit from IT PLN students to promote environmentally friendly energy transformation

13 November / November



PLN Enjiniring Perkuat Komitmen dalam Pengembangan Ekosistem Kendaraan Listrik dan Transisi Energi melalui Kolaborasi Korea-Indonesia

PLN Enjiniring strengthened its commitment to the development of the electric vehicle ecosystem and energy transition through Korea-Indonesia collaboration

14 November / November



PLN Enjiniring Raih Penghargaan pada Ajang BUMN Branding & Marketing Award 2024

PLN Enjiniring received an award at the 2024 BUMN Branding & Marketing Award

20 November / November



Dirut PLN Enjiniring Paparkan Upaya Wujudkan Energi Bersih, Ramah Lingkungan, dan Terjangkau untuk Dukung Pertumbuhan Ekonomi 8% di Electricity Connect 2024.

President Director of PLN Enjiniring Delivered Efforts to Realize Clean, Green, and Affordable Energy to Support 8% Economic Growth at the 2024 Electricity Connect.

20 November / November



PLN Enjiniring Tunjukkan Komitmen Kolaborasi Global di Electricity Connect 2024 untuk Dukung Transisi Energi dan Masa Depan Energi Rendah Karbon

PLN Enjiniring demonstrated its commitment to global collaboration at Electricity Connect 2024 in support of the energy transition and low-carbon future

21 November / November



PLN Enjiniring Memperkuat Peran dalam Pengembangan Ekosistem Kendaraan Listrik di Indonesia

PLN Enjiniring strengthened its role in the development of the electric vehicle ecosystem in Indonesia

21 November / November



PLN Enjiniring Gaungkan Transisi Energi Hijau untuk Masa Depan Indonesia pada Electricity Connect 2024

PLN Enjiniring promoted green energy transition for Indonesia's future at Electricity Connect 2024

21 November / November



PLN Enjiniring Paparkan Studi Dampak PLTS pada Sistem JAMALI dalam Acara Electricity Connect 2024 untuk Mendukung Energi Terbarukan dan Keberlanjutan

PLN Enjiniring presented a study on the impact of solar power plants (PLTS) on the JAMALI system at Electricity Connect 2024 to support renewable energy and sustainability

26 November / November



Dorong Kepemimpinan Perempuan: Direktur Utama PLN Enjiniring Tekankan Pentingnya Kesetaraan Gender di acara CEO Insight Women's Leader Discussion.

Encouraging Women's Leadership: President Director of PLN Enjiniring Emphasized the Importance of Gender Equality at the CEO Insight Women's Leader Discussion.

29 November / November



PLN Enjiniring Hadiri HR Gathering di Monash University Indonesia

PLN Enjiniring attended the HR Gathering at Monash University Indonesia

02 Desember / December



PLN Enjiniring Hadir di Seminar Internasional PII 2024, Bahas Strategi Industrialisasi Berkelanjutan Menuju Indonesia Emas 2045 Jelang Nataru

PLN Enjiniring participated in the 2024 International Seminar by PII, discussing sustainable industrialization strategies towards Indonesia Emas 2045 ahead of the year-end holidays

05 Desember / December



PLN Enjiniring Paparkan Inovasi Center of Excellence di KM-Fest 2024.

PLN Enjiniring Presented Innovation Center of Excellence at the 2024 KM-Fest.

05 Desember / December



PLN Enjiniring Raih Prestasi di TOP DIGITAL Awards 2024

PLN Enjiniring earned recognition at the 2024 TOP DIGITAL Awards

05 Desember / December



PLN Enjiniring Kembali Torehkan Prestasi pada Ajang Penghargaan Indonesia Customer Experience Champion 2024

PLN Enjiniring once again achieved success at the 2024 Indonesia Customer Experience Champion Awards

06 Desember / December



PLN Enjiniring Tegaskan Komitmen pada Pengelolaan Risiko di Forum Manajemen Risiko PLN 2024.

PLN Enjiniring Affirmed its Commitment to Risk Management at the 2024 PLN Risk Management Forum.

11 Desember / December



Sambut Tahun Baru, PLN Enjiniring Perkuat Sinergi di Townhall Meeting ke-6 untuk Masa Depan Cerah.

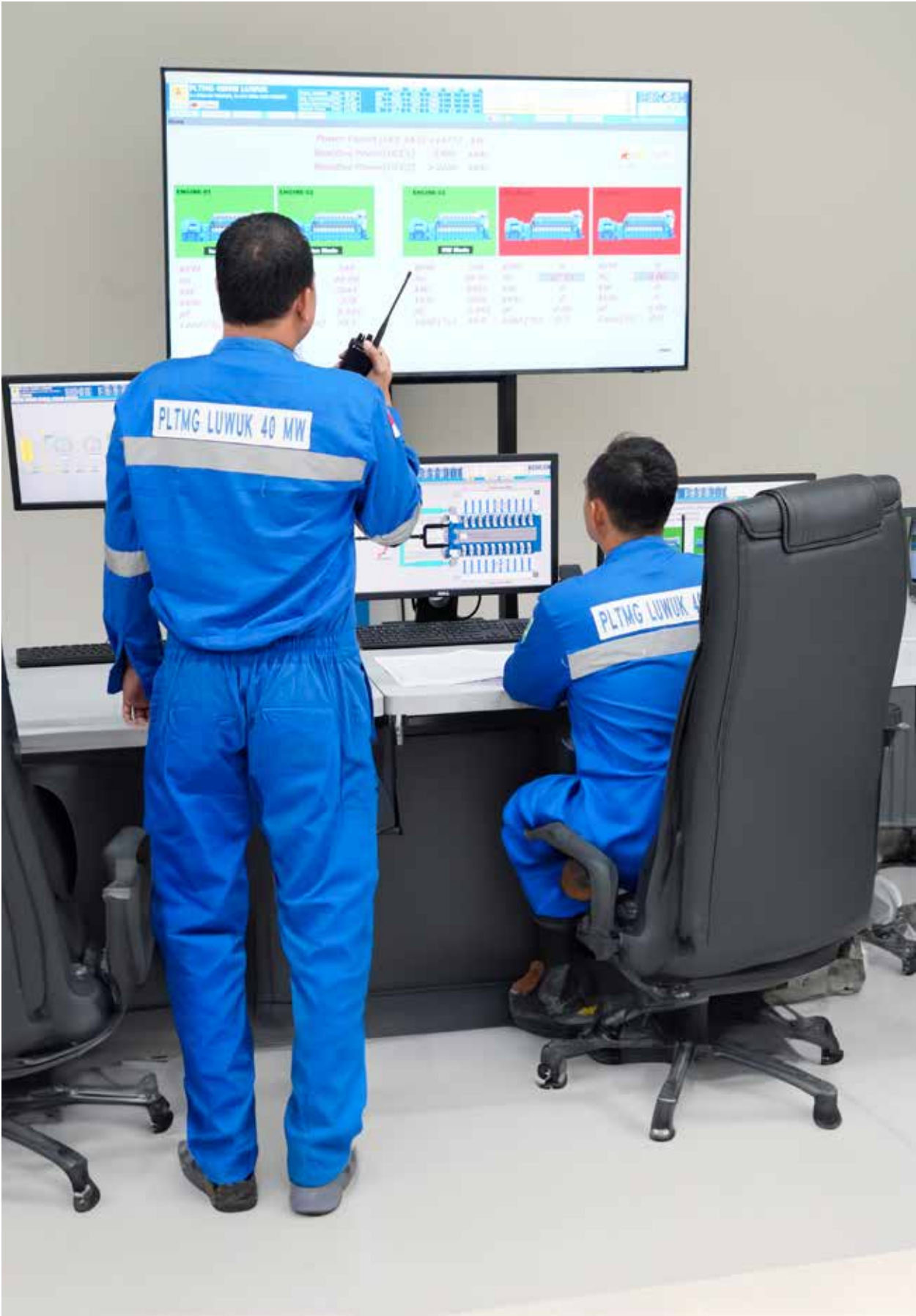
Welcoming the New Year, PLN Enjiniring Strengthened Synergy at the 6th Townhall Meeting for a Bright Future.

13 Desember / December



PLN Enjiniring Berkomitmen Dukung Transformasi Hukum dalam Eksekusi Bisnis PLN

PLN Enjiniring reaffirmed its commitment to supporting legal transformation in PLN's business execution







Laporan Direksi dan Dewan Komisaris

Board Of Directors and
Board of Commissioners Report

Laporan Direksi

Board of Directors Report

Para Pemegang Saham dan Pemangku Kepentingan yang terhormat,

Puji dan syukur kita panjatkan ke hadirat Tuhan Yang Maha Esa atas limpahan rahmat dan karunia-Nya, sehingga PLN Enjiniring dapat menutup Tahun Buku 2024 dengan pencapaian baik yang menunjukkan dedikasi perusahaan dalam memberikan kontribusi terbaik di sektor ketenagalistrikan dan energi berkelanjutan. Tahun 2024 merupakan tahun yang penuh tantangan sekaligus peluang. Percepatan transisi energi, tuntutan efisiensi, serta perubahan kebijakan strategis di sektor kelistrikan menjadi pemicu kami untuk terus berinovasi dan meningkatkan kapabilitas. Dalam semangat transformasi yang diusung oleh Holding PLN, PLN Enjiniring berkomitmen mendukung akselerasi pembangunan infrastruktur kelistrikan nasional, baik dalam skala proyek-proyek strategis maupun penguatan sistem kelistrikan yang andal dan berkelanjutan.

Pada kesempatan ini, perkenankanlah kami menyampaikan laporan jalannya kepengurusan Perusahaan selama tahun 2024 yang meliputi kinerja Perusahaan, analisis prospek Perusahaan, penerapan tata kelola Perusahaan, penilaian kinerja Komite di bawah Direksi serta perubahan komposisi Direksi.

Analisis Atas Kinerja Perusahaan

Tahun 2024 ditandai oleh perlambatan pertumbuhan ekonomi global. Berdasarkan laporan Dana Moneter Internasional (IMF), laju pertumbuhan ekonomi dunia tercatat sebesar 3,1%, menurun dari 3,5% pada tahun sebelumnya. Penurunan ini disebabkan oleh berbagai tekanan eksternal yang terus berlanjut, seperti ketegangan geopolitik yang belum mereda, inflasi yang masih tinggi di sejumlah negara maju, serta kebijakan suku bunga yang cenderung ketat sebagai respons terhadap volatilitas harga dan ketidakpastian global.

Respected Shareholders and Stakeholders,

Our praise and gratitude present to God Almighty for His abundant grace and gifts so that PLN Enjiniring could close the 2024 Fiscal Year with good achievements that showed the company's dedication in providing the best contribution in the electricity and sustainable energy sector. 2024 was a challenging and beneficial year. The acceleration of the energy transition, demands for efficiency, and changes in strategic policies in the electricity sector were our key initiatives to continuously innovate and improve our capabilities. Upholding transformation spirit performed by PLN Holding, PLN Enjiniring committed to support the acceleration of national electricity infrastructure development, both on a strategic project scale and strengthening a reliable and sustainable electricity system.

On this occasion, allow us to submit the Company's 2024 management report, which included the Company's performance analysis, analysis of the Company's prospects, Corporate Governance implementation, performance assessment of the Committees under the Board of Directors, and changes in the Board of Directors composition.

Company Performance Analysis

2024 was indicated by a globally slowing down economic growth. According to the International Monetary Fund (IMF) report, the world economic growth rate was recorded at 3.1%, down from 3.5% in the previous year. The decline was due to various ongoing external pressures, such as unabated geopolitical tensions, high inflation in a number of developed countries, and interest rate policies that was tight in responding to price volatility and global uncertainty.

Chairani Rachmatullah

■ **Direktur Utama**
President Director



Di tengah tekanan global tersebut, Indonesia menunjukkan ketahanan ekonomi yang kuat. Dengan dukungan permintaan domestik, konsumsi rumah tangga, serta stabilitas fiskal dan moneter, Indonesia berhasil mempertahankan momentum pertumbuhan ekonomi yang sehat dan inklusif sepanjang tahun 2024. Pertumbuhan ekonomi nasional pada tahun 2024 tercatat sebesar 5,03% secara tahunan (c-to-c), sedikit lebih rendah dibandingkan pertumbuhan 5,05% pada tahun sebelumnya.

Dari sisi industri engineering ketenagalistrikan, sepanjang tahun 2024 produksi energi listrik nasional mencapai 343.891,75 GWh. Jumlah tersebut merupakan akumulasi dari produksi pembangkit milik PLN, termasuk pembelian dari produsen listrik swasta (IPP). Dari total produksi tersebut, energi listrik yang berhasil disalurkan dan terjual kepada pelanggan tercatat sebesar 306.219,42 GWh. Kelompok pelanggan rumah tangga menjadi pengguna terbesar dengan konsumsi mencapai 130.433,10 GWh, diikuti oleh pelanggan industri sebesar 92.195,69 GWh, dan sisanya berasal dari sektor bisnis, sosial, pemerintahan, dan layanan umum lainnya. Jumlah pelanggan PLN meningkat menjadi 92.877.292 pelanggan pada akhir 2024, tumbuh sebesar 4,18% dibandingkan tahun sebelumnya. Peningkatan ini menjadi indikator positif atas keberhasilan ekspansi elektrifikasi, pertumbuhan permintaan energi, serta bertambahnya akses listrik di wilayah-wilayah yang sebelumnya belum terjangkau.

Peningkatan permintaan listrik selama tahun 2024 turut diimbangi dengan penguatan kapasitas infrastruktur tenaga listrik nasional. Total kapasitas pembangkit terpasang milik PLN Group mencapai 46.833,23 MW, tersebar dalam 6.226 unit pembangkit. Dari jumlah tersebut, sebanyak 32.763,18 MW atau sekitar 65,29% berada di Pulau Jawa, mencerminkan dominasi konsumsi dan infrastruktur kelistrikan di wilayah tersebut. Total kapasitas terpasang nasional, jika termasuk pembangkit sewa dan Independent Power Producer (IPP), mencapai 75.936,46 MW pada akhir tahun 2024. Kenaikan ini menunjukkan peningkatan sebesar 3,85% dibandingkan dengan tahun sebelumnya, mencerminkan ekspansi infrastruktur kelistrikan yang berkelanjutan.

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 strategi dan kebijakan strategis Perusahaan. Direksi memastikan implementasi strategi dengan melakukan evaluasi untuk memastikan efektivitas penerapan strategi yang telah ditetapkan

Amidst these global pressures, Indonesia had demonstrated strong economic resilience. During 2024, having domestic demand, household consumption, and fiscal and monetary stability supports, Indonesia managed to maintain the momentum of soundness and inclusive economic growth. The 2024 national economic growth was recorded at 5.03% on an annual basis (c-to-c), slightly lower than the growth of 5.05% in the previous year.

In terms of the electricity engineering industry, the 2024 national electricity production reached 343,891.75 GWh. This figure was the accumulation of PLN's plant production, including purchases from private power producers (IPP). Of the total production, the electricity that was successfully distributed and sold to customers was recorded at 306,219.42 GWh. The household customer group was the largest user with consumption reaching 130,433.10 GWh, followed by industrial customers at 92,195.69 GWh, and the rest came from the business, social, government, and other public service sectors. By the end of 2024, the number of PLN customers increased to 92,877,292 customers, growing by 4.18% than the previous year did. The increase of electricity consumption was a positive indicator of the success of electrification expansion, growth in energy demand, and improving access to electricity in remote areas previously.

The increase in the 2024 electricity demand was also well-adjusted by the strengthening of the national electricity infrastructure capacity. The total installed generating capacity of the PLN Group reached 46,833.23 MW, spreading across 6,226 generating units. 32,763.18 MW or around 65.29% was located on the island of Java. It reflected the dominance of electricity consumption and infrastructure in the region. Meanwhile, the total national installed capacity, including leased generators and Independent Power Producers (IPPs), reached 75,936.46 MW at the end of 2024. The electricity demand during 2024 was more increasing as of 3.85% than the previous year, which described the ongoing expansion of electricity infrastructure.

Dealing with the economic conditions and the electricity engineering industry, the Company had established various necessary business strategies. To formulate the Company's strategic plans and policies, the Board of Directors led the preparation of the Company's Work Plan and Budget (RKAP) and the Company's Long-Term Plan (RJPP), which contained the Company's strategic plans and policies. The Board of Directors ensured the implementation of the strategy by conducting evaluations to confirm the effectiveness of the implementation of the established strategy based on

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 Enjiniring telah menetapkan strategi dan kebijakan strategis yang berdasar pada arah pengembangan yang tertuang dalam Rencana Jangka Panjang Perusahaan (RJPP) 2024–2028 serta RKAP 2024. PLN Enjiniring sebagai entitas enjiniring di PLN Grup senantiasa meningkatkan peran dalam menyelesaikan program strategis dan rutin di lingkungan PLN Grup. Rencana pemasaran untuk akselerasi program tersebut adalah menyelesaikan pekerjaan-pekerjaan terkait enjiniring program strategis dan rutin di PLN Grup. Selain itu, PLN Enjiniring juga akan meningkatkan penjualan ke pelanggan Non PLN Grup.

Pada tahun 2024, PLN Enjiniring menjalankan strategi operasional sebagai dasar akselerasi implementasi RJPP, dengan prioritas sebagai berikut:

1. Pengembangan dan peluncuran *platform* Konsultrik sebagai layanan konsultasi digital.
2. Pelaksanaan program EPC *Worthiness Rating* dan *Vendor Rating*.
3. Penyusunan dan publikasi *Project Teaser* untuk proyek-proyek strategis PLN.
4. Peningkatan kapabilitas enjiniring untuk teknologi EBT, khususnya PLTS, PLTB, dan mikrohidro.
5. Penguatan portofolio bisnis EV melalui pengembangan desain dan engineering infrastruktur SPKLU dan EV Marine.
6. Peningkatan skor maturitas organisasi (HCR dan OCR) melalui program transformasi budaya kerja.
7. Pemanfaatan teknologi digital seperti *virtual cubicle*, *Sunfish* HRIS, dan *data analytics* dalam mendukung operasional.
8. Strategi-strategi di atas dilaksanakan dalam rangka mencapai tujuan PLN Enjiniring menjadi Guardian for PLN Spending, episentrum ekosistem enjiniring nasional, dan perusahaan yang berdaya saing global sesuai amanah pemegang saham.

Berdasarkan strategi dan langkah efisiensi yang dijalankan sepanjang tahun 2024, PLN Enjiniring berhasil mencatatkan kinerja operasional dan keuangan yang sehat. Pendapatan usaha mencapai Rp1.049,6 miliar, tumbuh 121% dibandingkan tahun sebelumnya, serta mencerminkan realisasi sebesar 64% terhadap target RKAP 2024. Capaian ini dikarenakan terdapat rencana pendapatan yang tidak terealisasi yaitu dari rencana pekerjaan Engineering Integrator Paket 2.

reports that were submitted periodically to the Board of Directors and discussions at various Board of Directors and management meetings. Due to the role of the Board of Directors, the Company succeeded in achieving the Company's performance targets.

PLN Enjiniring established strategic plans and policies based on the development direction stated in the Company's 2024-2028 Long-Term Plan (RJPP) and the 2024 RKAP. PLN Enjiniring, an engineering entity in the PLN Group, continuously increased its role in achieving strategic and routine programs within the PLN Group. The marketing plan for accelerating the program was to complete work related to strategic and routine engineering programs in the PLN Group. In addition, PLN Enjiniring also improved sales to Non-PLN Group customers.

In 2024, PLN Enjiniring implemented operational strategies as the basis for accelerating the RJPP implementation, with the following priorities:

1. Development and launching of the *Konsultrik* platform, a digital consulting service.
2. Implementation of the EPC *Worthiness Rating* and *Vendor Rating* programs.
3. Preparation and publication of *Project Teasers* for PLN's strategic projects.
4. Improving engineering capabilities for EBT technology, particularly PLTS, PLTB, and micro-hydro.
5. Strengthening the EV business portfolio through the development of SPKLU and EV Marine infrastructure design and engineering.
6. Increasing organizational maturity scores (HCR and OCR) through work culture transformation programs.
7. Utilization of digital technology, such as *virtual cubicles*, *Sunfish* HRIS, and *data analytics* to support operations.
8. Foregoing strategies were implemented in order to achieve PLN Enjiniring's goal of becoming a Guardian for PLN Spending, the epicenter of the national engineering ecosystem, and a globally competitive company in accordance with the shareholders' mandate.

According to efficiency strategies and efforts along 2024, PLN Enjiniring successfully recorded sound operational and financial performance. Operating revenue reached IDR1,049.6 billion, growing 121% than the previous year and reflecting a realization of 64% of the 2024 RKAP target. The achievement was due to unrealized revenue plans, such as the Engineering Integrator Package 2 work plan.

Di sisi laba, PLN Enjiniring membukukan laba tahun berjalan sebesar Rp216,56 miliar, meningkat signifikan sebesar 203% dibanding tahun 2023 dan mencapai 85% dari target RKAP. Pencapaian ini ditopang oleh pengendalian beban operasi yang efisien dan terukur, menunjukkan kemampuan perusahaan dalam menjaga profitabilitas dan kualitas pertumbuhan. Dengan fondasi kinerja yang kuat ini, PLN Enjiniring optimis melangkah menuju akselerasi transformasi dan penguatan peran sebagai mitra strategis dalam pembangunan energi nasional yang berkelanjutan.

Dari sisi kinerja operasional, nilai perolehan kontrak baru jasa enjiniring dan pengembangan enjiniring Perusahaan pada tahun 2024 mencapai Rp975,402 miliar, meningkat sebesar 28,95% dibandingkan tahun 2023 yang sebesar Rp756,332 miliar. Dari sisi jasa non enjiniring, kompresi gas dan Pre-Treatment (PT) CNG Plant Bangkanai tahun 2024 sebesar Rp76,72 miliar, meningkat 11,03% dibandingkan dengan tahun 2023 yang sebesar Rp69,10 miliar.

Dari sisi keuangan, pendapatan tahun 2024 mencapai Rp1,05 triliun, meningkat 20,59% dibandingkan dengan tahun 2023 yang mencapai Rp867,84 miliar. Peningkatan pendapatan secara tidak langsung meningkatkan laba tahun berjalan Perusahaan. Laba tahun berjalan tahun 2024 mencapai Rp216,56 miliar, meningkat 103,32% dibandingkan dengan tahun 2023 yang mencapai Rp106,52 miliar. Selain itu, aset tahun 2024 mencapai Rp1,69 triliun, meningkat 26,26% dibandingkan dengan tahun 2023 yang mencapai Rp1,34 triliun.

Berbagai capaian positif yang diperoleh di tahun 2024 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. Belum terbentuknya budaya kinerja yang kohesif untuk mencapai visi.
5. Tata kelola SDM belum mendukung percepatan dan fleksibilitas pengembangan SDM.
6. Kemampuan *leadership* SDM dan *exposure* eksternal yang kurang.

Untuk menghadapi kendala yang dihadapi oleh PLN enjiniring tersebut, 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). Perusahaan juga

In terms of the profit, PLN Enjiniring booked a current year profit as of IDR216.56 billion, which was a significant increase of 203% than 2023, and reached 85% of the RKAP target. In addition, the achievement was supported by efficient and measurable control of operating expenses, which demonstrated the Company's ability to maintain profitability and growth quality. Having its firm performance foundation, PLN Enjiniring is optimistic about heading towards transformation acceleration and role affirmation as a strategic partner in sustainable national energy development.

In terms of operational performance, the value of new contracts for engineering services and engineering development obtained by the Company in 2024 reached Rp975.402 billion, an increase of 28.95% compared to 2023, which amounted to Rp756.332 billion. In terms of non-engineering services, gas compression and Pre-Treatment (PT) of the Bangkanai CNG Plant in 2024 was IDR76.72 billion, an increase of 11.03% compared to IDR69.10 billion in 2023.

In terms of the financial sector, the 2024 revenue was IDR1.05 trillion, an increase of 20.59% than 2023, which attained IDR867.84 billion. The increase in revenue indirectly improved the Company's current year profit. In addition, the 2024 current year profit achieved IDR216.56 billion, an increase of 103.32% than 2023, which reached IDR106.52 billion. Assets in 2024 also reached IDR1.69 trillion, an increase of 26.26% than 2023, which was IDR1.34 trillion.

The 2024 positive achievements was an inseparable part of the Company's ability to deal with various obstacles. These constraints included:

1. Not having adequate competence in engineering design, mainly in detail design and engineering integrator and in EBT engineering projects.
2. Having limited competent and internationally certified engineer resources.
3. Not having digitally integrated management system.
4. Not having a cohesive performance culture to achieve the vision.
5. HR governance did not support the acceleration and flexibility of HR development.
6. Lack of HR leadership capabilities and external exposure.

To deal with these constraints dealt by PLN engineering, the following strategic steps had be taken to overcome the issues:

1. Conducting intensive training and certification programs to improve technical skills in detailed design and the role of engineering integrator, especially in renewable energy (EBT) projects. The company also collaborated with

- bekerja sama dengan perusahaan dan institusi yang memiliki keahlian melalui program kemitraan untuk transfer pengetahuan dan teknologi.
2. Membangun jalur pengembangan karir untuk *engineer* yang ada, termasuk dukungan untuk sertifikasi internasional dan peningkatan keahlian melalui program pelatihan.
 3. Mengembangkan dan mengadopsi sistem manajemen digital yang terintegrasi untuk meningkatkan efisiensi operasional dan koordinasi antar bidang.
 4. Menginisiasi program pengembangan budaya organisasi yang menekankan kerja tim, kolaborasi, dan fokus pada visi perusahaan serta mengembangkan sistem penghargaan dan pengakuan untuk mendorong perilaku yang sejalan dengan nilai dan visi perusahaan.
 5. Meningkatkan tata kelola SDM.
 6. Mendorong keterlibatan karyawan dalam jaringan profesional dan kolaborasi industri untuk memperluas wawasan dan meningkatkan *exposure* eksternal.

Analisis Prospek Usaha

Proyeksi pertumbuhan ekonomi global pada 2025 adalah sebesar 3,3%, dengan negara maju diperkirakan tumbuh 1,9%, sementara negara berkembang diperkirakan akan mencatatkan pertumbuhan yang lebih tinggi, yakni 4,2%. Perbedaan ini mencerminkan dinamika pertumbuhan yang bervariasi, negara maju menghadapi tantangan demografis dan restrukturisasi ekonomi, sementara negara berkembang lebih didorong oleh pertumbuhan populasi, urbanisasi, dan investasi infrastruktur.

Di tengah berbagai gejolak ekonomi global, pertumbuhan ekonomi Indonesia pada tahun 2025 diperkirakan tetap tumbuh. Dari sisi makroekonomi, outlook pertumbuhan Indonesia tahun 2025 semakin memperkuat keyakinan dunia usaha untuk berekspansi. Berdasarkan Buku Ekonomi Kita Edisi Maret 2025, Indonesia diperkirakan tumbuh sebesar 5,1% (IMF) dan 4,9% (OECD), tertinggi di G20, melampaui negara-negara besar seperti Tiongkok.

Dari sisi industri enjiniring ketenagalistrikan, dalam dokumen Rencana Pembangunan Jangka Menengah Nasional (RPJMN) 2025–2029, Pemerintah menekankan pentingnya akselerasi transisi energi, penguatan daya saing sektor industri, serta digitalisasi layanan publik dan infrastruktur sebagai fondasi menuju Visi Indonesia Emas 2045. Untuk mendukung realisasi agenda tersebut, sektor ketenagalistrikan memegang peran kunci dalam menjamin keandalan energi dan elektrifikasi yang merata.

Dalam hal ini, Rencana Umum Ketenagalistrikan Nasional (RUKN) 2025–2049, sebagaimana tertuang dalam Permen ESDM No. 2 Tahun 2024, mengamanatkan target pengembangan pembangkit sebesar 219 GW, peningkatan bauran EBT hingga 44% pada 2030, dan konsumsi listrik

companies and institutions that had expertise through partnership programs for knowledge and technology transfer.

2. Building career development paths for existing engineers, including support for international certification and skill enhancement through training programs.
3. Developing and adopting an integrated digital management system to improve inter-operational efficiency and coordination sections.
4. Initiating an organizational culture development program that emphasized teamwork, collaboration, and focus on the company's vision and develop a reward and recognition system to encourage behavior that was in accordance with the company's values and vision.
5. Improving HR governance.
6. Encouraging employee involvement in professional networks and industry collaborations to broaden horizons and increase external exposure.

Business Prospects Analysis

The global economic growth projection for 2025 is 3.3%, with developed countries expected to grow by 1.9%, while developing countries are expected to record higher growth of 4.2%. This difference reflects the varying growth dynamics, with developed countries facing demographic challenges and economic restructuring. Meanwhile, developing countries are driven more by population growth, urbanization, and infrastructure investment.

Amidst various global economic turmoil, Indonesia's economic growth in 2025 is expected to grow. Viewed from a macroeconomic perspective, Indonesia's the 2025 growth outlook further strengthens the business world's confidence to expand. Based on the March 2025 Edition of *Buku Ekonomi Kita*, Indonesia is expected to grow by 5.1% (IMF) and 4.9% (OECD), the highest in the G20, surpassing major countries such as China.

In terms of the electricity engineering industry, in the 2025-2029 National Medium-Term Development Plan (RPJMN) document, the Government emphasizes the importance of energy transition acceleration, industrial sector competitiveness confirmation, and public services and infrastructure digitalization as the foundation towards the Vision of Golden Indonesia 2045. To support the realization of this agenda, the electricity sector plays a key role in ensuring energy reliability and equitable electrification.

In this regard, the 2025-2049 National Electricity General Plan (RUKN), stated in Ministerial Regulation of ESDM No. 2 of 2024, mandates a power plant development target of 219 GW, an increase in the EBT mix to 44% by 2030, and electricity consumption per capita targeted to increase to 2,200

per kapita yang ditargetkan naik menjadi 2.200 kWh. Sejalan dengan itu, Rencana Umum Penyediaan Tenaga Listrik (RUPTL) 2025–2034 disusun sebagai panduan operasional yang menurunkan visi RUKN ke dalam rencana implementatif, yang mencakup strategi percepatan transisi energi, pengembangan pembangkit EBT, serta pemerataan akses kelistrikan di seluruh wilayah Indonesia.

Proyeksi tersebut membuka ruang pertumbuhan yang luas bagi sektor engineering, digitalisasi jaringan, serta optimalisasi sistem ketenagalistrikan.

Menjawab peluang strategis tersebut, PLN Enjiniring memantapkan diri sebagai mitra transformasi ketenagalistrikan nasional melalui penyediaan layanan engineering yang terintegrasi, efisien, dan berbasis inovasi. Seluruh program pengembangan diarahkan untuk menciptakan nilai tambah yang berkelanjutan, memperkuat peran PLN Enjiniring dalam ekosistem energi, serta mendukung keberhasilan agenda transisi energi nasional.

Selain itu, kebutuhan pembangunan infrastruktur energi dan industrialisasi hijau akan terus meningkat, menciptakan permintaan baru terhadap jasa-jasa engineering, konsultansi teknis, integrasi teknologi, hingga manajemen aset. Hal ini memperkuat positioning PLN Enjiniring untuk mengambil peran yang lebih besar dalam rantai nilai pembangunan energi nasional.

Ke depan, prospek bisnis PLN Enjiniring dinilai sangat positif seiring dengan meningkatnya komitmen pemerintah dan pelaku industri terhadap dekarbonisasi dan pembangunan berkelanjutan. Dengan kompetensi yang terus diperkuat serta portofolio layanan yang adaptif terhadap kebutuhan pasar, PLN Enjiniring berada dalam posisi strategis untuk menangkap peluang pasar, memperluas jangkauan layanan, serta berkontribusi dalam pencapaian target energi bersih nasional.

Sejalan dengan kondisi makro dan dorongan kebijakan nasional, PLN Enjiniring telah merumuskan arah pengembangan bisnis jangka menengah dalam Rencana Jangka Panjang Perusahaan (RJP) 2024-2028. Tahun 2025 ditetapkan sebagai fase "*Growth and Build*", yang menandai transisi dari penguatan pondasi menuju ekspansi portofolio layanan dan pasar.

Untuk mendukung fase tersebut, PLN Enjiniring mengidentifikasi sejumlah peluang strategis, antara lain penugasan langsung dari PLN Holding untuk proyek investasi strategis, potensi additional demand dari 153 pelanggan KTT dengan kapasitas hingga 17.225 MVA, serta meningkatnya kebutuhan akan konsultansi dan digitalisasi proyek-proyek transisi energi. Tak hanya itu, PLN Enjiniring

kWh. Simultaneously, the 2025-2034 Electricity Provision General Plan (RUPTL) is prepared as an operational guide that translates the RUKN vision into an implementation plan, which includes strategies for accelerating the energy transition, developing renewable energy power plants, and equalizing access to electricity throughout Indonesia.

This projection opens up a wide growth space for the engineering sector, network digitalization, and optimization of the electricity system.

Responding to this strategic opportunity, PLN Enjiniring has self-established as a partner in the national electricity transformation through the provision of integrated, efficient, and innovation-based engineering services. Those development programs are directed at creating sustainable added value, strengthening PLN Enjiniring's role in the energy ecosystem, and supporting the success of the national energy transition agenda.

In addition, the necessity for energy infrastructure development and green industrialization will continuously improve and create new demand for engineering services, technical consulting, technology integration, and asset management. The improvement and creation of new demand strengthens PLN Enjiniring's position to take on a bigger role in the national energy development value chain.

In the incoming future, PLN Enjiniring's business prospects are considered highly positive along with the increasing commitment of the government and industry players to de-carbonization and sustainable development. Having continuously strengthened competencies and a service portfolio that is adaptive to market needs, PLN Enjiniring is in a strategic position to capture market opportunities, expand service coverage, and contribute to achieving national clean energy targets.

In line with macro conditions and national policy thrusts, PLN Enjiniring has formulated the direction of medium-term business development in the Company's 2024-2028 Long-Term Plan (RJP). 2025 is designated as the "*Growth and Build*" phase, which marks the transition from strengthening the foundation to expanding the service and market portfolio.

To support this phase, PLN Enjiniring identified several strategic opportunities, including direct assignments from PLN Holding for strategic investment projects, potential additional demand from 153 KTT customers with a capacity of up to 17,225 MVA, and the increasing need for consulting and digitalization of energy transition projects. Moreover, PLN Enjiniring also expanded its role outside the captive

juga memperluas peran ke luar captive market dengan mendorong kerja sama B2B nasional dan internasional. Kemitraan ini didorong oleh kapabilitas PLN Enjiniring yang telah teruji, dukungan SDM profesional, serta portofolio teknologi dan *engineering* yang kompetitif secara regional.

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.

Sebagai bagian dari transformasi Holding PLN dan upaya mewujudkan tata kelola perusahaan yang unggul, PLN Enjiniring secara konsisten menerapkan empat pilar utama ETAK (Etika, Transparansi, Akuntabilitas, dan Keberlanjutan) dalam seluruh aspek pengelolaan bisnis dan operasional perusahaan. Penerapan pilar ini menjadi pedoman dalam pengambilan keputusan strategis dan pelaksanaan kegiatan operasional sehari-hari, guna menciptakan nilai tambah yang berkelanjutan bagi seluruh pemangku kepentingan.

Sebagai bagian dari komitmen terhadap tata kelola perusahaan yang baik dan budaya integritas, PLN Enjiniring menempatkan Etika sebagai salah satu pilar utama dalam menjalankan kegiatan usahanya. Etika menjadi pedoman moral sekaligus dasar perilaku seluruh insan perusahaan dalam mengambil keputusan, bertindak, serta berinteraksi dengan seluruh pemangku kepentingan, baik internal maupun eksternal. PLN Enjiniring telah menetapkan dan menerapkan Kode Etik Perusahaan (*Code of Conduct*) yang menjadi acuan dalam menjaga profesionalisme, integritas, dan tanggung jawab sosial perusahaan. Kode Etik disosialisasikan secara berkala kepada seluruh karyawan melalui pelatihan, media internal, serta disertakan dalam proses induksi bagi pegawai baru.

Transparansi dijalankan melalui keterbukaan informasi, pelaporan yang akurat dan tepat waktu, serta komunikasi yang jelas dengan pemangku kepentingan internal dan eksternal. 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

market by encouraging national and international B2B cooperation. This partnership was driven by PLN Enjiniring's proven capabilities, professional HR support, and a regionally competitive technology and engineering portfolio.

Corporate Governance

The implementation of Good Corporate Governance (GCG) is a long-term process that produces sustainable values. The actualization of GCG regarding a system is performed through an internal process, involving the Board of Commissioners, Directors, and employees. To implement GCG, PLN Enjiniring realizes that the GCG Policy, besides a reference that must be implemented by the Company, has become a required instrument to ensure that the company's management runs well in accordance with applicable provisions. Therefore, the Company implements GCG at organizational levels by referring to the provisions and regulations related to the implementation of GCG for the Company.

As part of the transformation of PLN Holding and efforts to realize superior corporate governance, PLN Enjiniring consistently applies the four main pillars of ETAK (Ethics, Transparency, Accountability, and Sustainability) in diverse aspects of the company's business and operational management. The implementation of these pillars serves as a guideline in making strategic decisions and implementing daily operational activities, in order to create sustainable added value for all stakeholders.

Furthermore, to implement its commitment to good corporate governance and a culture of integrity, PLN Enjiniring positions Ethics as one of the key pillars in performing its business activities. Ethics are a moral guideline as well as the basis for the behavior of company personnel in making decisions, acting, and interacting with stakeholders, both internal and external. PLN Enjiniring has also established and implemented the Company's Code of Conduct, which is a reference in maintaining professionalism, integrity, and corporate social responsibility. The Code of Conduct is periodically socialized to employees through training, internal media, and included in the induction process for new employees.

Transparency is implemented through information disclosure, accurate and timely reporting, and clear communication with internal and external stakeholders. The implementation of good governance is also seen from the implementation of information disclosure. The Company always implements the information disclosure needed by stakeholders. Company information can be accessed

diakses melalui situs resmi maupun laporan-laporan yang diterbitkan secara berkala, baik Laporan Tahunan, maupun laporan dari media komunikasi lainnya. Perusahaan juga senantiasa memutakhirkan Informasi yang disediakan dalam *website* Perusahaan secara berkala.

Terkait akuntabilitas, bagi PLN Enjiniring akuntabilitas bukan hanya kewajiban formal dalam pelaporan kinerja, tetapi merupakan bagian dari budaya kerja yang memastikan setiap insan perusahaan bertanggung jawab atas peran, tugas, dan hasil yang dicapai secara transparan dan terukur. Tanggung jawab atas pencapaian kinerja dan penggunaan sumber daya ditekankan melalui pengukuran kinerja yang terstruktur dan pengawasan berlapis. Penerapan akuntabilitas dilakukan melalui penetapan *Key Performance Indicators* (KPI) yang jelas di seluruh level organisasi, Audit internal dan eksternal secara rutin, serta penguatan fungsi manajemen risiko dan pengendalian internal. PLN Enjiniring menyampaikan laporan kinerja secara rutin kepada Dewan Komisaris dan pemegang saham, Auditor internal dan eksternal, dan Regulator sesuai kewajiban pelaporan. Laporan yang disusun mencerminkan pertanggungjawaban terhadap seluruh aktivitas, pencapaian target, penggunaan anggaran, serta kepatuhan terhadap peraturan.

Terkait keberlanjutan, PLN Enjiniring senantiasa berkomitmen untuk mengintegrasikan prinsip keberlanjutan (*sustainability*) dalam seluruh aspek strategi bisnis, operasional, dan tata kelola perusahaan. Perusahaan meyakini bahwa keberhasilan perusahaan tidak hanya diukur dari kinerja keuangan, tetapi juga dari kontribusi nyata terhadap lingkungan, masyarakat, dan penciptaan nilai jangka panjang bagi pemangku kepentingan. 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 *Assessment Good Corporate Governance* (GCG) secara periodik. Pada tahun 2024, dilaksanakan *Assessment* dengan mengacu pada 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 dan 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. Pada *assessment* tersebut, skor yang di peroleh Perusahaan adalah sebesar 90,791 dengan penjelasan "Sangat Baik".

through the official website or reports published periodically, both Annual Reports and reports from other communication media. The Company also always updates the information provided on the Company's website periodically.

Based on PLN Enjiniring's consideration, accountability is not only a formal obligation in performance reporting, but is part of a work culture that ensures that every company employee is responsible for their roles, tasks, and results achieved in a transparent and measurable manner. Responsibility for performance achievement and use of resources is emphasized through structured performance measurement and layered supervision. The implementation of accountability is carried out through the establishment of clear Key Performance Indicators (KPIs) at all levels of the organization, routine internal and external audits, and strengthening the risk management and internal control functions. PLN Enjiniring submits routine performance reports to the Board of Commissioners and shareholders, internal and external auditors, and regulators in accordance with reporting obligations. The prepared reports reflect accountability for activities, target achievement, budget utilization, and compliance with regulations.

In terms of sustainability, PLN Enjiniring always commits to integrate sustainability principles in aspects of business strategy, operations, and corporate governance. The company believes that a company's success is not only measured by financial performance, but also by real contributions to the environment, society, and the creation of long-term value for stakeholders. The largest BUMN, PT PLN (Persero) certainly strives to implement the program. The effort is evidenced by the support and full commitment of BODs within the PLN Group. PLN Enjiniring, a subsidiary entity, has a fairly important role in supporting both the ESG program and business processes.

Regarding the development of the 2023 corporate governance implementation, PLN Enjiniring periodically conducted Good Corporate Governance (GCG) Assessment. Meanwhile, in 2024, assessment was conducted with reference to the 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 and 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. The score of the assessment obtained by the Company was 90.791 with the explanation

Hasil asesmen ditindaklanjuti guna peningkatan efektivitas implementasi tata kelola perusahaan yang baik secara berkelanjutan.

Penilaian Kinerja Komite di Bawah Direksi dan Dasar Penilaiannya

Sampai dengan Desember 2024, Direksi belum memiliki Komite di bawah Direksi.

Perubahan Komposisi Anggota Direksi

Selama tahun 2024 terdapat perubahan komposisi Direksi. Perubahan terjadi sesuai dengan kebutuhan Perusahaan. Perubahan komposisi dan dasar pengangkatan Direksi disampaikan sebagai berikut.

KOMPOSISI DIREKSI PERIODE 1 JANUARI 2024 – 26 JULI 2024

Komposisi Direksi periode 1 Januari 2024 sampai dengan 26 Juli 2024 sebanyak 4 (empat) orang yang terdiri dari 1 (satu) orang Direktur Utama, 3 (tiga) orang Direktur sebagai berikut:

Chairani	: Direktur Utama
Rachmatullah	
Martono	: Direktur Keuangan dan Sumber Daya Manusia
Kurnia Rumdhony	: Direktur Pemasaran dan Pengembangan Usaha
Muhammad Firmansyah	: Direktur Enjiniring

KOMPOSISI DIREKSI PERIODE 27 JULI 2024 – 31 DESEMBER 2024

Pada tanggal 26 Juli 2024 telah dilakukan perubahan komposisi Direksi berdasarkan keputusan pemegang saham. Merujuk Keputusan Pemegang Saham PT Prima Layanan Nasional Enjiniring tertanggal 26 Juli 2024 terkait pemberhentian dengan hormat Muhammad Firmansyah sebagai Direktur Enjiniring dan memperhatikan belum ditetapkannya Pejabat Definitif untuk jabatan Direktur Enjiniring serta berdasarkan Anggaran Dasar PT PLN Enjiniring Pasal 10 ayat (25) huruf b, maka dengan ini menugaskan Kurnia Rumdhony untuk menjalankan tugas sebagai Pelaksana Tugas (Plt) Direktur Enjiniring PLN Enjiniring. Sehingga komposisi Direksi periode 27 Juli 2024 sampai dengan 31 Desember 2024 sebanyak 3 (tiga) orang yang terdiri dari 1 (satu) orang Direktur Utama, 2 (dua) orang Direktur. Komposisi dan dasar pengangkatan Direksi dapat dilihat pada tabel di bawah ini:

"Satisfactory". The assessment results were followed up to increase the effectiveness of the implementation of good corporate governance on an ongoing basis.

Performance Assessment of The Committee Under The Board of Directors and its Assessment

Up to December 2024, the Board of Directors had not had Committee under the Board of Directors.

Changes in Member of The Board of Directors Composition

During 2024, there were changes in the composition of the Board of Directors. Changes occurred according to the needs of the Company. Changes in the composition and basis for the appointment of the Board of Directors are presented as follows.

COMPOSITION OF THE BOARD OF DIRECTORS FOR THE PERIOD OF JANUARY 1ST, 2024 – JULY 26TH, 2024

The composition of the Board of Directors for the period of January 1st, 2024 to July 26th, 2024 was 4 (four) people, consisting of 1 (one) President Director, 3 (three) Directors as follows:

Chairani	: President Director
Rachmatullah	
Martono	: Director of Finance and Human Resources
Kurnia Rumdhony	: Director of Marketing and Business Development
Muhammad Firmansyah	: Director of Engineering

COMPOSITION OF THE BOARD OF DIRECTORS FOR THE PERIOD OF JULY 27TH, 2024 – DECEMBER 31ST, 2024

On July 26, 2024, there were changes to the Composition of the Board of Directors based on the Decree of shareholder. Referring to the Shareholders' Decision of PT Prima Layanan Nasional Enjiniring dated July 26, 2024 regarding the honorable dismissal of Muhammad Firmansyah as Director of Engineering and taking into account the fact that a Definitive Officer has not been appointed for the position of Director of Engineering and based on the Articles of Association of PT PLN Enjiniring Article 10 paragraph (25) letter b, Kurnia Rumdhony is hereby assigned to carry out duties as Acting Director of Engineering of PLN Enjiniring. The composition of the board of directors on July 27 – December 31, 2024 periode, was three people such as: 1 president director, and 2 directors. The composition and legal basis of appointment on the board of directors, as follows:

Chairani : Direktur Utama
Rachmatullah
Martono : Direktur Keuangan, Manajemen Risiko dan Human Capital
Kurnia Rumdhony : Direktur Pemasaran dan Pengembangan Usaha
Kurnia Rumdhony : PLT Direktur Enjiniring

Chairani : President Director
Rachmatullah
Martono : Director of Finance, Risk Management and Human Capital
Kurnia Rumdhony : Director of Marketing and Business Development
Kurnia Rumdhony : Acting Director of Engineering

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 2024. 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 dan memberikan kinerja yang baik.

Direksi juga menyampaikan penghargaan dan terima kasih kepada pemerintah, regulator, masyarakat, pemegang saham atas dukungan dan kepercayaan yang terus menguatkan langkah perusahaan, pelanggan, mitra usaha serta seluruh pegawai dan keluarga besar PLN Enjiniring atas seluruh dukungan dan kepercayaan yang telah diberikan.

Kami menyadari bahwa keberlanjutan dan daya saing perusahaan ke depan sangat bergantung pada kemampuan kami dalam beradaptasi dengan perkembangan teknologi, memperkuat tata kelola, serta meningkatkan kualitas layanan. Oleh karena itu, Direksi terus mendorong perbaikan proses bisnis, digitalisasi, dan penguatan sumber daya manusia yang unggul. Semoga PLN Enjiniring senantiasa menjadi mitra strategis dalam mewujudkan ketenagalistrikan Indonesia yang andal, terjangkau, dan berkelanjutan. Dengan semangat baru, PLN Enjiniring siap menghadapi tantangan tahun 2025 dan terus meningkatkan kompetensinya.

Closing

The Board of Directors would like to express gratitude the Board of Commissioners for providing direction in achieving the Company's performance, so that the Company could deliver good performance in 2024. The Board of Directors also would like to deliver their highest appreciation for the trust, commitment and cooperation of stakeholders, particularly to the management team and employees, who have worked hard and addressed good performance.

The Board of Directors would also like to express their appreciation and gratitude to the government, regulators, the public, shareholders for their support and trust that continue to strengthen the Company's measures, customers, business partners and employees and the extended family of PLN Enjiniring for the supports and trust that has been provided.

We do realize that the sustainability and competitiveness of the Company in the future greatly depend on our ability to adapt to technological developments, strengthen governance, and improve service quality. Therefore, the Board of Directors continuously encourage improvements in business processes, digitalization, and strengthening superior human resources. PLN Enjiniring may always be a strategic partner in realizing reliable, affordable and sustainable electricity in Indonesia. Having a new spirit, PLN Enjiniring is ready to deal with the 2025 challenges, and continuously improve its competence.

Jakarta, 17 Juni 2025 / Jakarta, June 17, 2025
 Atas Nama Direksi / On Behalf of the Board of Directors



Chairani Rachmatullah
 Direktur Utama
 President Director

Direksi / Board of Directors

1. Chairani Rachmatullah : Direktur Utama / President Director
2. Martono : Plt. Direktur Keuangan, Manajemen Risiko dan Human Capital /
Acting Director of Finance, Risk Management and Human Capital
3. Kurnia Rumdhony : Direktur Pemasaran dan Pengembangan Usaha dan PLT Direktur Enjiniring /
Director of Marketing and Business Development and Acting Director of Engineering



Laporan Dewan Komisaris

Board of Commissioners Report

Pemegang saham dan para pemangku kepentingan lainnya yang kami hormati,

Segala puji dan syukur kita panjatkan ke hadirat Tuhan Yang Maha Esa atas berkat dan rahmat-Nya, sehingga PLN Enjiniring dapat menyelesaikan Tahun Buku 2024 dengan kinerja yang baik, di tengah berbagai tantangan yang dihadapi sektor energi dan ketenagalistrikan nasional maupun global. Dewan Komisaris menyampaikan penghargaan atas kerja keras Direksi dan seluruh jajaran manajemen PLN Enjiniring yang telah menunjukkan dedikasi tinggi dalam mengelola perusahaan, menjaga keberlangsungan usaha, serta terus berinovasi di tengah dinamika industri.

Berikut kami sampaikan laporan pengawasan dan pemberian nasihat Dewan Komisaris terhadap jalannya kepengurusan Perusahaan untuk tahun buku 2024 yang terdiri dari penilaian atas kinerja Direksi selama tahun 2024, pandangan atas prospek usaha yang di susun oleh Direksi, pandangan atas penerapan tata kelola perusahaan, penilaian atas Komite di bawah Dewan Komisaris dan perubahan komposisi Dewan Komisaris.

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. Pada tahun 2024, Dewan Komisaris telah menyelenggarakan rapat dengan Direksi sebanyak 10 (sepuluh) kali.

Respected shareholders and stakeholders,

All praise and gratitude are to the presence of God Almighty for His blessings and grace, so PLN Enjiniring could complete the 2024 Fiscal Year with good performance, amidst the various challenges dealt with the national and global energy and electricity sectors. The Board of Commissioners expressed its appreciation for the hard work of the Board of Directors and all levels of PLN Enjiniring management who had shown high dedication in managing the company, maintaining business continuity, and continuously innovating in the mid of the dynamics of the industry.

We would present the report on supervisory and advisory duties from the Board of Commissioners regarding the management of the Company for the 2024 fiscal year, which consisted of the 2024 performance assessment of the Board of Directors, views on business prospects prepared by the Board of Directors, views on corporate governance implementation, assessment of the Committees under the Board of Commissioners and changes in the Board of Commissioners composition.

Performance Assessment of The Board of Directors

To perform its supervisory and advisory functions, the Board of Commissioners had conducted its duties and responsibilities in accordance with the Articles of Association and applicable laws and regulations. Supervisory and advisory provisions to the Board of Directors were the responsibility of the Board of Commissioners in order to ensure that the performance of the Board of Directors was in accordance with the targets. The provision of advice by the Board of Commissioners was conducted through the Joint Meeting forum of the Board of Commissioners with the Board of Directors. In 2024, the Board of Commissioners held 10 (ten) meetings with the Board of Directors.

Bob Saril

 **Komisaris Utama**
President Commissioner



Dewan Komisaris juga telah melaksanakan tugas, kewajiban dan tanggungjawabnya 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 serta tingkat kesehatan Perusahaan. Penilaian atas kinerja Direksi dapat disampaikan sebagai berikut.

Perekonomian global menunjukkan kondisi yang relatif baik, tetapi masih dihadapkan pada tingginya risiko dan ketidakpastian. Tingkat inflasi global telah termoderasi, namun di banyak negara maju masih dalam tren yang tinggi sehingga menyebabkan berlanjutnya situasi *high for longer*. Dilihat dari nilai Pertumbuhan Domestik Bruto (PDB) untuk beberapa wilayah dan negara, serta proyeksi dari tahun 2022 hingga 2024 berdasarkan data dari Laporan International Monetary Fund (IMF) PDB Dunia secara keseluruhan, pertumbuhan PDB global mengalami pemulihan setelah dampak pandemi. Ekonomi global pada 2024 tumbuh sebesar 3,1% secara tahunan, lebih rendah dibandingkan pada 2023 sebesar 3,5%.

Di tengah kondisi ketidakpastian global, perekonomian Indonesia tumbuh dengan baik sebesar 5,03%, meskipun tercatat sedikit lebih lambat dibandingkan dengan capaian tahun 2023 yang mengalami pertumbuhan sebesar 5,05%. Perekonomian Indonesia tumbuh dengan baik dan menunjukkan daya tahan yang signifikan terhadap dampak dari gejolak ekonomi global, yang menunjukkan ketangguhan sektor-sektor ekonomi dalam menghadapi tantangan eksternal. Hal ini tercermin dari nilai Produk Domestik Bruto (PDB) per kapita pada tahun 2024 yang mencapai Rp78,6 juta atau setara dengan USD4.960,3. Meskipun ekonomi global mengalami ketidakpastian dan volatilitas, Indonesia berhasil mempertahankan momentum pertumbuhannya, didorong oleh sektor-sektor utama yang terus berkembang, seperti industri pengolahan, jasa, serta perdagangan.

Pada sisi industri enjiniring ketenagalistrikan, selama tahun 2024 agenda transisi energi terus dilanjutkan melalui pengembangan pembangkit berbasis energi baru terbarukan

The Board of Commissioners had also performed its duties, obligations and responsibilities in supervising the formulation of strategies and implementation of company strategies in accordance with applicable laws and regulations and the Company's Articles of Association. Supervision of the formulation of company strategies was 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 was performed by the Board of Commissioners through monitoring the achievement of the RKAP that had been determined using the Joint Meeting and RKAP GMS supervision mechanism.

To assess the performance of the Board of Directors, the Board of Commissioners considered several aspects as the basis for its assessment. These aspects included economic conditions, performance achievements, such as operational performance and financial performance, and the Company's soundness level. The assessment of the performance of the Board of Directors can be presented as follows.

The global economy depicted relatively good conditions, but remained dealing with high risks and uncertainties. The global inflation rate had been moderated, but, in many developed countries, the trend was high, causing prolonged situation. Comprehensively, according to data from data from the International Monetary Fund (IMF) World GDP Report and analysis of the Gross Domestic Product (GDP) value for several regions and countries as well as projections from 2022 to 2024, global GDP growth had recovered after the impact of the pandemic. The 2024 global economy grew by 3.1% annually, lower than in 2023 of 3.5%.

Amidst global uncertainty, the Indonesian economy grew well by 5.03%, although it was recorded slightly slower than the 2023 achievement, which experienced growth of 5.05%. The Indonesian economy well-improved and showed significant resilience to the impact of global economic turmoil, which demonstrated the resilience of economic sectors in dealing with external challenges. The resilience was reflected in the 2024 Gross Domestic Product (GDP) per capita value, which reached IDR78.6 million or equivalent to USD 4,960.3. Though the global economy experienced uncertainty and volatility, Indonesia managed to maintain its growth momentum, driven by key sectors that continued to grow, such as the manufacturing industry, services, and trade.

In terms of the electricity engineering industry sector, the energy transition agenda continued through the development of new and renewable energy (EBT)-based

(EBT), perluasan jaringan transmisi dan distribusi, serta investasi pada sistem kelistrikan digital. Arah kebijakan ini sejalan dengan komitmen nasional menuju *Net Zero Emission* pada 2060. PLN Enjiniring mengambil peran strategis dalam mendukung realisasi proyek-proyek ketenagalistrikan yang berorientasi pada keberlanjutan, mulai dari penyusunan studi teknis, perencanaan pembangkit EBT, hingga pelaksanaan proyek dan monitoring sistem energi cerdas. Peran ini menjadi semakin penting dalam menjawab tantangan transisi energi, sekaligus memperkuat ketahanan sistem ketenagalistrikan nasional.

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 kinerja operasional, nilai perolehan kontrak baru jasa enjiniring dan pengembangan enjiniring Perusahaan pada tahun 2024 mencapai Rp975,402 miliar, meningkat sebesar 28,95% dibandingkan tahun 2023 yang sebesar Rp756,332 miliar. Dari sisi jasa non enjiniring, kompresi gas dan Pre-Treatment (PT) CNG Plant Bangkanai tahun 2024 sebesar Rp76,72 miliar, meningkat 11,03% dibandingkan dengan tahun 2023 yang sebesar Rp69,10 miliar.

Dari sisi keuangan, pendapatan tahun 2024 mencapai Rp1,05 triliun, meningkat 20,59% dibandingkan dengan tahun 2023 yang mencapai Rp867,84 miliar. Laba tahun berjalan tahun 2024 mencapai Rp216,56 miliar, meningkat 103,32% dibandingkan dengan tahun 2023 yang mencapai Rp106,52 miliar. Selain itu, aset tahun 2024 mencapai Rp1,69 triliun, meningkat 26,26% dibandingkan dengan tahun 2023 yang mencapai Rp1,34 triliun.

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 2024 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 2024 (*Unaudited*) dengan nilai "101,37".

power plants, expansion of transmission and distribution networks, and investment in digital electricity systems along 2024. This policy direction was in accordance with the national commitment towards Net Zero Emission by 2060. PLN Engineering took a strategic role in supporting the realization of electricity projects that were oriented towards sustainability, starting from the preparation of technical studies, planning of EBT plants, to project implementation and monitoring of smart energy systems. This role became increasingly important in responding to the challenges of the energy transition, while strengthening the resilience of the national electricity system.

The Board of Commissioners assessed that the Board of Directors had performed its duties and responsibilities well. In the midst of the economic conditions and the electricity engineering industry, PLN Engineering could produce good performance. In terms of operational performance, the value of new contracts for engineering services and engineering development obtained by the Company in 2024 reached Rp975.402 billion, an increase of 28.95% compared to 2023, which amounted to Rp756.332 billion. In terms of non-engineering services, gas compression and Pre-Treatment (PT) of the Bangkanai CNG Plant in 2024 was IDR76.72 billion, an increase of 11.03% compared to IDR69.10 billion in 2023.

In terms of the financial sector, the 2024 revenue was IDR1.05 trillion, an increase of 20.59% than 2023, which attained IDR867.84 billion. The increase in revenue indirectly improved the Company's current year profit. In addition, the 2024 current year profit achieved IDR216.56 billion, an increase of 103.32% than 2023, which reached IDR106.52 billion. Assets in 2024 also reached IDR1.69 trillion, an increase of 26.26% than 2023, which was IDR1.34 trillion.

Furthermore, in the operational and financial aspects, the Company's soundness level was 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 2024 Technical Instructions for KPI PT Prima Layanan Nasional Enjiniring, which referred 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 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 2024 soundness level of PLN Enjiniring (*Unaudited*) obtained "101.37".

Pandangan Atas Prospek Usaha yang Disusun Direksi

Pertumbuhan Produk Domestik Bruto (PDB) global diperkirakan mengalami pemulihan secara bertahap pasca dampak pandemi. Namun, laju pemulihan ini masih dibayangi oleh sejumlah tantangan, seperti tekanan inflasi, ketegangan geopolitik, dan gangguan rantai pasokan yang terus berlanjut. Berdasarkan proyeksi, pertumbuhan ekonomi global diperkirakan berada pada level 3,3% pada tahun 2025.

Perkembangan dinamika global tersebut juga berdampak pada perekonomian Indonesia. Kendati demikian, prospek ekonomi nasional pada tahun 2025 tetap berada dalam tren positif. Dari sisi makroekonomi, *outlook* pertumbuhan Indonesia tahun 2025 semakin memperkuat keyakinan dunia usaha untuk berekspansi. Berdasarkan Buku Ekonomi Kita Edisi Maret 2025, Indonesia diperkirakan tumbuh sebesar 5,1% (IMF) dan 4,9% (OECD), tertinggi di G20, melampaui negara-negara besar seperti Tiongkok.

Dari sisi industri enjiniring ketenagalistrikan, Pemerintah menekankan pentingnya akselerasi transisi energi, penguatan daya saing sektor industri, serta digitalisasi layanan publik dan infrastruktur sebagai fondasi menuju Visi Indonesia Emas 2045. Untuk mendukung realisasi agenda tersebut, sektor ketenagalistrikan memegang peran kunci dalam menjamin keandalan energi dan elektrifikasi yang merata. Menjawab peluang strategis tersebut, PLN Enjiniring memantapkan diri sebagai mitra transformasi ketenagalistrikan nasional melalui penyediaan layanan *engineering* yang terintegrasi, efisien, dan berbasis inovasi. Seluruh program pengembangan diarahkan untuk menciptakan nilai tambah yang berkelanjutan, memperkuat peran PLN Enjiniring dalam ekosistem energi, serta mendukung keberhasilan agenda transisi energi nasional.

Berdasarkan prediksi kondisi perekonomian dan industri enjiniring ketenagalistrikan 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 penugasan langsung dari PLN Holding untuk proyek investasi strategis, potensi *additional demand* dari 153 pelanggan KTT dengan kapasitas hingga 17.225 MVA, serta meningkatnya kebutuhan akan konsultasi dan digitalisasi proyek-proyek transisi energi. Hal tersebut menunjukkan bahwa PLN Enjiniring memiliki prospek yang baik di masa yang akan datang.

Pandangan Atas Penerapan Tata Kelola Perusahaan

Dewan Komisaris memandang bahwa penerapan prinsip-prinsip Tata Kelola Perusahaan (GCG) merupakan fondasi

Views on Business Prospects Drafted by The Board of Directors

Global Gross Domestic Product (GDP) growth was expected to gradually recover after the impact of the pandemic. However, the recovery path was overshadowed by a number of challenges, such as inflationary pressures, geopolitical tensions, and ongoing supply chain disruptions. Based on projections, global economic growth was estimated to be at 3.3% in 2025.

The development of global dynamics also had an impact on the Indonesian economy. However, the 2025 national economic outlook remains in a positive trend. From a macroeconomic perspective, Indonesia's the 2025 growth outlook will strengthen the business world's confidence to expand. Based on the March 2025 Edition of *Buku Ekonomi Kita*, Indonesia is estimated to grow by 5.1% (IMF) and 4.9% (OECD), the highest in the G20, surpassing major countries, such as China.

In terms of the electricity engineering industry sector, the Government emphasizes the importance of accelerating the energy transition, strengthening the competitiveness of the industrial sector, and digitalizing public services and infrastructure as a foundation towards the Vision of Golden Indonesia 2045. To support the realization of this agenda, the electricity sector plays a key role in ensuring energy reliability and equitable electrification. Responding to this strategic opportunity, PLN Enjiniring has established as a partner in the national electricity transformation through the provision of integrated, efficient, and innovation-based engineering services. Development programs are directed at creating sustainable added value, strengthening the role of PLN Enjiniring in the energy ecosystem, and supporting the success of the national energy transition agenda.

Based on the prediction of the economic conditions and the electricity engineering industry as well as the internal strengths of PLN Enjiniring, the Board of Commissioners believed that the business prospects that have been prepared by the Board of Directors are appropriate. The Board of Commissioners considered that the Company can take advantage of existing opportunities, including direct assignments from PLN Holding for strategic investment projects, potential additional demand from 153 KTT customers with a capacity of up to 17,225 MVA, and the increasing need for consulting and digitalization of energy transition projects. This outlook showed that PLN Enjiniring has good prospects in the future.

Views on Corporate Governance Implementation

The Board of Commissioners viewed that the implementation of the principles of Good Corporate Governance (GCG) is an

penting dalam menjaga keberlangsungan usaha serta meningkatkan kinerja dan reputasi PLN Enjiniring secara berkelanjutan. Sepanjang tahun 2024, Dewan Komisaris melaksanakan fungsi pengawasan dan pemberian nasihat secara aktif guna memastikan bahwa Direksi menjalankan pengelolaan perusahaan secara profesional, transparan, akuntabel, dan sesuai dengan peraturan yang berlaku. Dewan Komisaris berpendapat bahwa Direksi telah menerapkan GCG dengan efektif dan konsisten di 2024. Dalam menilai penerapan GCG di PLN Enjiniring, selain sistem manajemen risiko Dewan Komisaris juga memberikan penilaian terhadap sistem pengendalian internal, *whistleblowing system*, dan tata kelola keberlanjutan.

Manajemen Risiko

Dalam penerapan Manajemen Risiko, 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. Perusahaan telah menetapkan kebijakan manajemen risiko (*risk policy*) sebagai komponen yang tak terpisahkan dari kebijakan perusahaan di dalam sistem manajemen PLN Enjiniring, agar prinsip tata kelola perusahaan yang baik (*good corporate governance*) dapat dipenuhi. Kebijakan Manajemen Risiko PLN Enjiniring menjadi pedoman yang mengikat kepada setiap insan PLN Enjiniring 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.

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 2024, Direksi dan 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. Sistem pengendalian intern dibangun untuk memenuhi

important foundation in maintaining business continuity and improving the performance and reputation of PLN Enjiniring in a sustainable manner. Throughout 2024, the Board of Commissioners actively performed supervisory and advisory functions to ensure that the Board of Directors carried out company management in a professional, transparent, accountable manner, and in accordance with applicable regulations. The Board of Commissioners argued that the Board of Directors had implemented GCG effectively and consistently in 2024. To assess the implementation of GCG at PLN Enjiniring, besides the risk management system, the Board of Commissioners also assessed the internal control system, *whistleblowing system*, and sustainability governance.

Risk Management

To implement Risk Management, PLN Enjiniring utilized Risk Management Guidelines that referred to the International Organization for Standardization (ISO) 31000 on Risk Management Standard, which had been certified by the National Standardization Agency (BSN) in 2018. The company established a risk management policy as an inseparable component of the company's policy in the PLN Enjiniring management system, so that the principles of good corporate governance could be satisfied. PLN Enjiniring's Risk Management Policy was a binding guideline for every PLN Enjiniring employee in performing their duties and activities to assist the Company handling the risks in order to increase stakeholder satisfaction. The Risk Management Policy at PLN Enjiniring, which was High Level and Core Policy, contained risk values and basic principles of Integrated Risk Management along with its regulatory policies.

Integrated Risk Management performed by the Company is considered to have been effective and adequate, 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 were responsible for ensuring that the implementation of Integrated Risk Management was adequate in accordance with the characteristics, complexity, and the Company periodically. Based on the 2024 review results, the Board of Directors and the Board of Commissioners assessed 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. The internal control system is built to meet several objectives, including ensuring

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 nasihat 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.

Satuan Pengawasan Intern telah melakukan evaluasi terhadap penerapan pengendalian internal Perusahaan pada 2024. 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 PLN Enjiniring telah dilaksanakan secara efektif dengan perangkat penerapan yang memadai.

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

that the Company's business activities are in accordance with applicable provisions. These provisions consist of laws, government regulations, supervisory authorities, and the Company's internal provisions. In addition, an effective internal control system can help the Company maintain its assets, ensure the availability of accurate financial reporting, increase 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 was by supervisory and advisory provisions regarding the adequacy and fairness of financial and operational control and risk management by considering the principle of prudence. Meanwhile, the implementation of the internal control system at the Board of Directors level was by implementing the Company's policies and procedures consistently and complying with applicable regulations. The implementation was related to financial and operational control activities, risk management, strategic plans, division of tasks, delegation of authority, and adequate accounting policies.

The Company continuously encouraged some efforts to improve an effective internal control system. Internal control was an integrated part of the system and procedures in every activity in the work unit so that if any deviation occurred, it could be identified early and corrective steps could be taken by the relevant work unit. The Company had an Internal Audit Unit (SPI), which played a role in evaluating the adequacy and effectiveness of internal control carried out by the Company's management. SPI always conducted internal supervision by taking a systematic approach so that the implementation of GCG principles could operate according to its corridor.

In 2024, the Internal Audit Unit had conducted an evaluation of the Company's internal control implementation. Synchronously, the Board of Commissioners supported by the Audit Committee had played an active role in reviewing the Internal Audit Unit's evaluation results. Based on the evaluation of internal control implementation, the Board of Directors and Board of Commissioners stated that PLN Enjiniring's internal control had been implemented effectively with adequate implementation tools.

Whistleblowing System

According to 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 that was responsible for the implementation and management of the Whistleblowing System was the Corporate Secretary (SEKPER) and/or a third

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 berpendapat 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 2024, tidak terdapat pengaduan melalui *whistleblowing system* PLN Enjiniring.

Tata Kelola Keberlanjutan

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. Dewan Komisaris berpendapat bahwa penerapan tata kelola keberlanjutan di Perusahaan masih perlu untuk ditingkatkan dengan mengembangkan struktur dan proses tata kelola keberlanjutan yang diperlukan.

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 2024, Dewan Komisaris menilai komite-komite tersebut telah menjalankan tugas dan

party, who had the competence to manage the WBS. Then, in case the management was conducted by a third party, the WBS management mechanism was further regulated by the Director in charge of the compliance function.

WBS management was conducted by the Corporate Secretary, who had the competence to manage WBS. In case management was performed by a third party, the WBS management mechanism was regulated by the Director in charge of the compliance function. The Board of Commissioners played a role in reviewing the implementation of responsibilities related to the implementation of WBS. The Board of Commissioners argued that the implementation of WBS in the Company had been well-performed. However, the Board of Commissioners provided direction so that the implementation of WBS would be further improved in its effectiveness. During 2024, there were no complaints through the PLN Enjiniring whistleblowing system.

Sustainability Governance

PLN Enjiniring committed to achieve the sustainability targets set by the Government. The Company had set sustainability values, such as provision of an important role as a subsidiary of PT PLN (Persero) in supporting sustainable development. These sustainability values were always socialized to leaders and employees of the Company. Some concrete manifestation of PLN Enjiniring programs in supporting Environmental, Social and Governance (ESG) included environmental management in thermal power plants and the provision of emission monitoring technology services, Engineering Procedure Updates, and Engineering Technical Instructions by adopting ESG aspects, adding intensive Stakeholder Engagement Plan (SEP) strategies related to increasing the electrification ratio, especially New and Renewable Energy (EBT) plants, holding training related to SDGs, EBT programs and so forth. The Board of Commissioners argued that the implementation of sustainability governance in the Company still required improvement by developing the necessary sustainability governance structures and processes.

Performance Assessment of The Committees Under The Board of Commissioners

To conduct its duties and responsibilities, the Board of Commissioners was assisted by the Audit Committee, the Nomination and Remuneration Committee and the Risk Management and GCG Committee. The assessment procedure for the Committee's performance was conducted periodically. Each committee had a KPI, which was the Criteria for assessing the performance of the Committee under the Board of Commissioners. Throughout 2024, the Board of

tanggung jawab dalam mengawasi aspek-aspek operasional dan strategis Perusahaan dengan baik.

Perubahan Komposisi Dewan Komisaris

Selama tahun 2024, tidak terjadi perubahan komposisi Dewan Komisaris. Komposisi Dewan Komisaris pada tahun 2024 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
Edward Siagian	: Komisaris
Muhammad Rizali	: Komisaris
Karliansyah	
Fritz Edward Siregar	: Komisaris Independen

Penutup

Demikian laporan tugas pengawasan Dewan Komisaris atas kinerja dan pelaksanaan usaha Perusahaan di tahun 2024. 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 2024. Dewan Komisaris mendorong agar PLN Enjiniring senantiasa memperkuat integritas, profesionalisme, serta kolaborasi dengan seluruh pemangku kepentingan.

Akhir kata, Dewan Komisaris menyampaikan terima kasih dan apresiasi kepada seluruh Direksi, karyawan, mitra kerja, serta pemegang saham atas sinergi dan komitmen yang telah terjalin dengan baik sepanjang tahun 2024. Semoga PLN Enjiniring terus berkembang menjadi perusahaan enjiniring kelas dunia yang adaptif, inovatif, dan memberikan nilai tambah bagi bangsa dan negara.

Commissioners assessed that these committees had well-performed their duties and responsibilities in supervising the operational and strategic aspects of the Company.

Changes in The Board of Commissioners Composition

During 2024, there were no changes in the composition of the Board of Commissioners. The 2024 composition of the Board of Commissioners was 4 (four) people, consisting of 1 (one) President Commissioner, 2 (two) Commissioners, and 1 (one) Independent Commissioner as follows.

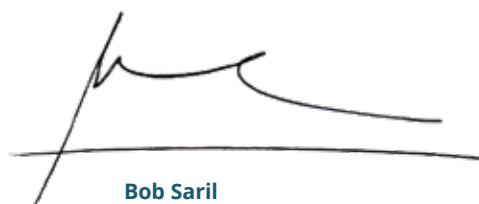
Bob Saril	: President Commissioner
Edward Siagian	: Commissioner
Muhammad Rizali	: Commissioner
Karliansyah	
Fritz Edward Siregar	: Independent Commissioner

Closing

The foregoing was the report of the Board of Commissioners' supervisory duties on the performance and implementation of the Company's business in 2024. On this occasion, the Board of Commissioners would like to express high appreciation to the commitment and hard work of the Board of Directors, management, and employees so that PLN Enjiniring could deal with challenges and had presented good performance amidst the 2024 challenging conditions. The Board of Commissioners also encouraged PLN Enjiniring to strengthen its integrity, professionalism, and collaboration with stakeholders.

Lastly, the Board of Commissioners would like to present its gratitude and appreciation to the Board of Directors, employees, partners, and shareholders for the synergy and commitment that had been well established throughout 2024. Hopefully, PLN Enjiniring would continuously develop into a world-class engineering company that is adaptive, innovative, and provides added value to the nation and state.

Jakarta, 17 Juni 2025 / Jakarta, June 17, 2025
Atas Nama Dewan Komisaris / On Behalf of the Board of Commissioners



Bob Saril
Komisaris Utama
President Commissioner

Dewan Komisaris / Board of Commissioners

1. Bob Saril	: Komisaris Utama / President Commissioner
2. Edward Siagian	: Komisaris / Commissioner
3. Muhammad Rizali Karliansyah	: Komisaris / Commissioner
4. Fritz Edward Siregar	: Komisaris Independen / Independent Commissioner



Surat Pernyataan Anggota Direksi dan Anggota Dewan Komisaris tentang Tanggung Jawab Atas Laporan Tahunan Tahun 2024 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 2024 telah dimuat secara lengkap dan bertanggung jawab penuh atas kebenaran isi Laporan Tahunan perusahaan.

Demikian pernyataan ini dibuat dengan sebenarnya.

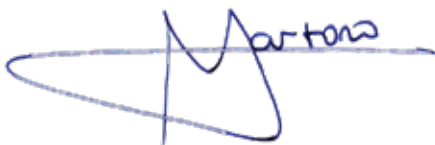
Jakarta, 17 Juni 2025

DIREKSI Directors



Chairani Rachmatullah

Direktur Utama
President Director



Martono

PLT Direktur Keuangan, Manajemen
Risiko dan Human Capital
Acting Director of Finance, Risk
Management and Human Capital



Kurnia Rumdhony

PLT Direktur Enjiniring *)
Acting Director of Engineering *)



Kurnia Rumdhony

Direktur Pemasaran
dan Pengembangan Usaha
Director of Marketing
and Business Development

* 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

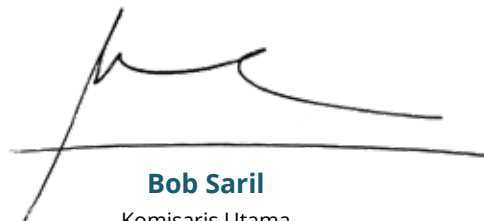
Members of Directors and Members of the Board of Commissioners about Responsibility for Annual Report 2024 PT Prima Layanan Nasional Enjiniring

We, the undersigned, declare that all information in the Annual Report of PT Prima Layanan Nasional Enjiniring 2024 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, June 17, 2025

DEWAN KOMISARIS Board of Commissioners



Bob Saril
Komisaris Utama
President Commissioner



Muhammad Rizali Karliansyah
Pelaksana Tugas Komisaris
Acting Commissioner



Fritz Edward Siregar
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	 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	 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	 Status Perusahaan Company Status Entitas anak PT Perusahaan Listrik Negara (Persero) A subsidiary of PT Perusahaan Listrik Negara (Persero)	 Modal Dasar Authorized Capital Rp25.000.000.000
 Modal Ditempatkan dan Disetor Penuh Issued Capital and Fully Paid-up Rp25.000.000.000		
 Akses Informasi Access to Information		
Sekretaris Perusahaan Company Secretary Anita Widiyastuti Email : anita.widiyastuti@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  @pln_enjiniring  @enjiniring  PLN Enjiniring  PT PLN Enjiniring

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 Email : contact@plne.co.id Fax : (0254) 840 8848 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.



Persegi

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

Square

The square is the base, yellow in color, and borderless. The square symbolizes that PLN is a perfectly organized container or organization. The yellow color depicts enlightenment, as PLN hopes electricity can create enlightenment in people's lives. Yellow also symbolizes the fiery spirit of every person working in PLN.



Petir atau Kilat

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

Lightning of Flash

Lightning or flash is red, with a thick upper shape and a pointed lower shape, cutting/ penetrating three waves. Lightning symbolizes the electricity contained in it as the main service product of PLN. In addition, lightning also means the fast and precise work of PLN employees to provide the best solution for its customers. The red color represents the maturity of PLN as the first electricity company in Indonesia, the dynamism of PLN's pace and employees, and the courage to face the challenges of the times.

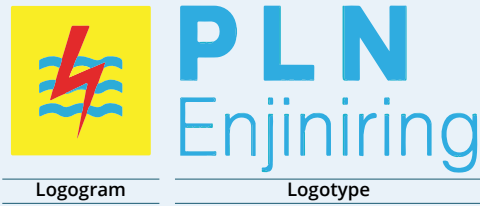


Tiga Gelombang (Ujung Gelombang Menghadap Ke bawah)

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

Three Waves (Wave edge facing downward)

Three Waves are blue, sinusoidal-shaped (2 ½ periods), the edge of the wave facing down, arranged in parallel in the horizontal direction, and located in the center on the yellow base. Three waves mean the propagation force of electrical energy flowed by the three main business fields engaged by PLN, namely generation, transmission, and distribution which are in line with the hard work of PLN employees to provide the best service for its customers. The blue color symbolizes loyalty and devotion to duty towards and achieving the prosperity and welfare of the Indonesian people, as well as the reliability of PLN employees in providing the best service for its customers.



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

VISI Vision



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.

Reviu Visi dan Misi oleh Dewan Komisaris dan Direksi

Pada tahun 2024, Dewan Komisaris dan Direksi telah melakukan reviu terhadap visi dan misi Perusahaan. Dewan Komisaris dan Direksi menilai bahwa pada tahun 2024 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 2024, the Board of Commissioners and Directors reviewed the Company's vision and mission. The Board of Commissioners and Directors assessed that in 2024 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.



Amanah Trustworthy

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.



Kompeten Competent

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.



Harmonis Harmonious

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.



Loyal
Loyal



Adaptif
Adaptive



Kolaboratif
Collaborative

Berdedikasi dan mengutamakan kepentingan Bangsa dan Negara.

Dedicating and prioritizing the interests of the nation and state.



Terus berinovasi dan antusias dalam menggerakkan ataupun menghadapi perubahan.

Keep innovating and be enthusiastic in driving or facing changes.



Membangun kerja sama yang sinergis.

Building synergistic cooperation.



Panduan perilaku:

1. Menjaga nama baik sesama karyawan, pimpinan, BUMN, dan Negara.
2. Rela berkorban untuk mencapai tujuan yang lebih besar.
3. Patuh kepada pimpinan sepanjang tidak bertentangan dengan hukum dan etika.

Action guidelines:

1. Maintaining the reputation of fellow employees, leaders, SOEs, and the State.
2. Willing to sacrifice to achieve a greater goal.
3. Obeying the leader as long as it does not conflict with the law and ethics.

Panduan perilaku:

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

Action guidelines:

1. Fast-adapting to be better.
2. Constantly making improvements to keep up with technological developments.
3. Acting proactively.

Panduan perilaku:

1. Memberi kesempatan kepada berbagai pihak untuk berkontribusi.
2. Terbuka dalam bekerja sama untuk menghasilkan nilai tambah.
3. Menggerakkan pemanfaatan berbagai sumber daya untuk tujuan bersama.

Action guidelines:

1. Providing opportunities for various parties to contribute.
2. Being open to working together to generate added value.
3. 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 Konsultansi 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;

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 sector.
- 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;

- Pembangkitan Tenaga Listrik;
 - 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 (*Transformer*), 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 Generation;
 - 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 elektrik untuk transmisi dan elektrik 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

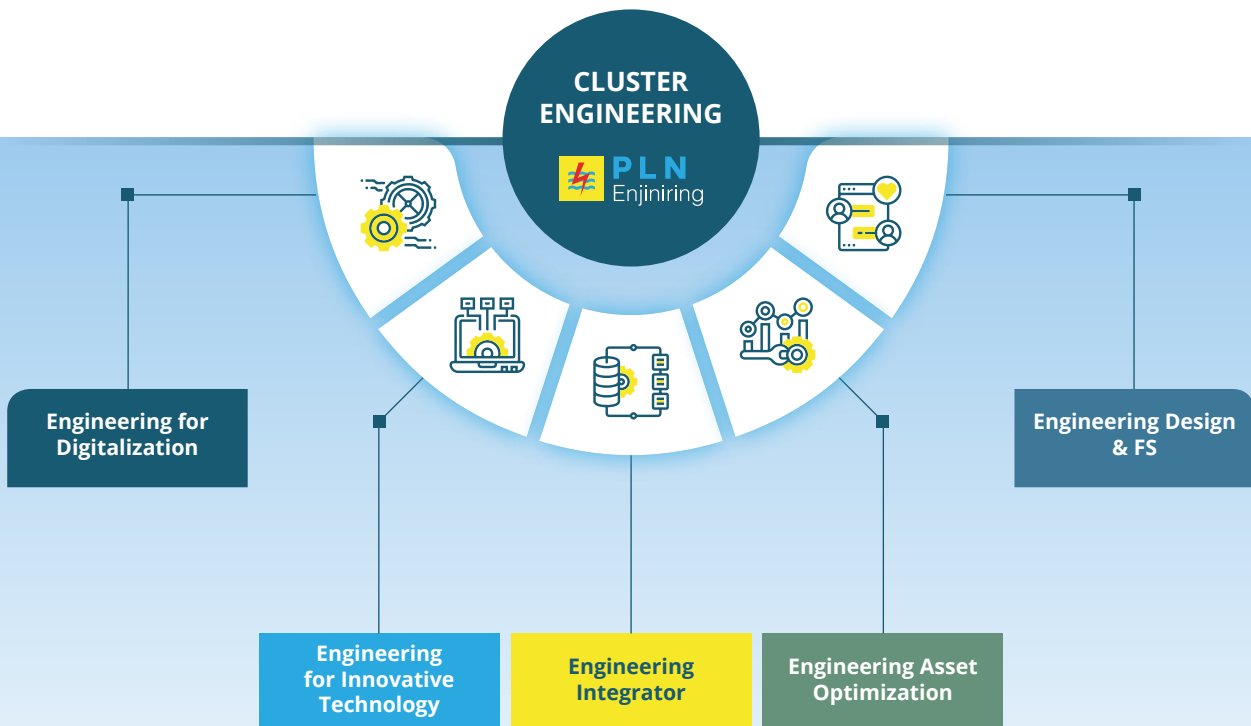
Layanan Perusahaan berfokus pada bisnis inti yaitu 5 (lima) *Cluster Engineering*, antara lain:

1. *Engineering for Digitalization*
PLN Enjiniring sebagai entitas tunggal dalam PLN yang dapat mengelola dan menginventarisasi data ketenagalistrikan dan enjiniring.
2. *Engineering for 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. *Engineering Asset Optimization*
PLN Enjiniring memperkuat fondasi unit kerja PLN dengan implementasi strategi optimasi yang mutakhir dan terukur pada aset Ketenagalistrikan.
5. *Engineering Design & FS*
PLN Enjiniring membawa solusi konsultasi terdepan dan mendorong inovasi untuk berkompetensi pada sektor ketenagalistrikan.

Product and Services

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

1. *Engineering for Digitalization*
PLN Enjiniring as the sole entity within PLN capable of managing and inventorying electrical power and engineering data..
2. *Engineering for Innovative Technology*
PLNE provides breakthrough designs and innovations in the field of electricity.
3. *Engineering Integrator*
PLN Enjiniring positions itself as an essential engineering entity, executing and managing the role of EPC integrator.
4. *Engineering Asset Optimization*
PLN Enjiniring strengthens the foundation of PLN's work units through the implementation of advanced and measurable optimization strategies for power assets.
5. *Engineering Design & FS*
PLN Enjiniring delivers leading consulting solutions and drives innovation to compete in the electricity sector.



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 & 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.
 ENTERPRISE & RETAIL	Engineering Development <i>Continuous Emission Monitoring System (CEMS)</i> • CEMS Installation • SISPEK Integration • CGA, RCA, RATA Audit <i>Power Solution</i> • Power Quality Solution, BESS <i>Asset Management</i> • Transmission Management Asset <i>EV Ecosystem</i> • SPKLU, SPBLU, SPLU Design & Prototype 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	Nagan Raya - Aceh Nagan Raya - Aceh
2	Cikupa - Banten Cikupa - Banten
3	Kepulauan Seribu, Manggarai, Grogol - DKI Jakarta Kepulauan Seribu, Manggarai, Grogol - DKI Jakarta
4	Kamojang, Cikarang, Cikedung, Pelabuhan Ratu, Tambun, Jatiluhur, Purwakarta, Karawang, Padalarang Kamojang, Cikarang, Cikedung, Pelabuhan Ratu, Tambun, Jatiluhur, Purwakarta, Karawang, Padalarang
5	Nalumsari, Kesugihan, Kendal, Waleri, Ungaran, Pati - Jawa Tengah Nalumsari, Kesugihan, Kendal, Waleri, Ungaran, Pati - Central Java
6	Situbondo, Tuban, Karangates, Paiton, Grindulu, Ngimbang, Madura - Jawa Timur Situbondo, Tuban, Karangates, Paiton, Grindulu, Ngimbang, Madura - East Java
7	Kotabaru, Sebuku - Kalimantan Selatan Kotabaru, Sebuku - South Kalimantan
8	Khatulistiwa, Ambawang - Kalimantan Barat Khatulistiwa, Ambawang - West Kalimantan

9	Kalimantan Tengah Central Kalimantan
10	Penajam Paser - Kalimantan Timur Penajam Paser - East Kalimantan
11	Mentarang, Tarakan - Kalimantan Utara Mentarang, Tarakan - North Kalimantan
12	Pangkal Pinang - Bangka Pangkal Pinang - Bangka
13	Bintan, Setokok, Tanjung Uncang - Batam Bintan, Setokok, Tanjung Uncang - Batam
14	Lampung, Ulubelu, Garundang, Tarahan - Lampung Lampung, Ulubelu, Garundang, Tarahan - Lampung
15	Seram, Namrole - Maluku Seram, Namrole - Maluku
16	Sofifi, Maleo, Weda - Maluku Utara Sofifi, Maleo, Weda - North Maluku
17	Nias Nias
18	Empang Dompou - NTB Empang Dompou - NTB



19	Flores, Rote, Sumba, Alor, Ulumbu, Mataloko, Kupang, Waingapu - NTT Flores, Rote, Sumba, Alor, Ulumbu, Mataloko, Kupang, Waingapu - NTT
20	Sumbawa, Lombok, Woha, Dompu - NTB Sumbawa, Lombok, Woha, Dompu - NTB
21	Sarmi, Serui, Mamberamo, Jayapura, Biak, Sorong, Manokwari, Keimana - Papua Sarmi, Serui, Mamberamo, Jayapura, Biak, Sorong, Manokwari, Keimana - Papua
22	Lubuk Gaung, Dumai, Garuda Sakti, Sorek - Riau Lubuk Gaung, Dumai, Garuda Sakti, Sorek - Riau
23	Polman, Mamasa, Majene, Mamuju, Makale, Palopo, Kalumpang dan Hanga-Hanga - Sulawesi barat Polman, Mamasa, Majene, Mamuju, Makale, Palopo, Kalumpang and Hanga-Hanga - West Sulawesi
24	Selayar, Punagaya, Suppa - Sulawesi Selatan Selayar, Punagaya, Suppa - South Sulawesi
25	Sulawesi Tengah Central Sulawesi
26	Baubau, Pomala, Andowia - Sulawesi Tenggara Baubau, Pomala, Andowia - Southeast Sulawesi
27	Lahendong, Tahuna, Toka Tindung - Sulawesi Utara Lahendong, Tahuna, Toka Tindung - North Sulawesi
28	Padang, Kumbih, Ombilin - Sumatera Barat Padang, Kumbih, Ombilin - West Sumatra
29	Palembang, Muara Enim, Tanjung Api-api, Kenten - Sumatera Selatan Palembang, Muara Enim, Tanjung Api-api, Kenten - South Sumatra
30	Yogyakarta Yogyakarta
31	Bali Bali

Daftar Keanggotaan Asosiasi

■ List of Association Membership

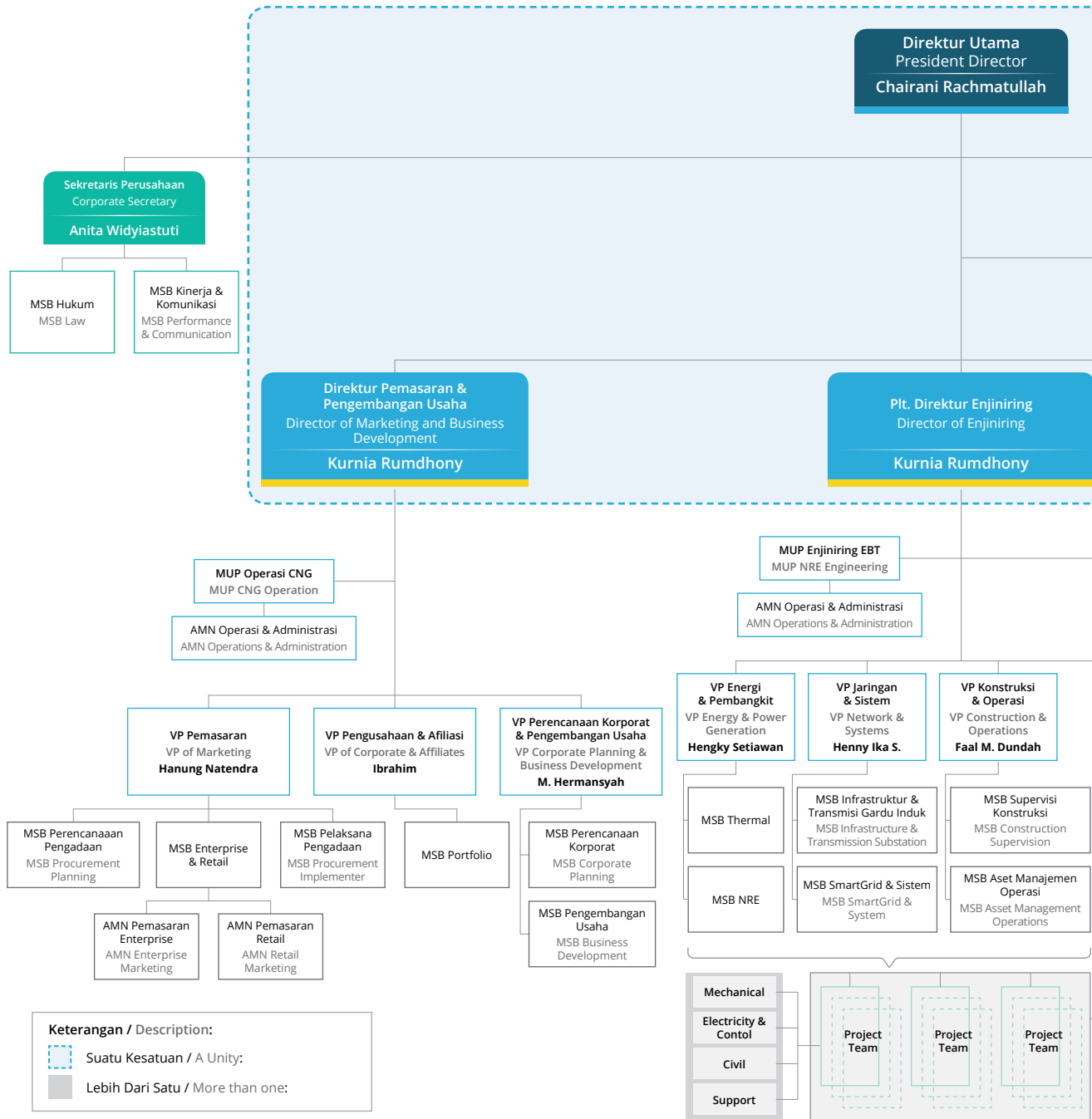
Sampai dengan 31 Desember 2024, PLN Enjiniring telah bergabung sebagai anggota asosiasi di skala nasional yaitu Ikatan Nasional Konsultan Indonesia (INKINDO).

Until December 31, 2024, PLN Enjiniring has joined as a member of a national association, namely the National Association of Indonesian Consultants (INKINDO).

Struktur Organisasi

Organizational Structure

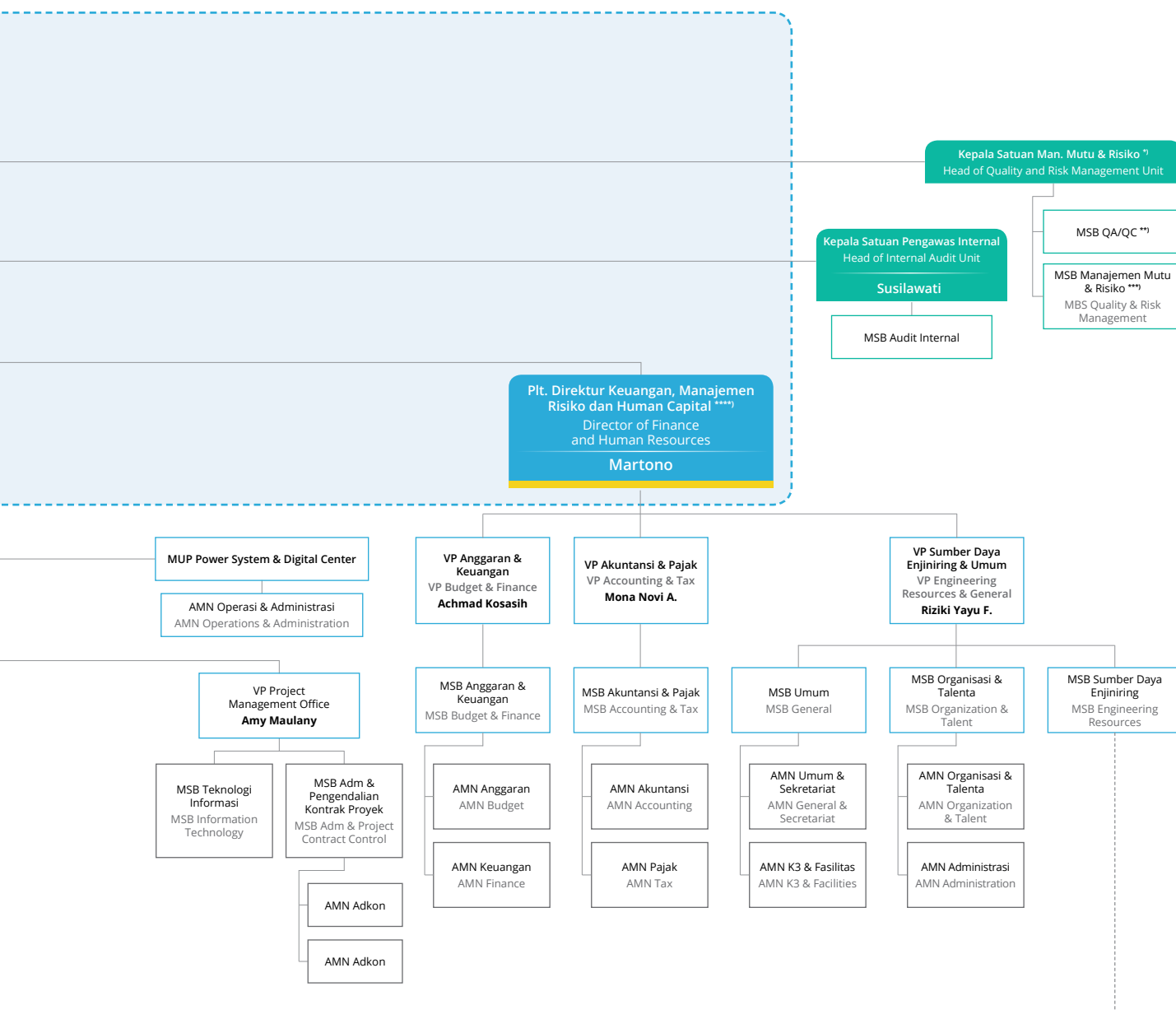
Struktur Organisasi di PLN Enjiniring telah disahkan berdasarkan Peraturan Direksi PT Prima Layanan Nasional Enjiniring No. 0007.P/DIR/2023 Tentang Struktur Organisasi dan Tugas Pokok Jabatan PT PLN Enjiniring. Berikut Struktur Organisasi PLN Enjiniring per 31 Desember 2024.



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 dapat dilihat pada Bab Tata Kelola Perusahaan. Tidak terdapat Komite di bawah Direksi.

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. There were no Committees under of the Board of Directors.

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, 2024.



- *) Sejalan dengan arahan Dirlhc PLN, fungsi pengelolaan manajemen risiko dan kepatuhan dialihkan ke dalam koordinasi DIRKDM, dengan penempatan organisasi pada level manajemen dasar. / In line with the direction of PLN's Dirlhc, the risk management and compliance functions are transferred to the coordination of DIRKDM, with organizational placement at the basic management level.
- **) Struktur jabatan MSB QAQC telah direposisi di bawah koordinasi Vice President Pemasaran. / The MSB QAQC position structure has been repositioned under the coordination of the Vice President of Marketing.

- ****) Mengacu pada surat edaran dari Dirlhc PLN Pusat, struktur jabatan MSB MMR direlokasi ke dalam struktur DIRKDM, sebagai bagian dari penyelarasan fungsi dan tata kelola organisasi. / Referring to the circular letter from PLN Head Office's Dirlhc, the MSB MMR position structure has been relocated to the DIRKDM structure, as part of the alignment of functions and organizational governance.
- *****) Berdasarkan keputusan Pemegang Saham di luar Rapat Umum Pemegang Saham (RUPS) melalui mekanisme sirkuler, telah ditetapkan perubahan nomenklatur jabatan Direksi, dari semula Direktur Keuangan dan Sumber Daya Manusia menjadi Direktur Keuangan, Manajemen Risiko, dan Sumber Daya Manusia. / Based on the decision of the shareholders outside of the General Meeting of Shareholders (GMS) through a circular mechanism, changes have been made to the nomenclature of directorial positions, from previously Director of Finance and Human Resources to Director of Finance, Risk Management, and Human Capital.

Profil Direksi

Board of Directors Profile

Chairani Rachmatullah

Direktur Utama
President Director

Warga Negara Indonesia, berusia 55 tahun dan tinggal di Jakarta Selatan, Indonesia.
Indonesian citizen, 55 years old and living in South Jakarta, Indonesian.

Periode Menjabat
Term of Office

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



Dasar Hukum Pengangkatan

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.

Legal Basis of Appointment

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.

Riwayat Pendidikan

- Sarjana Teknik Sipil dari Universitas Sriwijaya (1992).
- Magister Teknik Sipil dari Universitas Indonesia (2001).
- Magister Teknik Lainnya dari The University of Melbourne (2005).

Educational Background

- 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).

Pengalaman Kerja

- 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).

Work Experience

- 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).

Jabatan Rangkap

Beliau tidak memiliki jabatan di perusahaan maupun lembaga lain.

Double function

He has no position in other companies or institutions.

Sertifikasi

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

Certification

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

Kepemilikan Saham

Tidak memiliki saham PLN Enjiniring

Share Ownership

Does not own shares of PLN Enjiniring

Martono

Plt. Direktur Keuangan, Manajemen Risiko dan Human Capital
Acting Director of Finance, Risk Management and Human Capital

Warga Negara Indonesia, berusia 54 tahun dan tinggal di Depok, Indonesia.
Indonesian citizen, 54 years old and living in Depok, Indonesian.

Periode Menjabat
Term of Office

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



Dasar Hukum Pengangkatan

Diangkat untuk pertama kalinya sebagai Direktur Keuangan dan Sumber Daya Manusia berdasarkan RUPS tanggal 19 Februari 2021 dan disahkan melalui Akta Notaris Lenny Janis Ishak, SH No. 13 tanggal 23 Februari 2021. Kemudian diangkat sebagai Plt. Direktur Keuangan, Manajemen Risiko dan Human Capital berdasarkan Surat Tugas No. ST.001/DEKOM/02/2025 tanggal 17 Februari 2025.

Legal Basis of Appointment

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. Then appointed as Acting Director of Finance, Risk Management and Human Capital based on Assignment Letter No. ST.001/DEKOM/02/2025 dated February 17, 2025.

Riwayat Pendidikan

- Diploma 3 Manajemen Bisnis dari Politeknik Negeri Jakarta (1994).
- Sarjana Manajemen Keuangan dari Universitas Balikpapan (2008).

Educational Background

- Diploma 3 on Business Management from Politeknik Negeri Jakarta (1994).
- Bachelor of Financial Management from the University of Balikpapan (2008).

Pengalaman Kerja

- Plt. Direktur Keuangan, Manajemen Risiko dan Human Capital PLN Enjiniring (2025 – saat ini).
- Direktur Keuangan dan Sumber Daya Manusia PLN Enjiniring (2021 – 2025).
- 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).

Work Experience

- Acting Direktor of Finance, Risk Management and Human Capital of PLN Enjiniring (2025 – present).
- Director of Finance and Human Resources of PLN Enjiniring (2021 – 2025).
- 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).

Jabatan Rangkap

Beliau tidak memiliki jabatan di perusahaan maupun lembaga lain.

Double function

He has no positions in other companies or institutions.

Sertifikasi

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

Certification

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

Kepemilikan Saham

Tidak memiliki saham PLN Enjiniring

Share Ownership

Does not own shares of PLN Enjiniring

Kurnia Rumdhony

Direktur Pemasaran dan Pengembangan Usaha dan Plt. Direktur Enjiniring
Director of Marketing and Business Development and Acting Director of Engineering

Warga Negara Indonesia, berusia 55 tahun dan tinggal di Depok, Indonesia.
Indonesian citizen, 55 years old and living in Depok, Indonesian.

Periode Menjabat
Term of Office

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



Dasar Hukum Pengangkatan

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. Kemudian diangkat sebagai Plt. Direktur Enjiniring berdasarkan Surat Tugas No. ST.001/DEKOM/08/2024 tanggal 13 Agustus 2024.

Legal Basis of Appointment

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. Then appointed as Acting Director of Engineering based on Assignment Letter No. ST.001/DEKOM/08/2024 dated August 13, 2024.

Riwayat Pendidikan

Sarjana Informatika dari Universitas Gunadarma (1993).

Educational Background

Bachelor of Informatics from Gunadarma University (1993).

Pengalaman Kerja

- Plt. Direktur Enjiniring PLN Enjiniring (2024 - saat ini).
- Direktur Pemasaran dan Pengembangan Usaha PLN Enjiniring (2022 – saat ini).
- Vice President Business Strategy Development Kantor Pusat PT PLN (Persero) (2020 – 2022).
- Vice President Corporate Strategic Planning PT PLN (Persero) Kantor Pusat (2018 – 2020).

Work Experience

- Acting Director of Engineering PLN Enjiniring (2024 – present)
- Director of Marketing and Business Development of PLN Enjiniring (2022 – present)
- 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).

Jabatan Rangkap

Beliau tidak memiliki jabatan di perusahaan maupun lembaga lain.

Double function

He has no position in other companies or institutions.

Sertifikasi

Belum memiliki sertifikasi

Certification

Not yet certified

Kepemilikan Saham

Tidak memiliki saham PLN Enjiniring

Share Ownership

Does not own shares of PLN Enjiniring

Muhammad Firmansyah*

Direktur Enjiniring
Direktur of Engineering

Warga Negara Indonesia, berusia 49 tahun dan tinggal di Bandung, Indonesia.
Indonesian citizen, 49 years old and living in Bandung, Indonesian.

Periode Menjabat
Term of Office

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



Dasar Hukum Pengangkatan

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.

Legal Basis of Appointment

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.

Riwayat Pendidikan

- Sarjana Kelistrikan dari Institut Teknologi Bandung (1998).
- Magister Kelistrikan dari Delft University of Technology (2009).

Educational Background

- Bachelor of Electrical from Bandung Institute of Technology (1998).
- Master of Electrical from Delft University of Technology (2009).

Pengalaman Kerja

- Direktur Enjiniring PLN Enjiniring (2022 – 2024).
- Direktur Utama Anak Perusahaan PT HALEYORA POWER (2021 – 2022).
- Executive Vice President Operation di PT HALEYORA POWER (2020 – 2021).
- Senior Specialist II Operation dan Distribusi Pemeliharaan PT HALEYORA POWER (2018 – 2020).

Work Experience

- Director of Engineering PLN Enjiniring (2022 – 2024)
- President Director of subsidiary PT HALEYORA POWER (2021 – 2022).
- Executive Vice President Operation of PT HALEYORA POWER (2020 – 2021).
- Senior Specialist II Operation and Distribution Maintenance PT HALEYORA POWER (2018 – 2020).

Jabatan Rangkap

Beliau tidak memiliki jabatan di perusahaan maupun lembaga lain.

Double function

He has no positions in other companies or institutions.

Sertifikasi

Belum memiliki sertifikasi

Certification

Not yet certified

Kepemilikan Saham

Tidak memiliki saham PLN Enjiniring

Share Ownership

Does not own shares of PLN Enjiniring

* Berhenti menjabat sejak 26 Juli 2024 / Term of Office Ended since 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						Hubungan Keluarga Dengan						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, 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		✓		✓		✓		✓		✓		✓		✓
Muhammad Firmansyah**	Direktur Enjiniring Direktur of Engineering		✓		✓		✓		✓		✓		✓		✓

* Langsung dan Tidak Langsung / Direct and Indirect

** Berhenti menjabat sejak 26 Juli 2024 / Term of Office Ended since July 26, 2024

Perubahan Komposisi Anggota Direksi dan Alasan Perubahannya

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

Selama tahun 2024 terdapat perubahan komposisi Direksi. Perubahan terjadi sesuai dengan kebutuhan Perusahaan. Perubahan komposisi dan dasar pengangkatan Direksi disampaikan sebagai berikut.

During 2024, there were changes to the composition of the Board of Directors based on company's needs. Changes in the composition and legal basis of appointment of the board of directors were delivered as follows.

Komposisi Direksi Periode 1 Januari 2024 – 26 Juli 2024

The Composition of The Board of Directors on January 01 – July 26, 2024 Period

Komposisi Direksi periode 1 Januari 2024 sampai dengan 26 Juli 2024 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.

The composition of the board of directors, on Januari 01 – July 26, 2024 Periode, was 4 people, such as: 1 president director, and 3 directors. The composition and legal basis of appointment of the board of directors, as follows:

Tabel Komposisi dan Dasar Pengangkatan Direksi Periode 1 Januari 2024 – 26 Juli 2024
The Composition Tabel and Legal Basis of appointment on The Board of Directors
on January 01 – July 26, 2024 Period

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, Risk Management and Human Capital	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

Komposisi Direksi Periode 27 Juli 2024 – 31 Desember 2024

Pada tanggal 26 Juli 2024 telah dilakukan perubahan komposisi Direksi berdasarkan keputusan pemegang saham. Merujuk Keputusan Pemegang Saham PT Prima Layanan Nasional Enjiniring tertanggal 26 Juli 2024 terkait pemberhentian dengan hormat Muhammad Firmansyah sebagai Direktur Enjiniring dan memperhatikan belum ditetapkannya Pejabat Definitif untuk jabatan Direktur Enjiniring serta berdasarkan Anggaran Dasar PT PLN Enjiniring Pasal 10 ayat (25) huruf b, maka dengan ini menugaskan Kurnia Rumdhony untuk menjalankan tugas sebagai Pelaksana Tugas (Plt) Direktur Enjiniring PLN Enjiniring. Sehingga komposisi Direksi periode 27 Juli 2024 sampai dengan 31 Desember 2024 sebanyak 3 (tiga) orang yang terdiri dari 1 (satu) orang Direktur Utama, 2 (dua) orang Direktur. Komposisi dan dasar pengangkatan Direksi dapat dilihat pada tabel di bawah ini:

The Composition of The Board of Directors on July 27 – December 31 2024 Period

On July 26, 2024, there were changes to the Composition of the Board of Directors based on the Decree of shareholder. Referring to the Shareholders' Decision of PT Prima Layanan Nasional Enjiniring dated July 26, 2024 regarding the honorable dismissal of Muhammad Firmansyah as Director of Engineering and taking into account the fact that a Definitive Officer has not been appointed for the position of Director of Engineering and based on the Articles of Association of PT PLN Enjiniring Article 10 paragraph (25) letter b, Kurnia Rumdhony is hereby assigned to carry out duties as Acting Director of Engineering of PLN Enjiniring. The composition of the board of directors on July 27 – December 31, 2024 periode, was three people such as: 1 president director, and 2 directors. The composition and legal basis of appointment on the board of directors, as follows:

Tabel Komposisi dan Dasar Pengangkatan Direksi Periode 27 Juli 2024 – 31 Desember 2024
The Composition Tabel and Legal Basis of appointment on The Board of Directors
on July 27–December 31, 2024 Period

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, Manajemen Risiko dan Human Capital Director of Finance, Risk Management and Human Capital	RUPS tanggal 19 Februari 2021 Circular GMS dated February 19, 2021	23 Februari 2021 February 23, 2021
Kurnia Rumdhony	Direktur Pemasaran dan Pengembangan Usaha merangkap Director of Marketing and Business Development	RUPS Sirkuler tanggal 21 September 2022 Circular GMS dated September 21, 2022	22 September 2022 September 22, 2022
Kurnia Rumdhony	Plt. Direktur Enjiniring Acting Director of Engineering	RUPS Sirkuler tanggal 26 Juli 2024 Circular GMS dated July 26, 2024	26 Juli 2024 July 26, 2024

Profil Dewan Komisaris

Board of Commisioners Profile

Bob Saril

Komisaris Utama
President Commissioner

Warga Negara Indonesia, berusia 56 tahun dan tinggal di Jakarta Selatan, Indonesia.
Indonesian citizen, 56 years old and living in South Jakarta, Indonesian.

Periode Menjabat
Term of Office

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



Dasar Hukum Pengangkatan

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.

Legal Basis of Appointment

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.

Riwayat Pendidikan

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

Educational Background

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

Pengalaman Kerja

- 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).

Work Experience

- 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).

Jabatan Rangkap

Beliau tidak memiliki jabatan di perusahaan maupun lembaga lain.

Double function

He has no position in other companies or institutions.

Sertifikasi

Certificated Professiona Marketing Asia (CPM Asia).

Certification

Certificated Professiona Marketing Asia (CPM Asia).

Kepemilikan Saham

Tidak memiliki saham PLN Enjiniring

Share Ownership

Does not own shares of PLN Enjiniring

Edward Siagian

Komisaris
Commissioner

Warga Negara Indonesia, berusia 65 tahun dan tinggal di Jakarta, Indonesia.
Indonesian citizen, 65 years old and living in Jakarta, Indonesian.

Periode Menjabat
Term of Office

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



Dasar Hukum Pengangkatan

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.

Legal Basis of Appointment

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.

Riwayat Pendidikan

- Sarjana Teknik Tenaga Listrik dari Institut Teknologi Bandung (1982).
- Magister Manajemen dari Institut Teknologi Bandung (1997).

Educational Background

- Bachelor of Electrical Power Engineering from Bandung Institute of Technology (1982).
- Master Management from Bandung Institute of Technology (1997).

Pengalaman Kerja

- 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).

Work Experience

- 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).

Jabatan Rangkap

Ketua Komite Audit PLN Enjiniring.

Double function

Chairman of the Audit Committee PLN Enjiniring.

Sertifikasi

Belum memiliki sertifikasi

Certification

Not yet certified

Kepemilikan Saham

Tidak memiliki saham PLN Enjiniring

Share Ownership

Does not own shares of PLN Enjiniring

Muhammad Rizali Karlansyah

Komisaris
Commissioner

Warga Negara Indonesia, berusia 55 tahun dan tinggal di Jakarta Selatan, Indonesia.
Indonesian citizen, 55 years old and living in South Jakarta, Indonesian.

Periode Menjabat
Term of Office

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



Dasar Hukum Pengangkatan

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.

Legal Basis of Appointment

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.

Riwayat Pendidikan

- Sarjana Biologi dari Universitas Indonesia (1985).
- Magister Ilmu Lingkungan dari Universitas Indonesia (1989).

Educational Background

- Bachelor of Biology from The University of Indonesia (1985).
- Master of Environmental Science from The University of Indonesia (1989).

Pengalaman Kerja

- 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).

Work Experience

- 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).

Jabatan Rangkap

Ketua Komite Nominasi dan Remunerasi PLN Enjiniring.

Double function

Chairman of Nomination and Remuneration Committee of PLN Enjiniring.

Sertifikasi

Belum memiliki sertifikasi

Certification

Not yet certified

Kepemilikan Saham

Tidak memiliki saham PLN Enjiniring

Share Ownership

Does not own shares of PLN Enjiniring

Fritz Edward Siregar

Komisaris Independen
Independent Commissioner

Warga Negara Indonesia, berusia 48 tahun dan tinggal di Jakarta Selatan, Indonesia
Indonesian citizen, 48 years old and living in South Jakarta, Indonesian.

Periode Menjabat
Term of Office

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



Dasar Hukum Pengangkatan

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.

Legal Basis of Appointment

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.

Riwayat Pendidikan

- 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).

Educational Background

- 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).

Pengalaman Kerja

- 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).

Work Experience

- 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).

Jabatan Rangkap

Ketua Komite Manajemen Risiko dan GCG PLN Enjiniring.

Double function

Chairman of Risk Management and GCG Committee of PLN Enjiniring

Sertifikasi

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

Certification

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

Kepemilikan Saham

Tidak memiliki saham PLN Enjiniring

Share Ownership

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 with Directors															
Nama Name	Jabatan Position	Hubungan Keuangan Dengan						Hubungan Keluarga Dengan						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
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

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

Selama tahun 2024, tidak terjadi perubahan komposisi Dewan Komisaris, sehingga komposisi Dewan Komisaris pada tahun 2024 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.

During 2024, there was no change in the composition of the Board of Commissioners. The composition of the Board of Commissioners in 2024 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	2024	2023	Gender
Pria	240	235	Male
Wanita	64	64	Female
Jumlah	304	299	Total

Jumlah Pegawai Berdasarkan Level Jabatan

Numbers 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	2024			2023			Position Level
	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	
VP/KS/Sekretaris Perusahaan (MM)	6	6	12	9	4	13	VP/KS/Company Secretary (MM)
Manajer Sub Bid (MD)	18	7	25	17	6	23	Sub Bid Manager (MD)
Asman (SPVA)	8	3	11	7	4	11	Assistant (SPVA)
Supervisor (SPVD)	2		2	3	0	3	Supervisor (SPVD)
Fungsional	206	48	254	199	50	249	Functional
Jumlah	240	64	304	235	64	299	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	2024			2023			Age Range
	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	
26 - 35 tahun	146	32	178	146	40	186	26 - 35 years old
36 - 45 tahun	67	28	95	63	19	82	36 - 45 years old
46 - 56 tahun	27	4	31	26	5	31	46 - 56 years old
Jumlah	240	64	304	235	64	299	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	2024			2023			Education Level
	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	
SMA	18	-	18	19	-	19	Senior High School
D3	4	4	8	5	3	8	Associate
D4/S1	179	51	230	183	52	236	Bachelor
S2	39	9	48	27	9	35	Master
S3	-	-	-	1	-	1	Doctoral
Jumlah	240	64	304	235	64	299	Total

Jumlah Pegawai Berdasarkan Status Kepegawaian

Numbers 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	2024			2023			Employment Status
	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	
Organik	221	59	280	222	64	286	Organic
Tugas Karya	19	5	24	13	0	13	Work Assignment
Jumlah	240	64	304	235	64	299	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 2024 dan 31 Desember 2024, tidak terdapat perubahan komposisi pemegang saham. Per 31 Desember 2024, kepemilikan saham institusi lokal PLN Enjiniring adalah PT Perusahaan Listrik Negara (Persero) dan Yayasan Pendidikan 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 2024, PLN Enjiniring belum menjadi perusahaan yang mencatatkan sahamnya di Bursa Saham. Per 1 Januari 2024 dan 31 Desember 2024, 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 2024, PLN Enjiniring belum menjadi perusahaan yang mencatatkan sahamnya di Bursa Saham. Per 1 Januari 2024 dan 31 Desember 2024, 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 2024, Dewan Komisaris, Direksi dan Manajemen PLN Enjiniring tidak mempunyai kepemilikan saham atas PLN Enjiniring. Dengan demikian, PLN Enjiniring tidak menyajikan rincian anggota Direksi atau Dewan Komisaris yang memiliki saham langsung maupun tidak langsung.

As of January 1, 2024, and December 31, 2024, there were no changes in the composition of shareholders. As of December 31, 2024, PLN Enjiniring's local institutional shareholders were PT Perusahaan Listrik Negara (Persero) and PLN Education and Welfare Foundation (Persero) and there were no foreign institutional shareholders, local individual shareholders, and Foreign individual shareholders.

Composition of Shareholders 5% or More

As of December 31, 2024, PLN Enjiniring has not yet become a company that listed its shares on the Stock Exchange. As of January 1, 2024, and December 31, 2024, 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, 2024, PLN Enjiniring has not yet become a company that listed its shares on the Stock exchange. As of January 1, 2024, and December 31, 2024, 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, 2024, the Board of Commissioners, Directors and Management of PLN Enjiniring did not have share ownership in PLN Enjiniring. Therefore, PLN Enjiniring did not present details of members of the Board of Directors or Board of Commissioners who own shares directly or indirectly.

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

Sampai dengan 31 Desember 2024, PLN Enjiniring tidak memiliki Entitas Anak.

Subsidiary

Until December 31, 2024, PLN Enjiniring has no subsidiary.

Entitas Asosiasi

Associates

PT Energi Prima Elektrika

Bidang Usaha / Line of Business

Pembangkit / Power Plant

Tanggal Pendirian / Date of Establishment

24 Mei 2004 / May 24, 2004

Jumlah Aset / Total Assets

USD7,636,610

Kepemilikan (%) / Ownership (%)

7,5%

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/energi-prima-elektrika/>

PT Pura Daya Prima

Bidang Usaha / Line of Business

Pembangkit / Power Plant

Tanggal Pendirian / Date of Establishment

30 Maret 2005 / March 30, 2005

Jumlah Aset / Total Assets

Rp89.99 Miliar / IDR89.99 Billion

Kepemilikan (%) / Ownership (%)

15,0%

Status Beroperasi / Operating Status

Beroperasi / Operating

Alamat / Address

Jl. Raya Kelapa Hibrida Blok PF-23/11

Kelapa Gading, Jakarta Utara, 14240

Telp : 021 - 45865675/-7

Fax : 021 - 45865678

Email : pedepe@puradaya.co.id

Web : -

PT Multidaya Prima Elektrindo

Bidang Usaha / Line of Business

Pembangkit / Power Plant

Tanggal Pendirian / Date of Establishment

15 Juli 2005 / July 15, 2005

Jumlah Aset / Total Assets

USD11,903,613

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-elektrindo/>

PT Permata Prima Elektrindo

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 / 11th floor

Jl. Asia Afrika, Jakarta Selatan

Telp : -

Fax : -

Email : -

Web : -

Perusahaan Ventura Bersama

Joint Ventures Company

PT Crompton Prima Switchgear Indonesia

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

Rp202,88 miliar

Kepemilikan (%) / Ownership (%)

49,0%

Status Beroperasi / Operating Status

Beroperasi / Operating

Alamat / Address

Jalan Modern Industri VI Blok A No.4 Kawasan Modern
Industri Cikande, Desa Nambo Ilir dan Barengkok,
Kecamatan Kibin, Kabupaten Serang, Provinsi Banten

Telp : -

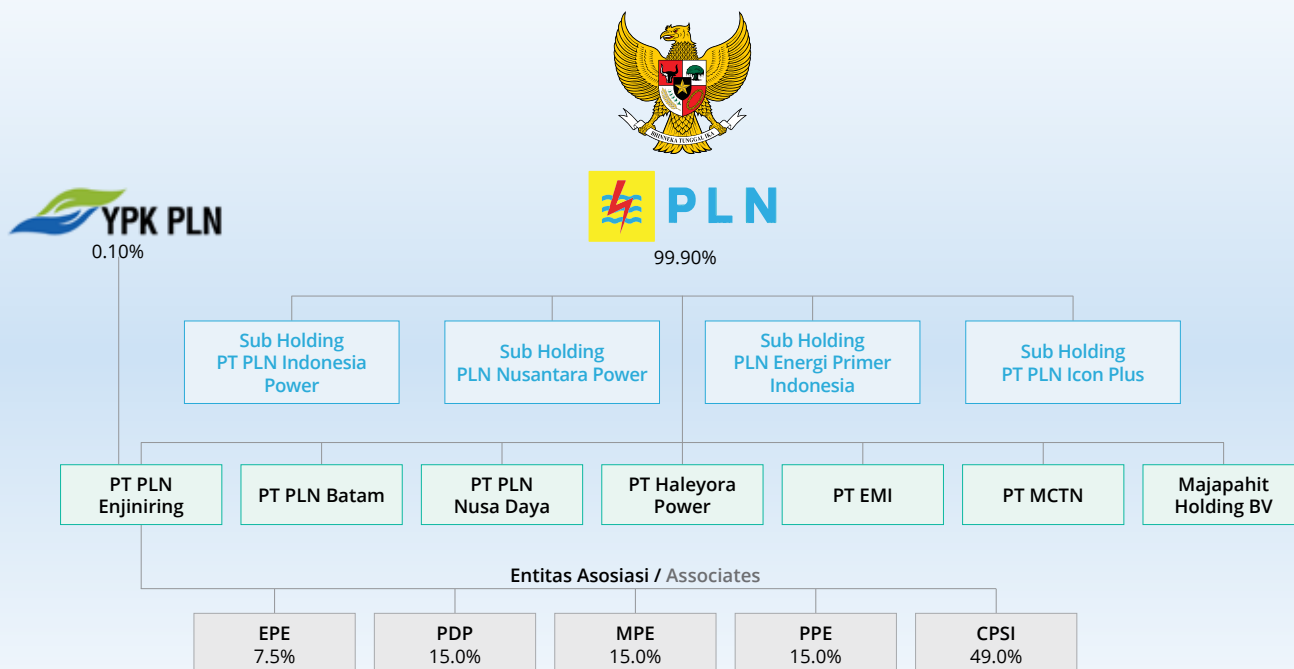
Fax : -

Email : -

Web : -

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.

Setelah didirikan, PLN Enjiniring terus berkembang dan memiliki beberapa perusahaan afiliasi jasa enjiniring pembangkit melalui skema *partnership co-investment*. Perusahaan perusahaan afiliasi tersebut adalah (1) PT Energi Prima ElektriKA yang berlokasi di Prabumulih yang mengelola PLTMG berkapasitas 2x6 MW dengan jumlah penyertaan usaha PLN Enjiniring sebesar 7,5%; (2) PT Putra Daya Prima yang berlokasi di Musi II Palembang yang mengelola PLTMG berkapasitas 3x4,7 MW dengan jumlah penyertaan usaha PLN Enjiniring sebesar 15%; (3) PT Multidaya Prima Elektrindo yang berlokasi di Sako Palembang, yang mengelola PLTMG berkapasitas 2x6 MW dengan jumlah penyertaan usaha PLNE sebesar 15%; serta (4) PT Permata Prima Elektrindo yang berlokasi di Sarolangun Jambi yang mengelola PLTU berkapasitas 2x7 MW dengan jumlah penyertaan usaha PLNE sebesar 15%.

Pada tahun 2014, PT Crompton Prima Switchgear Indonesia (CPSI) berdiri sebagai anak perusahaan baru PLN Enjiniring yang berfokus pada manufaktur switchgear dan dibentuk melalui joint venture PT PLN (Persero) dan Crompton Greaves Limited India. Anak perusahaan PLNE kembali bertambah pada tahun 2016 dengan berdirinya PT Prima Power Nusantara (PT PPN) yang bergerak di bidang jasa EPC

After the establishment, PLN Enjiniring develop and has several affiliated companies for power plant engineering services through Partnership Co-investment scheme. Affiliated companies are: 1) PT Energi Prima ElektriKA located in Prabumulih which manages PLTMG 2 X 6 MW capacity with total investment 7,5% in PLN Enjiniring. 2) PT Putra Daya Prima located in Musi II Palembang which manages PLTMG 3x4,7 Mw capacity with total investment 15% in PLN Engineering. 3) PT Multidaya Prima Elektrindo located in Sako Palembang which manages PLTMG 2x6 MW capacity with total investment 15% in PLN Engineering. 4) PT Permata Prima Elektrindo located in Sarolangun Jambi which manages PLTU 2x7 MW capacity with total investment 15% in PLNE.

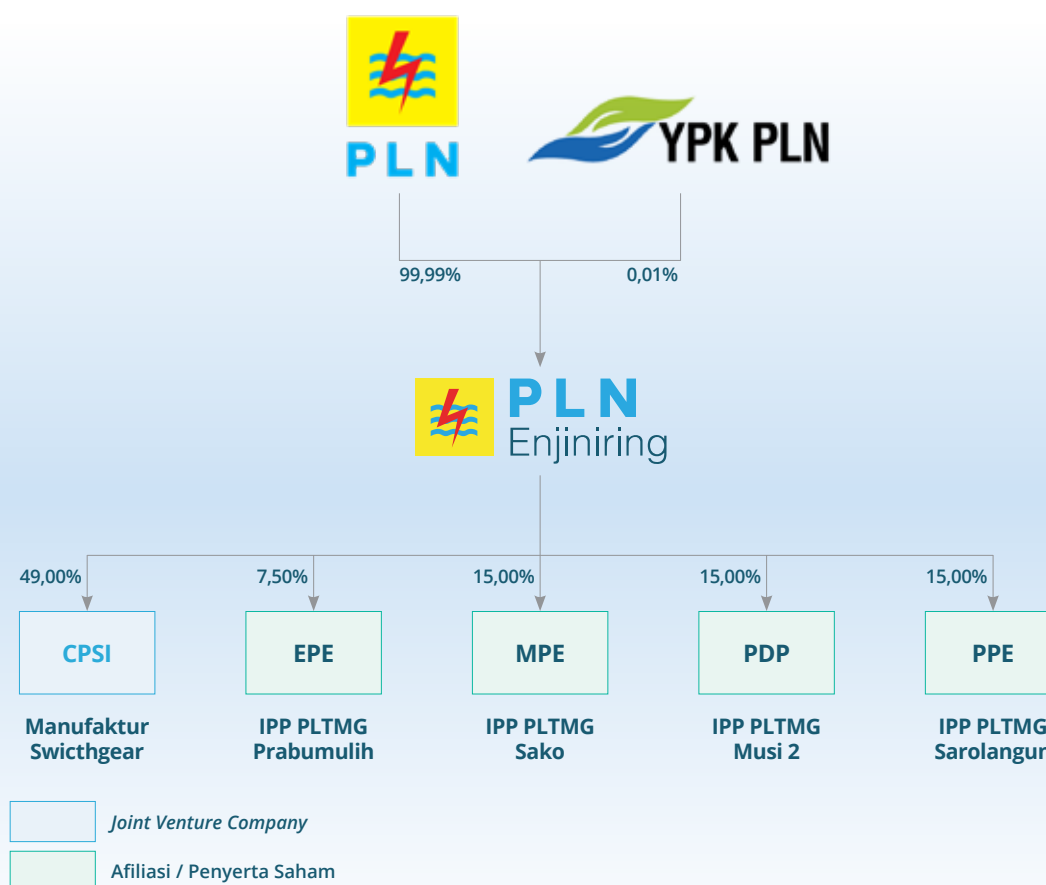
In 2014, PT Crompton Prima Switchgear Indonesia (CPSI) was established as new PLN Enjiniring subsidiary which focused on switchgear manufacturing and formed through PT PLN (Persero) and Crompton Greaves Limited India joint ventures. PLNE subsidiary increased in 2016 by establishing PT Prima Power Nusantara (PT PPN) concerning in EPC transmission and substation services. PT PPN was diverted

transmisi dan gardu induk. PT PPN selanjutnya dialihkan ke PT Rekadaya ElektriKA di bawah PLN Nusantara Power dengan skema *share swap* dimana sebagai gantinya PLN Enjiniring mendapat PT Rekadaya ElektriKA Consult (PT REC) pada tahun 2022 sebagai dampak streamlining portofolio PLN Group melalui refocusing Rencana Jangka Panjang PLN Enjiniring 2024-2028 bisnis enjiniring dan konstruksi dari hasil restrukturisasi PLN Group. Selain itu, PLNE juga memiliki peran sebagai asset owner dan operator untuk CNG Plant Bangkanai.

Sesuai dengan arahan Pemegang Saham terkait dengan pengembangan bisnis beyond kWh PLN Group, pada 31 Desember 2023 PLN Enjiniring melepas kepemilikan sahamnya di PT REC untuk di repurpose menjadi investment company di bawah PLN Icon Plus, sehingga pada tahun 2024 struktur portofolio PLN Enjiniring menjadi sebagai berikut.

to PT Rekadaya ElektriKA under PLN Nusantara Power with shrap swap scheme, where PLN Enjiniring approved the PT Rekadaya ElektriKA Consult (PT REC) in 2022 as the streamlining portofolio effect of PLN group, through the refocusing long term plan of PLN Enjiniring in 2024 – 2028 engineering business and construction from restructuring result of PLN Group. In the other hands, PLNE also has a role as asset owner and operator for CNG Plant Bangkanai.

Based on the shareholder direction regarding to business development beyond kWh PLN Group, on December 31, 2023 PLN Enjiniring take down the stock ownership in PT REC for repurposing to be investment company under PLN Icon Plus. In 2024, Portofolio structure of PLN Enjiniring developed as follows:



Sampai dengan 31 Desember 2024, PLN Enjiniring tidak memiliki Entitas Anak dan *Special Purpose Vehicle*.

As of December 31, 2024, PLN Enjiniring has no Joint Venture Company and Special Purpose Vehicle.

Kronologi Pencatatan Saham

■ Chronology of Share Listing

PLN Enjiniring per 31 Desember 2024, 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 dicatatkan.

As of December 31, 2024, 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 2024, PLN Enjiniring belum menerbitkan obligasi, obligasi konversi, sukuk, serta sumber pendanaan lainnya.

As of December 31, 2024, 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	Pricewaterhouse Cooper (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 5 / 5 th Period
Periode Penugasan AP AP Assignment Period	Periode Ke 3 / 4 th 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	Tidak terdapat jasa non audit / No non-audit services
Fee Non Audit Non-Audit Fee	Tidak terdapat jasa non audit / No non-audit services

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

No.	Nama Penghargaan Award Name	Nama Acara Event Name	Penyelenggara Organizer	Waktu Date
1.	Gold pada kategori Best Exposure in Mass Media Gold Award for the Best Exposure Categories in Mass Media	PLN Communication Awards 2023	Divisi Komunikasi Korporat & TJSL PLN Corporate Communication and TJSL Division	21 Februari 2024 February 21, 2024
2.	Silver pada kategori Best Social Media Performance Silver Award for The Best Performance of Social Media Categories	PLN Communication Awards 2023	Divisi Komunikasi Korporat & TJSL PLN Corporate Communication and TJSL Division	21 Februari 2024 February 21, 2024
3.	Silver pada kategori Most Popular in Mass Media Silver Award for The Most Popular in Mass Media	PLN Communication Awards 2023	Divisi Komunikasi Korporat & TJSL PLN Corporate Communication and TJSL Division	21 Februari 2024 February 21, 2024
4.	Inovasi Electric Vehicle Charging Infrastructure	2 nd Indonesia Electric Vehicle Industry Summit 2024	Education and Science Competition (ESCOM), Tender Indonesia dan Forum Sinergi Inovasi Indonesia (FSII). Education and Science Competition (ESCOM), Indonesia Tender and Indonesia Innovation Synergy Forum (FSII).	29 Februari 2024 February 29, 2024
5.	The Most Favorite Company in Electricity Infrastructure Engineering	Penghargaan Listrik Indonesia 2024 Indonesian Electricity Award 2024	Listrik Indonesia Indonesia's Electricity	02 Mei 2024 May 02, 2024
6.	TOP CSR Awards 2024 on # Stars 4	TOP CSR Awards 2024	Majalah TopBusiness Top Business Magazine	29 Mei 2024 May 29, 2024
7.	Business Development Award as The Best Collaborator for Business Development Project	PLN Business Development Award 2024	PT PLN (Persero)	29 Mei 2024 May 29, 2024
8.	Golden Ticket untuk Seleksi Nasional Kategori Business Development pada Seleksi Penghargaan Karya Inovasi Ke XXVII Tahun 2024 Golden Ticket for Nasional Selection of Business Development Categories at The Innovation Work Selection XXVII in 2024	Seleksi Penghargaan Karya Inovasi (SPKI) ke-XXVII Tahun 2024 27 th Innovation Award Selection (SPKI) 2024	PT PLN (Persero)	14 Juni 2024 June 14, 2024
9.	Indonesia Original Brand Champion 2024 in Brand Management	IOB Champion 2024	Majalah SWA SWA Magazine	25 Juli 2024 July 25, 2024
10.	Platinum Winner on Social Pillar Categories # Stars 5	TJSL & CSR Awards 2024	BUMN Track	30 Juli 2024 July 30, 2024

No.	Nama Penghargaan Award Name	Nama Acara Event Name	Penyelenggara Organizer	Waktu Date
11.	Platinum Winner on Environmental Pillar Categories # Stars 5	TJSL & CSR Awards 2024	BUMN Track	30 Juli 2024 July 30, 2024
12.	The Most Committed CEO on Social and Environment Programs of CSR	TJSL & CSR Awards 2024	BUMN Track	30 Juli 2024 July 30, 2024
13.	Penghargaan Sistem Manajemen Keselamatan dan Kesehatan Kerja Occupation Health and Safety Management System Award	Apel Bulan K3 Nasional 2024 National Occupational Healthy and Safety Month Ceremony 2024	Menteri Ketenagakerjaan RI Minister of Manpower of The Republic of Indonesia	04 Agustus 2024 August 04, 2024
14.	Top GRC Award 2024 #Star 5	Top GRC Awards 2024	Majalah Top Business Top Business Magazine	11 September 2024 September 11, 2024
15.	The Most Committed GRC Leader 2024	Top GRC Awards 2024	Majalah Top Business Top Business Magazine	11 September 2024 September 11, 2024
16.	Tanda Kehormatan atas Kontribusi dalam Jasa Layanan Konsultan Enjiniring Ketenagalistrikan The Honor of Contribution for Consultan Services of Electricity Engineering	Tanda Kehormatan Listrik Indonesia 2024 Indonesian Electricity Honorary Award 2024	Listrik Indonesia Indonesia's Electricity	26 September 2024 September 26, 2024
17.	Juara III dalam kategori Business Development di Seleksi Penghargaan Karya Inovasi 2024 Winner in III Business Development Categories at Selection of Innovation Work Award 2024	Seleksi Penghargaan Karya Inovasi (SPKI) ke-XXVII Tahun 2024 27 th Innovation Award Selection (SPKI) 2024	PLN PUSLITBANG	24 Oktober 2024 October 24, 2024
18.	Top Human Capital Awards 2024 5 Star	Top Human Capital Awards 2024	Majalah Top Business Top Business Magazine	30 Oktober 2024 October 30, 2024
19.	The Most Committed Top Leader on Human Capital 2024	Top Human Capital Awards 2024	Majalah Top Business Top Business Magazine	30 Oktober 2024 October 30, 2024
20.	Silver Winner Kategori Innovation & Technology Advancement pada BUMN Branding & Marketing Award 2024 Silver Winner on Innovation and Technology Advancement Categories in Branding and Marketing BUMN Award 2024	BUMN Branding & Marketing Award 2024	BUMN Track	14 November 2024 November 14, 2024
21.	The Best CMO Branding and Marketing in Branding and Marketing BUMN Award 2024	BUMN Branding & Marketing Award 2024	BUMN Track	14 November 2024 November 14, 2024
22.	Very Good Rating in Indonesia Customer Experience Champions 2024	Indonesia Customer Experience Champions 2024	Majalah SWA SWA Magazine	05 Desember 2024 December 05, 2024
23.	TOP DIGITAL Implementation 2024 # Stars 5	Indonesia Customer Experience Champions 2024	Majalah IT Works IT Works Magazine	05 Desember 2024 December 05, 2024
24.	TOP Leader on Digital Implementation 2024	TOP DIGITAL Awards 2024	Majalah IT Works IT Works Magazine	05 Desember 2024 December 05, 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	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 AntiBribery 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

Tahun 2024 ditandai oleh perlambatan pertumbuhan ekonomi global. Berdasarkan laporan Dana Moneter Internasional (IMF), laju pertumbuhan ekonomi dunia tercatat sebesar 3,1%, menurun dari 3,5% pada tahun sebelumnya. Penurunan ini disebabkan oleh berbagai tekanan eksternal yang terus berlanjut, seperti ketegangan geopolitik yang belum mereda, inflasi yang masih tinggi di sejumlah negara maju, serta kebijakan suku bunga yang cenderung ketat sebagai respons terhadap volatilitas harga dan ketidakpastian global. Selain itu, harga komoditas internasional mengalami koreksi seiring dengan melemahnya permintaan global dan kelebihan kapasitas produksi industri, khususnya di Tiongkok. Akibatnya, negara-negara berkembang menghadapi tekanan terhadap ekspor, investasi, dan konsumsi, sehingga diperlukan upaya lebih kuat dalam menjaga stabilitas ekonomi domestik.

Di tengah tekanan global tersebut, Indonesia menunjukkan ketahanan ekonomi yang kuat. Dengan dukungan permintaan domestik, konsumsi rumah tangga, serta stabilitas fiskal dan moneter, Indonesia berhasil mempertahankan momentum pertumbuhan ekonomi yang sehat dan inklusif sepanjang tahun 2024. Pertumbuhan ekonomi nasional pada tahun 2024 tercatat sebesar 5,03% secara tahunan (c-to-c), sedikit lebih rendah dibandingkan pertumbuhan 5,05% pada tahun sebelumnya. Pemerintah mencatat capaian penting berupa pemerataan pertumbuhan antar wilayah, di mana Papua Barat mencatatkan pertumbuhan tertinggi sebesar 20%, disusul Maluku Utara sebesar 13%. Ini menunjukkan bahwa pemulihan dan akselerasi ekonomi tidak hanya terpusat di kawasan barat Indonesia, tetapi juga menyebar ke kawasan timur yang sebelumnya tertinggal.

Tingkat inflasi umum pada tahun 2024 mengalami deflasi ringan sebesar -0,09%, sementara inflasi inti tetap terkendali di level 2,48%. Stabilitas sektor keuangan tetap terjaga, tercermin dari pertumbuhan kredit perbankan sebesar 10,3% dan posisi cadangan devisa yang berada pada tingkat tertinggi sepanjang sejarah. Pemerintah juga menjaga kredibilitas fiskal, dengan defisit anggaran dan rasio utang terhadap PDB yang tetap rendah. Di sisi perlindungan sosial, subsidi listrik bagi pelanggan rumah tangga berdaya rendah terus dilanjutkan untuk menjaga daya beli masyarakat. Pertumbuhan ekonomi yang berkelanjutan sepanjang 2024 mendorong peningkatan kebutuhan energi listrik nasional. Sektor ketenagalistrikan menjadi salah satu sektor vital yang menopang aktivitas

2024 has been marked by a slowdown in global economic growth. According to the International Monetary Fund (IMF) report, the global economic growth rate stood at 3.1%, down from 3.5% in the previous year. This decline was driven by ongoing external pressures, including unresolved geopolitical tensions, persistently high inflation in several advanced economies, and generally tight monetary policies adopted in response to price volatility and global uncertainty. In addition, international commodity prices experienced a correction due to weakening global demand and excess industrial production capacity, particularly in China. As a result, developing countries faced pressures on exports, investment, and consumption, necessitating stronger efforts to maintain domestic economic stability.

Amid these global pressures, Indonesia demonstrated strong economic resilience. Supported by domestic demand, household consumption, and the stability of both fiscal and monetary policies, Indonesia managed to maintain a healthy and inclusive economic growth momentum throughout 2024. The national economic growth rate for 2024 was recorded at 5.03% year-on-year (c-to-c), slightly lower than the 5.05% growth achieved in the previous year. The government recorded a significant achievement in terms of equitable growth across regions, with West Papua posting the highest growth rate at 20%, followed by North Maluku at 13%. This indicates that economic recovery and acceleration were not confined to western Indonesia, but also extended to the eastern regions that had previously lagged behind.

The general inflation rate in 2024 experienced a slight deflation of -0.09%, while core inflation remained well-controlled at 2.48%. Financial sector stability was maintained, as reflected in the 10.3% growth in bank lending and foreign exchange reserves reaching their highest level in history. The government also upheld fiscal credibility, with a low budget deficit and debt-to-GDP ratio. On the social protection front, electricity subsidies for low-income household consumers continued to be provided to safeguard public purchasing power. Sustained economic growth throughout 2024 drove increased national electricity demand. The electricity sector emerged as a vital pillar supporting economic activity across all sectors—industrial, commercial, and residential. In this

ekonomi di seluruh sektor, baik industri, komersial, maupun rumah tangga. Dalam konteks ini, pembangunan infrastruktur kelistrikan tidak hanya berperan sebagai pendukung, tetapi juga sebagai enabler bagi transformasi industri dan percepatan pertumbuhan kawasan.

Sepanjang tahun 2024, produksi energi listrik nasional mencapai 343.891,75 GWh. Jumlah tersebut merupakan akumulasi dari produksi pembangkit milik PLN, termasuk pembelian dari produsen listrik swasta (IPP). Dari total produksi tersebut, energi listrik yang berhasil disalurkan dan terjual kepada pelanggan tercatat sebesar 306.219,42 GWh. Kelompok pelanggan rumah tangga menjadi pengguna terbesar dengan konsumsi mencapai 130.433,10 GWh, diikuti oleh pelanggan industri sebesar 92.195,69 GWh, dan sisanya berasal dari sektor bisnis, sosial, pemerintahan, dan layanan umum lainnya. Jumlah pelanggan PLN meningkat menjadi 92.877.292 pelanggan pada akhir 2024, tumbuh sebesar 4,18% dibandingkan tahun sebelumnya. Peningkatan ini menjadi indikator positif atas keberhasilan ekspansi elektrifikasi, pertumbuhan permintaan energi, serta bertambahnya akses listrik di wilayah-wilayah yang sebelumnya belum terjangkau.

Peningkatan permintaan listrik selama tahun 2024 turut diimbangi dengan penguatan kapasitas infrastruktur tenaga listrik nasional. Total kapasitas pembangkit terpasang milik PLN Group mencapai 46.833,23 MW, tersebar dalam 6.226 unit pembangkit. Dari jumlah tersebut, sebanyak 32.763,18 MW atau sekitar 65,29% berada di Pulau Jawa, mencerminkan dominasi konsumsi dan infrastruktur kelistrikan di wilayah tersebut. Total kapasitas terpasang nasional, jika termasuk pembangkit sewa dan *Independent Power Producer* (IPP), mencapai 75.936,46 MW pada akhir tahun 2024. Kenaikan ini menunjukkan peningkatan sebesar 3,85% dibandingkan dengan tahun sebelumnya, mencerminkan ekspansi infrastruktur kelistrikan yang berkelanjutan.

Komposisi pembangkit berdasarkan jenis menunjukkan bahwa PLTU masih mendominasi bauran pembangkitan dengan kapasitas sebesar 21.026,90 MW atau 27,69%, diikuti oleh PLTGU sebesar 13.187,80 MW (17,37%) dan PLTG sebesar 2.798,65 MW (3,69%). Sementara itu, kapasitas PLTD tercatat sebesar 3.425,94 MW, PLTMG sebesar 2.071,31 MW, dan PLTA sebesar 3.254,85 MW. Untuk pembangkit energi baru terbarukan, kapasitas PLTP (panas bumi) mencapai 579,26 MW, sedangkan gabungan PLTS, PLTB, dan PLTBm

context, electricity infrastructure development serves not only as a supporting element but also as a key enabler of industrial transformation and regional growth acceleration.

Throughout 2024, national electricity production reached 343,891.75 GWh. This figure represents the combined output from PLN-owned power plants, including electricity purchases from Independent Power Producers (IPPs). Of the total production, 306,219.42 GWh was successfully delivered and sold to customers. The household customer group was the largest consumer, accounting for 130,433.10 GWh, followed by the industrial sector at 92,195.69 GWh. The remaining consumption came from business, social, government, and other public service sectors. The number of PLN customers rose to 92,877,292 by the end of 2024, marking a 4.18% increase compared to the previous year. This growth serves as a positive indicator of successful electrification expansion, rising energy demand, and improved electricity access in previously underserved areas.

The increase in electricity demand throughout 2024 was accompanied by the strengthening of national power infrastructure capacity. The total installed capacity of power plants owned by the PLN Group reached 46,833.23 MW, distributed across 6,226 generating units. Of this total, 32,763.18 MW—or approximately 65.29%—was located on the island of Java, reflecting the concentration of electricity consumption and infrastructure in the region. The total national installed capacity, including rental power plants and Independent Power Producers (IPPs), reached 75,936.46 MW by the end of 2024. This represents a 3.85% increase compared to the previous year, underscoring the continued expansion of the country's electricity infrastructure.

The composition of power plants by type in 2024 indicates that coal-fired power plants (PLTU) continued to dominate the generation mix, with a capacity of 21,026.90 MW or 27.69%, followed by combined-cycle power plants (PLTGU) at 13,187.80 MW (17.37%) and gas turbine power plants (PLTG) at 2,798.65 MW (3.69%). Meanwhile, diesel power plants (PLTD) had a total capacity of 3,425.94 MW, gas engine power plants (PLTMG) 2,071.31 MW, and hydro power plants (PLTA) 3,254.85 MW. For renewable energy sources, geothermal

sebesar 34,34 MW atau 0,04% dari total kapasitas PLN Group. Beban puncak nasional pada tahun 2024 mencapai 61.287,80 MW, meningkat sebesar 5,15% dibandingkan tahun sebelumnya. Di sisi efisiensi, susut energi berhasil ditekan menjadi 8,55%, menurun dari 8,57% pada tahun 2023, menandakan peningkatan efisiensi jaringan dan sistem kelistrikan. Rasio elektrifikasi nasional tercatat sebesar 98,45%, yang mencerminkan hampir seluruh wilayah Indonesia telah memperoleh akses terhadap tenaga listrik.

Selama tahun 2024, agenda transisi energi terus dilanjutkan melalui pengembangan pembangkit berbasis energi baru terbarukan (EBT), perluasan jaringan transmisi dan distribusi, serta investasi pada sistem kelistrikan digital. Arah kebijakan ini sejalan dengan komitmen nasional menuju Net Zero Emission pada 2060. PLN Engineering mengambil peran strategis dalam mendukung realisasi proyek-proyek ketenagalistrikan yang berorientasi pada keberlanjutan, mulai dari penyusunan studi teknis, perencanaan pembangkit EBT, hingga pelaksanaan proyek dan monitoring sistem energi cerdas. Peran ini menjadi semakin penting dalam menjawab tantangan transisi energi, sekaligus memperkuat ketahanan sistem ketenagalistrikan nasional.

Keberhasilan pencapaian tahun 2024 tidak lepas dari tantangan yang berhasil diantisipasi secara kolektif oleh pemerintah dan para pelaku sektor energi. Ke depan, tantangan sektor ketenagalistrikan meliputi peningkatan bauran energi bersih, penyediaan infrastruktur di daerah terpencil, pemenuhan kebutuhan investasi yang besar, serta penerapan teknologi canggih dalam pengelolaan sistem tenaga listrik. Namun demikian, dengan fundamental ekonomi yang kuat, sinergi antar institusi, dan posisi PLN Engineering yang semakin strategis dalam mendukung transformasi sektor ketenagalistrikan, prospek tahun-tahun mendatang tetap optimistis. Indonesia berada di jalur yang tepat untuk mewujudkan sistem energi yang tangguh, adil, dan berkelanjutan.

Sumber Data:

- PT PLN (Persero), Statistik PLN 2024 (Unaudited), Februari 2025
- Kementerian Sekretariat Negara RI, Ekonomi Kita Edisi Maret 2025
- Badan Pusat Statistik (BPS), Berita Resmi Statistik Ekonomi Indonesia Triwulan IV-2024
- International Monetary Fund (IMF), World Economic Outlook Update, Januari 2024

power plants (PLTP) contributed 579.26 MW, while the combined capacity of solar (PLTS), wind (PLTB), and biomass (PLTBm) power plants amounted to 34.34 MW, representing just 0.04% of PLN Group's total capacity. The national peak load in 2024 reached 61,287.80 MW, an increase of 5.15% compared to the previous year. In terms of efficiency, energy losses were successfully reduced to 8.55%, down from 8.57% in 2023, indicating improved efficiency in the electricity network and system. The national electrification ratio stood at 98.45%, reflecting that nearly all regions in Indonesia have gained access to electricity.

Throughout 2024, the energy transition agenda continued to advance through the development of renewable energy-based power plants, expansion of transmission and distribution networks, and investments in digital electricity systems. This policy direction aligns with the national commitment to achieving Net Zero Emissions by 2060. PLN Engineering (PLN Engineering) played a strategic role in supporting the implementation of sustainable electricity projects, ranging from the preparation of technical studies and planning of renewable energy plants to project execution and monitoring of smart energy systems. This role has become increasingly vital in addressing the challenges of the energy transition while also reinforcing the resilience of the national power system.

The achievements of 2024 were made possible by the collective efforts of the government and energy sector stakeholders in successfully anticipating and addressing various challenges. Looking ahead, the electricity sector faces a number of critical challenges, including increasing the share of clean energy in the energy mix, providing infrastructure in remote areas, meeting substantial investment needs, and adopting advanced technologies in power system management. Nevertheless, with strong economic fundamentals, institutional synergy, and the increasingly strategic role of PLN Engineering in supporting the transformation of the electricity sector, the outlook for the coming years remains optimistic. Indonesia is on the right path toward realizing a resilient, equitable, and sustainable energy system.

Data Resources:

- PT PLN (Persero), 2024 PLN Statistics (Unaudited), February 2025
- Ministry of State Secretariat of the Republic of Indonesia, Ekonomi Kita March Edition 2025
- Central Bureau of Statistics (BPS), Official Statistical Report – Indonesia's Economic Performance in Q4 2024-
- International Monetary Fund (IMF), World Economic Outlook Update, January 2024

Tinjauan Operasional

Operations Review

Strategi Perusahaan

Sebagai bagian dari penyusunan Tinjauan Operasional dalam Laporan Tahunan 2024, PLN Enjiniring merumuskan strategi perusahaan yang terbagi dalam jangka panjang dan pendek, untuk mendukung pencapaian visi menjadi perusahaan global dan pilihan utama pelanggan dalam solusi enjiniring terintegrasi dan terpercaya. Strategi ini didasarkan pada arah pengembangan yang tertuang dalam Rencana Jangka Panjang Perusahaan (RJPP) 2024–2028 serta RKAP 2024.

Strategi Jangka Panjang

Dalam mewujudkan aspirasi Pemegang Saham bagi PLN Enjiniring untuk menjadi *Engineering Excellence Centre* di PLN dan *Indonesia's World-class Engineering Champion* di tahun 2030, PLN Enjiniring akan memulai transformasi perusahaan dengan 6 (enam) pilar transformasi yang disebut Transformasi 6G: *Groom Talent and Culture*, *Grow Core*, *Gain New*, *Guard Value*, *Go Digital*, dan *Global Partnership*. Strategi jangka panjang PLN Enjiniring ini difokuskan pada transformasi menjadi *Engineering Excellence Center* dalam ekosistem PLN dan perluasan kapabilitas sebagai perusahaan enjiniring global. Strategi ini diarahkan untuk:

- Memperluas cakupan layanan *end-to-end engineering services* (studi kelayakan, *detailed engineering design* (DED), *engineering, procurement and construction* (EPC), dan *operations & maintenance* (O&M) consulting).
- Mendorong inovasi layanan di sektor Energi Baru Terbarukan (EBT), *digital engineering*, *green industry*, dan kendaraan listrik.
- Mengembangkan pusat data *Power System Data Center* untuk mendukung transformasi digital sektor energi.
- Membangun reputasi internasional melalui penetrasi pasar global, khususnya kawasan Asia Tenggara.
- Menjadikan PLN Enjiniring sebagai pusat *rating* EPC dan *vendor* melalui *EPC Worthiness Rating Issuer*.
- Mengembangkan SDM kompeten, budaya kinerja tinggi, dan tata kelola berbasis prinsip GRC.

Strategi Jangka Pendek

PT PLN Enjiniring sebagai entitas enjiniring di PLN Grup senantiasa meningkatkan peran dalam melaksanakan program strategis dan rutin di lingkungan PLN Grup. Rencana pemasaran untuk akselerasi program tersebut adalah menyelesaikan pekerjaan-pekerjaan terkait enjiniring

Company Strategy

As part of the preparation of the Operational Review in the 2024 Annual Report, PLN Engineering formulated a corporate strategy segmented into long-term and short-term horizons to support the achievement of its vision of becoming a global company and the preferred choice for customers in delivering integrated and reliable engineering solutions. This strategy is grounded in the company's development direction as outlined in the 2024–2028 Corporate Long-Term Plan (RJPP) and the 2024 Corporate Work Plan and Budget (RKAP).

Long-Term Strategy

To realize the Shareholders' aspiration for PLN Engineering to become the *Engineering Excellence Centre* within PLN and *Indonesia's World-class Engineering Champion* by 2030, PLN Engineering will initiate a company-wide transformation based on six strategic pillars known as the 6G Transformation: *Groom Talent and Culture*, *Grow Core*, *Gain New*, *Guard Value*, *Go Digital*, and *Global Partnership*. PLN Engineering's long-term strategy focuses on transforming the company into an *Engineering Excellence Center* within the PLN ecosystem and expanding its capabilities as a global engineering firm. This strategy is aimed at:

- Expanding the scope of end-to-end engineering services, including feasibility studies, detailed engineering design (DED), engineering, procurement and construction (EPC), and operations & maintenance (O&M) consulting.
- Promoting service innovation in the fields of renewable energy, digital engineering, green industry, and electric vehicles.
- Developing a Power System Data Center to support the digital transformation of the energy sector.
- Building an international reputation through global market penetration, particularly in the Southeast Asian region.
- Positioning PLN Engineering as a center for EPC and vendor rating by establishing an EPC Worthiness Rating Issuer.
- Developing competent human capital, a high-performance culture, and governance based on GRC (Governance, Risk management, and Compliance) principles.

Short-Term Strategy

As the engineering entity within the PLN Group, PT PLN Engineering continually strengthens its role in supporting both strategic and routine programs across the PLN Group. The marketing plan to accelerate these initiatives includes completing engineering-related assignments for the

program strategis dan rutin di PLN Grup. Selain itu PT PLN Enjiniring juga akan meningkatkan penjualan ke pelanggan Non PLN Grup.

Pada tahun 2024, PLN Enjiniring menjalankan sejumlah strategi guna mendukung pencapaian target kinerja perusahaan secara optimal. Strategi tersebut diwujudkan melalui berbagai langkah konkret yang telah dilaksanakan sepanjang tahun 2024, antara lain sebagai berikut:

1. **Partnership**

Eksekusi *Partnership* dengan DNV, Nippon Koel, Deloitte, Tetrattech pada pekerjaan:

- End to End Smart Grid*.
- Site Reconaissance PLTA Mamberamo.
- Interkoneksi Sumatera-Batam-Bintan dan Sumatera-Jawa.
- Advanced Control Center (ACC)* Jamali.

2. **Technology Selection on Nuclear Power Plant**

Penyelesaian kajian teknologi PLTN untuk Indonesia dengan lingkup:

- Teknis
- Finansial
- Pendanaan
- Regulasi
- Roadmap* sebagai acuan bagi PLN dalam pengembangan PLTN pertama.

3. **Engineering Integrator**

Penyelesaian proyek terkendala PLTMG Luwuk 40 MW:

- Dukung program dedieselisasi 26 MW.
- Efisiensi biaya Rp235 miliar/tahun.
- Pengurangan emisi karbon 75.000 kg CO₂/tahun.
- Setting new* template untuk penyelesaian proyek terkendala.

4. **Inovasi Pengembangan Green Oxygen (GOXY)**

Pengembangan Oksigen rendah karbon ex *Green Hydrogen* dari pembangkit eksisting PLN dengan potensi:

- Produksi 1.624 ton oksigen/tahun.
- Reduksi emisi 730 ton CO₂ (setara 30.000 pohon).
- Menciptakan nilai ekonomi hingga Rp 71 miliar/tahun.

5. **Hydrogen Sumba Renewable**

Kajian kelayakan teknis dan finansial pembangkit hybrid PLTS-Hydrogen 10 MW di Sumba dengan *availability* >85% sebagai dasar rencana pengembangan pembangkit *green hydrogen* 30 MW yang pertama di Indonesia.

6. **Manajemen Aset**

Telah melakukan pengujian, monitoring, analisis kinerja untuk 526 dari total 3.000 trafo transmisi di wilayah operasi PLN UIT JBB, UIP3B Sulawesi, UIP3B Kalimantan dan UIP3B Sumatera.

7. **Power System and Digital Center**

Mengerjakan 60 studi *power system* program ARED PLN, membangun database potensi VRE angin dan

Group's strategic and routine programs. In addition, PT PLN Engineering will also seek to increase sales to customers outside the PLN Group.

In 2024, PLN Enjiniring will implement a number of strategies to support the achievement of the company's performance targets optimally. The strategy is realized through various concrete steps that have been implemented throughout 2024, including the following:

1. **Partnership**

Execution of *Partnership* with DNV, Nippon Koel, Deloitte, Tetrattech on the work:

- End to End Smart Grid*.
- Site Reconaissance of Mamberamo Hydroelectric Power Plant.
- Interconnection of Sumatra-Batam-Bintan and Sumatra-Java.
- Advanced Control Center (ACC)* Jamali.

2. **Technology Selection on Nuclear Power Plant**

Completion of the study of nuclear power plant technology for Indonesia with the scope of:

- Technical
- Financial
- Funding
- Regulation
- Roadmap* as a reference for PLN in developing the first nuclear power plant.

3. **Engineering Integrator**

Completion of the project constrained by the Luwuk 40 MW PLTMG:

- Support the 26 MW dedieselization program.
- Cost efficiency of IDR 235 billion/year.
- Reduction of carbon emissions of 75,000 kg CO₂/year.
- Setting a new template for the completion of constrained projects.

4. **Green Oxygen Development Innovation (GOXY)**

Development of low-carbon Oxygen ex *Green Hydrogen* from existing PLN power plants with the potential:

- Production of 1,624 tons of oxygen/year.
- Emission reduction of 730 tons of CO₂ (equivalent to 30,000 trees).
- Creating economic value of up to IDR 71 billion/year.

5. **Sumba Renewable Hydrogen**

Technical and financial feasibility study of a 10 MW hybrid PLTS-Hydrogen power plant in Sumba with *availability* >85% as the basis for the development plan for the first 30 MW green hydrogen power plant in Indonesia.

6. **Asset Management**

Have conducted testing, monitoring, performance analysis for 526 of the total 3,000 transmission transformers in the operational areas of PLN UIT JBB, UIP3B Sulawesi, UIP3B Kalimantan and UIP3B Sumatra.

7. **Power System and Digital Center**

Working on 60 power system studies of the PLN ARED program, building a database of wind and solar VRE

surya, simulasi operasi pembangkit dengan analisis tekno-ekonomi, dan menyusun usulan regulasi sistem kelistrikan atas dampak *scale-up* VRE.

8. EV Ecosystem

PLN Enjiniring telah mengembangkan:

- Prototipe infrastruktur EV Charger PLN EYE (SPKLU Tiang 7 kW AC, 22 kW AC, dan 50 kW DC).
- Desain EV4W dan EV Marine.
- Registrasi merek RIVERA EV4W (*minitruck* dan SUV).

Aspek Pemasaran

Strategi Pemasaran

Hingga saat ini, pangsa pasar PLN Enjiniring masih didominasi oleh pelanggan internal dari PLN Group, dengan ekspansi yang semakin meningkat ke pelanggan eksternal di sektor kelistrikan dan energi. Untuk itu, strategi pemasaran PLN Enjiniring difokuskan pada peningkatan kepuasan pelanggan, penguatan hubungan dengan pelanggan, serta pemberian nilai tambah dalam ekosistem PLN Group dan pasar eksternal. Dalam memastikan kepuasan pelanggan, PLN Enjiniring secara aktif mendengarkan suara pelanggan dari berbagai segmen, baik pelanggan eksisting maupun pelanggan potensial. Pendekatan ini dilakukan melalui mekanisme pengelolaan hubungan pelanggan (*Customer Relationship Management/CRM*) serta sistem penanganan keluhan dan aspirasi pelanggan, yang bertujuan untuk meningkatkan pengalaman dan loyalitas pelanggan.

Sejalan dengan visi untuk menjadi perusahaan injeniring kelas dunia, PLN Enjiniring menerapkan strategi pemasaran yang lebih agresif dan adaptif, serta terus mengembangkan layanan untuk mendukung proyek-proyek strategis PLN Group dan sektor energi nasional. Dengan memasarkan jasa injeniring secara *end-to-end*, PLN Enjiniring memastikan perannya dalam setiap terobosan yang dilakukan PT PLN (Persero), termasuk dalam transformasi menuju energi bersih dan transisi energi. Selain itu, PLN Enjiniring juga terus memperluas cakupan bisnisnya melalui kolaborasi strategis dan penguatan daya saing di pasar eksternal, baik dalam lingkup domestik maupun internasional. Langkah ini dilakukan melalui pemetaan pasar yang lebih sistematis, optimalisasi layanan berbasis teknologi, serta peningkatan kapabilitas dalam menghadapi persaingan global.

1. Pendekatan PLN Enjiniring dalam Mendengarkan dan Merespon Suara Pelanggan

PLN Enjiniring secara aktif mendengarkan, berinteraksi, dan mengamati perilaku pelanggan untuk memperoleh informasi mengenai kualitas produk dan layanan yang diberikan, baik kepada pelanggan internal (PLN Group) maupun pelanggan eksternal. Hal ini dilakukan melalui berbagai kanal komunikasi, termasuk rapat koordinasi, survei, serta inisiatif pengenalan produk

potential, simulating power plant operations with techno-economic analysis, and preparing proposals for electricity system regulations on the impact of VRE scale-up.

8. EV Ecosystem

PLN Enjiniring has developed:

- EV Charger infrastructure prototype PLN EYE (SPKLU Pole 7 kW AC, 22 kW AC, and 50 kW DC).
- EV4W and EV Marine designs.
- RIVERA EV4W brand registration (*minitruck* and SUV).

Marketing Aspect

Marketing Strategy

To date, PLN Enjiniring's market share remains dominated by internal customers from PLN Group, with increasing expansion to external customers in the electricity and energy sectors. For this reason, PLN Enjiniring's marketing strategy is focused on increasing customer satisfaction, strengthening customer relationships, and providing added value in the PLN Group ecosystem and external markets. To ensure customer satisfaction, PLN Enjiniring actively listens to the voices of customers from various segments, both existing and potential customers. This approach is carried out through a customer relationship management mechanism (CRM) and a customer complaint and aspiration handling system, which aims to improve customer experience and loyalty.

In line with the vision to become a world-class engineering company, PLN Enjiniring implements a more aggressive and adaptive marketing strategy, and continues to develop services to support strategic projects of PLN Group and the national energy sector. By marketing end-to-end engineering service, PLN Enjiniring ensures its role in every breakthrough made by PT PLN (Persero), including in the transformation towards clean energy and energy transition. In addition, PLN Enjiniring also continues to expand its business scope through strategic collaboration and strengthening competitiveness in the external market, both domestically and internationally. This step is carried out through more systematic market mapping, optimization of technology-based services, and increasing capabilities in facing global competition.

1. PLN Enjiniring's Approach in Listening and Responding to Customer Feedback

PLN Enjiniring actively listens, interacts, and observes customer behavior to obtain information on the quality of products and services that have been provided, both to internal customers (PLN Group) and external customers. This is done through various communication channels, including coordination meetings, surveys, and product and service introduction initiated by PLN Enjiniring itself.

dan layanan yang diinisiasi sendiri oleh PLN Enjiniring. Untuk memastikan pengalaman pelanggan yang optimal dan meningkatkan kualitas layanan, PLN Enjiniring menerapkan beberapa pendekatan, antara lain:

- a. Rapat koordinasi berkala (mingguan dan bulanan) dengan pelanggan untuk mendapatkan informasi, masukan, dan umpan balik di setiap tahapan pekerjaan.
- b. Pemanfaatan berbagai media komunikasi seperti telepon, *email*, *website*, serta aplikasi pesan instan untuk menampung masukan dan keluhan pelanggan.
- c. Survei kepuasan pelanggan korporat, yang dilakukan pada semester 2 (dua) untuk mengukur nilai indeks kepuasan pelanggan dan menampung kritik serta saran perbaikan.
- d. Pendekatan personal oleh manajemen PLN Enjiniring, baik secara langsung maupun melalui komunikasi digital.
- e. *Roadshow* tatap muka maupun *virtual* kepada pelanggan guna memperkuat engagement dan meningkatkan pemahaman terhadap kebutuhan pelanggan.

2. Tindak Lanjut Umpan Balik Pelanggan untuk Peningkatan Layanan

PLN Enjiniring menindaklanjuti setiap informasi dan umpan balik yang diperoleh dengan langkah-langkah konkret guna memastikan perbaikan mutu produk dan layanan, di antaranya:

- a. Optimalisasi fungsi tim proyek dalam berkoordinasi dengan pelanggan dan menyampaikan laporan kemajuan pekerjaan secara berkala.
- b. Kunjungan lapangan oleh manajemen PLN Enjiniring untuk mendengarkan langsung suara pelanggan dan memastikan respon cepat terhadap keluhan atau kendala yang dihadapi.
- c. Memastikan umpan balik dilaksanakan untuk perbaikan layanan dan pemenuhan terhadap ekspektasi pelanggan.

Seluruh aktivitas ini dikelola secara sinergis oleh Direktorat Pemasaran dan Pengembangan Usaha bekerja sama dengan Direktorat Enjiniring, guna memastikan bahwa PLN Enjiniring tidak hanya memenuhi ekspektasi pelanggan saat ini, tetapi juga terus berinovasi untuk meningkatkan daya saing dan keunggulan layanan di masa depan.

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.

In ensuring optimal customer experience and improving service quality, PLN Enjiniring implements several approaches, including:

- a. Regular coordination meetings (weekly and monthly) with customers to obtain information, input, and feedback at every stage of work.
- b. Utilization of various communication media such as telephone, email, website, and instant messaging applications to accommodate customer suggestions and complaints.
- c. Corporate customer satisfaction survey, conducted in semester 2 (two) to measure the customer satisfaction index value and accommodate criticism and suggestions for improvement.
- d. Personal approach by PLN Enjiniring management, both through direct and digital communication.
- e. Face-to-face and virtual roadshows to customers to strengthen engagement and improve understanding of customer needs.

2. Customer Feedback Follow-Up for Service Improvement

PLN Enjiniring follows up on every information and feedback obtained with concrete steps to ensure improvements in the quality of products and services, including:

- a. Optimizing the function of the project team in coordinating with customers and submitting periodic work progress reports.
- b. Field visits by PLN Enjiniring management to listen directly to customer voices and ensure a quick response to complaints or obstacles faced.
- c. Ensuring feedback is implemented for service improvement and fulfillment of customer expectations.

All of these activities are managed synergistically by the Marketing and Business Development Directorate in collaboration with the Engineering Directorate, to ensure that PLN Enjiniring not only meets current customer expectations, but also continues to innovate to improve competitiveness and service excellence in the future.

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.

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

Uraian Description	Satuan	2024	2023
PLN Enjiniring	Mega Watt (MW)	12,040.00	17,704.36
Indonesia	Mega Watt (MW)	75,936.46	72,976.30
Pangsa Pasar / Market Share	%	15.86%	24.26%

Sumber: Statistik PLN 2024, Data Operasional, Februari 2025

Source: 2024 PLN Statistics, Operational Data, February 2025

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 2024 sebesar 75.936,46 MW, sedangkan realisasi pembangkit PLN Enjiniring sebesar 12.040,00 MW. Sehingga pangsa pasar PLN Enjiniring untuk bidang pembangkit sebesar 15,86%.

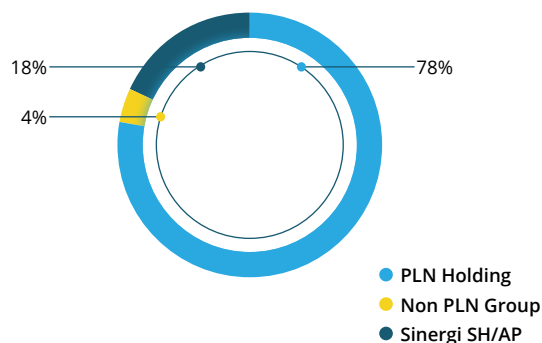
The development of electricity infrastructure continues to be carried out to ensure the availability of reliable electricity for everyone, which is believed to drive economic growth and equality. The installed capacity of Indonesia's power plants in 2024 is 75,936.46 MW, while the realization of PLN Enjiniring's power plants is 12,040.00 MW. Therefore, PLN Enjiniring's market share for the power plant sector is at 15.86%.

Pada tahun 2024, segmentasi pasar PLN Enjiniring berdasarkan kontrak yang berasal dari PLN sebesar 78%, Non PLN Grup sebesar 4% dan *Sub Holding*/Anak Perusahaan PLN (SH/AP) sebesar 18%. Sedangkan untuk komposisi kategori produk PLN Enjiniring yang dijual yaitu 93% berupa produk enjiniring dan 7% berupa produk pengembangan.

In 2024, PLN Enjiniring's market segmentation based on contracts originating from PLN was 78%, Non-PLN Group was 4% and PLN Sub Holding/ Subsidiaries (SH/AP) was 18%. Meanwhile, the composition of the PLN Enjiniring product categories sold comprised 93% engineering products and 7% development products.

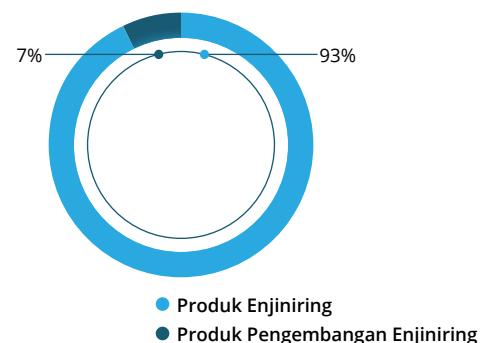
Komposisi Kontrak per Segmen Produk

Contract Composition by Product Segment



Komposisi Kontrak per Kategori Produk

Contract Composition by Product Category



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.

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.

Penjelasan dan Produktivitas Segmen Usaha

Jasa Enjiniring dan Pengembangan Enjiniring

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

Explanation and Productivity of Business Segments

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.

Tabel Kinerja/Produktivitas Jasa Enjiniring dan Pengembangan Enjiniring

Table of Performance/Productivity of Engineering Services and Engineering Development

(dalam jutaan Rupiah / in IDR million)

Uraian Growth	2024	2023	Pertumbuhan Growth	
			(Rp)	(%)
(1)	(2)	(3)	(4) = (2)-(3)	(5) = (4)/(3)
NILAI PEROLEHAN KONTRAK BERDASARKAN PEMBAGIAN KLASSTER CONTRACT ACQUISITION VALUE BASED ON CLUSTER DIVISION				
Enjiniring Engineering	904,114	675,565	228,549	33.83%
Pengembangan Enjiniring Engineering Development	71,288	80,767	(9,479)	(11.74%)

Jasa Enjiniring

Jasa enjiniring meliputi bidang pembangkit, bidang transmisi dan distribusi, serta bidang konstruksi. Pada tahun 2024 bidang pembangkit masih melanjutkan tiga pekerjaan yang termasuk proyek strategis, yaitu pekerjaan jasa konsultansi untuk supervisi desain dan konstruksi PLTA Jatigede, pekerjaan jasa konsultansi *project management team* PLTA Upper Cisokan dan Pekerjaan Jasa konsultansi *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 2024, 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*, *Grid Impact Study* dan kajian kelistrikan.

Engineering Services

Engineering services include power plant sector, transmission and distribution sector, and construction sector. In 2024, the power plant sector was still working on three tasks that are considered as strategic projects, namely consulting services for the design and construction supervision of PLTA Jatigede, consulting services for the project management team for PLTA Upper Cisokan and consulting services for design updates, design supervision and construction supervision for PLTA Upper Cisokan pumped storage (4x260 MW). The power plant sector received a new assignment related to thermal power plants and Renewable Energy (EBT) engineering. The power plant sector also received an assignment to prepare the Outline Business Case (OBC)

The majority of the work carried out by the transmission and distribution sector in 2024 was still dominated by the implementation of surveys, soil investigations, bid documents and Engineering Calculation Prices (HPE) preparation, as well as assistance with auctions for substations and transmission. In addition to these jobs, the transmission and distribution sector also carried out several Outline Business Case (OBC) jobs, design reviews, Grid Impact Studies and electrical studies this year.

Pada tahun 2024, 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*.
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 berdasarkan kluster jasa engineering tahun 2024 sebesar Rp904,11 miliar, meningkat 33,83% dibandingkan dengan tahun 2023 yang sebesar Rp675,57 miliar. Hal tersebut antara lain dipengaruhi oleh strategi *market penetration* dan produk *development* yang dilaksanakan yaitu:

- Implementasi Edaran Direksi Nomor 0014.E/DIR/2023 tanggal 09 Agustus 2023 menetapkan PLN Engineering memiliki peran dalam melakukan kegiatan engineering pada fase perencanaan investasi dan implementasi proyek infrastruktur ketenagalistrikan yang ada di dalam RUPTL.
- Pengembangan produk *engineering integrator* dan *business consultancy*.
- Peningkatan peran engineering 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 Engineering

Pengembangan engineering merupakan penjualan atas produk pengembangan engineering. Nilai perolehan kontrak baru berdasarkan kluster di bidang pengembangan engineering pada tahun 2024 sebesar Rp71,29 miliar, menurun sebesar 11,74% dibandingkan dengan perolehan kontrak di tahun 2023 yang mencapai Rp80,77 miliar. Penurunan tersebut dipengaruhi karena tidak adanya perolehan kontrak pengembangan engineering dari Non PLN Grup pada tahun 2024.

Pada tahun 2024, PLN Engineering mulai melakukan penjualan atas produk pengembangan engineering 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.

In 2024, the construction sector carried out 5 (five) strategic projects, namely:

1. Consulting services for design updates, design supervision and construction supervision of PLTA Upper Cisokan Pumped Storage (4x260 MW)
2. Consulting services for design and construction supervision of PLTA Jatigede (2x55 MW).
3. Consulting services for design supervision, construction supervision and Quality Assurance and Quality Control (QA/QC) for the Development of Muara Tawar Combined Cycle Power Plant Block 2, 3, and 4 Add-On Project.
4. Supervision work on the construction of the 500 kV New Aur Duri - Peranap high-voltage transmission line (Package SV-01)
5. Supervision work on the construction of 500 kV Peranap - Perawang T/L

The value of new contracts acquired based on the engineering services cluster in 2024 was IDR904.11 billion, an increase of 33.83% compared to 2023 which was IDR675.57 billion. This was influenced by, among others, the market penetration strategy and product development implemented, namely:

- Implementation of Board of Directors Circular Number 0014.E/DIR/2023 dated August 9, 2023 stipulates that PLN Engineering has a role in carrying out engineering activities in the investment planning phase and implementation of electricity infrastructure projects in the RUPTL.
- Development of engineering integrator and business consultancy products.
- Increasing the role of engineering in the energy transition towards Net Zero Emission 2060.
- Sales of products to markets outside Indonesia.
- Increasing the role of engineering in the implementation of additional demand, namely by providing engineering consultancy services to PLN High Voltage Consumer (KTT) customers.

Engineering Development

Engineering development is the sale of engineering development products. The value of new contracts obtained based on clusters in the engineering development sector in 2024 amounted to IDR71.29 billion, decreasing by 11.74% compared to the contract acquisition in 2023 which reached IDR80.77 billion. The decrease was influenced by the absence of engineering development contracts obtained from Non-PLN Group in 2024.

In 2024, PLN Engineering began selling engineering development products as follows:

- Continuous Emission Monitoring System (CEMS).
- Transmission asset management.
- Design, branding and budget planning preparation for Public Electric Vehicle Charging Stations (SPKLU), Public Electric Vehicle Battery Exchange Stations (SPBKLU) and Public Electric Charging Stations (SPLU) owned by PLN and Partners.

Jasa Non Enjiniring

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

Tabel Kinerja/Produktivitas Jasa Non Enjiniring

Table of Non-Engineering Services Performance/Productivity

(dalam ribuan Rupiah / in IDR thousands)

Uraian Description	2024	2023	Pertumbuhan Growth	
			(Rp)	(%)
(1)	(2)	(3)	(4) = (2)-(3)	(5) = (4)/(3)
KOMPRESI GAS GAS COMPRESSION				
Compressed Natural Gas (CNG) Plant Bangkanai Compressed Natural Gas (CNG) Bangkanai Plant	76,721,225	69,100,876	7,620,349	11.03%
ENGINEERING, PROCUREMENT, CONSTRUCTION (EPC)				
Pembangkit Listrik Tenaga Mesin Gas (PLTMG) Luwuk 40 Mega Watt (MW) Luwuk Gas Engine Power Plant (PLTMG) 40 Mega Watt (MW)	82,077,964	155,108,714	(73,030,750)	(47.08%)

Kompresi Gas

CNG *Plant* Bangkanai merupakan CNG *Peaker* yang dimiliki dan dioperasikan oleh PLN Enjiniring yang bertujuan untuk memberikan *supply* gas secara *continue* dan cepat ke pembangkit listrik mesin gas di PLTMG Bangkanai. Kompresi gas dan *Pre-Treatment* (PT) CNG *Plant* Bangkanai tahun 2024 sebesar Rp76,72 miliar, meningkat 11,03% dibandingkan dengan tahun 2023 yang sebesar Rp69,10 miliar. Hal tersebut dipengaruhi oleh beberapa faktor antara lain:

1. AF pengoperasian CNG *Plant* Bangkanai mencapai 100%
2. Kebutuhan *sparepart* spesifik dan mandatory dari CNG *Plant* Bagkanai dipersiapkan dengan *men-stock* setiap bulan.
3. SOP operasi CNG *Plant* Bangkanai selalu diterapkan ketika terjadi *blackout* dari sisi *supply* gas.
4. Diperlukan kerjasama dengan *pen-supply* gas agar *flow* gas yang di alirkan/di *supply* ke CNG *Plant* Bangkanai sesuai dengan kontrak jual beli.

Engineering, Procurement, Construction (EPC)

Nilai pekerjaan proyek PLTMG Luwuk pada tahun 2024 tercatat sebesar Rp82,08 miliar, sedangkan pada tahun 2023 mencapai Rp115,11 miliar. Perbedaan nilai tersebut sejalan dengan peningkatan progres fisik pekerjaan yang telah mencapai 90,34% pada tahun 2024.

Non-Engineering Services

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

Gas Compression

CNG *Plant* Bangkanai is a CNG *Peaker* owned and operated by PLN Enjiniring which aims to provide continuous and fast gas supply to the gas engine power plant at PLTMG Bangkanai. Gas compression and *Pre-Treatment* (PT) at CNG *Plant* Bangkanai in 2024 amounted to IDR76.72 billion, an increase of 11.03% compared to 2023 which amounted to IDR69.10 billion. This is influenced by several factors including:

1. AF operation at CNG *Plant* Bangkanai reaches 100%
2. Specific and mandatory spare part needs of CNG *Plant* Bangkanai are prepared monthly.
3. SOP of CNG *Plant* Bangkanai is always being implemented when there is a blackout from the gas supply side.
4. Cooperation with gas suppliers is needed so that the gas flow that is distributed/supplied to CNG *Plant* Bangkanai is in accordance with the sales and purchase contract.

Engineering, Procurement, Construction (EPC)

The value of the Luwuk PLTMG project work in 2024 was recorded at IDR82.08 billion, while in 2023 it reached IDR115.11 billion. The difference in value is in line with the increase in physical progress of the work which has reached 90.34% in 2024.

Pendapatan dan Profitabilitas Segmen Usaha

Pendapatan dan profitabilitas menurut segmen usaha disajikan sebagai berikut.

Revenue and Profitability of Business Segment

Revenue and profitability by business segment are presented as follows.

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

(dalam jutaan Rupiah / in millions of Rupiah)

Uraian Description	2024	2023	Pertumbuhan Growth	
			(Rp)	(%)
(1)	(2)	(3)	(4) = (2)-(3)	(5) = (4)/(3)
Pendapatan Revenue				
Jasa Enjiniring Engineering Services	890,819	643,627	247,192	38.41%
Jasa Non Enjiniring Non-Engineering services	158,799	224,210	(65,411)	(29.17%)
Total Pendapatan Total Revenue	1,049,618	867,837	181,781	20.95%
Beban Pokok Pendapatan Cost of Revenue	(624,288)	(570,876)	(53,412)	9.36%
Laba Bruto Gross Profit	425,330	296,961	128,369	43.23%
Laba bersih Net Profit	216,564	106,515	110,049	103.32%

Pendapatan segmen usaha tahun 2024 mencapai Rp1,05 triliun, meningkat 20,95% dibandingkan dengan tahun 2023 yang mencapai Rp867,84 miliar. Peningkatan tersebut berasal dari peningkatan pendapatan jasa enjiniring sebesar 38,41% atau sebesar Rp247,19 miliar.

Business segment revenue in 2024 reached IDR1.05 trillion, an increase of 20.95% compared to 2023 which reached IDR867.84 billion. The growth came from an increase in engineering service revenue of 38.41% or IDR247.19 billion.

Laba bersih segmen usaha tahun 2024 mencapai Rp216,56 miliar, meningkat 103,32% dibandingkan dengan tahun 2023 yang mencapai Rp106,52 miliar. Peningkatan tersebut merupakan dampak dari peningkatan pencapaian pendapatan tahun berjalan serta pengendalian pengeluaran biaya.

Business segment net profit in 2024 reached IDR216.56 billion, an increase of 103.32% compared to 2023 which reached IDR106.52 billion. The growth was the impact of an increase in the current year revenue achievement and cost control.

Tinjauan Keuangan

Financial Review

Tinjauan keuangan yang diuraikan berikut mengacu kepada Laporan Keuangan untuk tahun yang berakhir tanggal 31 Desember 2024 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 PT Prima Layanan Nasional Enjiniring tanggal 31 Desember 2024, serta kinerja keuangan dan arus kas 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, 2024 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, 2024, 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, Laporan Laba Rugi dan Penghasilan Komprehensif Lain serta Laporan Arus Kas 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

Consolidated Statement of Financial Position

Tabel Laporan Posisi Keuangan

Table of Consolidated Statement of Financial Position

(dalam jutaan Rupiah / in millions of Rupiah)

Uraian Description	2024	2023	Pertumbuhan Growth	
			(Rp)	(%)
ASET ASSETS				
ASET LANCAR CURRENT ASSETS				
Kas dan setara kas Cash and cash equivalents	424,486	453,269	(28,783)	(6.35%)
Rekening bank yang dibatasi penggunaannya Restricted cash in banks	16,783	9,414	7,369	78.28%
Piutang usaha Trade receivables	600,013	363,388	236,625	65.12%
Piutang lain-lain Other receivables	84,395	86,796	(2,401)	(2.77%)
Piutang sewa pembiayaan Finance lease receivables	44,513	39,523	4,990	12.63%
Aset kontrak Contract assets	324,377	185,122	139,255	75.22%
Pajak dibayar di muka Prepaid taxes	31,882	12,347	19,535	158.22%

Uraian Description	2024	2023	Pertumbuhan Growth	
			(Rp)	(%)
Biaya dibayar di muka dan uang muka Prepaid expenses and advances	19,017	9,346	9,671	103.48%
Jumlah Aset Lancar Total Current Assets	1,545,466	1,159,205	386,261	33.32%
ASET TIDAK LANCAR NON-CURRENT ASSETS				
Rekening bank yang dibatasi penggunaannya Restricted cash in banks	-	16,749	(16,749)	(100.00%)
Piutang sewa pembiayaan Finance lease receivables	63,627	108,140	(44,513)	(41.16%)
Investasi pada ventura bersama Investments in joint venture	14,618	13,949	669	4.80%
Aset tetap Fixed assets	17,553	9,898	7,655	77.34%
Pajak dibayar di muka Prepaid taxes	30,424	23,459	6,965	29.69%
Biaya dibayar di muka dan uang muka Prepaid expenses and advances	-	14	(14)	(100.00%)
Aset tak berwujud Intangible assets	11,655	6,093	5,562	91.29%
Aset tidak lancar lainnya Other non-current assets	8,961	2,852	6,109	214.20%
Jumlah Aset Tidak Lancar Total Non-current Assets	146,838	181,154	(34,316)	(18.94%)
JUMLAH ASET TOTAL ASSETS	1,692,304	1,340,359	351,945	26.26%
LIABILITAS DAN EKUITAS CURRENT LIABILITIES				
LIABILITAS JANGKA PENDEK CURRENT LIABILITIES				
Utang usaha Trade payables	215,127	146,369	68,758	46.98%
Uang muka dari pelanggan Advances from customer	9,125	17,803	(8,678)	(48.74%)
Utang lain-lain Other payables	9,093	10,167	(1,074)	(10.56%)
Liabilitas kontrak Contract liabilities	196,301	138,640	57,661	41.59%
Utang pajak Taxes payable				
Pajak penghasilan badan Corporate income taxes	1,128	110	1,018	925.45%
Pajak lainnya Other taxes	83,551	61,975	21,576	34.81%
Liabilitas imbalan pasca kerja Post-employment benefit obligation	6,364	4,148	2,216	53.42%
Jumlah Liabilitas Jangka Pendek Total Current Liabilities	565,641	429,091	136,550	31.82%

Uraian Description	2024	2023	Pertumbuhan Growth	
			(Rp)	(%)
LIABILITAS JANGKA PANJANG NON-CURRENT LIABILITIES				
Utang lain-lain Other payables	661	119	542	455.46%
Liabilitas sewa Lease liabilities	9,187	-	9,187	100.00%
Liabilitas imbalan pasca kerja Post-employment benefit obligation	63,452	57,097	6,355	11.13%
Jumlah Liabilitas Jangka Panjang Total Non-current Liabilities	73,300	57,216	16,084	28.11%
JUMLAH LIABILITAS TOTAL LIABILITIES	638,941	486,307	152,634	31.39%
EKUITAS EQUITY				
Modal saham Share capital	25,000	25,000	-	0.00%
Saldo laba Retained earnings				
Ditentukan penggunaannya Unappropriated	5,169	5,169	-	0.00%
Belum ditentukan penggunaannya Unappropriated	995,016	802,452	192,564	24.00%
Tambahan modal disetor Additional paid-in capital	40,609	40,609	-	0.00%
Rugi komprehensif lain Other comprehensive loss	(12,431)	(19,178)	6,747	(35.18%)
JUMLAH EKUITAS TOTAL EQUITY	1,053,363	854,052	199,311	23.34%
JUMLAH LIABILITAS DAN EKUITAS TOTAL LIABILITIES AND EQUITY	1,692,304	1,340,359	351,945	26.26%

Total Aset

Total aset tahun 2024 mencapai Rp1,69 triliun, meningkat 26,26% dibandingkan dengan tahun 2023 yang mencapai Rp1,34 triliun. Peningkatan tersebut terutama disebabkan pertumbuhan aset lancar sebesar Rp386,26 miliar atau 33,32%.

Aset Lancar

Aset lancar tahun 2024 mencapai Rp1,55 triliun, meningkat 33,32% dibandingkan dengan tahun 2023 yang mencapai Rp1,16 triliun. Peningkatan tersebut terutama disebabkan pertumbuhan piutang usaha sebesar Rp236,63 miliar atau 65,12%.

KAS DAN SETARA KAS

Kas dan setara kas tahun 2024 mencapai Rp424,49 miliar, mengalami penurunan sebesar 6,35% dibandingkan dengan

Total Asset

In 2024, total assets reached IDR1.69 trillion, an increase of 26.26% compared to IDR1.34 trillion in 2023. This increase was primarily driven by the growth in current assets, which rose by IDR386.26 billion or 33.32%.

Current Assets

In 2024, current assets reached IDR1.55 trillion, an increase of 33.32% compared to IDR1.16 trillion in 2023. This increase was primarily driven by the growth in trade receivables, which rose by IDR236.63 billion or 65.12%.

CASH AND CASH EQUIVALENTS

In 2024, cash and cash equivalents amounted to IDR424.49 billion, a decrease of 6.35% compared to IDR453.27 billion in

tahun 2023 yang mencapai Rp453,27 miliar. Penurunan tersebut disebabkan oleh penyelesaian pekerjaan di akhir tahun yang penagihannya meluncur ke tahun berikutnya.

REKENING BANK YANG DIBATASI PENGGUNAANNYA

Rekening bank yang dibatasi penggunaannya tahun 2024 mencapai Rp16,78 miliar, mengalami peningkatan 78,28% dibandingkan dengan tahun 2023 yaitu sebesar Rp9,414 miliar. Peningkatan tersebut disebabkan oleh reklasifikasi rekening yang dibatasi penggunaannya dari jangka panjang ke jangka pendek atas proyek PLTA *Upper* Cisokan.

PIUTANG USAHA

Piutang usaha tahun 2024 mencapai Rp600,01 miliar, meningkat 65,12% dibandingkan dengan tahun 2023 yang mencapai Rp363,38 miliar. Peningkatan tersebut disebabkan oleh peningkatan penyelesaian pekerjaan pada akhir tahun yang ditagihkan pada tahun berikutnya serta terdapat pekerjaan dengan skema pembayaran *deferred payment*.

PIUTANG LAIN-LAIN

Piutang lain-lain tahun 2024 mencapai Rp84,40 miliar, menurun 2,77% dibandingkan dengan tahun 2023 yang mencapai Rp86,79 miliar. Penurunan tersebut disebabkan oleh pelunasan piutang lain-lain atas pelaksanaan aksi korporasi peralihan PT REC ke PT Icon Plus.

PIUTANG SEWA PEMBIAYAAN

Piutang sewa pembiayaan tahun 2024 mencapai Rp44,51 miliar, meningkat 12,63% dibandingkan dengan tahun 2023 yang mencapai Rp39,52 miliar. Peningkatan tersebut disebabkan oleh pembebanan dampak penerapan PSAK 116 atas CNG Plant Bangkanai tahun 2024.

ASET KONTRAK

Aset kontrak tahun 2024 mencapai Rp324,38 miliar, meningkat 75,22% dibandingkan dengan tahun 2023 yang mencapai Rp185,12 miliar. Peningkatan tersebut disebabkan oleh perhitungan kembali PSAK 115 tahun berjalan.

PAJAK DIBAYAR DI MUKA

Pajak dibayar di muka tahun 2024 mencapai Rp31,88 miliar, meningkat 158,22% dibandingkan dengan tahun 2023 yang mencapai Rp12,35 miliar. Peningkatan tersebut disebabkan oleh penambahan pajak dimuka untuk periode pajak tahun 2024 serta proses pemeriksaan restitusi pajak tahun 2021 dan tahun 2022 yang terealisasi di tahun 2025.

BIAYA DIBAYAR DI MUKA DAN UANG MUKA

Biaya dibayar di muka dan uang muka tahun 2024 mencapai Rp19,02 miliar, meningkat 103,48% dibandingkan dengan tahun 2023 yang mencapai Rp9,35 miliar. Peningkatan tersebut berasal dari uang muka atas investasi perusahaan pada layanan aset manajemen tahun 2024.

2023. The decline was due to project completions at the end of the year, with billing carried over to the following year.

RESTRICTED CASH IN BANKS

In 2024, restricted cash in banks amounted to IDR16.78 billion, an increase of 78.28% compared to IDR9.414 billion in 2023. The increase was due to the reclassification of restricted cash in banks from long-term to short-term in relation to the Upper Cisokan Hydroelectric Power Plant (PLTA) project.

TRADE RECEIVABLES

In 2024, trade receivables reached IDR600.01 billion, an increase of 65.12% compared to IDR363.38 billion in 2023. The increase was driven by the completion of more projects toward the end of the year, which were billed in the following year, as well as projects involving deferred payment schemes.

OTHER RECEIVABLES

In 2024, other receivables amounted to IDR84.40 billion, a decrease of 2.77% compared to IDR86.79 billion in 2023. The decline was due to the settlement of other receivables related to the corporate action involving the transfer of PT REC to PT Icon Plus.

FINANCE LEASE RECEIVABLES

In 2024, finance lease receivables amounted to IDR44.51 billion, an increase of 12.63% compared to IDR39.52 billion in 2023. The increase was driven by the impact of the implementation of PSAK 116 related to the Bangkanai CNG Plant in 2024.

CONTRACT ASSETS

In 2024, contract assets amounted to IDR324.38 billion, an increase of 75.22% compared to IDR185.12 billion in 2023. The increase was due to the reassessment of PSAK 115 during the current year.

PREPAID TAXES

In 2024, prepaid taxes amounted to IDR31.88 billion, an increase of 158.22% compared to IDR12.35 billion in 2023. The increase was due to additional prepaid taxes for the 2024 tax period, as well as the ongoing tax refund audit processes for the 2021 and 2022 fiscal years, which are expected to be realized in 2025.

PREPAID EXPENSES AND ADVANCES

In 2024, prepaid expenses and advances amounted to IDR19.02 billion, an increase of 103.48% compared to IDR9.35 billion in 2023. The increase was attributable to advances related to the company's investment in asset management services in 2024.

Aset Tidak Lancar

Aset tidak lancar tahun 2024 mencapai Rp146,84 miliar, menurun 18,94% dibandingkan dengan tahun 2023 yang mencapai Rp181,15 miliar. Penurunan tersebut terutama disebabkan turunnya piutang sewa pembiayaan sebesar Rp44,51 miliar atau 41,16%.

REKENING BANK YANG DIBATASI PENGGUNAANNYA

Rekening bank yang dibatasi penggunaannya pada tahun 2024 tercatat nihil, menurun 100,00% dibandingkan dengan tahun 2023 yang mencapai Rp16,75 miliar. Nilai tersebut merupakan dana bank garansi dalam penyelesaian pekerjaan ke pemberi kerja.

PIUTANG SEWA PEMBIAYAAN

Piutang sewa pembiayaan tahun 2024 mencapai Rp63,63 miliar, mengalami penurunan sebesar 41,16% dibandingkan dengan tahun 2023 yang mencapai Rp108,14 miliar. Penurunan tersebut merupakan reklasifikasi piutang sewa jangka panjang ke jangka pendek yang telah jatuh tempo.

INVESTASI PADA VENTURA BERSAMA

Investasi pada ventura bersama tahun 2024 mencapai Rp14,62 miliar, meningkat 4,80% dibandingkan dengan tahun 2023 yang mencapai Rp13,95 miliar. Peningkatan tersebut merupakan hasil perhitungan kembali atas porsi kepemilikan saham PLN Enjiniring pada PT Pura Daya Prima per 31 Desember 2024.

ASET TETAP

Aset tetap tahun 2024 mencapai Rp17,55 miliar, meningkat 77,34% dibandingkan dengan tahun 2023 yang mencapai Rp9,89 miliar. Peningkatan tersebut mayoritas berasal dari perhitungan aset hak guna atas sewa gedung Pusenlis tahun 2025.

PAJAK DIBAYAR DI MUKA

Pajak dibayar di muka tahun 2024 mencapai Rp30,42 miliar, meningkat 29,69% dibandingkan dengan tahun 2023 yang mencapai Rp23,46 miliar. Peningkatan tersebut berasal dari lebih bayar atas Pajak Pertambahan Nilai (PPN) periode berjalan.

BIAYA DIBAYAR DI MUKA DAN UANG MUKA

Biaya dibayar di muka dan uang muka tahun 2024 tercatat nihil, mengalami penurunan dibandingkan dengan tahun 2023 yang mencapai Rp14 juta. Penurunan tersebut merupakan reklasifikasi biaya dibayar dimuka jangka panjang ke jangka pendek yang telah jatuh tempo.

ASET TAK BERWUJUD

Aset tak berwujud tahun 2024 mencapai Rp11,66 miliar, meningkat 91,29% dibandingkan dengan tahun 2023 yang mencapai Rp6,09 miliar. Peningkatan tersebut berasal dari pembelian *software* untuk kebutuhan penyelesaian pekerjaan di PLN Enjiniring.

Non-Current Assets

In 2024, non-current assets amounted to IDR146.84 billion, a decrease of 18.94% compared to IDR181.15 billion in 2023. The decrease was primarily due to a decline in finance lease receivables, which fell by IDR44.51 billion or 41.16%.

RESTRICTED CASH IN BANKS

In 2024, restricted cash in bank were recorded at zero, a 100.00% decrease compared to IDR16.75 billion in 2023. The previous balance represented bank guarantee funds related to project completion obligations to the client.

FINANCE LEASE RECEIVABLES

In 2024, finance lease receivables amounted to IDR63.63 billion, a decrease of 41.16% compared to IDR108.14 billion in 2023. The decrease was due to the reclassification of long-term finance lease receivables to short-term as they have reached maturity.

INVESTMENT IN JOINT VENTURE

In 2024, investment in joint ventures amounted to IDR14.62 billion, an increase of 4.80% compared to IDR13.95 billion in 2023. The increase resulted from the reassessment of PLN Enjiniring's shareholding in PT Pura Daya Prima as of December 31, 2024.

FIXED ASSETS

In 2024, fixed assets amounted to IDR17.55 billion, an increase of 77.34% compared to IDR9.89 billion in 2023. The increase was mainly attributable to the recognition of right-of-use assets for the Pusenlis building lease in 2025.

PREPAID TAXES

In 2024, prepaid taxes amounted to IDR30.42 billion, an increase of 29.69% compared to IDR23.46 billion in 2023. The increase was due to an overpayment of Value Added Tax (VAT) during the current period.

PREPAID EXPENSES AND ADVANCES

In 2024, prepaid expenses and advances were recorded at zero, a decrease from IDR14 million in 2023. The decrease was due to the reclassification of long-term prepaid expenses to short-term, as they had matured.

INTANGIBLE ASSETS

In 2024, intangible assets amounted to IDR11.66 billion, an increase of 91.29% compared to IDR6.09 billion in 2023. The increase was due to the purchase of software to support project completion activities at PLN Enjiniring.

ASET TIDAK LANCAR LAINNYA

Aset tidak lancar lainnya tahun 2024 mencapai Rp8,96 miliar, meningkat 214,20% dibandingkan dengan tahun 2023 yang mencapai Rp2,85 miliar. Peningkatan tersebut disebabkan oleh rekalkulasi atas kepemilikan saham PLN Enjiniring pada perusahaan asosiasi.

Total Liabilitas

Total liabilitas tahun 2024 mencapai Rp638,94 miliar, meningkat 31,39% dibandingkan dengan tahun 2023 yang mencapai Rp486,31 miliar. Peningkatan tersebut terutama disebabkan pertumbuhan liabilitas jangka pendek sebesar Rp136,55 miliar atau 31,82%.

Liabilitas Jangka Pendek

Liabilitas jangka pendek tahun 2024 mencapai Rp565,64 miliar, meningkat 31,82% dibandingkan dengan tahun 2023 yang mencapai Rp429,09 miliar. Peningkatan tersebut merupakan dampak dari pengakuan biaya yang masih harus dibayar atas penyerapan biaya KSO PLNE APCA sebesar porsi perhitungan kepemilikan PLN Enjiniring.

UTANG USAHA

Utang usaha tahun 2024 mencapai Rp215,13 miliar, meningkat 46,98% dibandingkan dengan tahun 2023 yang mencapai Rp146,37 miliar. Peningkatan tersebut disebabkan oleh peningkatan kewajiban pada pihak ketiga dan akrual biaya pada akhir periode laporan keuangan.

UANG MUKA DARI PELANGGAN

Uang muka dari pelanggan tahun 2024 mencapai Rp9,13 miliar, menurun 48,74% dibandingkan dengan tahun 2023 yang mencapai Rp17,80 miliar. Penurunan tersebut disebabkan oleh reklasifikasi uang muka ke pendapatan atas peningkatan progres penyelesaian pekerjaan.

UTANG LAIN-LAIN

Utang lain-lain tahun 2024 mencapai Rp9,09 miliar, menurun 10,56% dibandingkan dengan tahun 2023 yang mencapai Rp10,17 miliar. Penurunan tersebut disebabkan oleh penyelesaian kewajiban pada pihak berelasi tahun 2024.

LIABILITAS KONTRAK

Liabilitas kontrak tahun 2024 mencapai Rp196,30 miliar, meningkat 41,59% dibandingkan dengan tahun 2023 yang mencapai Rp138,64 miliar. Peningkatan tersebut merupakan dampak dari perhitungan kembali penerapan PSAK 115 periode tahun 2024.

UTANG PAJAK

Utang pajak tahun 2024 mencapai Rp84,68 miliar, meningkat 36,39% dibandingkan dengan tahun 2023 yang mencapai Rp62,09 miliar. Peningkatan tersebut disebabkan oleh penambahan utang PPN yang sejalan dengan peningkatan piutang usaha.

OTHER NON-CURRENT ASSETS

In 2024, other non-current assets amounted to IDR8.96 billion, an increase of 214.20% compared to IDR2.85 billion in 2023. The increase was due to a recalculation of PLN Enjiniring's equity ownership in an associated company.

Total Liabilities

In 2024, total liabilities amounted to IDR638.94 billion, an increase of 31.39% compared to IDR486.31 billion in 2023. The increase was primarily driven by the growth in current liabilities, which rose by IDR136.55 billion or 31.82%.

Current Liabilities

In 2024, current liabilities amounted to IDR565.64 billion, an increase of 31.82% compared to IDR429.09 billion in 2023. The increase was due to the recognition of accrued expenses related to cost absorption in the PLNE-APCA Joint Operation (KSO), in accordance with PLN Enjiniring's ownership share.

TRADE PAYABLES

In 2024, trade payables amounted to IDR215.13 billion, an increase of 46.98% compared to IDR146.37 billion in 2023. The increase was driven by higher obligations to third parties and the accrual of expenses at the end of the reporting period.

ADVANCES FROM CUSTOMER

In 2024, advances from customers amounted to IDR9.13 billion, a decrease of 48.74% compared to IDR17.80 billion in 2023. The decrease was due to the reclassification of advances into revenue, in line with the progress of project completion.

OTHER PAYABLES

In 2024, other payables amounted to IDR9.09 billion, a decrease of 10.56% compared to IDR10.17 billion in 2023. The decrease was due to the settlement of obligations to related parties during 2024.

CONTRACT LIABILITIES

In 2024, contract liabilities amounted to IDR196.30 billion, an increase of 41.59% compared to IDR138.64 billion in 2023. The increase was the result of the reassessment related to the implementation of PSAK 115 for the 2024 period.

TAXES PAYABLES

In 2024, tax payables amounted to IDR84.68 billion, an increase of 36.39% compared to IDR62.09 billion in 2023. The increase was due to the rise in VAT payables, in line with the growth in trade receivables.

LIABILITAS IMBALAN PASCA KERJA

Liabilitas imbalan pasca kerja tahun 2024 mencapai Rp6,37 miliar, meningkat 53,42% dibandingkan dengan tahun 2023 yang mencapai Rp4,15 miliar. Peningkatan tersebut merupakan perhitungan kembali oleh aktuaria atas penerapan PSAK 24/PSAK 219 tentang imbalan kerja.

Liabilitas Jangka Panjang

Liabilitas jangka panjang tahun 2024 mencapai Rp73,30 miliar, meningkat 28,11% dibandingkan dengan tahun 2023 yang mencapai Rp57,22 miliar. Peningkatan tersebut terutama disebabkan pertumbuhan liabilitas sewa sebesar Rp9,19 miliar.

UTANG LAIN-LAIN

Utang lain-lain tahun 2024 mencapai Rp661 juta, meningkat 455,46% dibandingkan dengan tahun 2023 yang mencapai Rp119 juta. Peningkatan tersebut merupakan peningkatan kewajiban pada pihak berelasi.

LIABILITAS SEWA

Liabilitas sewa tahun 2024 mencapai Rp9,19 miliar, meningkat 100,00% dibandingkan dengan tahun 2023 yang tercatat nihil. Peningkatan tersebut mayoritas berasal dari sewa gedung kantor periode tahun 2024.

LIABILITAS IMBALAN PASCA KERJA

Liabilitas imbalan pasca kerja tahun 2024 mencapai Rp63,45 miliar, meningkat 11,13% dibandingkan dengan tahun 2023 yang mencapai Rp57,10 miliar. Peningkatan tersebut merupakan perhitungan kembali oleh pihak ketiga atas penerapan PSAK 24/219 periode berjalan.

Ekuitas

Ekuitas tahun 2024 mencapai Rp1,05 triliun, meningkat 23,34% dibandingkan dengan tahun 2023 yang mencapai Rp854,05 miliar. Peningkatan tersebut terutama dipengaruhi oleh perolehan laba tahun 2024.

Modal Saham

Modal saham tahun 2024 mencapai Rp25,00 miliar tidak mengalami perubahan dibandingkan dengan tahun 2023.

Saldo Laba

Saldo laba tahun 2024 mencapai Rp1,00 triliun, meningkat 23,84% dibandingkan dengan tahun 2023 yang mencapai Rp807,62 miliar. Peningkatan tersebut terutama disebabkan pertumbuhan saldo laba yang belum ditentukan penggunaannya sebesar Rp192,56 miliar atau 24,00%.

POST-EMPLOYMENT BENEFIT OBLIGATION

In 2024, post-employment benefit obligation amounted to IDR6.37 billion, an increase of 53.42% compared to IDR4.15 billion in 2023. The increase resulted from an actuarial reassessment in accordance with the implementation of PSAK 24/PSAK 219 on employee benefits.

Non-Current Liabilities

In 2024, non-current liabilities amounted to IDR73.30 billion, an increase of 28.11% compared to IDR57.22 billion in 2023. The increase was primarily driven by the growth in lease liabilities, which rose by IDR9.19 billion.

OTHER PAYABLES

In 2024, other payables amounted to IDR661 million, an increase of 455.46% compared to IDR119 million in 2023. The increase was due to higher obligations to related parties.

LEASE LIABILITIES

In 2024, lease liabilities amounted to IDR9.19 billion, a 100.00% increase compared to zero in 2023. The increase was primarily due to office building lease commitments for the 2024 period.

POST-EMPLOYMENT BENEFIT OBLIGATION

In 2024, post-employment benefit obligation amounted to IDR63.45 billion, an increase of 11.13% compared to IDR57.10 billion in 2023. The increase was due to a reassessment by a third party related to the implementation of PSAK 24/219 during the current period.

Equity

In 2024, equity amounted to IDR1.05 trillion, an increase of 23.34% compared to IDR854.05 billion in 2023. The increase was primarily driven by the net profit earned in 2024.

Share Capital

In 2024, share capital amounted to IDR25.00 billion, with no change compared to 2023.

Retained Earnings

In 2024, retained earnings amounted to IDR1.00 trillion, an increase of 23.84% compared to IDR807.62 billion in 2023. The increase was mainly driven by the growth in unappropriated retained earnings, which rose by IDR192.56 billion or 24.00%.

Tambahan Modal Disetor

Tambahan modal disetor tahun 2024 mencapai Rp40,61 miliar, tidak mengalami perubahan terhadap saldo tahun 2023.

Rugi Komprehensif Lain

Rugi komprehensif lain tahun 2024 mencapai Rp12,43 miliar, terdapat perbaikan dibandingkan dengan tahun 2023 yang mencatat rugi komprehensif lain sebesar Rp19,18 miliar. Hal tersebut merupakan dampak positif atas pengukuran kembali imbalan kerja sebesar Rp638 juta dan pengukuran nilai wajar atas investasi saham sebesar Rp6,1 miliar.

Additional Paid-In Capital

In 2024, additional paid-in capital amounted to IDR40.61 billion, with no change from the 2023 balance.

Other Comprehensive Loss

Other comprehensive loss in 2024 reached IDR12.43 billion, an improvement compared to 2023 which recorded other comprehensive loss of IDR19.18 billion. This was a positive impact of the remeasurement of employee benefits of IDR638 million and the measurement of the fair value of stock investments of IDR6.1 billion.

Laporan Laba Rugi dan Penghasilan Komprehensif Lain Statement of Profit or Loss and other Comprehensive Income

Tabel Laporan Laba Rugi dan Penghasilan Komprehensif Lain

Table of Statement of Profit or Loss and other Comprehensive Income

(dalam jutaan Rupiah / in IDR millions)

Uraian Description	2024	2023	Pertumbuhan Growth	
			(Rp)	(%)
Pendapatan Cost of revenues	1,049,618	867,837	181,781	20.95%
Beban Pokok Pendapatan Cost of revenues	(624,288)	(570,876)	(53,412)	9.36%
Laba Bruto Gross profit	425,330	296,961	128,369	43.23%
Beban Usaha Operating expenses	(208,225)	(184,555)	(23,670)	12.83%
Penghasilan Bunga Finance income	14,309	13,864	445	3.21%
Laba Investasi Pada Ventura Bersama Gain on Investment in joint ventures	1,344	1,576	(232)	(14.72%)
Beban Bunga Interest expenses	-	(518)	518	(100.00%)
Beban lain-lain - bersih Other expenses- net	(3,491)	(7,716)	4,225	(54.76%)
Laba Sebelum Pajak Profit before tax	229,512	119,612	109,900	91.88%
Beban Pajak Penghasilan Income tax expenses	(12,948)	(13,097)	149	(1.14%)
Laba Tahun Berjalan Profit for the year	216,564	106,515	110,049	103.32%
Penghasilan/(Rugi) Komprehensif Lain Tahun Berjalan Other comprehensive income/(loss) for the year				
Pos-Pos Yang Tidak Akan Direklasifikasi Ke Laba Rugi: Items that will not be subsequently reclassified to profit or loss:				
Pengukuran Kembali Imbalan Pasca Kerja Karyawan Remeasurement of post-employment benefit obligation	638	(15,596)	16,234	(104.09%)

Uraian Description	2024	2023	Pertumbuhan Growth	
			(Rp)	(%)
Pengukuran Kembali Nilai Wajar Atas Atas Investasi Saham Remeasurement of fair value of investments in shares	6,109	(5,630)	11,739	(208.51%)
Penghasilan/(Rugi) Komprehensif Lain Other comprehensive income/(loss)	6,747	(21,226)	27,973	(131.79%)
Jumlah Penghasilan Komprehensif Tahun Berjalan Total comprehensive income for the year	223,311	85,289	138,022	161.83%

Pendapatan

Pendapatan tahun 2024 mencapai Rp1,05 triliun, meningkat 20,59% dibandingkan dengan tahun 2023 yang mencapai Rp867,84 miliar. Peningkatan tersebut terutama disebabkan oleh peningkatan pendapatan enjiniring sebesar 38,41% atau Rp247,19 miliar.

Beban Pokok Pendapatan

Beban pokok pendapatan tahun 2024 mencapai Rp624,29 miliar, meningkat 9,36% dibandingkan dengan tahun 2023 yang mencapai Rp570,88 miliar. Peningkatan tersebut sejalan dengan peningkatan perolehan pendapatan serta pembebanan biaya atas penyelesaian proyek luwuk 40 MW.

Laba Bruto

Laba bruto tahun 2024 mencapai Rp425,33 miliar, meningkat 43,23% dibandingkan dengan tahun 2023 yang mencapai Rp296,96 miliar. Peningkatan tersebut sejalan dengan pencapaian pendapatan yang lebih besar Rp181,78 miliar atau 20,95% dari tahun sebelumnya.

Beban Usaha

Beban usaha tahun 2024 mencapai Rp208,23 miliar, meningkat 12,83% dibandingkan dengan tahun 2023 yang mencapai Rp184,55 miliar. Peningkatan tersebut terutama disebabkan oleh pertumbuhan beban dari gaji dan kesejahteraan karyawan sebesar Rp11,28 miliar atau 9,02%.

Penghasilan Bunga

Penghasilan bunga tahun 2024 mencapai Rp14,31 miliar, meningkat 3,21% dibandingkan dengan tahun 2023 yang mencapai Rp13,86 miliar. Peningkatan tersebut disebabkan oleh investasi Perusahaan pada instrumen keuangan berupa deposito dan *notional polling*.

Revenue

Revenue in 2024 reached IDR1.05 trillion, representing an increase of 20.59% compared to IDR867.84 billion in 2023. This growth was primarily driven by a 38.41% increase in engineering revenue, equivalent to IDR247.19 billion.

Cost of Revenue

The cost of revenue in 2024 amounted to IDR624.29 billion, an increase of 9.36% compared to IDR570.88 billion in 2023. This increase was in line with the growth in revenue and the recognition of costs related to the completion of the Luwuk 40 MW project

Gross Profit

Gross profit in 2024 reached IDR425.33 billion, an increase of 43.23% compared to IDR296.96 billion in 2023. This increase was in line with higher revenue achievement, which grew by IDR181.78 billion or 20.95% from the previous year.

Operating Expenses

Operating expenses in 2024 amounted to IDR208.23 billion, an increase of 12.83% compared to IDR184.55 billion in 2023. This increase was primarily driven by a rise in employee salaries and benefits, which grew by IDR11.28 billion or 9.02%.

Finance Income

Finance income in 2024 reached IDR14.31 billion, an increase of 3.21% compared to IDR13.86 billion in 2023. This increase was driven by the Company's investments in financial instruments, including deposits and notional pooling.

Lab a Investasi pada Ventura Bersama

Lab a investasi pada ventura bersama tahun 2024 mencapai Rp1,34 miliar, menurun 14,72% dibandingkan dengan tahun 2023 yang mencapai Rp1,58 miliar. Penurunan tersebut disebabkan adanya pembayaran dividen ventura bersama PT Pura Daya Prima pada tahun 2024.

Beban Bunga

Beban bunga tahun 2024 tercatat nihil, menurun 100,00% dibandingkan dengan tahun 2023 yang mencapai Rp518 juta. Hal tersebut disebabkan oleh pelunasan Simpanan Hasil Lebih (SHL) pada tahun 2023.

Beban Lain-Lain – Bersih

Beban lain-lain bersih tahun 2024 mencapai Rp3,49 miliar, atas pembebanan sharing cost penunjukan konsultan atas aksi korporasi peralihan PT REC ke PT Icon Plus sebesar Rp3,4 miliar. Beban lain-lain tersebut mengalami penurunan 54,76% dibandingkan dengan tahun 2023 yang tercatat sebesar Rp7,72 miliar yang dipengaruhi penyerapan Rugi PT REC sebelum peralihan ke PT ICON Plus sebesar Rp7,3 miliar.

Lab a Sebelum Pajak

Lab a sebelum pajak tahun 2024 mencapai Rp229,51 miliar, meningkat 91,88% dibandingkan dengan tahun 2023 yang mencapai Rp119,61 miliar. Peningkatan tersebut sejalan dengan pertumbuhan lab a bruto sebesar Rp128,37 miliar atau 43,23% dari tahun sebelumnya.

Beban Pajak Penghasilan

Beban pajak penghasilan tahun 2024 mencapai Rp12,95 miliar, menurun 1,14% dibandingkan dengan tahun 2023 yang mencapai Rp13,10 miliar. Hal tersebut disebabkan oleh proporsi pendapatan non final dan penyerapan biaya non final tahun berjalan.

Lab a Tahun Berjalan

Lab a tahun berjalan tahun 2024 mencapai Rp216,56 miliar, meningkat 103,32% dibandingkan dengan tahun 2023 yang mencapai Rp106,52 miliar. Peningkatan tersebut merupakan dampak dari peningkatan pendapatan dan efisiensi biaya, peningkatan perolehan pendapatan bunga atas jasa giro dan deposito.

Gain on Investment in Joint Ventures

Gain on investment in joint ventures in 2024 amounted to IDR1.34 billion, a decrease of 14.72% compared to IDR1.58 billion in 2023. The decline was due to the dividend payment from the joint venture PT Pura Daya Prima in 2024.

Interest Expense

Interest expense in 2024 was nil, reflecting a 100.00% decrease compared to IDR518 million in 2023. This decline was due to the settlement of Surplus Fund Deposits (Simpanan Hasil Lebih/ SHL) in 2023.

Other Expenses – Net

Other net expenses in 2024 reached IDR3.49 billion, due to the cost sharing of the appointment of consultants for the corporate action of the transition of PT REC to PT Icon Plus amounting to IDR3.4 billion. Other expenses decreased by 54.76% compared to 2023 which was recorded at IDR7.72 billion, which was influenced by the absorption of PT REC's Loss before the transition to PT ICON Plus of IDR7.3 billion.

Profit Before Tax

Profit before tax in 2024 reached IDR229.51 billion, an increase of 91.88% compared to IDR119.61 billion in 2023. This increase was in line with the growth in gross profit, which rose by IDR128.37 billion or 43.23% from the previous year.

Income Tax Expense

Income tax expenses in 2024 amounted to IDR12.95 billion, a slight decrease of 1.14% compared to IDR13.10 billion in 2023. This decrease was due to the proportion of non-final income and the absorption of non-final expenses for the year.

Profit for the Year

Profit for the year in 2024 reached IDR216.56 billion, an increase of 103.32% compared to IDR106.52 billion in 2023. This increase was driven by higher revenue, cost efficiency, and an increase in interest income from current accounts and deposits.

Penghasilan/(Rugi) Komprehensif Lain

Penghasilan komprehensif lain tahun 2024 mencapai Rp6,75 miliar, berbanding terbalik dengan tahun 2023 yang mencatatkan (rugi) komprehensif lain mencapai Rp21,23 miliar. Hal tersebut dipengaruhi oleh perhitungan pengukuran kembali imbalan pasca kerja karyawan dan nilai wajar atas investasi saham.

Other Comprehensive Income/(Loss)

Other comprehensive income in 2024 amounted to IDR6.75 billion, in contrast to a loss of IDR21.23 billion recorded in 2023. This change was influenced by the remeasurement of post-employment benefit obligation and the fair value of investments in shares.

Penghasilan Komprehensif Tahun Berjalan

Penghasilan komprehensif tahun berjalan tahun 2024 mencapai Rp223,31 miliar, meningkat 161,83% dibandingkan dengan tahun 2023 yang mencapai Rp85,29 miliar. Peningkatan tersebut sejalan dengan pertumbuhan penghasilan komprehensif lain tahun 2024.

Comprehensive Income for the Year

Comprehensive income for the year in 2024 amounted to IDR223.31 billion, an increase of 161.83% compared to IDR85.29 billion in 2023. This increase was in line with the growth in other comprehensive income recorded in 2024.

Laporan Arus Kas Statement of Cash Flows

Tabel Laporan Arus Kas
Table of Statement of Cash Flows

(dalam jutaan Rupiah / in millions of Rupiah)

Uraian Description	2024	2023	Pertumbuhan Growth	
			(Rp)	(%)
ARUS KAS DARI AKTIVITAS OPERASI CASH FLOW FROM OPERATING ACTIVITIES				
Laba sebelum pajak Profit before tax	229,512	119,612	109,900	91.88%
Penyesuaian untuk merekonsiliasi laba sebelum pajak: Adjustments to reconcile profit before tax:				
Laba investasi pada ventura bersama Gain on investments in joint ventures	(1,344)	(1,576)	232	(14.72%)
Beban imbalan pasca kerja Post-employment benefit expense	13,623	10,517	3,106	29.53%
(Pemulihan)/penyisihan untuk penurunan nilai piutang usaha dan piutang lain-lain - neto Net allowances for (recovery)/impairment of trade and other receivables	(422)	339	(761)	(224.48%)
Penyusutan aset tetap dan aset hak guna Depreciation of fixed assets and right-of-use assets	14,903	12,575	2,328	18.51%
Amortisasi perangkat lunak Amortisation of software	9,248	5,531	3,717	67.20%
Beban bunga Interest expenses	-	518	(518)	(100.00%)
Penghasilan bunga Finance income	(14,554)	(13,864)	(690)	4.98%
Arus kas operasi sebelum perubahan modal kerja Operating cash flows before changes in working capital	250,966	133,652	117,314	87.78%

Uraian Description	2024	2023	Pertumbuhan Growth	
			(Rp)	(%)
Perubahan modal kerja: Changes in working capital:				
Piutang usaha Trade receivables	(236,203)	(262,501)	26,298	(10.02%)
Piutang lain-lain Other receivables	2,401	(62,917)	65,318	(103.82%)
Aset kontrak Contract assets	(139,255)	(63,259)	(75,996)	120.13%
Pajak dibayar di muka Prepared taxes	(26,500)	20,451	(46,951)	(229.58%)
Biaya dibayar di muka dan uang muka Prepaid expenses and advances	702	(4,964)	5,666	(114.14%)
Aset tak berwujud Intangible assets	(14,810)	(6,135)	(8,675)	141.40%
Aset tidak lancar lainnya Other non-current assets	-	592	(592)	(100.00%)
Utang usaha Trade payables	68,758	89,261	(20,503)	(22.97%)
Uang muka dari pelanggan Advances from customer	(8,678)	4,177	(12,855)	(307.76%)
Utang lain-lain Other payables	(532)	4,105	(4,637)	(112.96%)
Liabilitas kontrak Contract liabilities	57,661	57,900	(239)	(0.41%)
Utang pajak lainnya Other taxes payable	21,576	41,745	(20,169)	(48.31%)
Biaya masih harus dibayar Accrued expenses	(15,202)	(4,494)	(10,708)	238.27%
Penempatan rekening bank yang dibatasi penggunaannya Placement of restricted cash in banks	(337)	(9,385)	9,048	(96.41%)
Penarikan rekening bank yang dibatasi penggunaannya Withdrawal of restricted cash in banks	9,717	337	9,380	2783.38%
Penerimaan dari pelanggan atas piutang sewa pembiayaan Receipts from customers of finance lease receivables	39,523	35,092	4,431	12.63%
Penerimaan restitusi pajak pertambahan nilai Restitution of value-added tax	-	26,432	(26,432)	(100.00%)
Pembayaran bunga Payments for interest expenses	-	(518)	518	(100.00%)
Penerimaan bunga Interest received	14,554	13,864	690	4.98%
Pembayaran imbalan pasca kerja Payments of post-employment benefit	(4,414)	(2,730)	(1,684)	61.68%
Pembayaran pajak penghasilan badan Payments of corporate income tax	(11,930)	(30,246)	18,316	(60.56%)
Kas bersih (digunakan)/diperoleh untuk aktivitas operasi Net cash provided from/(used in) operating activities	7,997	(19,541)	27,538	(140.92%)

Uraian Description	2024	2023	Pertumbuhan Growth	
			(Rp)	(%)
ARUS KAS DARI AKTIVITAS INVESTASI CASH FLOW FROM INVESTING ACTIVITIES				
Penerimaan dividen Receipts of dividends	675	-	675	100.00%
Pelepasan aset tetap Disposal of fixed asset	-	111	(111)	(100.00%)
Perolehan aset tetap Acquisition of fixed asset	(11,270)	(599)	(10,671)	1781.47%
Kas bersih digunakan untuk aktivitas investasi Net cash used in investing activities	(10,595)	(488)	(10,107)	2071.11%
ARUS KAS DARI AKTIVITAS PENDANAAN CASH FLOW FROM FINANCING ACTIVITIES				
Pembayaran liabilitas sewa Payments of lease liabilities	(2,185)	(3,992)	1,807	(45.27%)
Pembayaran dividen Payment of dividends	(24,000)	(9,000)	(15,000)	166.67%
Pembayaran atas pinjaman jangka panjang Payments for long-term loan	-	(24,008)	24,008	(100.00%)
Kas bersih digunakan untuk aktivitas pendanaan Net cash used in financing activities	(26,185)	(37,000)	10,815	(29.23%)
PENURUNAN BERSIH KAS DAN SETARA KAS NET DECREASE IN CASH AND CASH EQUIVALENTS	(28,783)	(57,029)	28,246	(49.53%)
KAS DAN SETARA KAS AWAL TAHUN CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR	453,269	510,298	(57,029)	(11.18%)
KAS DAN SETARA KAS AKHIR TAHUN CASH AND CASH EQUIVALENTS AT END OF YEAR	424,486	453,269	(28,783)	(6.35%)

Arus Kas dari Aktivitas Operasi

Kas bersih diperoleh untuk aktivitas operasi tahun 2024 mencapai Rp7,99 miliar, berbanding terbalik dengan tahun 2023 yang mencatatkan kas bersih digunakan untuk aktivitas operasi sebesar Rp19,54 miliar. Hal tersebut mayoritas disebabkan oleh pembiayaan proyek PLTMG Luwuk 40 MW dan penyelesaian pekerjaan tahun berjalan yang penagihannya meluncur ke tahun berikutnya.

Arus Kas dari Aktivitas Investasi

Kas bersih digunakan untuk aktivitas investasi tahun 2024 mencapai Rp10,60 miliar, meningkat 2.071,11% dibandingkan tahun 2023 yang menggunakan kas bersih untuk aktivitas investasi sebesar Rp488 juta. Peningkatan tersebut salah satunya merupakan investasi atas layanan aset manajemen CEMS Proyek di PLN Enjiniring.

Cash Flow from Operating Activities

Net cash provided by operating activities in 2024 amounted to IDR7.99 billion, in contrast to net cash used in operating activities of IDR19.54 billion in 2023. This reversal was primarily due to project financing for the PLTMG Luwuk 40 MW and the completion of work during the year, for which billing will be carried over to the following year.

Cash Flow from Investment Activities

Net cash used in investment activities in 2024 amounted to IDR10.60 billion, an increase of 2,071.11% compared to IDR488 million used in 2023. One of the improvements is an investment in the CEMS Project asset management service at PLN Enjiniring.

Arus Kas dari Aktivitas Pendanaan

Kas bersih digunakan untuk aktivitas pendanaan tahun 2024 mencapai Rp26,19 miliar, menurun 29,23% dibandingkan dengan tahun 2023 yang mencapai Rp37,00 miliar. Hal ini dipengaruhi oleh penyelesaian pelunasan sisa SHL tahun 2023 atas Pembangunan CNG Plant Bangkanai.

Kemampuan Membayar Utang dan Kolektibilitas Piutang

Kemampuan Membayar Utang

Perlindungan Hak Kreditur

PLN Enjiniring memiliki kebijakan tentang pemenuhan hak-hak kreditur digunakan sebagai pedoman dalam melakukan pinjaman kepada kreditur. Tujuan dari kebijakan dimaksud adalah untuk menjaga terpenuhinya hak-hak dan menjaga kepercayaan kreditur terhadap PLN Enjiniring. Dalam kebijakan tersebut mencakup pertimbangan dalam melakukan perjanjian, serta tindak lanjut dalam pemenuhan kewajiban kepada kreditur. PLN Enjiniring menjelaskan hak-hak kreditur pada Perjanjian Kredit (PK) tersebut diantaranya adalah memastikan pihak kreditur menerima pokok dan bunga pinjaman sesuai jadwal yang disepakati.

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 jangka pendek dengan menggunakan aset.

Tabel Kemampuan Membayar Utang Jangka Pendek
Table of Short-term Solvency

(dalam % / in %)

Uraian Description	2024	2023	Naik/Turun Increase/Decrease
Rasio kas Cash ratio	75.05%	105.63%	(30.58%)
Rasio lancar Current ratio	273.23%	270.15%	3.08%

Rasio kas pada tahun 2024 sebesar 75,05%, mengalami penurunan sebesar 30,58% dibandingkan dengan tahun 2023 yang sebesar 105,63%. Rasio kas menggambarkan kemampuan perusahaan untuk memenuhi kewajiban jangka

Cash Flow from Financing Activities

Net cash used for financing activities in 2024 amounted to IDR26.19 billion, a decrease of 29.23% compared to IDR37.00 billion in 2023. This decrease was influenced by the final settlements of the remaining Surplus Fund Deposits (SHL) in 2023 related to the construction of the CNG Plant Bangkanai.

Solvency and Collectability

Solvency

Creditor Rights Protection

PLN Enjiniring has established a policy regarding the fulfillment of creditor rights, which serves as a guideline when entering into loan agreements with creditors. The objective of this policy is to ensure that the rights of creditors are upheld and to maintain their trust in PLN Enjiniring. The policy covers considerations for entering into agreements as well as follow-up actions in fulfilling obligations to creditors. Within the Credit Agreement, PLN Enjiniring outlines the rights of creditors, including ensuring that the loan principal and interest are paid according to the agreed schedule.

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 short-term debts using assets.

The cash ratio in 2024 was 75.05%, representing a 30.58% decrease compared to 105.63% in 2023. The cash ratio reflects the Company's ability to meet its short-term obligations using only cash and cash equivalents. This decline

pendeknya hanya dengan menggunakan kas dan setara kas. Penurunan ini menunjukkan berkurangnya cadangan kas yang siap digunakan untuk memenuhi kewajiban segera.

Berbeda dengan rasio lancar yang tercatat sebesar 273,23%, meningkat sebesar 3,08% dibandingkan tahun 2023 yang sebesar 270,15%. Rasio lancar mengukur kemampuan perusahaan dalam memenuhi kewajiban jangka pendek dengan seluruh aset lancarnya. Pencapaian ini berada pada tingkat yang sehat yaitu di atas 200%.

Salah satu faktor yang memberikan dampak signifikan terhadap penurunan rasio likuiditas adalah penyelesaian Proyek Luwuk yang cukup menggerus kas dan setara kas perusahaan, serta penyelesaian pekerjaan pada akhir periode laporan keuangan yang penagihannya baru terealisasi pada tahun berikutnya.

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.

Tabel Kemampuan Membayar Utang Jangka Panjang
Table of Long-term Solvency

(dalam % / in %)

Uraian Description	2024	2023	Naik/Turun Increase/Decrease
Rasio liabilitas terhadap ekuitas Debt to equity ratio	60.66%	56.94%	3.72%
Rasio liabilitas terhadap aset Debt to asset ratio	37.76%	36.28%	1.48%

Rasio liabilitas terhadap ekuitas (*Debt to Equity Ratio/DER*) pada tahun 2024 sebesar 60,66%, meningkat sebesar 3,72% dibandingkan dengan tahun 2023 yang sebesar 56,94%. Rasio ini menunjukkan proporsi pendanaan perusahaan yang berasal dari liabilitas (utang) dibandingkan dengan modal sendiri. Meskipun masih dalam batas wajar, peningkatan rasio ini mengindikasikan adanya peningkatan ketergantungan perusahaan terhadap sumber pendanaan eksternal.

Demikian pula, rasio liabilitas terhadap aset (*Debt to Asset Ratio*) pada tahun 2024 tercatat sebesar 37,76%, meningkat 1,48% dibandingkan dengan tahun 2023 yang sebesar 36,28%. Rasio ini menggambarkan seberapa besar porsi aset perusahaan yang dibiayai oleh kewajiban. Peningkatan rasio ini mengindikasikan peningkatan risiko finansial, meskipun masih dalam rentang moderat.

indicates a reduction in readily available cash revenues to cover immediate liabilities.

In contrast, the current ratio stood at 273.23%, a slight increase of 3.08% from 270.15% in 2023. The current ratio measures the Company's ability to meet short-term obligations with its total current assets. This performance is considered healthy, as it remains well above the 200% threshold.

One of the key factors that significantly contributed to the decline in liquidity ratios was the completion of the Luwuk Project, which substantially reduced the Company's cash and cash equivalents. In addition, the completion of project work at the end of the reporting period, for which billing will only be realized in the following year, also impacted the Company's liquidity position.

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.

Debt to Equity Ratio/DER in 2024 was 60.66%, an increase of 3.72% from 56.94% in 2023. This ratio indicates the proportion of the Company's financing that is sourced from liabilities (debt) relative to shareholders' equity. Although still within a reasonable range, the increase reflects a growing reliance on external sources of funding.

Similarly, Debt to Asset Ratio stood at 37.76% in 2024, up 1.48% from 36.28% in 2023. This ratio illustrates the extent to which the Company's assets are financed by liabilities. The increase indicated a moderate rise in financial risk, though it remains within an acceptable range.

Peningkatan kedua rasio tersebut antara lain disebabkan peningkatan kewajiban kepada pihak ketiga terkait penyelesaian pekerjaan kepada pemberi kerja.

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).

Tabel Kolektibilitas Piutang
Table of Receivable Collectability

(dalam hari / in days)

Uraian Description	2024	2023	Naik/Turun Increase/Decrease
Collection period	168 hari / days	97 hari / days	71 hari / days

Pada tahun 2024, tingkat kolektibilitas piutang tercatat selama 168 hari, lebih panjang dibandingkan tahun 2023 yang hanya 97 hari. Peningkatan ini terutama disebabkan oleh penyelesaian pekerjaan yang terealisasi di akhir tahun 2024, serta pengakuan piutang atas progres pekerjaan Proyek Luwuk dengan skema *deferred payment*, yang telah dibayarkan sebagian pada Desember 2024.

Tingkat kolektibilitas piutang menggambarkan rata-rata waktu yang dibutuhkan perusahaan untuk menagih dan menerima pembayaran atas piutang usaha. Peningkatan durasi menjadi 168 hari menunjukkan bahwa perusahaan membutuhkan waktu yang lebih lama untuk mengkonversi piutang menjadi kas, yang dapat berdampak pada likuiditas. Oleh karena itu, peningkatan ini perlu menjadi perhatian dalam pengelolaan arus kas dan evaluasi efektivitas kebijakan penagihan.

Adapun informasi analisis umur piutang usaha adalah sebagai berikut

The rise in both ratios was primarily driven by an increase in liabilities to third parties, related to the completion of project work for clients.

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).

In 2024, the average collection period was recorded at 168 days, significantly longer than the 97 days recorded in 2023. This increase was primarily due to the completion of work realized at the end of 2024, as well as the recognition of receivables from the Luwuk Project, which followed a deferred payment scheme, with partial payment made in December 2024.

The accounts receivable collectibility rate reflects the average time required by the Company to collect and receive payments from trade receivables. The extension to 168 days indicates that the Company requires more time to convert receivables into cash, which may impact liquidity. Therefore, this increase warrants close attention in managing cash flow and evaluating the effectiveness of the Company's collection policies.

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 Description	2024	2023	Pertumbuhan Growth	
			(Rp)	(%)
Belum jatuh tempo Not yet due	294,995	56,253	238,742	424.41%
Sudah jatuh tempo Due				
1 sampai dengan 60 hari 1 to 60 days	132,969	255,835	(122,866)	(48.03%)

Uraian Description	2024	2023	Pertumbuhan Growth	
			(Rp)	(%)
61 sampai dengan 90 hari 61 to 90 days	67,050	9,145	57,905	633.19%
Lebih dari 90 hari More than 90 days	112,570	50,148	62,422	124.48%
	607,584	371,381	236,203	63.60%
Cadangan kerugian penurunan nilai Reserve for impairment losses	(7,571)	(7,993)	422	(5.28%)
Jumlah piutang usaha - neto Total trade receivables – net	600,013	363,388	236,625	65.12%

Piutang usaha yang belum jatuh tempo mengalami peningkatan signifikan pada tahun 2024, yaitu sebesar 424,41% atau senilai Rp238,74 miliar. Piutang yang jatuh tempo dalam rentang 61 hingga 90 hari justru mengalami penurunan sebesar Rp122,87 miliar. Sementara itu, piutang yang jatuh tempo dalam jangka waktu 1 hingga 60 hari meningkat sebesar Rp57,91 miliar, dan piutang yang telah jatuh tempo lebih dari 90 hari meningkat sebesar Rp62,42 miliar.

Trade receivables, which was not yet due, experienced a significant increase in 2024. The increase was 424.41% or IDR238.74 billion. Receivables due within 61 to 90 days decreased by IDR122.87 billion. Meanwhile, receivables due within 1 to 60 days increased by IDR57.91 billion, and receivables due more than 90 days increased by IDR62.42 billion.

Struktur Modal

Rincian Struktur Modal

Struktur modal PLN Enjiniring di tahun 2024 dan perbandingannya dengan tahun 2023 disajikan dalam tabel berikut.

Tabel Rincian Struktur Modal
Table of Capital Structure Details

(dalam jutaan Rupiah / in millions of Rupiah)

Uraian Description	2024		2023		Kenaikan/Penurunan Increase/Decrease	
	Rp	%	Rp	%	Rp	(%)
Liabilitas jangka pendek Short-term liabilities	565,641	33.42%	429,091	32.01%	136,550	1.41%
Liabilitas jangka panjang Long-term liabilities	73,300	4.33%	57,216	4.27%	16,084	0.06%
Jumlah liabilitas Total liabilities	638,941	37.76%	486,307	36.28%	152,634	1.47%
Jumlah ekuitas Total equity	1,053,363	62.24%	854,052	63.72%	199,311	(1.47%)
Jumlah liabilitas dan ekuitas Total liabilities and equity	1,692,304	100.00%	1,340,359	100.00%	351,945	0.00%

Komposisi struktur modal pada tahun 2024 yang dimiliki oleh PLN Enjiniring terdiri dari ekuitas dan liabilitas, dengan komposisi liabilitas sebesar 37,76% dan ekuitas

The composition of the 2024 capital structure owned by PLN Enjiniring consisted of equity and liabilities. The composition comprised of liabilities of 37.76% and equity of 62.24%. In

sebesar 62,24%. Komposisi ini mengalami perubahan jika dibandingkan dengan 2023, dengan komposisi struktur modal yang berasal dari liabilitas sebesar 36,28% dan ekuitas sebesar 63,72%.

Struktur modal terkait dengan struktur modal kerja jangka pendek (likuiditas) telah disajikan pada bagian kemampuan membayar hutang dalam Laporan Tahunan ini.

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 bersama Dewan Komisaris PLN Enjiniring secara berkala melakukan tinjauan struktur permodalan. Sebagai bagian dari tinjauan ini, Direksi bersama Dewan Komisaris 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.

Informasi Keuangan yang Telah Dilaporkan yang Mengandung Kejadian yang Sifatnya Luar Biasa dan Jarang Terjadi

Selama tahun 2024, PLN Enjiniring tidak memiliki informasi keuangan yang telah dilaporkan yang mengandung kejadian yang sifatnya luar biasa dan jarang terjadi.

Dampak Perubahan Harga Terhadap Penjualan/Pendapatan Bersih dan Laba Perusahaan

Pada tahun 2023, PLN Enjiniring tetap mempertahankan struktur harga layanan yang berlaku sejak tahun sebelumnya, meskipun menghadapi tekanan dari meningkatnya biaya operasional dan dinamika kondisi ekonomi makro. Kebijakan ini diambil sebagai bentuk komitmen untuk menjaga keberlanjutan proyek-proyek strategis dan mendukung stabilitas layanan kepada pelanggan utama.

addition, this composition was changed than 2023, where its composition of the capital structure originating from liabilities and equity was 36.28% and 63.72%, respectively.

The capital structure related to the short-term working capital structure (liquidity) was presented in the debt repayment capacity section of this Annual Report.

Management Policy on Capital Structure and Basis for Selection of Management Policy on Capital Structure

PLN Enjiniring had a policy of using equity as its source of capital. PLN Enjiniring managed capital risk to ensure that PLN Enjiniring could continue its business continuity, and confirm compliance with the capital adequacy ratio limits. PLN Enjiniring's capital structure consisted of holding shareholders' equity, such as share capital and retained earnings.

The Board of Directors altogether with the Board of Commissioners of PLN Enjiniring periodically conducted a capital structure review. In the review, the Board of Directors together with the Board of Commissioners considered the cost of capital and related risks. PLN Enjiniring pursued to minimize the cost of capital so it could maximize the value of PLN Enjiniring. Therefore, PLN Enjiniring's policy in pursuing funding always considered financial risks that might arise in the future.

Reported Financial Information Containing Extraordinary and Rare Events

During 2024, PLN Enjiniring did not have any reported financial information containing extraordinary and rare events.

Impacts of Price Changes on Company Net Sale/Revenue and Profits

In 2023, PLN Enjiniring maintained the service price structure that had impacted since the previous year, despite dealing with pressure from increasing operational costs and dynamics of macroeconomic conditions. The policy was taken as a form of commitment to maintain the sustainability of strategic projects and supporting service stability to key customers.

Memasuki tahun 2024, PLN Enjiniring melakukan penyesuaian harga layanan untuk memastikan keberlanjutan operasional secara profesional dan tetap kompetitif. Penyesuaian ini sejalan dengan kenaikan *billing rate* resmi dari INKINDO sebesar $\pm 10\%$, yang memperhitungkan faktor inflasi nasional, perbedaan biaya hidup per provinsi, serta peningkatan standar remunerasi tenaga ahli di sektor konsultansi dan teknik.

Langkah ini merupakan bagian dari strategi bisnis PLN Enjiniring untuk menjaga keseimbangan antara kualitas layanan, efisiensi operasional, dan daya saing pasar. Hasilnya, PLN Enjiniring mencatatkan pertumbuhan laba bersih sebesar 103,32% secara tahunan (yoy) pada tahun 2024. Pertumbuhan ini merupakan hasil dari kombinasi strategi penyesuaian tarif yang terukur, peningkatan efisiensi pengelolaan proyek, serta peningkatan produktivitas organisasi secara menyeluruh. Kinerja tersebut mencerminkan keberhasilan PLN Enjiniring dalam menjalankan kebijakan bisnis yang adaptif, selaras dengan dinamika pasar, dan berorientasi pada keberlanjutan nilai jangka panjang.

Komponen-Komponen Substansi dari Pendapatan dan Beban Lainnya

Selama tahun 2024, tidak terdapat komponen-komponen dari pendapatan dan beban lainnya yang nilainya sama dan/atau lebih 20% dari total nilai pendapatan dan beban lainnya.

Peningkatan/Penurunan Material dari Penjualan/Pendapatan Bersih

Selama tahun 2024, PLN Enjiniring mencatat peningkatan pendapatan. Pendapatan tahun 2024 mencapai Rp1,05 triliun, meningkat sebesar 20,59% dibandingkan dengan tahun 2023 yang sebesar Rp867,84 miliar. Peningkatan ini terutama disebabkan oleh pertumbuhan pendapatan dari jasa enjiniring yang meningkat sebesar 38,41% atau setara dengan Rp247,19 miliar.

Ikatan Material Investasi Barang Modal

PLN Enjiniring tidak memiliki ikatan material untuk investasi barang modal pada tahun 2024 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.

Arriving 2024, PLN Enjiniring adjusted its service prices to ensure professional and competitive operational sustainability. The adjustment was in accordance with the increase in the official billing rate from INKINDO by $\pm 10\%$, which considered national inflation factors, differences in the living cost per province, and an increase in the remuneration standards of experts in the consulting and engineering sectors.

The measure was then part of PLN Enjiniring's business strategy to maintain a balance between service quality, operational efficiency, and market competitiveness. Consequently, PLN Enjiniring recorded a net profit growth of 103.32% annually (yoy) in 2024. The growth was due to a combination of measurable tariff adjustment strategies, increased project management efficiency, and improved overall organizational productivity. Additionally, the performance reflected PLN Enjiniring's success in implementing adaptive business policies, which was in accordance with market dynamics, and oriented towards long-term value sustainability.

Substantial Components from Revenue and Other Expenses

During 2024, there were no components of other income and expenses with a value equal to and/or more than 20% of the total value of revenue and other expenses.

Material Increasing/Decreasing from Net Sale/Revenue

During 2024, PLN Enjiniring recorded an increase in revenue. The 2024 revenue reached IDR1.05 trillion, an increase of 20.59% than 2023, which was IDR867.84 billion. The increase was mainly due to revenue growth from engineering services, which increased by 38.41% or equivalent to IDR247.19 billion.

Material Commitments for Capital Expenditure

PLN Enjiniring did not have any material commitments for capital expenditure in 2024 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.

Investasi Barang Modal

Pada tahun 2024 dan 2023, PLN Enjiniring melakukan penambahan barang modal berupa perlengkapan kantor. 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	Penambahan 2024 2024 Addition	Penambahan 2023 2023 Addition	Naik/Turun Increase/Decrease
Perlengkapan Kantor Office Equipments	Kegiatan operasional Operational activities	912	598.98	313.02
Jumlah Total		912	598.98	313.02

Capital Expenditure

In 2024 and 2023, PLN Enjiniring added capital goods, such as office 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.

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.

Prospek Usaha dan Strategi ke Depan Tahun 2025

Proyeksi pertumbuhan ekonomi global pada 2025 adalah sebesar 3,3%, dengan negara maju diperkirakan tumbuh 1,9%, sementara negara berkembang diperkirakan akan mencatatkan pertumbuhan yang lebih tinggi, yakni 4,2%. Perbedaan ini mencerminkan dinamika pertumbuhan yang bervariasi, negara maju menghadapi tantangan demografis dan restrukturisasi ekonomi, sementara negara berkembang lebih didorong oleh pertumbuhan populasi, urbanisasi, dan investasi infrastruktur.

Di tengah berbagai gejolak ekonomi global, pertumbuhan ekonomi Indonesia pada tahun 2025 diperkirakan tetap tumbuh. Dari sisi makroekonomi, *outlook* pertumbuhan Indonesia tahun 2025 semakin memperkuat keyakinan dunia usaha untuk berekspansi. Berdasarkan Buku Ekonomi Kita Edisi Maret 2025, Indonesia diperkirakan tumbuh sebesar 5,1% (IMF) dan 4,9% (OECD), tertinggi di G20, melampaui negara-negara besar seperti Tiongkok.

Selain angka pertumbuhan yang positif, stabilitas indikator makro juga memberikan ruang gerak yang luas. Inflasi terkendali di angka 2,48%, cadangan devisa mencapai USD154 miliar, dan surplus perdagangan masih berlanjut. Ditambah lagi, probabilitas resesi Indonesia berada di level 5%, terendah di antara negara G20. Kombinasi ini memperlihatkan kekuatan struktural ekonomi nasional dalam menopang ekspansi sektor energi dan injiniring.

Business Outlook and Future Strategies for 2025

The global economic growth projection for 2025 will be 3.3%, with developed countries expected to grow by 1.9%, while developing countries expectedly record higher growth of 4.2%. The difference reflects the varying growth dynamics, where developed countries deal with demographic challenges and economic restructuring, and are driven more by population growth, urbanization, and infrastructure investment.

Amidst various global economic turmoil, Indonesia's the 2025 economic growth will be expected growing. From a macroeconomic perspective, Indonesia's the 2025 growth outlook further strengthens the business world's confidence to expand. Based on the March 2025 Edition of *Buku Ekonomi Kita*, Indonesia was expected to grow by 5.1% (IMF) and 4.9% (OECD), which was the highest in the G20 and surpassed major countries, such as China.

In addition to positive growth figures, the stability of macro indicators also provides ample room for maneuver. Inflation is under control at 2.48%, foreign exchange reserves reached USD 154 billion, and the trade surplus continues. Moreover, Indonesia's recession probability is at 5%, which is the lowest among G20 countries. The combination shows the structural strength of the national economy in supporting the expansion of the energy and engineering sectors.

Dalam dokumen Rencana Pembangunan Jangka Menengah Nasional (RPJMN) 2025-2029, pemerintah menekankan pentingnya akselerasi transisi energi, penguatan daya saing sektor industri, serta digitalisasi layanan publik dan infrastruktur sebagai fondasi menuju Visi Indonesia Emas 2045. Untuk mendukung realisasi agenda tersebut, sektor ketenagalistrikan memegang peran kunci dalam menjamin keandalan energi dan elektrifikasi yang merata. Dalam hal ini, Rencana Umum Ketenagalistrikan Nasional (RUKN) 2025-2049, sebagaimana tertuang dalam Permen ESDM No. 2 Tahun 2024, mengamanatkan target pengembangan pembangkit sebesar 219 GW, peningkatan bauran EBT hingga 44% pada 2030, dan konsumsi listrik per kapita yang ditargetkan naik menjadi 2.200 kWh. Proyeksi tersebut membuka ruang pertumbuhan yang luas bagi sektor engineering, digitalisasi jaringan, serta optimalisasi sistem ketenagalistrikan.

Menjawab peluang strategis tersebut, PLN Enjiniring memantapkan diri sebagai mitra transformasi ketenagalistrikan nasional melalui penyediaan layanan engineering yang terintegrasi, efisien, dan berbasis inovasi. Seluruh program pengembangan diarahkan untuk menciptakan nilai tambah yang berkelanjutan, memperkuat peran PLN Enjiniring dalam ekosistem energi, serta mendukung keberhasilan agenda transisi energi nasional. Selain itu, kebutuhan pembangunan infrastruktur energi dan industrialisasi hijau akan terus meningkat, menciptakan permintaan baru terhadap jasa-jasa engineering, konsultasi teknis, integrasi teknologi, hingga manajemen aset. Hal ini memperkuat *positioning* PLN Enjiniring untuk mengambil peran yang lebih besar dalam rantai nilai pembangunan energi nasional.

Ke depan, prospek bisnis PLN Enjiniring dinilai sangat positif seiring dengan meningkatnya komitmen pemerintah dan pelaku industri terhadap dekarbonisasi dan pembangunan berkelanjutan. Dengan kompetensi yang terus diperkuat serta portofolio layanan yang adaptif terhadap kebutuhan pasar, PLN Enjiniring berada dalam posisi strategis untuk menangkap peluang pasar, memperluas jangkauan layanan, serta berkontribusi dalam pencapaian target energi bersih nasional.

Sejalan dengan kondisi makro dan dorongan kebijakan nasional, PLN Enjiniring telah merumuskan arah pengembangan bisnis jangka menengah dalam Rencana Jangka Panjang Perusahaan (RJP) 2024-2028. Tahun 2025 ditetapkan sebagai fase "*Growth and Build*", yang menandai transisi dari penguatan pondasi menuju ekspansi portofolio layanan dan pasar.

Untuk mendukung fase tersebut, PLN Enjiniring mengidentifikasi sejumlah peluang strategis, antara lain penugasan langsung dari PLN Holding untuk proyek investasi strategis, potensi *additional demand* dari 153 pelanggan KTT dengan kapasitas hingga 17.225 MVA, serta meningkatnya kebutuhan akan konsultasi dan digitalisasi proyek-proyek transisi energi.

In the 2025-2029 National Medium-Term Development Plan (RPJMN) document, the government emphasizes the importance of accelerating the energy transition, strengthening the competitiveness of the industrial sector, and digitalizing public services and infrastructure as the foundation towards the Vision of Golden Indonesia 2045. To support the realization of this agenda, the electricity sector plays a key role in ensuring energy reliability and equitable electrification. In doing so, the 2025-2049 National Electricity General Plan (RUKN), as stated in Regulation of Ministry of ESDM No. 2 of 2024, mandates a power plant development target of 219 GW, an increase in the renewable energy mix to 44% by 2030, and electricity consumption per capita targeted to increase to 2,200 kWh. The projection opens up wide growth space for the engineering sector, network digitalization, and optimization of the electricity system.

Responding to these strategic opportunities, PLN Enjiniring has established as a partner in national electricity transformation through the provision of integrated, efficient, and innovation-based engineering services. Development programs are directed at creating sustainable added value, strengthening PLN Enjiniring's role in the energy ecosystem, and supporting the success of the national energy transition agenda. In addition, the need for energy infrastructure development and green industrialization will increase, creating new demand for engineering services, technical consulting, technology integration, and asset management. The determined projection strengthens PLN Enjiniring's positioning to take on a bigger role in the national energy development value chain.

In the future ahead, PLN Enjiniring's business prospects are considered positive along with the increasing commitment of the government and industry players in the de-carbonization and sustainable development. Having continuously strengthening its competencies and an adaptive service portfolio to market needs, PLN Enjiniring is in a strategic position to capture market opportunities, expand service coverage, and contribute to achieve national clean energy targets.

In line with macro conditions and national policy thrusts, PLN Enjiniring has formulated the direction of medium-term business development in the Company's the 2024-2028 Long-Term Plan (RJP). 2025 is designated as the "*Growth and Build*" phase, which marks the transition from strengthening the foundation to expanding the service and market portfolio.

To support this phase, PLN Enjiniring identified a number of strategic opportunities, including direct assignments from Holding PLN for strategic investment projects, potential additional demand from 153 KTT customers with a capacity of up to 17,225 MVA, and the increasing need for consultation and digitalization of energy transition projects.

Tak hanya itu, PLN Enjiniring juga memperluas peran ke luar *captive market* dengan mendorong kerja sama B2B nasional dan internasional. Kemitraan ini didorong oleh kapabilitas PLN Enjiniring yang telah teruji, dukungan SDM profesional, serta portofolio teknologi dan engineering yang kompetitif secara regional.

Sumber:

- RPJMN 2025-2029 (Rencana Pembangunan Jangka Menengah Nasional), Sumber: Kementerian PPN/Bappenas, Dokumen: Narasi RPJMN 2025-2045, Tautan: <https://www.bappenas.go.id>
- Permen ESDM Nomor 2 Tahun 2024 tentang Rencana Umum Ketenagalistrikan Nasional (RUKN) 2025-2049, Sumber: Kementerian Energi dan Sumber Daya Mineral (ESDM), Tautan: <https://jdih.esdm.go.id/peraturan/permen-esdm-2-tahun-2024>
- Buku Ekonomi Kita – Edisi Maret 2025, Sumber: Sekretariat Kabinet RI, Dokumen: Analisis dan Outlook Ekonomi Indonesia 2024-2025, Tautan: Diterbitkan oleh Kantor Komunikasi Presiden, tersedia secara resmi melalui publikasi internal pemerintah.
- Rencana Jangka Panjang Perusahaan (RJP) PT PLN Enjiniring 2024-2028, Sumber: PT PLN Enjiniring, Dokumen: Buku RJP PLNE 2024-2028, Keterangan: Dokumen internal resmi perusahaan.
- World Economic Outlook (WEO), International Monetary Fund (IMF) Januari 2025.

PLN Enjiniring menyongsong tahun 2025 dengan optimisme tinggi, seiring dengan menguatnya arah pembangunan nasional yang mendukung transformasi sektor energi dan industri enjiniring nasional. Untuk menjawab peluang di atas secara terstruktur, PLN Enjiniring mengembangkan lima kluster bisnis utama yang akan menjadi motor penggerak pendapatan pada tahun 2025. Kluster ini dirancang untuk menjawab kebutuhan pasar secara *end-to-end*, mulai dari desain awal hingga optimalisasi aset. Kelima kluster tersebut meliputi:

1. Engineering Design and Feasibility Study

Layanan teknis awal proyek.

2. Engineering for Innovative Technology

Pengembangan EV, BESS, CEMS, dan solusi berbasis green industry

3. Engineering for Digitalization

Layanan berbasis platform digital seperti Konsultrik, Smarti, dan *data center engineering* PLN.

4. Engineering Integrator

Peran sebagai integrator EPC nasional.

5. Engineering Asset Optimization

Optimalisasi aset dan *Operation and Maintenance* (O&M)

Melalui pengembangan lima kluster tersebut, PLN Enjiniring tidak hanya memperkuat keberlanjutan model bisnis tetapi juga menciptakan keunggulan kompetitif di tengah pasar yang semakin dinamis. Didukung oleh *roadmap* yang jelas dan peluang pasar yang terus tumbuh, PLN Enjiniring menetapkan target kinerja keuangan yang ambisius namun realistis untuk tahun 2025.

Target pendapatan ditetapkan sebesar Rp1.744 miliar, dengan laba bersih sebesar Rp298 miliar, meningkat 64% dibandingkan tahun sebelumnya. Untuk mendukung pengembangan produk dan sistem, investasi direncanakan

Furthermore, PLN Enjiniring also expanded its role outside the captive market by encouraging national and international B2B cooperation. The partnership was driven by PLN Enjiniring's proven capabilities, professional HR support, and a regionally competitive technology and engineering portfolio.

Source:

- RPJMN 2025-2029 (Rencana Pembangunan Jangka Menengah Nasional), Source: Ministry of PPN/Bappenas, Document: 2025-2045 RPJMN Narration, Link: <https://www.bappenas.go.id>
- Regulation of Minister of ESDM Number 2 of 2024 concerning the National Electricity General Plan (RUKN) 2025-2049, Source: Ministry of Energy and Mineral Resources (ESDM), Link: <https://jdih.esdm.go.id/peraturan/permen-esdm-2-tahun-2024>
- *Buku Ekonomi Kita* – March Edition 2025, Source: Cabinet Secretariat of the Republic of Indonesia, Document: Analysis and Outlook for the Indonesian Economy 2024-2025, Link: Published by the Presidential Communications Office, officially available through internal government publications.
- Rencana Jangka Panjang Perusahaan (RJP) PT PLN Enjiniring 2024-2028, Source: PT PLN Enjiniring, Document: 2024-2028 RJP PLNE Book, Remark: Official internal company documents.
- World Economic Outlook (WEO), International Monetary Fund (IMF) January 2025.

Welcoming 2025, PLN Enjiniring is ready with high optimism and the strengthening direction of national development that supports the transformation of the national energy and engineering industry sectors. To answer the foregoing opportunities in a structured manner, PLN Enjiniring is developing five main business clusters that will be the driving force of revenue in 2025. These clusters are designed to answer market needs end-to-end, from initial design to asset optimization. The five clusters include:

1. Engineering Design and Feasibility Study

Initial project engineering service.

2. Engineering for Innovative Technology

EV, BESS, CEMS Development and green industry-based solution.

3. Engineering for Digitalization

Digital platform-based service, such as Konsultrik, Smarti, and PLN data center engineering.

4. Engineering Integrator

Taking role as National EPC integrator.

5. Engineering Asset Optimization

Assets optimization and Operation and Maintenance (O&M)

Through the development of these five clusters, PLN Enjiniring not only strengthens the sustainability of its business model but also creates competitive advantages in an increasingly dynamic market. Supported by a clear roadmap and growing market opportunities, PLN Enjiniring has set ambitious but realistic financial performance targets for 2025.

The revenue target is set at IDR1,744 billion, with a net profit of IDR298 billion, an increase of 64% compared to the previous year. To support product and system development, an investment of IDR5 billion is planned, all sourced from

sebesar Rp5 miliar, seluruhnya bersumber dari kas internal perusahaan. Target ini sejalan dengan misi perusahaan untuk menciptakan nilai dari efisiensi biaya proyek PLN Group, memperkuat kinerja finansial PLN Enjiniring, serta meningkatkan kontribusi terhadap pendapatan non-kWh PLN Group secara keseluruhan.

Dengan dukungan arah kebijakan nasional (RPJMN dan RUKN), stabilitas ekonomi, dan potensi ekspansi pasar engineering yang semakin terbuka, PLN Enjiniring siap menjalankan perannya sebagai *Guardian for* PLN Spending dan mitra strategis dalam transformasi ketenagalistrikan nasional. Melalui strategi klusterisasi, digitalisasi, kemitraan, dan pengembangan SDM, PLN Enjiniring menegaskan komitmennya untuk terus hadir sebagai entitas engineering yang agile, inovatif, dan berkelanjutan. Di tahun 2025, PLN Enjiniring tidak hanya akan memperluas skala bisnis, tetapi juga memperkuat fondasi sebagai bagian penting dari upaya mewujudkan Indonesia Emas 2045.

the company's internal cash. This target is in line with the company's mission to create value from the cost efficiency of PLN Group projects, strengthen PLN Enjiniring's financial performance, and increase its contribution to PLN Group's overall non-kWh revenue.

With the support of national policy directions (RPJMN and RUKN), economic stability, and the potential for increasingly open engineering market expansion, PLN Enjiniring is ready to carry out its role as a *Guardian for* PLN Spending and a strategic partner in the transformation of national electricity. Through clustering, digitalization, partnership, and HR development strategies, PLN Enjiniring confirms its commitment to continue to be present as an agile, innovative, and sustainable engineering entity. In 2025, PLN Enjiniring will not only expand its business scale, but also strengthen its foundation as an important part of the effort to realize Indonesia Emas 2045.

Pencapaian Target dan Target Ke Depan

Pencapaian Target

Perbandingan Target dan Realisasi Keuangan

Informasi perbandingan target dan realisasi keuangan disajikan sebagai berikut.

Target Achievement and Future Targets

Target Achievement

Comparison of Financial Target and Realization

Comparative information on financial targets and realizations is presented as follows.

Tabel Perbandingan Target dan Realisasi Keuangan
Comparison Table of Financial Target and Realization

(dalam jutaan Rupiah / in millions of Rupiah)

Uraian Realization 2024	Realisasi 2024 Realization 2024	RKAP 2024 RKAP 2024	Pencapaian Achievement
	(1)	(2)	(3)=(1)/(2)
POSISI KEUANGAN FINANCIAL POSITION			
Aset lancar Current assets	1,545,466	1,579,600	97.84%
Aset tidak lancar Non-current assets	146,838	140,700	104.36%
Jumlah aset Total assets	1,692,304	1,720,300	98.37%
Liabilitas jangka pendek Short-term liabilities	565,641	588,400	96.13%
Liabilitas jangka panjang Long-term liabilities	73,300	39,500	185.57%
Jumlah liabilitas Total liabilities	638,941	627,900	101.76%
Ekuitas Equity	1,053,363	1,092,400	96.43%

Uraian Realization 2024	Realisasi 2024 Realization 2024	RKAP 2024 RKAP 2024	Pencapaian Achievement
	(1)	(2)	(3)=(1)/(2)
LABA RUGI PROFIT AND LOSS			
Pendapatan Revenue	1,049,618	1,636,600	64.13%
Beban pokok pendapatan Gross profit	(624,288)	(1,147,700)	54.39%
Laba bruto Gross profit	425,330	488,900	87.00%
Beban usaha Operating expenses	(208,225)	(231,000)	90.14%
Laba sebelum pajak Profit before tax	229,512	271,838	84.43%
Beban pajak penghasilan Income tax expense	(12,948)	(17,700)	73.15%
Laba tahun berjalan Profit for the year	216,564	254,138	85.22%
ARUS KAS CASH FLOW			
Arus kas dari aktivitas operasi Cash flow from operating activities	7,997	223,700	3.57%
Arus kas dari aktivitas investasi Cash flow from investing activities	(10,595)	(50,300)	21.06%
Arus kas dari aktivitas pendanaan Cash flow from financing activities	(26,185)	(1,000)	2,618.50%

Perbandingan Target dan Realisasi Pendapatan

Realisasi pendapatan PLN Enjiniring tahun 2024 mencapai Rp1,05 triliun atau sebesar 64,13% dari target RKAP tahun 2024 sebesar Rp1,64 triliun. Pencapaian ini tetap mencerminkan kontribusi positif dari kegiatan operasional utama yang berjalan efektif sepanjang tahun yang tercermin dari peningkatan realisasi pendapatan sebesar 20,95% dari Rp867,84 miliar pada tahun 2023 menjadi Rp1,05 triliun pada tahun 2024.

Realisasi pendapatan ini disebabkan oleh belum terealisasinya penugasan pekerjaan engineering integrator tahap 2 (dua), yang semula direncanakan pada tahun 2024. Namun demikian, dengan portofolio proyek yang solid dan kapasitas operasional yang terus diperkuat, PLN Enjiniring tetap optimis bahwa peluang lain masih dapat direalisasikan pada periode mendatang dan menjadi pendorong pertumbuhan kinerja yang berkelanjutan.

Perbandingan Target dan Realisasi Laba

PLN Enjiniring mencatatkan laba tahun berjalan sebesar Rp216,56 miliar pada tahun 2024, atau setara dengan 85,22% dari target RKAP sebesar Rp254,14 miliar. Laba

Comparison of Revenue Target and Realization

PLN Enjiniring's revenue realization in 2024 reached IDR1.05 trillion or 64.13% of the 2024 RKAP target of IDR1.64 trillion. This achievement continues to reflect the positive contribution of the main operational activities that have been running effectively throughout the year, as reflected in the increase in revenue realization of 20.95% from IDR867.84 billion in 2023 to IDR1.05 trillion in 2024.

This revenue realization was due to the unrealized assignment of engineering integrator work phase 2 (two), which was originally planned for 2024. However, with a solid project portfolio and operational capacity that continues to be strengthened, PLN Enjiniring remains optimistic that other opportunities can still be realized in the coming period and become a driver of sustainable performance growth.

Comparison of Profit Target and Realization

PLN Enjiniring recorded a current year profit of Rp216.56 billion in 2024, or equivalent to 85.22% of the RKAP target of IDR254.14 billion. The profit has not fully reached the

belum sepenuhnya mencapai target terutama disebabkan oleh tidak diperolehnya penugasan untuk penyelesaian pekerjaan proyek *engineering integrator* tahap 2 (dua) yang sebelumnya direncanakan terlaksana pada tahun 2024. Namun demikian, dengan dukungan struktur biaya yang efisien, portofolio bisnis yang sehat, serta kesiapan operasional yang terus ditingkatkan, PLN Enjiniring tetap optimis dapat mencapai target laba pada periode mendatang.

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 Description	Realisasi 2024 Realization 2024	RKAP 2024 RKAP 2024	Pencapaian Achievement
	(1)	(2)	(3)=(1)/(2)
Jumlah liabilitas Total liabilities	638,941	627,900	101.76%
Jumlah ekuitas Total equity	1,053,363	1,092,400	96.43%
Jumlah liabilitas dan ekuitas Total liabilities and equity	1,692,304	1,720,300	98.37%

Jumlah liabilitas dan ekuitas PLN Enjiniring pada tahun 2024 terealisasi sebesar Rp1,69 triliun atau mencapai 98,37% dari target RKAP tahun 2024 sebesar Rp1,72 triliun. Meskipun sedikit berada di bawah target, capaian ini mencerminkan struktur permodalan yang tetap terjaga dan proporsional di tengah dinamika operasional PLN Enjiniring.

Sementara itu, liabilitas terealisasi Rp638,94 miliar atau 101,76% dari target RKAP. Pencapaian liabilitas antara lain berasal dari pengakuan utang Pajak Pertambahan Nilai (PPN) seiring dengan peningkatan piutang usaha, serta pengakuan kewajiban kepada pihak ketiga yang berkaitan dengan pelaksanaan proyek-proyek strategis yang turut mendukung pertumbuhan pendapatan. Secara keseluruhan, struktur liabilitas dan ekuitas tetap menunjukkan keseimbangan yang sehat dalam mendukung keberlanjutan operasional dan ekspansi bisnis ke depan.

Perbandingan Target dan Realisasi Pemasaran

Informasi perbandingan target dan realisasi pemasaran disajikan sebagai berikut.

target, mainly due to the failure to obtain an assignment to complete the engineering integrator project phase 2 (two) which was previously planned to be implemented in 2024. However, with the support of an efficient cost structure, a healthy business portfolio, and continuously improved operational readiness, PLN Enjiniring remains optimistic that it can achieve its profit target in the coming period.

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 2024 were realized at IDR1.69 trillion or reached 98.37% of the 2024 RKAP target of IDR1.72 trillion. Although slightly below the target, this achievement reflects a capital structure that remains well-maintained and proportional amidst the dynamics of PLN Enjiniring's operations.

Meanwhile, liabilities were realized at IDR638.94 billion or 101.76% of the RKAP target. The achievement of liabilities came from, among others, the recognition of Value Added Tax (PPN) debts along with the increase in accounts receivable, as well as the recognition of obligations to third parties related to the implementation of strategic projects that also support revenue growth. Overall, the structure of liabilities and equity continues to show a healthy balance in supporting operational sustainability and future business expansion.

Comparison of Marketing Target and Realization

Comparative information on marketing targets and realization is presented as follows.

Tabel Perbandingan Target dan Realisasi Pemasaran
Table of Marketing Target and Realization Comparison

(dalam miliar Rupiah / in billions of Rupiah)

Uraian Description	Realisasi 2024 Realization 2024	RKAP 2024 RKAP 2024	Pencapaian Achievement
	(1)	(2)	(3)=(1)/(2)
NILAI KONTRAK / CONTRACT VALUE			
PLN Holding	755.82	695	108,75%
Sinergi Anak Perusahaan (AP) Subsidiary Synergy (AP)	178.03	50	166.19%
Non PLN Grup	41.54	25	356.07%

Realisasi perolehan kontrak dari PLN Holding sampai dengan Desember tahun 2024 tercapai Rp755,82 miliar atau 108,75% 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 menetapkan 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 2024 tercapai Rp178,03 miliar atau 166,19% 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 2024 tercapai Rp41,54 miliar atau 356,07% 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.

The realization of contract acquisition from PLN Holding until December 2024 reached IDR755.82 billion or 108.75% of the RKAP target. This is 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 9, 2023 stipulates that PLNE Engineering has a role in carrying out engineering activities in the investment planning phase and implementation of electricity infrastructure projects in the RUPTL.
- Development of engineering integrator and business consultancy products.
- Increasing the role of engineering in the energy transition towards Net Zero Emission 2060.

The realization of contract acquisition from Sinergi AP until December 2024 reached IDR178.03 billion or 166.19% of the RKAP target. This was due to the market penetration, market development and product development strategies implemented, namely:

- Sales of engineering development products, namely the Continuous Emission Monitoring System (CEMS) to Sub Holdings/Subsidiaries that have a Core Business of Power Plant Management.
- Development of business consultancy products.
- Increasing the role of engineering in the implementation of RUPTL and energy transition carried out by Sub Holdings/Subsidiaries.

The realization of contract acquisition from Non PLN Group until December 2024 reached IDR41.54 billion or 356.07% 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.
- Sales of products to markets outside Indonesia.
- Increasing the role of engineering in the implementation of additional demand, namely by providing engineering consulting services to KTT PLN customers.

Perbandingan Target dan Realisasi Pengembangan SDM

Informasi perbandingan target dan realisasi pengembangan SDM disajikan sebagai berikut.

Comparison of Target and Realization of Human Resource Development

Comparative information on the target and realization of HR development is presented as follows.

Tabel Perbandingan Target dan Realisasi Pengembangan SDM
Comparison Table of Target and Realization of HR Development

Uraian Description	Realisasi 2024 Realization 2024	RKAP 2024 RKAP 2024	Pencapaian Achievement
	(1)	(2)	(3)=(1)/(2)
Biaya Pengembangan SDM (Rp) HR Development Cost (IDR)	1,172,504,938	476,162,401	246.24%
Jumlah Pelatihan (pelatihan) Number of Training (training)	2,290	468	489.31%
Jumlah Peserta Pelatihan (orang) Number of trainees (people)	295	301	98.01%

Realisasi biaya pengembangan Sumber Daya Manusia (SDM) pada tahun 2024 sebesar Rp1,17 miliar, atau mencapai 175,59% dari target yang ditetapkan dalam RKAP. Pencapaian ini mencerminkan komitmen PLN Enjiniring dalam meningkatkan kualitas dan kapabilitas SDM melalui berbagai program pelatihan dan pengembangan kompetensi.

The realization of Human Resources (HR) development costs in 2024 amounted to IDR1.17 billion, or reached 175.59% of the target set in the RKAP. This achievement reflects PLN Enjiniring's commitment to improving the quality and capabilities of HR through various training programs and competency development.

Target ke Depan (Proyeksi)

Asumsi dalam Menyusun Proyeksi 2024

Perhitungan anggaran PLN Enjiniring menggunakan asumsi berdasarkan surat PT PLN (Persero) No. 3354/KEU.000.01/F01010300/2025 tanggal 17 Januari 2025 sebagai berikut:

- Kurs 1 USD = Rp16.000
- Pertumbuhan Ekonomi = 5,2%

Future Target (Projection)

Assumptions In Preparing the 2024 Projection

PLN Enjiniring's budget calculation uses assumptions based on PT PLN (Persero) letter No. 3354/KEU.000.01/F01010300/2025 dated January 17, 2025 as follows:

- Exchange rate 1 USD = Rp16,000
- Economic Growth = 5.2%

Proyeksi Keuangan

Informasi terkait proyeksi keuangan tahun 2025 adalah sebagai berikut.

Financial Projection

Information related to financial projections for 2025 is as follows.

Tabel Proyeksi Keuangan
Table of Financial Projection

(dalam miliar Rupiah / in billions of Rupiah)

Uraian Description	RKAP 2025 RKAP 2025
POSISI KEUANGAN FINANCIAL POSITION	
Aset lancar Current assets	1.785,9
Aset tidak lancar Non-current assets	387,6

Uraian Description	RKAP 2025 RKAP 2025
Jumlah aset Total assets	2.173,5
Liabilitas jangka pendek Short-term liabilities	672,97
Liabilitas jangka panjang Long-term liabilities	205,3
Jumlah liabilitas Total liabilities	878,2
Ekuitas Equity	1.295,4
LABA RUGI PROFIT AND LOSS	
Pendapatan operasi Operating income	1.461,4
Beban operasi Operating expenses	1.168,5
Laba (rugi) tahun berjalan Profit (loss) for the year	276,5
ARUS KAS CASH FLOW	
Arus kas dari aktivitas operasi Cash flow from operating activities	236,9
Arus kas dari aktivitas investasi Cash flow from investing activities	(170,8)
Arus kas dari aktivitas pendanaan Cash flow from financing activities	160,6

Proyeksi Struktur Modal

Informasi terkait proyeksi struktur modal tahun 2025 adalah sebagai berikut.

Capital Structure Projection

Information related to the projected capital structure for 2024 is as follows.

Tabel Proyeksi Struktur Modal
Table of Capital Structure Projection

(dalam miliar Rupiah / in billions of Rupiah)

Uraian Description	RKAP 2025 RKAP 2025
Jumlah liabilitas Total liabilities	878,2
Jumlah ekuitas Total equity	1.295,4
Jumlah liabilitas dan ekuitas Total liabilities and equity	2.173,5

Proyeksi Kebijakan Dividen

Kebijakan keputusan untuk membayar dividen tergantung pada kondisi keuangan, likuiditas serta faktor-faktor lain yang dianggap relevan berdasarkan usulan Manajemen

Dividend Policy Projection

The decision policy to pay dividends depends on financial conditions, liquidity and other factors deemed relevant based on Management's proposal and approved by

dan disetujui oleh Pemegang Saham. Tahun 2025 PT PLN Enjiniring memproyeksikan memberikan dividen sebesar Rp17 miliar kepada pemegang saham PT PLN Enjiniring atas laba bersih PT PLN Enjiniring 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.

Proyeksi Pengembangan SDM

Informasi terkait proyeksi pengembangan SDM tahun 2025 adalah sebagai berikut.

Tabel Proyeksi Pengembangan SDM
Table of HR Development Projection

Uraian Description	RKAP 2025 RKAP 2025
Biaya Pengembangan SDM (Rp) HR Development (IDR)	910,986,212
Jumlah Pelatihan (pelatihan) Number of training (training)	86
Jumlah Peserta Pelatihan (orang) Number of trainees (people)	303

Shareholders. In 2025, PT PLN Enjiniring projects to provide dividends of Rp17 billion to PT PLN Enjiniring shareholders from PT PLN Enjiniring's net profit 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.

Human Resource Development Projection

Information related to the projection of HR development in 2025 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 Description	Tahun Buku 2023 Financial Year 2023	Tahun Buku 2022 Financial Year 2022
Laba tahun berjalan (jutaan Rupiah) Profit for the year (IDR billion)	106,515	82,807
Dividen Kas (jutaan Rupiah) Cash Dividend (IDR billion)	24,000	9,000
Dividen Non Kas *) Non-cash Dividend *)	-	-
Jumlah Saham (lembar) Number of Shares (shares)	25,000,000	25,000,000
Dividen Kas Per Saham Cash Dividend Per Share	960.00	360.00
Dividen Non Kas Per Saham *) Non-cash Dividend Per Share *)	-	-
Dividend Payout Ratio (%) Dividend Payout Ratio (%)	22.53%	10.87%
Tanggal Pengumuman Announcement Date	29 Juni 2024 June 29, 2024	2 Agustus 2023 August 2, 2023
Tanggal Pembayaran Dividen Kas Cash Dividend Payment	29 November 2024 04 Desember 2024 23 Desember 2024 November 29, 2024 December 04, 2024 December 23, 2024	23 November 2023 23 Desember 2023 November 23, 2023 December 23, 2023
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 tanggal 29 Juni 2024 PLN Enjiniring mendeklarasikan dividen tahun 2024 dengan menggunakan laba bersih tahun buku 2023 sebesar Rp24 miliar. Dividen dibayarkan kepada pemegang saham sesuai kepemilikan sahamnya secara bertahap pada 29 November 2024, 04 Desember 2024 dan 23 Desember 2024.

Based on the General Meeting of Majority Shareholders on June 29, 2024, PLN Enjiniring declared dividends for 2024 using net profit for the 2023 financial year of IDR24 billion. Dividends were paid to shareholders according to their share ownership in stages on November 29, 2024, December 4, 2024 and December 23, 2024.

Berdasarkan Rapat Umum Pemegang Saham Mayoritas tanggal 2 Agustus 2023 PLN Enjiniring mendeklarasikan dividen tahun 2023 dengan menggunakan laba bersih tahun buku 2022 sebesar Rp9,00 miliar. Dividen dibayarkan kepada pemegang saham sesuai kepemilikan sahamnya secara bertahap pada 23 November dan 23 Desember 2023.

Based on the General Meeting of Majority Shareholders on August 2, 2023, PLN Enjiniring declared dividends for 2023 using net profit for the 2022 financial year of IDR9.00 billion. Dividends were paid to shareholders according to their share ownership in stages on November 23 and December 23, 2023.

Realisasi Penggunaan Dana Hasil Penawaran Umum

Sampai dengan akhir tahun 2024, 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

Sepanjang tahun 2024, PLN Enjiniring tidak melakukan kegiatan investasi material dalam bentuk penanaman modal baru pada entitas anak, entitas asosiasi, maupun proyek infrastruktur berskala besar. Terkait dengan investasi barang modal telah disajikan pada bagian Investasi Barang Modal pada laporan Tahunan ini. Meskipun demikian, PLN Enjiniring tetap melaksanakan alokasi belanja modal terbatas untuk mendukung operasional, pengembangan digitalisasi, serta persiapan inisiatif klaster bisnis sesuai arah pengembangan dalam Rencana Jangka Panjang Perusahaan (RJP) 2024–2028. Rencana investasi strategis dengan nilai signifikan direncanakan mulai diimplementasikan pada periode 2025 dan seterusnya seiring masuknya perusahaan ke fase “*Growth and Build*”.

Ekspansi

PLN Enjiniring tidak melakukan ekspansi usaha dalam bentuk pendirian unit bisnis baru, pembukaan kantor perwakilan, maupun perluasan wilayah operasi selama tahun 2024. Namun demikian, perusahaan telah menyiapkan langkah-langkah ekspansi non-fisik yang mencakup perluasan portofolio layanan melalui penguatan lima klaster bisnis strategis, serta inisiasi pengembangan pasar luar PLN Group (*Beyond Captive Market*) sebagaimana tercantum dalam strategi jangka menengah RJP PLN Enjiniring.

Divestasi

Sepanjang tahun buku 2024, tidak terdapat kegiatan divestasi atas kepemilikan saham PLN Enjiniring pada entitas anak atau afiliasi. Struktur kepemilikan Perusahaan tetap dipertahankan sesuai dengan arah strategis pemegang saham dan belum terdapat keputusan strategis untuk melakukan pelepasan aset investasi.

Realization of the Use of Proceeds from Public Offering

Until the end of 2024, 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

Throughout 2024, PLN Enjiniring will not carry out material investment activities in the form of new capital investments in subsidiaries, associate entities, or large-scale infrastructure projects. Regarding capital goods investment, this has been presented in the Capital Goods Investment section of this Annual Report. However, PLN Enjiniring will continue to allocate limited capital expenditures to support operations, digitalization development, and preparation of business cluster initiatives in accordance with the development direction in the Company's Long-Term Plan (RJP) 2024–2028. Strategic investment plans with significant value are planned to be implemented in the period 2025 and beyond as the company enters the “*Growth and Build*” phase.

Expansion

PLN Enjiniring will not carry out business expansion in the form of establishing new business units, opening representative offices, or expanding operational areas during 2024. However, the company has prepared non-physical expansion steps that include expanding the service portfolio by strengthening five strategic business clusters, as well as initiating the development of markets outside the PLN Group (*Beyond Captive Market*) as stated in the medium-term strategy of PLN Enjiniring's RJP.

Divestment

Throughout the 2024 financial year, there were no divestment activities of PLN Enjiniring's share ownership in subsidiaries or affiliates. The Company's ownership structure is maintained in accordance with the strategic direction of shareholders and there has been no strategic decision to release investment assets.

Penggabungan/Peleburan Usaha

Pada tahun 2024, PLN Enjiniring tidak melakukan penggabungan atau peleburan usaha dengan entitas lain. Seluruh kegiatan korporasi tetap dijalankan oleh entitas tunggal dengan model operasi terintegrasi. Meskipun demikian, strategi jangka panjang PLN Enjiniring tetap membuka ruang sinergi usaha secara kelembagaan, terutama untuk memperkuat rantai nilai engineering dalam lingkungan PLN Group.

Akuisisi

Selama periode pelaporan tahun 2024, tidak terdapat aktivitas akuisisi entitas, baik terhadap perusahaan dalam negeri maupun luar negeri. PLN Enjiniring tetap fokus pada penguatan kapabilitas internal dan inisiatif kemitraan strategis, sembari melakukan kajian kelayakan dan valuasi terhadap kemungkinan akuisisi dalam jangka menengah apabila diperlukan untuk mendukung pencapaian visi jangka panjang perusahaan.

Restrukturisasi Utang/Modal

PLN Enjiniring tidak melakukan kegiatan restrukturisasi utang atau permodalan selama tahun 2024. Struktur permodalan perusahaan tetap dalam kondisi sehat dan proporsional, dengan rasio solvabilitas dan likuiditas yang terkendali. Kebutuhan pembiayaan operasional dan pengembangan masih sepenuhnya dapat ditopang oleh pendanaan internal. Namun, dalam kerangka penguatan struktur keuangan jangka panjang, PLN Enjiniring secara berkelanjutan melakukan evaluasi terhadap struktur modal guna menjaga fleksibilitas finansial dan kesiapan terhadap peluang ekspansi di masa mendatang.

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 2024 tidak terdapat transaksi material yang mengandung benturan kepentingan.

Business Merger/ Consolidation

In 2024, PLN Enjiniring will not merge or amalgamate with other entities. All corporate activities will continue to be carried out by a single entity with an integrated operating model. However, PLN Enjiniring's long-term strategy continues to open up space for institutional business synergy, especially to strengthen the engineering value chain within the PLN Group.

Acquisition

During the reporting period of 2024, there were no acquisition activities conducted by PLN Enjiniring, either of domestic or foreign entities. The company remained focused on strengthening internal capabilities and strategic partnership initiatives while conducting feasibility studies and valuations on potential medium-term acquisitions, if needed, to support the achievement of the company's long-term vision.

Debt/ Capital Restructuring

PLN Enjiniring did not engage in any debt or capital restructuring activities in 2024. The company's capital structure remained healthy and proportional, with well-managed solvency and liquidity ratios. Operational and development funding needs continued to be fully supported by internal financing. However, to strengthen the long-term financial structure, PLN Enjiniring consistently evaluates its capital structure to maintain financial flexibility and preparedness for future expansion opportunities.

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 2024, there were no material transactions involving conflicts of interest.

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;
- Hubungan antara pihak dengan Pegawai, Direktur, atau Komisaris dari pihak tersebut;
- Hubungan antara 2 (dua) Perusahaan di mana terdapat 1 (satu) atau lebih anggota Direksi atau Dewan Komisaris yang sama;
- Hubungan antara Perusahaan dan Pihak, baik langsung maupun tidak langsung, mengendalikan atau dikendalikan oleh perusahaan tersebut;
- Hubungan antara 2 (dua) perusahaan yang dikendalikan, baik langsung maupun tidak langsung, oleh pihak yang sama; atau
- 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 2024 tidak terdapat transaksi material yang memenuhi kategori transaksi pihak afiliasi.

Transaksi Pihak Berelasi

PLN Enjiniring melakukan transaksi dengan pihak berelasi sebagaimana didefinisikan dalam PSAK No.224 "Pengungkapan Pihak-Pihak Berelasi". Saldo dan transaksi yang material antara PLN Enjiniring dengan entitas berelasi dengan Pemerintah diungkapkan 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.

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;
- Relationship between a party and an Employee, director, or Commissioner of the party;
- Relationship between 2 (two) Companies in which there are 1 (one) or more members of the same Board of Directors or Board of Commissioners;
- Relationship between the Company and the Party, directly or indirectly, controlling or controlled by the company;
- Relationship between 2 (two) companies that are controlled, either directly or indirectly, by the same party; or
- 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 2024, there were no material transactions that met the criteria of affiliated party transactions.

Related Party Transactions

PLN Enjiniring engages in transactions with related parties as defined in PSAK No. 224 "Related Party Disclosures." Material balances and transactions with government-related entities are disclosed in the relevant notes to the financial statements. PLN Enjiniring opts to disclose transactions with government-related entities using the exemption from the related party disclosure requirements. Transactions with related parties are conducted under terms agreed by both parties, which may differ from those with unrelated parties. PLN Enjiniring's policy is to use normal commercial terms. All material transactions and balances with related parties are disclosed in the financial statement notes.

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 kontrak, pinjaman jangka panjang, dan pendapatan jasa engineering Trade receivables, other receivables, finance lease receivables, contract assets, customer advances, trade payables, contract liabilities, long-term loans, and engineering services revenue.
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 Cash and cash equivalents placement 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 Cash and cash equivalents placement 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 Cash and cash equivalents placement
PT Bank Negara Indonesia (Persero) Tbk ("Bank Negara Indonesia")	Entitas berelasi dengan Pemerintah Entities related to the Government	Penempatan kas dan setara kas Cash and cash equivalents placement
PT Indonesia Power ("IP")	Entitas sepengendali Entities under common control	Piutang usaha, aset kontrak, liabilitas kontrak dan pendapatan jasa engineering Trade receivables, contract assets, contract liabilities, and engineering services revenue
ICON	Entitas sepengendali Entities under common control	Piutang usaha, aset kontrak, dan piutang lain-lain Trade receivables, contract assets, contract liabilities, and engineering services revenue
PT Nusantara Power ("NP")	Entitas sepengendali Entities under common control	Piutang usaha, aset kontrak, piutang lain-lain, dan pendapatan jasa engineering dan non engineering Trade receivables, contract assets, contract liabilities, and engineering services revenue
PT Energi Primer Indonesia ("EPI")	Entitas sepengendali Entities under common control	Piutang usaha, aset kontrak, dan pendapatan jasa engineering Trade receivables, contract assets, and engineering services revenue
PT PLN Batam ("PLNB")	Entitas sepengendali Entities under common control	Piutang usaha, aset kontrak, dan pendapatan jasa engineering Trade receivables, contract assets, and engineering services revenue
CPSI	Pengendalian bersama CG International Holdings Singapore Pie. Ltd dan Perusahaan Joint Control with CG International Holdings Singapore Pte. Ltd. and the Company	Piutang lain-lain Other receivables
Dewan Komisaris dan Direksi	Personil manajemen kunci Key management personnel	Gaji dan imbalan jangka pendek lainnya Salaries and other short-term benefits

Realisasi Transaksi

Saldo transaksi dengan pihak-pihak berelasi pada tanggal 31 Desember 2024 dan 2023 diuraikan dalam tabel sebagai berikut.

Tabel Realisasi Transaksi Pihak Berelasi
Table of Related Transaction Realization

(dalam jutaan Rupiah / in millions of Rupiah)

Uraian Description	2024	2023
Kas dan setara kas Cash and cash equivalents	419,606	449,099
Rekening bank yang dibatasi penggunaannya Restricted bank accounts	34	9,414
Piutang usaha Trade receivables	581,734	362,634
Piutang lain-lain Other receivables	103,541	100,377
Piutang sewa pembiayaan Finance lease receivables	108,140	147,663
Asel kontrak Contract assets	287,454	146,242
Utang usaha Trade payable	8,350	-
Liabilitas kontrak Contract liabilities	192,394	136,812
Liabilitas sewa Lease liabilities	27,382	7,140
Pendapatan Revenue	997,811	811,215

Pada 31 Desember 2024 dan 2023, PL PLN Enjiniring memberikan kompensasi kepada Komisaris dan Direksi berupa gaji, fasilitas dan tunjangan masing-masing sebesar Rp20.145 juta dan Rp18.039 juta.

Rujukan Pengungkapan dalam Laporan Keuangan

Rincian nama pihak terkait realisasi (nilai) transaksi pihak afiliasi dan/atau berelasi disajikan pada Catatan 23 pada Laporan Keuangan 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 afiliasi dan/atau berelasi dilakukan sesuai dengan praktik bisnis yang berlaku umum antara lain dilakukan dengan memenuhi prinsip transaksi yang wajar (*arm's length principle*). Transaksi pihak afiliasi dan/atau berelasi terjadi karena adanya kebutuhan usaha PLN Enjiniring.

Realization of Transactions

Transaction balances with related parties as of December 31, 2024, and 2023 are described in the following table.

As of December 31, 2024 and 2023, PLN Enjiniring provided compensation to the Board of Commissioners and Directors in the form of salaries, facilities, and benefits amounting to IDR20.145 million and IDR18.039 million, respectively.

Reference for Disclosure in the Financial Statements

Details of related parties and the realization (value) of affiliated and/or related party transactions are presented in Note 23 of the Financial Statements attached to this Annual Report. These related transactions are part of regular business activities conducted to generate operating income and are carried out routinely, repeatedly, and/or continuously.

Fairness of Transactions and Reasons for Transactions

Transactions with affiliated and/or related parties are conducted according to prevailing business practices and follow the arm's length principle. These transactions occur based on the business needs of PLN Enjiniring.

Pemenuhan Peraturan Terkait

Transaksi material yang dilakukan dengan memperhatikan prinsip kehati-hatian sesuai dengan praktik bisnis yang berlaku umum antara lain dilakukan dengan memenuhi prinsip transaksi yang wajar (*arm's length principle*), memenuhi Peraturan OJK No. 42/POJK.04/2020 tentang Transaksi Afiliasi dan Transaksi Benturan Kepentingan, serta PSAK No. 224 tentang Pengungkapan Pihak-Pihak Berelasi. Selama tahun 2024, tidak terdapat pelanggaran atas peraturan perundang-undangan terkait dengan transaksi pihak afiliasi dan/atau berelasi serta tidak terdapat transaksi pihak afiliasi dan/atau berelasi yang memerlukan persetujuan RUPS.

Pernyataan Direksi Terkait Transaksi Pihak Berelasi

Direksi menyatakan bahwa transaksi afiliasi dan/atau berelasi telah melalui prosedur yang memadai, dilaksanakan sesuai praktik bisnis yang berlaku umum, serta memenuhi prinsip transaksi yang wajar (*arm's length principle*) dan ketentuan perundang-undangan yang berlaku.

Peran Dewan Komisaris dan Komite Audit Terkait Transaksi Pihak Berelasi

Mekanisme *review* atas transaksi material dengan pihak afiliasi dan/atau berelasi dilakukan melalui proses audit oleh Komite Audit yang hasilnya kemudian dilaporkan kepada Dewan Komisaris. Dalam hal ini, Dewan Komisaris menyatakan bahwa transaksi afiliasi dan/atau berelasi telah melalui prosedur yang memadai, dilaksanakan sesuai praktik bisnis yang berlaku umum, serta memenuhi prinsip transaksi yang wajar (*arm's length principle*) dan ketentuan perundang-undangan yang berlaku.

Kebijakan Pemberian Pinjaman bagi Dewan Komisaris/Direksi

PLN Enjiniring tidak memiliki kebijakan yang mengatur pemberian pinjaman kepada anggota Dewan Komisaris dan/atau Direksi. Selain itu, secara praktik hingga akhir tahun 2024, PLN Enjiniring tidak melakukan pemberian pinjaman dalam bentuk apa pun kepada anggota Dewan Komisaris maupun Direksi. Hal ini sejalan dengan prinsip tata kelola perusahaan yang baik (*Good Corporate Governance*) serta untuk menghindari potensi konflik kepentingan.

Regulatory Compliance

Material transactions are conducted with prudence, in line with common business practices, including adherence to the arm's length principle. They comply with OJK Regulation No. 42/POJK.04/2020 on Affiliated Transactions and Conflicts of Interest, and PSAK No. 224 on Related Party Disclosures. Throughout 2024, there were no violations of laws and regulations related to affiliated and/or related party transactions, nor were there any such transactions requiring General Meeting of Shareholders (GMS) approval.

Board of Directors' Statement Regarding Related Party Transactions

The Board of Directors declares that affiliated and/or related party transactions have undergone adequate procedures, are conducted according to prevailing business practices, and comply with the arm's length principle and applicable laws and regulations.

Role of The Board Of Commissioners and Audit Committee in Related Party Transactions

The review mechanism for material transactions with affiliated and/or related parties is conducted through an audit process by the Audit Committee, with results reported to the Board of Commissioners. The Board of Commissioners confirms that these transactions followed adequate procedures, prevailing business practices, and the arm's length principle, in line with applicable regulations.

Policy on Loans to the Board of Commissioners/Directors

PLN Enjiniring does not have a policy regarding the provision of loans to members of the Board of Commissioners and/or Directors. Furthermore, as of the end of 2024, PLN Enjiniring has not extended any loans in any form to members of the Board of Commissioners or Directors. This aligns with Good Corporate Governance (GCG) principles and avoids potential conflicts of interest.

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	Peraturan Menteri Keuangan 168 tahun 2023 yang mengatur imbalan dalam bentuk natura dan kenikmatan termasuk kategori penghasilan sehubungan dengan pekerjaan, jasa atau kegiatan yang harus dipotong PPh 21 Minister of Finance Regulation No. 168 of 2023, which regulates fringe benefits and perks as taxable income, requires withholding of income tax (PPh 21).	Mengatur tentang ketentuan umum, pemotongan pajak dan penerima penghasilan This regulation governs general provisions, tax withholding, and income recipients.	PLN Enjiniring melakukan penyesuaian perhitungan PPh 21 yang terutang sesuai ketentuan yang berlaku. PLN Enjiniring has adjusted its calculation of PPh 21 payable in accordance with applicable regulations.	Peningkatan beban PPh 21 pada laporan keuangan apabila dibandingkan dengan tahun sebelumnya. This led to an increase in PPh 21 expenses in the financial statements compared to the previous year.

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

These were made to comply with applicable Statements of Financial Accounting Standards (PSAK) relevant to PLN Enjiniring's operations.

Mulai dari 1 Januari 2024, referensi terhadap masing-masing PSAK dan ISAK telah diubah sesuai dengan penerbitan oleh Dewan Standar Akuntansi Keuangan Institut Akuntan Indonesia.

Starting January 1, 2024, references to each PSAK and ISAK have been updated in accordance with releases by the Indonesian Financial Accounting Standards Board.

Tabel Perubahan Kebijakan Akuntansi
Table of Accounting Policy Changes

No	Perubahan Kebijakan Akuntansi Accounting Policy Change	Dampak Perubahan Kebijakan Akuntansi Terhadap Laporan Keuangan Impact of the Change on Financial Statements
1.	Amendemen PSAK No. 201, "Penyajian Laporan Keuangan" tentang kewajiban diklasifikasikan sebagai lancar atau tidak lancar Amendment to PSAK No. 201, "Presentation of Financial Statements" regarding classification of liabilities as current or non-current	Penerapan dari amendemen terhadap standar akuntansi, yang berlaku efektif sejak tanggal 1 Januari 2024 tidak menyebabkan perubahan signifikan atas kebijakan akuntansi Perusahaan dan tidak memberikan dampak yang material terhadap jumlah yang dilaporkan di laporan keuangan pada tahun berjalan. The implementation, effective January 1, 2024, did not cause significant changes to the Company's accounting policies or materially impact the amounts reported in the financial statements.
2.	Amendemen PSAK No. 201, "Penyajian Laporan Keuangan" - Liabilitas Jangka Panjang dengan Kovenan; Amendment to PSAK No. 201, "Presentation of Financial Statements" regarding Long-Term Liabilities with Covenants;	
3.	Amendemen PSAK No. 116, "Sewa" - Liabilitas Sewa pada Transaksi Jual dan Sewa Balik; Amendment to PSAK No. 116 "Leases" - Lease Liabilities in Sale and Leaseback Transactions;	
4.	Amendemen PSAK No. 207, "Laporan Arus Kas" dan amendemen PSAK No. 107 "Instrumen Keuangan: Pengungkapan" - Pengaturan Pembiayaan Pemasok. Amendment to PSAK No. 207, "Cash Flow Statements" and PSAK No. 107 "Financial Instruments: Disclosures" - Supplier Financing Arrangements	

Tingkat Kesehatan Perusahaan

Penilaian tingkat kesehatan PLN Enjiniring berdasarkan Petunjuk Teknis KPI PT Prima Layanan Nasional Enjiniring tahun 2024 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, pencapaian kinerja PLN Enjiniring pada tahun 2024 dengan Nilai Kinerja Organisasi (NKO) sebesar 101,44.

The Company Soundness Level

PLN Enjiniring soundness assessment is based on the 2024 KPI Technical Guidelines of PT Prima Layanan Nasional Enjiniring, which refer to the Board of Directors Regulation No. 0007.P/DIR/2022 dated February 23, 2022 on Corporate Performance Management and Organizational Performance Assessment, PER-2/MBU/03/2023 on Governance Guidelines and Significant Corporate Activities of State-Owned Enterprises, and Minister of SOEs Decree No. SK-306/MBU/11/2023 on Technical Guidelines for KPI Formulation in SOEs.

According to this assessment, PLN Enjiniring achieved an Organizational Performance Score (NKO) of 101.44 in 2024.

Tabel Tingkat Kesehatan Perusahaan
Table of Company Soundness Level

No.	Indikator Kinerja Kunci Key Performance Indicators	Bobot Weight	Nilai 2024 Score 2024	Nilai 2023 Score 2023
1.	Nilai Ekonomi dan Sosial untuk Indonesia Economic and Social Value for Indonesia	51.00	53,17	27.83
2.	Inovasi Model Bisnis Business Model Innovation	15.00	15,62	28.38
3.	Kepemimpinan Teknologi Technological Leadership	10.00	10,33	12.00
4.	Peningkatan Investasi Increased Investment	4.00	1,55	23.23
5.	Pengembangan Talenta Talent Development	10.00	10,63	10.91
6.	Compliance	-	0	0
	Total Bobot Total Weight	90.00*	101,44	101.37

*) Terdapat indikator yang tidak dilakukan perhitungan sehingga bobot tidak dihitung
*) Some indicators were not calculated; thus, weights were not assigned.

Selain itu, PLN Enjiniring memperoleh penilaian dari lembaga independen IndoInfo dan Dun & Bradstreet melalui Laporan *Verification Scoring System* (VSS) yang diterbitkan pada 5 November 2024, dengan hasil sebagai berikut:

In addition, PLN Enjiniring was assessed by independent bodies IndoInfo and Dun & Bradstreet published in their *Verification Scoring System* (VSS) Report on November 5, 2024 with the following results:

Tabel Penilaian dari Lembaga Independen
Table of Independent Institution Assessment

Lembaga Pemeringkat Rating Agency	Rating	Arti Rating Rating Meaning
IndoInfo	BB4	- BB menunjukkan kekuatan keuangan berdasarkan <i>net worth</i> di atas Rp100 miliar. - 4 menunjukkan tingkat risiko komposit berada pada kategori rata-rata. - BB shows financial strength based on net worth above IDR100 billion. - 4 shows the composite risk level is in the average category.

Lembaga Pemeringkat Rating Agency	Rating	Arti Rating Rating Meaning
D&B (Dun & Bradstreet)	5A2	- 5A menunjukkan kekuatan keuangan dengan nilai ekuitas bersih di atas Rp85 miliar. - 2 mencerminkan kapasitas yang baik dalam memenuhi kewajiban pembayaran, dengan tingkat risiko yang rendah. - 5A shows financial strength with a net equity value above IDR85 billion. - 2 reflects good capacity to meet payment obligations, with a low level of risk.

Secara keseluruhan, hasil penilaian ini menjadi indikator bahwa PLN Enjiniring berada dalam kondisi keuangan yang sehat, memiliki reputasi yang baik, serta berdaya saing tinggi dalam menjalankan fungsinya sebagai penyedia layanan teknik dan konsultasi ketenagalistrikan nasional. Penilaian ini juga memperkuat posisi perusahaan dalam mendukung pembangunan infrastruktur energi yang berkelanjutan dan memberikan nilai tambah bagi para pemangku kepentingan.

Overall, this assessment indicates that PLN Enjiniring is financially sound, has a strong reputation, and is highly competitive in its role as a national electricity engineering and consulting service provider. This assessment also strengthens the company's position in supporting sustainable energy infrastructure development and providing added value to stakeholders.

Informasi Kelangsungan Usaha

Hal-Hal yang Berpotensi Berpengaruh Signifikan Terhadap Kelangsungan Usaha

Manajemen PLN Enjiniring telah melakukan evaluasi terhadap prospek kelangsungan usaha Perusahaan dengan mempertimbangkan berbagai aspek strategis, keuangan, operasional, dan dukungan kebijakan dari pemegang saham. Berdasarkan hasil evaluasi tersebut, Manajemen meyakini bahwa PLN Enjiniring memiliki kapasitas yang memadai dan sumber daya yang cukup untuk melanjutkan kegiatan usaha secara berkelanjutan dalam jangka panjang.

Penilaian ini juga didasarkan pada posisi strategis PLN Enjiniring sebagai satu-satunya entitas enjiniring di bawah PLN Group, serta peran PLN Enjiniring dalam mendukung agenda transformasi sektor ketenagalistrikan nasional yang tertuang dalam dokumen Rencana Umum Ketenagalistrikan Nasional (RUKN) dan RPJMN 2025–2029. Selain itu, tidak terdapat indikasi ketidakpastian material yang dapat menimbulkan keraguan signifikan atas kemampuan Perusahaan dalam mempertahankan kelangsungan usahanya.

Rincian Masalah yang Timbul Selama Tahun Buku Yang Mempengaruhi Kegiatan Usaha

Selama tahun buku 2024, PLN Enjiniring menghadapi beberapa tantangan eksternal dan internal yang berpengaruh terhadap operasional dan kegiatan usaha, antara lain:

- Ketatnya persaingan pasar jasa enjiniring di luar *captive market* PLN Group, yang menuntut peningkatan efisiensi, kualitas layanan, dan daya saing harga.

Business Sustainability Information

Matters That Potentially Have a Significant Effect on Business Continuity

PLN Enjiniring's management evaluated the company's business continuity prospects considering strategic, financial, operational aspects and shareholder policy support. Based on the evaluation, management believes that the company has sufficient capacity and resources to continue operating sustainably over the long term.

This assessment also rests on PLN Enjiniring's strategic position as the sole engineering entity under PLN Group and its role in supporting the national electricity sector transformation agenda outlined in the National Electricity General Plan (RUKN) and the 2025–2029 RPJMN. Furthermore, no material uncertainties were identified that could raise significant doubt about the company's going concern.

Details of Issues Arising During the Fiscal Year That Affected Business Activities

Throughout the 2024 fiscal year, PLN Enjiniring encountered several challenges and issues that had an impact on the company's operations, both from internal and external sources. These include:

- Tight competition in the engineering services market outside PLN Group's captive market, demanding increased efficiency, service quality, and price competitiveness.

- Perubahan kebijakan dan penyesuaian prioritas investasi PLN *Holding*, yang berimplikasi terhadap jadwal pelaksanaan proyek-proyek strategis.
- Keterbatasan integrasi sistem digital internal, khususnya dalam pengelolaan proyek lintas unit dan monitoring waktu nyata.
- Kebutuhan untuk akselerasi transformasi SDM dan budaya kerja, sebagai bagian dari implementasi inisiatif transformasi organisasi dalam RJP 2024–2028.

Merespons hal-hal tersebut, Manajemen telah melaksanakan sejumlah langkah strategis, antara lain melalui:

- Penguatan layanan digital melalui platform Konsultrik dan Smarti.
- Peningkatan sistem *Project Management Office* (PMO) dan integrasi antar-unit kerja.
- Perluasan kemitraan strategis untuk penetrasi pasar eksternal.
- Pelaksanaan program budaya AKHLAK dan peningkatan *Human Capital Readiness* (HCR).

Langkah-langkah tersebut dirancang untuk memperkuat ketahanan operasional dan menciptakan nilai tambah yang berkelanjutan bagi seluruh pemangku kepentingan.

Assessment Manajemen Terhadap Hal-Hal yang Berpotensi Berpengaruh Signifikan Terhadap Kelangsungan Usaha

Berdasarkan pemantauan dan evaluasi yang dilakukan secara berkala, hingga akhir tahun 2024 PLN Enjiniring tidak menghadapi kondisi atau faktor yang berpengaruh signifikan terhadap kelangsungan usaha. Dengan demikian, Manajemen tidak mengidentifikasi adanya keharusan untuk melakukan assessment lanjutan terhadap potensi risiko yang dapat menggagalkan kelangsungan usaha dalam jangka pendek maupun menengah.

Asumsi yang Digunakan Manajemen Untuk Melakukan Assessment

Manajemen menggunakan beberapa indikator dan asumsi utama dalam menilai kelangsungan usaha PLN Enjiniring, meliputi:

- Kebijakan dan dukungan strategis dari pemegang saham, termasuk arah transformasi PLN Group.
- Kinerja keuangan dan proyeksi pertumbuhan pendapatan, sebagaimana tercantum dalam RJP dan RKAP.
- Likuiditas dan solvabilitas perusahaan, termasuk kas operasional dan rasio utang.
- Tingkat keberhasilan implementasi strategi transformasi organisasi.

- Changes in policy and investment priorities within PLN Holding, affecting project schedules.
- Limited integration of internal digital systems, especially in cross-unit project management and real-time monitoring.
- Need to accelerate HR transformation and work culture as part of organizational transformation initiatives under the 2024–2028 Strategic Plan.

In response to the aforementioned issues, the Management has undertaken a number of strategic actions, including:

- Strengthening digital services through the Konsultrik and Smarti platforms.
- Enhancing the Project Management Office (PMO) system and integration across work units.
- Expanding strategic partnerships to increase external market penetration.
- Implementing the AKHLAK cultural program and improving Human Capital Readiness (HCR).

These initiatives are designed to reinforce operational resilience and create long-term value for all stakeholders.

Management's Assessment of Matters Potentially Affecting Business Continuity

Based on ongoing monitoring and periodic evaluation, as of the end of 2024, PLN Enjiniring did not encounter any condition or factor that significantly affected its business continuity. Therefore, Management has not identified the need for further assessment regarding potential risks that could jeopardize business sustainability in the short or medium term.

Assumptions Used by Management In Assessment

Management employed several key indicators and assumptions in assessing PLN Enjiniring's business continuity, including:

- Strategic policies and shareholder support, including the direction of PLN Group's transformation.
- Financial performance and projected revenue growth, as stated in the Long-Term Plan (RJP) and Annual Corporate Work Plan and Budget (RKAP).
- The company's liquidity and solvency, including operational cash flow and debt ratios.
- The success rate of implementing organizational transformation strategies.

- Risiko hukum dan kepatuhan terhadap regulasi, termasuk keterlibatan dalam perkara hukum (jika ada).
- Stabilitas kondisi ekonomi nasional dan kebijakan sektor energi, sebagaimana diatur dalam RPJMN dan RUKN.

Seluruh asumsi tersebut diperbarui secara berkala dan menjadi dasar pertimbangan Manajemen dalam menetapkan strategi keberlanjutan jangka panjang.

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 dalam kegiatan operasionalnya telah menjalankan Tata Kelola Perusahaan Yang Baik (*Good Corporate Governance*) yang dilakukan secara transparan dan akuntabel khususnya dalam mengelola hak dan kewajiban perpajakannya agar dilakukan sesuai dengan peraturan yang berlaku. Tata kelola dan pengendalian pajak senantiasa dievaluasi secara berkala untuk memastikan kepatuhan terhadap peraturan perpajakan dengan pendekatan manajemen risiko yang efektif dalam melakukan identifikasi pengelolaan dan pemantauan risiko.

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 2024, tidak terdapat pelanggaran pemenuhan kewajiban pembayaran pajak apa pun yang dilakukan oleh PLN Enjiniring.

- Legal risks and regulatory compliance, including involvement in any legal proceedings (if any).
- Stability of national economic conditions and energy sector policies, as stipulated in the National Medium-Term Development Plan (RPJMN) and the National Electricity General Plan (RUKN).

All assumptions are periodically reviewed and serve as the basis for Management in formulating long-term sustainability strategies.

Disclosure of Governance Framework, Management, and Control of Taxation Aspects

PLN Enjiniring has implemented a tax governance framework aimed at ensuring full compliance with all applicable tax regulations. The Directorate of Finance and Human Resources is responsible for taxation within the company. The taxation strategy is periodically reviewed to ensure there are no violations of tax regulations.

In its operations, PLN Enjiniring has adhered to the principles of Good Corporate Governance (GCG), particularly in managing its tax rights and obligations in a transparent and accountable manner and in full compliance with prevailing laws. Tax governance and control are regularly evaluated to ensure compliance, using a risk management approach to identify, manage, and monitor tax risks effectively.

PLN Enjiniring is committed to consistently supporting all government policies, including taxation, as a vital part of national development efforts. As evidence of this commitment, as of December 31, 2024, PLN Enjiniring had no record of any violation in fulfilling its tax payment obligations.

Pemangku kepentingan yang terpenting dalam hal perpajakan adalah pemerintah melalui kantor pajak. Untuk itu, PLN Enjiniring senantiasa membina hubungan baik dengan otoritas perpajakan. PLN Enjiniring sebagai Perusahaan senantiasa memenuhi kewajiban pembayaran pajak. PLN Enjiniring menyadari bahwa kontribusi yang dibayarkan dapat mendukung dan membantu Pemerintah dalam berbagai program pembangunan negeri. PLN Enjiniring hanya beroperasi di Indonesia, dan kewajiban penyeteroran dan pelaporan pajak dilakukan di Indonesia.

The primary stakeholder in taxation matters is the government, through the Tax Office. To that end, PLN Enjiniring maintains a constructive relationship with tax authorities and consistently fulfills its tax obligations. The company understands that its contributions in the form of taxes support and assist the government in various national development programs. PLN Enjiniring operates exclusively in Indonesia, and all tax payment and reporting obligations are carried out within the country.

Tabel Kontribusi Pajak Kepada Negara
Table of Tax Contributions to the State

(dalam jutaan Rupiah / in IDR million)

Uraian Pajak Tax Description	Nominal Amount
2024	12,948
2023	13,097
2022	25,689
2021	7,386
2020	4,947
2019	7,392
Total	73,300







Human Capital

Human Capital

Strategi Manajemen *Human Capital*

Human Capital Management Strategy



PLN Enjiniring memiliki 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*).

PLN Enjiniring has a PT PLN (Persero) Human Capital policy 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

Kebijakan rekrutmen PLN Enjiniring berdasarkan Surat Edaran Direksi PT PLN Enjiniring Nomor 0016.E/DIR/2024 tentang Standar Prosedur Sistem Manajemen Akuisisi Pegawai PT PLN Enjiniring. 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.

Sesuai dengan edaran direksi Edaran direksi PT PLN Enjiniring Nomor 0016.E/DIR/2024 tentang Standar Prosedur Sistem Manajemen Akuisisi Pegawai PT PLN Enjiniring Dalam proses rekrutmen calon pegawai PLN Enjiniring, terdapat sejumlah tahap yang harus dilalui oleh para pelamar. Tahapan tersebut yaitu seleksi awal yang terdiri dari (1) Seleksi administrasi, (2) akademis, (3) Bahasa Inggris, (4) Psikologi, (5) wawancara, (6) kesehatan. Kemudian terdapat seleksi akhir meliputi tahapan yaitu (1) pembedaan fisik dan karakter, (2) Pengenalan Perusahaan, (3) Pembedaan, (4)

Recruitment

Policy

The recruitment policy of PT PLN Enjiniring is based on the circular letter at PT PLN Enjiniring Number 0016.E/DIR/2024 about the Standard Procedures for the Employee Acquisition Management System of PT PLN Enjiniring. 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 accordance with the circular letter of PT PLN Enjiniring Number 0016.E/DIR/2024 about the Standard Procedures for the Employee Acquisition Management System 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. Then, there are final selection processes consisting of the following stages: (1) physical and character assessment,

pemagangan/on the job training (OJT), (5) Uji akhir (evaluasi hard dan soft competency).

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.

Terhitung sejak tahun 2020, PLN Enjiniring tidak melakukan rekrutmen pegawai Organik sesuai dengan arahan PLN selaku pemegang saham. Tahun 2024 PLNE melakukan rekrutmen internal sehubungan dengan adanya akuisisi PT REC PLNE melakukan rekrutmen dengan jumlah 9 (Sembilan) orang dan mengundurkan diri 1 (satu) orang dan yang lulus tes rekrutmen 1 (satu) orang kemudian diangkat menjadi pegawai PLNE.

Pengembangan Kompetensi

Kebijakan

Kebijakan terkait pengembangan kompetensi diatur dalam Surat Edaran Direksi PT PLN Enjiniring Nomor 0010.E/DIR/2024 tentang Standar Prosedur Sistem Manajemen talenta dan pegawai PT PLN Enjiniring. 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 2024, Perusahaan melaksanakan pengembangan kompetensi Pegawai yang terdiri dari 2.298

(2) company introduction, (3) assessment, (4) internship/on-the-job training (OJT), (5) final test (hard and soft competency evaluation).

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.

Starting from 2020, PLN Enjiniring has not recruited Organic employees following the direction of PLN as the shareholder. In 2004, PLNE conducted an internal recruitment in connection with the acquisition of PT REC. PLNE recruited 9 (nine) people, 1 (one) person resigned, and 1 (one) person passed the recruitment test and was then appointed as a PLNE employee.

Competency Development

Policy

The competence development policy is managed in the circular letter of PT PLN Enjiniring Number 0010.E/DIR/2024 about the Standard Procedure of Talent and Employee Management System of PT PLN Enjiniring. 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 2024, the Company implemented employee competency development consisting of 2,298 training and

Program Pelatihan dan Sertifikasi dengan diikuti oleh 330 orang terdiri dari Anggota Dewan Direksi, Dewan Komisaris, dan Pegawai. Pengembangan kompetensi dilakukan dengan menerapkan 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 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 2024 melalui pelatihan dan sertifikasi sebesar Rp1.172.504.938, menurun sebesar 58,69% dibandingkan dengan tahun 2023 yaitu sebesar Rp2.838.800.000.

Pengembangan Karir

Kebijakan terkait pengembangan karir sesuai dengan Surat Edaran Direksi PT PLN Enjiniring Nomor 0010.E/DIR/2024 tentang Standar Prosedur Sistem Manajemen talenta dan pegawai PT PLN Enjiniring yang mengatur Person grade, position grade, pembinaan karir pegawai, pembinaan person grade, jalur karir jabatan, tugas karya, pengangkatan pegawai sebagai Direksi, Penunjukan pejabat pengganti sementara. Kemudian, Strategis Human Experience Management System 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. 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.

certification programs attended by 330 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 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).

Cost of Competency Development

The total cost of employee competency development in 2024 through training and certification was IDR1,172,504,938, a decrease of 58.69% compared to 2023, which was IDR2,838,800,000.

Career Development

The career development policies are in accordance with PT PLN Enjiniring Board of Directors' Circular Letter Number 0010.E/DIR/2024 on the Standard Procedures for the Talent and Employee Management System of PT PLN Enjiniring, which regulates personnel grades, position grades, employee career development, personnel grade development, career paths, job assignments, employee appointments to the Board of Directors, and the appointment of temporary replacement officials. Furthermore, the Strategic Human Experience Management System regulates the talent and employee management system with a scope covering competency and career development, as well as talent development. Therefore, PLN Engineering will further regulate this in operational policies regarding the Standard Procedures for the Talent and Employee Management System. Competency development consists of competency level development and grade development. Competency levels and grades are tied to employees, not positions. Organic employees of PLN Enjiniring who are performing work duties at PLN units or other subsidiaries/affiliates within the PLN Group will continue to be developed and maintained by PLN Enjiniring.

Pada akhir tahun 2024, seluruh Pegawai per 01 Januari 2024 talentanya secara otomatis menjadi 0 (nol) dengan adanya peralihan skema pembinaan karir pegawai, dimana saat ini pengelolaannya menjadi pembinaan person grade. Selama tahun 2024 tidak ada pegawai yang mengalami kenaikan person grade sesuai dengan edaran direksi PT PLN Enjiniring Nomor 0010.E/DIR/2024 tentang Standar Prosedur Sistem Manajemen talenta dan pegawai PT PLN Enjiniring. Untuk pegawai yang melaksanakan leadership program dengan jenjang jabatan Supervisor atas sebanyak 2 (dua) orang, Manajemen dasar (MD) sebanyak 14 orang dan manajemen menengah (MM) sebanyak 4 (empat) orang. Terdapat 6 (enam) orang promosi pegawai tugas karya menjabat sebagai Manajemen Menengah, dan 2 (dua) orang sebagai Manajemen Dasar, sedangkan promosi pegawai organik PLN Enjiniring 3 (tiga) orang sebagai manajemen dasar dan 1 (satu) orang sebagai supervisor atas. Untuk rotasi/mutasi pegawai organik PLN Enjiniring terdapat 3 (tiga) orang tugas karya ke PT PLN (Persero) dan 4 (empat) orang pegawai tugas karya kembali ke PLN (Persero).

Penilaian Kinerja

Kebijakan penilaian kinerja di PLN Enjiniring sesuai dengan Surat Edaran Direksi PT PLN Enjiniring Nomor 011.E/DIR/2024 tentang standar prosedur sistem manajemen kinerja pegawai PT PLN Enjiniring. 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.

By the end of 2024, all employees as of January 1, 2024, will automatically have their talent ratings set to 0 (zero) due to the transition to a new career development scheme, in which management will now focus on personnel grade development. During 2024, no employees received a person grade increase in accordance with the directive from the Board of Directors of PT PLN Enjiniring Number 0010.E/DIR/2024 about the Standard Procedures for the Talent and Employee Management System at PT PLN Enjiniring. For employees participating in the leadership program, there are 2 (two) individuals at the Supervisor level, 14 individuals at the Basic Management (BM) level, and 4 (four) individuals at the Middle Management (MM) level. There are 6 (six) employees promoted to Middle Management positions, and 2 (two) to Basic Management positions, while 3 (three) organic employees of PLN Enjiniring were promoted to Basic Management positions, and 1 (one) to Supervisor positions. For the rotation/transfer of organic employees of PLN Enjiniring, there are 3 (three) employees on assignment to PT PLN (Persero) and 4 (four) employees on assignment returning to PLN (Persero).

Performance Assesment

The performance appraisal policy at PLN Engineering is in accordance with the Circular Letter of the Board of Directors of PT PLN Enjiniring Number 011.E/DIR/2024 about the Standard Procedures for the employee performance management system at PLN Enjiniring. 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. 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. Diskusi kinerja, adalah memastikan sasaran kinerja pegawai sesuai dengan kriteria SMART - CT dan mendukung pencapaian organisasi.
3. 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.
4. Kontribusi Individu atau PDP 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.

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. Assesment

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. Performance discussion, to ensure that employee performance goals are in line with SMART - CT criteria and support organizational achievements.
3. 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.
4. 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.

Remunerasi

Sehubungan dengan ratifikasi tentang Kebijakan Strategis *Human Experience Management System*, 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 pemilikan kendaraan, alat komunikasi, laptop, dan fasilitas kerja.

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 3 (tiga) tahun sebelum Pegawai memasuki usia pensiun, untuk melaksanakan Ibadah Umroh atau Perjalanan Rohani. Program Bantuan Pembiayaan Ibadah Umroh atau perjalanan Rohani merupakan penghargaan instrinsik kepada Pegawai untuk menciptakan keseimbangan antara kehidupan pekerjaan dengan kehidupan kerohanian yang dapat meningkatkan motivasi Pegawai dalam bekerja. Program Bantuan Pembiayaan Ibadah Umroh atau

Remuneration

In connection with the ratification of the Strategic Policy on Human Experience Management System, 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.

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 employees the opportunity to perform the Umrah pilgrimage or spiritual journey no later than three years before they reach retirement age. The Umrah Pilgrimage or Spiritual Journey Financial Assistance Program is an intrinsic reward for employees to create a balance between work and spiritual life, which can enhance employees' motivation in their work. The Umrah Pilgrimage or Spiritual Journey Financial Assistance Program is implemented in the form of financial assistance for the Umrah Pilgrimage or

perjalanan Rohani dilaksanakan dalam bentuk Bantuan Pembiayaan Ibadah Umroh atau perjalanan Rohani yang nominal penggantianannya disesuaikan dengan kemampuan perusahaan.

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.

Program pendidikan 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.

Spiritual Journey, with the reimbursement amount adjusted according to the company's capabilities.

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.

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 perihwal 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.

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.

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 SuccessFactor. 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.

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

Berdasarkan Keputusan Direksi PT PLN Enjiniring Nomor 0431.K/DIR/2024 tentang Tim Ranger PT PLN Enjiniring tahun 2024, PLN Enjiniring memiliki 3 (tiga) program budaya yaitu budaya penghapusan kemubazhiran, budaya Beyond Kwh Revenue dan budaya Wellbeing. 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 Keputusan Direksi PT PLN Enjiniring Nomor 0431.K/DIR/2024 tentang Tim Ranger PT PLN Enjiniring tahun 2024. 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.

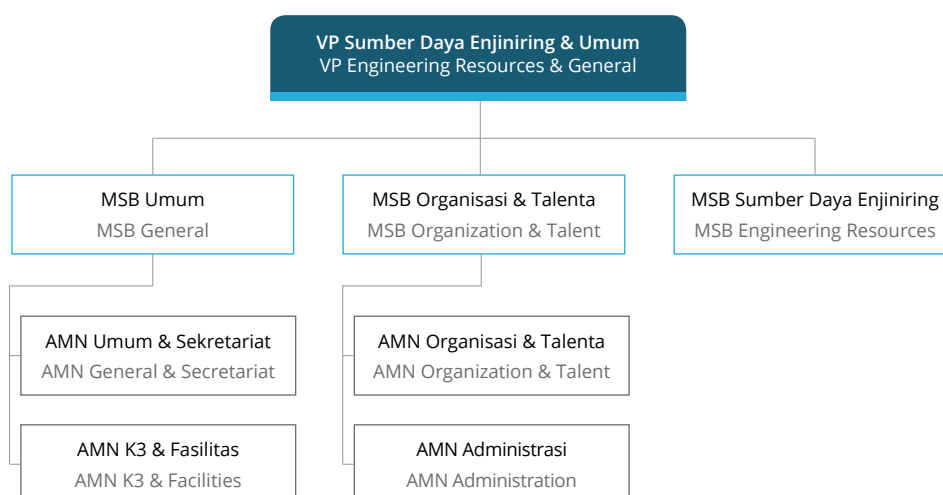
Based on the Decision of the Board of Directors of PT PLN Enjiniring Number 0431.K/DIR/2024 about the PT PLN Enjiniring Ranger Team in 2024, PLN Engineering has 3 (three) cultural programs, including the eliminating waste culture, the Beyond kWh Revenue culture, and the Wellbeing culture. The cultural 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 2025

Human Capital Work Plan for 2025

Merujuk pada Kontrak Manajemen Tahun 2025, Rencana Kerja Manajemen Bidang Sumber Daya Enjiniring dan Umum Direktorat Keuangan, Manajemen Risiko, dan Human Capital memiliki 16 Indikator Kinerja Kunci atau disebut dengan *Key Performance Indicator* (KPI) yang merupakan turunan/*cascading* dari Direktur Keuangan, Manajemen Risiko, dan Human Capital. Adapun 16 Indikator Kinerja Kunci tersebut meliputi:

1. Improvement Engineering Excellence, dengan formula Penyelesaian Tindak lanjut Improvement Engineering Excellence sesuai Milestone yang memiliki target 100%.
2. Rasio Talent Milenial, dengan formula Rata Rata pencapaian Talent Diversity Millennials pada nominated talent pool yang memiliki target 19 %.
3. Rasio Talent Perempuan, dengan formula Rata Rata pencapaian Talent Diversity Women pada nominated talent pool yang memiliki target 24%.
4. Human Capital Readiness (HCR), dengan formula Pemenuhan Nilai Hasil Asesmen Manajemen SDM (HCROCR dan Produktivitas Pegawai) pada suatu periode sesuai Pedoman Kinerja HCROCR & Produktivitas Pegawai tahun 2025 yang memiliki target 100%.
5. Organizational Capital Readiness (OCR), dengan formula Pemenuhan Nilai Hasil Asesmen Manajemen SDM (HCROCR & Produktivitas Pegawai) pada suatu periode sesuai Pedoman Kinerja HCROCR & Produktivitas Pegawai tahun 2025 dengan target 100%.
6. Produktivitas Pegawai, dengan formula Pemenuhan Nilai Hasil Asesmen Manajemen SDM (HCROCR dan Produktivitas Pegawai) pada suatu periode sesuai Pedoman Kinerja HCROCR & Produktivitas Pegawai tahun 2025 dengan target 100%.
7. Lost Time Injury Frequency Rate, dengan formula $(LTI \times 1.000.000) / \text{Total Jumlah Jam Kerja Orang}$ yang memiliki target indeks sebesar 1.381 per 1 juta jam kerja.
8. Maturity Level Sustainability, dengan formula Pemenuhan Kertas Kerja Maturity Level Sustainability yang memiliki target 100%.
9. Monitoring Evaluasi Sumber Daya Enjiniring, dengan formula Laporan load capacity enjinir dan kebutuhan sumber daya enjiniring yang memiliki target 7 Dokumen di Semester 1 dan 7 Dokumen di Semester 2, yang berupa 6 dokumen load capacity dan 1 kebutuhan sumber daya.
10. Optimalisasi dan peningkatan fasilitas ruang rapat, dengan formula Penyelesaian peningkatan fasilitas ruang rapat yang memiliki target penyelesaian di bulan Desember.

Referring to the 2025 Management Contract, the Work Plan for the Engineering and General Resources Management Division of the Directorate of Finance, Risk Management, and Human Capital has 16 Key Performance Indicators (KPIs) which are derived from the Director of Finance, Risk Management, and Human Capital. The 16 Key Performance Indicators include:

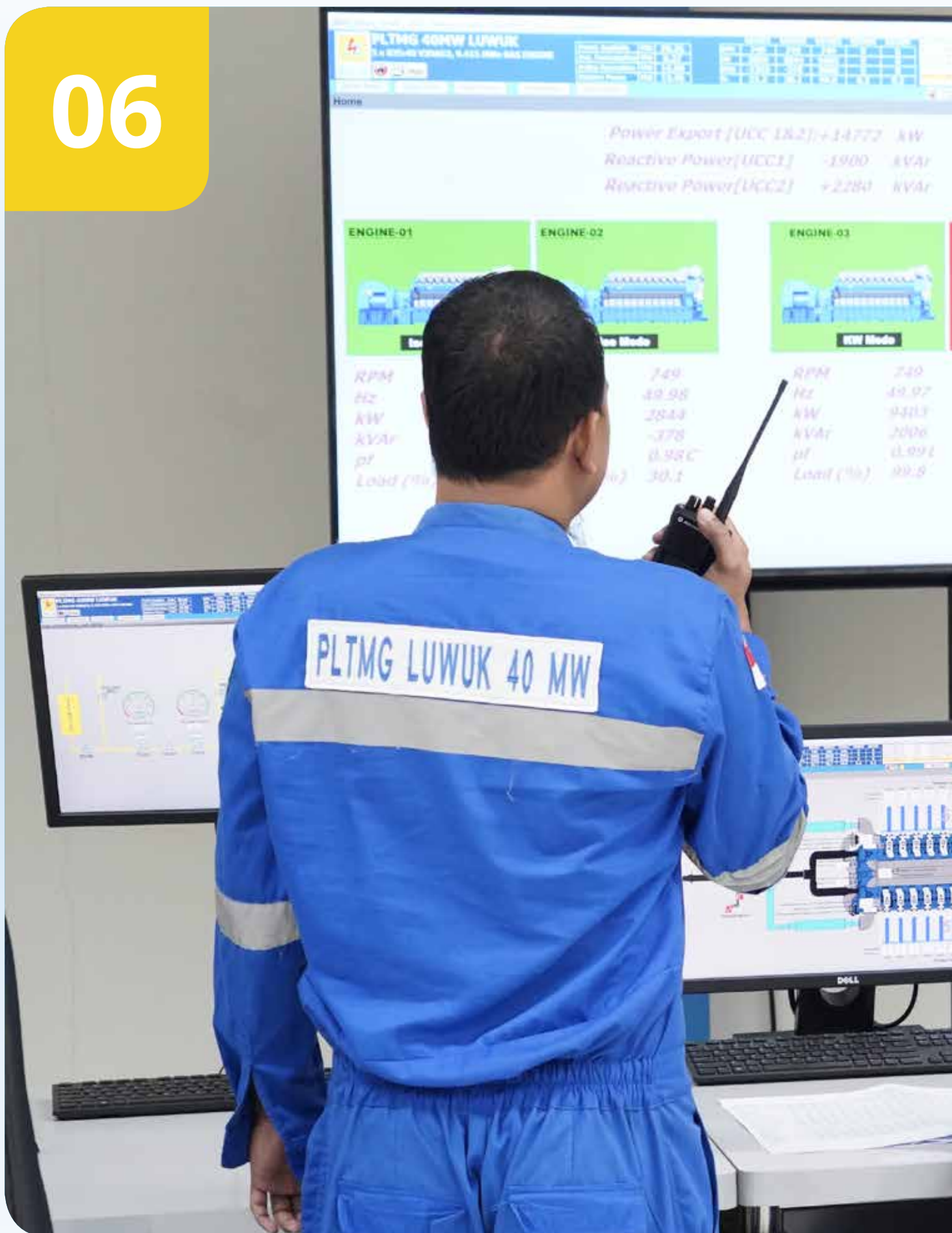
1. Improvement Engineering Excellence, with the formula for improvement Engineering Excellence Follow-up Competition in accordance with Milestones that have a target of 100%.
2. Millennial Talent Ratio, with the formula for Average Achievement of Millennial Talent Diversity in the nominated talent pool, which has a target of 19%.
3. Female Talent Ratio, calculated using the average achievement of female talent diversity in the nominated talent pool, with a target of 24%.
4. Human Capital Readiness (HCR), with the formula for fulfilling the results of the Human Capital Readiness Assessment (HCROCR and Employee Productivity) for a period in accordance with the 2025 HCROCR and Employee Productivity Performance Guidelines, with a target of 100%.
5. Organizational Capital Readiness (OCR), with the formula for fulfilling the Human Capital Management Assessment Results (HCROCR and Employee Productivity) for a given period in accordance with the 2025 HCROCR and Employee Productivity Performance Guidelines, with a target of 100%.
6. Employee Productivity, with the formula for fulfilling the Human Resources Management Assessment Results (HCROCR and Employee Productivity) for a given period in accordance with the 2025 HCROCR and Employee Productivity Performance Guidelines, with a target of 100%.
7. Lost Time Injury Frequency Rate, with the formula $(LTI \times 1,000,000) / \text{Total Number of Working Hours}$, with a target index of 1,381 per 1 million working hours.
8. Maturity Level Sustainability, with the formula for fulfilling the Maturity Level Sustainability Worksheet, with a target of 100%.
9. Monitoring and evaluating the engineering resources, with the formula for engineering load capacity reports and engineering resource requirements, targeting 7 documents in Semester 1 and 7 documents in Semester 2, consisting of 6 load capacity documents and 1 resource requirement document.
10. Optimization and improvement of meeting room facilities, with the formula for the completion of meeting room facility improvements, targeting completion by December.

11. Sinergi antar Sub Holding, Anak Perusahaan Lain dan Pusharlis, dengan formula $\sum$ Transaksi antara Sub Holding, Anak Perusahaan Lain & Pusharlis yang memiliki target sebanyak 4,14 Miliar Rupiah.
12. Implementasi Virtual Cubicle, dengan memastikan SK tim untuk jumlah proyek yang dimonitor di Virtual Cubicle/ total jumlah proyek berdasarkan charge code (cut off September) yang memiliki target 100% terlaksana di Semester 2.
13. Mekanisme reward/insentive untuk enjiniring, dengan formula Penyusunan kajian mekanisme reward/ incentive untuk enjiniring berbasis produk dengan mempertimbangkan biaya SDM sebagai bagian dari project (Capex/Opex) dengan target waktu penyelesaian di Semester 1.
14. Pengelolaan Risiko Bidang (ERM), merupakan Tindak lanjut mitigasi risiko pada Aplikasi TAKER dengan target waktu pemenuhan setiap Tanggal 5 pada bulan berjalan.
15. Maturity Level Kepatuhan, dengan formula Skor penilaian self assessment Maturity Kepatuhan yang memiliki target Skor di Semester 1 yaitu 3,26 dan di Semester 2 yaitu 2,98.
16. Compliance (GCG, Kepatuhan HSSE, Auditor, Reporting, Busdev Alignment, Manajemen Risiko, PACA, Critical Event), dengan Jumlah nilai pengurang dari unsur sebagai berikut:
 - a. Maturity Level GCG;
 - b. Kepatuhan HSSE;
 - c. Tindak lanjut temuan SPI, BPK dan Auditor lainnya;
 - d. Keterlambatan Laporan dan Akurasi data kinerja setiap tanggal 8 pada bulan N+1;
 - e. Penyelesaian dan Penyampaian Laporan Keuangan Audit Tahun 2024;
 - f. Ketidaksesuaian pengembangan bisnis dengan alokasi bisnis dalam Corporate Charter;
 - g. Planning Accuracy Compliance Adjustment (PACA);
 - h. Critical Event.

KPI *Compliance* (GCG, Kepatuhan HSSE, Auditor, *Reporting*, *Busdev Alignment*, Manajemen Risiko, PACA, *Critical Event*) memiliki nilai pengurang Max-10.

11. Synergy between Sub-Holdings, Other Subsidiaries, and Pusharlis, with the formula for the total transactions between Sub-Holdings, Other Subsidiaries, and Pusharlis, targeting a total of 4.14 billion rupiahs.
12. Implementation of Virtual Cubicle, ensuring team decisions for the number of projects monitored in Virtual Cubicle/total number of projects based on charge code (cut-off September) with a target of 100% completion in the second semester.
13. Reward/incentive mechanism for engineering with the formula of developing a study on the reward/incentive mechanism for engineering based on products, considering human resource costs as part of the project (Capex/Opex), with a target completion time in the first semester.
14. Enterprise Risk Management (ERM), as a follow-up to risk mitigation in the TAKER Application, with a target completion date of 5th of each month.
15. Compliance Maturity Level, with the formula of Self Assessment Maturity Compliance Assessment Score with a target score of 3.26 in Semester 1 and 2.98 in Semester 2.
16. Compliance (GCG, HSSE Compliance, Auditor, Reporting, Busdev Alignment, Risk Management, PACA, Critical Event), with the following values:
 - a. GCG Maturity Level;
 - b. Compliance;
 - c. Follow-up on SPI, BPK, and other auditor findings;
 - d. Delays in reporting and accuracy of performance data by the 8th of month N+1;
 - e. Completion and submission of the 2024 Audited Financial Statements;
 - f. Mismatch between business development and business allocation in the Corporate Charter;
 - g. Planning Accuracy Compliance Adjustment (PACA);
 - h. Critical Event.

KPI *Compliance* (GCG, HSSE Compliance, Auditor, Reporting, Business Development Alignment, Risk Management, PACA, Critical Event) has a maximum deduction value of-10.



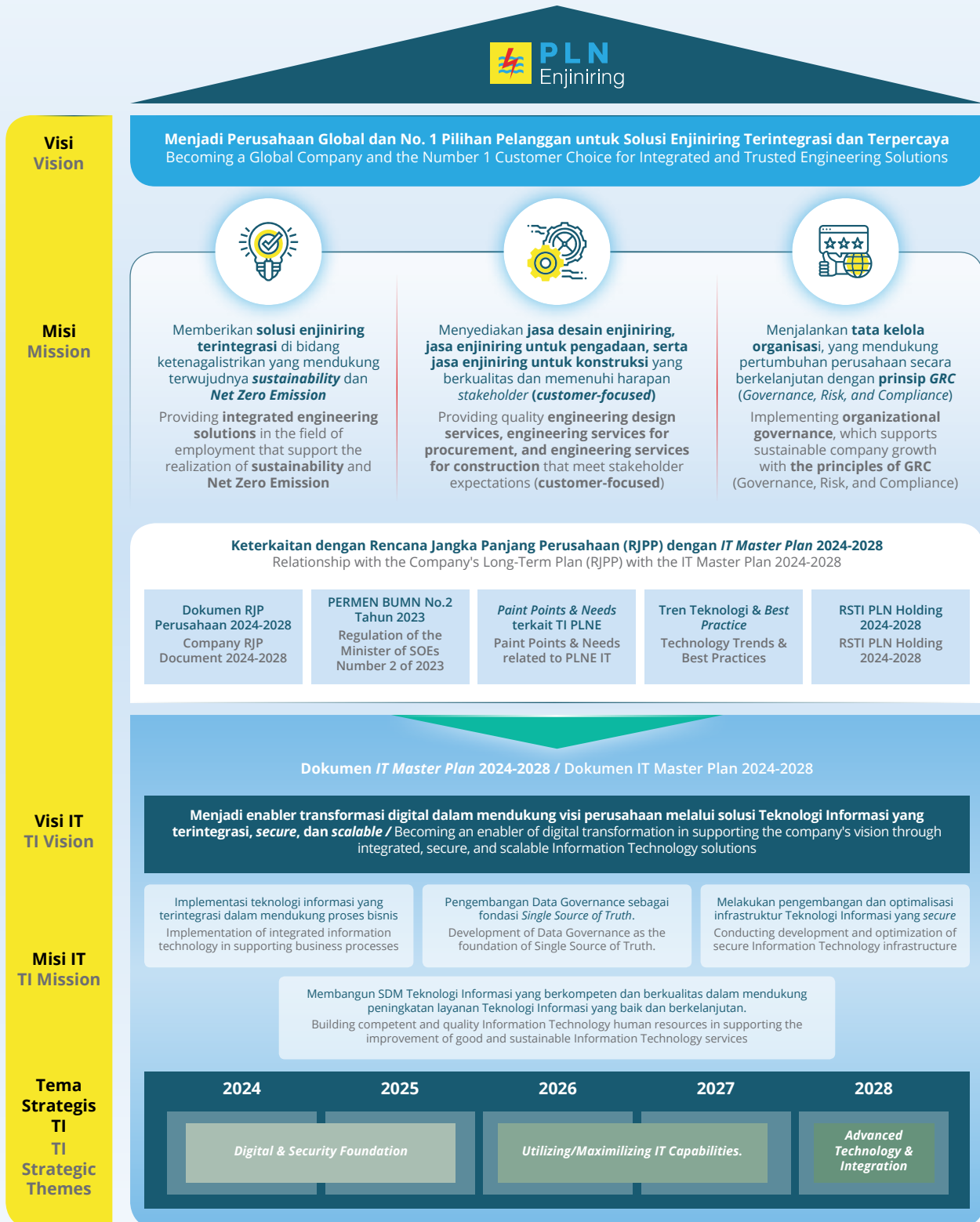


Teknologi Informasi

Information Technology

Master Plan dan Strategi Teknologi Informasi

Master Plan and Strategy of Information Technology



Alignment Inisiatif TI dengan VISI PLN Enjiniring
Alignment IT Initiative with the Vision of PLN Enjiniring

PLN Enjiniring memiliki visi untuk menjadi perusahaan global dan pilihan utama pelanggan dalam menyediakan solusi enjiniring terintegrasi dan terpercaya. Untuk mencapai visi tersebut, diperlukan strategi yang kuat dan inovasi berkelanjutan, termasuk dalam aspek Teknologi Informasi (TI). Sejalan dengan visi tersebut, **IT Master Plan (ITMP) 2024-2028** disusun sebagai landasan utama dalam mendukung transformasi digital perusahaan. ITMP berperan sebagai *enabler* dalam meningkatkan efisiensi, efektivitas, serta kualitas layanan melalui solusi TI yang terintegrasi, aman (*secure*), dan *scalable*.

Melalui *IT Master Plan (ITMP) 2024-2028*, Teknologi Informasi memberikan nilai tambah dalam implementasi Misi PLN Enjiniring yaitu:

1. **Mendukung Solusi Enjiniring Terintegrasi untuk Sustainability dan Net Zero Emission**
 - ITMP membantu implementasi teknologi berbasis data dan digitalisasi proses kerja yang mendukung efisiensi energi dan keberlanjutan.
 - Penguatan keamanan dan integrasi sistem memastikan setiap inisiatif yang berkaitan dengan Net Zero Emission dapat berjalan secara optimal.
2. **Penyediaan Jasa Desain Enjiniring, Pengadaan, dan Konstruksi Berkualitas**
 - Pengembangan *Data Governance* sebagai fondasi *Single Source of Truth* mendukung pengambilan keputusan berbasis data yang lebih akurat dan cepat.
 - Pemanfaatan teknologi AI dan analitik data dalam desain dan manajemen proyek meningkatkan efisiensi dan kualitas layanan enjiniring.
3. **Penguatan Tata Kelola Organisasi berbasis Governance, Risk, and Compliance (GRC)**
 - Optimalisasi infrastruktur TI yang *secure* dan *compliant* memastikan tata kelola perusahaan dapat berjalan secara berkelanjutan dengan mitigasi risiko yang baik.
 - Penerapan strategi keamanan siber dan digitalisasi tata kelola organisasi mendukung kepatuhan terhadap standar regulasi industri.

ITMP disusun dalam roadmap lima tahun dengan fokus strategi sebagai berikut:

1. **2024: Digital & Security Foundation** → Membangun pondasi teknologi dan keamanan informasi.
2. **2025: Utilizing/Maximizing IT Capabilities** → Optimalisasi penggunaan teknologi untuk efisiensi bisnis.
3. **2026:** Mengembangkan integrasi sistem dan *data governance* untuk meningkatkan akurasi pengambilan keputusan.
4. **2027:** Mengoptimalkan teknologi informasi yang *scalable* dan mendukung operasional perusahaan.
5. **2028: Advanced Technology & Integration** → Mengadopsi teknologi mutakhir untuk meningkatkan daya saing global.

PLN Enjiniring has a vision to become a global company and the main choice for customers in providing integrated and trusted engineering solutions. To achieve this vision, a strong strategy and continuous innovation are needed, including in the Information Technology (IT) aspect. In line with this vision, **the IT Master Plan (ITMP) 2024-2028** was prepared as the main foundation in supporting the company's digital transformation. ITMP has a role as an enabler in increasing efficiency, effectiveness, and quality of service through integrated, secure, and scalable IT solutions.

Through the *IT Master Plan (ITMP) 2024-2028*, Information Technology provides added value in the implementation of the PLN Enjiniring Mission, namely:

1. **Supporting Integrated Engineering Solutions for Sustainability and Net Zero Emission**
 - ITMP helps the implementation of data-based technology and the digitalization of work processes that support energy efficiency and sustainability.
 - Strengthening security and system integration ensures that every initiative related to Net Zero Emission can run optimally.
2. **Provision of Quality Engineering Design, Procurement, and Construction Services**
 - Development of Data Governance as the foundation of the Single Source of Truth supports more accurate and faster data-based decision making.
 - Utilization of AI technology and data analytics in project design and management improves the efficiency and quality of engineering services.
3. **Strengthening Organizational Governance based on Governance, Risk, and Compliance (GRC)**
 - Optimizing secure and compliant IT infrastructure ensures that corporate governance can run sustainably with good risk mitigation.
 - Implementation of cybersecurity strategies and digitalization of organizational governance support compliance with industry regulatory standards.

ITMP is arranged in a five-year roadmap with the following strategic focus:

1. **2024: Digital & Security Foundation** → Building a foundation for technology and information security.
2. **2025: Utilizing/Maximizing IT Capabilities** → Optimizing the use of technology for business efficiency.
3. **2026:** Developing system integration and data governance to improve the accuracy of decision making.
4. **2027:** Optimizing scalable information technology and supporting company operations.
5. **2028: Advanced Technology & Integration** → Adopting updated technology to improve global competitiveness.

IT Master Plan (ITMP) 2024-2028 bukan sekadar inisiatif teknologi, melainkan strategi fundamental dalam mencapai visi besar PLN Enjiniring. Dengan mengadopsi solusi TI yang terintegrasi, aman, dan berkelanjutan, PLN Enjiniring dapat semakin kompetitif dalam menyediakan solusi enjiniring berkualitas tinggi serta berkontribusi dalam pencapaian *Net Zero Emission*.

IT Master Plan (ITMP) 2024-2028 is not only a technology initiative but also a fundamental strategy in achieving PLN Enjiniring's grand vision. By adopting integrated, secure, and sustainable IT solutions, PLN Enjiniring can be increasingly competitive in providing high-quality engineering solutions and contributing to achieving Net Zero Emission.

Inovasi Teknologi Informasi

Information Technology Innovation

Dalam upaya memperkuat keamanan, efisiensi, dan kualitas layanan Teknologi Informasi (TI), perusahaan telah mengimplementasikan berbagai inovasi strategis sepanjang tahun ini. Inisiatif ini bertujuan untuk meningkatkan keandalan infrastruktur TI, memperkuat sistem keamanan siber, serta memastikan pengalaman pengguna yang lebih baik. Beberapa inovasi utama yang telah diterapkan adalah sebagai berikut:

1. Penerapan *Captive Portal* untuk WiFi Guest dan WiFi Internal

Untuk meningkatkan pengelolaan akses jaringan serta memastikan keamanan dalam penggunaan WiFi, perusahaan telah menerapkan *captive portal* pada jaringan WiFi guest dan WiFi internal.

- *Captive portal* memungkinkan autentikasi pengguna sebelum dapat mengakses jaringan, sehingga hanya pengguna yang berwenang yang dapat terhubung.
- Implementasi ini tidak hanya meningkatkan keamanan tetapi juga memungkinkan pemantauan dan pengelolaan penggunaan jaringan secara lebih efektif.
- Dengan adanya fitur ini, perusahaan dapat mengontrol akses ke jaringan dengan lebih baik, memastikan kepatuhan terhadap kebijakan TI, serta mencegah akses tidak sah ke sistem internal.

2. Penerapan *Network Performance Monitoring (NPM)* dan *Application Performance Monitoring (APM)* menggunakan Zabbix

Dalam rangka meningkatkan kinerja dan keandalan jaringan serta aplikasi yang digunakan perusahaan, telah diterapkan NPM dan APM menggunakan Zabbix sebagai solusi pemantauan yang terintegrasi.

- *Network Performance Monitoring (NPM)* memungkinkan pemantauan secara real-time terhadap lalu lintas jaringan, kapasitas *bandwidth*, serta mendeteksi potensi gangguan atau bottleneck dalam sistem.

In an effort to strengthen the security, efficiency, and quality of Information Technology (IT) services, the company has implemented various strategic innovations throughout this year. These initiatives aim to improve the reliability of IT infrastructure, strengthen cybersecurity systems, and ensure a better user experience. Some of the key innovations that have been implemented are as follows:

1. Implementation of *Captive Portal* for Guest WiFi and Internal WiFi

To improve network access management and ensure security in WiFi usage, the company has implemented a *captive portal* on the guest WiFi network and internal WiFi.

- *Captive portal* allows user authentication before accessing the network, so that only authorized users can connect.
- This implementation not only improves security but also allows for more effective monitoring and management of network usage.
- With this feature, the company has better control access to the network, ensure compliance with IT policies, and prevent unauthorized access to internal systems.

2. Implementation of *Network Performance Monitoring (NPM)* and *Application Performance Monitoring (APM)* using Zabbix

In order to improve the performance and reliability of the network and applications used by the company, NPM and APM have been implemented using Zabbix as an integrated monitoring solution.

- *Network Performance Monitoring (NPM)* allows real-time monitoring of network traffic, bandwidth capacity, and detects potential disruptions or bottlenecks in the system.

- *Application Performance Monitoring* (APM) memastikan bahwa setiap aplikasi yang digunakan dapat berjalan dengan optimal dengan memonitor waktu respons, performa database, serta kemungkinan error yang terjadi.
- Implementasi ini memungkinkan tim TI untuk melakukan tindakan proaktif dalam menangani gangguan jaringan atau aplikasi sebelum berdampak pada operasional bisnis.

3. Penerapan *Security Information and Event Management* (SIEM) menggunakan Wazuh

Keamanan siber menjadi prioritas utama dalam memastikan kelangsungan operasional perusahaan. Untuk itu, telah diterapkan solusi *Security Information and Event Management* (SIEM) menggunakan Wazuh sebagai sistem deteksi dan respons terhadap ancaman keamanan.

- Wazuh memungkinkan perusahaan untuk mengumpulkan, menganalisis, dan merespons insiden keamanan secara *real-time*.
- Dengan adanya fitur *intrusion detection system* (IDS) dan *log monitoring*, setiap aktivitas mencurigakan dapat segera terdeteksi dan ditindaklanjuti.
- Implementasi SIEM ini membantu perusahaan dalam meningkatkan kepatuhan terhadap standar keamanan, memitigasi risiko serangan siber, serta menjaga integritas data dan sistem informasi.

4. Implementasi Multi-Factor Authentication (MFA) pada Seluruh Akses Server

Sebagai langkah strategis dalam memperkuat keamanan akses sistem, perusahaan telah menerapkan Multi-Factor Authentication (MFA) pada seluruh akses server.

- MFA memastikan bahwa hanya pengguna yang benar-benar berwenang yang dapat mengakses server, dengan menggunakan kombinasi beberapa faktor autentikasi seperti password, OTP (*One-Time Password*), atau autentikasi biometrik.
- Implementasi ini memberikan perlindungan tambahan terhadap ancaman siber seperti pencurian kredensial atau akses tidak sah ke sistem kritis perusahaan.
- Dengan MFA, perusahaan dapat memastikan bahwa akses ke server lebih aman dan risiko terhadap serangan *brute force* atau *phishing* dapat diminimalkan.

Inovasi-inovasi TI yang telah diterapkan menunjukkan komitmen perusahaan dalam memperkuat keamanan, meningkatkan efisiensi operasional, dan mendukung transformasi digital secara berkelanjutan. Implementasi captive portal, NPM & APM dengan Zabbix, SIEM dengan Wazuh, serta MFA pada seluruh akses server merupakan langkah nyata dalam menciptakan infrastruktur TI yang lebih andal, aman, dan sesuai dengan kebutuhan bisnis yang terus berkembang. Ke depan, perusahaan akan terus mengadopsi teknologi terbaru dan memperkuat strategi keamanan siber guna memastikan kelangsungan bisnis serta mendukung pertumbuhan perusahaan dalam era digital.

- *Application Performance Monitoring* (APM) ensures that every application used can run optimally by monitoring response time, database performance, and possible errors that occur.
- This implementation allows the IT team to take proactive action in handling network or application disruptions before affecting business operation.

3. Implementation of *Security Information and Event Management* (SIEM) using Wazuh

Cybersecurity is a top priority in ensuring the continuity of company operations. For this reason, a *Security Information and Event Management* (SIEM) solution has been implemented using Wazuh as a detection and response system for security threats.

- Wazuh enables companies to collect, analyze, and respond to security incidents in real-time.
- With the intrusion detection system (IDS) and log monitoring features, any suspicious activity can be immediately detected and followed up.
- This SIEM implementation helps companies improve compliance with security standards, mitigate the risk of cyber attacks, and maintain the integrity of data and information systems.

4. Implementation of Multi-Factor Authentication (MFA) on All Server Access

As a strategic step in strengthening system access security, the company has implemented Multi-Factor Authentication (MFA) on all server access.

- MFA ensures that only authorized users can access the server, using a combination of several authentication factors such as passwords, OTP (*One-Time Password*), or biometric authentication.
- This implementation provides additional protection against cyber threats such as credential theft or unauthorized access to critical company systems.
- With MFA, companies ensure that server access is more secure and the risk of brute force or phishing attacks can be minimized.

The IT innovations that have been implemented demonstrate the company's commitment to strengthening security, increasing operational efficiency, and supporting sustainable digital transformation. The implementation of captive portals, NPM & APM with Zabbix, SIEM with Wazuh, and MFA on all server accesses are real steps in creating a more reliable, secure, and appropriate IT infrastructure that meets the needs of a growing business. In the future, the company will continue to adopt the latest technology and strengthen its cybersecurity strategy to ensure business continuity and support the company's growth in the digital era.

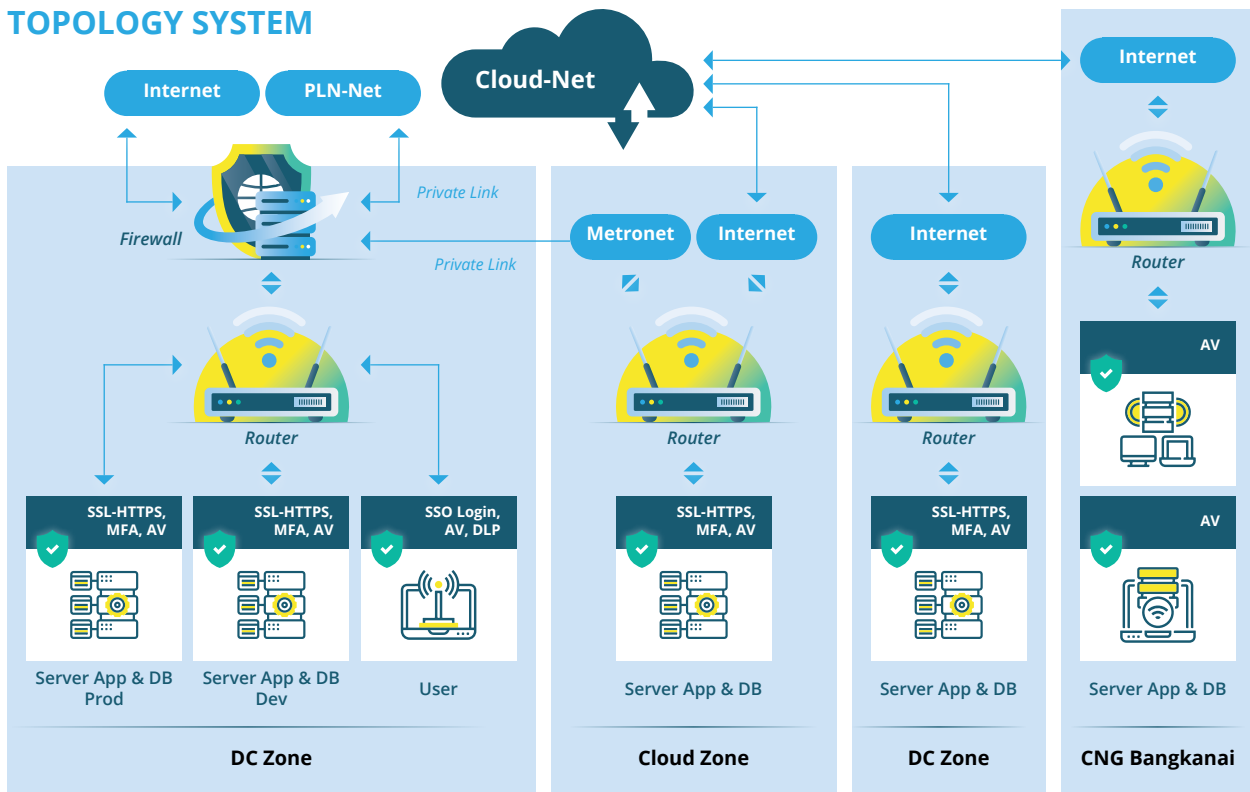
Infrastruktur Teknologi Informasi

Information Technology Infrastructure

Infrastruktur jaringan yang baik dan handal sangat penting dalam mendukung konektivitas global, komunikasi bisnis, dan operasional 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.

TOPOLOGY SYSTEM



Topologi Infrastruktur Jaringan PLN Enjiniring / PLN Enjiniring Network Infrastructure Topology

Berdasarkan gambar Topologi Infrastruktur Jaringan PLN Enjiniring tersebut, PLN Enjiniring memiliki 4 (empat) zone yang dikelola di antaranya HO Zone (Jakarta), Cloud Zone, DRC Zone (BSD), dan Unit CNG Bangkanai (Kalimantan Tengah). Keamanan Infrastruktur Jaringan telah didukung oleh perangkat security di antaranya:

- Firewall, SIEM.
- Antivirus, Data Loss Prevention (DLP), dan lainnya untuk endpoint security.
- Secure Socket Layer (SSL) untuk Application Security.

PLN Enjiniring memiliki 5 (lima) layanan jaringan komunikasi di antaranya:

- 3 (tiga) layanan jaringan pada HO Zone yaitu Internet, WAN Metro, dan WAN PLN Net.
- 1 (satu) layanan jaringan internet pada DRC Zone.
- 1 (satu) layanan jaringan internet di Unit CNG Bangkanai.

Based on the PLN Enjiniring Network Infrastructure Topology diagram, PLN Enjiniring has 4 (four) managed zones including HO Zone (Jakarta), Cloud Zone, DRC Zone (BSD), and Bangkanai CNG Unit (Central Kalimantan). Network Infrastructure Security has been supported by security devices including:

- Firewall, SIEM.
- Antivirus, Data Loss Prevention (DLP), and other endpoint security measures.
- Secure Socket Layer (SSL) for Application Security.

PLN Enjiniring operates five communication network services:

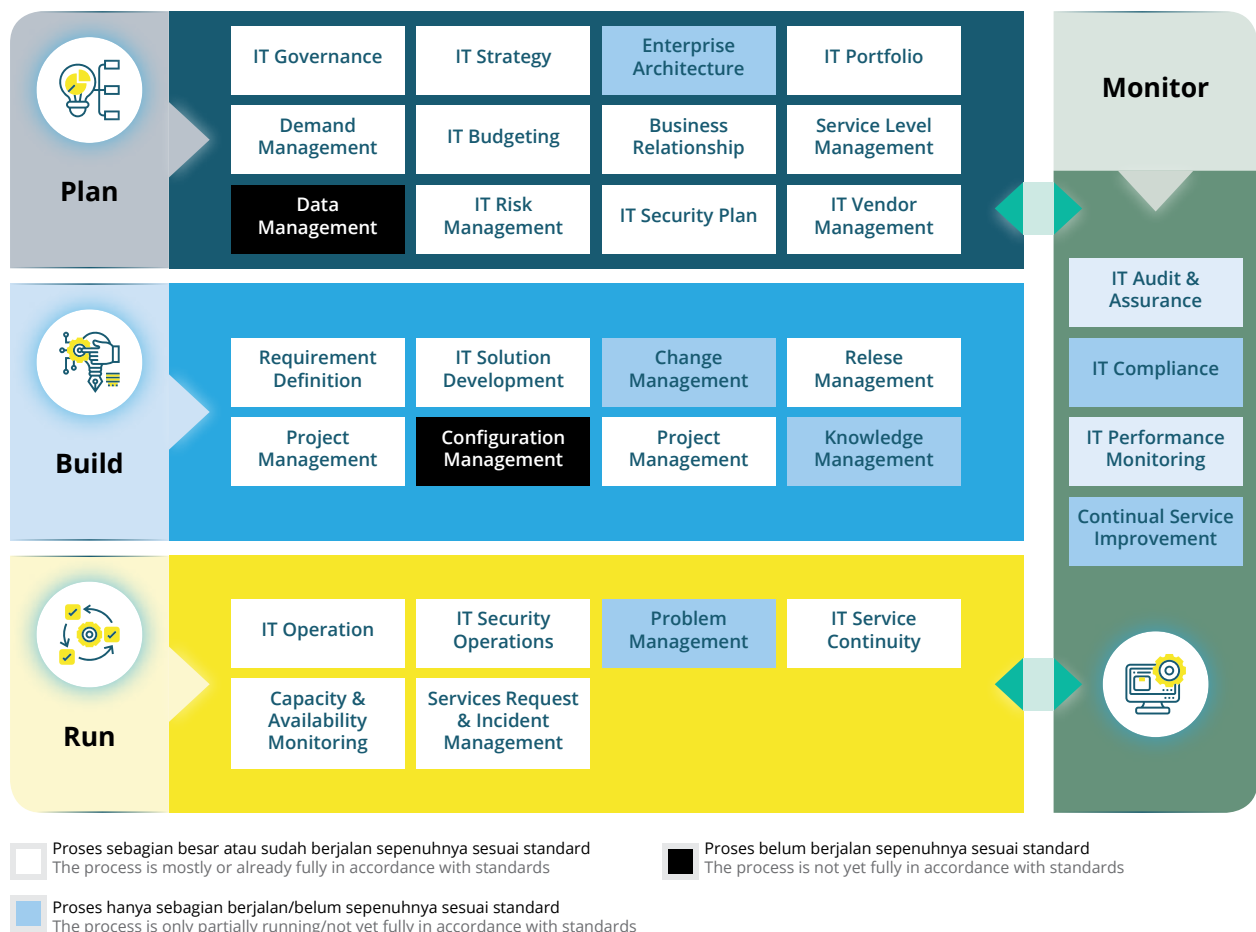
- 3 (three) network services in the HO Zone: Internet, WAN Metro, and WAN PLN Net.
- 1 (one) internet network service in the DRC Zone.
- 1 (one) internet network service in CNG Unit of Bangkanai.

Tata Kelola Teknologi Informasi

Information Technology Governance

Sebagai bagian dari komitmen perusahaan dalam meningkatkan efisiensi, transparansi, dan keamanan dalam operasional bisnis, Tata Kelola Teknologi Informasi (TI) terus dikembangkan dan diperkuat. Implementasi tata kelola TI dilakukan dengan mengacu pada framework COBIT, Peraturan Menteri BUMN PER-03/MBU/02/2018 Tahun 2018 tentang Pedoman Pengelolaan Teknologi Informasi oleh Badan Usaha Milik Negara (BUMN) serta Peraturan Menteri BUMN PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan BUMN.

As part of the company's commitment to improve efficiency, transparency, and security in business operations, Information Technology (IT) Governance continues to be developed and strengthened. The implementation of IT governance is carried out by referring to the COBIT framework, Regulation of the Minister of SOEs PER-03/MBU/02/2018 of 2018 concerning Guidelines for Information Technology Management by State-Owned Enterprises (SOEs) and Regulation of the Minister of SOE PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of SOEs.



Dari hasil analisis tata kelola TI yang dilakukan, perusahaan telah memetakan implementasi proses TI ke dalam tiga domain utama: *Plan*, *Build*, *Run*, serta satu domain pemantauan (*Monitor*) yang tergambar pada bagan di bawah ini:

1. *Plan* (Perencanaan TI yang Strategis dan Terkelola)

Pada tahap perencanaan, perusahaan telah menerapkan berbagai aspek tata kelola TI yang berkaitan dengan strategi, manajemen risiko, dan keamanan.

- Beberapa proses telah berjalan sesuai standar, termasuk *IT Governance*, *IT Strategy*, *Enterprise Architecture*, *IT Budgeting*, dan *IT Security Plan*, yang menunjukkan komitmen perusahaan dalam membangun fondasi TI yang kuat dan terintegrasi.
- Namun, masih terdapat beberapa aspek yang belum berjalan sepenuhnya sesuai standar, seperti *Data Management*, yang menjadi tantangan dalam optimalisasi pengelolaan data dan integrasi sistem informasi.

Upaya Perbaikan:

- Memperkuat penerapan *Data Management* untuk memastikan keakuratan, keamanan, dan keterpaduan data dalam pengambilan keputusan bisnis.
- Mengoptimalkan *IT Risk Management* untuk mitigasi risiko operasional yang lebih efektif.
- Meningkatkan strategi *Cyber Security Framework* untuk memastikan perlindungan terhadap ancaman siber yang terus berkembang.

2. *Build* (Pengembangan dan Implementasi TI yang Efektif)

Tahap *Build* berfokus pada pengembangan solusi TI, pengelolaan aset, serta manajemen perubahan untuk memastikan kelangsungan inovasi digital di perusahaan.

- *Requirement Definition*, *IT Solution Development*, *Change Management*, dan *Project Management* telah berjalan dengan cukup baik, meskipun masih ada beberapa perbaikan yang diperlukan dalam *Knowledge Management* dan *Release Management*.
- Salah satu aspek yang masih memerlukan perhatian khusus adalah *Configuration Management*, yang belum sepenuhnya berjalan sesuai standar dan perlu ditingkatkan guna memastikan pengelolaan aset TI yang lebih optimal.

Upaya Perbaikan:

- Memperkuat sistem *Configuration Management* agar dapat meningkatkan efisiensi dalam pengelolaan aset dan sumber daya TI.
- Meningkatkan pengelolaan *Knowledge Management* agar proses inovasi dan pengembangan TI dapat terdokumentasi dengan baik.
- Mengembangkan strategi pengelolaan risiko gangguan teknologi (*Disruption Management*) untuk mengantisipasi berbagai kemungkinan ancaman operasional.

Based on the results of the IT governance analysis, the company has mapped the implementation of the IT process into three main domains: *Plan*, *Build*, *Run*, and one monitoring domain (*Monitor*) which is depicted in the diagram below:

1. *Plan* (Strategic and Managed IT Planning)

In the planning stage, the company has implemented various aspects of IT governance related to strategy, risk management, and security.

- Several processes have been running according to standards, including *IT Governance*, *IT Strategy*, *Enterprise Architecture*, *IT Budgeting*, and *IT Security Plan*, which demonstrate the company's commitment to building a strong and integrated IT foundation.
- However, several aspects have not been fully implemented according to standards, such as *Data Management*, which is a challenge in optimizing data management and information system integration.

Improvement Efforts:

- Strengthen the implementation of *Data Management* to ensure the accuracy, security, and integration of data in business decision making.
- Optimize *IT Risk Management* for more effective operational risk mitigation.
- Improve the *Cyber Security Framework* strategy to ensure protection against evolving cyber threats.

2. *Build* (Effective IT Development and Implementation)

The *Build* stage focuses on IT solution development, asset management, and change management to ensure the continuity of digital innovation in the company.

- *Requirement Definition*, *IT Solution Development*, *Change Management*, and *Project Management* have been running quite well, although some improvements needed in *Knowledge Management* and *Release Management*.
- One aspect that still requires special attention is *Configuration Management*, which has not fully run according to standards and needs to be improved to ensure more optimal IT asset management.

Improvement Efforts:

- Strengthen the *Configuration Management* system to increase efficiency in managing IT assets and resources.
- Improve *Knowledge Management* so the IT innovation and development process can be well documented.
- Develop a technology disruption risk management strategy (*Disruption Management*) to anticipate various possible operational threats.

3. Run (Operasional TI yang Handal dan Aman)

Tahap Run mencakup pengelolaan operasional TI, keamanan, dan keberlanjutan layanan.

- Proses *IT Operations*, *IT Security Operation*, dan *Problem Management* telah berjalan sesuai standar, menunjukkan kesiapan perusahaan dalam menangani operasional TI secara efisien.
- Namun, terdapat beberapa aspek yang masih dalam tahap pengembangan, seperti *IT Service Continuity* dan *Capacity & Availability Monitoring*, yang memerlukan peningkatan dalam hal keberlanjutan dan keandalan layanan TI.

Upaya Perbaikan:

- Memastikan penerapan *IT Service Continuity* yang lebih matang agar mampu menghadapi potensi gangguan layanan dengan lebih baik.
- Mengoptimalkan pemantauan kapasitas dan ketersediaan layanan guna memastikan kinerja sistem yang stabil.
- Memperkuat strategi *Disaster Recovery Plan* (DRP) untuk meminimalkan dampak dari insiden TI yang dapat mengganggu kelangsungan bisnis dengan mengembangkan dan menguji secara berkala *Disaster Recovery Plan* (DRP) guna memastikan kemampuan organisasi dalam memulihkan sistem kritis dan melanjutkan operasional bisnis secara cepat pasca insiden TI.
- Melakukan simulasi dan uji coba secara berkala untuk memastikan efektivitas sistem pemulihan bencana.

4. Monitor (Pengawasan dan Evaluasi Berkelanjutan)

Proses *Monitor* berfokus pada pengawasan kinerja TI, kepatuhan, dan peningkatan layanan secara berkelanjutan.

- IT Audit dan *Assurance* serta *IT Compliance* telah berjalan cukup baik, memastikan bahwa tata kelola TI sejalan dengan regulasi dan standar yang berlaku.
- Namun, *IT Performance Monitoring* dan *Continual Service Improvement* masih perlu diperkuat guna meningkatkan efektivitas dalam mengevaluasi dan meningkatkan layanan TI secara berkelanjutan.

Upaya Perbaikan:

- Mengembangkan sistem *IT Performance Monitoring* yang lebih komprehensif untuk memantau kinerja TI secara *real-time*.
- Meningkatkan penerapan *Continual Service Improvement* agar perbaikan layanan TI dapat dilakukan secara proaktif dan berkelanjutan.
- Memperketat pengawasan terhadap keamanan siber melalui peningkatan deteksi ancaman (*Threat Detection*) dan respons insiden (*Incident Response*).

3. Run (Reliable and Secure IT Operations)

The Run stage includes IT operational management, security, and service sustainability.

- The IT Operations, IT Security Operations, and Problem Management processes have been running according to standards, demonstrating the company's readiness to handle IT operations efficiently.
- However, several aspects are still in the development stage, such as IT Service Continuity and Capacity & Availability Monitoring, which require improvement in terms of IT service continuity and reliability.

Improvement Efforts:

- Ensure the implementation of a more compatible IT Service Continuity to better handle potential service disruptions.
- Optimize capacity and service availability monitoring to ensure stable system performance.
- Strengthen the Disaster Recovery Plan (DRP) strategy to minimize the impact of IT incidents that can disrupt business continuity by developing and testing periodically the Disaster Recovery Plan (DRP) to ensure the organization's ability to recover critical systems and resolve business operations quickly after an IT incident.
- Conduct simulations and trials periodically to ensure the effectiveness of the disaster recovery system.

4. Monitor (Sustainable Monitoring and Evaluation)

The Monitor process focuses on monitoring IT performance, compliance, and sustainable service improvement.

- IT Audit and Assurance and IT Compliance have been functioning well, ensuring that IT governance is in line with applicable regulations and standards.
- However, IT Performance Monitoring and Continual Service Improvement need to be strengthened to increase effectiveness in evaluating and improving IT services continuously.

Improvement Efforts:

- Develop a more comprehensive IT Performance Monitoring system to monitor IT performance in real-time.
- Increase the implementation of Continual Service Improvement so that IT service improvements can be carried out proactively and continuously.
- Tighten supervision of cybersecurity by increasing threat detection and incident response.

KESIMPULAN DAN RENCANA KE DEPAN

Tata kelola TI di perusahaan telah mengalami kemajuan yang signifikan, dengan sebagian besar proses berjalan sesuai standar yang berlaku. Namun, masih terdapat beberapa area yang memerlukan perhatian lebih, terutama dalam hal pengelolaan data, konfigurasi aset TI, serta keberlanjutan layanan TI. Ke depan, perusahaan akan terus memperkuat implementasi tata kelola TI dengan fokus pada:

- Peningkatan *Data Management* dan integrasi sistem TI.
- Penguatan *Configuration Management* untuk pengelolaan aset TI yang lebih efektif.
- Optimalisasi *IT Service Continuity* agar operasional bisnis tetap stabil.
- Pengembangan sistem IT *Performance Monitoring* guna meningkatkan evaluasi layanan TI.
- Penguatan strategi *Cyber Security* untuk menghadapi ancaman siber yang semakin kompleks.
- Implementasi *Disaster Recovery Plan* (DRP) yang lebih komprehensif untuk memastikan pemulihan cepat dari gangguan TI.

Dengan upaya ini, perusahaan akan mampu membangun ekosistem TI yang lebih kuat, aman, dan inovatif, sehingga dapat mendukung pencapaian visi dan misi dalam era transformasi digital. Selanjutnya, Dewan Komisaris dan Direksi senantiasa memastikan bahwa risiko teknologi informasi seperti *IT disruption*, *cyber security*, dan *disaster recovery* telah dikelola dengan baik.

CONCLUSION AND FUTURE PLANS

IT governance in the company has made significant progress, with most processes run according to applicable standards. However, several areas require more attention, especially in terms of data management, IT asset configuration, and IT service sustainability. The company will continue to strengthen the implementation of IT governance in the future with focus on:

- Improving Data Management and IT system integration.
- Strengthening Configuration Management for more effective IT asset management.
- Optimizing IT Service Continuity for business operations remain stable.
- Developing an IT Performance Monitoring system to improve IT service evaluation.
- Strengthening Cyber Security strategies to deal with increasingly complex cyber threats.
- Implementing a more comprehensive Disaster Recovery Plan (DRP) to ensure rapid recovery from IT disruptions.

With these efforts, the company will be able to build a stronger, more secure, and more innovative IT ecosystem so as to support the achievement of its vision and mission in the era of digital transformation. Furthermore, the Board of Commissioners and Board of Directors always ensure that information technology risks such as IT disruption, cyber security, and disaster recovery are managed properly.

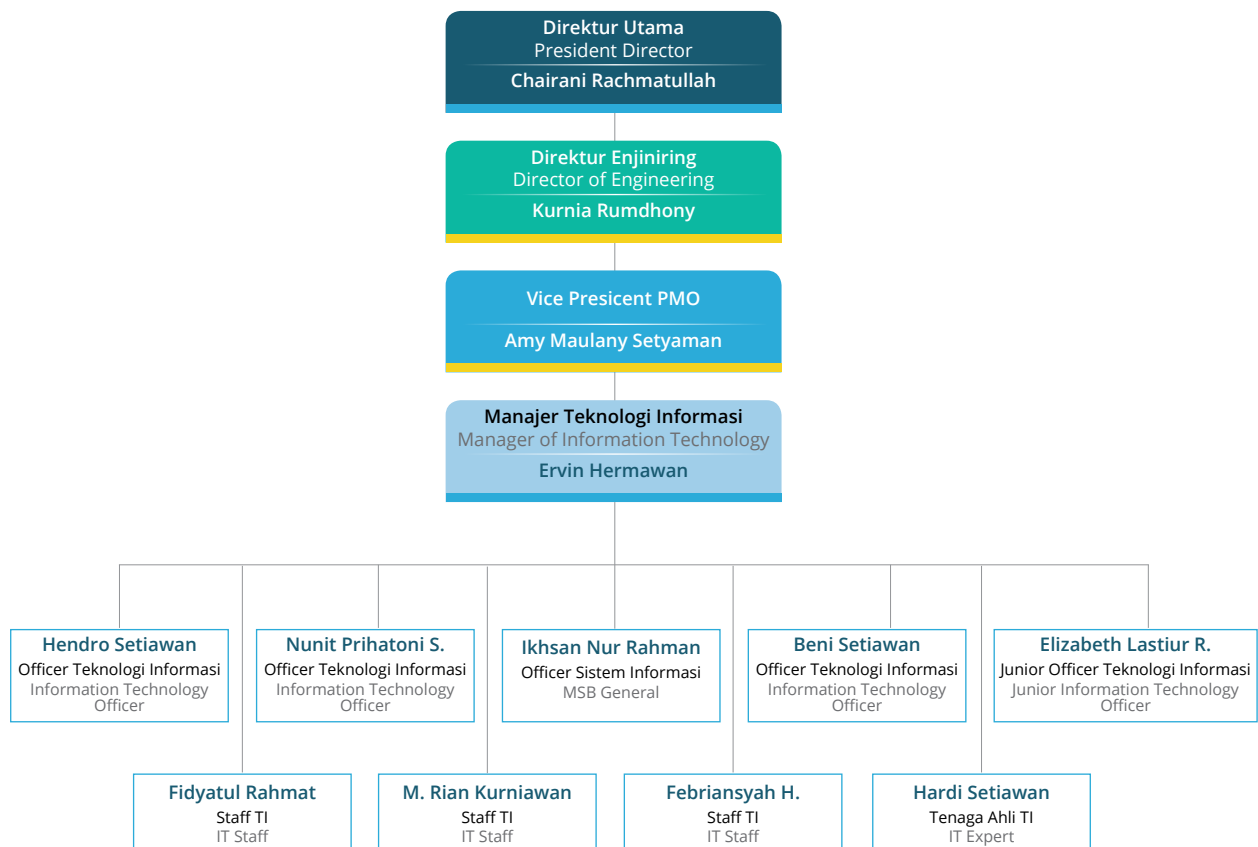


Struktur Pengelola Teknologi Informasi

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 4 (empat) 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 penyelarasan antara pengembangan Teknologi Informasi terhadap proses bisnis PLNE;
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;

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 for aligning Information Technology development with PLNE's business processes;
2. Planning, preparing, implementing and evaluating engineering procedures, engineering templates and/or Standard Operational Procedures (SOP) for the Information Technology Sub-Sector together with the Quality and Risk Management Unit;

3. Merencanakan, melaksanakan dan evaluasi dalam implementasi layanan teknologi dan sistem informasi PLNE sesuai dengan tata kelola teknologi informasi PLNE;
 4. Merencanakan, melaksanakan dan evaluasi dalam mengelola operasional pelayanan infrastruktur dan keamanan sistem informasi PLNE 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 PLNE;
 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 PLNE, melakukan proses integrasi dan penyesuaian pada seluruh Bidang, serta melakukan *monitoring* dan *review* dari pengolahan dan peremajaan data dan informasinya secara *up to date* dari seluruh Bidang atau fungsi di lingkungan PLNE;
 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.
3. Planning, implementing and evaluating the implementation of PLNE's technology and information system services in accordance with PLNE's information technology governance;
 4. Planning, implementing and evaluating the management of PLNE's infrastructure and information system security services that guarantee the availability, security, reliability and accuracy of information technology services;
 5. Planning, implementing and evaluating the development of applications periodically;
 6. Supporting operations and controlling applications periodically;
 7. Operating and managing internet and intranet networks at PLNE;
 8. Preparing Information Technology-based work facilities;
 9. Ensuring the reliability and availability of operations and infrastructure in the Information Technology Sector;
 10. Implementing the management of all integrated Information System infrastructure at PLNE, carrying out the integration and alignment process in all sectors, and monitoring and reviewing the process and rejuvenation of data and information up to date from all sectors or functions within PLNE;
 11. Providing monthly, semester, and annual performance assessments to employees within the Information Technology sub-sector;
 12. Managing and developing human resources in the sub-sector by implementing Coaching, Mentoring, and Counseling (CMC) in line with corporate human capital strategies and policies; and
 13. Ensuring the work plan that becomes the responsibility of his/her position is in line with Good Corporate Governance (GCG), Risk Policy, Compliance Policy, Anti-Bribery Management System (SMAP), K3L Policy and Integrated Management System implemented in his/her sub-sector.

Rencana Kerja Teknologi Informasi Tahun 2025

Information Technology Work Plan for 2025

Melalui dokumen Kontrak *Key Performance Indicators* (KPI) VP Project Management Office PT PLN Enjiniring Tahun 2025, Sub Bidang Teknologi Informasi memiliki 9 (sembilan) Sasaran kinerja, rencana kerja serta pencapaiannya tergambar pada tabel di bawah ini:

Through the Key Performance Indicators (KPI) Contract document of the VP Project Management Office of PT PLN Enjiniring in 2025, the Information Technology Sub-Sector has 9 (nine) performance targets, work plans and their achievements are depicted in the table below:

Rencana Kerja Teknologi Informasi / Information Technology Work Plan			
No	Sasaran / Target	Program Kerja / Work Plan	
1	Tingkat keandalan virtual cubicle Virtual cubicle reliability level	a. Penyelesaian Tiket Helpdesk Aplikasi VC (jam)	a. VC Application Helpdesk Ticket Resolution (hours)
2	Pemenuhan Pelaksanaan Keamanan Teknologi Informasi Compliance with Information Technology Security Implementation	a. Melakukan <i>update patches, signature</i> dan <i>renewal license</i> seluruh perangkat security. b. Implementasi <i>Endpoint Protection</i> yang sudah terpasang fungsi AV, UEM dan EDR/XDR terhadap jumlah total pegawai yang disepakati pada Holding, Subholding dan Anak Perusahaan, sebagai salah satu pengendalian terkait pemanfaatan lisensi aplikasi korporat. c. Memastikan keikutsertaan partisipan pada kegiatan <i>cyber security awareness</i> terhadap total jumlah pegawai: Holding, Subholding, Anak Perusahaan. d. Implementasi Piloting teknologi <i>Multi Factor Authentication</i> pada Aplikasi Korporat. e. Pengelolaan dan Manajemen Akun yang di <i>monitoring</i> secara periodik melalui mekanisme laporan bulanan untuk <i>user</i> akun yang sudah tidak aktif (mutasi/pensiun). f. Menyusun Kebijakan Penataan Klasifikasi Data yang tidak boleh dikonsumsi publik pada Holding, Subholding dan Anak Perusahaan g. Penyelesaian temuan potensi serangan terhadap total jumlah temuan via SOC dan Non SOC h. Melakukan <i>maturity assessment</i> secara berkala di seluruh Unit PLN Group. i. Melakukan <i>training</i> dan sertifikasi terkait keamanan. j. Melakukan pengembangan aplikasi secara aman (Secure Software Development Life Cycle). k. Memastikan seluruh jaringan <i>inbound</i> dan <i>outbound</i> terhubung dengan <i>Firewall</i> IT dan OT	a. Updating patches, signatures and renewing licenses for all security devices. b. Implementing Endpoint Protection that has installed AV, UEM and EDR/XDR functions for the total number of employees agreed upon in Holding, Subholding and Subsidiaries, as one of the controls related to the use of corporate application licenses. c. Ensuring participation of members in cyber security awareness activities for the total number of employees: Holding, Subholding, Subsidiaries. d. Implementing Piloting of Multi Factor Authentication technology in Corporate Applications. e. Supervision and Account Management that are monitored periodically through a monthly report mechanism for inactive account users (transfer/retirement). f. Preparing Data Classification Arrangement Policy that should not be consumed by the public in Holding, Subholding and Subsidiaries. g. Resolving findings of potential attacks on the total number of findings via SOC and Non SOC. h. Conducting maturity assessments in all PLN Group Units periodically. i. Conducting security-related training and certification. j. Conducting secure application development (Secure Software Development Life Cycle). k. Ensuring all inbound and outbound networks are connected to the IT and OT Firewall
3	Pemenuhan SLA Layanan TI IT Service SLA Fulfillment	a. Penyusunan Laporan (Pencapaian SLA Layanan TI, Laporan Pemeliharaan, Laporan <i>Helpdesk</i> TI, Laporan Keandalan Infrastruktur Jaringan, Manajemen Masalah TI) b. Memastikan pencapaian SLA Infrastruktur, Jaringan, Aplikasi dan Layanan <i>Helpdesk</i> c. Pelaksanaan Penugasan Pemeliharaan	a. Preparation of Reports (IT Service SLA Achievement, Maintenance Report, IT Helpdesk Report, Network Infrastructure Reliability Report, IT Problem Management) b. Ensuring achievement of Infrastructure, Network, Application and Helpdesk Service SLA c. Implementation of Maintenance Assignments

Rencana Kerja Teknologi Informasi / Information Technology Work Plan

No	Sasaran / Target	Program Kerja / Work Plan	
4	Pelaksanaan pengukuran IT Maturity Level Implementation of IT Maturity Level measurement	a. Melakukan Persiapan Pemenuhan dokumen IT <i>Maturity Level</i> b. Melakukan Pengadaan Pengukuran IT <i>Maturity Level</i> c. Melakukan Pelaksanaan Pengukuran IT <i>Maturity Level</i> d. Melakukan Pelaporan Pengukuran IT <i>Maturity Level</i>	a. Conducting Preparation for Fulfillment of IT Maturity Level Documents b. Conducting Procurement of IT Maturity Level Measurement c. Conducting Implementation of IT Maturity Level Measurement d. Conducting Reporting of IT Maturity Level Measurement
5	Pelaksanaan Program Inisiatif ITMP 2024-2028 Implementation of ITMP Initiative Program 2024-2028	a. Melakukan <i>Mapping</i> Inisiatif ITMP Tahun 2025 b. Melaksanakan Program Inisiatif ITMP Tahun 2025 c. Melakukan <i>Monitoring</i> Pelaksanaan Inisiatif ITMP Tahun 2025 d. Melakukan Evaluasi Pelaksanaan Inisiatif ITMP Tahun 2025	a. Conducting the Mapping of the ITMP Initiative in 2025 b. Implementing the ITMP Initiative Program in 2025 c. Monitoring the Implementation of the ITMP Initiative in 2025 d. Evaluating the Implementation of the ITMP Initiative in 2025
6	Pengelolaan Risiko Bidang (ERM) Field Risk Management (ERM)	Pemenuhan Dokumen ERM dan Tindak Lanjut ERM Sesuai Indikator Teknologi Informasi	ERM Document Compliance and ERM Follow-up According to Information Technology Indicators
7	Maturity Level Kepatuhan Compliance Maturity Level	a. Melakukan pemenuhan <i>evidence</i> ISO 37001 b. Melakukan <i>monitoring</i> pemenuhan <i>evidence</i> ISO 37001 c. Melakukan Ratifikasi Kebijakan/Standar/Prosedur Teknologi Informasi d. Monitoring Lisensi <i>Software</i> Enjiniring e. Menyusun Laporan <i>Monitoring</i> Anggaran Operasi TI f. Memastikan Kelengkapan Pengadaan dan Pembayaran Subkon	a. Fulfilling ISO 37001 evidence b. Monitoring the fulfillment of ISO 37001 evidence c. Ratifying Information Technology Policies/Standards/Procedures d. Monitoring Engineering Software Licenses e. Preparing IT Operational Budget Monitoring Reports f. Ensuring the Completeness of Subcontractor Procurement and Payment
8	Penyelesaian program investasi sesuai RKAP 2025 Completion of investment programs according to RKAP 2025	a. Penyusunan Laporan <i>Monitoring</i> Anggaran Investasi TI b. Melakukan <i>monitoring timeline</i> dan <i>check point</i> secara rutin terkait program investasi TI	a. Preparation of IT Investment Budget Monitoring Report b. Conducting routine monitoring of timelines and checkpoints related to IT investment programs
9	Compliance (GCG, Kepatuhan HSSE, Auditor, Reporting, Busdev Alignment, Manajemen Risiko, PACA, Critical Event) Compliance (GCG, HSSE Compliance, Auditor, Reporting, Busdev Alignment, Risk Management, PACA, Critical Event)	a. Menyusun Laporan KPI dan RKM (TI) b. Penyusunan dan Penyampaian Laporan Manajemen (TI) c. Pemenuhan Dokumen GCG Sub Bidang (TI) d. Menyelesaikan seluruh rekomendasi temuan sebelum batas waktu beserta data <i>evidence</i> , dan memonitoring seluruh data pendukung laporan tersedia	a. Preparing KPI and RKM Reports (TI) b. Preparing and Submitting Management Reports (TI) c. Fulfilling GCG Sub-Field Documents (TI) d. Completing all recommendations of findings before the deadline along with evidence data, and monitoring all supporting data for available reports







Tata Kelola Perusahaan

Corporate Governance

Pencapaian dalam Penerapan Tata Kelola Perusahaan

■ Achievements in The Implementation of Corporate Governance



PLN Enjiniring kembali meraih prestasi gemilang di ajang Top GRC (*Governance, Risk, and Compliance*) Awards 2024 yang diselenggarakan oleh Majalah Top Business. PLN Enjiniring dianugerahi dua penghargaan bergengsi, yaitu "Top GRC Award 2024 #Star 5" dan "The Most Committed GRC Leader 2024"

PLN Enjiniring once again achieved brilliant achievements at the Top GRC (*Governance, Risk, and Compliance*) Awards 2024 held by Top Business Magazine. PLN Enjiniring was awarded two prestigious awards, namely the "Top GRC Award 2024 #Star 5" and "The Most Committed GRC Leader 2024"

Dasar Penerapan Tata Kelola Perusahaan

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 31 Tahun 1999 tentang Pemberantasan Tindak Pidana Korupsi (UU Pemberantasan Tindak Pidana Korupsi)
3. Undang-Undang Nomor 40 Tahun 2007 tentang Perseroan Terbatas.
4. Undang-Undang Nomor 11 Tahun 2008 tentang Informasi dan Transaksi Elektronik.
5. Undang-Undang nomor 14 Tahun 2008 tentang Keterbukaan Informasi Publik.
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.
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.
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.

Basis for Implementing Corporate Governance

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 Number 31 of 1999 concerning the Eradication of Criminal Acts of Corruption (Corruption Eradication Law).
3. Law Number 40 of 2007 concerning Limited Liability Companies.
4. Law Number 11 of 2008 concerning Electronic Information and Transactions.
5. Law Number 14 of 2008 concerning Public Information Disclosure.
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.
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.
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.

Struktur dan Mekanisme Tata Kelola Perusahaan

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.

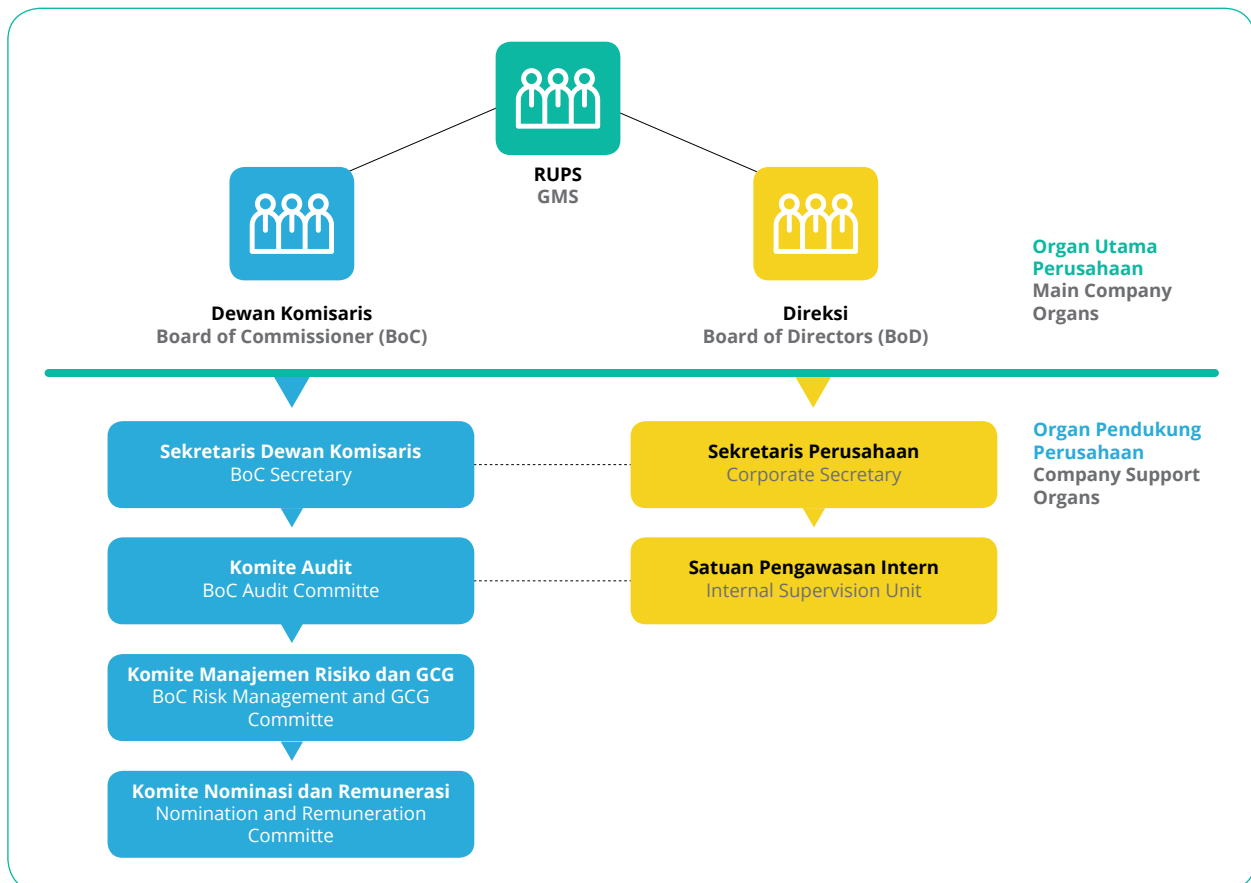
Prinsip-prinsip GCG senantiasa disosialisasikan keseluruh elemen Perusahaan sebagai salah satu cara menyadarkan seluruh elemen Perusahaan akan nilai-nilai yang harus dipenuhi untuk mencapai praktik GCG. Internalisasi dari berbagai peraturan perundang-undangan dan pedoman di atas ke dalam kebijakan internal 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.

Corporate Governance Structure and Mechanism

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.

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;

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.

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. 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 penjangkaran 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.
 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;
 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;
- 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.
 9. Make decisions necessary to safeguard the Company's longterm and short-term business interests in accordance with laws and regulations and/or the Articles of Association;
 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. 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 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 hak nya 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

- 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 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

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;
 - 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

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. 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

RUPS diselenggarakan termasuk profil calon Dewan Komisaris dan Direksi yang akan diangkat;

- 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. Surat kuasa tersedia di kantor Perseroan;
 - g. 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.
 - h. Setiap pemegang saham berhak untuk memperoleh salinan risalah RUPS yang memuat dinamika RUPS termasuk proses tanya jawab.
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 2024

RUPS Pengesahan Rencana Kerja dan Anggaran Perusahaan (RKAP) Tahun 2024 dilaksanakan pada:

Hari/Tanggal : Rabu, 31 Januari 2024

Waktu : Pukul 22.04 – 23.01

Tempat : Auditorium PT PLN (Persero) Kantor Pusat, Jakarta, Indonesia

PIHAK INDEPENDEN

Perusahaan telah menunjuk pihak independen yaitu Notaris Shahreza Annaz, S.H., M.Kn dalam menyusun Akta hasil RUPS.

REKAPITULASI KEHADIRAN PADA RUPS RKAP TAHUN 2024

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 Karlansyah	Komisaris Commissioner	Hadir Attend

provided before the GMS is held including profiles of candidates for the Board of Commissioners and Board of Directors to be appointed;

- 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. Power of attorney available at the Company's office;
 - g. 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.
 - h. Each shareholder has the right to obtain a copy of the GMS minutes which contains the dynamics of the GMS including the question and answer process.
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 2024 GMS RKAP

The GMS for Approval of the 2024 Company Work Plan and Budget (RKAP) was held on:

Day/Date : Wednesday, January 31, 2024

Time : 22.04 – 23.01

Venue : Auditorium of PT PLN (Persero) Head Office, Jakarta, Indonesia.

INDEPENDENT PARTY

The Company appointed an independent party, who was Notary Shahreza Annaz, S.H., M.Kn, in preparing Deed of GMS Resolutions.

ATTENDANCE RECAPITULATION AT THE 2024 GMS RKAP

No.	Nama Name	Jabatan Position	Kehadiran Attendance
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.	Kurnia Rumdhony	Direktur Pemasaran dan Pengembangan Usaha dan selaku kuasa Direktur Enjiniring Director of Marketing and Business Development and as the proxy for the Director of Engineering	Hadir Attend

KEPUTUSAN DAN REALISASI RUPS RKAP TAHUN 2024

DECISION AND REALIZATION OF GMS RKAP 2024

Agenda Pertama First Agenda

Persetujuan dan Pengesahan Rencana Kerja dan Anggaran Perusahaan Tahun 2024 Approval and Ratification of the Company's 2024 Work Plan and Budget

Keputusan:

Setelah menilai RKAP Perseroan Tahun Buku 2024 yang diajukan oleh Direksi dan dilakukan pembahasan serta memperhatikan pendapat dan saran Dewan Komisaris, maka RUPS memutuskan menyetujui dan mengesahkan RKAP Tahun 2024, dengan pokok-pokok sebagai berikut:

- Laporan Laba (Rugi) dan Komprehensif Konsolidasian Laba (Rugi) Setelah Pajak Tahun Buku 2024 dianggarkan sebesar Rp254,13 Miliar dengan rincian sebagai berikut:

Decision:

After assessing the Company's 2024 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 2024 Financial Year Work Plan and Budget, with the following main points:

- Consolidated Profit (Loss) and Comprehensive Statemen Profit (Loss) After Tax for the 2024 Financial Year is budgeted at IDR254.13 billion with the following details:

No.	Uraian Description	Rp Miliar IDR Billion
1.	Pendapatan Usaha Operating revenues	1.636,635
2.	(Beban Usaha) (Operating expenses)	(1.378,74)
3.	Laba (Rugi) Usaha Business Profit (Loss)	257,898
4.	Pendapatan (Beban) Lain-lain Other Income (Expenses)	13,94
5.	Laba (Rugi) Sebelum Pajak Profit (Loss) Before Tax	271,83
6.	Laba (Rugi) Setelah Pajak Profit (Loss) After Tax	254,13

- Laporan Posisi Keuangan Konsolidasian
Total Aset dan Ekuitas, Liabilitas per 31 Desember 2024 dianggarkan masing-masing sebesar Rp1.720,25 Miliar dengan rincian sebagai berikut:

- Consolidated Statement of Financial Position
Total Assets and Equity, Liabilities as of December 31, 2024, are budgeted at IDR1,720.25 billion each with the following details

No.	Uraian Description	Rp Miliar Description
Aset Asset		
1.	Aset Tidak Lancar Non-Current Assets	140,60
2.	Aset Lancar Current assets	1.579,65
3.	Total Aset Total Assets	1.720,25
Ekuitas dan Liabilitas Equity and Liabilities		
1.	Ekuitas Equity	1.092,35
2.	Liabilitas Jangka Panjang Long Term Liabilities	39,46
3.	Liabilitas Jangka Pendek Short Term Liabilities	588,44
4.	Total Liabilitas dan Ekuitas Total Liabilities and Equity	1.720,25

c. Laporan Arus Kas

Saldo Kas per 31 Desember 2024 dianggarkan sebesar 623,98 Miliar, dengan rincian sebagai berikut:

c. Consolidated Cash Flow Statement

Cash balance as of December 31, 2024, is budgeted at Rp623.98 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	223,70
2.	Arus Kas dan Setara Kas dari Aktivitas Investasi Cash Flows and Cash Equivalents from Investing Activities	(50,27)
3.	Arus Kas dan Setara Kas dari Aktivitas Pendanaan Cash Flows and Cash Equivalents from Financing Activities	(1,00)
4.	Kenaikan/(Penurunan) Bersih Kas dan Setara Kas Net Increase/(Decrease) in Cash and Cash Equivalents	172,43
5.	Saldo Awal Kas dan Setara Kas Beginning Balance of Cash and Cash Equivalents	451,55
6.	Saldo Akhir Kas dan Setara Kas Ending Balance of Cash and Cash Equivalents	623,98

d. Investasi

Investasi Tahun Buku 2024 dianggarkan sebesar Rp79,75 Miliar, dengan Disburse sebesar Rp50,27 Miliar, dialokasikan sebagai berikut:

d. Investment

Investment for the 2024 Fiscal Year is budgeted at IDR79.75 billion, with Disburse of IDR50.27 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 Non Infrastruktur Ketenagalistrikan Business Development Investment	19,29	-	2,33
2.	Investasi Pengembangan Bisnis Business Development Investment	30,98	-	30,98
	Total	50,27	-	50,27

Status: Telah Terealisasi

Status: Realized

Agenda Kedua Second Agenda

Persetujuan dan Pengesahan KPI KPI Approval and Ratification

Keputusan/ Decision:

1. RUPS menyetujui dan mengesahkan Kontrak Manajemen/*Key Performance Indicator* (KPI) 2024 antara Direksi, Dewan Komisaris, dan Pemegang Saham Perseroan.
2. Kontrak Manajemen/*Key Performance Indicator* (KPI) 2024 Perseroan terlampir merupakan bagian yang tidak terpisahkan dari risalah ini.
1. The GMS approved and ratified the 2024 Management Contract/*Key Performance Indicator* (KPI) between the Board of Directors, Board of Commissioners, and Shareholders of the Company.
2. The attached 2024 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 2023 dan Realisasinya

RUPS Persetujuan Laporan Tahunan dan Pengesahan Laporan Keuangan Tahun Buku 2023 dilaksanakan pada:
Hari/Tanggal : Sabtu, 29 Juni 2024
Waktu : Pukul 13.30 – 15.00 WIB
Tempat : Auditorium PT PLN (Persero) Kantor Pusat,
Jakarta, Indonesia

PIHAK INDEPENDEN

Perusahaan telah menunjuk pihak independen yaitu Notaris Shahreza Annaz, S.H., M.Kn dalam menyusun Akta hasil RUPS.

REKAPITULASI KEHADIRAN PADA RUPS TAHUNAN TAHUN BUKU 2023

Implementation of The Annual GMS for The 2023 Fiscal Year and Its Realization

The GMS for Approval of the Annual Report and Ratification of the Financial Report for the 2023 Fiscal Year was held on:
Hari/Tanggal : Sabtu, 29 Juni 2024
Day/Date : Saturday June 29, 2024
Time : 13.30 – 15.00 WIB
Venue : Auditorium of PT PLN (Persero) Head Office,
Jakarta, Indonesia

INDEPENDENT PARTY

The Company appointed an independent party, who was Notary Shahreza Annaz, S.H., M.Kn, in preparing Deed of GMS Resolutions.

ATTENDANCE RECAPITULATION AT THE ANNUAL GMS FOR FISCAL YEAR 2023

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.	Kurnia Rumdhony	Direktur Pemasaran dan Pengembangan Usaha dan selaku kuasa Direktur Enjiniring Director of Marketing and Business Development and as the proxy for the Director of Engineering	Hadir Attend

KEPUTUSAN DAN REALISASI RUPS TAHUNAN TAHUN
BUKU 2023DECISIONS AND REALIZATION OF THE ANNUAL GMS FOR
THE FISCAL YEAR 2023Agenda Pertama
First Agenda

Persetujuan dan Pengesahan Laporan Keuangan Perseroan Tahun Buku 2023 termasuk Laporan Pelaksanaan Tugas Pengawasan Dewan Komisaris selama Tahun Buku 2023 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 2023.

Approval and Ratification of the Company's Financial Statement for the 2023 Financial Year including the Report on the Implementation of Supervision by the Board of Commissioners for the 2023 Financial Year and the Granting of Full Release from Responsibility (*Volledig Acquit Et De Charge*) to the Board of Directors and Board of Commissioners for the Management and Supervision carried out during the 2023 Financial Year.

Keputusan/ Decision:

1. RUPS menyetujui dan menerima Laporan Tahunan mengenai Keadaan dan Jalannya Perseroan selama Tahun Buku 2023 yang terdiri atas Laporan Keuangan, Laporan Evaluasi Kinerja dan Laporan Kepatuhan.
 2. RUPS menyetujui dan menerima Laporan Pelaksanaan Tugas Pengawasan Dewan Komisaris selama Tahun Buku 2023.
 3. RUPS mengesahkan Laporan Keuangan Perseroan Tahun Buku 2023 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 Rintis, Jumadi, Rianto & Rekan dengan pendapat "**Wajar dalam semua hal yang material**" sebagaimana dimaksud dalam laporannya No 00123/2.1457/AU.1/05/1789-3/1/VI/2024 tanggal 05 Juni 2024.
 4. RUPS memberikan pembebasan sepenuhnya (*Volledig Acquit Et De Charge*) 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 2023, sepanjang tindakan-tindakan tersebut tidak bertentangan dengan peraturan perundang-undangan yang berlaku serta termuat dalam Laporan Keuangan yang telah diaudit oleh Kantor Akuntan Publik Rintis, Jumadi, Rianto & Rekan.
1. The GMS approved and accepted the Annual Report on the Condition and Operation of the Company during the 2023 Financial Year consisting of the Financial Report, Performance Evaluation Report and Compliance Report.
 2. The GMS approved and accepted the Report on the Implementation of the Board of Commissioners' Supervisory Duties during the 2023 Financial Year.
 3. The GMS ratified the Company's Financial Report for the 2023 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 00123/2.1457/AU.1/05/1789-3/1/VI/2024 Dated June 05, 2024.
 4. The GMS grants full release (*Volledig Acquit Et De Charge*) 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 2023 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 Rintis, Jumadi, Rianto & Rekan.

Status: Telah Terealisasi

Status: Realized

Agenda Kedua
Second Agenda**Penetapan Penggunaan Laba Bersih Tahun Buku 2023.**

Determination of Use of Net Profit for the 2023 Financial Year.

Keputusan/ Decision:

RUPS Memberi Kuasa kepada Pemegang Saham mayoritas untuk menetapkan penggunaan Laba Bersih Tahun Buku 2023.
The GMS grants power to the majority shareholders to determine the use of net profit for the 2023 financial year.

Status: Telah Terealisasi

Status: Realized

Agenda Ketiga
Third Agenda**Persetujuan Tantiem Tahun Buku 2023 dan Remunerasi Tahun Buku 2024 bagi Direksi dan Dewan Komisaris, serta Bonus Karyawan Tahun Buku 2023.**

Determination of Tantiem for the 2023 Financial Year and Remuneration for the 2024 Financial Year for Directors and Commissioners, as well as Bonuses for Employees for the 2023 Financial Year.

Agenda Ketiga Third Agenda

Keputusan/ Decision:

RUPS memberi Kuasa kepada Pemegang Saham mayoritas untuk menetapkan Tantiem Tahun Buku 2023 dan Penghasilan Tahun Buku 2024 bagi Direksi dan Dewan Komisaris serta Bonus bagi karyawan untuk Tahun Buku 2023.

The GMS authorizes the majority shareholders to determine the 2023 Financial Year Bonus and 2024 Financial Year Remuneration for the Board of Directors and Board of Commissioners as well as bonuses for employees for the 2023 Financial Year.

Status: Telah Terealisasi

Status: Realized

Agenda Keempat Fourth Agenda

Penetapan Kantor Akuntan Publik untuk Audit Laporan Keuangan Perseroan Tahun Buku 2024.

Appointment of Public Accounting Firm for Audit of Company Report for Fiscal Year 2024.

Keputusan/ Decision:

RUPS memberi Kuasa kepada Pemegang Saham mayoritas untuk menetapkan Penunjukan Kantor Akuntan Publik sebagai auditor yang akan mengaudit Laporan Keuangan Perseroan, Laporan Evaluasi Kinerja dan Laporan Kepatuhan untuk Tahun Buku 2024.

The GMS appointed the Public Accounting Firm to Audit the Company's Report for the 2024 Financial Year to be the same as the Public Accounting Firm that Audited the Report of PT PLN (Persero) for the 2024 Financial Year.

Status: Telah Terealisasi

Status: Realized

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

PIHAK INDEPENDEN

Perusahaan telah menunjuk pihak independen yaitu Notaris Shahreza Annaz, S.H., M.Kn dalam menyusun Akta hasil RUPS.

REKAPITULASI KEHADIRAN PADA RUPS RKAP TAHUN 2023

Implementation of 2023 GMS RKAP

GMS for the ratification of the Company's Work Plan and Budget (RKAP) Year 2023 was held at:

Day/Date : Tuesday, January 31, 2023

Time : 10.22 – 11.59

Venue : Auditorium of PT PLN (Persero) Head Office, Jakarta, Indonesia

INDEPENDENT PARTY

The Company appointed an independent party, who was Notary Shahreza Annaz, S.H., M.Kn, in preparing Deed of GMS Resolutions.

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 Karlansyah	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

No.	Nama Name	Jabatan Position	Kehadiran Attendance
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:

Setelah menilai RKAP Perseroan Tahun Buku 2023 yang diajukan oleh Direksi dan dilakukan pembahasan serta memperhatikan pendapan dan saran Dewan Komisaris, maka RUPS memutuskan menyetujui dan mengesahkan RKAP Tahun 2023, dengan pokok-pokok sebagai berikut:

- a. Laporan Laba (Rugi) dan Komprehensif Konsolidasian Laba (Rugi) Setelah Pajak Tahun Buku 2023 dianggarkan sebesar Rp102,42 Miliar dengan rincian sebagai berikut:

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:

Decision:

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. 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:

- 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 detail:

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

No.	Uraian Description	Rp Miliar IDR Billion
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/ Decision:

- 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.

- 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

PIHAK INDEPENDEN

Perusahaan telah menunjuk pihak independen yaitu Notaris Shahreza Annaz, S.H., M.Kn dalam menyusun Akta hasil RUPS.

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.	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
7.	Kurnia Rumdhony	Direktur Pemasaran dan Pengembangan Usaha Director of Marketing and Business Development	Hadir Attend

KEPUTUSAN DAN REALISASI RUPS TAHUNAN TAHUN BUKU 2022**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

INDEPENDENT PARTY

The Company appointed an independent party, who was Notary Shahreza Annaz, S.H., M.Kn, in preparing Deed of GMS Resolutions.

ATTENDANCE RECAPITULATION AT THE ANNUAL GMS FOR FISCAL YEAR 2022**DECISIONS AND REALIZATION OF THE ANNUAL GMS FOR THE FISCAL YEAR 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 (*Volledig Acquit Et De Charge*) 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 (*Volledig Acquit Et De Charge*) to the Board of Directors and Board of Commissioners for the Management and Supervision carried out during the 2022 Financial Year.

Agenda Pertama First Agenda

Keputusan/ Decision:

1. 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.
2. RUPS menyetujui dan menerima Laporan Pelaksanaan Tugas Pengawasan Dewan Komisaris selama Tahun Buku 2022.
3. 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.I/05/1789-2/IN/2023 Tanggal 26 Bulan Mei 2023.
4. RUPS memberikan pembebasan sepenuhnya (*Volledig Acquit Et De Charge*) kepada Direksi dan Dewan Komisaris Perseroan atas pengelolaan 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 tennuat 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.
1. 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.
2. The GMS approved and accepted the Report on the Implementation of the Board of Commissioners' Supervisory Duties during the 2022 Financial Year.
3. 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.I/05/1789-2/IN/2023 Dated May 26, 2023.
4. The GMS grants full release (*Volledig Acquit Et De Charge*) 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.

Keputusan/ Decision:

RUPS memberi Kuasa kepada Pemegang Saham mayoritas untuk menetapkan Penggunaan Laba Bersih Tahun Buku 2022.
The GMS grants power to the majority shareholders to determine the use of net profit for the 2022 financial year.

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.

Keputusan/ Decision:

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.
The GMS authorizes the majority shareholders to determine the 2022 Financial Year Bonus and the 2023 Financial Year Remuneration for the Board of Directors and Board of Commissioners as well as bonuses for employees for the 2022 Financial Year.

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**Keputusan/ Decision:**

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.
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.

Status: Telah Terealisasi
Status: Realized

Keputusan RUPS Pada Tahun Buku dan 1 (Satu) Tahun Sebelum Tahun Buku yang Direalisasikan Pada Tahun Buku

Seluruh keputusan RUPS Tahun Buku 2024 telah terealisasi pada tahun 2024 dan RUPS Tahun Buku 2023 telah terealisasi pada tahun 2023. Sehingga tidak terdapat keputusan RUPS Tahun 2023 dan Keputusan RUPS yang belum direalisasikan pada tahun 2024.

GMS Resolutions In The Fiscal Year and 1 (One) Year Prior to The Fiscal Year Realizable In The Fiscal Year

All decisions of the GMS for the 2024 Fiscal Year have been realized in 2024 and the GMS for the 2023 Fiscal Year have been realized in 2023. Therefore, there are no decisions of the 2023 GMS and GMS Decisions that have not been realized in 2024.

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 kewajiban.
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.

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.

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;
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 Manajemen 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,

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. 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, 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 Penyuapan (SMAP) termasuk menerapkan *check and balance* melalui 4 (*Four*) *Eyes Priciple* 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;

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) 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. 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) berbasiskan 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 kritikal 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 kompetensi (pendidikan dan pelatihan), sumber daya enjiniring, 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. 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, 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. 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) berbasiskan 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* *Priciple* untuk proses bisnis yang bersifat kritis dalam kerangka 3 (*Three*) Lines Model.
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

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

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 diatur 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 perundang.
4. Pengangkatan Anggota Direksi yang tidak memenuhi persyaratan sebagaimana dimaksud pada angka 1 dan angka 3 tersebut di atas batal demi hukum sejak

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. 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

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 memegang 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;

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. 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.
2. Selain jabatan rangkap sebagaimana dimaksud di atas, anggota Direksi dilarang memegang 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/lebihnya diserahkan menjadi penghasilan BUMN yang bersangkutan
 - b. Anggota Dewan Komisaris pada perusahaan lain untuk mewakili/memperjuangkan kepentingan BUMN sepanjang memperoleh izin dari Menteri.

Seluruh Direksi tidak memiliki rangkap jabatan pada perusahaan/instansi lain.

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 2024, seluruh Direksi tidak memiliki saham pada PLN Enjiniring maupun perusahaan lainnya.

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.

- 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. In addition to the dual positions as referred to above, members of the Board of Directors are prohibited from holding dual positions as members of the Board of Commissioners at other companies, except:

- a. Member of the Board of Commissioners in a subsidiary/ joint venture of the relevant BUMN, with the provision that he/she is only entitled to accumulated income as a member of the Board of Commissioners in one or more subsidiaries/ joint ventures of a maximum of 30% (thirty percent) of the salary of the relevant Board of Directors Member in the BUMN, while other/excess income is submitted to become the income of the relevant BUMN.
- b. Member of the Board of Commissioners in another company to represent/fight for the interests of the BUMN if permission is obtained from the Minister.

All Directors do not hold concurrent positions in other companies/agencies.

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 2024, all Directors do not have shares in PLN Enjiniring or other companies.

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. 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 di tempat kedudukan Perseroan atau di tempat kegiatan usahanya yang utama di dalam wilayah Republik Indonesia.
3. Rapat Direksi 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 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.
- 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.

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.
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.

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. 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.

Keputusan Rapat Direksi

1. Segala keputusan Direksi diambil dalam rapat Direksi.
2. Keputusan dapat pula diambil di luar rapat Direksi sepanjang seluruh 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.

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.

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, TANGGAL DAN PESERTA RAPAT DIREKSI

Sepanjang tahun 2024, agenda, tanggal dan peserta Rapat Direksi adalah sebagai berikut.

Tabel Rapat Direksi
Board of Directors Meeting Table

No	Tanggal Date	Agenda	Agenda	Kehadiran Attendance			
				Chairani Rachmatullah	Kurnia Rumdhony	Direktur Keuangan, Manajemen Risiko dan Human Capital Director of Finance, Risk Management and Human Capital	Muhammad Firmansyah*
1	4 Januari 2024 January 4, 2024	Penetapan Kebijakan Strategis Governance, Risk Management, and Compliance (GRC) dan Edaran Direksi tentang Peraturan Pelaksana Kebijakan Governance, Risk Management, and Compliance (GRC) dalam Pengambilan Keputusan di Lingkungan PT PLN Enjiniring	Determination of Strategic Policy on Governance, Risk Management, and Compliance (GRC) and Circular of the Board of Directors concerning Implementing Regulations of Governance, Risk Management, and Compliance (GRC) Policy in Decision Making within PT PLN Enjiniring	1	1	1	1
		Update Progress CPSI	CPSI Progress Update				
2	11 Januari 2024 January 11, 2024	Penetapan Keputusan Direksi tentang Pergantian Komisaris IPP Minoritas (PT EPE, PT MPE, dan PT PDP)	Determination of the Board of Directors' Decision on the Replacement of Minority IPP Commissioners (PT EPE, PT MPE, and PT PDP)	1	1	1	1
		Pembahasan Materi RUPS RKAP 2024	Discussion of 2024 GMS RKAP Material				
		Sosialisasi Peraturan Direksi No.0001.P/DIR/2024 tanggal 9 Januari 2024 Tentang Sistem Pengendalian Internal PT PLN Enjiniring & Edaran Direksi Tentang Standar Prosedur Sistem Pengendalian Internal (SPIN)	Dissemination of Board of Directors Regulation No.0001.P/DIR/2024 dated January 9, 2024 Concerning the Internal Control System of PT PLN Enjiniring & Board of Directors Circular Concerning Internal Control System Standard Procedure (SPIN)				
		Hal-hal lain yang perlu mendapat perhatian: Usulan Anggaran Investasi RKAP 2024	Other matters that need attention: Proposed Investment Budget RKAP 2024				

AGENDA, DATE AND PARTICIPANTS OF THE BOARD OF DIRECTORS MEETING

Throughout 2024, the agenda, dates and participants of the Board of Directors Meetings are as follows.

No	Tanggal Date	Agenda	Agenda	Kehadiran Attendance			
				Chairani Rachmatullah	Kurnia Rumdhony	Direktur Keuangan, Manajemen Risiko dan Human Capital Director of Finance, Risk Management and Human Capital	Muhammad Firmansyah*
3	18 Januari 2024 January 18, 2024	Penetapan Edaran Direksi tentang Standar Prosedur Sistem Pengendalian Internal (SPIN)	Determination of the Board of Directors Circular on Internal Control System Standard Procedures (SPIN)				
		Usulan Organisasi Baru	Proposed New Organization	1	1	1	1
		Usulan Perwakilan PLNE di 3 (tiga) IPP Penyetaraan Modal: PT EPE, PT MPE, dan PT PDP	PLNE Representative Proposal in 3 (three) Capital Equalization IPPs: PT EPE, PT MPE, and PT PDP				
4	25 Januari 2024 January 25, 2024	Rencana Rapat Kerja 2024	2024 Working Meeting Plan				
		Perencanaan Manajemen Risiko Korporasi Tahun 2024	Corporate Risk Management Planning 2024	1	1	-	1
		Materi RUPS RKAP 2024	GMS RKAP 2024 Material				
5	1 Februari 2024 February 1, 2024	Penetapan Kebijakan Strategis Manajemen Risiko Terintegrasi di PT PLN Enjiniring, Standar Prosedur Implementasi Model Tiga Lini (<i>Three-Lines of Model</i>) dalam Manajemen Risiko Terintegrasi dan <i>Four Eyes Principle</i> (4EP), serta Standar Prosedur Pedoman Umum Manajemen Risiko Terintegrasi	Determination of Strategic Policy for Integrated Risk Management at PT PLN Enjiniring, Standard Procedure for Implementation of the Three-Lines of Model in Integrated Risk Management and the Four Eyes Principle (4EP), and Standard Procedure for General Guidelines for Integrated Risk Management	1	1		1
		Persiapan Launching Engineering Excellence	Preparation for Launching Engineering Excellence				
		Persiapan Pelaksanaan Employee Gathering	Preparation for Implementation of Employee Gathering				
		Update CPSI	CPSI Update				

No	Tanggal Date	Agenda	Agenda	Kehadiran Attendance			
				Chairani Rachmatullah	Kurnia Rumdhony	Direktur Keuangan, Manajemen Risiko dan Human Capital Director of Finance, Risk Management and Human Capital	Muhammad Firmansyah*
6	15 Februari 2024 February 15, 2024	Persetujuan RJP PLNE 2024-2028	Approval of PLNE RJP 2024-2028				1
		Pengadaan Jasa Layanan Total Solusi Teknologi Informasi di Lingkungan PT PLN Enjiniring	Procurement of Total Information Technology Solution Services in PT PLN Enjiniring Environment				
		Strategi Kolaborasi SAD PLN	PLN SAD Collaboration Strategy				
7	22 Februari 2024 February 22, 2024	Pengadaan Sub Konsultan Pekerjaan Survei Investigasi Lapangan pada Pekerjaan PLTA Sesayap (PLTA Kelay) dengan Metode Penunjukan Langsung Pasca Kualifikasi	Procurement of Sub Consultants for Field Investigation Survey Work on Sesayap Hydroelectric Power Plant (HEPP Kelay) with Direct Appointment Method after Qualification				1
		Pengadaan Software Enjiniring Digsilent Powerfactory dengan Metode Pengadaan Langsung	Procurement of Digsilent Powerfactory Engineering Software with Direct Procurement Method	1	1	1	
		Pengadaan Jasa Layanan Total Solusi Teknologi Informasi di Lingkungan PT PLN Enjiniring	Procurement of Total Information Technology Solution Services in PT PLN Enjiniring Environment				
		Pengadaan di Lingkungan PLNE	Procurement in PLNE Environment				
8	14 Maret 2024 March 14, 2024	Penyesuaian Perdir Kemitraan dengan 6G Partnership	Adjustment of Partnership Perdir with 6G Partnership	1	1	1	1
		Laporan Keuangan per Februari 2024	Financial Report as of February 2024				

No	Tanggal Date	Agenda	Agenda	Kehadiran Attendance			
				Chairani Rachmatullah	Kurnia Rumdhony	Direktur Keuangan, Manajemen Risiko dan Human Capital Director of Finance, Risk Management and Human Capital	Muhammad Firmansyah*
9	21 Maret 2024 March 21, 2024	Pengadaan Software Enjiniring Digsilent Powerfactory dengan Metode Pengadaan Langsung	Procurement of Digsilent Powerfactory Engineering Software with Direct Procurement Method	1	1	1	1
		Pengadaan Sub-konsultan Pekerjaan Survei Investigasi Lapangan pada Pekerjaan PLTA Sesayap (PLTA Kelay) dengan Metode Pelelangan Terbatas	Procurement of Sub-consultants for Field Investigation Survey Work on Sesayap Hydroelectric Power Plant (Kelay Hydroelectric Power Plant) with Limited Auction Method				
		Peraturan Direksi tentang Pemilihan Mitra	Board of Directors Regulation on Partner Selection				
		Laporan Kinerja per Februari 2024 dan prognosa TW I 2024	Performance Report as of February 2024 and Q1 2024 prognosis				
		Rencana Komunikasi 2024	2024 Communication Plan				
		Rencana Program Branding 2024	2024 Branding Program Plan				
		Rencana Penghargaan Tahun 2024	2024 Award Plan				
		RJP PLNE tahun 2024-2028	PLNE RJP 2024-2028				
		RUPS Sirkuler LPT Tahun 2022 PT Pura Daya Prima (PT PDP)	2022 Circular GMS LPT PT Pura Daya Prima (PT PDP)				
		Amandemen Perjanjian O&M PLTMG Luwuk 40 MW	Amendment to O&M Agreement of PLTMG Luwuk 40 MW				
		Laporan Manajemen 2022 dan 2023	2022 and 2023 Management Report				
10	28 Maret 2024 March 28, 2024	Perjanjian Kerjasama penggunaan Paten nama Rivera dengan Rivera Mobil Listrik (RML)	Cooperation Agreement on the Use of the Rivera Name Patent with Rivera Mobil Listrik (RML)	1	1	1	1
		Fraud Risk Profile Tahun 2024 PT PLN Enjiniring	Fraud Risk Profile in 2024 PT PLN Enjiniring				

No	Tanggal Date	Agenda	Agenda	Kehadiran Attendance			
				Chairani Rachmatullah	Kurnia Rumdhony	Direktur Keuangan, Manajemen Risiko dan Human Capital Director of Finance, Risk Management and Human Capital	Muhammad Firmansyah*
11	4 April 2024 April 4, 2024	Perdir Pemilihan Mitra	Perdir for Partner Selection	1	1	1	1
		Hal-Hal Lain yang Perlu Mendapat Perhatian: Amandemen Perjanjian Pltmg Luwuk 40 MW Terkait O&M	Other Matters That Need Attention: Amendment of the Luwuk 40 MW Pltmg Agreement Regarding O&M				
12	18 April 2024 April 18, 2024	Tindak Lanjut Pengadaan Gagal	Follow-up on Failed Procurement	1	1	1	1
13	25 April 2024 April 25, 2024	Usulan Organisasi Baru PLNE dan Mission-Activity- KPI-End Product-Risk (MAKER) Tupoksi	Proposed New PLNE Organization and Mission-Activity- KPI-End Product-Risk (MAKER) Tupoksi	1	1	1	1
14	2 Mei 2024 May 2, 2024	Usulan Sewa Kendaraan Terpusat	Centralized Vehicle Rental Proposal	1	1	1	1
		Investasi RKAP 2024 untuk CPSI	2024 RKAP Investment for CPSI				
15	16 Mei 2024 May 16, 2024	Pengadaan Sub Konsultan Pekerjaan Site Investigation PLTMG Tersebar (Lokasi: Masela, Morotai, Dan Timika) Dan Kajian Keekonomian PLTMG Tersebar (11 Lokasi) dengan Metode Penunjukan Langsung	Procurement of Sub Consultants for Site Investigation Work of Distributed PLTMG (Locations: Masela, Morotai, and Timika) and Economic Study of Distributed PLTMG (11 Locations) with Direct Appointment Method	1	1	1	1
		Usulan TAD Standar Prosedur Pengelolaan Alih Daya di Lingkungan PT PLN Enjiniring	Proposed TAD Standard Procedure for Outsourcing Management in PT PLN Enjiniring Environment				
		Usulan Akuisisi Pegawai Eks-Organik PT REC Menjadi Organik PT PLNE	Proposed Acquisition of Ex-Organic PT REC Employees to Become Organic PT PLNE				
		Kriteria PTL	PTL Criteria				
		Penempatan Project Director	Project Director Placement				
		Update CPSI	CPSI Update				
		Progress New VC	NEW VC Progress				
		Tindak Lanjut Surat Peringatan atas Pelaksanaan Pekerjaan Jasa Managed Service Implementasi Manajemen Aset Transmisi	Follow-up to the Warning Letter on the Implementation of Managed Service Work for Transmission Asset Management				

No	Tanggal Date	Agenda	Agenda	Kehadiran Attendance			
				Chairani Rachmatullah	Kurnia Rumdhony	Direktur Keuangan, Manajemen Risiko dan Human Capital Director of Finance, Risk Management and Human Capital	Muhammad Firmansyah*
16	27 Mei 2024 May 27, 2024	Update CPSI	CPSI Update				
		Petunjuk Teknis Kinerja	Technical Performance Instructions	1	1	1	1
17	30 Mei 2024 May 30, 2024	Persetujuan Anggaran Investasi untuk Akuisisi Kepemilikan saham di PT CPSI	Approval of Investment Budget for Acquisition of Share Ownership in PT CPSI				
		Diskresi Percepatan Penyelesaian Pengadaan untuk Sub Konsultan yang telah berjalan pada Semester I	Discretionary Acceleration of Procurement Completion for Sub Consultants that have been running in Semester I	1	1	1	1
18	10 Juni 2024 June 10, 2024	Usulan Persetujuan Percepatan Penyelesaian Pengadaan untuk Sub Konsultan yang Telah Berjalan pada Semester I	Proposed Approval of Acceleration of Procurement Completion for Sub Consultants that have been running in Semester I				
		Usulan Persetujuan Ratifikasi Edaran Direksi terkait Standard Prosedur Manajemen Kinerja	Proposed Approval of Ratification of Board of Directors Circular regarding Performance Management Standard Procedure				
		Usulan Persetujuan Ratifikasi Edaran Direksi terkait Standard Prosedur Manajemen Talenta dan Pegawai	Proposed Approval of Ratification of Board of Directors Circular regarding Talent and Employee Management Standard Procedure	1	1	1	1
		Usulan Persetujuan Penunjukkan Pengadaan CEMS Peak Arun Peakser	Proposed Approval of Appointment of CEMS Peak Arun Peakser Procurement				
		Pelaksanaan RUPS Sirkuler PT Pura Daya Prima	Implementation of Circular GMS of PT Pura Daya Prima				
19	20 Juni 2024 June 20, 2024	Edaran Direksi tentang Standar Prosedur Sistem Penghargaan Pegawai PT PLN Enjiniring	Circular of the Board of Directors on Standard Procedures for the Employee Reward System of PT PLN Enjiniring	-	1	1	1
		Pembahasan Awal RKAP 2025-2026	Initial Discussion of RKAP 2025-2026				

No	Tanggal Date	Agenda	Agenda	Kehadiran Attendance			
				Chairani Rachmatullah	Kurnia Rumdhony	Direktur Keuangan, Manajemen Risiko dan Human Capital Director of Finance, Risk Management and Human Capital	Muhammad Firmansyah*
20	27 Juni 2024 June 27, 2024	Pemilihan kemitraan pekerjaan interkoneksi Sumatera-Batam-Bintan dan Sumatera-Jawa	Selection of partnerships for interconnection work for Sumatera-Batam-Bintan and Sumatera-Jawa	1	1	1	-
		Pekerjaan Peta Peluang Pengembangan Bisnis di Sepanjang Rantai Nilai Ketenagalistrikan	Work on Business Development Opportunity Maps Along the Electricity Value Chain				
		Kerjasama dengan 5 calon partner pengembangan usaha	Cooperation with 5 prospective business development partners				
		Update Proses Administrasi dan Teknis Pekerjaan Pengadaan CEMS Luwuk	Update on Administrative and Technical Processes for Procurement of CEMS Luwuk				
		Update Pemasaran untuk Target Kontrak 2024 dan 2025	Marketing Update for Contract Targets 2024 and 2025				
		Usulan Keputusan Direksi tentang Partnership	Proposed Decision of the Board of Directors on Partnership				
21	1 Juli 2024 July 1, 2024	Pemilihan Kemitraan Pekerjaan Interkoneksi Sumatera – Batam – Bintan dan Sumatera - Jawa	Selection of Partnerships for Interconnection Work for Sumatra – Batam – Bintan and Sumatra - Java	1	1	1	-
22	4 Juli 2024 July 4, 2024	Keputusan Kontrak Harga Satuan (Total Solution) dengan ICON PLUS	Decision on Unit Price Contract (Total Solution) with ICON PLUS	1	1	1	-
23	11 Juli 2024 July 11, 2024	Usulan Keputusan Edaran Direksi tentang Partnership	Proposed Decision of the Board of Directors Circular on Partnership	1	1	1	-
		Laporan Biaya Terserap, Biaya yang Masih Dibutuhkan, Rencana Variation Order yang Akan Diajukan dan Perkiraan NPL di Proyek Luwuk	Report on Cost Absorbed, Costs Still Needed, Planned Variation Orders to be Submitted and Estimated NPL in the Luwuk Project				
		MoU dengan Multibuana, Agra, KSS	MoU with Multibuana, Agra, KSS				
		Perjanjian Kerjasama Merk RIVERA	Cooperation Agreement RIVERA Brand				

No	Tanggal Date	Agenda	Agenda	Kehadiran Attendance			
				Chairani Rachmatullah	Kurnia Rumdhony	Direktur Keuangan, Manajemen Risiko dan Human Capital Director of Finance, Risk Management and Human Capital	Muhammad Firmansyah*
24	18 Juli 2024 July 18, 2024	Perubahan Peraturan Direksi PT PLN Enjiniring No. 22.003.K/DIR/PLNE/XII/2022 Petunjuk Pelaksanaan Pedoman Tata Naskah Dinas dan Kearsipan	Changes to the Regulation of the Board of Directors of PT PLN Enjiniring No. 22.003.K/DIR/PLNE/XII/2022 Instructions for Implementation of Guidelines for Official Documents and Archiving	1	1	1	-
		Usulan Kontrak KHS (Kesepakatan Harga Satuan) untuk Sewa Kendaraan Terpusat dengan Metode Pengadaan Pelelangan Terbuka	Proposed KHS (Unit Price Agreement) Contract for Centralized Vehicle Rental with Open Auction Procurement Method				
		Kriteria PTL	PTL Criteria				
25	1 Agustus 2024 August 1, 2024	MoU dengan KSS dan MoU dengan Multibuana tentang Solusi System Smart Building Project	MoU with KSS and MoU with Multibuana on Smart Building Project System Solution	1	1	1	-
		Usulan Keputusan RML (Rivera Mobil Listrik)	Proposed RML Decision (Rivera Electric Car)				
		Analisa Hukum dari Sub Bidang Hukum PT PLN Enjiniring Terkait Keputusan RUPS PLNE tentang Batasan Kewenangan Direksi	Legal Analysis from the Legal Sub-Division of PT PLN Enjiniring Regarding the Decision of the PLNE GMS on the Limitation of the Authority of the Board of Directors				
		Laporan Hasil Audit Bidang Konstruksi dan Operasi serta Bidang Project Management Office	Audit Result Report for the Construction and Operations Sector and the Project Management Office Sector				
		Laporan Pra Exit LHA SPI PLN	Pre-Exit Report of LHA SPI PLN				
		Update Progress CPSI	CPSI Progress Update				
		Update Progress PLTMG Luwuk	PLTMG Luwuk Progress Update				

No	Tanggal Date	Agenda	Agenda	Kehadiran Attendance			
				Chairani Rachmatullah	Kurnia Rumdhony	Direktur Keuangan, Manajemen Risiko dan Human Capital Director of Finance, Risk Management and Human Capital	Muhammad Firmansyah*
26	8 Agustus 2024 August 8, 2024	Kerjasama dengan RML	Cooperation with RML	1	2	1	-
		Edir Partnership	EDIR Partnership				
		Laporan Pra Exit LHA SPI PLN	Pre-Exit Report of LHA SPI PLN				
		Progres Tindak Lanjut SPI Tentang Penerapan UU PDP di PLNE	SPI Follow-up Progress on the Implementation of the PDP Law at PLNE				
		Update progress CPSI	CPSI Progress Update				
		Update progress PLTMG Luwuk (Progress dan Kontraktual)	PLTMG Luwuk Progress Update (Progress and Contractual)				
		Progress New Virtual Cubicle	New Virtual Cubicle Progress				
27	15 Agustus 2024 August 15, 2024	RKAP 2025-2026	RKAP 2025-2026	1	1	1	-
		Laporan CWR Monitoring Realisasi Juli dan Proyeksi Desember 2024	CWR Report Monitoring Realization July and December 2024 Projection				
		Penjelasan Isi Juknis Capacity Building	Explanation of the Contents of the Technical Instructions for Capacity Building				
		Update Penyelesaian Kontrak Pekerjaan "Mendesak"	Update on Completion of "Urgent" Work Contracts				
		Progres 5 Strategi Penyelesaian Pekerjaan "Melimpah" : KHS, Partnership, Subkon, Bantuan Expert, Enjinir Support	Progress of 5 Strategies for Completion of "Abundant" Work: KHS, Partnership, Subcontract, Expert Assistance, Engineer Support				
		Pemanfaatan Tools Peta Peran	Utilization of Role Map Tools				
		Efektifitas Fungsi QC	Effectiveness of QC Function				
		Pengembangan Usaha CEMS	CEMS Business Development				
		Perkembangan KSO dengan APCA di Luwuk	Development of KSO with APCA in Luwuk				

No	Tanggal Date	Agenda	Agenda	Kehadiran Attendance			
				Chairani Rachmatullah	Kurnia Rumdhony	Direktur Keuangan, Manajemen Risiko dan Human Capital Director of Finance, Risk Management and Human Capital	Muhammad Firmansyah*
28	22 Agustus 2024 August 22, 2024	Career Path	Career Path				
		Penyelesaian Pekerjaan "Melimpah": List Resource Internal, List Partner, List Subkon	Completion of "Abundant" Work: Internal Resource List, Partner List, Subcontractor List				
		Analisa Hukum dari Sub Bidang Hukum PT PLN Enjiniring Terkait Keputusan RUPS PLNE tentang Batasan Kewenangan Direksi	Legal Analysis from the Legal Sub-Division of PT PLN Enjiniring Regarding the Decision of the PLNE GMS on the Limitation of the Board of Directors' Authority	1	1	1	-
		Konsultasi e-SPPD	e-SPPD Consultation				
		Bentuk Layanan Penanganan Tower Kritis	Form of Critical Tower Handling Services				
		Penjelasan mengenai PMGM	Explanation of PMGM				
		Tinjauan Manajemen Sistem Manajemen Terintegrasi (SMM, SMKU, SMKI, SMK3, SMAP)	Review of Integrated Management System Management (SMM, SMKU, SMKI, SMK3, SMAP)				
29	29 Agustus 2024 August 29, 2024	Daftar Mitra Subkon yang Bersedia (Berminat) Masuk KHS Pekerjaan Site Investigation	List of Subcontractor Partners Willing (Interested) to Enter the KHS for Site Investigation Work	1	1	1	-
		Evaluasi PTL	Evaluation of PTL				

No	Tanggal Date	Agenda	Agenda	Kehadiran Attendance			
				Chairani Rachmatullah	Kurnia Rumdhony	Direktur Keuangan, Manajemen Risiko dan Human Capital Director of Finance, Risk Management and Human Capital	Muhammad Firmansyah*
30	12 September 2024 September 12, 2024	Revisi RKAP PLNE 2024 terkait Perubahan Nomenklatur Anggaran Investasi	Revision of PLNE's 2024 RKAP regarding Changes in Investment Budget Nomenclature	1	1	1	-
		RUPS CPSI terkait Rencana Penjualan Aset PT CPSI	CPSI GMS regarding PT CPSI Asset Sale Plan				
		Draft Surat dan Organisasi Baru untuk Disampaikan ke DIRLHC	Draft of New Letter and Organization to be Submitted to DIRLHC				
		Model Delivery to Complete untuk Remunerasi Jalur Karir Enjinir dan Jalur Karir Project Management Sesuai Pagu RJP PLNE	Delivery to Complete Model for Remuneration of Engineer Career Path and Project Management Career Path According to PLNE's RJP Ceiling				
		Informasi Evaluasi dan Review Program Coaching Enjinir yang Sudah Berjalan	Information on the Evaluation and Review of the Engineer Coaching Program that Has Been Ongoing				
		Smart Grid End To End	Smart Grid End To End				
		Progress PLTA Mamberamo	Progress of Mamberamo Hydroelectric Power Plant				
		Progres proses KSO Partner O&M Luwuk	Progress of Luwuk O&M Partner KSO process				
31	25 September 2024 September 25, 2024	KHS Sewa Peralatan Kerja	KHS Work Equipment Rental	1	1	1	-
		Perdir Persekot Dinas	Presidential Regulation On Service Advances				
		Cascading KPI Enjinir	Cascading KPI Engineer				
		Revisi PE Prosedur Rapat Direksi Pengambilan Keputusan	Revision of PE Procedure for Decision-Making Board of Directors Meeting				
		Rencana Kerjasama Pilot Project Green Services di kawasan PIK bersama Agra Surya Energi	Plan of Green Services Pilot Project Cooperation in the PIK area with Agra Surya Energi				

No	Tanggal Date	Agenda	Agenda	Kehadiran Attendance			
				Chairani Rachmatullah	Kurnia Rumdhony	Direktur Keuangan, Manajemen Risiko dan Human Capital Director of Finance, Risk Management and Human Capital	Muhammad Firmansyah*
32	10 Oktober 2024 October 10, 2024	Pengadaan TAD CNG Bangkanai	Procurement of TAD CNG Bangkanai	1	1	1	-
		Progres CPSI	CPSI Progress				
		Rencana MoU dengan Beberapa Perusahaan/Instansi	MoU Plan with Several Companies/Agencies				
		Report Kebutuhan Enjinir s.d September 2024	Engineer Needs Report until September 2024				
		Implementasi PKWT Level 2 Setelah dalam Pengelolaan SDE	Implementation of Level 2 PKWT After SDE Management				
33	17 Oktober 2024 October 17, 2024	Edir Standar Prosedur Penerapan Manajemen Keberlangsungan Usaha	Standard Procedure for Implementing Business Continuity Management	1	1	1	-
		Peraturan Direksi Kebijakan Strategis Pelindungan Data Pribadi di Lingkungan PT PLN Enjiniring	Director's Regulation on Strategic Policy for Personal Data Protection in PT PLN Engineering				
		Tinjauan Manajemen Sistem Manajemen Lingkungan ISO 14001 Tahun 2024	Editor of Standard Procedure for Implementing Business Continuity Management				
		Hasil Assessment Risk Maturity Index PLNE	PLNE Risk Maturity Index Assessment Results				
		Evaluasi PTL dalam Pelaksanaan Proyek	Evaluation of PTL in Project Implementation				
34	October 24, 2024	Edir Standar Prosedur Penerapan Manajemen Keberlangsungan Usaha	Editorial Standard Procedure for Implementing Business Continuity Management	1	1	1	-
		Pembahasan Rincian Pendapatan 2024	Discussion of Revenue Details 2024				
		Perubahan RKAP 2025	Changes to RKAP 2025				
		Bahan Presentasi Sosialisasi ke Semua Pegawai tentang: PE Peta Peran, Kriteria Evaluasi PTL dan Capacity Building Partnership	Presentation Materials for Socialization to All Employees regarding: PE Role Map, PTL Evaluation Criteria and Capacity Building Partnership				

No	Tanggal Date	Agenda	Agenda	Kehadiran Attendance			
				Chairani Rachmatullah	Kurnia Rumdhony	Direktur Keuangan, Manajemen Risiko dan Human Capital Director of Finance, Risk Management and Human Capital	Muhammad Firmansyah*
35	31 Oktober 2024 October 31, 2024	Perdir tentang Kebijakan Strategis Perencanaan dan Strategi Korporasi di Lingkungan PLNE, dan Edir tentang Standar Prosedur Pedoman Penetapan Perencanaan Program Investasi di Lingkungan PLNE	Perdir on Strategic Policy for Planning and Corporate Strategy in PLNE, and Edir on Standard Procedure Guidelines for Determining Investment Program Planning in PLNE	1	1	1	-
		Tindaklanjut MoU di OeCusse Timor Leste untuk IPP PLTS 5 MW	Follow-up to MoU in OeCusse Timor Leste for 5 MW PLTS IPP				
		Perubahan Alur Pelaksanaan Partnership	Changes to Partnership Implementation Flow				
		Progress Rivera	Rivera Progress				
		Progress CPSI	CPSI Progress				
36	7 November 2024 November 7, 2024	Update Proyeksi Keuangan 2024	Update on 2024 Financial Projections	1	1	1	-
		Perencanaan Manajemen Risiko Tahun 2025	2025 Risk Management Planning				
		Materi sosialisasi Penerangan Hukum terkait Fraud dalam Perspektif Hukum di Indonesia	Socialization materials for Legal Information related to Fraud in the Perspective of Law in Indonesia				
		Penyesuaian asumsi dan proyeksi di RJPP sesuai surat PLN Holding	Adjustment of assumptions and projections in RJPP according to the letter of PLN Holding				
37	21 November 2024 November 21, 2024	Update Progress CPSI	CPSI Progress Update	1	1	1	-
		Perencanaan Sertifikasi Internasional Enjinir PLNE	PLNE Engineer International Certification Planning				

No	Tanggal Date	Agenda	Agenda	Kehadiran Attendance			
				Chairani Rachmatullah	Kurnia Rumdhony	Direktur Keuangan, Manajemen Risiko dan Human Capital Director of Finance, Risk Management and Human Capital	Muhammad Firmansyah*
38	28 November 2024 November 28, 2024	Edir Batasan Kewenangan	Editorial Authority Limitation	1	1	1	-
		Ratifikasi Perdir Kebijakan Strategis Keuangan dan Perubahan Kepdir menjadi Edir Pengelolaan Persekot Dinas	Ratification of Financial Strategic Policy Director and Change of Director Decree to Director of Official Perkot Management				
		Hasil Evaluasi PTL PKWT	Evaluation Results of PTL PKWT				
		Laporan Pelaksanaan Lelang Sewa Kendaraan	Vehicle Rental Auction Implementation Report				
		Rekomposisi AKI Investasi 2024	Recomposition of 2024 AKI Investment				
		Update Progress Program Transformasi EEC	EEC Transformation Program Progress Update				
		Update Progress dan Penyelesaian Aplikasi New VC	New VC Application Progress and Completion Update				
39	5 Desember 2024 December 5, 2024	Update Proyeksi Keuangan 2024	2024 Financial Projection Update	1	1	1	-
		Terkait Tindak Lanjut Hasil Laporan dan Survey Program DDI	Related to Follow-up of DDI Program Report and Survey Results				
		Pemaparan Draft Kontrak Manajemen 2025	Presentation of 2025 Management Contract Draft				
		Profil Risiko 2025	2025 Risk Profile				
		Pembahasan Rencana Penambahan Tenaga Ahli di Lingkungan PLNE	Discussion of Adding Experts in PLNE Environment				
		Lanjutan Update Progress Program Transformasi EEC	Continued Update on EEC Transformation Program Progress				

No	Tanggal Date	Agenda	Agenda	Kehadiran Attendance			
				Chairani Rachmatullah	Kurnia Rumdhony	Direktur Keuangan, Manajemen Risiko dan Human Capital Director of Finance, Risk Management and Human Capital	Muhammad Firmansyah*
40	12 Desember 2024 December 12, 2024	Update Proyeksi Keuangan 2024	Update on 2024 Financial Projections	-	1	1	-
		Progres Tindak Lanjut Rapat KTKT terkait Kepatuhan (Matlev dan Sertifikasi ISO 37301)	Progress on KTKT Meetings on Compliance Follow- Up (Matlev and ISO 37301 Certification)				
		Lanjutan update progress program transformasi EEC	Continued update on EEC transformation program progress				
		Hasil kajian rencana usulan perubahan Sistem penghargaan pegawai untuk Delivery completion rate (DCR) pada koeffisien dan tarif proyek individu (informasi tertutup)	Results of the study on proposed changes to the Employee Reward System for Delivery Completion Rate (DCR) on individual project coefficients and rates (confidential information)				
41	20 Desember 2024 December 20, 2024	Edir Pengelolaan Persekot Dinas	Editor of Official Advance Management	1	1	1	-
		Update Proyeksi Keuangan 2024	Update on 2024 Financial Projections				
		Lanjutan Update Progress Program Transformasi EEC	Continued Update on EEC Transformation Program Progress				
42	20 Desember 2024 December 20, 2024	Perdir Kebijakan Strategis Komunikasi dan TJSL	Director's Policy of Strategic Communication and TJSL	1	1	1	-
		Perdir Kebijakan Strategis Manajemen Portofolio	Director's Policy of Strategic Portfolio Management				
		Edaran Direksi PT PLN Enjiniring Tentang Standar Prosedur Penetapan Jalur Karir Enjinir dan Jalur Karir Manajemen Proyek di Lingkungan PT PLN Enjiniring	Circular of the Board of Directors of PT PLN Enjiniring Regarding Standard Procedures for Determining Engineer Career Paths and Project Management Career Paths within PT PLN Enjiniring				
		Pengadaan Peralatan Online Monitoring Transformator dan Penunjukan Langsung ke Hitachi Energy	Procurement of Online Transformer Monitoring Equipment and Direct Appointment to Hitachi Energy				

No	Tanggal Date	Agenda	Agenda	Kehadiran Attendance			
				Chairani Rachmatullah	Kurnia Rumdhony	Direktur Keuangan, Manajemen Risiko dan Human Capital Director of Finance, Risk Management and Human Capital	Muhammad Firmansyah*
43	24 Desember 2024 December 24, 2024	Struktur Organisasi dan Tugas Pokok Jabatan PT PLN Enjiniring dan Edaran Direksi tentang Penetapan Sebutan Jabatan, Formasi dan Position Grade di Lingkungan PT PLN Enjiniring	Organizational Structure and Main Duties of PT PLN Enjiniring Positions and Circular of the Board of Directors Regarding Determination of Titles Position, Formation and Position Grade in PT PLN Enjiniring	1	1	1	-
		Persetujuan Pengadaan Investasi Peralatan Audit CEMS dengan metode penunjukan langsung ke PT CAA	Approval of Investment Procurement of CEMS Audit Equipment with direct appointment method to PT CAA				
		Persetujuan Investasi Penyediaan Layanan Asset Management dan Penunjukan Langsung ke PT Global Twin Star	Approval of Investment Provision of Asset Management Services and Direct Appointment to PT Global Twin Star				
		Peraturan Direksi tentang Kebijakan Strategis Pengadaan Barang/Jasa di Lingkungan PLNE dan EDIR Batasan Kewenangan Proses Pengadaan Barang/ Jasa Di Lingkungan PLNE	Board of Directors Regulation on Strategic Policy of Procurement of Goods/Services in PLNE and EDIR Limitation of Authority of Procurement Process of Goods/ Services in PLNE				
		Edaran Direksi tentang Standar Prosedur Perjalanan Dinas Pegawai PT PLN Enjiniring	Board of Directors Circular on Standard Procedure of Official Travel of PT PLN Enjiniring Employees				
		Rencana MoU Partnership	Partnership MoU Plan				
		Update mengenai CPSI	Update on CPSI				
Jumlah Kehadiran			Total Attendance	40	43	40	19

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	40	93%	10	10	100%	2	2	100%
Martono	Direktur Keuangan, Manajemen Risiko dan Human Capital Director of Finance, Human Resources and Hyman Capital	43	40	93%	10	10	100%	2	2	100%
Kurnia Rumdhony	Direktur Pemasaran dan Pengembangan Usaha Director of Marketing and Business Development	43	43	100%	10	10	100%	2	2	100%
Muhammad Firmansyah*	Direktur Enjiniring Director of Engineering	19	19	100%	10	10	100%	-	-	-

*Berhenti menjabat sejak 26 Juli 2024
*Terms of office ended as of July 26, 2024

Pelatihan dan/atau Peningkatan Kompetensi Anggota Direksi

Training and/or Competency Development of The Board of Directors

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 2024 adalah sebagai berikut.

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 2024 are as follows.

Nama Name	Jabatan Position	Nama Pelatihan Training Name	Tanggal Date	Penyelenggara Organizer
Chairani Rachmatullah	Direktur Utama President Director	PLN Mentorship Program	19 Januari 2024 January 19, 2024	PUSDIKLAT Education and Training Center
		Workshop Pembelajaran Pengarustamaan Gender : Inclusive Workplace and Gender Based Violence (GBV) Workshop on Gender Mainstreaming Learning: Inclusive Workplace and Gender-Based Violence (GBV)	21 Mei 2024 May 21, 2024	PUSDIKLAT Education and Training Center
		Fundamental Manajemen Risiko Fundamentals of Risk Management	20-21 Juni 2024 June 20-21, 2024	PUSDIKLAT Education and Training Center
		Fraud Risk Management Fundamental	28 Juni 2024 June 28, 2024	PUSDIKLAT Education and Training Center
		Joint Leadership Executive Training Batch 1	23 Agustus 2024 August 23, 2024	PUSDIKLAT Education and Training Center

Nama Name	Jabatan Position	Nama Pelatihan Training Name	Tanggal Date	Penyelenggara Organizer
Martono	Direktur Keuangan, Manajemen Risiko dan Human Capital Director of Finance, Human Resources and Hyman Capital	Safety Town Hall Meeting Tahun 2024 2024 Safety Town Hall Meeting	5 – 7 Februari 2024 February 5-7, 2024	PUSDIKLAT Education and Training Center
		Workshop Forum RKAP RKAP Forum Workshop	5 Februari 2024 February 5, 2024	PUSDIKLAT Education and Training Center
		Kickoff Penguatan Budaya Perusahaan Tahun 2024 2024 Corporate Culture Strengthening Kickoff	19 Februari 2024 February 19, 2024	PUSDIKLAT Education and Training Center
		Fundamental Manajemen Risiko Fundamentals of Risk Management	20-21 Juni 2024 June 20-21, 2024	PUSDIKLAT Education and Training Center
		Fraud Risk Management Fundamental	28 Juni 2024 June 28, 2024	PUSDIKLAT Education and Training Center
		Strategic Delivering Meeting & Memperingati 4 Tahun Akhlak	31 Juli 2024 July 31, 2024	PUSDIKLAT Education and Training Center
		Leaders Talk Series #1 2024 - Navigating Global Uncertainty: Geopolitical Risks and Business Strategies	5 Agustus 2024 August 5, 2024	PUSDIKLAT Education and Training Center
		HCBP Forum dan Direktorat LHC Mendengar dan Memberi Solusi HCBP Forum and LHC Directorate Listening and Providing Solutions	22 Agustus 2024 August 22, 2024	PUSDIKLAT Education and Training Center
		Kegiatan Culture Festival Tahun 2024 2024 Culture Festival Activities	14-15 Oktober 2024 October 14-15, 2024	PUSDIKLAT Education and Training Center
		Workshop Kebijakan Strategis Pelindungan Data Pribadi Di Lingkungan PT PLN (Persero) Nomor 0046.P/Dir/2024 Workshop on Strategic Policy for Personal Data Protection within PT PLN (Persero) No. 0046.P/Dir/2024	7 November 2024 November 7, 2024	PUSDIKLAT Education and Training Center
Kurnia Rumdhony	Direktur Pemasaran dan Pengembangan Usaha Director of Marketing and Business Development	Fundamental Manajemen Risiko Fundamentals of Risk Management	20-21 Juni 2024 June 20-21, 2024	PUSDIKLAT Education and Training Center
		Fraud Risk Management Fundamental	28 Juni 2024 June 28, 2024	PUSDIKLAT Education and Training Center
		Joint Leadership Executive Training Batch 1	23 Agustus 2024 August 23, 2024	PUSDIKLAT Education and Training Center
		Workshop & FGD On High-Voltage Direct Current (HVDC) Transmission and Interconnection System	3-4 Oktober 2024 October 3-4, 2024	PUSDIKLAT Education and Training Center
Muhammad Firmansyah*	Direktur Enjiniring Director of Engineering	Workshop Forum Niaga Niaga Forum Workshop	22-23 Januari 2024 January 22-23, 2024	PUSDIKLAT Education and Training Center
		Fundamental Manajemen Risiko Fundamentals of Risk Management	20-21 Juni 2024 June 20-21, 2024	PUSDIKLAT Education and Training Center
		Fraud Risk Management Fundamental Fraud Risk Management Fundamental	28 Juni 2024 June 28, 2024	PUSDIKLAT Education and Training Center

*Berhenti menjabat sejak 26 Juli 2024

*Terminated from position per July 26, 2024

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.

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. 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 2024, tidak terdapat Direksi baru sehingga tidak terdapat pelaksanaan program orientasi bagi Direksi baru.

Pelaksanaan Tugas Direksi

Selama tahun 2024, Direksi telah melaksanakan tugas dan tanggung jawabnya antara lain:

1. Penyusunan perencanaan perusahaan, antara lain RKAP Tahun 2024.
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.
9. Pengawasan dan perbaikan proses bisnis internal.
10. Pelaksanaan tugas lainnya terkait kepengurusan Perusahaan.

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.

Selama tahun 2024, tidak terdapat Direksi baru sehingga tidak terdapat pelaksanaan program orientasi bagi Direksi baru.

Implementation of Board of Directors' Duties

During 2024, the Board of Directors carried out their duties and responsibilities, including:

1. Formulation of corporate planning, including the 2024 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. Supervision and improvement of internal business processes.
10. Other tasks related to company management.

Penilaian Kinerja Komite di Bawah Direksi dan Dasar Penilaiannya

Sampai dengan Desember 2024, 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

Performance Assessment of Committees Under The Board of Directors and Its Basis

As of December 2024, 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,

Anggaran Dasar dan Keputusan Rapat Umum Pemegang Saham, serta peraturan perundang-undangan yang berlaku untuk kepentingan Perseroan dan sesuai dengan maksud dan tujuan Perseroan.

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.

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. 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 Director.
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	- 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	- 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
Edward Siagian	Komisaris Commissioner	- Bertanggung jawab utamanya pada Bidang Keuangan, Bidang Enjiniring, Pengawasan Internal dan Komite Audit, meliputi antara lain: • 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 pengawasan dan menyampaikan pendapatnya kepada Rapat Umum Pemegang Saham. - Melakukan monitoring terhadap KPI Bidang Administrasi, Keuangan dan SDM serta Bidang Enjiniring. - Mengikuti Perkembangan Perusahaan. - Melakukan tugas-tugas lainnya yang ditentukan oleh Rapat Umum Pemegang Saham.	- Primarily responsible for the fields of Finance, Engineering, Internal Audit, and the Audit Committee, including: • 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.

Nama Name	Jabatan Position	Bidang Tugas	Field of Assignment
Muhammad Rizali Karliansyah	Komisaris Commissioner	- Bertanggung jawab utamanya dalam Bidang Pengembangan Usaha dan Investasi, Bidang Organisasi dan SDM, Komite Manajemen Risiko dan pelaksanaan GCG dan sasaran nya serta Issue Strategis perusahaan, meliputi kegiatan antara lain: • Mengawasi Penyiapan Rencana Jangka Panjang Perusahaan dan secara berkala melaksanakan <i>review</i> dan mengusulkan updating jika diperlukan. • Mengawasi Penyiapan Rencana Kerja Anggaran Perusahaan. • Mengawasi atas perencanaan dan Pelaksanaan Pengembangan Usaha, rencana Investasi termasuk Sasaran Strategis dan Issue Issue 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	- Primarily responsible for Business Development and Investment, Organizational and HR Development, Risk Management Committee, and GCG implementation, including: • 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 issue. - 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
Fritz Edward Siregar	Komisaris Independen Komisaris Independen	- Bertanggung jawab utamanya dalam Bidang Pemasaran, Bidang Pengusahaan, Komite Audit dan sasaran serta <i>Issue</i> Strategis lainnya, meliputi kegiatan antara lain: • 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 updating 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	- Primarily responsible for Marketing, Operations, Audit Committee, and strategic objectives and issues, including: • 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.
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.

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. 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. 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 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;

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 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. 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
16. Rencana Kerja Dan Anggaran Dewan Komisaris
17. Organ Pendukung Dewan Komisaris

Kebijakan Rangkap Jabatan Dewan Komisaris

Anggota Dewan Komisaris dilarang memegang 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;

- 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. 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 and/or;

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.

Kepemilikan Saham Dewan Komisaris

Sampai dengan Desember 2024, seluruh Dewan Komisaris tidak memiliki saham pada PLN Enjiniring maupun Perusahaan lainnya.

3. Other positions that could create a conflict of interest.

The entire Board of Commissioners does not have concurrent positions in other companies/agencies.

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.

Share Ownership of The Board of Commissioners

As of December 2024, none of the members of the Board of Commissioners owned shares in PLN Enjiniring or any other Company.

Komisaris Independen

Independent Commissioner

KRITERIA DAN PERNYATAAN KOMISARIS INDEPENDEN

CRITERIA AND DECLARATION OF INDEPENDENT COMMISSIONERS

Kriteria Komisaris Independen Independent Commissioner Criteria	Komisaris Independen Independent Commissioner Fritz Edward Siregar
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. 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

Board of Commissioners Meetings

Rapat Dewan Komisaris adalah rapat yang diselenggarakan oleh Dewan Komisaris. Rapat Dewan Komisaris terdiri dari:

The Board of Commissioners meetings are gatherings organized by the Board of Commissioners. These meetings include:

1. Rapat Internal Dewan Komisaris yang hanya dihadiri oleh anggota Dewan Komisaris;
2. Rapat Dewan Komisaris dengan mengundang Direksi.

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.

KEBIJAKAN RAPAT

MEETING POLICIES

Dewan Komisaris mengadakan rapat internal Dewan Komisaris dengan ketentuan:

The Board of Commissioners conducts internal meetings with the following provisions:

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 $\frac{1}{2}$ (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.
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.

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. 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. 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.

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 di tempat 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.

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

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. Dewan Komisaris dapat mengadakan rapat sewaktu-waktu atas permintaan 1 (satu) atau beberapa anggota Dewan Komisaris, permintaan Direksi, atau atas permintaan tertulis dari 1 (satu) atau beberapa pemegang saham yang mewakili sekurang-kurangnya 1/10 (satu persepuluh) 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.

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 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.

REALISASI RAPAT INTERNAL DEWAN KOMISARIS

Sepanjang tahun 2024, agenda, tanggal dan peserta Rapat Dewan Komisaris adalah sebagai berikut.

REALIZATION OF INTERNAL BOARD OF COMMISSIONERS MEETING

The agenda, dates, and participants of the Board of Commissioners' meetings throughout 2024 are detailed in the following table.

Tabel Rapat Dewan Komisaris
Table of Board of Commissioners meetings

No.	Tanggal Date	Agenda Rapat	Meeting Agenda	Bob Saril	Edward Siagian	Muhammad Rizali Karliansyah	Fritz Edward Siregar
1	24 Januari 2024 January 24, 2024	Laporan Komite Audit, Laporan Komite MR&GCG, Laporan Komite N&R, Agenda RDD Bulan Januari 2024, Pengukuran Kinerja Dekom Dan Direksi PLNE Th 2023	Audit Committee Report, MR&GCG Committee Report, N&R Committee Report, RDD Agenda for January 2024, Performance Evaluation of Board of Commissioners and Directors of PLNE for 2023	Hadir Attend	Hadir Attend	Hadir Attend	Hadir Attend
2	22 Februari 2024 February 22, 2024	Laporan Komite Audit, Laporan Komite MR&GCG, Laporan Komite N&R, Agenda RDD Bulan Januari 2024, Pakta Integritas 2024, Piagam Dekom, LHKPN & Laporan Pajak SPT	Audit Committee Report, MR&GCG Committee Report, N&R Committee Report, RDD Agenda for January 2024, 2024 Integrity Pact, Charter of the Board of Commissioners, Management of State Officials Assets Report (LHKPN & Annual Tax Return - SPT)	Hadir Attend	Hadir Attend	Hadir Attend	Hadir Attend
3	20 Maret 2024 March 20, 2024	Laporan Komite Audit, Laporan Komite MR&GCG, Laporan Komite N&R, DII	Audit Committee Report, MR&GCG Committee Report, N&R Committee Report, etc.	Hadir Attend	Hadir Attend	Hadir Attend	Hadir Attend
4	25 April 2024 April 25, 2024	Laporan Komite Audit, Laporan Komite MR&GCG, Laporan Komite N&R, DII	Audit Committee Report, MR&GCG Committee Report, N&R Committee Report, etc.	Hadir Attend	Hadir Attend	Hadir Attend	Hadir Attend
5	28 Mei 2024 May 28, 2024	Laporan Komite Audit, Laporan Komite MR&GCG, Laporan Komite N&R, Agenda RDD Bulan Januari 2024, Pakta Integritas 2024, Aoi GCG Th 2023, Persiapan RUPS LPT 2023	Audit Committee Report, MR&GCG Committee Report, N&R Committee Report, RDD Agenda for January 2024, 2024 Integrity Pact, 2023 GCG Assessment (AOI GCG), Preparation for 2023 LPT General Meeting of Shareholders (GMS)	Hadir Attend	Hadir Attend	Hadir Attend	Hadir Attend
6	20 Juni 2024 June, 20 2024	Laporan Komite Audit, Laporan Komite MR&GCG, Laporan Komite N&R, Laporan Sek Dekom, DII	Audit Committee Report, MR&GCG Committee Report, N&R Committee Report, Board of Commissioners Secretariat Report, etc.	Hadir Attend	Hadir Attend	Hadir Attend	Hadir Attend
7	23 Juli 2024 July 23, 2024	Laporan Komite Audit, Laporan Komite MR&GCG, Laporan Komite N&R	Audit Committee Report, MR&GCG Committee Report, N&R Committee Report, etc.	Hadir Attend	Hadir Attend	Hadir Attend	Hadir Attend

No.	Tanggal Date	Agenda Rapat	Meeting Agenda	Bob Saril	Edward Siagian	Muhammad Rizali Karliansyah	Fritz Edward Siregar
8	20 Agustus 2024 August 20, 2024	Laporan Komite Audit, Laporan Komite MR&GCG, Laporan Komite N&R	Audit Committee Report, MR&GCG Committee Report, N&R Committee Report, etc.	Hadir Attend	Hadir Attend	Hadir Attend	Hadir Attend
9	19 September 2024 September 19, 2024	Laporan Komite Audit, Laporan Komite MR&GCG, Laporan Komite N&R	Audit Committee Report, MR&GCG Committee Report, N&R Committee Report, etc.	Hadir Attend	Hadir Attend	Hadir Attend	Hadir Attend
10	22 Oktober 2024 October 22, 2024	Laporan Komite Audit, Laporan Komite MR&GCG, Laporan Komite N&R	Audit Committee Report, MR&GCG Committee Report, N&R Committee Report, etc.	Hadir Attend	Hadir Attend	Hadir Present	Hadir Present
11	25 Nopember 2024 November 25, 2024	Laporan Komite Audit, Laporan Komite MR&GCG, Laporan Komite N&R	Audit Committee Report, MR&GCG Committee Report, N&R Committee Report, etc.	Hadir Attend	Hadir Attend	Hadir Attend	Hadir Attend
12	16 Desember 2024 December 16, 2024	Laporan Komite Audit, Laporan Komite MR&GCG, Laporan Komite N&R	Audit Committee Report, MR&GCG Committee Report, N&R Committee Report, etc.	Hadir Attend	Hadir Attend	Hadir Attend	Hadir Attend

RAPAT DEWAN KOMISARIS DENGAN DIREKSI**MEETING OF THE BOARD OF COMMISSIONERS WITH THE BOARD OF DIRECTORS**

Sepanjang tahun 2024, agenda, tanggal dan peserta Rapat Dewan Komisaris dengan Direksi adalah sebagai berikut.

Throughout 2024, 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	31 Januari 2024 January 31, 2024	Rencana Kerja BOD untuk memenuhi RKAP PLNE tahun 2024, serta tantangan dan peluang yang akan dihadapi ke depan, dengan memperhatikan : Engineering Integrator 5 proyek, SDM dan Organisasi serta Virtual Cubicle The Board of Directors' Work Plan to fulfill PLNE's 2024 Corporate Work Plan and Budget (RKAP), including future challenges and opportunities, with attention to: engineering integration of five projects, human resources and organizational structure, and the Virtual Cubicle	Bob Saril	Hadir Attend	Chairani Rachmatullah	Hadir Attend
			Edward Siagian	Hadir Attend	Martono	Hadir Attend
			Muhammad Rizali Karliansyah	Hadir Attend	Kurnia Rumdhony	Hadir Attend
			Fritz Edward Siregar	Hadir Attend	Muhammad Firmansyah*	Hadir Attend
2	26 Februari 2024 February 26, 2024	1. Penugasan PLNE (Rencana vs Realisasi) 2. Pelatihan dan Sertifikasi SDM 3. Update Progres CPSI 1. PLNE Assignments (Plan vs. Actual) 2. HR Training and Certification 3. CPSI Progress Update	Bob Saril	Hadir Attend	Chairani Rachmatullah	Hadir Attend
			Edward Siagian	Hadir Attend	Martono	Hadir Attend
			Muhammad Rizali Karliansyah	Hadir Attend	Kurnia Rumdhony	Hadir Attend
			Fritz Edward Siregar	Hadir Attend	Muhammad Firmansyah*	Hadir Attend

No.	Tanggal Rapat Meeting Date	Agenda Agenda	Peserta Rapat - Dewan Komisaris Participants - Board of Commissioners	Kehadiran Attendance	Peserta Rapat - Direksi Participants - Directors	Kehadiran Attendance
3	27 Maret 2024 March 27, 2024	1. Progres Program Enjiniring Integrator PLTMG 2. Strategi Bidang SDM untuk Program Enjiniring Integrator PLTMG (SDM & Organisasi) 1. Progress of the PLTMG Engineering Integrator Program 2. HR Strategy for the PLTMG Engineering Integrator Program (Human Resources & Organizational Structure)	Bob Saril	Hadir Attend	Chairani Rachmatullah	Hadir Attend
			Edward Siagian	Hadir Attend	Martono	Hadir Attend
			Muhammad Rizali Karliansyah	Hadir Attend	Kurnia Rumdhony	Hadir Attend
			Fritz Edward Siregar	Hadir Attend	Muhammad Firmansyah*	Hadir Attend
4	13 Mei 2024 May 13, 2024	1. Progres Program Enjiniring Integrator PLTMG dan Pengadaan Pemilihan Patner 2. Progres CPSI 3. Progres Virtual Cubicle 4. Diskusi Dekom Direksi 1. Progress of the PLTMG Engineering Integrator Program and Partner Selection Procurement 2. CPSI Progress 3. Virtual Cubicle Progress 4. Board of Commissioners and Board of Directors Discussion	Bob Saril	Hadir Attend	Chairani Rachmatullah	Hadir Attend
			Edward Siagian	Hadir Attend	Martono	Hadir Attend
			Muhammad Rizali Karliansyah	Hadir Attend	Kurnia Rumdhony	Hadir Attend
			Fritz Edward Siregar	Hadir Attend	Muhammad Firmansyah*	Hadir Attend
5	26 Juli 2024 July 26, 2024	1. Pencapaian Kinerja Semester 01 2024 2. Strategi Pencapaian Semester 02 2024 3. Progres CPSI 4. Progres VC 1. Performance Achievement for Semester 1 of 2024 2. Strategy for Achieving Targets in Semester 2 of 2024 3. CPSI Progress 4. VC Progress	Bob Saril	Hadir Attend	Chairani Rachmatullah	Hadir Attend
			Edward Siagian	Hadir Attend	Martono	Hadir Attend
			Muhammad Rizali Karliansyah	Hadir Attend	Kurnia Rumdhony	Hadir Attend
			Fritz Edward Siregar	Hadir Attend	Muhammad Firmansyah*	Hadir Attend
6	28 Agustus 2024 August 28, 2024	1. Strategi PLNE untuk mencapai target tandatangan terkontrak 2. Rencana PLNE untuk mengisi kekurangan SDM 3. Penerapan 3 Lines of Defence 4. Paparan RKAP PLNE 2025-2026 1. PLNE's Strategy to Achieve Contracted Signature Targets 2. PLNE's Plan to Address Human Resource Shortages 3. Implementation of the Three Lines of Defence 4. Presentation of PLNE's Corporate Work Plan and Budget (RKAP) for 2025-2026	Bob Saril	Hadir Attend	Chairani Rachmatullah	Hadir Attend
			Edward Siagian	Hadir Attend	Martono	Hadir Attend
			Muhammad Rizali Karliansyah	Hadir Attend	Kurnia Rumdhony	Hadir Attend
			Fritz Edward Siregar	Hadir Attend	Muhammad Firmansyah*	Hadir Attend
7	26 September 2024 September 26, 2024	1. Strategi pemenuhan SDE dengan Pihak Ketiga 2. Strategi pemasaran untuk mendapatkan Kontrak 3. Progres PLTMG Luwuk 1. Strategy for Fulfilling Manpower Needs through Third Parties 2. Marketing Strategy to Secure Contracts 3. Progress of PLTMG Luwuk	Bob Saril	Hadir Attend	Chairani Rachmatullah	Hadir Attend
			Edward Siagian	Hadir Attend	Martono	Hadir Attend
			Muhammad Rizali Karliansyah	Hadir Attend	Kurnia Rumdhony	Hadir Attend
			Fritz Edward Siregar	Hadir Attend	Muhammad Firmansyah*	Hadir Attend

No.	Tanggal Rapat Meeting Date	Agenda Agenda	Peserta Rapat - Dewan Komisaris Participants - Board of Commissioners	Kehadiran Attendance	Peserta Rapat - Direksi Participants - Directors	Kehadiran Attendance
8	30 Oktober 2024 October 30, 2024	1. Tindak lanjut arahan dan pembahasan Rapat RDD sebelumnya. 2. Akselerasi percepatan pencapaian kinerja khususnya kinerja utama. 3. Perubahan Organisasi dan upgrading dari Bidang SDE. 1. Follow-up on directives and discussions from the previous RDD Meeting. 2. Acceleration of performance achievement, especially for key performance indicators. 3. Organizational changes and upgrading of the SDE Division.	Bob Saril	Hadir Attend	Chairani Rachmatullah	Hadir Attend
			Edward Siagian	Hadir Attend	Martono	Hadir Attend
			Muhammad Rizali Karliansyah	Hadir Attend	Kurnia Rumdhony	Hadir Attend
			Fritz Edward Siregar	Hadir Attend	Muhammad Firmansyah*	Hadir Attend
9	28 November 2024 November 28, 2024	1. Tindak lanjut arahan dan pembahasan Rapat RDD sebelumnya 2. Ralisasi Kinerja Korporat 3. Progres PLTMG Luwuk, 4. SPPD realisasi 73 hari 5. Progres Board Manual 1. Follow-up on directives and discussions from the previous RDD Meeting 2. Corporate Performance Realization 3. Progress of PLTMG Luwuk, 4. SPPD Realization - 73 Days 5. Progress on Board Manual	Bob Saril	Hadir Attend	Chairani Rachmatullah	Hadir Attend
			Edward Siagian	Hadir Attend	Martono	Hadir Attend
			Muhammad Rizali Karliansyah	Hadir Attend	Kurnia Rumdhony	Hadir Attend
			Fritz Edward Siregar	Hadir Attend	Muhammad Firmansyah*	Hadir Attend
10	19 Desember 2024 December 19, 2024	1. Tindak lanjut arahan dan pembahasan Rapat RDD sebelumnya 2. Ralisasi Kinerja Korporat 2024 3. Strategi Implementasi VC, al Culture Change Management 1. Follow-up on directives and discussions from the previous RDD Meeting 2. Corporate Performance Realization for 2024 3. Strategy for Implementing the Virtual Cubicle (VC) and Organizational Culture Change Management	Bob Saril	Hadir Attend	Chairani Rachmatullah	Hadir Attend
			Edward Siagian	Hadir Attend	Martono	Hadir Attend
			Muhammad Rizali Karliansyah	Hadir Attend	Kurnia Rumdhony	Hadir Attend
			Fritz Edward Siregar	Hadir Attend	Muhammad Firmansyah*	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 Direksi Board of Commissioners' Meetings			Rapat Gabungan Direksi dengan Dewan Komisaris 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 President Commissioner	43	40	93%	10	10	100%	2	2	100%
Edward Siagian	Komisaris Commissioner	43	40	93%	10	10	100%	2	2	100%

Nama Name	Jabatan Position	Rapat Direksi Board of Commissioners' Meetings			Rapat Gabungan Direksi dengan Dewan Komisaris 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
Muhammad Rizali Karliansyah	Komisaris Commissioner	43	43	100%	10	10	100%	2	2	100%
Fritz Edward Siregar	Komisaris Independen Independent Commissioner		19		10	10	100%	-	-	-

Pelatihan dan/atau Peningkatan Kompetensi Anggota Dewan Komisaris

Berdasarkan Board Manual Dewan Komisaris mengikuti Program pengembangan kompetensi bagi Anggota Komisaris. Program pengembangan kompetensi bagi Anggota Komisaris merupakan salah satu aspek penting bagi Komisaris dalam mengikuti perkembangan terkini dari aktivitas aktivitas Perusahaan maupun untuk memperbaharui dan menyegarkan pengetahuan yang diperlukan dalam rangka pelaksanaan peran, tugas dan tanggung jawabnya sebagai 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 2024 adalah sebagai berikut.

Training and/or Competency Enhancement of The Board of Commissioners' Members

According to Board Manual, the Board of Commissioners follows the Competency Development Program for Members of the Board of Commissioners. This Competency Development Program is one of the significant aspects for the Board of Commissioners in keeping up with the latest development in the Company's activities and renewing and refreshing the required knowledge in performing their roles, duties, and responsibilities as the Board of Commissioners. 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 2024 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	Qualified Risk Governance Professional (QRGP)	Jakarta, 7 Oktober 2024 Jakarta, October 7, 2024	LSP MKS
Edward Siagian	Komisaris Commissioner	Qualified Risk Governance Professional (QRGP)	Jakarta, 7 Oktober 2024 Jakarta, October 7, 2024	LSP MKS
Muhammad Rizali Karliansyah	Komisaris Commissioner	-	-	-
Fritz Edward Siregar	Komisaris Independen Independent Commissioner	Certified Governance Oversight Professional (CGOP)	Jakarta, 25 Juni 2024 Jakarta, June 25, 2024	LSP MKS

PROGRAM ORIENTASI BAGI KOMISARIS BARU

- Dewan Komisaris yang baru diangkat mengikuti program pengenalan yang diselenggarakan oleh perusahaan.
 - Dewan Komisaris menyampaikan kepada Direksi untuk diadakan program pengenalan bagi anggota Dewan Komisaris.
 - Anggota Dewan Komisaris yang baru diangkat mengikuti program pengenalan perusahaan.

ORIENTATION PROGRAM FOR NEW COMMISSIONERS

- Newly appointed Commissioners participate in an orientation program organized by the company.
 - The Board of Commissioners informs the Board of Directors to arrange an orientation program for its members.
 - Newly appointed Commissioners attend the company's orientation program.

- 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 2024 tidak terdapat Komisaris baru sehingga tidak terdapat pelaksanaan orientasi bagi Komisaris baru.

Rekomendasi dan Pelaksanaan Tugas Dewan Komisaris

Selama tahun 2024 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.

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;

- 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 2024, 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 2024, the Board of Commissioners had carried out its duties according to the work program, including:

1. Activities related to the GMS RKAP and GMS Accountability Report (LPT).
2. Holding meetings with the Board of Directors and Internal Meetings of the Board of Commissioners.
3. Holding meetings of the Board of Commissioners Committees with the relevant Board of Directors.
4. Providing suggestions/recommendations/advice to the Board of Directors in accordance with applicable laws and regulations.
5. Preparing the Board of Commissioners' supervision report.
6. Attending Workshops/Seminars and training.
7. Conducting work visits.

Throughout 2024, the Board of Commissioners had carried out its duties according to the work program, including:

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. 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.

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.

Kriteria Penilaian Kinerja Direksi

Kriteria Penilaian Kinerja Direksi Kolegial

Adapun *Key Performance Indicator* Direksi secara kolegial adalah sebagai berikut.

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.

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		Economic and Social Value		55	
1	EBITDA	EBITDA	Rp Miliar IDR Billion	8	274,74
2	<i>Operating Ratio</i>	<i>Operating Ratio</i>	%	8	84,24
3	ROIC	ROIC	%	5	26,30
4	<i>Engineering On-Time Delivery (OTD)</i>	<i>Engineering On-Time Delivery (OTD)</i>	Produk Product	12	305,00
5	Kontribusi PLNE dalam penyelesaian Program Investasi PLN Group	PLNE's Contribution to the Completion of PLN Group Investment Programs		8	
	a. Investasi Pembangkit	a. Power Plant Investments	MW		11895,00
	b. Investasi Gardu Induk	b. Substation Investments	MVA		12045,00
	c. Investasi Transmisi	c. Transmission Investments	KMS		9779
6	Penyelesaian Dokumen Engineering Program Dedieselisasi dan Gasifikasi sesuai Penugasan	Completion of Engineering Documents for the Dieselization and Gasification Program as Assigned	Jumlah Produk Total of Products	4	1,00
7	Pengelolaan Komunikasi & TJSL	Management of Communication & Corporate Social Responsibility (TJSL)	%	4	100,00
8	Maturity Level Sustainability	Sustainability Maturity Level	Level	4	2,00
9	Penyelesaian RJPP	Completion of the Long-Term Strategic Plan (RJPP)	Waktu Time	2	2,00
B Inovasi Model Bisnis		Business Model Innovation		15	
1	Implementasi Roadmap Perbaikan Penerapan Manajemen Risiko SHAP	Implementation of the Roadmap for Improving SHAP Risk Management Practices	%	4	100,00
2	Pendapatan dari Luar PLN Group (beyond kWh)	Revenue from Outside the PLN Group (Beyond kWh)	Rp Miliar IDR Billion	6	49,63
3	Sinergi antar Sub Holding, Anak Perusahaan Lain & Pusharlis	Synergy Among Sub-Holdings, Other Subsidiaries, and Pusharlis	Rp Miliar IDR Billion	2	233,30
4	Jumlah Kontrak Bisnis di Luar Negeri	Number of Business Contracts Outside the Country	Kontrak Contract	3	2,00
C Kepemimpinan Teknologi		Technology Leadership		10	
1	Manajemen Aset Trafo Gardu Induk	Substation Transformer Asset Management	Unit Unit	5	118,00
2	<i>Improvement Engineering Excellence</i>	<i>Improvement Engineering Excellence</i>	%	5	100,00
D Peningkatan Investasi		Energize Investment		10	
1	Engineering Integrator (Sesuai Penugasan)	Engineering Integrator (As Assigned)	%	6	100,00
2	Pengendalian penggunaan Anggaran Investasi sesuai RKAP 2024	Control of Investment Budget Usage according to RKAP 2024	%	4	95-100

No.	Indikator Kinerja Kunci	Key Performance Indicators	Satuan Unit	Bobot Weight	Target Target
E	Pengembangan Talenta	Unleash Talent		10	
1	Rasio Top Talent Milenial (≤42 tahun) dalam Nominated Talent	Ratio of Millennial Top Talent (≤42 years old) within Nominated Talent	%	2	18,00
2	Rasio Perempuan dalam Nominated Talent	Ratio of Women within Nominated Talent	%	2	24,00
3	Rasio Pemenuhan Kualifikasi Organ Pengelola Risiko SHAP	Ratio of Compliance with Qualifications for SHAP Risk Management Organ	%	2	90,00
4	Human Capital Readness (HCR) & Organizational Capital Readness (OCR) dan Produktivitas Pegawai	Human Capital Readness (HCR) & Organizational Capital Readness (OCR) and Employee Productivity	%	2	100,00
5	Nihil Kecelakaan	Zero Accidents	Kali Times	2	0
F	Compliance	Compliance			
1	Compliance (GCG, Zero Fatality, Kepatuhan K3L, SPI, Reporting, Busdev Alignment)	Compliance (GCG, Zero Fatality, Occupational Health, Safety, and Environmental Compliance (K3L), SPI, Reporting, Busdev Alignment)	Nilai Pengurang Reduction Value	Max-10	
	Total	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

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
A	KPI Bersama	Joint KPI		27
1	EBITDA	EBITDA	Rp Miliar IDR Billion	8
2	Operating Ratio	Operating Ratio	%	8
3	ROIC	ROIC	%	5
4	Maturity Level Sustainability	Maturity Level Sustainability	Level	4
5	Nihil Kecelakaan	Zero Accidents	Kali Kali	2
6	Compliance (GCG, Zero Fatality, Kepatuhan K3L, SPI, Reporting, Busdev Alignment)	Compliance (GCG, Zero Fatality, Kepatuhan K3L, SPI, Reporting, Busdev Alignment)	Nilai Pengurang Reduction Value	Max-10
B	KPI DIREKTORAT	DIRECTORATE KPI		73
1	Engineering On Time Delivery (OTD)	Engineering On Time Delivery (OTD)	Produk Product	10
2	Kontribusi PLNE dalam penyelesaian program investasi PLN Group	PLNE's Contribution to the Completion of PLN Group Investment Programs:		12
	a. Investasi Pembangkit	a. Power Plant Investments	MW	
	b. Investasi Gardu Induk	b. Substation Investments	MVA	
	c. Investasi Transmisi	c. Transmission Investments	KMS	
3	Penyelesaian Dokumen Engineering Program De-dieselisasi dan Gasifikasi sesuai Penugasan	Completion of Engineering Documents for the De-dieselization and Gasification Program as Assigned	Jumlah Produk Total of Products	8
4	Engineering Integrator (Sesuai Penugasan)	Engineering Integrator (As Assigned)	%	10

No.	Indikator Kinerja Kunci	Key Performance Indicators	Satuan Unit	Bobot Weight
5	Manajemen Aset Trafo Gardu Induk	Substation Transformer Asset Management	Unit	8
6	Pendapatan Enjiniring 2024	Engineering Revenue 2024	Rp Miliar IDR Billion	8
7	Peningkatan QC Produk Enjiniring	Improvement of Engineering Product Quality Control (QC)	%	5
8	Penyelesaian Temuan Auditor (internal, eksternal, KAP, BPKP)	Resolution of Audit Findings (Internal, External, Public Accounting Firm, BPKP)	%	5
9	Implementasi Virtual Cubicle	Implementation of the Virtual Cubicle	%	7
				100

- Key Performance Indicator Direktur Keuangan, Manajemen Risiko dan Human Capital
- Key Performance Indicators of the Director of Finance, Risk Management, and Human Capital

No.	Indikator Kinerja Kunci	Key Performance Indicators	Satuan Unit	Bobot Weight
A	KPI Bersama	Joint KPI		32
1	EBITDA	EBITDA	Rp Miliar Rp Miliar	8
2	Operating Ratio	Operating Ratio	%	8
3	ROIC	ROIC	%	5
4	Maturity Level Sustainability	Maturity Level Sustainability	Level	4
5	Improvement Engineering Excellence	Improvement Engineering Excellence	Waktu/ Milestone	5
6	Nihil Kecelakaan	Zero Accident	Kali	2
7	Compliance (GCG, Zero Fatality, Kepatuhan K3L, SPI, Reporting, Busdev Alignment)	Compliance (GCG, Zero Fatality, Kepatuhan K3L, SPI, Reporting, Busdev Alignment)	Nilai Pengurang Nilai Pengurang	Max-10
B	KPI DIREKTORAT	DIRECTORATE KPI		64
1	Pengembangan Talenta Pegawai	Employee Talent Development		
	a. Talent Milenial (≤42 tahun)	a. Millennial Talent (≤42 years)	%	
	b. Perempuan dalam Nominated Talent	b. Women in Nominated Talent	%	
2	Risk and Digital Talent	Risk and Digital Talent		5
	a. Sertifikasi Manajemen Risiko Pegawai	a. Risk Management Certification for Employees	Pegawai Employee	
	b. Program Making Digital Talent	b. Digital Talent Program	%	
3	Pengendalian penggunaan anggaran investasi sesuai RKAP 2023	Control of Investment Budget as per RKAP 2023	%	5
4	Engineering Integrator PLTMG Luwuk	Engineering Integrator PLTMG Luwuk	Hari Day	7
5	Meningkatkan transaksi national polling (Arahan RUPS)	Increasing National Polling Transactions (GMS Direction)	%	7
6	Ratio cash flow from operation	Ratio cash flow from operation	%	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		32
1	EBITDA	EBITDA	Rp Miliar IDR Billion	8
2	Operating Ratio	Operating Ratio	%	8
3	ROIC	ROIC	%	5
4	<i>Maturity Level Sustainability</i>	<i>Maturity Level Sustainability</i>	Level	4
5	Improvement Engineering Excellence	Improvement Engineering Excellence	Waktu/ Milestone	5
6	Nihil Kecelakaan	Zero Accident	Kali Times	2
7	Compliance (GCG, Zero Fatality, Kepatuhan K3L, SPI, Reporting, Busdev Alignment)	Compliance (GCG, Zero Fatality, Kepatuhan K3L, SPI, Reporting, Busdev Alignment)	Nilai Pengurang Reduction Value	Max-10
B	KPI DIREKTORAT	DIRECTORATE KPI		64
1	Jumlah Kontrak Bisnis di Luar Negeri	Number of Business Contracts Abroad	Dokumen Document	4
2	Perolehan Kontrak untuk Pemberi Kerja Non PLN Group	Group Acquisition of Contracts from Non-PLN Group Employers	Rp Miliar IDR Billion	4
3	Perolehan Kontrak Sinergi SH/AP & Pusharlis	Acquisition of Synergy Contracts with Sub-Holdings / Affiliates (SH/AP) and Pusharlis	Rp Miliar IDR Billion	4
4	Jumlah Kontrak untuk Pemberi Kerja PLN	Number of Contracts from PLN Employers	Rp Miliar IDR Billion	4
5	Penyusunan Dokumen Daftar Rencana Pengadaan (DRP)	(DRP) Preparation of the Procurement Plan Document (DRP)	Dokumen Document	3
6	Pengelolaan Daftar Penyedia Terseleksi (DPT)	Management of the Selected Vendor List (DPT)	Dokumen Document	3
7	Penyelesaian RJPP	Completion of the Long-Term Strategic Plan (RJPP)	Waktu Time	6
8	Penyelesaian Permasalahan PT CPSI	Resolution of Issues Related to PT CPSI	Persentase Percentage	5
9	Pelaksanaan Program Strategis PLNE terkait Pengembangan Usaha	Implementation of PLNE's Strategic Programs Related to Business Development	Persentase Percentage	6
10	Pelaksanaan 5G Transformation Program	Program Implementation of the 5G Transformation Program	Persentase Percentage	6
11	Pengelolaan Perusahaan Afiliasi PLNE	Management of PLNE's Affiliated Companies	Persentase Percentage	5
12	Pendapatan CNG Plant Bangkanai	Revenue from CNG Plant Bangkanai	Rp Miliar IDR Billion	6
13	Implementasi SMK3 CNG Bangkanai	Implementation of the Occupational Health and Safety Management System (SMK3) at CNG Bangkanai	Persentase Percentage	6
14	Availability Factor CNG Bangkanai	Availability Factor CNG Bangkanai	Persentase Percentage	6
				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.

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.

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**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
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	Sub Total I			10	
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	a. RKAP	Tahunan Annual	Surat/risalah rapat Letter/minutes of meeting	5	1
	b. Laporan Manajemen	b. Management Report	Tahunan Annual	Surat/risalah rapat Letter/minutes of meeting	5	1
	c. Analisis Kinerja Triwulan	c. Quarterly Performance Analyst	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	a. Number of Meetings	Bulanan Monthly	Kali Times	10	12
	b. Kehadiran Rapat	b. Meeting Attendance	Bulanan Monthly	%	5	100
	c. Penyelesaian Risalah Rapat	c. 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

No.	Aspek dan Parameter	Aspect and Parameters	Periode Period	Satuan Output Output Unit	Bobot Weight	Rencana Output Output Plan
5	Kunjungan Kerja	Work Visits	Setahun A Year	Kali Times	5	2
	Sub Total II	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 Report/minutes of meeting	10	4
2	Laporan Pengawasan Dewan Komisaris	Annual Report on Supervision by the Board of Commissioners	Tahunan Quarterly	Laporan Report	10	1
	Sub Total III	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 Annual	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	Sub Total IV			10	
	Total	Total			100	

Pihak yang Melakukan Penilaian

Penilaian kinerja Dewan Komisaris dilakukan oleh Dewan Komisaris dan selanjutnya disampaikan kepada Pemegang Saham dalam RUPS.

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.

KPI Komite Audit

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 A Year	Dokumen Document	10	1
	Sub Total I	Sub Total I			10	

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.

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 for the Audit Committee

No.	Aspek dan Parameter	Aspects 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 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	33
2	Mengikuti rapat internal Dewan Komisaris Direksi	Attending internal meetings of the Board of Commissioners and Directors' Meetings				
	a. Jumlah Rapat	a. Number of Meetings	Bulanan Monthly	Kali Times	10	12
	b. Kehadiran Rapat	b. 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	4
	Sub Total II	Sub Total II			45	
III Aspek Pelaporan Reporting Aspects						
1	Menyiapkan Laporan Komite Audit	Preparing Audit Committee Reports				
	a. Tahunan	a. Annual Report	Tahunan Annual	Laporan Report	10	1
	b. Triwulan	b. 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 Quarterly	Laporan Report	10	1
	Sub Total III	Sub Total III			30	
IV Aspek Lainnya Other Aspects						
1	Peningkatan Kompetensi melalui seminar, workshop 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	Sub Total IV			15	
	Total	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	Sub Total I			10	

No.	Aspek dan Parameter	Aspects 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 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	6
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	a. Number of Meetings	Bulanan Monthly	Kali Times	10	12
	b. Kehadiran Rapat	b. 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	Sub Total II			45	
III Aspek Pelaporan						
Reporting Aspects						
1.	Menyiapkan Laporan Komite Nominasi dan Remunerasi	Preparing Nomination and Remuneration Committee Reports				
	c. Tahunan	a. Annual Report	Tahunan Annual	Laporan Report	10	1
	d. Triwulan	b. Quarterly Report	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	Sub Total III			30	
IV Aspek Lainnya						
Other Aspects						
1.	Peningkatan Kompetensi melalui seminar, workshop 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	Sub Total IV			15	
	Total	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	Sub Total I			10	

No.	Aspek dan Parameter	Aspects 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 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	12
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	a. Number of Meetings	Bulanan Monthly	Kali Times	10	12
	b. Kehadiran Rapat	b. 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	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	a. Annual Report	Tahunan Annual	Laporan Report	10	1
	b. Triwulan	b. Quarterly Report	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	Sub Total III			30	
IV Aspek Lainnya						
Other Aspects						
1	Peningkatan Kompetensi melalui seminar, workshop 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	Sub Total IV			15	
	Total	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.

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

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	55 tahun 55 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
Martono	Direktur Keuangan dan Sumber Daya Manusia Direktur Keuangan dan Sumber Daya Manusia	54 tahun 54 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 Direktur Pemasaran dan Pengembangan Usaha	55 tahun 55 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

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
Muhammad Firmansyah*	Direktur Enjiniring Direktur Enjiniring	49 tahun 49 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	Enjineer Engineer

*Berhenti menjabat sejak 26 Juli 2024

*Terminated from position per July 26, 2024

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 decisionmaking 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	56 tahun 56 years old	Laki-laki Male	- Sarjana Teknik Elektro - Master Electrical Engineering - Bachelor of Electrical Engineering - Master of Electrical Engineering	Memiliki pengalaman kerja di bidang usaha jasa enjiniring dan ketenagalistrikan Experience in the engineering and electricity services sector	Enjineer Engineer
Edward Siagian	Komisaris Commissioner	65 tahun 65 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	Enjineer Engineer
Muhammad Rizali Karliansyah	Komisaris Commissioner	55 tahun 55 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

Nama Name	Jabatan Position	Usia Age	Jenis Kelamin Gender	Pendidikan Education	Pengalaman Kerja Work experience	Keahlian Expertise
Fritz Edward Siregar	Komisaris Independen Independent Commissioner	48 tahun 48 years old	Laki-laki Male	• Sarjana Biologi • Magister Ilmu Lingkungan • 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 dan Dewan Komisaris kepada Pemegang Saham sesuai kebijakan dan kriteria seleksi yang ditetapkan. Dewan Komisaris dibantu oleh Komite Nominasi dan Remunerasi melakukan telaah terhadap calon-calon Direksi dan Dewan Komisaris yang diusulkan Direksi. Dewan Komisaris memberikan usulan kepada Pemegang Saham atas calon-calon anggota Direksi dan Dewan Komisaris yang baru dan diputuskan dalam RUPS.

Prosedur Penetapan Remunerasi

Dewan Komisaris melakukan telaah terhadap remunerasi Direksi dan Dewan Komisaris:

1. Dewan Komisaris melakukan telaah terhadap pengusulan remunerasi Direksi dan Dewan Komisaris.
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 Pemegang Saham dan diputuskan dalam 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 and decided in the GMS.

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.

Struktur Remunerasi Dewan Komisaris dan Direksi

Remuneration Structure of The Board of Commissioners and The Board of Directors

No	Jenis Penghasilan Type of Income	Ketentuan Provisions	
		Dewan Komisaris The Board of Commissioners	Direksi The Board of Directors
1	Honorarium/Gaji Honorarium/Salary	Besarnya faktor jabatan - Komisaris Utama 45% dari Direktur Utama - Anggota Dewan Komisaris ditetapkan sebesar 90% dari Komisaris Utama The amount of positional factor - President Commissioner was 45% of President Directors - Member of the Board of Commissioners was stipulated of 90% from President Commissioner	Besarnya faktor jabatan - Direktur Utama ditentukan oleh Pemegang Saham Pengendali (Menteri BUMN) - Anggota Direksi lainnya 85% dari Direktur Utama The amount of positional factor - President Director was stipulated by Controlling Shareholders (Minister of SOE) - Othe members of the Board of Directors were 85% of President Director
2	Tunjangan Allowances		
	Tunjangan Hari Raya Keagamaan Religious Holiday Allowance	1 (satu) kali honorarium 1 (one) time of honorarium	1 (satu) kali Gaji 1 (one) time of salary
	Tunjangan Perumahan Housing Allowance	Tidak diberikan Not provided	Rp 27,5 juta per bulan, termasuk di dalamnya biaya utilitas. Tidak diberikan bagi anggota Direksi yang menempati rumah jabatan. IDR 27.5 million monthly, including utility cost. Member of the Board of Directors vacating official residence was not provided.
	Tunjangan Transportasi Transportation Allowance	20% dari honorarium serta tunjangan transportasi : BBM & tol 20% of honorarium and transportation allowance: Fuel & toll	Tunjangan transportasi : BBM, tol & parkir Transportation allowance: Fuel, toll & parking lot
	Asuransi Purna Jabatan Retirement Allowance	Maksimum premi sebesar 25% dari honorarium per Tahun Maximal premium was 25% from Annual honorarium	Maksimum premi sebesar 25% dari honorarium per Tahun Maximal premium was 25% of Annual honorarium
	Keanggotaan Klub Club Membership	Tidak ada Not available	Tidak ada Not available
	Pakaian Corporate Corporate Uniform	Diberikan dalam bentuk pakaian seragam, jas dan/ atau pakaian kerja beserta kelengkapannya serta batik/tenun/pakaian nasional lainnya dengan nilai sesuai plafon anggaran per tahun yang diatur oleh Keputusan Direksi Provided in the form of uniforms, jackets and/or work clothes and accessories as well as batik/woven fabrics/other national clothing with a value according to the annual budget ceiling regulated by the Board of Directors' Decree.	Diberikan dalam bentuk pakaian seragam, jasn dan/ atau pakaian kerja beserta kelengkapannya serta batik/ tenun/pakaian nasional lainnya dengan nilai sesuai plafon anggaran per tahun yang diatur oleh Keputusan Direksi. Provided in the form of uniforms, jackets and/or work clothes and accessories as well as batik/woven fabrics/ other national clothing with a value according to the annual budget ceiling regulated by the Board of Directors' Decree.
	Komunikasi Communication	Biaya pulsa Credit cost	- Biaya pulsa - Ponsel & tablet diberikan satu kali dalam masa jabatan di level yang sama dan dapat diajukan kembali setelah periode 3 (tiga) tahun - Credit cost - Cell phone & tablet were provided one time of term of service in the same level and could be proposed after 3 (three) years
3	Fasilitas Facilities		
	Kendaraan Vehicle	Dalam bentuk tunjangan transportasi Operational vehicle facility	Bantuan fasilitas kendaraan operasional Operational vehicle facility
	Kesehatan Health	Asuransi kesehatan atau penggantian biaya pengobatan sesuai dengan ketentuan internal Perseroan Health insurance or reimbursement of medical cost in accordance with the Company's internal provision	Asuransi kesehatan atau penggantian biaya pengobatan sesuai dengan ketentuan internal Perseroan Health insurance or reimbursement of medical cost in accordance with the Company's internal provision

No	Jenis Penghasilan Type of Income	Ketentuan Provisions	
		Dewan Komisaris The Board of Commissioners	Direksi The Board of Directors
	Fasilitas Bantuan Hukum Legal Assistance Facility	Fasilitas bantuan hukum diberikan kepada anggota Dewan Komisaris dalam hal terjadi tindakan/perbuatan untuk dan atas nama jabatannya yang berkaitan dengan maksud dan tujuan serta kegiatan usaha Perseroan. Legal assistance facilities were provided to members of the Board of Commissioners in case such actions/deeds were for and on behalf of their position related to the purpose, objectives, and business activities of the Company.	Fasilitas bantuan hukum diberikan kepada anggota Direksi dalam hal terjadi tindakan/perbuatan untuk dan atas nama jabatannya yang berkaitan dengan maksud dan tujuan serta kegiatan usaha Perseroan. Legal assistance facilities were provided to members of the Board of Commissioners in case such actions/deeds were for and on behalf of their position related to the purpose, objectives, and business activities of the Company.

Jumlah Nominal/Komponen Remunerasi Dewan Komisaris dan Direksi

Total Nominal/Remuneration Component of The Board of Commissioners and The Board of Directors

Jumlah Nominal/Komponen Remunerasi Masing-Masing Dewan Komisaris Total Nominal/Remuneration Component of Respective Board of Commissioners

No	Nama Name	Honorarium Honorarium	THRK	Tantiem (Nett) Tantiem (Nett)	Pengobatan Medical	Tunjangan Transport Transportation Allowance	Premi Asuransi Purna Jabatan Retirement Premium Insurance	Tunjangan Komunikasi Communication Allowance	Total
1	Bob Saril	✓	✓	✓	✓	✓	✓	✓	✓
2	Edward Siagian	✓	✓	✓	✓	✓	✓	✓	✓
3	Muhammad Rizali Karliansyah	✓	✓	✓	✓	✓	✓	✓	✓
4	Fritz Edward Siregar	✓	✓	✓	✓	✓	✓	✓	✓
Jumlah Total (Rp) Total (Rp)		2.417.580.000	201.465.000	2.417.580.000	519.260.148	543.516.000	555.174.000	24.000.000	6.678.575.148

Keterangan/ Information:

-

Jumlah Nominal/Komponen Remunerasi Masing-Masing Direksi Total Nominal/Remuneration Component of Respective Board of Directors

No	Nama Name	Honorarium Honorarium	THRK	Pengobatan Medical	Tantiem (Nett) Tantiem (Nett)	Tunjangan Transport Transportation Allowance	Fasilitas Kendaraan Vehicle Facility	Tunjangan Komunikasi Housing Allowance	Tunjangan Perumahan Retirement Premium Insurance	Premi Asuransi Purna Jabatan Retirement Premium Insurance	Total
1	Chairani Rachmatullah	✓	✓	✓	✓	✓	✓	✓	✓	x	✓
2	Kurnia Rumdhony	✓	✓	✓	✓	✓	✓	✓	✓	x	✓
3	Martono	✓	✓	✓	✓	✓	✓	✓	✓	x	✓
4	Muhammad Firmansyah*	✓	✓	✓	✓	✓	✓	✓	✓	x	✓
Jumlah Total (Rp) Total (Rp)		4.640.350.000	429.550.000	519.260.148	4.640.350.000	215.670.000	630.000.000	93.600.000	1.182.500.000	x	12.351.280.148

Keterangan/ Information:

* Muhammad Firmansyah berhenti menjabat sejak tanggal 26 Juli 2024.
* Muhammad Firmansyah ceased to serve since dated July 26, 2024.

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.

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. 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.

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

Henvry Setijabudi

Sekretaris Dewan Komisaris
Secretary to the Board of Commissioners

Kewarganegaraan Warga Negara Indonesia	Citizenship Indonesia
Domisili Depok, Jawa Barat	Domicile Depok, Jawa Barat
Tempat dan Tanggal Lahir/Usia Tumpang, 11 November 1966/berusia 58 tahun per Desember 2024	Place and Date of Birth/Age Tumpang, November 11, 1966/ 58 years old as of December 2024
Dasar Hukum Pengangkatan Keputusan Dewan Komisaris PT Prima Layanan Nasional Enjiniring nomor 04/SK/KOM.PLN-E/2024 Tentang Sekretaris Dewan Komisaris	Legal Basis of Appointment Decision of the Board of Commissioners of PT Prima Layanan Nasional Enjiniring number 04/SK/KOM.PLN-E/2024 About Secretary of the Board of Commissioners
Riwayat Pendidikan • Sarjana Listrik dari Institut Teknologi Sepuluh November (1988) • Magister Management Bisnis dari Universitas Tenaga Nasional (2003)	Educational Background • Bachelor's Degree in Electrical Engineering from Institut Teknologi Sepuluh November (1988) • Master of Business Management from Universitas Tenaga Nasional (2003)
Pengalaman Kerja General Manager UIP Sumatera Bagian Tengah SBT (2018-2021)	Work Experience General Manager of Central Southern Sumatra Development Unit (UIP Sumbagteng SBT), 2018–2021
Jabatan Rangkap -	Double function -
Sertifikasi -	Certification -

PELAKSANAAN TUGAS SEKRETARIS DEWAN KOMISARIS

IMPLEMENTATION OF THE DUTIES OF SECRETARY TO THE BOARD OF COMMISSIONERS

1. Mempersiapkan rapat, termasuk bahan rapat Dewan Komisaris.
2. Membuat risalah rapat Dewan Komisaris sesuai ketentuan Anggaran Dasar Perusahaan,
3. Mengadministrasikan dokumen Dewan Komisaris, surat masuk, surat keluar, risalah rapat dan dokumen lainnya,

1. Preparing for meetings, including Board of Commissioners meeting materials.
2. Preparing minutes of the Board of Commissioners' meetings in accordance with the Company's Articles of Association
3. Administering documents of the Board of Commissioners, including incoming and outgoing correspondence, meeting minutes, and other relevant documents

4. Menyusun Rancangan Rencana Kerja dan Anggaran Dewan Komisaris, Menyusun Rancangan Laporan Pengawasan Dewan komisaris,
5. Melaksnakan tugas lain dari Dewan Komisaris,
6. Memastikan bahwa Dewan Komisaris mematuhi peraturan perundang-undangan serta menerapkan prinsip GCG,
7. Memberikan informasi yang dibutuhkan oleh Dewan Komisaris secara berkala dan/atau sewaktu-waktu apabila diminta,
8. Mengkoordinasikan anggota komite jika diperlukan dalam rangka memperlancar tugas Dewan Komisaris,
9. Sebagai penghubung Dewan Komisaris dengan pihak lain,
10. 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;
11. 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 terhadap kegiatan Direksi dalam mengelola Perusahaan seperti diamanatkan 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 hasil pemeriksaan Auditor Eksternal maupun Internal yang potensial dan signifikan.
 - c. Memberikan masukan kepada Dewan Komisaris mengenai tindakan lanjut hasil pemeriksaan auditor, terutama temuan potensial dan signifikan.
 - d. Melakukan penelaahan terhadap efektivitas dari pengendalian Manajemen dan Pengendalian Internal

4. Drafting the Work Plan and Budget Proposal of the Board of Commissioners, and preparing the Draft Supervisory Report of the Board of Commissioners
5. Carrying out other duties assigned by the Board of Commissioners
6. Ensuring that the Board of Commissioners complies with applicable laws and regulations and implements Good Corporate Governance (GCG) principles
7. Providing information required by the Board of Commissioners on a regular basis and/or upon request
8. Coordinating with committee members, when necessary, to facilitate the duties of the Board of Commissioners
9. Acting as the liaison between the Board of Commissioners and other parties
10. 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;
11. 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 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. 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
 - 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.

- 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. 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.

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. Tanggungjawab 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 sekurangkurangnya 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.

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.

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.

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.

Nama Name	Jabatan Position	Keterangan Information	Keahlian Skill
Edward Siagian	Ketua Chairman	Komisaris Commissioner	Ahli Utama Bidang Ombangkitan, 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 PT PLN Persero	Akuntan Accountant

PROFIL KOMITE AUDIT

Profil Komite Audit per 31 Desember 2024 adalah sebagai berikut.

PROFILE OF THE AUDIT COMMITTEE

The Audit Committee profile as of December 31, 2024 is as follows.

Edward Siagian

Ketua Komite Audit
Chairman of the Audit 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
Member of the Audit Committee

Kewarganegaraan Warga Negara Indonesia	Citizenship Indonesia
Domisili Medan	Domicile Medan
Tempat dan Tanggal Lahir/Usia Simangonding, 02 Juli 1967 /Usia 57 Tahun Per Juli 2024	Place and Date of Birth/Age Simangonding, July 02, 1967 /Usia 57 Tahun as of July 2024
Riwayat Pendidikan Sarjana Listrik dari Universitas Sumut (1992)	Educational Background Bachelor's Degree in Electrical Engineering from Universitas Sumut (1992)
Sertifikasi - 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	Certification - Executive Education II - Change Management Level MM/F2 Learning Requirements EE/SSE II - Basic Human Resource Management Level MM/F2 Learning Requirements EE/SSE II - Basic Financial Management Level MM/F2 Learning Requirements EE/SSE II - Competency-Based Human Resource Management - Electrical Safety/Occupational Health and Safety (K2/ K3) Training for Management

Pengalaman Kerja

- 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)

Dasar Hukum Pengangkatan

- Keputusan Dewan Komisaris PLN Enjiniring No. 01/SK KOM.PLN-E/2023
- Keputusan Dewan Komisaris PLN Enjiniring No. 02/SK/ KOM.PLN-E/2024

Periode dan Masa Jabatan

Periode I : April 2023 - April 2024
Periode II: April 2024 - April 2025

Jabatan Rangkap

Tidak ada

Work Experience

- 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)

Legal Basis of Appointment

- Decision of the Board of Commissioners of PLN Enjiniring No. 01/SK KOM.PLN-E/2023
- Decision of the Board of Commissioners of PLN Enjiniring No. 02/SK/ KOM.PLN-E/2024

Period and Term of Office

1st Period : April 2023 - April 2024
2nd Period : April 2024 - April 2025

Double function

None

Rusdi Karim

Anggota Komite Audit
Member of the Audit Committee

Kewarganegaraan Warga Negara Indonesia	Citizenship Indonesia
Domisili Pekanbaru	Domicile Pekanbaru
Tempat dan Tanggal Lahir/Usia Medan, 08 Januari 1967/berusia 57 tahun per Desember 2024	Place and Date of Birth/Age Medan, January 08, 1967/ 57 years old as of December 2024
Riwayat Pendidikan Sarjana Listrik dari Universitas Sumatera Utara (1989-1993)	Educational Background Bachelor's Degree in Electrical Engineering from Universitas Sumatera Utara (1989-1993)
Sertifikasi - Sertifikasi Pengadaan Barang/Jasa APLN - Sertifikasi Kompetensi Teknis	Certification - Procurement of Goods/Services Certification – APLN - Technical Competency Certification
Pengalaman Kerja - 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)	Work Experience - 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)
Dasar Hukum Pengangkatan - Keputusan Dewan Komisaris PLN Enjiniring No. 01/SK/KOM.PLN-E/2023 - Keputusan Dewan Komisaris PLN Enjiniring No. 02/SK/KOM.PLN-E/2024	Legal Basis of Appointment - Decision of the Board of Commissioners of PLN Enjiniring No. 01/SK/KOM.PLN-E/2023 - Decision of the Board of Commissioners of PLN Enjiniring No. 02/SK/KOM.PLN-E/2024
Periode dan Masa Jabatan Periode I : April 2023 - April 2024 Periode II: April 2024 - April 2025	Period and Term of Office 1st Period : April 2023 - April 2024 2nd Period : April 2024 - April 2025
Jabatan Rangkap Tidak ada	Double function None

Risma Royani

Anggota Komite Audit
Member of the Audit Committee

Kewarganegaraan Warga Negara Indonesia	Citizenship Indonesia
Domisili Depok, Jawa barat	Domicile Depok, Jawa barat
Tempat dan Tanggal Lahir/Usia Banjarmasin, 28 Desember 1970/Berusia 54 tahun per Desember 2024	Place and Date of Birth/Age Banjarmasin, December 28, 1970/54 years old as of December 2024
Riwayat Pendidikan - Sarjana Ekonomi Universitas Lampung (1994) - Magister Manajemen keuangan Universitas Lampung (tahun lulus?)	Educational Background - Bachelor's Degree in Economics from Universitas Lampung (1994) - Master of Financial Management from Universitas Lampung (tahun lulus?)
Sertifikasi -	Certification -
Pengalaman Kerja - 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 Perbendaharaan Direktorat Keuangan PT PLN (Persero) Kantor Pusat (2021 - sekarang)	Work Experience - 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)
Dasar Hukum Pengangkatan - Keputusan Dewan Komisaris PLN Enjiniring No. 01/SK/KOM.PLN-E/2023 - Keputusan Dewan Komisaris PLN Enjiniring No. 02/SK/KOM.PLN-E/2024	Legal Basis of Appointment - Decision of the Board of Commissioners of PLN Enjiniring No. 01/SK/KOM.PLN-E/2023 - Decision of the Board of Commissioners of PLN Enjiniring No. 02/SK/KOM.PLN-E/2024
Periode dan Masa Jabatan Periode I : April 2023 - April 2024 Periode II: April 2024 - April 2025	Period and Term of Office 1st Period : April 2023 - April 2024 2nd Period : April 2024 - April 2025
Jabatan Rangkap Manajer Unit PT PLN Persero	Double function Unit Manager of PT PLN Persero

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 2024

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 2024 adalah sebagai berikut:

TRAINING AND/OR COMPETENCY IMPROVEMENT OF AUDIT COMMITTEE IN 2024

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 2024 was as follows:

Nama Nama	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 dapat dilihat pada bagian Peningkatan Kompetensi 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	QRMP	25 Juni 2024 June 25, 2024	Mitra Kalyana Sejahtera
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 2024, tanggal pelaksanaan, Agenda rapat dan Peserta rapat Komite Audit, sebagai berikut.

Tabel Agenda Rapat Komite Audit
Audit Committee Meeting Agenda Table

No.	Tanggal Rapat Meeting Date	Agenda Rapat Meeting Agenda	Peserta Rapat Meeting Participants
1.	4 Januari 2024 January 4, 2024	Jadwal dan Agenda Rapat Komite Audit-Direksi PLNE bulan Januari 2024. Schedule and Agenda of the Audit Committee-Board of Directors Meeting of PLNE for January 2024.	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
2.	23 Januari 2024 January 23, 2024	Penyiapan Materi RID bulan Januari 2024. Penyiapan daft srat ucapan terima kasih dan apresiasi kepada SPI PLNE. Preparation of materials for the January 2024 RID meeting. Preparation of a list of gratitude and appreciation letters to PLNE's Internal Audit Unit (SPI).	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
3.	5 Februari 2024 February 5, 2024	Jadwal dan Agenda Rapat Komite Audit-Direksi PLNE bulan Februari 2024 Schedule and agenda for the Audit Committee-PLNE Board of Directors meeting for February 2024.	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani

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 2024, the implementation dates, meeting agendas and participants of the Audit Committee meetings are as follows.

No.	Tanggal Rapat Meeting Date	Agenda Rapat Meeting Agenda	Peserta Rapat Meeting Participants
4.	22 Februari 2024 February 22, 2024	Penyiapan Materi RID bulan Februari 2024 Preparation of materials for the February 2024 RID meeting	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
5.	1 Maret 2024 March 1, 2024	Jadwal dan Agenda Rapat Komite Audit-Direksi PLNE bulan Maret 2024 Schedule and agenda for the Audit Committee-PLNE Board of Directors meeting for March 2024	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
6.	18 Maret 2024 March 18, 2024	Penyiapan Materi RID bulan Maret 2024 Preparation of materials for the March 2024 RID meeting	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
7.	2 April 2024 April 2, 2024	Penyiapan Tanggapan Komite Audit terhadap Draft RJP PLNE 2024-2028 Penyiapan Tanggapan Komite Audit Atas Perubahan Konten Piagam Pengawasan Intern Terintegrasi/ <i>Integrated Audit Charter (Charter SPI)</i> Jadwal & Agenda Rapat Komite Audit-Direksi bulan April 2024 Preparation of the Audit Committee's response to the Draft PLNE Long-Term Strategic Plan (RJP) 2024-2028 Preparation of the Audit Committee's response to changes in the Integrated Internal Audit Charter (SPI Charter) content Schedule and agenda for the Audit Committee-Board of Directors meeting for April 2024	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
8.	2 Mei 2024 May 2, 2024	Jadwal & Agenda Rapat Komite Audit-Direksi bulan Mei 2024 Schedule and agenda for the Audit Committee-Board of Directors meeting for May 2024	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
9.	7 Mei 2024 May 7, 2024	Penyiapan Laporan Komite Audit TW I 2024 2024 Preparation of the Audit Committee Report for Q1 2024	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
10.	2 Juni 2024 June 2, 2024	Persiapan Draft Materi Dewan Komisaris untuk RUPS LPT 2023 Jadwal & Agenda Rapat Komite Audit-Direksi bulan Juni 2024 Preparation of draft materials for the Board of Commissioners for the 2023 LPT GMS Schedule and agenda for the Audit Committee-Board of Directors meeting for June 2024	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
11.	1 Juli 2024 July 1, 2024	Jadwal & Agenda Rapat Komite Audit-Direksi bulan Juli 2024 Schedule and agenda for the Audit Committee-Board of Directors meeting for July 2024	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
12.	22 Juli 2024 July 22, 2024	Penyiapan Materi Komite Audit untuk RID bulan Juli 2024 Preparation of Audit Committee materials for the July 2024 RID meeting	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
13.	1 Agustus 2024 August 1, 2024	Jadwal & Agenda Rapat Komite Audit-Direksi bulan Agustus 2024 Schedule and agenda for the Audit Committee-Board of Directors meeting for August 2024	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
14.	19 Agustus 2024 August 19, 2024	Penyiapan Materi Komite Audit untuk RID bulan Agustus 2024 Preparation of Audit Committee materials for the August 2024 RID meeting	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
15.	27 Agustus 2024 August 27, 2024	Penyiapan Nota Dinas perihal Penyampaian Tanggapan Komite Audit Atas Penyempurnaan PKPT PLNE 2024 Preparation of Official Memo regarding the Submission of the Audit Committee's Response to the Improvement of the 2024 PLNE PKPT	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
16.	2 September 2024 September 2, 2024	Jadwal & Agenda Rapat Komite Audit-Direksi bulan September 2024 Schedule and agenda for the Audit Committee-Board of Directors meeting for September 2024	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
17.	18 September 2024 September 18, 2024	Penyiapan Materi Komite Audit untuk RID bulan September 2024 Preparation of Audit Committee materials for the September 2024 RID meeting	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
18.	2 Oktober 2024 October 2, 2024	Jadwal & Agenda Rapat Komite Audit-Direksi bulan Oktober 2024 Schedule and agenda for the Audit Committee-Board of Directors meeting for October 2024	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani

No.	Tanggal Rapat Meeting Date	Agenda Rapat Meeting Agenda	Peserta Rapat Meeting Participants
19.	21 Oktober 2024 October 21, 2024	Penyiapan Materi Komite Audit untuk RID bulan Oktober 2024 Preparation of Audit Committee materials for the October 2024 RID meeting	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
20.	4 November 2024 November 4, 2024	Jadwal & Agenda Rapat Komite Audit-Direksi bulan November 2024 Review Draft KPI Komite Audit 2025 Schedule and agenda for the Audit Committee-Board of Directors meeting for November 2024 Review of the Draft 2025 Audit Committee KPI	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
21.	24 November 2024 November 24, 2024	Penyiapan Materi Komite Audit untuk RID bulan November 2024 Preparation of Audit Committee materials for the November 2024 RID meeting	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
22.	5 Desember 2024 December 5, 2024	Review Draft Surat No. 174 / KOM / PLN-E / 2024 perihal Tanggapan Dewan Komisaris (Tambahan Program RKAP 2025/CPSI) Review of Draft Letter No. 174 / KOM / PLN-E / 2024 regarding the Board of Commissioners' Response (Additional 2025 RKAP / CPSI Program)	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
23.	10 Desember 2024 December 10, 2024	Menyusun Surat Tanggapan Dewan Komisaris (Pengadaan) Drafting the Board of Commissioners' Response Letter (Procurement)	Edward Siagian Binara Nainggolan Rusdi Karim Risma Royani
24.	14 Desember 2024 December 14, 2024	Penyiapan Materi Komite Audit untuk RID bulan Desember 2024 Preparation of Audit Committee materials for the December 2024 RID meeting	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	24	24	100%
Binara Nainggolan	Sekretaris Secretary	24	24	100%
Rusdi Karim	Anggota Member	24	24	100%
Risma Royani	Anggota Member	24	24	100%

PROGRAM KERJA DAN PELAKSANAAN TUGAS KOMITE AUDIT TAHUN 2024**WORK PROGRAM AND IMPLEMENTATION OF AUDIT COMMITTEE'S DUTIES IN 2024**

Adapun program kerja dan realisasi pelaksanaan tugas Komite Audit pada tahun 2024 antara lain:

1. Melakukan rapat internal dengan membahas:
 - a. Laporan keuangan bulanan tahun 2024
 - b. Laporan keuangan tahun 2023 (audited)
 - c. Penyiapan program kerja Komite Audit tahun 2024
 - d. Laporan triwulanan Komite Audit tahun 2024
 - e. Isu-isu strategis/permasalahan lain

The work program and realization of the implementation of the Audit Committee's duties in 2024 include:

1. Conduct internal meetings to discuss:
 - a. Monthly financial report for 2024
 - b. Financial report for 2023 (audited)
 - c. Preparation of the Audit Committee's work program for 2024
 - d. Quarterly report of the Audit Committee for 2024
 - e. Strategic issues/other problems

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 enjiniring.
6. Melakukan kunjungan kerja.
7. Melakukan *self assessment* kinerja Komite Audit.

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 azas 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;

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

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. Melakukan evaluasi atas kebijakan remunerasi bagi pegawai yang membutuhkan persetujuan/ tanggapan dari Dewan Komisaris.
10. Melakukan evaluasi atas usulan Direksi mengenai struktur organisasi perusahaan.

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.

9. Conducting evaluations of remuneration policies for employees who require approval/response from the Board of Commissioners;
10. Conducting evaluations of the Board of Directors' proposals regarding the company's organizational structure.

AUTHORITY OF THE NOMINATION AND REMUNERATION COMMITTEE

In carrying out its duties, the Nomination and Remuneration Committee has the authority, among others:

1. The Nomination and Remuneration Committee can access records or information about employees, funds, assets, and other resources belonging to the company related to the implementation of its duties;
2. To carry out its duties, the Nomination & Remuneration Committee may cooperate with the Human Resources Division and other related Divisions;
3. The Nomination and Remuneration Committee with the approval of the Board of Commissioners is entitled to appoint third parties (persons or business entities) to assist in the implementation of its duties;
4. Members of the Nomination and Remuneration Committee shall perform their duties properly and maintain the confidentiality of all documents, data and information of the Company, both from internal and external parties and shall only be used for the purpose of carrying out the duties of the Committee;
5. The Nomination and Remuneration Committee in carrying out its duties and responsibilities related to the remuneration policy must pay attention to at least:
 - 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.

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:

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

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.

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:

Chapter I Introduction

Chapter II Formation and Membership

Chapter III Duties, Responsibilities and Authorities

Chapter IV Nomination and Remuneration Committee Meetings

Chapter V Closing

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.

Nama Name	Jabatan Position	Keterangan Description	Keahlian Skill
Muhammad Rizali Karliansyah	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	Manajemen Konstruksi dan Ketenagalistrikan Construction and Power Management
Robert Aprianto Purba	Anggota Member	Pihak Independen Independent Party	Manajemen Konstruksi dan Ketenagalistrikan Construction and Power Management

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
Secretary and Member of the Nomination and Remuneration

Kewarganegaraan Warga Negara Indonesia	Citizenship Indonesia
Domisili Bogor	Domicile Bogor
Tempat dan Tanggal Lahir/Usia Bondowoso, 10 Desember 1965/Berusia 59 tahun per Desember 2024	Place and Date of Birth/Age Bondowoso, December 10, 1965/ 59 years old as of December 2024
Riwayat Pendidikan - Sarjana Listrik dari Universitas Brawijaya (1991) - Magister Manajemen Universitas Tenaga Nasional (2007)	Educational Background - Bachelor's Degree of Electrical Engineering from Universitas Brawijaya (1991) - Master of Management from Universitas Tenaga Nasional (2007)
Sertifikasi -	Certification -
Pengalaman Kerja - 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)	Work Experience - 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)

Dasar Hukum Pengangkatan Keputusan Dewan Komisaris PT PLN Enjiniring No. 3/SK/ KOM.PLN-E/2024	Legal Basis of Appointment Decree of the Board of Commissioners of PT PLN No. 3/SK/ KOM. PLN-E/2024
Periode dan Masa Jabatan Periode I : April 2024 - April 2025	Period and Term of Office 1st Period : April 2024 - April 2025
Jabatan Rangkap -	Double function -

Robert Aprianto Purba

 **Anggota Komite Nominasi dan Remunerasi**
Member of the Nomination and Remuneration

Kewarganegaraan Warga Negara Indonesia	Citizenship Indonesia
Domisili Tangerang	Domicile Tangerang
Tempat dan Tanggal Lahir/Usia Medan, 07 April 1970 / Usia 54 per April 2024	Place and Date of Birth/Age Born in Medan, April 7, 1970/Age 54 years as of December 2024
Riwayat Pendidikan • Sarjana Listrik Universitas Sumatera Utara (1994) • Magister Manajemen Universitas Sumatera Utara (2006)	Educational Background • Bachelor's Degree of Electrical Engineering from Universitas Sumatera Utara (1994) • Master of Management from Universitas Sumatera Utara (2006)
Sertifikasi -	Certification -
Pengalaman Kerja • 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).	Work Experience • 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).
Dasar Hukum Pengangkatan Keputusan Dewan Komisaris PT PLN Enjiniring No. 3/SK/ KOM.PLN-E/2024	Legal Basis of Appointment Decree of the Board of Commissioners of PT PLN Enjiniring No. 3/SK/ KOM.PLN-E/2024
Periode dan Masa Jabatan Periode I : April 2024 - April 2025	Period and Term of Office 1st Period : Twelve Months
Jabatan Rangkap -	Double function -

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	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 REMUNERASINOMINATION 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	Program peningkatan kompetensi dapat dilihat pada Peningkatan Kompetensi 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	-	-	-v
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

1. Komite Nominasi dan Remunerasi mengadakan rapat secara berkala sekurang-kurangnya 1 (satu) bulan sekali;
2. Komite Nominasi dan Remunerasi dapat mengadakan rapat di luar jadwal rapat berkala untuk membahas hal-hal yang dianggap perlu dan/atau mendesak;

1. The Nomination and Remuneration Committee holds regular meetings at least once a month;
2. The Nomination and Remuneration Committee may hold meetings outside the regular meeting schedule to discuss matters deemed necessary and/or urgent;

3. Komite Nominasi dan Remunerasi dapat mengundang satuan/unit kerja yang terkait dengan materi rapat untuk hadir dalam rapat dengan sepengetahuan anggota Direksi terkait;
 4. 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;
 5. Keputusan rapat Komite Nominasi dan Remunerasi diambil berdasarkan musyawarah untuk mufakat;
 6. 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;
 7. Rapat Komite Nominasi dan Remunerasi hanya dapat dilaksanakan apabila dihadiri oleh paling kurang 51% (lima puluh satu perseratus) dari jumlah anggota termasuk seorang Komisaris dan Pejabat Eksekutif atau pejabat yang diberi kuasa, yang membawahi sumber daya manusia; dan
 8. 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.
3. 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;
 4. 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;
 5. Decisions of the Nomination and Remuneration Committee meeting are taken based on deliberation to reach consensus;
 6. 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;
 7. 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
 8. 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.	22 Januari 2024 January 22, 2024	Realisasi Pencapaian Kinerja SDE dan MUM s/d Desember 2023. Realization of SDE and MUM Performance Achievement up to December 2023	Muhammad Rizali Karliansyah R. Dendi Kusuma Wardhana Robert Aprianto Purba
2.	22 Januari 2024 February 22, 2024	Program Pengembangan SDM: Pelatihan dan Sertifikasi Human Resource Development Program: Training and Certification	Muhammad Rizali Karliansyah R. Dendi Kusuma Wardhana Robert Aprianto Purba
3.	18 April 2024 April 18, 2024	Program pengembangan SDM Enjiniring dan Project Integration Human Resource Development Program for Engineering and Project Integration	Muhammad Rizali Karliansyah R. Dendi Kusuma Wardhana Robert Aprianto Purba
4.	24 April 2024 April 24, 2024	Bahan RID 25 April 2024 Materials for the RID Meeting on April 25, 2024	Muhammad Rizali Karliansyah R. Dendi Kusuma Wardhana Robert Aprianto Purba
5.	16 Mei 2024 May 16, 2024	Review RJP Perseroan 2024-2028 Review of the Company's Long-Term Strategic Plan (RJP) 2024-2028	Muhammad Rizali Karliansyah R. Dendi Kusuma Wardhana Robert Aprianto Purba
6.	27 Mei 2024 May 27, 2024	Kandidat Sekretaris Perusahaan Candidate for Corporate Secretary	Muhammad Rizali Karliansyah R. Dendi Kusuma Wardhana Robert Aprianto Purba
7.	19 Juli 2024 July 19, 2024	Kinerja Capacity Building Performance Capacity Building	Muhammad Rizali Karliansyah R. Dendi Kusuma Wardhana Robert Aprianto Purba

No.	Tanggal Rapat Meeting Date	Agenda Rapat Meeting Agenda	Peserta Rapat Meeting Participants
8.	19 Agustus 2024 August 19, 2024	LHA SPI Triwulan II Terkait Bidang SDE Internal Audit Unit (SPI) Report for Q2 Related to SDE Division	Muhammad Rizali Karliansyah R. Dendi Kusuma Wardhana Robert Aprianto Purba
9.	17 September 2024 September 17, 2024	Strategi Pemenuhan Enjinir Usulan Struktur Organisasi Baru Jalur Karir Engineer Fulfillment Strategy Proposal for New Organizational Structure Career Path	Muhammad Rizali Karliansyah R. Dendi Kusuma Wardhana Robert Aprianto Purba
10.	11 Oktober 2024 October 11, 2024	Progress Transformasi 6G Work Load Engineer Job Desc PSD Progress on 6G Transformation Engineer Workload Job Description for PSD	Muhammad Rizali Karliansyah R. Dendi Kusuma Wardhana Robert Aprianto Purba
11.	5 Desember 2024 November 22, 2024	Progress Groom Talent Progress Transformasi Realisasi Training dan Sertifikasi Progress on Talent Grooming Transformation Progress Realization of Training and Certification	Muhammad Rizali Karliansyah R. Dendi Kusuma Wardhana Robert Aprianto Purba
12.	22 Juli 2024 December 5, 2024	Aksi Korporat Pengambilalihan CPSI Corporate Action: Acquisition of CPSI	Muhammad Rizali Karliansyah R. Dendi Kusuma Wardhana Robert Aprianto Purba
13.	13 Desember 2024 December 13, 2024	Rencana Organisasi Baru Realisasi Target Kinerja Bidang SDE Rencana Pemenuhan SDM 2025 Status Program Kepakaran Status Program Pebelajaran Colony New Organizational Plan Realization of SDE Division Performance Targets 2025 Human Resources Fulfillment Plan Status of Expertise Program Status of Colony Learning Program	Muhammad Rizali Karliansyah R. Dendi Kusuma Wardhana Robert Aprianto Purba

Frekuensi dan Tingkat Kehadiran Rapat Komite Nominasi dan Remunerasi

Frequency 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 Persentasi Kehadiran Number and Percentage of Attendance		
		Jumlah Rapat Number of Meetingst	Jumlah Kehadiran Number of Attendance	Persentasi Percentage
Muhammad Rizali Karliansyah	Ketua merangkap Anggota Chairman and Member	13	13	100%
R. Dendi Kusuma Wardhana	Sekretaris merangkap Anggota Secretary and Member	13	13	100%
Robert Aprianto Purba	Anggota Member	13	13	100%

PROGRAM KERJA DAN PELAKSANAAN TUGAS KOMITE NOMINASI DAN REMUNERASI TAHUN 2024

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 adhoc, yang difasilitasi oleh Dewan Komisaris melalui Komite Nominasi dan Remunerasi. Kandidat 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 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.

WORK PROGRAM AND IMPLEMENTATION OF THE NOMINATION AND REMUNERATION COMMITTEE'S DUTIES IN 2024

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 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. 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:

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

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. 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

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	Engineer Engineer
Budhi Wicaksono	Anggota Member	Pihak Independen Independent Party	Engineer Engineer
Reisal Rimtahi Hasoloan	Anggota Member	Pihak Independen Independent Party	Engineer 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
Secretary and Member of the Risk Management and GCG

Kewarganegaraan Warga Negara Indonesia	Citizenship Indonesia
Domisili Palembang, Sumatera Selatan	Domicile Palembang, Sumatera Selatan
Tempat dan Tanggal Lahir/Usia Palembang, 17 September 1967/usia 57 tahun per Desember 2024	Place and Date of Birth/Age Palembang, September 17, 1967/57 years old as of December 2024
Riwayat Pendidikan Sarjana Mesin Universitas Brawijaya (1992)	Educational Background Bachelor's Degree of Mechanical Engineering from Universitas Brawijaya (1992)
Sertifikasi - QRGP (Qualified Risk Governance Professional) - RKAP Berbasis Risiko - Contract Management	Certification - QRGP (Qualified Risk Governance Professional) - Risk Based RKAP - Contract Management

Pengalaman Kerja

- Senior Engineer li 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)

Work Experience

- 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)

Dasar Hukum Pengangkatan

Keputusan Dewan Komisaris PT PLNE No. 02/SK/KOM.
PLN-E/2024

Legal Basis of Appointment

Decree of the Board of Commissioners of PT PLNE No. 02/
SK/KOM.PLN-E/2024

Periode dan Masa Jabatan

Periode I : April 2024 - April 2025

Period and Term of Office

1st Period : April 2024 - April 2025

Jabatan Rangkap

-

Double function

-

Budhi Wicaksono

■ Anggota Komite Manajemen Risiko dan GCG
Member of the Risk Management and GCG

Kewarganegaraan

Warga Negara Indonesia

Citizenship

Indonesia

Domisili

Jakarta

Domicile

Jakarta

Tempat dan Tanggal Lahir/Usia

Jakarta, 6 Juli 1958/Usia 67 tahun per Desember 2024

Place and Date of Birth/Age

Jakarta, July 6, 1958/ 67 years old as of December 2024

Riwayat Pendidikan

- Sarjana Insinyur Teknik Listrik dari Institut Teknologi Bandung (1985)
- Magister Teknik Listrik Institut Teknologi Bandung (1998)

Educational Background

- Bachelor's Degree of Electrical Engineering from Institut Teknologi Bandung (1985)
- Master of Electrical Engineering from Institut Teknologi Bandung (1998)

Sertifikasi

Insinyur Profesional Utama (IPU) dari Persatuan Insinyur Indonesia (PII) dengan Nomor Sertifikasi 3-02-00-000101-00, tanggal 10 Januari 2020.

Certification

Principal Professional Engineer (IPU) from the Indonesian Engineers Association (PII) with Certification Number 3-02-00- 000101-00, dated January 10, 2020.

Pengalaman Kerja

- Enjinir Prinsipal PT Indo Koppe Enjinir (Februari 2016 – Februari 2021)
- Manager Bidang Enjiniring (Januari 2015 – Januari 2016)

Work Experience

- Principal Engineer at PT Indo Koppe Enjinir (February 2016 – February 2021)
- Engineering Manager (January 2015 – January 2016)

Dasar Hukum Pengangkatan Keputusan Dewan Komisaris PT PLNE No. 02/SK/KOM. PLN-E/2024	Legal Basis of Appointment Decree of the Board of Commissioners of PT PLNE No. 02/ SK/KOM.PLN-E/2024
Periode dan Masa Jabatan Periode I : April 2024 - April 2025	Period and Term of Office 1st Period : April 2024 - April 2025
Jabatan Rangkap -	Double function -

Reisal Rimtahi Hasoloan

 **Anggota Komite Manajemen Risiko dan GCG**
Member of the Risk Management and GCG

Kewarganegaraan Warga Negara Indonesia	Citizenship Indonesia
Domisili Tangerang	Domicile Tangerang
Tempat dan Tanggal Lahir/Usia Sungai Karang, 27 Januari 1967/usia 57 tahun per Desember 2024	Place and Date of Birth/Age Sungai Karang, January 27, 1967/57 years old as of December 2024
Riwayat Pendidikan • Sarjana Listrik dari Universitas Indonesia (1985) • Magister Listrik dari Universitas Indonesia (2008)	Educational Background • Bachelor's Degree of Electrical Engineering from Universitas Indonesia (1985) • Master of Electrical Engineering from Universitas Indonesia (2008)
Sertifikasi • Workshop Leader As Marketer - Strategic Marketing • Manajemen Perubahan Level MA/F1 Persyaratan Pembelajaran EE/SSE I • Manajemen Risiko Lanjutan (Digital Learning)	Certification • Leader As Marketer Workshop - Strategic Marketing • Change Management Level MA/F1 Learning Requirements EE/SSE I • Advanced Risk Management (Digital Learning)
Pengalaman Kerja • 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) • Deputi Manajer Konstruksi Pada Sub Bidang Konstruksi Bidang Teknik PT PLN (Persero) Wilayah Riau dan Kepulauan Riau (1 Januari 2006 – 22 Maret 2006)	Work Experience • 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 Sumatera 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)

Dasar Hukum Pengangkatan Keputusan Dewan Komisaris PT PLNE No. 02/SK/KOM. PLN-E/2024	Legal Basis of Appointment Decree of the Board of Commissioners of PT PLNE No. 02/ SK/KOM.PLN-E/2024
Periode dan Masa Jabatan Periode I : April 2024 - April 2025	Period and Term of Office 1st Period : April 2024 - April 2025
Jabatan Rangkap -	Double function -

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	Program peningkatan kompetensi dapat dilihat pada Peningkatan Kompetensi 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	GCOP	2 Juni 2024 DI Gedung Tifa Arum Realty Jakarta Selatan June 2, 2024 — At Tifa Arum Realty Building, South Jakarta	Center For Risk Management & Sustainability (CRMS) dan LSP MKS

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
Budhi Wicaksono	Anggota Member	GCOP	2 Juni 2024 DI Gedung Tifa Arum Realty Jakarta Selatan June 2, 2024 — At Tifa Arum Realty Building, South Jakarta	Center For Risk Management & Sustainability (CRMS) dan LSP MKS
Reisal Rimtahi Hasoloan	Anggota Member	GCOP	2 Juni 2024 DI Gedung Tifa Arum Realty Jakarta Selatan June 2, 2024 — At Tifa Arum Realty Building, South Jakarta	Center For Risk Management & Sustainability (CRMS) dan LSP MKS

RAPAT KOMITE MANAJEMEN RISIKO DAN GCG

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.

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 pengarahan 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

RISK MANAGEMENT AND GCG COMMITTEE MEETING

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.

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.	23 Januari 2024 January 23, 2024	Update Dokumen Risiko dan Rencana Kerja Manajemen Risiko Tahun 2024 Update of the 2024 Risk Document and Risk Management Work Plan	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan
2.	23 Januari 2024 January 23, 2024	Rencana Kerja GCG PLN Enjiniring Tahun 2024 2024 GCG (Good Corporate Governance) Work Plan of PLN Enjiniring	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan
3.	20 Februari 2024 February 20, 2024	Diskusi Kontrak Pekerjaan Enjiniring Intregator Lesson Learn Proyek Luwuk (Korelasi Dok. Risk Tahun 2024, Risk No. 2 – Penyelesaian Teknis dan Administrasi Pekerjaan Tidak Sesuai Kontraktual). Discussion on Engineering Integrator Contract Lessons Learned from the Luwuk Project (correlated with 2024 Risk Document, Risk No. 2 – Incomplete Technical and Administrative Work as per Contract)	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan
4.	21 Februari 2024 February 21, 2024	Diskusi kesiapan SDM terkait Work Load Enjinir (korelasi Dok. Risk Tahun 2024; Risk No. 5 – work load Enjinir tidak merata) Discussion on HR Readiness Regarding Engineer Workload (correlated with 2024 Risk Document, Risk No. 5 – uneven Engineer Workload)	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan
5.	14 Maret 2024 March 14, 2024	<i>Monitoring</i> Checklist Lesson Learn Pelaksanaan Pembangunan PLTMG Luwuk Monitoring Checklist for Lessons Learned from the Construction of Luwuk Gas Engine Power Plant (PLTMG)	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan
6.	14 Maret 2024 March 14, 2024	<i>Monitoring</i> Risk No. 3 dan Risk No. 4 RKAP Tahun 2024. Monitoring of Risk No. 3 and Risk No. 4 in the 2024 Corporate Work Plan and Budget (RKAP)	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan
7.	23 April 2024 April 23, 2024	Monev Implementasi Manajemen Risiko Triwulan I Tahun 2024 Monitoring and Evaluation of First Quarter 2024 Risk Management Implementation	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan
8.	23 April 2024 April 23, 2024	Monev Implementasi GCG Triwulan I Tahun 2024 dan Diskusi Pelaksanaan Tata Kelola Terintegrasi Monitoring and Evaluation of GCG Implementation for the First Quarter of 2024 and Discussion on the Implementation of Integrated Governance	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan
9.	15 Mei 2024 May 15, 2024	Monev Lesson Learned PLTMG Luwuk Monitoring and Evaluation of Lessons Learned from the Luwuk Gas Engine Power Plant (PLTMG)	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan
10.	15 Mei 2024 May 15, 2024	Diskusi Pelaksanaan Audit MRI, GCG Maturity dan Fungsi Manajemen Risiko Discussion on the Implementation of the MRI Audit, GCG Maturity Assessment, and Risk Management Function	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan
11.	5 Juni 2024 June 5, 2024	Tata Kelola Terintegrasi Integrated Governance	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan
12.	7 Juni 2024 June 7, 2024	Monev VC (Kesiapan Launching di Juni 2024) Monitoring and Evaluation of VC (Readiness for Launch in June 2024)	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan
13.	19 Juni 2024 June 19, 2024	Monev SMAP dan Implementasi WBS Monitoring and Evaluation of SMAP and WBS Implementation	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan

No.	Tanggal Rapat Meeting Date	Agenda Rapat Meeting Agenda	Peserta Rapat Meeting participants
14.	17 Juli 2024 July 17, 2024	Monev Implementasi Manajemen Risiko Triwulan II Tahun 2024 Monev Implementasi GCG Triwulan II Tahun 2024 dan Tata Kelola Terintegrasi Monev EEC dan ESG Monitoring and Evaluation of Risk Management Implementation for the Second Quarter of 2024 Monitoring and Evaluation of GCG Implementation for the Second Quarter of 2024 and Integrated Governance Monitoring and Evaluation of EEC and ESG	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan
15.	13 Agustus 2024 August 13, 2024	Progres Penyelesaian CPSI dan Risiko Hukum yang perlu dimitigasi Monev VC; Sinkronisasi Presedur Enjiniring dengan New VC Progress on the Completion of CPSI and Legal Risks That Need to Be Mitigated Monitoring and Evaluation of VC; Synchronization of Engineering Procedures with the New VC	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan
16.	9 September 2024 September 9, 2024	Three Lines of Defense PLNE, Progress Pengukuran MRI Semester I 2024, Penyesuaian implementasi MR terhadap Permen BUMN No. Per-02/MBU/2023. Three Lines of Defense at PLNE, Progress of MRI Measurement for the First Semester of 2024, Adjustment of Risk Management Implementation in accordance with the Ministry of SOEs Regulation No. Per-02/MBU/2023.	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan
17.	12 September 2024 September 12, 2024	Monev Penyesuaian Pedoman Internal terkait Permen BUMN No. PER-2/MBU/2023 dan aspek lain tata kelola; Keterbukaan Informasi, Perlindungan Data Pribadi, dll. Monitoring and Evaluation of Internal Guideline Adjustments related to Ministry of SOEs Regulation No. PER-2/MBU/2023 and Other Governance Aspects, including Information Disclosure, Personal Data Protection, etc.	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan
18.	7 Oktober 2024 October 7, 2024	Monev Manajemen Risiko Triwulan III Tahun 2024 dan Pengukuran RMI Semester I Tahun 2024 Monitoring and Evaluation of Risk Management for the Third Quarter of 2024 and RMI Measurement for the First Semester of 2024	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan
19.	9 Oktober 2024 October 9, 2024	Monev GCG Triwulan III Tahun 2024. Monitoring and Evaluation of GCG Implementation for the Third Quarter of 2024	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan
20.	14 Oktober 2024 October 14, 2024	Monev Pelaksanaan QA/QC. Monitoring and Evaluation of QA/QC Implementation	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan
21.	18 November 2024 November 18, 2024	Pelaksanaan Pek. Enjiniring dalam rangka Pemenuhan Target RKAP Implementation of Engineering Work to achieve the 2024 Corporate Work Plan and Budget (RKAP) Targets	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan
22.	21 November 2024 November 21, 2024	Board Manual, Tindak Lanjut Rapat KTKT Oktober 2024 dan Pemenuhan GCG Tahun 2024. Board Manual, Follow-Up on KTKT Meeting (October 2024), and Fulfillment of 2024 GCG Requirements	Fritz Edward Siregar Muhammad Riza Budhi Wicaksono Reisal Rimtahi Hasoloan
23.	11 Desember 2024 December 11, 2024	Profil Risiko Tahun 2024 dan Hal-hal penting / kritis terkait MR menjelang akhir Tahun 2024 Monev Aplikasi Virtual Cubicle (VC), permintaan demo operasional VC. 2024 Risk Profile and Critical Issues Related to Risk Management Toward the End of 2024 Monitoring and Evaluation of the Virtual Cubicle (VC) Application, Including Request for Operational Demo.	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 Persentasi Kehadiran Number and Percentage of Attendance		
		Jumlah Rapat Number of Meetings	Jumlah Kehadiran Number of Attendance	Persentasi Percentage
Fritz Edward Siregar	Ketua merangkap Anggota Chairperson and Member	23	23	100%
R. Dendi Kusuma Wardhana	Sekretaris merangkap Anggota Secretary and Member	23	23	100%
R. Dendi Kusuma Wardhana	Anggota Member	23	23	100%
Robert Aprianto Purba	Anggota Member	23	23	100%

PROGRAM KERJA DAN PELAKSANAAN TUGAS KOMITE MANAJEMEN RISIKO DAN GCG TAHUN 2024

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.

WORK PROGRAM AND IMPLEMENTATION OF THE RISK MANAGEMENT AND GCG COMMITTEE'S DUTIES IN 2024

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**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.

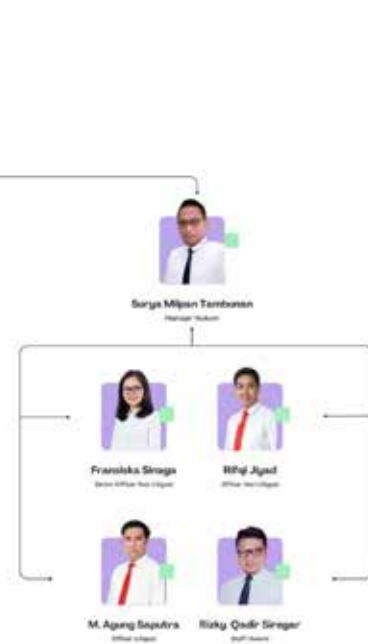
Organs Under Directors**Corporate Secretary**

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 management, 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 Management (RKM), Kontrak Management (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;
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/Subunits.
 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. Melakukan pengelolaan kepatuhan;
23. Membina keahlian dan kompetensi SDM di Satuan Sekretariat Perusahaan;
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 Bidanganya.

22. Manage compliance.
23. Develop the skills and competencies of HR in the Corporate Secretariat unit.
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.

PROFIL SEKRETARIS PERUSAHAAN

PROFILE OF THE CORPORATE SECRETARY

Anita Widyiastuti

 Sekretaris Perusahaan
Corporate Secretary

Kewarganegaraan Warga Negara Indonesia	Citizenship Indonesia
Domisili Cinere, Depok, Jawa Barat, Indonesia	Domicile Cinere, Depok, West Java, Indonesia
Tempat dan Tanggal Lahir/Usia Gresik, 22 Agustus 1982 / 42 tahun per Desember 2024	Place and Date of Birth/ Age Gresik, August 22, 1982 / 42 years old as of December 2024
Riwayat Pendidikan Ilmu Komunikasi Universitas Kristen Petra (2006)	Educational Background Bachelor's Degree in Communication Science, Petra Christian University (2006)
Sertifikasi - Sertifikasi Digital Brand and Reputation Manager - Training Awareness Sistem Manajemen Anti Penyuapan ISO 37301: 2021	Certification - Certified Digital Brand and Reputation Manager - Training on Anti-Bribery Management System Awareness, ISO 37301: 2021
Pengalaman Kerja - Sekretaris Perusahaan PT PLN Enjiniring (2024 - sekarang) - Manager Brand dan Manajemen Konten Pada Divisi Komunikasi Korporat dan TJSL PT PLN (Persero) Kantor Pusat (2022 - 2024) - Manager Komunikasi Internal Pada Divisi Komunikasi Korporat dan CSR PT PLN (Persero) Kantor Pusat (2021 - 2022)	Work Experience - Corporate Secretary at PT PLN Enjiniring (2024 - present) - Brand and Content Management Manager at the Corporate Communications and TJSL Division of PT PLN (Persero) Head Office (2022 - 2024) - Internal Communications Manager at the Corporate Communications and CSR Division of PT PLN (Persero) Head Office (2021 - 2022)
Dasar Hukum Pengangkatan Surat Keputusan Direksi PLN Enjiniring Nomor: 0031.K/S.01.00/DIR2024 tanggal 01 Juni 2024 tentang Penetapan Jabatan.	Legal Basis of Appointment Board of Directors Decree of PT PLN Enjiniring Number: 0031.K/S.01.00/DIR2024 dated June 1, 2024, regarding Position Appointment.

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
Sertifikasi Digital Brand and Reputation Manager Digital Brand and Reputation Manager Certification	8 Maret 2024 March 8, 2024	LSPPRI
Training Awareness Sistem Manajemen Anti Penyuapan ISO 37301: 2021 Awareness Training on Anti-Bribery Management System ISO 37301: 2021	20 Desember 2024 December 20, 2024	LEVNER

PELAKSANAAN TUGAS SEKRETARIS PERUSAHAAN TAHUN 2024**IMPLEMENTATION OF THE CORPORATE SECRETARY'S DUTIES IN 2024**

Pelaksanaan tugas Sekretaris Perusahaan selama tahun 2024, antara lain:

The Implementation of The Corporate Secretary's Duties in 2024 including:

Kegiatan Sub-Bidang Kinerja dan Komunikasi**Activities of the Performance and Communication Sub-division**

- Pemenuhan Fungsi Sekretaris Perusahaan dalam GCG
 - Pelaksanaan Townhall Meeting
 - Pembuatan Kebijakan Strategis Komunikasi Korporat dan TJSL
 - Perencanaan dan Pelaksanaan Program CSR
 - Pelaksanaan Rapat Kerja Tahun 2024
 - Penyusunan Buku Rapat Kerja Tahun 2024
 - Pelaksanaan dan Pencatatan Rapat Direksi
 - Pelaksanaan RUPS RKAP dan LPT
 - Update Tindak Lanjut Arahan RUPS dan Dewan Komisaris
 - Pembuatan Annual Report
 - Berpartisipasi dalam Pelaksanaan Ajang Penghargaan/Awards
 - Pembaruan Konten Website dan Media Sosial
 - Penyelenggaraan Multi Stakeholder Forum
- Penyampaian Laporan Tepat Waktu
 - Penyampaian Pencapaian KPI (Bulanan)
 - Penyusunan dan Penyampaian Laporan Manajemen
 - Monitoring Kinerja Korporat
 - Monitoring RKM Korporat
 - Penyusunan Materi PBR
 - Penyampaian Laporan Realisasi Kinerja dan RKM
 - Penyampaian Laporan Keuangan
 - Pembuatan Laporan Kinerja
 - Penyampaian TAKER
- Pengelolaan Hubungan Internal dan Eksternal
 - Penyelenggaraan Customer Day
 - Penyelenggaraan Ulang Tahun PLNE ke-22
 - Pengelolaan Event Internal dan Eksternal
 - Pembuatan dan Pendistribusian Kalender
 - Pengadaan Souvenir
 - Sponsorship

- Fulfillment of the Corporate Secretary Function within the GCG Framework
 - Organizing Townhall Meetings
 - Developing Strategic Policies on Corporate Communication and CSR
 - Planning and Implementing CSR Programs
 - Conducting the 2024 Annual Work Meeting
 - Preparing the 2024 Work Meeting Book
 - Organizing and Documenting the Board of Directors Meetings
 - Organizing the General Meeting of Shareholders (GMS) for RKAP and LPT
 - Updating the Follow-up on GMS and Board of Commissioners Directives
 - Preparing the Annual Report
 - Participating in Award and Recognition Events
 - Updating Website and Social Media Content
 - Organizing the Multi-Stakeholder
- Timely Report Submission
 - KPI Achievement Reporting (Monthly)
 - Management Report Preparation
 - Corporate Performance Monitoring
 - Corporate RKM Monitoring
 - PBR Material Preparation
 - Performance and RKM Realization Report
 - Financial Report Submission
 - Performance Report Preparation
 - AKER Reporting
- Internal and External Relationship Management
 - Customer Day Organization
 - PLNE 21st Anniversary Celebration
 - Internal and External Event Management
 - Calendar Creation and Distribution
 - Souvenir Procurement
 - Sponsorship

Kegiatan Sub-Bidang Hukum

Selama tahun 2024, Sub Bidang Hukum melakukan *review* atas 43 (empat puluh tiga) 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 553 (lima ratus lima puluh tiga) Perjanjian/Amandemen/MoU/*Non-Disclosure Agreement* selama tahun 2024 baik 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 2024 terdapat 26 (dua puluh enam) kajian hukum internal.

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.

Legal Sub-division Activities

In 2024, the Legal Sub-Division conducted a review of 43 (forty-three) regulations, consisting of both strategic and operational policies, as well as a review of Board of Directors' decrees related to the formation of teams within PLN Enjiniring. The Legal Sub-Division also reviewed 553 (five hundred and fifty-three) Agreements/Amandements/MoU/Non-Disclosure Agreements throughout 2024, covering cooperation between PLN Enjiniring and both Employers and Service Providers. These reviews were conducted in accordance with prevailing legal standards to safeguard the interests of PLN Enjiniring as a corporate entity. In addition, the Legal Sub-Division prepared legal analyses of issues faced by PLN Enjiniring. A total of 26 (twenty-six) internal legal opinions were produced in 2024.

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.

STRUKTUR ORGANISASI SATUAN PENGAWASAN INTERN

ORGANIZATIONAL STRUCTURE OF THE INTERNAL AUDIT UNIT



KEDUDUKAN SATUAN PENGAWASAN INTERN DALAM STRUKTUR ORGANISASI

Satuan Pengawasan Intern (SPI) merupakan unit kerja independen yang berkedudukan langsung di bawah Direktur Utama.

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 dengan rekomendasi Komite Audit.

PARTY RESPONSIBLE FOR APPOINTING AND DISMISSING THE HEAD OF THE INTERNAL AUDIT UNIT

The Chief Audit Executive is appointed and dismissed by the President Director with the approval of the Board of Commissioners dengan rekomendasi Komite Audit.

PROFIL KEPALA SATUAN PENGAWASAN INTERN

PROFILE OF THE HEAD OF THE INTERNAL AUDIT UNIT

Susilawati

Kepala Satuan Pengawas Intern
Chief Audit Executive

Kewarganegaraan

Warga Negara Indonesia

Citizenship

Indonesia

Domisili

Jakarta

Domicile

Jakarta

Tempat dan Tanggal Lahir/Usia

Sulit Air, 22 Desember 1979 / 45 tahun per Desember 2024

Place and Date of Birth/ Age

Sulit Air, December 22, 1979 / 45 years old as of December 2024

Riwayat Pendidikan	Educational Background
S1 - Hukum, Universitas Andalas (2002)	Bachelor's Degree in Law, Universitas Andalas (2002)
Sertifikasi	Certification
• Qualified Risk Management Professional (QRMP) • Qualified Internal Auditor (QIA) • Training Awareness Sistem Manajemen Anti Penyuapan ISO 37301: 2021	• Qualified Risk Management Professional (QRMP) • Qualified Internal Auditor (QIA) • Training on Anti-Bribery Management System Awareness ISO 37301: 2021
Pengalaman Kerja	Work Experience
• Supervisor Bantuan Hukum (2012-2014) • Deputy Group Head Audit (2016-2019) • Advisor Audit Business Partner (2020-2021) • Manager Evaluasi Audit (2021-2024) • Kepala SPI (2024 s.d sekarang)	• Legal Aid Supervisor (2012-2014) • Deputy Group Head of Audit (2016-2019) • Audit Business Partner Advisor (2020-2021) • Audit Evaluation Manager (2021-2024) • Chief Audit Executive (2024 – present)
Dasar Hukum Pengangkatan	Legal Basis of Appointment
Surat Keputusan Direksi PLN Enjiniring Nomor: 0047.K/S.01.00/DIR/2024 tanggal 20 September 2024 tentang Mutasi Jabatan	Board of Directors Decree of PLN Enjiniring Number: 0047.K/S.01.00/DIR/2024 dated September 20, 2024, concerning Position Transfer.

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 03 Mei 2024. 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.

TUGAS DAN TANGGUNG JAWAB SATUAN PENGAWASAN INTERN

Satuan Pengawasan Intern berperan memastikan dan memberikan konsultansi yang independen dan obyektif 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 alas seluruh proses audit;

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.

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. 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.
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 nonfinancial losses and damage to the Company's reputation.

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;
4. Dapat melakukan koordinasi dengan auditor eksternal (BPK, BPKP, KAP, SPI PT PLN (Persero) dan lainnya);
5. Memberikan rekomendasi yang terkait penegakan disiplin pegawai sebagai dasar yang cukup bagi tindak lanjut proses disiplin pegawai oleh pihak – pihak terkait; dan
6. KSPI dapat menentukan rencana, metodologi, organisasi dan SDM SPI, serta melakukan pengawasan terhadap Audit Internal Perusahaan Anak.

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;
4. Coordinating with external auditors (BPK, BPKP, KAP, SPI PLN (Persero), and others);
5. Providing recommendations related to employee discipline enforcement as a basis for disciplinary follow-up by relevant parties; and
6. KSPI determining plans, methodologies, organization, and HR SPI, and overseeing the Internal Audits of Subsidiary Companies.

PROGRAM PENINGKATAN KOMPETENSI SATUAN PENGAWASAN INTERN

Selama tahun 2024, personil Satuan Pengawasan Intern mengikuti kegiatan peningkatan kompetensi dengan rincian sebagai berikut:

PROGRAM FOR ENHANCING THE COMPETENCY OF THE INTERNAL AUDIT UNIT

Throughout 2024, the personnel of the Internal Audit participated in various competency development programs, as detailed below:

No	Nama Name	Nama Pelatihan	Training Title	Waktu Pelaksanaan Training Date
1	Susilawati	1. <i>Awareness Sistem Manajemen Kepatuhan sesuai ISO 37301:2021</i>	1. Awareness of Compliance Management System based on ISO 37301:2021	1. 20 Desember 2024 1. December 20, 2024
2	Luthfi Kurniawan	1. <i>Workshop Laporan Manajemen</i> 2. <i>Konferensi Auditor Internal</i> 3. <i>Konferensi Regional Asian Confederation of Institutes of Internal Auditors (ACIIA)</i> 4. <i>Workshop Fraud Risk Analysis</i> 5. <i>Awareness Sistem Manajemen Kepatuhan sesuai ISO 37301:2021</i>	1. Management Report Workshop 2. Internal Auditor Conference 3. Asian Confederation of Institutes of Internal Auditors (ACIIA) Regional Conference 4. Workshop on Fraud Risk Analysis 5. Awareness of Compliance Management System based on ISO 37301:2021	1. 06 Maret 2024 2. 10 - 11 Juli 2024 3. 28 - 29 Agustus 2024 4. 29-30 Oktober 2024 5. 20 Desember 2024 1. March 6, 2024 2. July 10 - 11, 2024 3. August 28 - 29, 2024 4. October 29 - 30, 2024 5. December 20, 2024
3	Anjar Prabowo	1. <i>Pelatihan RMI Kementerian BUMN</i> 2. <i>Konferensi Auditor Internal</i> 3. <i>Capacity Building SPIN, ICOFR, dan STR</i> 4. <i>Seminar Nasional Forum Komunikasi Satuan Pengawasan Intern (FKSPI)</i> 5. <i>Awareness Sistem Manajemen Kepatuhan sesuai ISO 37301:2021</i>	1. Risk Maturity Index Training by the Ministry of SOEs 2. Internal Auditor Conference 3. Capacity Building SPIN, ICOFR, dan STR 4. National Seminar - Internal Audit Forum 4(FKSPI) 5. Awareness of Compliance Management System based on ISO 37301:2021	1. 13 Juni 2024 2. 10 - 11 Juli 2024 3. 29 Juli - 2 Agustus 2024 4. 28 - 29 November 2024 5. 20 Desember 2024 1. June 13, 2024 2. July 10 - 11, 2024 3. July 29 - August 2, 2024 4. November 28- 29, 2024 5. December 20, 2024
4	Sigit Trianto	1. <i>Financial Auditing fot Internal Auditors</i> 2. <i>Seminar Nasional Forum Komunikasi Satuan Pengawasan Intern (FKSPI)</i> 3. <i>Konferensi Auditor Internal</i> 4. <i>Capacity Building SPIN, ICOFR, dan STR</i>	1. Financial Auditing for Internal Auditors 2. National Seminar - Internal Audit Forum (FKSPI) 3. Internal Auditor Conference 4. Capacity Building SPIN, ICOFR, dan STR	1. 21 - 22 Februari 2024 2. 28 - 29 November 2024 3. 10 - 11 Juli 2024 4. 29 Juli - 2 Agustus 2024 1. February 21 -22, 2024 2. November 28 - 29, 2024 3. July 10 - 11, 2024 4. July 29 - August 2, 2024
5	Risa Yulia Putri	1. <i>Konferensi Auditor Internal</i> 2. <i>Capacity Building SPIN, ICOFR, dan STR</i> 3. <i>Konferensi Regional Asian Confederation of Institutes of Internal Auditors (ACIIA)</i> 4. <i>Workshop Fraud Risk Analysis</i> 5. <i>Fundamental of Cybersecurity Auditing</i>	1. Internal Auditor Conference 2. Capacity Building SPIN, ICOFR, dan STR 3. Asian Confederation of Institutes of Internal Auditors (ACIIA) Regional Conference 4. Workshop on Fraud Risk Analysis 5. Fundamentals of Cybersecurity Auditing	1. 10 - 11 Juli 2024 2. 29 Juli - 2 Agustus 2024 3. 28 - 29 Agustus 2024 4. 29-30 Oktober 2024 5. 16 - 17 Desember 2024 1. July 10 - 11, 2024 2. July 29 - August 2, 2024 3. August 28 - 29, 2024 4. October 29 -30, 2024 5. December 16 - 17, 2024
6	Dwi Ramadanti	1. <i>Qualified Internal Auditor - Basic</i> 2. <i>Capacity Building SPIN, ICOFR, dan STR</i> 3. <i>Sertifikasi QRMA</i> 4. <i>Seminar Nasional Forum Komunikasi Satuan Pengawasan Intern (FKSPI)</i>	1. Qualified Internal Auditor- Basic 2. Capacity Building SPIN, ICOFR, dan STR 3. QRMA Certification 4. National Seminar - Internal Audit Forum (FKSPI)	1. 24 Juni - 6 Juli 2024 2. 29 Juli - 2 Agustus 2024 3. 10 - 13 September 2024 4. 28 - 29 November 2024 1. June 24 - July 6, 2024 2. July 29 - August 2, 2024 3. September 10 - 13, 2024 4. November 28 - 29, 2024

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

VCOMPOSITION 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

satunya melalui pendidikan profesional berkelanjutan. Sampai dengan Desember 2024 SPI telah melaksanakan 17 sertifikasi kepada seluruh personil SPI. Jumlah, komposisi dan sertifikasi personil SPI adalah sebagai berikut:

education. As of December 2024, SPI has completed 17 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 Type of Certification
1	Susilawati	Kepala Satuan Pengawasan Intern Chief Internal Executive	Qualified Internal Auditor (QIA) – Advance Qualified Risk Management Professional (QRMP) Training Awareness Sistem Manajemen Anti Penyuapan ISO 37301: 2021 Training on Anti-Bribery Management System Awareness ISO 37301: 2021
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) Qualified Risk Management Analyst (QRMA) Gada Utama Gada Utama Security Certification Ahli K3 Umum General Occupational Health and Safety Expert
4	Anjar Prabowo	Senior Officer Audit Internal Senior Internal Audit Officer	Qualified Internal Auditor (QIA) Qualified Risk Management Analyst (QRMA) Pengadaan Barang/Jasa Procurement of Goods/Services
5	Risa Yulia Putri	Officer Audit Internal Internal Audit Officer	Qualified Internal Auditor (QIA) Qualified Risk Management Analyst (QRMA) Pengadaan Barang/Jasa Procurement of Goods/Services
6	Dwi Ramadanti	Officer Audit Internal Internal Audit Officer	Qualified Internal Auditor (QIA) - Basic 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

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. 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;
 - 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.
- 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. 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 2024

BRIEF REPORT ON INTERNAL AUDIT ACTIVITIES FOR 2024

No	Jenis Kegiatan Type of Activity	Periode Pelaksanaan Implementation Period	Ruang Lingkup Penugasan Assignment Scope
Assurance			
1	Audit Operasional Bidang Pengusahaan Commercial Division Operational Audit	08 Januari 2024 - 13 Februari 2024 January 8, 2024 - February 13, 2024	1. Pengelolaan Pencatatan Realisasi dan Anggaran; 2. Pengelolan, Operasi dan Pemeliharaan Aset CNG; 3. Pengelolaan Program Keamanan dan Respons Ancaman 4. Pengelolaan Logistik Pergudangan; 5. Kemitraan; 6. Implementasi SMK 3. 1. Management of Realization Recording and Budgeting; 2. Management, Operation, and Maintenance of CNG Assets; 3. Security program and Threat Response Management 4. Warehouse Logistics Management; 5. Partnership; 6. Implementation of Occupational Health and Safety Management System (SMK 3).
2	Audit Operasional Bidang Energi dan Pembangkit, Bidang Jaringan dan Sistem, serta Unit Pelaksana Power System dan Digital Center Energy & Power Generation Division, Network & Systems Division, Power System Execution Unit, And Digital Center Operational Audit	26 Februari - 03 April 2024 February 26 - April 3, 2024	1. Menyediakan Produk dan Jasa Kepada Pelanggan; 2. Mengembangkan Produk dan Jasa; 3. Mengelola Portofolio Produk dan Jasa; 4. Mendefinisikan Ide Produk dan Jasa Baru. 1. Provision of Products and Services to Customers; 2. Development of products and Services; 3. Product and Service Portfolio Management; 4. Defining New Product and Service Ideas.

No	Jenis Kegiatan Type of Activity	Periode Pelaksanaan Implementation Period	Ruang Lingkup Penugasan Assignment Scope
3	Audit Operasional Bidang Project Management Office Project Management Office Division Operational Audit	13 Mei - 20 Juni 2024 May 13 - June 20, 2024	1. Mengelola Sumber Daya Penyediaan Produk / Jasa Kepada Pelanggan; 2. Melaksanakan Pencatatan Realisasi dan Anggaran; 3. Membangun dan Mengelola Resiliensi dan Risiko Teknologi Informasi; 4. Mengembangkan dan Mengelola Strategi Bisnis Teknologi Informasi; 5. Mengelola Proses Penagihan. 1. Resource Management for Product/Service Delivery to Customers; 2. Realization Recording and Budgeting Execution; 3. Building and Managing IT Resilience and Risk; 4. Developing and Managing IT Business Strategies; 5. Billing Process Management.
4	Audit Operasional Bidang Pemasaran dan Bidang Perencanaan Korporat & Pengembangan Usaha Marketing Division and Corporate Planning & Business Development Division Operational Audit	09 September - 14 Oktober 2024 September 9 - October 14, 2024	1. Mengembangkan Rencana dan Mengelola Implementasi / Penjualan; 2. Mengelola Pengadaan Barang dan Jasa; 3. Mengembangkan dan Mengelola Strategi Penjualan; 4. Mengelola Portofolio Produk dan Jasa. 1. Development and Implementation of Sales Plans; 2. Procurement of Goods and Services Management; 3. Development and Management of Sales Strategies; 4. Product and Service Portfolio Management.
5	Audit Operasional Bidang Sumber Daya Enjiniring dan Umum Engineering Resources and General Affairs Division Operational Audit	04 November - 06 Desember 2024 November 4 - December 6, 2024	1. Mengelola Kompensasi, Manfaat dan Retensi Pegawai; 2. Mengelola Kinerja dan Kebutuhan Pengembangan; 3. Mengelola Kegiatan Umum (General Affairs); 4. Mengelola dan Memelihara Aset Properti dan Umum. 1. Management of Employee Compensation, Benefits, and Retention; 2. Performance and Development Needs Management; 3. General Affairs Management; 4. Property and General Assets Management and Maintenance.
Consulting			
1	Konsultasi atas Sertifikasi Kompetensi Enjinir PLNE Consultation on PLNE Engineer Competency Certification	01 - 26 April 2024 April 1 - 26, 2024	Sertifikasi Kompetensi Enjinir PLNE PLNE Engineering Competency Certification
2	Konsultasi atas Pembangunan Kontrol atas Pelaksanaan Proses Sewa/Beli Barang Oleh PLNE Sebagai Pemberi atau Penerima Kerja Consultation on the Development of Controls for the Leasing/Purchasing Process of Goods by PLNE as Employer or Contractor	30 April - 07 Juni 2024 April 30 - June 7, 2024	Pembangunan Kontrol atas Pelaksanaan Proses Sewa/Beli Barang Oleh PLNE Sebagai Pemberi atau Penerima Kerja Development of Controls for the Leasing/Purchasing Process for Goods by PLNE as Employer or Contractor
3	Konsultasi Pelaksanaan Penugasan Penyelesaian PLTMG Luwuk 40 MW Konsultasi Pelaksanaan Penugasan Penyelesaian PLTMG Luwuk 40 MW Consultation on the Execution of the PLTMG Luwuk 40 MW Completion Assignment	16 Mei - 17 Juni 2024 May 16 - June 17, 2024	Pelaksanaan Penugasan Penyelesaian PLTMG Luwuk 40 MW Execution of the PLTMG Luwuk 40 MW Completion Assignment
4	Konsultasi Evaluasi Pengelolaan Perjalanan Dinas PLN Enjiniring Consultation on the Evaluation of Business Travel Management at PLN Enjiniring	17 Juni - 26 Juli 2024 June 17 - July 26, 2024	Pengelolaan Perjalanan Dinas PLN Enjiniring Business Travel Management at PLN Enjiniring
5	Konsultasi Evaluasi Proses Pembayaran PLNE Kepada Pihak Ketiga Consultation on the Evaluation of PLNE Payment Process to Third Parties	21 Oktober - 15 November 2024 October 21 - November 15, 2024	Proses Pembayaran PLNE Kepada Pihak Ketiga PLNE Payment Process to Third Parties

No	Jenis Kegiatan Type of Activity	Periode Pelaksanaan Implementation Period	Ruang Lingkup Penugasan Assignment Scope
6	Konsultasi Pengelolaan PKWT Level II di Lingkungan PLNE Consultation on the Management of Level II PKWT within PLNE	01 November - 30 November 2024 November 1 - November 30, 2024	Pengelolaan PKWT Level II di Lingkungan PLNE Management of Level II PKWT within PLNE
7	Konsultasi Evaluasi Kegiatan Pengadaan Barang / Jasa Di Lingkungan PT PLN Enjiniring Consultation on the Evaluation of Procurement Goods and Services Activities within PT PLN Enjiniring	04 November - 06 Desember 2024 November 4 - December 6, 2024	Kegiatan Pengadaan Barang / Jasa Di Lingkungan PT PLN Enjiniring Procurement Activities within PT PLN Enjiniring
Penugasan Lainnya Other Assignments			
1	Assessment RMI	20 September 2024 September 20, 2024	
2	Verifikasi atas hasil <i>self Assessment</i> GCG Verification of GCG Self-Assessment Results	20 September 2024 September 20, 2024	

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 pelaporan penugasan dengan realisasi sebagai berikut:

Policy and Realization of Internal Audit Unit Meetings With The Board of Directors and Audit Committee

In accordance with the Circular of the Board of Directors of PLNE No. 0004.E/DIR/2024 concerning the Guidelines for the Implementation of Strategic Internal Audit Policies, Clause 6.2 on Audit Reporting, audit assignment reports are submitted to the Auditee, President Director, and Audit Committee. Routine meetings between the Board of Directors and the Internal Audit Unit are held following the submission of audit reports, with implementation details as follows:

No.	Tanggal Rapat Meeting Date	Agenda Rapat	Meeting Agenda	Peserta Rapat Meeting Participant
1.	01 Agustus 2024 August 1, 2024	Undangan Rapat Direksi Ke-25 Tahun 2024 Agenda : 1. Keputusan: 1. MoU dengan KSS dan MoU dengan Multibuana tentang Solusi System Smart Building Project 2. Usulan Keputusan RML (Rivera Mobil Listrik) Informasi: 3. Analisa Hukum dari Sub Bidang Hukum PT PLN Enjiniring Terkait Keputusan RUPS PLNE tentang Batasan Kewenangan Direksi 4. Laporan Hasil Audit Bidang Konstruksi dan Operasi serta Bidang Project Management Office 5. Laporan Pra Exit LHA SPI PLN 6. <i>Update Progress</i> CPSI 7. <i>Update Progress</i> PLTMG Luwuk	Board of Directors Meeting Invitation No. 25 of 2024 Agenda : Decisions: 1. MoU with KSS dan Multibuana regrading Smart Building System Soulution Project 2. Proposal for Decision on RML (Rivera Electric Vehicle Project) Information: 3. Legal analysis from the Legal Subdivision of PT PLN Enjiniring regarding the General Meeting of Shareholders (GMS) Resolution on the Limitations of the Board of Directors' Authority 4. Audit Report on Construction and Operations Division, as well as Project Management Office Division Management Office 5. Pre-Exit Report of Internal Audit Unit PLN 6. Progress Update on CPSI 7. Progress Update on PLTMG Luwuk	1. Direksi 2. VP 3. SEKPER 4. KSPI

No.	Tanggal Rapat Meeting Date	Agenda Rapat	Meeting Agenda	Peserta Rapat Meeting Participant
2.	08 Agustus 2024 August 8, 2024	Undangan Rapat Direksi Ke-26 Agenda: Keputusan: 1. Kerjasama dengan RML 2. Edir Partnership Informasi: 3. Laporan Pra Exit LHA SPI PLN 4. Progres Tindak Lanjut SPI Tentang Penerapan UU PDP di PLNE 5. <i>Update progress</i> CPSI 6. <i>Update progress</i> PLTMG Luwuk (Progress dan Kontraktual) 7. <i>Progress New Virtual Cubicle</i>	Board of Directors Meeting Invitation No.26 Agenda: Decision: 1. Collaboration with RML 2. Edir Partnership Information: 3. Pre-Exit of Internal Audit Unit PLN 4. Follow-up Progress by IAU on the Implementation of the Personal Data Protection Law (UU PDP) at PLNE 5. CPSI Progress Update 6. PLTMG Luwuk Progress and Contractual Update 7. Progress on New Virtual Cubicle	1. Direksi 2. VP 3. SEKPER 4. KSPI
3.	22 Agustus 2024 August 22, 2024	Undangan Rapat Direksi Ke-28 Agenda: Informasi: 1. Career Path 2. Penyelesaian Pekerjaan "Melimpah": List Resource Internal, List Partner, List Subkon 3. Analisa Hukum dari Sub Bidang Hukum PT PLN Enjiniring Terkait Keputusan RUPS PLNE tentang Batasan Kewenangan Direksi 4. Konsultasi e-SPPD 5. Bentuk Layanan Penanganan Tower Kritis 6. Penjelasan mengenai PMGM 7. Tinjauan Manajemen Sistem Manajemen Terintegrasi (SMM, SMKU, SMK1, SMK3, SMAP)	Board of Directors Meeting Invitation No.28 Agenda: Information: 1. Career Path 2. Resolution of "Overflow" Work: Internal Resource List, Partner List, Subcontractor List 3. Legal Analysis from the Legal Subdivision of PT PLN Enjiniring regarding the GMS Decision on the Limitations of the Board of Directors' Authority 4. e-SPPD Consultation 5. Service model for Critical Tower Handling 6. Explanation of PMGM 7. Management Review of the Integrated Management System (SMM, SMKU, SMK1, SMK3, SMAP)	1. Direksi 2. VP 3. SEKPER 4. KSPI

Adapun rapat antara Komite Audit dan SPI dilakukan secara rutin setiap Triwulan dengan realisasi tahun 2024 adalah sebagai berikut:

Meetings between the Audit Committee and SPI are held regularly every quarter, with the implementation in 2024 as follows:

No.	Tanggal Rapat Date Meeting	Agenda Rapat	Meeting Agenda	Peserta Rapat Meeting Participant
1.	03 Mei 2024 (Triwulan I) May 3, 2024 (Quarter I)	- Realisasi Pelaksanaan PKPT TW I 2024 - Hal-Hal Lain yang memerlukan perhatian	- Realisation of the Implementation of the Internal Audit Annual Plan (PKPT) for Q1 2024 - Other Matters Requiring Attention	Oka Hadisasmita/KSPI, Luthfi Kurniawan/MSB Ain, Anjar Prabowo/Auditor, Sigit Trianto/Auditor, Leyli Handayani/Auditor, Risa Yulia Putri/Auditor, Dwi Ramadanti/Auditor
2.	01 Juli 2024 (Triwulan II) July 1, 2024 (Quarter II)	- Realisasi Pelaksanaan PKPT TW II 2024 - Laporan Hasil Konsultasi (LHK) SPI tentang Proyek termasuk Kinerja Teknis, Manajemen Proyek, Kepatuhan Terhadap Peraturan dan Standar, serta Efektifitas Kerjasama Antara PT PLN Enjiniring dan PT APCA Tirta Engineering - Laporan Hasil Konsultasi (LHK) SPI tentang Pembangunan Kontrol Terkait pengadaan Barang oleh Tim Proyek PLNE	- Realization of the Implementation of the Internal Audit Annual Plan (PKPT) for Q II 2024 - Internal Audit Unit's Consultation Report (LHK) on the Project, including Technical Performance, Project Management, Compliance with Regulations and Standards, and the Effectiveness of Collaboration PT PLN Enjiniring and PT APCA Tirta Engineering - Internal Audit Unit's (LHK) on the Development of Control Systems Related to Procurement Activities by the PLNE Project Team	Oka Hadisasmita/KSPI, Luthfi Kurniawan/MSB Ain, Anjar Prabowo/Auditor, Sigit Trianto/Auditor, Risa Yulia Putri/Auditor, Dwi Ramadanti/Auditor

No.	Tanggal Rapat Date Meeting	Agenda Rapat	Meeting Agenda	Peserta Rapat Meeting Participant
3	05 November 2024 (Triwulan) November 5, 2024 (Quarter)	- Realisasi Pelaksanaan PKPT TW III 2024 - Laporan Monitoring Tindak Lanjut Hasil Audit Eksternal dan Internal sampai dengan Triwulan III 2024 - Eksternal (BPK, KAP) - Internal (Audit Operasional, Audit Adhoc/Tematik dan Layanan Konsultasi) - Hal-hal lain yang memerlukan perhatian	- Realization of the Implementation of the Internal Audit Annual Plan (PKPT) for Q III 2024 - Monitoring report on the Follow-up of External and Internal Audit Findings up to Q III 2024 - External (BPK, KAP) - Internal (Operational Audit, Adhoc/Thematic Audit, and Consulting Services) - Other Matters Requiring Attention	Susilawati/KSPI, Luthfi Kurniawan/MSB Ain, Anjar Prabowo/Auditor, Sigit Trianto/Auditor, Risa Yulia Putri/Auditor, Dwi Ramadanti/Auditor
4	09 Januari 2025 (Triwulan IV) January 9, 2025 (Quarter IV)	- Penjelasan Draft PKPT 2025 - Realisasi PKPT TW IV 2024	- Presentation of Draft PKPT 2025 - Realization of the Implementation of PKPT for Q IV 2024	Susilawati/KSPI, Luthfi Kurniawan/MSB Ain, Anjar Prabowo/Auditor, Sigit Trianto/Auditor, Risa Yulia Putri/Auditor, Dwi Ramadanti/Auditor

TEMUAN DAN TINDAK LANJUT HASIL AUDIT

AUDIT RESULT FINDINGS AND FOLLOW-UP

No	Auditee Auditee	Jumlah Temuan Number of Findings	Jumlah Selesai Completed	Keterangan Description
1	Bidang Pengusahaan Business Field	6	4	<i>on progress</i>
2	Bidang Energi dan Pembangkit, Bidang Jaringan dan Sistem, serta Unit Pelaksana <i>Power System</i> dan <i>Digital Center</i> Energy and Generation Division, Network and Systems Division, and Power System & Digital Center	2	1	<i>on progress</i>
3	Bidang Konstruksi dan <i>Project Management Office</i> Construction Division and Project Management Office	2	2	Selesai 100% 100% Completed
4	Bidang Pemasaran serta Bidang Perencanaan Korporat dan Pengembangan Usaha Marketing Division and Corporate Planning and Business Development Division	2	1	<i>on progress</i>
5	Bidang SDE dan Umum SDE and General Fields	3	0	<i>on progress</i>

Satuan Manajemen Mutu dan Risiko

Satuan Manajemen Mutu dan Risiko adalah satuan kerja di bawah Direktur Keuangan, Risiko, dan Human Capital 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 Manajer Manajemen Mutu dan Risiko (SMR) yang bertanggung jawab kepada Direktur Keuangan, Risiko, dan Human Capital.

Quality and Risk Management Unit

The Quality and Risk Management Unit is a work unit under the Director of Finance, Risk, and Human Capital, responsible for overseeing risk management activities. Its primary function is to ensure the implementation of risk management in accordance with established principles, thereby serving as a reference in the decision-making process.

The Quality and Risk Management Unit (SMR) is led, supervised, and managed by the Manager of Quality and Risk Management, who reports directly to the Director of Finance, Risk, and Human Capital.

STRUKTUR ORGANISASI SATUAN MANAJEMEN RISIKO DAN MUTU**ORGANIZATION STRUCTURE SATUAN PENGADAAN, MANAJEMEN RISIKO DAN MUTU****TUGAS DAN TANGGUNG JAWAB SATUAN 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;

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 decisionmaking 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. 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 Management (RKM), Kontrak Management (KM) dan Kontrak Kinerja (KK) pada Satuan Manajemen Mutu dan Risiko;
 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.
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. 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 MANAJER MANAJEMEN MUTU DAN RISIKO

PROFIL MANAJER MANAJEMEN MUTU DAN RISIKO

Novri Ardadiansyah

■ Sub Bidang Manajemen Risiko dan Mutu
Sub – Division of Risk and Quality Management

Kewarganegaraan Warga Negara Indonesia	Citizenship Indonesia
Domisili Depok	Domicile Depok
Tempat dan Tanggal Lahir/Usia Palembang, 5 November 1988 / 36 Tahun per Desember 2024	Place and Date of Birth/Age Palembang, November 5, 1988 / 36 years old as of December 2024
Riwayat Pendidikan Sarjana Teknik Elektro - Universitas Sriwijaya	Educational Background Bachelor's Degree in Electrical Engineering - Universitas Sriwijaya
Sertifikasi Qualified Risk Management Analyst	Certification Qualified Risk Management Analyst
Pengalaman Kerja • Assistant Engineer Electrical PT PLN Enjiniring (2012-2014) • Foreman Operator PT PLN Enjiniring (2014-2015) • Assistant Analyst Manajemen Risiko PT PLN Enjiniring (2015-2020) • Assistant Engineer Electrical PT PLN Enjiniring (2020-2021) • Assistant Manager Administrasi dan Pengendalian Kontrak PT PLN Enjiniring (2020-2023) • Manajer Manajemen Mutu dan Risiko PT PLN Enjiniring (2023-saat ini)	Work Experience • Assistant Engineer-Electrical, PT PLN Enjiniring (2012-2014) • Foreman Operator, PT PLN Enjiniring (2014-2015) • Assistant Risk Management Analyst, PT PLN Enjiniring (2015-2020) • Assistant Engineer-Electrical PT PLN Enjiniring (2020-2021) • Assistant Manager of Administration and Contract Control, PT PLN Enjiniring (2020-2023) • Manager of Quality and Risk Management, PT PLN Enjiniring (2023- present)
Dasar Hukum Pengangkatan Surat Tugas Direktur Keuangan dan SDM Nomor 0021.STg/S.04.00/PLNE01100/2023 memutuskan kepada Novri Ardadiansyah No. Induk 8812038 ZEY jabatan Officer Manajemen Risiko pada Sub Bidang Manajemen Mutu dan Risiko Satuan Manajemen Mutu dan Risiko PT PLN Enjiniring untuk melaksanakan tugas dan tanggung jawab sebagai PLT Manajer Manajemen Mutu dan Risiko pada Sub Bidang Manajemen Mutu dan Risiko Satuan Manajemen Mutu dan Risiko PT PLN Enjiniring	Legal Basis of Appointment Assignment Letter from the Director of Finance and Human Capital No. 0021.STg/S.04.00/PLNE01100/2023 appointing Novri Ardadiansyah, Employee ID 8812038 ZEY, who previously held the position of Risk Management Officer under the Sub-Division of Quality and Risk Management, to carry out the duties and responsibilities as Acting Manager of Quality and Risk Management at the Sub-Division of Quality and Risk Management, PT PLN Enjiniring

PENGEMBANGAN KOMPETENSI SATUAN MANAJEMEN RISIKO DAN MUTU

1. Sertifikasi yang Dimiliki
Selama tahun 2024, pegawai Satuan Manajemen Mutu dan Risiko melaksanakan sertifikasi maupun perpanjangan sertifikasi sebagai berikut:

No	Nama Name	Sertifikasi Profesi yang Dimiliki Professional Certification Held	Lembaga Sertifikasi Certifying Body	Lembaga Penyelenggara Organizing Institution
1	Novri Ardadiansyah	Ahli K3 Umum General Occupational Health and Safety Expert	KEMNAKER RI Ministry of Manpower RI	Mitra Dinamis Yang Utama (Midiatama)
		Petugas Peran Kebakaran Kelas D Class D Fire Prevention Officer	KEMNAKER RI Ministry of Manpower RI	Sinergi Solusi Indonesia
		QRMA (Qualified Risk Management Analyst) QRMA (Qualified Risk Management Analyst)	BNSP	CRMS
2	Dewi Safitri Asril	QRMA (Qualified Risk Management Analyst) QRMA (Qualified Risk Management Analyst)	BNSP	CRMS
3	Pramudhita Titah Hasary	QRMA (Qualified Risk Management Analyst) QRMA (Qualified Risk Management Analyst)	BNSP	CRMS
4	Galuh Wijayanto	QRMA (Qualified Risk Management Analyst) QRMA (Qualified Risk Management Analyst)	BNSP	CRMS
		Ahli K3 Umum General Occupational Health and Safety Expert	KEMNAKER RI Ministry of Manpower RI	Mitra Dinamis Yang Utama (Midiatama)
5	Citra Resmi	QRMA (Qualified Risk Management Analyst) QRMA (Qualified Risk Management Analyst)	BNSP	CRMS

2. Pengembangan Kompetensi Tahun 2024
Selama tahun 2024, pegawai Satuan Manajemen Mutu dan Risiko melaksanakan pengembangan kompetensi dari pelatihan/training sebagai berikut:

PENGEMBANGAN KOMPETENSI SATUAN MANAJEMEN RISIKO DAN MUTU

1. Certification Held
Throughout 2024, the employees of the Quality and Risk Management Division undertook certification and/or recertification activities as follows:

2. Competency Development in 2024
Throughout 2024, employees of the Quality and Risk Management Division participated in competency development through the following trainings and workshops:

No	Nama Name	Pengembangan Kompetensi (Pelatihan) yang Diikuti Tahun 2024	Competency Development (Training) Participated in 2024	Waktu Pelaksanaan Time of Implementation
1	Novri Ardadiansyah	Training Implementasi ISO 14001	ISO 14001 Implementation Training	9 Januari 2024 January 9, 2024
		Training Implementasi ISO 22301	ISO 22301 Implementation Training	10 Januari 2024 January 10, 2024
		Standarisasi Risk Maturity Index BUMN	State-Owned Enterprises (SOE) Risk Maturity Index Standardization	12 Januari 2024 January 12, 2024
		Awareness ISO 30414	ISO 30414 Awareness Training	15-16 Januari 2024 January 15 - 16, 2024
		Awareness dan Auditor Internal ISO 27001:2022	ISO 27001:2022 Awareness and Internal Auditor Training	7-8 Maret 2024 March 7 - 8, 2024

No	Nama Name	Pengembangan Kompetensi (Pelatihan) yang Diikuti Tahun 2024	Competency Development (Training) Participated in 2024	Waktu Pelaksanaan Time of Implementation
		Awareness Sistem Manajemen Lingkungan SNI ISO 14001:2015	Environmental Management System (EMS) SNI ISO 14001:2015 Awareness Training	15 Mei 2024 May 15, 2024
		Pembelajaran Leadership Development Program (LDP) 3	Leadership Development Program (LDP) 3	12 Juli - 12 September 2024 July 12 - September 12, 2024
		Awareness Audit Internal SML ISO 14001:2015	Internal Audit Awareness Training for ISO 14001:2015 EMS	9 Oktober 2024 October 9, 2024
		Awareness Manajemen Risiko Based PER2/MBU/03/2023	Risk Management Awareness Based on PER2/MBU/03/2023	21 Oktober 2024 October 21, 2024
		Workshop FRA-Online	Workshop on FRA-Online	29-30 Oktober 2024 October 29 - 30, 2024
		Capacity Building Pengukuran Risk Maturity Index (RMI)	Capacity Building on Risk Maturity Index (RMI) Measurement	4-5 November 2024 November 4 - 5, 2024
		Workshop Risk Modeling Stream Proyek dan Supporting	Risk Modeling Workshop for Project and Supporting Streams	28-29 November 2024 November 28 - 29, 2024
		ISO 37001:2016 Anti-Bribery Management System Requirements Training	ISO 37001:2016 Anti-Bribery Management System Requirements Training	13 Desember 2024 December 13, 2024
2	Dewi Safitri Asril	Training Implementasi ISO 14001 & ISO 2230	ISO 14001 & ISO 2230 Implementation Training	9-10 Januari 2024 January 9 - 10, 2024
		Standarisasi Risk Maturity Index BUMN	State-Owned Enterprises (SOE) Risk Maturity Index Standardization	12 Januari 2024 January 12, 2024
		Workshop Kebijakan Manajemen Risiko	Workshop on Risk Management Policy	15 - 16 Februari 2024 February 15 - 16, 2024
		Training Awareness dan Auditor Internal ISO 37001:2016	ISO 37001:2016 Awareness and Internal Auditor Training	19 - 20 Maret 2024 March 19 - 20, 2024
		Training Awareness Sistem Manajemen Lingkungan SNI ISO 14001:2015	Environmental Management System (EMS) SNI ISO 14001:2015 Awareness Training	15 Mei 2024 May 15, 2024
		Training Awareness Audit Internal SML 14001:2015	Internal Audit Awareness Training for ISO 14001:2015 EMS	9 Oktober 2024 October 9, 2024
		Training Awareness dan Audit Internal ISO 27001 : 2022	ISO 27001: 2022 Awareness and Internal Auditor Training	7-8 Maret 2024 March 7 - 8, 2024
		Training Awareness Manajemen Risiko Based PER2/MBU/03/2023	Risk Management Awareness Based on PER2/MBU/03/2023	21 Oktober 2024 October 21, 2024
		Workshop FRA-Online	Workshop on FRA-Online	29-30 Oktober 2024 October 29 - 30, 2024
		Training Awareness Sistem Manajemen Kepatuhan sesuai ISO 37301:2021	ISO 37301:2021 Compliance Management System Awareness Training	20 Desember 2024 December 20, 2024
3	Pramudhita Titah Hasary	Training Awareness dan Auditor Internal ISO 37001:2016	ISO 37001:2016 Awareness and Internal Audit Training	19 - 20 Maret 2024 March 19 - 20, 2024
		Training Awareness dan Audit Internal ISO 27001 : 2022	ISO 27001: 2022 Awareness and Internal Audit Training	7-8 Maret 2024 March 7 - 8, 2024
		Training Awareness dan Audit Internal ISO 9001:2015	ISO 9001:2015 Awareness and Internal Audit Training	13-14 Maret 2024 March 13 - 14, 2024
		Training Awareness dan Audit Internal ISO 22301:2019	ISO 22301:2019 Awareness and Internal Audit Training	26-27 Maret 2024 March 26 - 27, 2024
		Training Awareness Sistem Manajemen Lingkungan ISO 14001:2015	ISO 14001:2015 Environmental Management System Awareness Training	15 Mei 2024 May 15, 2024
		Training Awareness Audit Internal ISO 14001:2015	ISO 14001:2015 Internal Audit and Awareness Training	9 Oktober 2024 October 9, 2024

No	Nama Name	Pengembangan Kompetensi (Pelatihan) yang Diikuti Tahun 2024	Competency Development (Training) Participated in 2024	Waktu Pelaksanaan Time of Implementation
		Training Awareness Manajemen Risiko Based PER2/MBU/03/2023	Risk Management Awareness Based on PER2/MBU/03/2023	21 Oktober 2024 October 21, 2024
		Workshop Aplikasi FRA-Online	Workshop on FRA-Online Application	29-30 Oktober 2024 October 29 – 30, 2024
		Training Awareness Sistem Manajemen Kepatuhan sesuai ISO 37301:2021	ISO 37301:2021 Compliance Management System Awareness Training	20 Desember 2024 December 20, 2024
4	Galuh Wijayanto	Leadership Development Program (Program Change Management)	Change Management Leadership Development Program	30 - 31 Januari 2024 January 30 – 31, 2024
		Workshop Kebijakan Manajemen Risiko	Workshop on Risk Management Policy	15 - 16 Februari 2024 February 15 – 16, 2024
		Pelatihan Awareness dan Auditor Internal ISO 37001:2016	ISO 37001:2016 Awareness and Internal Audit Training	19 - 20 Maret 2024 March 19 – 20, 2024
		Training Awareness Sistem Manajemen Lingkungan SNI ISO 14001:2015	ISO 14001:2015 SNI Environmental Management System Awareness Training	15 Mei 2024 May 15, 2024
		Training Awareness Manajemen Risiko Based PER2/MBU/03/2023	Risk Management Awareness Based on PER2/MBU/03/2023	21 Oktober 2024 October 21, 2024
		Workshop FRA-Online	Workshop on FRA-Online	29-30 Oktober 2024 October 29 – 30, 2024
		Capacity Building Perencanaan Program Investasi PT PLN (Persero) Series 3	Capacity Building – Investment Program Planning PT PLN (Persero) Series 3	16 Desember 2024 December 16, 2024
5	Citra Resmi	Implementer SML ISO 14001:2015	ISO 14001:2015 Environmental Management System Implementer Training	09 Januari 2024 January 9, 2024
		Implementer SML ISO 22301:2019	ISO 22301:2019 Environmental Management System Implementer Training	10 Januari 2024 January 10, 2024
		Training Awareness & Audit Internal SMK ISO 27001:2022	ISO 27001:2022 Information Security Management System Awareness and Internal Audit Training	08 Maret 2024 March 8, 2024
		Training Awareness SMK ISO 37301:2021	ISO 37301:2021 Compliance Management System Awareness Training	24 Desember 2024 December 24, 2024

PELAKSANAAN TUGAS SATUAN MANAJEMEN RISIKO DAN MUTU TAHUN 2024

1. Manajemen Risiko

a. Pencapaian Manajemen Risiko 2024

Pada tahun 2024, 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 yaitu penghargaan #Star 4 pada ajang TOP GRC Award 2024 untuk kategori “The Most Committed GRC Leader 2024”.

b. Pelaksanaan Manajemen Risiko 2024

Berikut kegiatan-kegiatan Manajemen Risiko yang telah dilaksanakan pada tahun 2024:

- Pengesahan dan Sosialisasi Kebijakan Strategis Manajemen Risiko Terintegrasi dan Edaran Direksi Implementasi Model Tiga Lini, Edaran Direksi Pedoman Umum Manajemen Risiko Terintegrasi dan Prosedur Pemetaan Taksonomi

PELAKSANAAN TUGAS SATUAN MANAJEMEN RISIKO DAN MUTU TAHUN 2024

1. Risk Management

a. Risk Management Achievements 2024

In 2024, the Risk Management Team contributed significantly to the achievement of PT PLN Enjiniring's Management Contract goals. The team succeeded in attaining a milestone that enhanced the company's reputation through its participation in a prestigious Risk Award event. Specifically, PT PLN Enjiniring was honored with the #Star 4 Award at the TOP GRC Award 2024 under the category of “The Most Committed GRC Leader 2024”.

b. Risk Management Implementation in 2024

The following risk management activities were carried out throughout 2024:

- Ratification and dissemination of the Integrated Risk Management Strategic Policy, the Board Circular on the Implementation of the Three Lines Model, the Board Circular on the general Guidelines for the Integrated Risk Management,

Risiko berdasarkan ratifikasi dari Kebijakan PT PLN (Persero)

- Penyusunan Perencanaan Manajemen Risiko Tahun 2024 yang berisi Strategi Risiko (*Risk Limit*, *Risk Appetite*, *Risk Tolerance* dan *Risk Capacity*) dan *Risk Appetite Statement* Revisi Profil Risiko Korporat dan Risk Register Tahun 2024 berdasarkan Kontrak Manajemen yang telah disetujui
- Finalisasi seluruh Profil Risiko Bidang dan Satuan pada Aplikasi TAKER
- Melakukan *reminder* kepada *risk officer* Bidang untuk melakukan pemantauan Profil Risiko Bidang tepat waktu baik melalui group komunikasi Tim Enterprise Risk Management (ERM) maupun komunikasi personal.
- Implementasi Proses Pengambilan keputusan berdasarkan Kebijakan GRC terbaru
- Penerapan awal Tata Kelola Terintegrasi sesuai Arahan PT PLN (Persero)
- Penyusunan Laporan Tata Kelola Terintegrasi tiap triwulan
- Pelaksanaan rapat evaluasi pemantauan profil risiko korporat dengan BOD-1
- Pelaksanaan pemantauan Risk Mitigation Plan seluruh Kajian Risiko Pengambilan Keputusan seperti Pengadaan, Investasi, Aksi Korporasi, Regulasi, dan Kegiatan lainnya.
- Pelaksanaan kegiatan budaya manajemen risiko *Risk Talk*
- Pengumpulan *Evidence roadmap* Manajemen Risiko sesuai dengan ketentuan berlaku
- Telah dilaksanakan Rapat pembahasan Strategi Risiko SH/AP yang dilaksanakan oleh PLN Pusat
- Telah dilaksanakan Forum Manajemen Risiko Seluruh SH/AP di PLN Pusat
- Penyelesaian Pengukuran *Risk Maturity Index* sesuai PERMEN BUMN oleh Pihak Independen
- Ratifikasi Kebijakan dan Juknis Kelangsungan Usaha PT PLN (Persero) dan *updating* BCP dan BIA Tahun 2024

and the Risk Taxonomy Mapping Procedure, all of which were aligned with PT PLN (Persero)'s ratified policies.

- Preparation of the 2024 Risk Management Plan, which included Risk Strategies (Risk Limit, Risk Appetite Tolerance, and Risk Capacity) and the Risk Appetite Statement, as well as the revised Corporate Risk Profile and 2024 Risk Register, based on the approved Management Contract
- Finalization of all Risk Profiles at the division and unit levels in the TAKER Application
- Periodic Reminders to Risk Officers at each division to monitor their respective Risk Profiles on time, conducted via both ERM Team communication groups and individual follow-ups.
- Implementation of decision-making processes based on the latest GRC Policy
- Initial application of Integrated Governance as directed by PT PLN (Persero)
- Preparation and submission of Integrated Governance Reports quarterly
- Conducting risk profile evaluation meetings at the corporate level with BOD-1
- Monitoring of Risk Mitigation Plans for all decision-making risk assessments, including procurement, investment, corporate actions, regulatory compliance, and other initiatives
- Execution of Risk Talk activities to foster a risk management culture
- Compilation of evidence for the Risk Management Roadmap in accordance with applicable regulations
- Participation in the Risk Strategy Discussion Meeting (SH/AP) held by PLN Headquarters
- Attendance in the Risk Management Forum involving all SH/AP across PLN Headquarters
- Completion of the Risk Maturity Index (RMI) Assessment as mandated by the Ministry of SOEs (PERMEN BUMN), conducted by an independent party
- Ratification of Business Continuity Policy and Technical Guidelines of PT PLN (Persero), including the 2024 update of the BCP and BIA

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 Keamanan Informasi (SMKI) sesuai ISO 27001:2022, Sistem Manajemen Kelangsungan Usaha (SMKU) sesuai ISO 22301:2019, Sistem Manajemen Lingkungan sesuai

2. Quality Management System

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,

ISO 14001:2015, dan 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, di samping 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 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 1 tahun sekali.

a. Pencapaian Manajemen Mutu 2024

Pencapaian Manajemen Mutu 2024 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 Penyuapan (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.
- Mempertahankan sertifikasi ISO 22301:2019 Sistem Manajemen Kelangsungan Usaha dengan lingkup *The Business Continuity Management*

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 the ISO 9001:2015 for PLN Enjiniring, with the scope of the Quality Management System covering Engineering (*Feasibility Study, Design Review, Bidding Document*) and Construction Supervision of Power Installation Projects. This certification was granted based on the primary consideration that the ISO 9001:2015 Quality Management System serves as a tool to maintain and support business processes, as well as the quality of products and services delivered by PLN Enjiniring.

This Quality Management System has greatly assisted in managing the Company's business processes to ensure that each assignment is completed on time and in accordance with the required quality standards, both in terms of assignment contracts and applicable engineering standards. The obtained certification is valid for a period of three (3) years, with annual surveillance audits conducted once every year.

a. Quality Management Achievements in 2024

In 2024, PLN Enjiniring successfully achieved the following Quality Management milestones:

- Maintained ISO 9001:2015 certification for the scope of Negineering Design (*Feasibility Study, Design Review, Bidding Document*) and Construction Supervision of Electrical Installation through the ISO 9001:2015 surveillance audit.
- Maintained the Anti-Bribery Management System (ABMS) certification in accordance with ISO 37001:2016 covering the procurement of goods/services within the Company, involving the functions of Procurement Planning and Execution, including procurement conducted by Divisions in accordance with their authority limits and supported by Finance and Non-Finance functions.
- Maintained ISO 22301:2019 certification for Business Continuity Management Systems, with the scope of the Business Continuity

System in Relation to Electricity Infrastructure Engineering Consulting.

- Mempertahankan 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 Sistem Manajemen Lingkungan sesuai ISO 14001:2015 dan telah tersertifikasi pada 18 November 2024 dengan Ruang Lingkup: PT PLN Enjiniring (Kantor Pusat) yang berlokasi di Jl. KS Tubun I No.2, RT.3/RW.2, Kota Bambu Sel., Kec. Palmerah, Kota Jakarta Barat, Daerah Khusus Ibukota Jakarta 11420 Gedung Ex PLN Pusenlis Lt 2,5,6 dan CNG Plant Bangkanai yang berlokasi di Desa Karendan, lahei, Barito Utara, Provinsi Kalimantan Tengah
- Memperoleh sertifikasi SMK3 sesuai PP No. 50 tahun 2012 di CNG Plant Bangkanai sesuai hasil audit resertifikasi SMK3 yang dilaksanakan di bulan September 2023.

b. Pelaksanaan Manajemen Mutu 2024

Selama tahun 2024 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, SMKI dan SMK3
- Melaksanakan tinjauan manajemen atas pelaksanaan Sistem Manajemen Terintegrasi
- Pelaksanaan Audit Resertifikasi SMM, SMAP, SMKU, SMKI dan SMK3 sesuai No. 50 Tahun 2012
- Pelaksanaan Audit Sertifikasi SML

c. Pengelolaan Manajemen Mutu 2024

Satuan Manajemen Mutu & Risiko secara berkala membuat Jadwal Program Audit Mutu Internal, pemeriksaan pemastian (*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

Management System in Relation to Electricity Infrastructure Engineering Consulting.

- Maintained ISO 27001:2022 certification for Information Security Management Systems, with the scope of 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.
- Obtained ISO 14001:2015 certification for Environmental Management Systems, officially certified on November 18, 2024, with the scope: PT PLN Enjiniring (Head Office) located at Jl. KS Tubun I No.2, RT.3/RW.2, Kota Bambu Sel., Palmerah District, West Jakarta City, Special Capital Region of Jakarta 11420, Floors 2,5,6 of Ex PLN Pusenlis Building, and the CNG Plant Bangkanai located in Karendan Village, Lahei, North Barito, Central Kalimantan Province
- 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.

b. Quality Management Implementation in 2024

Throughout 2024, the following activities were carried out as part of the implementation of the Company's quality management system:

- Compiling, reviewing, and disseminating various Engineering Procedures
- Updating Guidelines, Policies, Goals, and Objectives
- Implementing Internal Audits for the Integrated Management System (SMT), which includes SMM, SMKU, SMAP, SMKI, and SMK3
- Conducting management reviews of the Integrated Management System implementation
- Carrying out Recertification Audits for SMM, SMAP, SMKU, SMKI, and SMK3 in accordance with Government Regulation No. 50 of 2012
- Conducting Certification Audit for Environmental Management System

c. Quality Management Administration in 2024

The Quality and Risk Management Unit periodically prepares an Internal Quality Audit Program Schedule and conducts quality assurance inspections based on applicable standards, quality guidelines, engineering procedures, and other references, including government regulations or policies. Other quality inspections include product quality control

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 diatur di dalam masing-masing Bidang sesuai dengan keperluannya.

Pada tahun 2024 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 146 dokumen dan Petunjuk Teknis Enjiniring (PTE) sebanyak 51 dokumen.

inspections related to Technical Management Reviews governed by the applicable Engineering Procedures. In principle, the hierarchy of the quality management system consists of:

- Level 1 (one) is Policies and Guidelines for the Integrated Management System
- Level 2 (two) is PLN Enjiniring Engineering Procedures(PE PLNE)
- Level 3 (three) is PLN Enjiniring Technical Instruction (PTE);
- Level 4 (four) is Forms and Logsheets managed by each respective Division as needed.

In 2024, a review and revision of several Engineering Procedures were conducted for process improvement, along with the development of new procedures to support the implementation of the Integrated Management System. As of 2024, the total number of Engineering Procedures (PE) stands at 146 documents and Engineering Technical Instructions (PTE) at 51 documents.

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 2024 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.

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 2024 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.

Penunjukan 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 berdasarkan evaluasi atas kinerja auditor eksternal berdasarkan kriteria yang jelas. Dewan Komisaris menyampaikan kepada RUPS alasan pencalonan tersebut dan besarnya honorarium/imbil jasa yang diusulkan untuk eksternal auditor tersebut.

Kantor Akuntan Publik, Nama Akuntan dan Fee

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 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.

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 Accounting Firm Period	Nama Akuntan (Partner Penanggung Jawab) Accountant's Name (Engagement Partner)	Periode AP Auditor Period	Fee Jasa Audit Audit Fee
2024	Pricewaterhouse Cooper (PWC)	Periode ke 5 5th Period	Firman Sababalat	Periode 4 4th Period	Fee audit tergabung ke dalam fee audit PT PLN (Persero) Fee audit is included in the audit fee of PT PLN (Persero)
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) Fee audit is included in the 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) Fee audit is included in the 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) Fee audit is included in the 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) Fee audit is included in the 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) Fee audit is included in the audit fee of PT PLN (Persero)

Jasa Lain yang Diberikan Akuntan

Adapun jasa lain yang diberikan akuntan yaitu Laporan Evaluasi Kinerja dan Laporan Kepatuhan Terhadap Peraturan Perundang-Undangan dan Pengendalian Internal dengan *Fee* non audit tergabung ke dalam *fee* audit PT PLN (Persero).

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.

Additional Services Offered by Accountant

Other services provided by the auditor included the Performance Evaluation Report and the Report on Compliance with Laws and Regulations and Internal Control, with non-audit fees included in the audit fee of PT PLN (Persero).

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.

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 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.

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 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 accountable 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.

Penilaian Risiko

Penerapan penilaian risiko adalah sebagai berikut:

- Menentukan tujuan yang sesuai PLNE menetapkan tujuan-tujuan yang jelas termasuk penilaian risiko nya, baik untuk tujuan operasional, keuangan, maupun kepatuhan yang terangkum dan ditetapkan melalui penyusunan rencana dan anggaran perusahaan.
- 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.
- Menilai Risiko *fraud* PLNE mempertimbangkan potensi risiko penipuan dan kecurangan (*fraud*) dalam melakukan penilaian dan analisis risiko perusahaan.
- 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.

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:

- Penentuan dan pengembangan aktivitas Pengendalian PLNE menetapkan dan mengembangkan Aktivitas Pengendalian berdasarkan penilaian dan evaluasi risiko yang dapat diterima untuk mendukung pencapaian tujuan PLNE.
- 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.
- 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

Risks Assessment

The implementation of risk assessment consist of the following aspects

- 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.
- 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.
- Assessing Fraud Risk PLNE considers the potential risk of fraud and deception in conducting its corporate risk assessment and analysis.
- 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.

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 :

- 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.
- 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.
- 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.

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:

- 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 dan antisipasi 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.

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. 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.

Kesesuaian dengan *Committee of Sponsoring Organizations of Treadway 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:

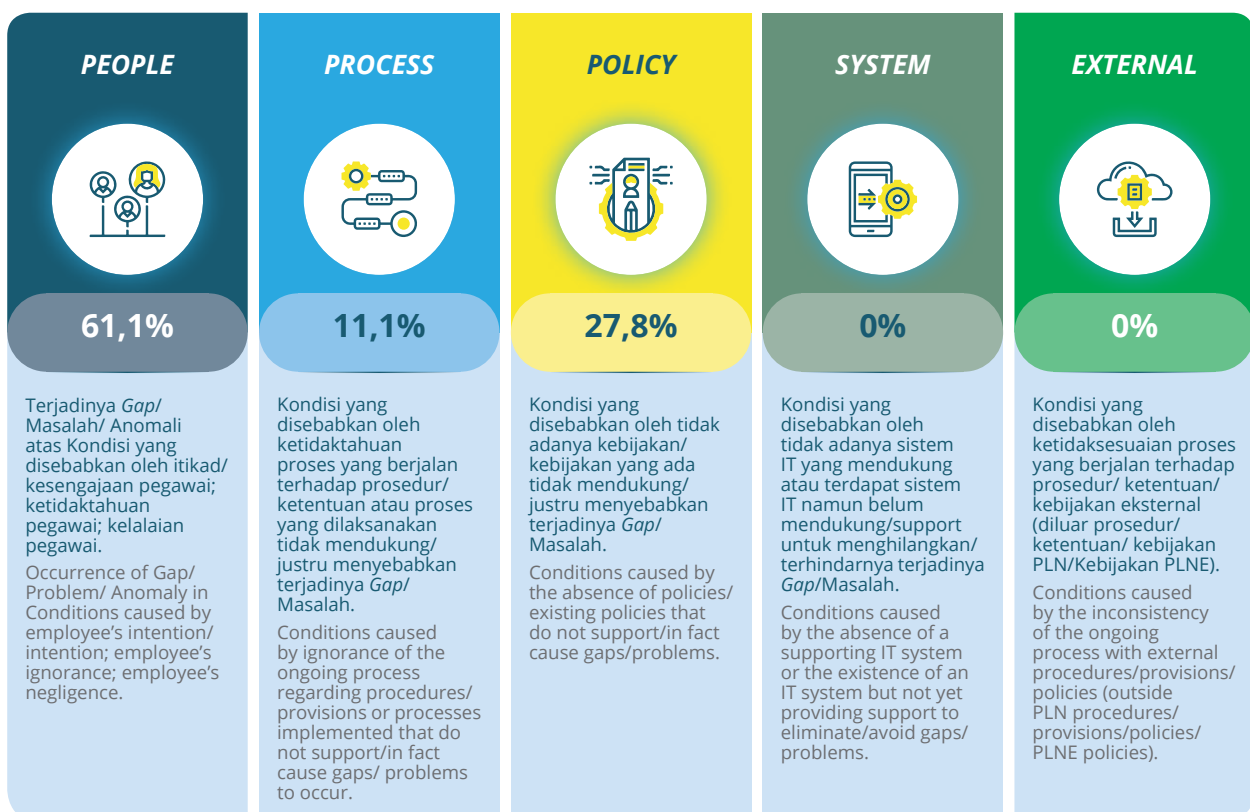
Compliance with *Committee of Sponsoring Organizations of Treadway Commission (COSO)*

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:



Klasifikasi tersebut diharapkan dapat membantu Manajemen PLNE untuk mengambil Langkah-langkah perbaikan yang tepat. Berdasarkan hasil audit di atas, disimpulkan bahwa pengendalian internal tahun 2024 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 2024. 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 PLN Enjiniring telah dilaksanakan secara efektif dengan perangkat penerapan yang memadai.

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.

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 2024 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 2024. 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.

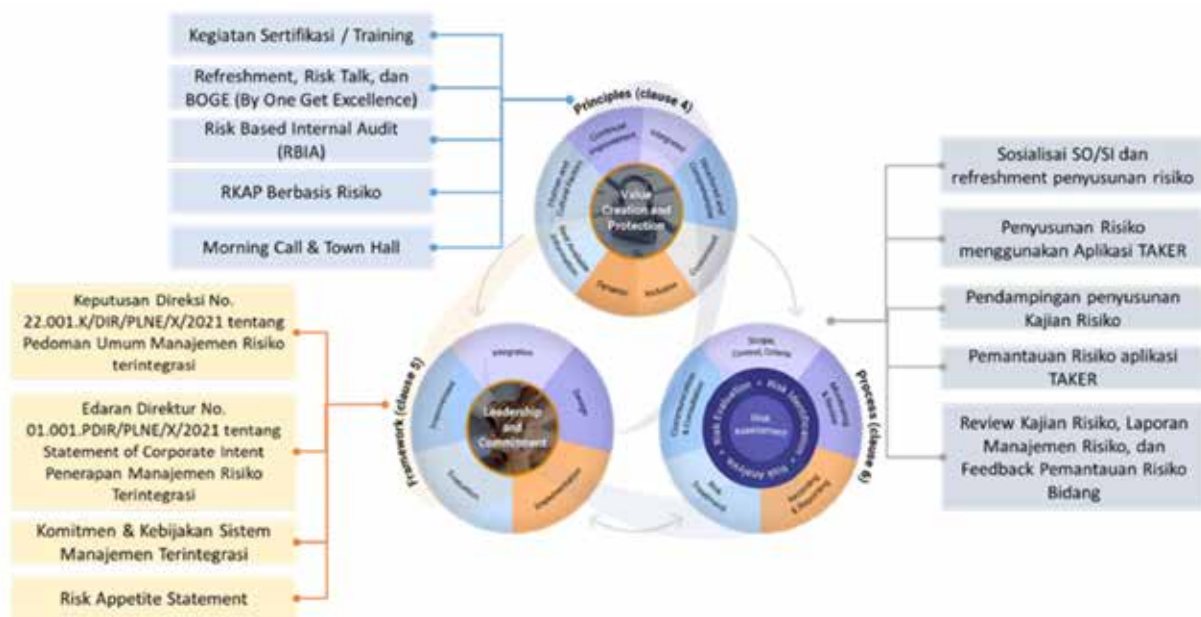
Risk Management

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.



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:

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 PLN dan menjauhi potensi benturan kepentingan.
2. **Terintegrasi**
Pengelolaan Risiko merupakan bagian integral dari semua aktivitas, proses bisnis, dan Sistem Manajemen PLN.
3. **Terstruktur dan Komprehensif**
Pendekatan terstruktur dan komprehensif pada manajemen Risiko memberikan hasil yang konsisten dan dapat dibandingkan.

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:

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 PLN and avoid potential conflicts of interest.
2. **Integrated**
Risk management is an integral part of all activities, business processes, and the PLN Management System.
3. **Structured and Comprehensive**
A structured and comprehensive approach to risk management yields consistent and comparable results.

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
Risk Register, *Loss Event Database* (LED), 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.
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.
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.

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. 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. 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 Risiko Terintegrasi antara lain program implementasi, sosialisasi kebijakan-kebijakan yang terkait dengan penerapan Manajemen Risiko Terintegrasi dan lain-lain.

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 Management activities, including implementation programs, socialization of policies related to the implementation of Integrated Risk Management, and others.

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.

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. Pemantauan dan tinjauan.

Proses aktivitas pengendalian dilakukan untuk memastikan bahwa perlakuan Risiko telah dilakukan secara benar dan sesuai kebijakan yang berlaku, serta memastikan bahwa 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.

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 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.

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:

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 kontraproduktif 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.

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. 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. 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

STRATEGI RISIKO

Risk Appetite Statement

Risk appetite didefinisikan sebagai tingkat risiko yang dapat diterima/diambil oleh PLNE dalam mencapai sasarannya. 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*.

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.

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. 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.

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 Risk Appetite	Penjelasan Explanation
Tidak Toleran Intolerant	PLNE sangat berhati-hati dalam mengambil risiko, cenderung menghindari risiko yang signifikan dan lebih memilih untuk menjaga stabilitas dan konsistensi dalam operasi bisnis. PLNE is highly cautious in taking risks, tends to avoid significant risks, and prefers to maintain stability and consistency in business operations.
Konservatif Conservative	PLNE berhati-hati dalam menghadapi risiko, dengan mengambil beberapa risiko yang terkendali, tetapi tetap memprioritaskan keamanan modal dan kestabilan. PLNE is cautious in dealing with risks, taking only limited and controlled risks, while continuing to prioritize capital security and stability.
Moderat Moderate	PLNE bersedia mengambil risiko dalam batas tertentu untuk mencapai pertumbuhan dan keuntungan, tetapi tetap memperhatikan perlindungan terhadap kerugian besar. PLNE is willing to take risks to a certain extent in order to achieve growth and profit, while still considering protection against major losses.
Strategis Strategic	PLNE secara aktif menerapkan strategi yang melibatkan pengelolaan risiko sebagai bagian integral dari rencana bisnis, mengambil risiko lebih tinggi dalam rangka mencapai tujuan pertumbuhan dan inovasi yang lebih besar. PLNE actively implements strategies that involve risk management as an integral part of its business plan, taking higher risks to achieve greater growth and innovation objectives.

Untuk mendukung pertumbuhan bisnis PLNE yang berkelanjutan dalam rangka pencapaian visi misi perusahaan, PLNE menetapkan pernyataan selera risiko (*risk appetite statement*) dalam penyusunan RKAP 2024 yang telah diselaraskan dengan selera risiko KBUMN. 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 *bottom up* digunakan untuk melakukan proses integrasi dari beberapa divisi/unit/SH/AP. Secara agregat, terdapat 7 (tujuh) *risk appetite statement* di level korporat, meliputi:

To support PLNE's sustainable business growth in achieving its corporate vision and mission, PLNE has established a risk appetite statement in the preparation of the 2024 Corporate Work Plan and Budget (RKAP), which has been aligned with the risk appetite of the Ministry of State-Owned Enterprises (KBUMN). The formulation of the risk appetite was carried out using both *top-down* and *bottom-up* approaches to gain a comprehensive view of PLNE's risk appetite. The *top-down* approach was used to obtain input and perspectives from PLNE leadership and key stakeholders in defining the risk appetite. The *bottom-up* approach was used to integrate views and input from various divisions/units/SH/AP. In aggregate, there are seven (7) risk appetite statements at the corporate level, covering the following:

Risk Appetite Statement Risk Appetite Statement	Risk Appetite Statement Risk Appetite Statement
<i>Risk Appetite</i> Kebijakan, Regulasi, Legal & Kepatuhan Risk Appetite for Policy, Regulation, Legal & Compliance	PLNE memiliki postur tidak toleran terhadap risiko etika bisnis, keselamatan kerja, kebijakan fiskal dan non fiskal pemerintah, terbitnya peraturan baru, kepatuhan terhadap peraturan perundang-undangan dan risiko hukum lainnya, serta kewajiban kepada pihak ketiga, termasuk terhadap kerusakan lingkungan, kelalaian dalam keamanan siber, dan perlindungan data pribadi. PLNE berkomitmen seluruh aspek operasionalnya sesuai standar etika dan hukum yang berlaku dengan tata kelola yang baik serta manajemen risiko yang efektif. PLNE adopts an intolerant posture towards risks related to business ethics, occupational safety, government fiscal and non-fiscal policies, issuance of new regulations, compliance with laws and regulations, and other legal risks, including obligations to third parties such as environmental damage, negligence in cybersecurity, and personal data protection. PLNE is committed to ensuring that all operational aspects comply with applicable ethical and legal standards through good governance and effective risk management.

Risk Appetite Statement Risk Appetite Statement	Risk Appetite Statement Risk Appetite Statement
Risk Appetite Enjiniring Ketenagalistrikan Risk Appetite for Power Engineering	PLNE memiliki postur tidak toleran terhadap risiko etika bisnis, keselamatan kerja, kebijakan fiskal dan non fiskal pemerintah, terbitnya peraturan baru, kepatuhan terhadap peraturan perundang-undangan dan risiko hukum lainnya, serta kewajiban kepada pihak ketiga, termasuk terhadap perusahaan lingkungan, kelalaian dalam keamanan siber, dan perlindungan data pribadi. PLNE berkomitmen seluruh aspek operasionalnya sesuai standar etika dan hukum yang berlaku dengan tata kelola yang baik serta manajemen risiko yang efektif. PLNE adopts an intolerant posture towards risks related to business ethics, occupational safety, government fiscal and non-fiscal policies, issuance of new regulations, compliance with laws and regulations, and other legal risks, including obligations to third parties such as environmental damage, negligence in cybersecurity, and personal data protection. PLNE is committed to ensuring that all operational aspects comply with applicable ethical and legal standards through good governance and effective risk management.
Risk Appetite Konstruksi Risk Appetite for Construction	PLNE memiliki postur konservatif terhadap risiko fungsi konstruksi yang meliputi perencanaan, pelaksanaan, biaya, kontraktual, dan kualitas proyek konstruksi. PLNE akan menerapkan dan menggunakan metodologi perencanaan yang komprehensif dengan memastikan tujuan yang jelas dan waktu yang realistis, standar dan proses kontrol yang ketat, serta estimasi biaya yang akurat PLNE adopts a conservative posture towards risks in the construction function, which includes planning, execution, cost, contractual aspects, and project quality. PLNE will apply and implement comprehensive planning methodologies, ensuring clear objectives, realistic timelines, strict standards and control processes, as well as accurate cost estimations.
Risk Appetite Enabler Risk Appetite for Enablers	PLNE memiliki postur konservatif terhadap risiko fungsi enabler untuk mendukung Transformasi 2.0. PLNE akan mengantisipasi perubahan regulasi dan teknologi yang berpengaruh terhadap proses bisnis PLNE. PLNE senantiasa menjaga profil keuangan yang baik dan mendorong pengembangan SDM. PLNE adopts a conservative posture towards risks in the enabler functions to support Transformation 2.0. PLNE will anticipate regulatory and technological changes that may impact business processes. PLNE is committed to maintaining a strong financial profile and encouraging human resource development.
Risk Appetite Transisi Energi Risk Appetite for Energy Transition	PLNE memiliki postur moderat terhadap risiko transisi energi. PLNE akan memanfaatkan peluang untuk mempercepat transisi energi melalui pembangkit jenis energi baru dan terbarukan serta infrastruktur pendukungnya untuk mendukung program transisi menuju net zero emission pada tahun 2060. PLNE adopts a moderate posture towards energy transition risks. PLNE will seize opportunities to accelerate the energy transition through the development of new and renewable energy power plants and their supporting infrastructure, to support the national transition program toward net zero emissions by 2060.
Risk Appetite Business Development Risk Appetite for Business Development	PLNE memiliki postur strategis terhadap risiko business development. PLNE akan melakukan proses perencanaan strategis yang selaras dengan selera risiko PLNE secara keseluruhan. PLNE juga akan melanjutkan Journey Transformasi 2.0 untuk mendorong peningkatan pendapatan non-ketenagalistrikan melalui diversifikasi bisnis. PLNE adopts a strategic posture towards business development risks. PLNE will conduct strategic planning processes that align with PLNE's overall risk appetite. PLNE will also continue the Transformation 2.0 Journey to boost non-power generation revenue through business diversification.
Risk Appetite Digitalisasi Risk Appetite for Digitalization	PLNE memiliki postur strategis terhadap risiko business development. PLNE akan melakukan proses perencanaan strategis yang selaras dengan selera risiko PLNE secara keseluruhan. PLNE juga akan melanjutkan Journey Transformasi 2.0 untuk mendorong peningkatan pendapatan non-ketenagalistrikan melalui diversifikasi bisnis. PLNE adopts a strategic posture towards business development risks. PLNE will conduct strategic planning processes that align with PLNE's overall risk appetite. PLNE will also continue the Transformation 2.0 Journey to boost non-power generation revenue through business diversification.

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 2024 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 2024 Company Work Plan and Budget:

No	Deskripsi Risiko Risk Description	KRI	Ukuran Measurement		
			Risk Appetite	Risk Tolerance	Risk Limit
1	Hambatan Perolehan kontrak baru Barriers in securing new contracts	Progress perolehan kontrak jasa enjiniring dan pengembangan enjiniring bulan berjalan Progress of engineering and engineering development service contracts acquisition of the current month	100%	95%	<95%
2	Penyelesaian Pekerjaan Jasa Enjiniring tidak optimal Suboptimal completion of engineering services	Progress perolehan pendapatan jasa enjiniring bulan berjalan Progress of engineering service revenue acquisition of the current month	100%	95%	<95%
3	Digitalisasi berbasis <i>Single Source of Truth</i> (SSoT) tidak terimplementasi Single Source of Truth (SSoT)-based digitalization not implemented	Pencapaian progress milestone pengembangan VC Achievement of milestone progress in VC development	100%	95%	<95%
4	Keamanan Infrastruktur IT di Tahun 2024 tidak sesuai dengan <i>Roadmap</i> IT Infrastructure Security in 2024 not aligned with the roadmap	Pencapaian progress milestone tindaklanjut rekomendasi Achievement of milestone progress in follow-up on recommendations	100%	80%	<80%
5	<i>Workload</i> Enjinir tidak merata Uneven engineer workload	Aturan pertimbangan distribusi load enjinir diterbitkan Issuance of workload distribution policy for engineers	100%	95%	<95%
6	Persyaratan kualifikasi enjinir tidak terpenuhi Engineer qualification requirements not fulfilled	Persentase Enjinir Tersertifikasi sesuai target (Tahunan) Percentage of Certified Engineers according to target (Annual)	100%	95%	<95%
7	Meningkatnya <i>downtime</i> operasional CNG Plant Bangkanai Increased downtime of Bangkanai CNG Plant operations	Akumulasi energi pre-treatment yang disupply (500.000 MMBTU/ bulan) Accumulated energy from pre-treatment supplied (500,000 MMBTU/month)	100%	95%	<95%
8	Strategi Pengadaan tidak optimal Suboptimal procurement strategy	Adanya proses pengadaan yang terlambat melebihi SLA secara keseluruhan Number of delayed procurement processes exceeding overall SLA	0	5	>5
9	Kegagalan pengembangan bisnis Business development failure	Terdapat 1 dari 3 produk dan layanan baru yang dievaluasi At least 1 of 3 new products and services evaluated	100%	95%	<95%
10	Going Concern CPSI dengan Skema B2B terkendala Going concern of CPSI under B2B scheme hindered	Progress penyelesaian kewajiban CPSI Progress in fulfilling CPSI obligations	100%	95%	<95%

No	Deskripsi Risiko Risk Description	KRI	Ukuran Measurement		
			Risk Appetite	Risk Tolerance	Risk Limit
11	Penyelesaian Penugasan Engineering Integrator tidak tepat waktu Delay in completing Engineering Integrator assignments	Penyelesaian progress sesuai dengan target Progress completion in accordance with targets	100%	95%	<95%
12	Terjadinya insiden <i>Cyber Security</i> pada Infrastruktur TI Cybersecurity incidents in IT infrastructure	a. Jumlah <i>End Point Protection</i> antivirus terhadap seluruh pegawai yang menerima laptop/PC b. Jumlah penyelesaian temuan potensi <i>event</i> yang terkonfirmasi menimbulkan alarm terhadap total jumlah temuan per triwulan c. Jumlah partisipan yang ikut pada kegiatan <i>awareness</i> terhadap total jumlah pegawai a. Number of Endpoint Protection antivirus installations for all employees receiving laptops/PCsb. b. Number of confirmed potential event findings triggering alarms to total findings per quarter c. Number of participants in awareness activities to total number of employees	a. 100 b. 100 c. 100	a. 95 b. 98 c. 95	a. <95 b. <98 c. <95

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 2024. 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 2024 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 2024:

CONTEXT

Here is the context for the development of PT PLN Enjiniring's 2024 Risk Profile:

Konteks Internal Internal Context	Konteks Eksternal External Context
1. PLNE memiliki intangible aset berupa pengetahuan, data dan pengalaman pada SDM Enjinir PLNE 2. Ketergantungan pada karyawan kunci atau kekurangan sumber daya manusia yang dapat menyebabkan kesulitan dalam menjaga kontinuitas operasional 3. Semua pegawai mengikuti kode etik profesional yang ketat untuk mencegah penyuapan dalam pelaksanaan pekerjaan melalui penandatanganan pakta integritas setiap tahun 4. Perlunya pengembangan kompetensi enjinir sesuai roadmap 5. Penyesuaian Proses Bisnis akibat Transfer Bisnis PT REC 6. <i>Going Concern</i> Perusahaan afiliasi PT CPSI 7. Rencana Divestasi anak usaha IPP Sarolangun 8. Pengembangan jalur karir kepakaran di Direktorat Enjiniring 9. Implementasi Pengarusutamaan Gender (PUG) 10. Target Pendapatan usaha Tahun 2024 meningkat menjadi Rp 1.636,6 Miliar dengan Biaya Operasi sebesar Rp 1.147,7 Miliar 11. PLNE memulai transformasi perusahaan dengan 6G, yaitu <i>Groom Talent and Culture, Grow Core, Gain New, Guard Value, Go Digital, dan Global Partnership</i> 12. PLNE memulai transformasi perusahaan dengan 6G, yaitu <i>Groom Talent and Culture, Grow Core, Gain New, Guard Value, Go Digital, dan Global Partnership</i> 13. Adanya kebutuhan untuk digitalisasi Proses Bisnis Enjiniring berbasis <i>Single Source of Truth (SSoT)</i> 14. Adanya kebutuhan untuk digitalisasi Proses Bisnis <i>Supporting</i> 15. Memiliki produk dan layanan terintegrasi (one stop engineering services untuk tahap inisiasi, development, dan operation) 16. Adanya kebutuhan platform digital engineering melalui Artificial Intelligence (AI), Robotic Process Automation (RPA), Machine Learning, Data Analytic dan Internet of Things (IoT) 17. Kebutuhan atas budaya penerapan Mutu dan Risiko yang selaras dengan budaya AKHLAK 18. Memiliki dan berkomitmen dalam implementasi SNI ISO 9001:2015 tentang Sistem Manajemen Mutu, ISO 37001:2016 tentang Sistem Manajemen Anti Penyuapan, dan PP RI No. 50 tahun 2012 tentang Sistem Manajemen Keselamatan dan Kesehatan Kerja, SNI ISO 22301:2019 tentang Sistem Manajemen Kelangsungan Usaha, dan SNI ISO 27001:2022 tentang Sistem Manajemen Keamanan Informasi 19. Penerapan Sistem Manajemen dilakukan dengan membentuk Tim Kerja yang bersifat Adhoc 20. Terdapat mekanisme peninjauan efektivitas prosedur melalui audit internal untuk memastikan kematangan system dalam mencapai tujuan Perusahaan	1. Perubahan kebijakan pemerintah terkait dengan keamanan siber dan regulasi yang berlaku 2. Asumsi pertumbuhan Ekonomi adalah 5,2%, inflasi 2,8%, dan nilai tukar Rupiah ke USD sebesar Rp 15.000,- 3. Dukungan agar PLN Enjiniring membuka peluang pasar baru dengan Go Global dengan Target wilayah sekitar Asia 4. PLN Enjiniring sebagai Engineering Excellence Center di PLN Group dan merupakan satu-satunya Anak Perusahaan yang bergerak dalam bisnis enjiniring di PLN Group dan telah berkecimpung di bisnis enjiniring dengan pengalaman selama 20 tahun 5. Peningkatan kualitas produk yang mencerminkan bankability dan commercial feasibility proyek infrastruktur kelistrikan PLN 6. Dukungan untuk Digitalisasi dan Integrasi di PLN Group yang meliputi Asset Management, Vendor Invoicing Portal (VIP) dan Proses Bisnis lainnya 7. Megatrend bisnis 3D (digitalisasi, desentralisasi dan dekarbonisasi) 8. Perkembangan bisnis sektor digital/ engineering (AI, RPA, Machine Learning, Data Analytic dan IoT) 9. Perkembangan teknologi keamanan informasi, seperti kecerdasan buatan (AI) dan keamanan siber yang baru 10. Astha Karsa (8 kehendak) sebagai aspirasi stakeholders kepada PLNE 11. Kolaborasi Sub Holding dan Anak Perusahaan PLN 12. Pelaksanaan Penugasan dimana PLNE merupakan satu-satunya entitas Anak Perusahaan dengan Core Business Enjiniring yang dapat menjalankan EDIR PLN No. 014.E/DIR/2023 tentang Standar Pengelolaan Enjiniring dan adanya Peraturan Pelaksana PLN No. 0029.E/DIR/2023 tentang Standar Prosedur Pedoman Penetapan Perencanaan Program Investasi di lingkungan PT PLN (Persero) 13. Perubahan regulasi atau kebijakan pemerintah yang dapat mempengaruhi operasional bisnis atau mengharuskan perubahan dalam rencana kelangsungan usaha 14. Adanya transformasi PLN Group dalam merealisasikan visi PLN melalui moonshots dengan fokus Growth, Digital, dan Net Zero Emission 15. Penerapan Environment, Social, Governance (ESG) sebagai wujud keberlanjutan PLN Group dalam pengembangan bisnis dan aspek operasional perusahaan

Konteks Internal Internal Context	Konteks Eksternal External Context
1. PLNE possesses intangible assets in the form of knowledge, data, and experience embedded in its engineering human resources. 2. Dependence on key employees or shortage of human resources may lead to difficulties in maintaining operational continuity. 3. All employees comply with a strict professional code of ethics to prevent bribery in work execution, including annual signing of an integrity pact. 4. The need to develop engineering competencies according to the roadmap. 5. Business Process Adjustment due to the Business Transfer from PT REC. 6. Going concern of affiliated company PT CPSI. 7. Planned divestment of IPP Sarolangun subsidiary. 8. Development of expertise career paths in the Directorate of Engineering. 9. Implementation of Gender Mainstreaming (PUG) 10. The 2024 business revenue target increased to IDR 1,636.6 billion with operating costs of IDR 1,147.7 billion. 11. PLNE has initiated corporate transformation through the 6G strategy: Groom Talent and Culture, Grow Core, Gain New, Guard Value, Go Digital, and Global Partnership. 12. PLNE has initiated corporate transformation through the 6G strategy: Groom Talent and Culture, Grow Core, Gain New, Guard Value, Go Digital, and Global Partnership. 13. The need for digitalization of Engineering Business Processes based on a Single Source of Truth (SSoT). 14. The need for digitalization of Supporting Business Processes. 15. The ownership of integrated products and services (one-stop engineering services for initiation, development, and operation stages) 16. The need for a digital engineering platform through Artificial Intelligence (AI), Robotic Process Automation (RPA), Machine Learning, Data Analytics, and the Internet of Things (IoT) 17. The need for a culture of quality and risk implementation aligned with the AKHLAK core values. 18. Committed to implementing SNI ISO 9001:2015 on Quality Management System, ISO 37001:2016 on Anti-Bribery Management System, Government Regulation No. 50 of 2012 on Occupational Health and Safety Management System, SNI ISO 22301:2019 on Business Continuity Management System, and SNI ISO 27001:2022 on Information Security Management System. 19. Management System implementation is carried out by forming Adhoc Working Teams. 20. Effectiveness of procedures is reviewed through internal audits to ensure system maturity in achieving the Company's objectives.	1. Changes in government policies related to cybersecurity and applicable regulations. 2. Assumptions for economic growth are 5.2%, inflation 2.8%, and exchange rate of IDR 15,000 per USD. 3. Support for PLN Enjiniring to explore new market opportunities through Go Global, targeting the Asia region. 4. PLN Enjiniring serves as the Engineering Excellence Center in the PLN Group and is the only Subsidiary engaged in engineering with 20 years of experience. 5. Improving product quality to reflect bankability and commercial feasibility of PLN infrastructure projects. 6. Support for digitalization and integration within the PLN Group, including Asset Management, Vendor Invoicing Portal (VIP), and other business processes. 7. 3D business megatrends (digitalization, decentralization, and decarbonization). 8. Growth in the digital/engineering business sectors (AI, RPA, Machine Learning, Data Analytics, and IoT). 9. Advances in information security technologies, such as AI and emerging cybersecurity systems. 10. Astha Karsa (8 aspirations) as stakeholders' expectations for PLNE. 11. Collaboration with PLN's Sub-Holdings and Subsidiaries. 12. Assignment execution in which PLNE is the only Subsidiary with a Core Engineering Business capable of implementing EDIR PLN No. 014.E/DIR/2023 on Engineering Management Standards and PLN Implementation Regulation No. 0029.E/DIR/2023 on Standard Guidelines for Investment Program Planning within PT PLN (Persero). 13. Regulatory or policy changes that may affect business operations or require changes to business continuity plans. 14. PLN Group transformation in realizing PLN's vision through moonshots focused on Growth, Digital, and Net Zero Emission. 15. Implementation of Environment, Social, and Governance (ESG) as part of PLN Group's sustainability efforts in business development and operational aspects.

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 PT PLNE Tahun 2024 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 2024 PLN Enjiniring Risk Profile are as follows.

No	Pemangku Kepentingan Stakeholders	Perhatian Utama/Kaitan Kepentingan Main Concerns/Interest Relevance
1.	Pemerintah/Regulator Government/Regulator	1. Terjalannya hubungan yang harmonis dan konstruktif atas dasar kejujuran dengan regulator 2. PLNE tunduk dan mematuhi hukum, perundangan dan peraturan 3. PLNE berkontribusi positif terhadap masyarakat sekitar 4. Penurunan jumlah subsidi dari anggaran negara 1. Establishing a harmonious and constructive relationship based on honesty with regulators. 2. PLN Enjiniring adheres to and complies with laws, regulations, and legislation. 3. PLN Enjiniring makes a positive contribution to the surrounding community. 4. 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	1. PLNE tunduk kepada aturan kebijakan yang ditetapkan PLN sebagai Pemegang Saham 2. PLNE berkontribusi positif terhadap kebijakan yang ditetapkan PLN sebagai Pemegang Saham 3. PLNE menjaga hubungan yang harmonis dengan PLN sebagai Pemegang Saham 1. PLN Enjiniring adheres to the policy rules set by PLN as the shareholder. 2. PLN Enjiniring positively contributes to the policies set by PLN as the shareholder. 3. PLN Enjiniring maintains a harmonious relationship with PLN as the shareholder.
3.	Dewan Komisaris Board of Commissioners	1. Berperan dan berkewajiban memonitor pelaksanaan Manajemen Risiko 2. Memberikan nasehat terhadap pelaksanaan manajemen risiko 1. Plays a role and is responsible for monitoring the implementation of Risk Management. 2. Provides advice on the implementation of risk management.
4.	Direksi PLNE Board of Directors of PLNE	1. Penanggungjawab Korporat 2. 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. 1. Corporate Supervisor 2. Acts as the delegate for the General Meeting of Shareholders (GMS) to manage the company, including implementing Integrated Risk Management and corporate risk management practices, from strategic planning to execution to achieve the company's objectives.
5.	PLN Group PLN Group	1. PLNE menjalin Kerjasama dengan PLN Group sebagai Pemberi Kerja 2. PLNE menjaga komitmen sesuai kesepakatan dalam kontrak 1. Engineering collaborates with PLN Group as the client. 2. PLN Enjiniring maintains commitments according to the agreements in the contract.
6.	Mitra Kerja Partner	1. Proses pengadaan secara adil dan transparan 2. Seleksi dan evaluasi secara objektif dalam pemilihan mitra 3. Prosedur administrasi pengadaan yang akurat namun sederhana 4. Penyelesaian pembayaran produk dan jasa yang tepat waktu 5. Hubungan saling menguntungkan 1. Fair and transparent procurement processes. 2. Objective selection and evaluation in choosing partners. 3. Accurate yet straightforward procurement administration procedures. 4. Timely settlement of payments for products and services. 5. Mutually beneficial relationships.
7.	Pemberi Kerja diluar PLN Group Clients outside PLN Groups	1. PLNE menjalin Kerjasama dengan Pemberi Kerja diluar PLN Group sebagai Pemberi Kerja 2. PLNE menjaga komitmen sesuai kesepakatan dalam kontrak 1. PLN Enjiniring collaborates with clients outside of the PLN Group. 2. PLN Enjiniring upholds commitments according to the contract agreements.
8.	Media Masa Media Masa	1. Akurasi objek pemberitaan 2. Informasi terkini 3. Penyampaian berita tepat waktu 4. Transparansi kondisi operasional dan finansial 1. Accuracy of the reporting subject. 2. Latest information 3. On time news delivery 4. Transparency of operational and financial conditions.

PROFIL RISIKO

PT 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 dengan level Moderate, Moderate to High dan High serta dilakukan pula pemantauannya oleh Sub Bidang Manajemen Mutu dan Risiko. Adapun risiko-risiko utama yang menjadi fokus pada tahun 2024, 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 2024 are as follows:

No.	Risiko Risk	Penyebab Causes	Mitigasi Mitigation Measures	Tingkat Risiko Residu Residual Risk Level
1.	Hambatan Perolehan kontrak baru	1. Ketidaksesuaian <i>workload</i> tim retail terhadap permintaan pasar 2. Kurang efisiennya waktu penyelesaian administrasi penyusunan kontrak 3. Keterbatasan kompetensi enjinir PLNE 4. Kurangnya diversifikasi produk enjiniring PLNE 5. Lamanya proses persetujuan anggaran di PLN 6. Kondisi pasar enjiniring yang jenuh 7. Persaingan harga antar entitas di PLN Grup untuk mendapatkan pekerjaan 8. Ketidaksesuaian kualifikasi tenaga ahli mitra terhadap permintaan pasar	Mitigasi: 1. Penyebaran <i>workload</i> sesuai dengan hasil Analisa <i>monitoring workload</i> yang ada di VC (P1) 2. Melakukan strategi penyelesaian produk dengan melibatkan pihak ke 3 (subkon/mitra) untuk produk-produk tertentu (P1,P4) 3. Melakukan capacity building dan sertifikasi untuk mendukung penyelesaian pekerjaan EBT termasuk keekonomian (misal: hydro, geothermal, wind, hydrogen dll) (P2) 4. Merumuskan strategi penyediaan tenaga ahli/subkon melalui Kontrak Harga Satuan (KHS) untuk penyelesaian pekerjaan EBT dan termasuk keekonomian (misal: hydro, geothermal, wind, hydrogen dll) (P2) 5. Rapat/ Koordinasi dengan PTL terkait progress dan tindak lanjut kendala proyek secara rutin dan berkala oleh manajemen bidang terkait (P3); 6. Mengarahkan seluruh Project Team Leader untuk mengupdate progres ke dalam sistem (Platform yang sama) (P3) 7. Pengembangan aplikasi new vc sesuai proses bisnis yang berlaku (P5) 8. Berkoordinasi dengan PLN untuk kepastian pelaksanaan <i>kick off meeting</i> seluruh kontrak (P6) 9. Melakukan pemutakhiran <i>tools engineering (software)</i> (P7) 10. Pengembangan Aplikasi VMS dan Implementasi E-Proc untuk Pengadaan Barang tahun 2025 guna akselerasi proses bisnis (P8) 11. Membangun engineering database yang bisa diakses internal dan eksternal terseleksi (P9) 12. Implementasi Manajemen Risiko untuk penyelesaian proyek enjiniring sesuai kriteria dalam memastikan pencapaian sasaran seluruh <i>Stakeholder</i> (P10)	High (21)

No.	Risiko Risk	Penyebab Causes	Mitigasi Mitigation Measures	Tingkat Risiko Residu Residual Risk Level
	Barrier to Securing New Contracts	1. Misalignment of retail team workload with market demand 2. Inefficiencies in administrative process for contract preparation 3. Limited competencies of PLNE engineers 4. Lack of diversification in PLNE's engineering products 5. Prolonged budget approval at PLN 6. Saturated engineering market 7. Price competition among PLN Group entities 8. Mismatch between partner expert qualifications and market requirements	Mitigation: 1. Redistributing workload based on analysis from VC monitoring (P1) 2. Involving third parties (subcontractors/partners) in delivering specific products (P1, P4) 3. Conducting capacity building and certification for renewable energy 4. Developing procurement strategy through Unit Price Contracts (KHS) for renewable energy experts/ subcontractors (P2) 5. Conducting routine coordination meetings with PTL on project progress and issues (P3) 6. Directing all Project Team Leaders to update progress in the same platform (P3) 7. Developing new VC app aligned with business process (P5) 8. Coordinating with PLN to ensure kickoff meetings for all contracts (P6) 9. Updating engineering tools/software (P7) 10. Developing VMS and implement E-Procurement for 2025 to accelerate business processes (P8) 11. Building engineering database accessible to internal and selected external parties (P9) 12. Implementing Risk Management to ensure project targets are met for all stakeholders (P10)	
2.	Penyelesaian Pekerjaan Jasa Enjiniring tidak optimal	1. <i>Workload</i> dan Kompetensi enjinir yang ada tidak memenuhi kebutuhan pekerjaan 2. Strategi dan Proses Pengadaan belum mendukung Penyelesaian Pekerjaan secara tepat waktu dan biaya 3. Tim Proyek belum secara konsisten mengupdate progress pekerjaan 4. Tim Proyek belum memahami dokumen kontrak dengan Pemberi Kerja 5. <i>Tools</i> yang dimiliki untuk penyelesaian pekerjaan belum lengkap dan terupdate 6. Keterbatasan Sistem Pengelolaan Dokumen Enjiniring (Database Proyek) 7. Proses pengelolaan produk enjiniring tidak terintegrasi antar disiplin keilmuan dalam 1 Tim Proyek 8. <i>Guideline</i> (acuan, panduan, rujukan) tidak tersedia/tidak <i>update</i> untuk beberapa produk <i>deliverable</i> 9. Tuntutan durasi waktu penyelesaian pekerjaan yang singkat dari Pemberi Kerja 10. Terhambatnya Proses Kontrak di Pemberi Kerja mulai dari awal surat penugasan hingga kontrak tertandatangani kedua belah pihak 11. Pemberi Kerja meminta timpro untuk menyelesaikan pekerjaan sebelum kontrak terbit 12. Formula dan Juknis KPI memuat kriteria yang di luar kemampuan kontrol oleh PLNE 13. Kontrak Pekerjaan belum berfokus kepada kualitas produk enjiniring	Mitigasi : 1. Melakukan Update Kapasitas Load Enjinir secara berkala dari manual menjadi melalui Aplikasi NewVC (P1) 2. Seluruh User Bidang (KIT, JAR, KON) melakukan penginputan dan/atau pembaruan RKP Level 2 di aplikasi NewVC (P2, P3) 3. Bidang PMO mengkoordinasikan antara Bidang SDE dan User Bidang (KIT, JAR, KON) terkait kendala input dan/atau akses pada aplikasi NewVC (P4) 4. Membuat standar referensi rencana Manning schedule penyelesaian pekerjaan berdasarkan data realisasi pekerjaan sejenis sebelumnya (P5) 5. Melakukan pembaruan/update standar referensi rencana Manning Schedule secara berkala (minimal per 6 bulan) (P5) 6. Menginisiasi perubahan prosedur pengawasan waktu kerja terkait penyelarasan dengan Aplikasi New VC dan penyesuaian waktu perencanaan dan updating rencana mingguan oleh enjinir (P6) 7. Melakukan pengembangan fitur timesheet di aplikasi New VC sesuai dengan perubahan prosedur pengawasan waktu kerja (P6)	High (23)

No.	Risiko Risk	Penyebab Causes	Mitigasi Mitigation Measures	Tingkat Risiko Residu Residual Risk Level
	Suboptimal Completion of Engineering Services	1. Mismatch between workload and competencies of existing engineers and project requirements 2. Lack of support from procurement strategies and processes for timely and cost-effective work completion 3. Inconsistent updating of work progress by project teams 4. Insufficient understanding of contract documents by project teams 5. Incomplete and outdated tools for work completion 6. Limited engineering document management system (Project Database) 7. Lack of integration in engineering product management across disciplines within a single project team. 8. Unavailability or obsolescence of guidelines (references, manuals) for several deliverables 9. Demanding timelines from the Client for project completion 10. Delays in the Client's contracting process from assignment letter to signing 11. Requests from the Client for project execution prior to contract signing 12. KPI formulas and technical guidelines containing criteria beyond PLNE's control 13. Lack of contract focus on the quality of engineering products	Mitigation : 1. Updating the Engineer Load Capacity regularly, shifting from manual to using the NewVC application (P1) 2. Inputting and/or updating the Level 2 Work Plan (RKP) in the NewVC application by all relevant User Divisions (KIT, JAR, KON) (P2, P3) 3. Coordinating between the PMO Division, SDE Division, and User Divisions (KIT, JAR, KON) to address issues related to input or access in the NewVC application (P4) 4. Creating standard references for manning schedule planning based on actual data from similar previous projects (P5) 5. Updating the standard references for manning schedule planning periodically (at least every 6 months) (P5) 6. Initiating changes to the work time monitoring procedure to align with the NewVC application and adjust engineer planning and weekly update schedules (P6) 7. Developing a timesheet feature in the NewVC application in accordance with the updated work time monitoring procedure (P6)	
3.	Digitalisasi berbasis <i>Single Source of Truth</i> (SSoT) tidak terimplementasi	1. Terjadi permintaan perubahan design di tengah pengembangan Aplikasi <i>New VC</i> 2. Sulitnya menyesuaikan jadwal pembahasan antara Tim <i>New VC</i> dengan PLN Icon sebagai Pengembang 3. Kurangnya <i>awareness</i> terhadap tujuan <i>reengineering VC</i> 4. Proses integrasi Aplikasi <i>New VC</i> dengan aplikasi lainnya terhambat proses administrasi dan/atau teknis 5. Progres pengembangan tidak sesuai dengan timeline 6. Terjadi re-UAT karena sistem tidak sesuai desain atau ditemukan <i>bug</i> 7. Terjadi perubahan Struktur Organisasi karena adanya perubahan proses bisnis dan adanya isu PLNE menjadi Sub Holding	Mitigasi : 1. Melakukan penyusunan tim proyek dengan menerapkan toleransi namun tetap diarahkan sesuai Peta Peran (P1) 2. Menyusun Training Need Analysis/ TNA oleh masing-masing BPO (P2) 3. Melakukan evaluasi TNA berdasarkan kesesuaian kinerja perusahaan dan anggaran kepegawaian (P2) 4. Melakukan evaluasi pasca training/ sertifikasi oleh BPO (P2) 5. Penugasan injenir dalam pekerjaan dengan mempertimbangkan Kapasitas Load Enjinir sesuai Prosedur (P3) 6. Memastikan perubahan keanggotaan tim proyek sesuai dengan prosedur melalui proses digitalisasi pada aplikasi NewVC (P4) 7. Melakukan Update Peran, cluster dan injenir secara berkala (manual) dan/atau melalui Aplikasi Peta Peran terintegrasi yang terintegrasi dengan Aplikasi New VC dan Sunfish (P5) 8. Melakukan koordinasi dengan direktorat injeniring dan injenir yang bersangkutan terkait permintaan khusus pemberi kerja (P6) 9. Memasukkan program pengembangan kompetensi injenir dalam RBP (P7)	Moderate to High (19)

No.	Risiko Risk	Penyebab Causes	Mitigasi Mitigation Measures	Tingkat Risiko Residu Residual Risk Level
	Digitalization Based on Single Source of Truth (SSoT) Not Implemented	1. Change requests in the middle of New VC application development 2. Difficulty in aligning meeting schedules between the New VC Team and PLN Icon as the developer 3. Lack of awareness regarding the purpose of VC reengineering 4. Integration process of the New VC application with other applications is hindered by administrative and/or technical issues 5. Development progress does not match the timeline 6. Re-UAT occurred due to system not meeting the design or due to bugs 7. Organizational structure changes due to business process changes and the issue of PLNE becoming a Sub-Holding	Mitigation : 1. Establishing the project team by applying flexibility while still aligning with the Role Map (P1) 2. Conducting Training Need Analysis (TNA) by each BPO (P2) 3. Evaluating TNA based on company performance alignment and personnel budget (P2) 4. Evaluating post-training/certification by BPO (P2) 5. Assigning engineers to projects by considering Engineer Load Capacity based on procedures (P3) 6. Ensuring changes in project team membership follow the procedure through digitalization in the New VC application (P4) 7. Updating roles, clusters, and engineers regularly (manually) and/or via the integrated Role Map Application with New VC and Sunfish (P5) 8. Coordinating with the Engineering Directorate and assigned engineers regarding special requests from clients (P6) 9. Including engineer competency development programs in the RBP (P7)	
4.	Keamanan Infrastruktur IT di Tahun 2024 tidak sesuai dengan Roadmap	1. Kegiatan pemenuhan tindaklanjut rekomendasi terhambat dikarenakan anggaran yang belum dialokasikan 2. Proses pengadaan membutuhkan waktu yang lama dikarenakan revisi dokumen pengadaan dan lain-lain 4. Proses tindaklanjut tidak sesuai dengan <i>timeline</i>	Mitigasi : 1. Memasukkan KPI terkait pengembangan SSOT Proses bisnis PLNE (P1) 2. Melakukan Pengadaan pekerjaan pengembangan SSOT proses bisnis PLNE (P2) 3. Mendapatkan persetujuan integrasi aplikasi dari BPO (P2, P4) 4. Menerbitkan Berita Acara kesepakatan alur untuk seluruh proses bisnis sesuai dengan keterlibatan Bidang terkait di internal PLNE (P4) 5. Melakukan monitoring timeline dan check point secara rutin (P3, P5) 6. Keterlibatan pemilik proses bisnis dalam menghadiri proses pengembangan aplikasi (P3, P4, P5)	Moderate to High (19)
	IT Infrastructure Security in 2024 Not Aligned with the Roadmap	1. Delay in fulfilling follow-up activities of recommendations due to unallocated budget. 2. Lengthy procurement process caused by revisions of procurement documents and other factors 3. Follow-up process not in accordance with the timeline	Mitigation : 1. Including KPIs related to the development of PLNE's business process SSOT (P1) 2. Procuring SSOT business process development work (P2) 3. Securing application integration approvals from BPO (P2, P4) 4. Issuing an MoM (Minutes of Meeting) agreement on workflows for all business processes according to internal PLNE unit involvement (P4) 5. Routinely monitoring timelines and checkpoints (P3, P5) 6. Involving business process owners in application development meetings (P3, P4, P5)	

No.	Risiko Risk	Penyebab Causes	Mitigasi Mitigation Measures	Tingkat Risiko Residu Residual Risk Level
5.	Workload Enjinir tidak merata	1. Pemetaan enjinir (disiplin & koloni) belum diupdate secara berkala 2. <i>Tools</i> yang ada masih dilakukan secara manual 3.. Prosedur Enjiniring (PE) eksisting untuk penyusunan Timpro belum mengakomodir pertimbangan distribusi load enjinir 4. Tidak ada acuan dalam penyusunan RKP level 2 (terkait MM) (tidak akurat) 5. Ketidakcukupan jumlah SDM Enjinir 6. Adanya persyaratan khusus (permintaan Timpro khusus) dari Pemberi Kerja 7. Adanya penugasan untuk memenuhi Target COD sesuai RUPTL yang menumpuk di Tahun 2024	Mitigasi : 1. Melakukan <i>update patches, signature</i> dan <i>renewal license</i> seluruh perangkat security. (P3, P4) 2. Implementasi <i>Endpoint Protection</i> yang sudah terpasang fungsi AV, UEM dan EDR/XDR terhadap jumlah total pegawai yang disepakati pada Holding, Subholding dan Anak Perusahaan, sebagai salah satu pengendalian terkait pemanfaatan lisensi aplikasi korporat. (P3, P4) 3. Memastikan keikutsertaan partisipan pada kegiatan <i>cyber security awareness</i> terhadap total jumlah pegawai: Holding, Subholding, Anak Perusahaan. (P1) 4. Implementasi Piloting teknologi <i>Multi Factor Authentication</i> pada Aplikasi Korporat. (P3) 5. Pengelolaan dan Manajemen Akun yang dimonitoring secara periodik melalui mekanisme laporan bulanan untuk user akun yang sudah tidak aktif (mutasi/pensiun). (P5) 6. Menyusun Kebijakan Penataan Klasifikasi Data yang tidak boleh dikonsumsi publik pada Holding, Subholding dan Anak Perusahaan (P2) 7. Penyelesaian temuan potensi serangan terhadap total jumlah temuan via SOC dan NonSOC (P3) 8. Melakukan <i>maturity asessment</i> secara berkala di PLNE (P2, P4) 9. Melakukan training dan sertifikasi terkait keamanan (P1) 10. Melakukan pengembangan aplikasi secara aman (Secure Software Development Life Cycle) (P2) 11. Memastikan seluruh jaringan <i>inbound</i> dan <i>outbound</i> terhubung dengan <i>Firewall</i> IT dan OT (P3, P4) 12. Menambah pegawai yang <i>dedicated</i> untuk menangani <i>Cyber Security</i> (P6)	Moderate to High (18)

No.	Risiko Risk	Penyebab Causes	Mitigasi Mitigation Measures	Tingkat Risiko Residu Residual Risk Level
	Uneven Engineer Workload	1. Outdated mapping of engineers by discipline and colony 2. Use of manual tools 3. Lack of workload distribution consideration in existing Engineering Procedures (PE) 4. Absence of reference for preparing Level 2 RKP related to man-hours 5. Inadequate number of engineering personnel 6. Special team requests from clients 7. Accumulated assignments to meet 2024 RUPTL COD targets	Mitigation : 1. Updating patches, signatures, and renewing licenses for all security devices (P3, P4) 2. Updating patches, signatures, and renewing licenses for all security devices (P3, P4) 3. Ensuring participation in cybersecurity awareness activities for all employees in the Holding, Subholding, and Subsidiaries (P1) 4. Implementing pilot testing for Multi-Factor Authentication technology on Corporate Applications. (P3) 5. Managing and monitoring user accounts periodically via monthly reporting for inactive users (due to transfer/retirement) (P5) 6. Developing a Data Classification Policy for information not to be made public across Holding, Subholding, and Subsidiaries (P2) 7. Resolving potential cyber-attack findings from SOC and non-SOC reports (P3) 8. Conducting maturity assessments regularly at PLNE (P2, P4) 9. Providing training and certification related to cybersecurity (P1) 10. Developing applications securely following Secure Software Development Life Cycle (P2) 11. Ensuring all inbound and outbound networks are connected to IT and OT firewalls (P3, P4) 12. Hiring dedicated personnel for cybersecurity (P6)	
6.	Persyaratan kualifikasi injenir tidak terpenuhi	1. Terdapat Enjinir yang belum tersertifikasi 2. Kurang mencukupinya jumlah sertifikasi dalam suatu disiplin ilmu tertentu 3. Belum dapat mendeskripsikan ruang lingkup pekerjaan secara detail 4. Terdapat <i>gap</i> kualifikasi injenir yang spesifik sesuai dengan bidang penugasannya 5. Terdapat dan/atau perubahan persyaratan kualifikasi injenir (sertifikasi keahlian) 6. Perubahan ruang lingkup pekerjaan 7. Adanya penugasan untuk memenuhi Target COD sesuai RUPTL yang menumpuk di Tahun 2024	Mitigasi : 1. Melakukan monitoring dan evaluasi jadwal pemeliharaan tahunan selama kontrak OM (P1) 2. Melakukan assessment technical untuk peralatan yang sudah lama terpasang (P2) 3. Melakukan koordinasi dan pengecekan pada system proteksi pembangkit (P2) 4. Membuat pelaporan stock opname untuk memastikan kesiapan dan ketersediaan spare part mandatory dan consumable (P3) 5. Melakukan evaluasi dan assessment hasil performance test pada engine (P4) 6. Melaksanakan CSR dan memberdayakan masyarakat sekitar untuk turut serta bekerja sesuai dengan kemampuan dan kebutuhan (P5) 7. Merencanakan dan melaksanakan pengembangan kompetensi personil operasi dan pemeliharaan (P6) 8. Mengambil alih pelaksanaan OM dengan melakukan dukungan finansial, technical, administrasi (P7) 9. Pelaksanaan pemantauan emisi dan kualitas udara secara berkala (P8)	Moderate to High (18)

No.	Risiko Risk	Penyebab Causes	Mitigasi Mitigation Measures	Tingkat Risiko Residu Residual Risk Level
	Engineer qualification requirements not fulfilled	1. Uncertified Engineers 2. Insufficient certification coverage in specific disciplines 3. Inability to define work scope in detail 4. Mismatch between engineer qualifications and assignments 5. Changes in required engineer qualification criteria 6. Changes in work scope 7. Accumulated assignments to meet 2024 RUPTL COD targets	Mitigation : 1. Monitoring and evaluating annual maintenance schedules during OM contracts (P1) 2. Conducting technical assessments for long-installed equipment (P2) 3. Coordinating and verifying power plant protection systems (P2) 4. Preparing stock opname reports to ensure spare part readiness and availability (P3) 5. Evaluating and assessing engine performance test results (P4) 6. Implementing CSR programs and empowering local communities based on their capacity and needs (P5) 7. Planning and implementing competence development for O&M personnel (P6) 8. Taking over OM implementation with financial, technical, and administrative support (P7) 9. Monitoring emission and air quality regularly (P8)	
7.	Meningkatnya downtime operasional CNG Plant Bangkanai	1. Adanya penawaran penambahan supply gas menjadi 25 BBTUD dari MEDCO kepada PLN, dimana sesuai PJBG hanya sebesar 20 BBTUD 2. Desain peralatan <i>pre-treatment</i> pada CNG Plant Bangkanai adalah untuk kapasitas gas 20 MMSCFD/23 BBTUD	Mitigasi : 1. Melakukan kerja sama dengan partner konsultan bonafide dan memasukkan profil partner dalam penawaran/perjanjian Kerjasama (P1) 2. Menggandeng partner yang sudah pernah bekerja sama untuk proyek dalam negeri (P1) 3. Subscribe dan melakukan pemantauan pada media tender internasional (P2, P8, P12) 4. Menambah personal pemasaran yang dikhususkan menangani perolehan kontrak luar negeri (P3) 5. Mengusulkan anggaran untuk pengembangan kontrak luar negeri (P3) 6. Melaksanakan kegiatan branding dengan target pasar internasional bersama bidang KKO (P4) 7. Membangun kemitraan internasional (kemitraan engineering dan teknologi) dalam rangka mendukung ekspansi global dengan memanfaatkan pengetahuan dan keberadaan mitra lokal di negara target (P4, P7, P10) 8. Melaksanakan program capacity building melalui program partnership yang sedang berjalan (P10) 9. Program pembelajaran colony untuk meningkatkan kompetensi SDM agar dapat bersaing di level internasional (P5) 10. Program Sertifikasi enjinir (SKA, Sertifikasi internasional) (P5, P8) 11. Pelaksanaan Program Roadshow di kedutaan luar negeri untuk menjadi platform promosi layanan perusahaan, membangun jaringan, dan menarik perhatian pelanggan potensial di pasar internasional (P4, P12) 12. Menjadikan target KPI perolehan kontrak luar negeri pada Bidang pemasaran dan eksekusi kontrak luar negeri pada bidang di engineering (P6)	Moderate (14)

No.	Risiko Risk	Penyebab Causes	Mitigasi Mitigation Measures	Tingkat Risiko Residu Residual Risk Level
	Increased operational downtime of CNG Plant Bangkanai	1. Gas supply offer increase to 25 BBTUD from MEDCO to PLN, while PJBG only specifies 20 BBTUD 2. Pre-treatment equipment at CNG Plant Bangkanai designed for 20 MMSCFD/23 BBTUD capacity	Mitigation : 1. Collaborating with reputable consultant partners and including their profiles in proposals/ agreements (P1) 2. Partnering with previously engaged local project partners (P1) 3. Subscribing to and monitoring international tender media (P2, P8, P12) 4. Adding marketing personnel dedicated to securing overseas contracts (P3) 5. Proposing budget for international contract development (P3) 6. Conducting international branding activities with the KKO division (P4) 7. Establishing international partnerships (engineering and technology) to support global expansion by leveraging local partners in target countries (P4, P7, P10) 8. Implementing capacity building programs through existing partnerships (P10) 9. Conducting colony learning programs to enhance HR competitiveness at the international level (P5) 10. Implementing engineer certification programs (SKA, international certifications) (P5, P8) 11. Conducting roadshow programs at foreign embassies as a platform to promote company services, build networks, and attract potential international clients (P4, P12) 12. Setting overseas contract acquisition as a KPI target for the marketing division and contract execution as KPI for the engineering division (P6)	
8.	Strategi Pengadaan tidak optimal	1. Updating monitoring terkait progres pengadaan dilakukan secara masing-masing oleh RPD dan PGD 2. Terdapat gap <i>level of knowledge</i> pada sub-bidang RPD 3. Kelengkapan Dokumen Permintaan Pengadaan dari pengguna tidak lengkap 4. Keterbatasan jumlah personil organik di sub-bidang RPD 5. Calon penyedia tidak memahami persyaratan yang ada dalam dokumen RKS utamanya terkait persyaratan administrasi dan teknis 6. Tidak Tercapai Kesepakatan Harga Pekerjaan Saat Klarifikasi & Negosiasi	Mitigasi : 1. Menetapkan referensi RBP sebagai acuan penyusunan (P1) 2. Memberlakukan standar <i>basic communication</i>/SOP dengan Pemberi Kerja (P5) 3. Membuat kriteria yang menjadi acuan tim proyek untuk merevisi RBP berdasarkan penyerapan anggaran dan progress proyek (P2) 4. Melakukan revisi RBP sesuai dengan kriteria acuan revisi RBP (P2) 5. Membangun sistem aplikasi pembayaran subkon dengan menetapkan SLA pembayaran subkon dan strategi penentuan prioritas pembayaran subkon (P3) 6. Manajemen bidang konstruksi melakukan koordinasi dengan subkon untuk melakukan penagihan sesuai dengan periode penagihan ke pemberi kerja (P4)	Moderate to High (19)

No.	Risiko Risk	Penyebab Causes	Mitigasi Mitigation Measures	Tingkat Risiko Residu Residual Risk Level
	Suboptimal procurement strategy	1. Separate procurement progress monitoring by RPD and PGD 2. Knowledge gap within RPD sub-division 3. Incomplete procurement request documents from users 4. Limited number of organic personnel in RPD sub-division 5. Lack of understanding by prospective vendors of the requirements stated in the RKS document, particularly the administrative and technical requirements. 6. No agreement reached on project price during clarification and negotiation	Mitigation : 1. Establishing RBP references as the basis for preparation (P1) 2. Implementing standard basic communication/SOP with the Client (P5) 3. Creating criteria as guidance for project teams to revise RBP based on budget absorption and project progress (P2) 4. Revising RBP according to set criteria (P2) 5. Developing a subcontractor payment application system by setting subcontractor SLA and payment prioritization strategies (P3) 6. Coordinating between construction management and subcontractors to align billing with billing periods to the Client (P4)	
9.	Kegagalan pengembangan bisnis	1. Kajian terhadap pengembangan produk dan layanan yang kurang komprehensif 2. Keterbatasan sumber daya (anggaran dan SDM) untuk pengembangan bisnis baru 3. Belum ada kolaborasi multi bidang yang efektif 4. Market survey belum didukung dengan analisis bisnis yang tajam dan komprehensif 5. Kurangnya dukungan dari Pemegang Saham terhadap bisnis baru yang dijalankan 6. Persaingan dengan SH/AP lain yang mengembangkan bisnis baru yang sejenis	Mitigasi : 1. Pelaksanaan penyusunan Master Service Agreement (MSA) pekerjaan enjiniring (P1, P2) 2. Program pemenuhan resources enjinir selain dari internal PLNE seperti Penugasan khusus expert PLN Group, kemitraan, dan kolaborasi dengan universitas dan lembaga riset (P3) 3. Melakukan kerja sama dengan partner konsultan Bonafide baik dengan kemitraan maupun pengelolaan vendor (P4, P5) 4. Memperluas partnership pada project types Renewable Energy yang teknologinya terus berkembang untuk mendukung program ARED : Solar, Wind, Hydrogen, Geothermal, Hydro, Nuclear (P4, P5) 5. Membuat strategi pemasaran untuk pekerjaan dengan waktu singkat dari Pemberi Kerja dengan menawarkan penambahan biaya percepatan (P6) 6. Menyampaikan usulan kebutuhan sertifikasi engineer PLNE sesuai dengan gap kebutuhan pasar (jika ada) untuk menumbuhkan awareness (P4) 7. Proaktif membantu pemrakarsa untuk pengajuan anggaran enjiniring menggunakan EDIR Anggaran (P7) 8. Melakukan strategi pemasaran yang lebih agresif antara lain membuat produk bundling sesuai kebutuhan pelanggan ataupun Pemaketan pekerjaan End-to-End Engineering Design untuk project EBT, thermal, dan transmisi (P6) 9. Melakukan update informasi portofolio dan pengalaman pekerjaan enjiniring dalam media informasi perusahaan (P8) 10. Melaksanakan Program Account Executive untuk implementasi pemasaran agresif (P1, P7) 11. Implementasi Project Teaser (P9) 12. Inisiasi EPC and vendor ratings (P10)	Moderate to High (17)

No.	Risiko Risk	Penyebab Causes	Mitigasi Mitigation Measures	Tingkat Risiko Residu Residual Risk Level
	Business Development Failure	1. Lack of comprehensive study on product and service development 2. Limited resources (budget and human capital) for new business development 3. Absence of effective cross-functional collaboration 4. Market surveys not supported by sharp and comprehensive business analysis 5. Lack of support from Shareholders for the new business initiatives 6. Competition with other SOEs or Subsidiaries developing similar new businesses	Mitigation : 1. Developing a Master Service Agreement (MSA) for engineering works (P1, P2) 2. Fulfilling engineering resource needs from outside PLNE, such as seconding PLN Group experts, forming partnerships, and collaborating with universities and research institutions (P3) 3. Collaborating with reputable consulting partners through partnerships or vendor management (P4, P5) 4. Expanding partnerships in continuously evolving Renewable Energy projects to support the ARED program: Solar, Wind, Hydrogen, Geothermal, Hydro, Nuclear (P4, P5) 5. Creating marketing strategies for fast-track assignments from clients by offering acceleration fees (P6) 6. Proposing PLNE engineer certification needs based on market demand gaps to raise awareness (P4) 7. Proactively assisting project initiators in submitting engineering budget proposals using EDIR Budget (P7) 8. Conducting more aggressive marketing strategies, including bundling products based on client needs or packaging End-to-End Engineering Design services for renewable energy, thermal, and transmission projects (P6) 9. Updating engineering portfolio and project experience information in company media (P8) 10. Implementing an Account Executive Program for aggressive marketing (P1, P7) 11. Implementing the Project Teaser (P9) 12. Initiating EPC and vendor ratings (P10)	

No.	Risiko Risk	Penyebab Causes	Mitigasi Mitigation Measures	Tingkat Risiko Residu Residual Risk Level
10.	Going Concern CPSI dengan Skema B2B terkendala	1. Tidak ada calon mitra yang berperan sebagai buyer untuk membeli asset CPSI serta berperan sebagai partner dalam JV baru di bawah entitas CPSI 2. PLN tidak setuju dengan going concern CPSI sebagai investment co. serta kerjasama JV dengan mitra dan CPSI 3. Tidak terjadi kesepakatan antara PLNE dengan CG atas nilai penyelesaian kewajiban CPSI kepada CG 4. CG hanya menyepakati penyelesaian kewajiban namun tidak melepas kepemilikan saham di CPSI 5. Penundaan pembayaran kewajiban CPSI kepada Mandiri dan Pihak Ketiga melebihi batas waktu yang telah disepakati 6. Pihak ketiga mendapatkan putusan pengadilan atas gugatan tuntutan pembayaran hutang	Mitigasi : 1. Menyusun product knowledge untuk pengembangan bisnis baru (P1) 2. Membentuk tim pengembangan Enjiniring untuk monitoring pekerjaan pengembangan engineering (P2) 3. Memperkuat strategi pemasaran untuk meningkatkan brand awareness dan persepsi positif terhadap produk pengembangan enjiniring di pasar (P3) 4. Menjalankan hasil atas evaluasi kematangan produk sesuai dengan PE.PLNE.P.03.03 Prosedur Siklus Pengembangan Usaha PLNE (P3) 5. Peningkatan produk pengembangan bisnis yang sudah ada seperti implementasi Managed service Manajemen Aset Transmisi secara end-to-end (P3) 6. Pelatihan rutin untuk meningkatkan kompetensi SDM, terutama terkait penguasaan teknologi baru dan pasar internasional (P4, P5) 7. Memperkuat SDM PLNE dalam memahami pasar baru pengembangan engineering melalui strategi kemitraan (P4, P5) 8. Membangun kemitraan dengan institusi pendidikan atau startup teknologi (P4,P5) 9. Alokasi anggaran khusus untuk riset dan pengembangan, dimana salah satunya dapat mengimplementasikan PE.PLNE.P.03.03 Prosedur Siklus Pengembangan Usaha PLNE (P6) 10. Melakukan kolaborasi kepada SH/ AP yang memiliki cluster bisnis yang memiliki potensi untuk dikembangkan (P7) 11. Aggressive marketing pada pasar eksisting non-PLN dan potensi pasar baru (P7)	High (25)

No.	Risiko Risk	Penyebab Causes	Mitigasi Mitigation Measures	Tingkat Risiko Residu Residual Risk Level
	Going concern of CPSI under B2B scheme hindered	1. Absence of a prospective partner serving as asset buyer and joint venture partner under the CPSI entity 2. PLN's disagreement on CPSI's going concern as an investment company and on the joint venture collaboration scheme 3. Lack of agreement between PLNE and CG on the liability settlement value of CPSI to CG 4. CG's agreement to settle liabilities without releasing CPSI share ownership 5. Delays in CPSI's liability payments to Mandiri and third parties beyond the agreed deadline 6. Court ruling obtained by a third party on a lawsuit for debt payment claims	Mitigation : 1. Developing product knowledge for new business development (P1) 2. Forming an Engineering development team to monitor engineering development work (P2) 3. Strengthening marketing strategies to increase brand awareness and positive perception of engineering development products in the market (P3) 4. Implementing the results of product maturity evaluations according to PE.PLNE.P.03.03 PLNE Business Development Cycle Procedure (P3) 5. Enhancing existing business development products such as implementing Managed Service for Transmission Asset Management end-to-end (P3) 6. Conducting regular training to improve human resource competencies, especially related to mastery of new technologies and international markets (P4, P5) 7. Strengthening PLNE human resources in understanding new engineering development markets through partnership strategies (P4, P5) 8. Building partnerships with educational institutions or technology startups (P4, P5) 9. Allocating a special budget for research and development, including implementation of PE.PLNE.P.03.03 PLNE Business Development Cycle Procedure (P6) 10. Collaborating with SH/AP entities that have business clusters with development potential (P7)) 11. Aggressive marketing in existing non-PLN markets and potential new markets (P7)	

No.	Risiko Risk	Penyebab Causes	Mitigasi Mitigation Measures	Tingkat Risiko Residu Residual Risk Level
11.	Penyelesaian Penugasan Engineering Integrator tidak tepat waktu	1. Penerimaan penugasan tidak melalui proses GRC 2. PLNE tidak mempunyai perijinan yang dipersyaratkan dalam perjanjian 3. Terdapat beberapa klausul/ ketentuan yang belum mencapai kesepakatan dalam negosiasi 4. Partner yang terpilih tidak kompeten 5. PLN tidak memberikan data dan dokumen pendukung yang lengkap untuk pelaksanaan pekerjaan 6. Dana yang disediakan partner tidak cukup 7. Peralatan/Material proyek tidak terawat dengan baik dan terdapat <i>hidden defect (unforeseen condition)</i> 8. Material tidak memenuhi standard (biaya, mutu, waktu) sesuai kebutuhan 9. Tidak peminatan perusahaan asuransi untuk proyek mangkrak/ terkendala 10. Kurangnya performa mitra Kerjasama dalam menyelesaikan penyelesaian proyek 11. Terdapat permasalahan yang belum terselesaikan pada pelaksanaan proyek sebelumnya 12. Dokumen pendukung dari proses pelaksanaan proyek sebelumnya tidak lengkap 13. <i>Vendor list</i> yang digunakan pada pelaksanaan proyek sebelumnya tidak relevan untuk penyelesaian proyek saat ini 14. Terdapat <i>Liquidated damage</i> terkait waktu pelaksanaan yang dibebankan kepada PLNE 15. Terdapat klausul yang memberatkan PLNE pada kontrak dengan Mitra kerjasama	Mitigasi : 1. Berkoordinasi dengan pemangku kepentingan atas adanya perubahan lingkup pekerjaan dan disesuaikan dengan target penyelesaian (P1) 2. Melakukan pekerjaan-pekerjaan yang hanya terkait langsung dengan <i>commissioning</i> (P2) 3. Melakukan koordinasi aktif dengan Muspida (Musyawarah Pimpinan Daerah) terkait (P3) 4. Melengkapi dokumen persyaratan pembayaran serta melakukan <i>review</i> secara berkala dengan pihak PLN (P4) 5. Melakukan koordinasi dengan PLN untuk menentukan pola pembebanan yang dapat diterima oleh sistem dan disupply oleh seluruh <i>engine</i> (P5) 6. Melakukan identifikasi terhadap beberapa peralatan serta melakukan penggantian secara cepat melalui <i>market</i> yang ada atau dari unit-unit sejenis terdekat (P6) 7. Melakukan koordinasi dengan PLN serta pemda untuk memperoleh ijin operasi di waktu yang kondusif (P7)	High (25)

No.	Risiko Risk	Penyebab Causes	Mitigasi Mitigation Measures	Tingkat Risiko Residu Residual Risk Level
	Delay in the Completion of the Engineering Integrator Assignment	1. Assignment acceptance without going through the GRC process 2. Unavailability of required permits by PLNE as stipulated in the agreement 3. Unresolved contractual clauses during negotiation process 4. Incompetence of the selected partner 5. Incomplete submission of data and supporting documents from PLN 6. Insufficient partner funding for project execution 7. Inadequate maintenance and hidden defects in project equipment/materials 8. Use of non-compliant materials in terms of cost, quality, and timeline 9. Lack of interest from insurers in abandoned or problematic projects 10. Underperformance of the collaboration partner in project execution 11. Unresolved issues from previous project implementation 12. Incompleteness of supporting documents from previous project execution 13. Irrelevance of previously used vendor list to the current project requirements 14. Imposition of liquidated damages on PLNE due to project delays 15. Presence of unfavorable contractual clauses for PLNE in the partner agreement	Mitigation : 1. Coordinating with stakeholders on changes in work scope and adjusting according to completion targets (P1) 2. Performing only tasks directly related to commissioning (P2) 3. Actively coordinating with Muspida (Regional Leadership Council) related matters (P3) 4. Completing payment requirement documents and conducting regular reviews with PLN (P4) 5. Coordinating with PLN to determine acceptable burden-sharing patterns by the system and supported by all engines (P5) 6. Identifying certain equipment and promptly replacing them through existing markets or nearest similar units (P6) 7. Coordinating with PLN and local government to obtain operation permits at a conducive time (P7))	

No.	Risiko Risk	Penyebab Causes	Mitigasi Mitigation Measures	Tingkat Risiko Residu Residual Risk Level
12.	Terjadinya insiden Cyber Security pada Infrastruktur TI	1. Rendahnya pemahaman pegawai mengenai cyber crime dan cyber attack 2. Serangan yang terjadi karena penggunaan email korporat untuk registrasi di <i>market place</i> dan <i>social media</i> 3. Meningkatnya penggunaan <i>public cloud</i> (misalnya <i>Google Drive</i>) sebagai tempat bertukar file dan penyimpanan data yang rawan terhadap serangan hacker 4. Penanganan insiden <i>cyber</i> belum optimal 5. <i>Cyber risk management</i> belum sepenuhnya diterapkan sesuai <i>best practice</i>. 6. Kendala dalam implementasi <i>Cyber Security Management</i> yang sesuai dengan program ITMP. 7. SOP yang berlaku (<i>existing</i>) belum cukup mencakup pengamanan aplikasi. 8. Serangan hacker (<i>cyber-crime</i>) dalam bentuk virus, <i>malware</i> dan sabotase system 9. Perubahan pola kerja hybrid (WFA) yang meningkat: a. Penggunaan <i>Zoom Meeting</i> menggunakan jaringan WiFi public, paket data mobile phone maupun jaringan internet rumah. b. <i>File Sharing</i> pada fitur <i>chat box</i> Zoom dimana aktivitas tersebut rawan serangan <i>cyber</i>.	Mitigasi : 1. Melakukan permohonan SHL PLNE kepada PLN (P1) 2. Melakukan perubahan Program RKAP 2025 dengan memasukkan SHL Rp 200 M untuk penyelesaian CPSI (P1) 3. Memastikan persetujuan SHL PLN kepada PLNE mulai dari proses GRC sampai dengan proses drawdown SHL PLN kepada PLNE (P1) 4. Pelaksanaan RUPS CPSI untuk perubahan pemegang saham dan susunan manajemen (P1) 5. Memastikan proses drawdown dana PLNE kepada CPSI (P1) 6. Pelaksanaan pembayaran kewajiban oleh CPSI (P1) 7. Pelaksanaan RUPS CPSI proses TMD PLNE kepada CPSI untuk Going concer (P1) 8. Pendekatan persuasif dengan vendor dengan melakukan restrukturisasi hutang (P2) 9. Updating dan pengajuan persetujuan kembali Perdir terkait dengan pengelolaan portofolio PLNE (P3) 10. Mengintegrasikan pengelolaan dan pengembangan PT CPSI dalam rencana jangka panjang PLNE (P4) 11. Menjalankan fungsi pengelolaan korporasi terhadap PT CPSI terkait dengan pengurus PT CPSI dan dokumen korporasi yang perlu dilengkapi (P5) 12. Persiapan Lab test menuju pengoperasian CPSI kembali (P6) 13. Penambahan modal disetor pada PT CPSI (P6)	Moderate (14)

No.	Risiko Risk	Penyebab Causes	Mitigasi Mitigation Measures	Tingkat Risiko Residu Residual Risk Level
	Occurrence of Cyber Security Incident in IT Infrastructure	- Low employee understanding of cyber crime and cyber attacks - Attacks that occurred due to the usage of corporate email for registration in the market place and social media - Increasing practice of public cloud (e.g. Google Drive) as exchange files and storing data sites that was vulnerable to hacker attacks - Management of cyber incidents was not optimal - Cyber risk management had not been fully implemented according to best practices. - Constraints in implementing Cyber Security Management in accordance with the ITMP program. - The existing SOP did not sufficiently cover application security. - Hacker attacks (cyber-crime), such as viruses, malware, and system sabotage - Increasing changes in hybrid work patterns (WFA): - Practice of Zoom Meeting using public WiFi networks, mobile phone data or home internet networks. - File Sharing on the Zoom chat box feature where this activity was prone to cyber attacks.	Mitigation : - Submitting PLNE's SHL application to PLN (P1) - Making changes to the 2025 RKAP Program by including SHL of IDR 200 billion for the completion of CPSI (P1) - Ensuring PLN's SHL approval to PLNE starting from the GRC process to the PLN SHL drawdown process to PLNE (P1) - Implementation of the CPSI GMS for changes in shareholders and management composition (P1) - Ensuring the PLNE fund drawdown process to CPSI (P1) - Implementation of obligation payments by CPSI (P1) - Implementation of the CPSI GMS for the PLNE TMD process to CPSI for Going Concern (P1) - Persuasive approach with vendors by restructuring debt (P2) - Updating and re-submitting approval of Regulation of the Board of Directors (Perdir) related to PLNE portfolio management (P3) - Integrating the management and development of PT CPSI into PLNE's long-term plan (P4) - Executing corporate management functions for PT CPSI related to PT CPSI management and corporate documents that were required to be completed (P5) - Preparation of Lab tests towards CPSI's re-operation (P6) - Addition of paid-in capital to PT CPSI (P6)	

PETA RISIKO

MAP OF RISK

TINGKAT KEMUNGKINAN / POSSIBILITY LEVEL	Hampir Pasti Terjadi Almost Definitely Occurred	E	Low to Moderate 7	Moderate 12	Moderate to High 17	High 22	High 25
	Sangat Mungkin Terjadi Highly Possibly Occurred	D	Low 4	Low to Moderate 9	Moderate 14	Moderate to High 18	High 24
	Bisa Terjadi Definitely Occurred	C	Low 3	Low to Moderate 8	Moderate 13	Moderate to High 16	High 23
	Jarang Terjadi Rarely Occurred	B	Low 2	Low to Moderate 6	Low to Moderate 11	Moderate to High 16	High 21
	Sangat Jarang Terjadi Highly Rarely Occurred	A	Low 1	Low 5	Low to Moderate 10	Moderate 15	High 20
			1	2	3	4	5
			Sangat Rendah Very Low	Rendah Low	Moderate Moderate	Tinggi High	Sangat Tinggi Very High
TINGKAT DAMPAK/IMPACT LEVEL							

No	Risiko Risk	Level Risiko Inherent Inherent Risk Level	Level Risiko Residu Residual Risk Level
1	Hambatan Perolehan kontrak baru Constraints to achieve new contracts	High (21)	Low to Moderate (10)
2	Penyelesaian Pekerjaan Jasa Enjiniring tidak optimal Completion of Engineering Services Work was not optimal	High (23)	Low to Moderate (11)
3	Digitalisasi berbasis Single Source of Truth (SSoT) tidak terimplementasi Digitalization based on Single Source of Truth (SSoT) was not implemented	Moderate to High (19)	Low to Moderate (11)
4	Keamanan Infrastruktur IT di Tahun 2024 tidak sesuai dengan Roadmap The 2024 IT Infrastructure Security was not in accordance with the Roadmap	Moderate to High (19)	Low to Moderate (11)
5	Workload Enjinir tidak merata Engineer Workload was distributely uneven	Moderate to High (18)	Low to Moderate (11)
6	Persyaratan kualifikasi enjinir tidak terpenuhi Engineer qualification requirements were not met	Moderate to High (18)	Low to Moderate (11)

No	Risiko Risk	Level Risiko Inherent Inherent Risk Level	Level Risiko Residu Residual Risk Level
7	Keandalan Operasi CNG Plant Bangkanai Terganggu Disrupted Reliability of Bangkanai CNG Plant Operations	<i>Moderate</i> (14)	<i>Low</i> (2)
8	Strategi Pengadaan tidak optimal Procurement Strategy was not optimal	<i>Moderate to High</i> (19)	<i>Low to Moderate</i> (11)
9	Kegagalan pengembangan bisnis Business development failure	<i>Moderate to High</i> (17)	<i>Low</i> (2)
10	Going Concern CPSI dengan Skema B2B terkendala Going Concern CPSI with B2B Scheme was constrained	<i>High</i> (25)	<i>Moderate</i> (13)
11	Penyelesaian Penugasan Engineering Integrator tidak tepat waktu Completion of Engineering Integrator Assignments was not on time	<i>High</i> (25)	<i>Low to Moderate</i> (6)
12	Terjadinya insiden Cyber Security pada Infrastruktur TI Occurrence of Cyber Security incidents in IT Infrastructure	<i>Moderate</i> (14)	<i>Low to Moderate</i> (6)

Penilaian Risiko

Berdasarkan mitigasi dan pemantauan risiko yang telah dilakukan sampai dengan Triwulan IV tahun 2024, sebaran level risiko residu dari 11 risiko utama antara lain 8 risiko pada level *Low to moderate*, 1 risiko pada level *moderate*, 1 risiko pada level *high* dan 1 risiko pada level *low* dengan rincian sebagai berikut:

Risk Assessment

Based on the risk mitigation and monitoring that had been conducted up to Quarter IV of 2024, the distribution of residual risk levels from 11 key risks included 8 risks at the Low to moderate level, 1 risk at the moderate level, 1 risk at the high level, and 1 risk at the low level with the following details:

No	Risiko Risk	Level Risiko Risk Level
1	Hambatan Perolehan kontrak baru Constraints to achieve new contracts	<i>Low to Moderate</i> (10)
2	Penyelesaian Pekerjaan Jasa Enjiniring tidak optimal Completion of Engineering Services Work was not optimal	<i>Moderate</i> (13)
3	Digitalisasi berbasis Single Source of Truth (SSoT) tidak terimplementasi Digitalization based on Single Source of Truth (SSoT) was not implemented	<i>Low to Moderate</i> (11)
4	Keamanan Infrastruktur IT di Tahun 2024 tidak sesuai dengan Roadmap The 2024 IT Infrastructure Security was not in accordance with the Roadmap	<i>Low to Moderate</i> (11)
5	Workload Enjinir tidak merata Engineer Workload was distributely uneven	<i>Low to Moderate</i> (11)
6	Persyaratan kualifikasi enjinir tidak terpenuhi Engineer qualification requirements were not met	<i>Low to Moderate</i> (11)
7	Keandalan Operasi CNG Plant Bangkanai Terganggu Disrupted Reliability of Bangkanai CNG Plant Operations	<i>Low to Moderate</i> (6)
8	Strategi Pengadaan tidak optimal Procurement Strategy was not optimal	<i>Low to Moderate</i> (11)
9	Kegagalan pengembangan bisnis Business development failure	<i>Low</i> (2)
10	Going Concern CPSI dengan Skema B2B terkendala Going Concern CPSI with B2B Scheme was constrained	<i>High</i> (23)
11	Penyelesaian Penugasan Engineering Integrator tidak tepat waktu Completion of Engineering Integrator Assignments was not on time	-
12	Terjadinya insiden Cyber Security pada Infrastruktur TI Occurrence of Cyber Security incidents in IT Infrastructure	<i>Low to Moderate</i> (6)

Justifikasi Penghapusan Risiko 11 Penyelesaian Penugasan Engineering Integrator tidak tepat waktu: Pada hari Selasa tanggal 1 Oktober 2024 Telah disepakati pemberlakuan pengecualian (waiver) terkait target indikator kinerja Engineering Integrator (sesuai penugasan) pada Kontrak Manajemen PT PLN Enjiniring, dengan rujukan sebagai berikut:

Elimination justification of Risk 11 on Completion of Engineering Integrator Assignment that was not on time was as follows: On Tuesday, dated October 1, 2024, the implementation of waiver was agreed related to the Engineering Integrator performance indicator target (according to the assignment) in the Management Contract of PT PLN Enjiniring, with the following references:

1. Kontrak Manajemen PLN Enjiniring tahun 2024 terkait Engineering Integrator (sesuai penugasan), dimana PLN Enjiniring ditargetkan menyelesaikan 100% progress sesuai milestone sampai dengan akhir Desember 2024.
2. Surat Direktur Utama PT PLN Enjiniring No. 4331/M.01.OO/PLNE01000/2024 tanggal 13 Agustus 2024 perihal Penugasan Engineering Integrator PLTMG Paket II.
3. Surat EVP Konstruksi Sumatera, Kalimantan dan Sulawesi No. 46786/KIT.03.01/F01020700/2024 tanggal 16 Agustus 2024 perihal PLTMG Paket II (7 Lokasi); Konfirmasi Status Kelanjutan Penyelesaian Proyek Dimana penugasan PLTMG Tahap II (7 Lokasi) ditargetkan baru dapat dimulai pada awal tahun 2025, serta mempertimbangkan bahwa dampak tidak diperolehnya penugasan Engineering Integrator dari PT PLN (Persero) kepada PT PLN Enjiniring di tahun 2024 adalah hilangnya potensi pendapatan sebesar Rp 568,7 Miliar atau sebesar 35% dari target pendapatan RKAP PLN Enjiniring di tahun 2024 yang secara signifikan mempengaruhi capaian KPI Keuangan lainnya yaitu EBITDA, Operating Ratio, ROIC, serta HCR, OCR, dan Produktivitas Pegawai.

Bersama Berita Acara ini disetujui untuk memberikan pengecualian (waiver) dengan ketentuan sebagai berikut:

1. Apabila sampai dengan Desember tahun 2024 PT PLN Enjiniring belum diberikan penugasan untuk pekerjaan PLTMG Tahap II (7 Lokasi) oleh PT PLN (Persero), maka indikator Engineering Integrator (sesuai penugasan) pada Kontrak Manajemen PT PLN Enjiniring dapat disesuaikan berdasarkan Berita Acara Waiver.
2. Apabila sampai dengan Desember tahun 2024 PT PLN Enjiniring belum diberikan penugasan untuk pekerjaan PLTMG Tahap II (7 Lokasi) oleh P T PLN (Persero), maka indikator Engineering Integrator (sesuai penugasan) pada Kontrak Manajemen PT PLN Enjiniring tidak dilakukan pengukuran.

Berita Acara tersebut sudah ditanda tangani oleh Direktur Utama PLNE, Direktur Perencanaan Korporat dan Pengembangan Usaha PLN, Direktur Keuangan PLN, dan Direktur Manajemen Proyek & EBT PLN.

Evaluasi Pelaksanaan Manajemen Risiko

Perseroan telah melakukan evaluasi pelaksanaan manajemen risiko dari aspek struktur, proses dan hasil. Hasil evaluasi disajikan sebagai berikut:

Struktur

- Pemenuhan Organ Pengelola Risiko di PT PLN Enjiniring telah tercapai 100%, dengan Progress sertifikasi Organ Pengelola Risiko tercapai 96%

1. The 2024 PLN Enjiniring Management Contract related to Engineering Integrator (according to assignment), where PLN Enjiniring was targeted to complete 100% progress according to milestones until the end of December 2024.
2. Letter from the President Director of PT PLN Enjiniring No. 4331/M.01.OO/PLNE01000/2024 dated August 13, 2024 regarding Engineering Integrator Assignment of PLTMG Package II.
3. Letter from EVP of Construction of Sumatera, Kalimantan and Sulawesi No. 46786/KIT.03.01/F01020700/2024 dated August 16, 2024 regarding PLTMG Package II (7 Locations); Confirmation of the Status of the Continuation of Project Completion, where the assignment of PLTMG Phase II (7 Sites) was targeted to start in early 2025, and, upon such consideration, the impact of the unachieved Engineering Integrator assignment from PT PLN (Persero) to PT PLN Enjiniring in 2024 was the loss of potential revenue of IDR 568.7 billion or 35% of the PLN Enjiniring RKAP revenue target in 2024, which significantly affected the achievement of other Financial KPIs, such as EBITDA, Operating Ratio, ROIC, as well as HCR, OCR, and Employee Productivity.

Concurrently, the Minutes was agreed to provide a waiver with the following provisions:

1. If by December 2024 PT PLN Enjiniring had not been assigned for PLTMG Phase II (7 Sites) project by PT PLN (Persero), the Engineering Integrator indicator (according to the assignment) in the PT PLN Enjiniring Management Contract could be adjusted based on the Minutes of Waiver.
2. If by December 2024 PT PLN Enjiniring had not been assigned for PLTMG Phase II (7 Sites) project by PT PLN (Persero), the Engineering Integrator indicator (according to the assignment) in the PT PLN Enjiniring Management Contract would not be measured.

The minutes had been signed by the President Director of PLNE, the Director of Corporate Planning and Business Development of PLN, the Director of Finance of PLN, and the Director of Project Management & EBT of PLN.

Evaluation of Risk Management Implementation

Perseroan telah melakukan evaluasi pelaksanaan manajemen risiko dari aspek struktur, proses dan hasil. Hasil evaluasi disajikan sebagai berikut:

Structure

- The satisfaction of the Risk Management Organ at PT PLN Enjiniring had reached 100%, with the Risk Management Organ certification progress, reaching 96%

- Fungsi Manajemen Risiko saat ini berada di level subbidang yang bertanggungjawab langsung di bawah Direktorat Keuangan, Manajemen Risiko dan Human Capital

Proses

- PLNE telah meratifikasi Kebijakan Manajemen Risiko PLN dan secara bertahap mengimplementasikannya
- Fungsi Manajemen Risiko berperan sebagai strategic business partner untuk seluruh BPO terkait penerapan manajemen risiko termasuk pelaksanaan GRC (64 Keputusan) dan pendampingan program strategis seperti penyelesaian CPSI
- Profil Risiko dan Strategi Risiko telah disusun dan diselaraskan dengan PLN
- Telah dilakukan Pemantauan Risiko setiap bulan untuk Bidang dan setiap Triwulan untuk korporat (terdapat feedback setiap triwulannya)
- Telah dilaksanakan program budaya (Risk Talk) 4 kali oleh Manajemen Senior
- Telah dilakukan pemenuhan roadmap perbaikan risiko sampai dengan Desember 2024, dengan hasil evaluasi PLN 104,1% pencapaian
- Implementasi Program Sistem Pengendalian Internal (SPIN) dengan menambahkan RCM pada setiap prosedur, telah disusun 66 Prosedur dari target 20 Prosedur
- Pelaksanaan Rapat Pembahasan dengan StakeHolder :
 - Cash War Room
 - Rapat Komite Manajemen Risiko & GCG
 - Cadence Meeting RMP dan Isu Strategis dengan DIV MRS
 - Forum Satuan Manajemen Risiko Terintegrasi – Tata Kelola Terintegrasi
 - Forum Manajemen Risiko SH/AP PLN Group

Hasil

- Penyampaian Laporan Manajemen Risiko ke Pemegang Saham dan Dewan Komisaris setiap Triwulan
- PLNE mengikuti seluruh rangkaian pelaksanaan Tata Kelola Terintegrasi di PLN Group termasuk Pelaporannya setiap Triwulan (mulai Triwulan III)
- Seluruh Arahan Dewan Komisaris dan Direksi terkait Tata Kelola Terintegrasi telah ditindaklanjuti
- Arahan Komite Tata Kelola Terintegrasi telah ditindaklanjuti
- Telah dilaksanakan pengukuran Risk Maturity Index oleh Pihak Independen dengan Score 2,68

- The current Risk Management function is at the sub-field level, which was directly responsible under the Directorate of Finance, Risk Management and Human Capital

Process

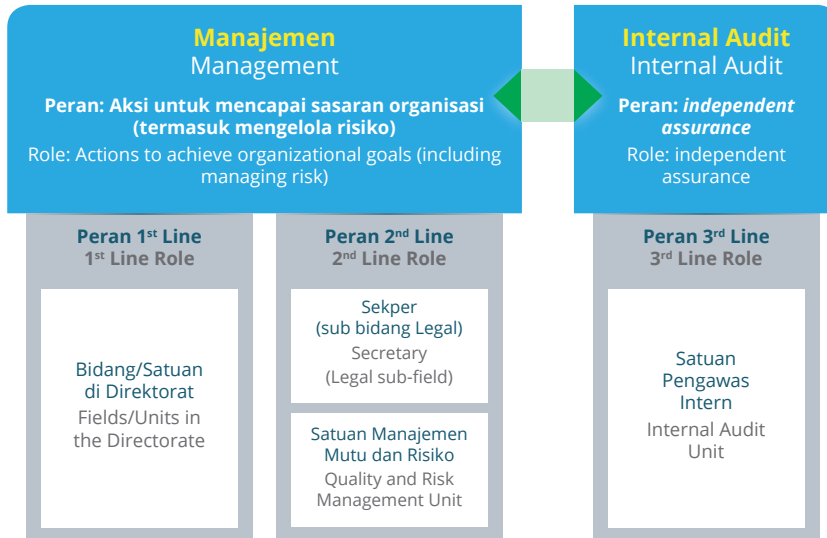
- PLNE had ratified the PLN Risk Management Policy and was gradually implementing thereof.
- The Risk Management function acted as a strategic business partner for BPOs related to the implementation of risk management, including the implementation of GRC (64 Resolutions) and assistance for strategic programs such as the completion of CPSI
- Risk Profiles and Risk Strategies had been prepared and aligned with PLN
- Risk Monitoring had been performed monthly for the Site and for the corporate (there was feedback every quarter) quarterly.
- The cultural program (Risk Talk) had been implemented 4 times by Senior Management
- The fulfillment of the risk improvement roadmap had been conducted until December 2024, with PLN's evaluation results of 104.1% achievement
- Implementation of the Internal Control System Program (SPIN) by adding RCM to each procedure, 66 Procedures had been prepared from the target of 20 Procedures
- Implementation of Discussion Meetings with Stakeholders:
 - Cash War Room
 - Risk Management & GCG Committee Meeting
 - Cadence Meeting RMP and Strategic Issues with DIV MRS
 - Integrated Risk Management Unit Forum – Integrated Governance
 - SH/AP PLN Group Risk Management Forum

Results

- Submission of Risk Management Report to Shareholders and the Board of Commissioners quarterly
- PLNE followed the entire series of Integrated Governance implementation in the PLN Group, including its Quarterly Reporting (starting in Quarter III)
- Directions of the Board of Commissioners and the Board of Directors regarding Integrated Governance had been followed up
- Directions of the Integrated Governance Committee had been followed up
- Risk Maturity Index measurement had been conducted by an Independent Party obtained a Score of 2.68

Evaluasi manajemen risiko juga dilakukan pada proses 3 *lines of defense* sebagai berikut:

Proses 3 Lines Model - GRC



Evaluasi manajemen risiko juga dilakukan pada proses 3 *lines of defense* sebagai berikut:

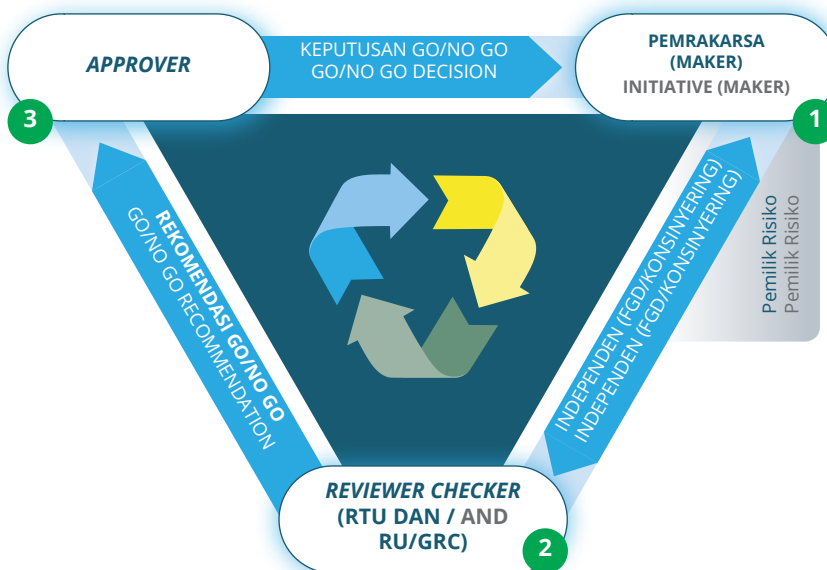
3 Lines Model Process - GRC

Pelaksanaan GRC Keputusan selama 2024:

1. GRC Regulasi sebanyak 25
2. GRC Non Regulasi sebanyak 39, terdiri dari:
 - a. Investasi sebanyak 4
 - b. Pengadaan sebanyak 16
 - c. Kemitraan sebanyak 11
 - d. Lainnya sebanyak 8

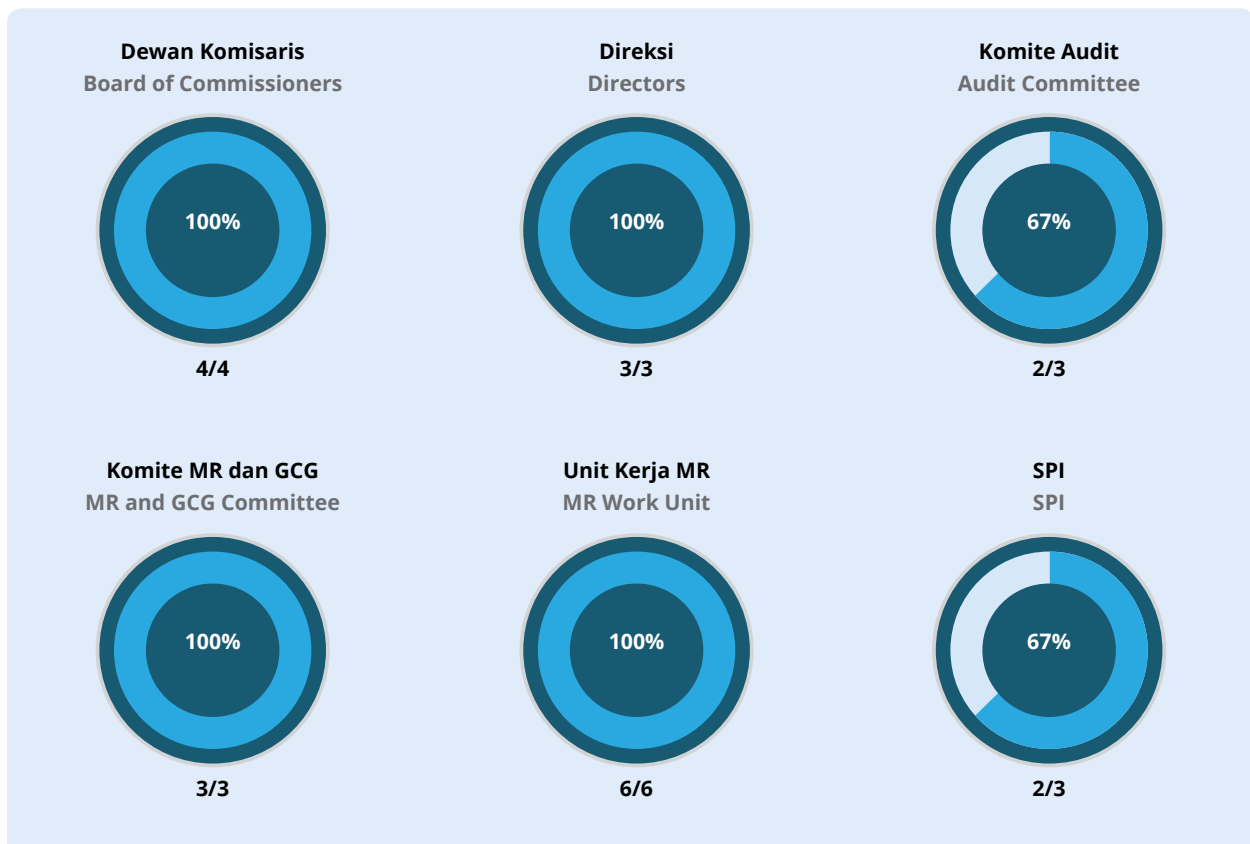
Implementation of GRC Decisions during 2024:

1. GRC Regulation as of 25
2. GRC Non-Regulation was 39, consisting of:
 - a. Investment as of 4
 - b. Procurement as of 16
 - c. Partnership as of 11
 - d. Other as of 8



Pemenuhan dan Sertifikasi Organ Pengelola Risiko PLNE

Satisfaction and Certification of PLNE Risk Management Organ



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 2024, Direksi dan Dewan Komisaris menilai bahwa Manajemen Risiko Terintegrasi telah dilaksanakan secara memadai.

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 2024, the Board of Directors and the Board of Commissioners assess that the Integrated Risk Management has been implemented adequately.

Perkara Hukum

Perkara Hukum Yang Dihadapi Perusahaan

Selama tahun 2024 tidak terdapat perkara hukum yang dihadapi oleh Perusahaan.

Permasalahan Hukum yang Sedang Dihadapi Dewan Komisaris dan Direksi yang Sedang Menjabat

Selama tahun 2024 tidak terdapat perkara hukum yang dihadapi oleh Dewan Komisaris dan Direksi yang sedang menjabat.

Permasalahan Hukum yang Sedang Dihadapi Anak Perusahaan

Selama tahun 2024 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.

Legal Cases

Legal Cases Faced by The Company

During 2024 there were no legal cases faced by the company.

Legal Cases Faced by The Incumbent Board of Commissioners and Directors

During 2024 there were no legal cases faced by the incumbent Board of Commissioners and Directors.

Legal Cases Faced by Subsidiaries

Selama tahun 2024 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

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 publik berdasarkan Keputusan Direksi Nomor: 17.001.K/010/DIR/PLNE/XI/2010 tentang Pengklasifikasian dan Pengungkapan Informasi. 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 Widyastuti

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Media Sosial:

Instagram : pln_enjiniring

X : @enjiniring

Facebook : PT PLN Enjiniring

Tiktok : @pln_enjiniring

Youtube : PLN Enjiniring

Siaran Pers

No	Tanggal Rilis Release Date	Judul Berita	News Title
1	4 Januari 2024 January 4, 2024	Awali Tahun 2024, DIRUT PLNE Ajak Seluruh Insan PLNE untuk Mendukung Eksekusi Transformasi Perusahaan	Starting 2024, PLNE's CEO Invited PLNE Employees to Support the Company's Transformation Execution
2	4 Januari 2024 January 4, 2024	Akselerasi Pembangunan Infrastruktur Green Energy, PLNE Dukung PLN dalam Mengembangkan Electric Vehicle Ecosystem	Accelerating Green Energy Infrastructure Development, PLNE Supported PLN in Developing Electric Vehicle Ecosystem
3	10 Januari 2024 January 10, 2024	Pastikan Prototipe SPKLU Desain PLNE Beroperasi dengan Baik, Direktur Retail dan Niaga PLN Kunjungi Lokasi SPKLU PLN EYE	Ensuring PLNE's Design SPKLU Prototype Operates Properly, PLN's Retail and Commercial Director Visited PLN EYE SPKLU Location

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. 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

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Youtube : PLN Enjiniring

Press Release

No	Tanggal Rilis Release Date	Judul Berita	News Title
4	11 Januari 2024 January 11, 2024	Bangun Harmonisasi dalam Bekerja, Serikat Pekerja PLNE Selenggarakan MUNASLUB dan MUSDALUB Pembentukan DPD PLNE	Building Harmony in Work, PLNE's Labor Union Held MUNASLUB and MUSDALUB for the Formation of PLNE's DPD
5	17 Januari 2024 January 17, 2024	Go Global, PLNE Sabet Penghargaan Progress Kontrak Luar Negeri Terbaik di PLN Portfolio Awards 2023	Go Global, PLNE Won the Best Overseas Contract Progress Award at the 2023 PLN Portfolio Awards
6	30 Januari 2024 January 30, 2024	Tingkatkan Keandalan Pasokan Listrik di Ambon, PLNE Dukung Sinkronisasi Pembangkit Listrik Terapung (BMPP) Nusantara 1 60 MW	Increasing the Reliability of Electricity Supply in Ambon, PLNE Supported the Synchronization of the 1 60 MW Nusantara Floating Power Plant (BMPP)
7	31 Januari 2024 January 31, 2024	Eksekusi Transformasi Organisasi, PLNE Rencanakan Program Menantang di 2024	Executing Organizational Transformation, PLNE Planned the 2024 Challenging Programs
8	5 Februari 2024 February 5, 2024	Peduli terhadap Keselamatan Kerja, PLNE Peroleh Penghargaan Maturity Level K3 Terbaik di Area Kerja Sulawesi Selatan	Work Safety Concern, PLNE Seized the K3 Best Maturity Level Award in South Sulawesi Work Area
9	7 Februari 2024 February 7, 2024	Perkuat Kelistrikan Sulawesi Tengah, PLNE Sukseskan First Gas In dan First Firing Proyek PLTMG Luwuk	Strengthening Central Sulawesi Electricity, PLNE Successfully Conducted First Gas In and First Firing of Luwuk PLTMG Project
10	13 Februari 2024 February 13, 2024	Dukung Program Talent Milenial dan Talent Perempuan, Milenial PLN Enjiniring Turut Ramaikan BUMN NEX-GEN 2024	Supporting Millennial Talent and Women Talent Programs, Millennial PLN Engineering Participated in the 2024 BUMN NEX-GEN
11	15 Februari 2024 February 15, 2024	Dukung Green Ecosystem Electric Vehicle, PLNE Turut Serta dalam Perhelatan IIMS 2024	Supporting Green Ecosystem Electric Vehicle, PLNE Participated in the 2024 IIMS
12	17 Februari 2024 February 17, 2024	Leverage the Collaboration and Capacity, PLNE Selenggarakan Employee Gathering tahun 2024 "Grow Excellent, Exceed Next Level"	Leverage Collaboration and Capacity, PLNE Commenced the 2024 Employee Gathering entitled "Grow Excellent, Exceed Next Level"
13	17 Februari 2024 February 17, 2024	Siap Hadapi Tantangan Transformasi Untuk "Grow Excellence Exceed Next Level", PLNE Gelar Rapat Kerja tahun 2024	Ready to Face Transformation Challenges for "Grow Excellence Exceed Next Level", PLNE Held the 2024 Work Meeting
14	20 Februari 2024 February 20, 2024	Siap Terima Tantangan Visi 2030 Indonesia's World Class Engineering Champion, PLNE Luncurkan The PLN Engineering Excellence Center	Ready to Accept the Challenge of Vision 2030 Indonesia's World Class Engineering Champion, PLNE Launched The PLN Engineering Excellence Center
15	21 Februari 2024 February 21, 2024	Tunjukkan Taring dalam Pengelolaan Komunikasi, PLNE Sabet 3 Penghargaan dalam PLN Corporate Communication Awards 2023	Showing Its Superiority in Communication Management, PLNE Won 3 Awards at PLN Corporate Communication Awards 2023
16	21 Februari 2024 February 21, 2024	Dukung Percepatan Net Zero Emission (NZE) 2060, PLNE Turut Sukseskan Peresmian SPBU Hidrogen Pertama di Indonesia	Supporting Acceleration Net Zero Emission (NZE) 2060, PLNE Participated in the Inauguration of the First Hydrogen Gas Station in Indonesia
17	29 Februari 2024 February 29, 2024	Wujudkan Green Transformation Ecosystem EV di Indonesia, PLNE Raih Prestasi Gemilang di Ajang Penghargaan Inovasi EV Charging	Realizing the Green Transformation Ecosystem EV in Indonesia, PLNE Achieved Brilliant Achievements at the EV Charging Innovation Awards
18	29 Februari 2024 February 29, 2024	Akselerasi Dekarbonisasi, PLNE Dukung Penyelenggaraan ICSEEA 2024	Accelerating Decarbonization, PLNE Supports the Implementation of ICSEEA 2024
19	27 Maret 2024 March 27, 2024	Perkuat Semangat Kebersamaan, PLN Enjiniring Selenggarakan Town Hall Meeting ke-2 dan Buka Puasa Bersama Anak Yatim dan Dhuafa	Strengthening the Spirit of Togetherness, PLN Enjiniring Held the 2nd Town Hall Meeting and Breaking the Fast with Orphans and the Poor
20	8 Maret 2024 March 8, 2024	Menuju NZE 2060, PLNE Siap Berpartisipasi dalam FGD Kebijakan Penyelenggaraan Kegiatan Penangkapan dan Penyimpanan Karbon	Towards NZE 2060, PLNE was Ready to Participate in the FGD on the Policy for Implementing Carbon Capture and Storage Activities
21	30 Maret 2024 March 30, 2024	PLNE Dukung Kegiatan Shipnaming and Launching Program Dual Fuel Barge Mounted Power Plant (BMPP) Nusantara II 60 MW Wujudkan Keandalan Pasokan Listrik Kolaka Sulawesi Tenggara	PLNE Supported Ship-naming and Launching Program Dual Fuel Barge Mounted Power Plant (BMPP) Nusantara II 60 MW to Realize Reliability of Electricity Supply in Kolaka, Southeast Sulawesi
22	8 Mei 2024 May 8, 2024	Perkuat Eksistensi Wanita Untuk Kemajuan Perseroan, PLNE Turut Serta dalam PLN Women Summit 2024	Strengthening Women's Existence for the Company's Progress, PLNE Participated in the 2024 PLN Women Summit
23	3 Mei 2024 May 3, 2024	Giring Inovasi PLN EYE Sebagai Transisi Energi Ramah Lingkungan, PLNE Berkontribusi Dalam Pameran PERIKLINDO EV Show 2024	Driving PLN EYE Innovation as a Green Energy Transition, PLNE Contributed to the 2024 PERIKLINDO EV Show Exhibition
24	2 Mei 2024 May 1, 2024	Gapai Titian Menuju Engineering Leading Company di Asia, PLN Enjiniring Sabet Penghargaan The Most Favorite Company in Electricity Infrastructure Engineering	Reaching the Bridge to Engineering Leading Company in Asia, PLN Enjiniring Won the Most Favorite Company in Electricity Infrastructure Engineering Award
25	8 Mei 2024 May 8, 2024	Kolaborasi PLNE dan PLN UIP JBT, Mampu Raih Target Milestone Commissioning Test Unit #1 PLTA Jatigede (2 X 55 MW)	Collaboration between PLNE and PLN UIP JBT, PLNE Achieved Milestone Target Commissioning Test Unit #1 Jatigede Hydroelectric Power Plant (2 X 55 MW)

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26	8 Mei 2024 May 8, 2024	Kolaborasi PT PLN Enjiniring Bersama PT Kayan Hydropower Nusantara dalam Membangun Proyek PLTA Terbesar di Indonesia	Collaboration between PT PLN Enjiniring and PT Kayan Hydropower Nusantara in Building the Largest Hydroelectric Power Plant Project in Indonesia
27	8 Mei 2024 May 8, 2024	Perkuat Komitmen Tingkatkan Layanan dan Produk Ketenagalistrikan, PLNE Kunjungi PLTS Tanjung Uma 1 MWp Batam	Strengthening Commitment to Improve Electricity Services and Products, PLNE Visited PLTS Tanjung Uma 1 MWp Batam
28	17 Mei 2024 May 17, 2024	Menuju Engineering Excellence, PLN Enjiniring Gelar Townhall Meeting Ke-3 Tahun 2024	Towards Engineering Excellence, PLN Enjiniring Held the 3rd Townhall Meeting in 2024
29	21 Mei 2024 May 21, 2024	Dukung Terwujudnya Kesetaraan Gender di Lingkungan PLN Group, Direktur Utama PLNE Buka Workshop Pembelajaran Pengarusutamaan Gender	Supporting the Realization of Gender Equality in the PLN Group Environment, PLNE's President Director Opened Gender Mainstreaming Learning Workshop
30	29 Mei 2024 May 29, 2024	Rajut Sinergi PLN Group, PLNE Peroleh Penghargaan The Best Collaboration for Business Development Project	Elaborating Synergy of PLN Group, PLNE Received the Best Collaboration for Business Development Project Award
31	30 Mei 2024 May 30, 2024	Tingkatkan Infrastruktur Pendidikan dan Pengelolaan Lingkungan, PT PLN Enjiniring Meraih Penghargaan TOP CSR Awards 2024	Improving Education Infrastructure and Environmental Management, PT PLN Enjiniring Won the 2024 TOP CSR Award
32	31 Mei 2024 May 31, 2024	Komitmen Kembangkan Energi Surya Indonesia : PLNE dan AESI Jalin Aliansi Bersama	Commitment to Developing Indonesian Solar Energy: PLNE and AESI Established Alliance
33	6 Juni 2024 June 6, 2024	Tingkatkan Kualitas Pendidikan di Kalimantan Tengah, PLNE Salurkan Bantuan Fasilitas Sekolah ke SD Karendan dan SMP Yayasan Pendidikan Bangkanai	Improving the Quality of Education in Central Kalimantan, PLNE Distributed School Facility Assistance to Karendan Elementary School and Junior High School of Pendidikan Bangkanai Foundation
34	14 Juni 2024 June 14, 2024	Tangkap Peluang Bisnis pada Oksigen Rendah Karbon, TIM GOXY PLNE Berhasil Mendapatkan Golden Ticket Seleksi Nasional Kategori Business Development SPKI XXVII 2024	Capturing Business Opportunities in Low Carbon Oxygen, PLNE GOXY TEAM Successfully Obtained Golden Ticket for National Selection in the 2024 Business Development Category SPKI XXVII
35	19 Juni 2024 June 19, 2024	Tebarkan Semangat Berbagi, Rohis PLN Enjiniring Hibahkan 5 Ekor Sapi Dalam Rangka Memperingati Hari Raya Idul Adha 1445 H	Spreading the Spirit of Sharing, Rohis PLN Enjiniring Donated 5 Cows in the Commemoration of Eid al-Adha 1445 H
36	20 Juni 2024 June 20, 2024	Eskalasi Percepatan Transisi Energi, PLNE Bersama PLN, dan LPEM FEB UI Bersinergi Susun Panduan Kelayakan Ekonomi Pembangkit EBT	Escalation of Energy Transition Acceleration, PLNE Together with PLN, and LPEM FEB UI Synergized to Prepare Economic Feasibility Guidelines for EBT Power Plants
37	22 Juni 2024 June 22, 2024	Terus Kembangkan Ekosistem Hidrogen di Indonesia, PLN Enjiniring Siap Kawal Proyek Hydrogen Park IKN	Continuously Developing Hydrogen Ecosystem in Indonesia, PLN Enjiniring was Ready to Oversee the IKN Hydrogen Park Project
38	30 Juni 2024 June 30, 2024	Siap Go Global, PLN Enjiniring Komit Pro Aktif dalam Proyek Enjiniring Ketenagalistrikan	Ready to Go Global, PLN Enjiniring Committed to be Pro-Active in Electricity Engineering Projects
39	8 Juli 2024 July 8, 2024	Terus Dorong Peran Srikandi PLN, Bentuk Karakter Anggun, Cerdas, dan Tangguh	Continuously Encouraging the Role of PLN's Srikandi, Forming an Elegant, Intelligent, and Resilient Character
40	12 Juli 2024 July 12, 2024	Raih Pengakuan Qualified Internal Auditor, PLN Enjiniring Siap Tingkatkan Kapasitas Kinerja SPI	Achieving Qualified Internal Auditor Recognition, PLN Enjiniring was Ready to Increase SPI Performance Capacity
41	16 Juli 2024 July 16, 2024	PLN Enjiniring Memimpin Langkah-Langkah Penting dalam Pengembangan Energi Baru Terbarukan Melalui Workshop PLTA dan PLTM	PLN Enjiniring Led Important Steps in the Development of New Renewable Energy Through Hydroelectric Power Plant and Micro-Power Plant Workshops
42	17 Juli 2024 July 17, 2024	Siap Dukung Kinerja Maksimal untuk Proyek Ketenagalistrikan, PLN Enjiniring siapkan Engineer Tersertifikasi dan Berpengalaman	Ready to Support Maximum Performance for Electricity Projects, PLN Enjiniring Prepared Certified and Experienced Engineers
43	22 Juli 2025 July 22, 2024	Tingkatkan Bauran Energi Terbarukan, PLNE Berperan Penting dalam Suksesnya PSN PLTS Terapung Cirata	Increasing Renewable Energy Mix, PLNE Played an Important Role in the Success of the Cirata Floating PLTS PSN
44	24 Juli 2024 July 24, 2024	Tingkatkan Kinerja dan Profesionalisme, PLN Enjiniring Siap Menjadi Episentrum Ekosistem Engineering Indonesia	Improving Performance and Professionalism, PLN Enjiniring was Ready to Become the Epicenter of the Indonesian Engineering Ecosystem
45	25 Juli 2024 July 25, 2024	Semarakkan Hari Anak Nasional, PLN Enjiniring Gelar Khitanan Massal untuk Masyarakat Sekitar	Enlivening National Children's Day, PLN Enjiniring Held Mass Circumcision for the Surrounding Community
46	25 Juli 2024 July 25, 2024	Kawal Capaian Kinerja Unggul Tahun 2024, PLN Enjiniring Selenggarakan Rapat Kerja Semester 1	Monitoring the Achievement of Excellent Performance in 2024, PLN Enjiniring Held the Quarter-1 Work Meeting
47	31 Juli 2024 July 31, 2024	Konsisten dalam Menjalankan Program Tanggung Jawab Sosial Lingkungan, PLN Enjiniring Raih Penghargaan Platinum Star 5 di TJSL & CSR Awards 2024	Consistently Implementing the Social and Environmental Responsibility Program, PLN Enjiniring Won the Platinum Star 5 Award at the 2024 TJSL & CSR Awards

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48	1 Agustus 2024 August 1, 2024	Kembali Torehkan Prestasi, PLN Enjiniring Raih Penghargaan Indonesia Original Brand Champion 2024	Regaining an Achievement, PLN Enjiniring Won the 2024 Indonesia Original Brand Champion Award
49	2 Agustus 2024 August 2, 2024	Kunjungi PLTMG Luwuk, DIRMPRO PLN Apresiasi Kinerja PLN Enjiniring	Visiting PLTMG Luwuk, DIRMPRO PLN Appreciated PLN Enjiniring's Performance
50	3 Agustus 2024 August 3, 2024	Sukses Tampilkan Inovasi Carbon Capture Storage, PLN Enjiniring Perkuat Perannya dalam Pengembangan Ekosistem CCS	Successfully Showing Carbon Capture Storage Innovation, PLN Enjiniring Strengthened Its Role in CCS Ecosystem Development
51	5 Agustus 2024 August 5, 2024	Kawal Eksekusi Proyek Pembangkit Thermal, PLN Enjiniring Ikuti FGD Bersama Direktorat Manajemen Proyek PLN	Monitoring Thermal Power Plant Project Execution, PLN Enjiniring Participated in FGD with PLN Project Management Directorate
52	8 Agustus 2024 August 8, 2024	Menjadi Pelopor Teknologi Energi, PLN Enjiniring Paparkan Smart Grid dan Smart Microgrid di Bali	Becoming a Pioneer in Energy Technology, PLN Enjiniring Presented Smart Grid and Smart Microgrid in Bali
53	15 Agustus 2024 August 15, 2024	Kawal Pengembangan EBT di Pedalaman Papua, PLN Enjiniring Siap Lakukan Survey Proyek PLTA Mamberamo Bersama Komando Resor Militer 172	Monitoring EBT Development in the Interior of Papua, PLN Enjiniring was Ready to Conduct a Survey of the Mamberamo Hydroelectric Power Plant Project with the 172 Military Resort Command
54	15 Agustus 2024 August 15, 2024	Dalam Rangka Mendukung Transisi Energi, PLN Enjiniring Beserta PLN Group Kunjungi Kawasan Industri Terpadu Batang	To Support Energy Transition, PLN Enjiniring and PLN Group Visited Batang Integrated Industrial Area
55	16 Agustus 2024 August 16, 2024	Dukung Pembangunan Berkelanjutan, PLN Enjiniring Tampilkan Desain Incinerator Terbaru dalam FGD Bank Sampah KAPPSA	Supporting Sustainable Development, PLN Enjiniring Displayed the Latest Incinerator Design in the KAPPSA Waste Bank FGD
56	17 Agustus 2024 August 17, 2024	Semarakkan HUT RI ke-79, PLN Enjiniring Adakan Upacara Bendera dan Lomba Menarik	Enlivening the 79th Anniversary of the Republic of Indonesia, PLN Enjiniring Held a Flag Ceremony and Interesting Competition
57	20 Agustus 2024 August 20, 2024	Kedepankan Sustainability, PLN Enjiniring melalui Srikandi Movement Tunjukkan Komitmen TJSL dengan Kunjungi Bank Sampah KAPPSA	Prioritizing Sustainability, PLN Enjiniring through the Srikandi Movement Demonstrated TJSL Commitment by Visiting the KAPPSA Waste Bank
58	21 Agustus 2024 August 21, 2024	PLN Enjiniring Berperan Kunci dalam Penandatanganan PPA PLTS Terapung Saguling: Dari Pra-FS hingga Pemilihan Mitra	PLN Enjiniring Played a Key Role in the Signing PPA for Saguling Floating Solar Power Plant: From Pre-FS to Partner Selection
59	22 Agustus 2024 August 22, 2024	Perkuat Peran dalam Mendukung Pengembangan Enjiniring Ketenagalistrikan, PLN Enjiniring Gelar Market Sounding di Sarawak Energy Isthmus Run 2024	Strengthening Its Role in Supporting the Development of Electricity Engineering, PLN Enjiniring Held the 2024 Market Sounding at Sarawak Energy Isthmus Run
60	28 Agustus 2024 August 28, 2024	Sinergi dengan SP di PLN Group, Serikat Pekerja PLN Enjiniring Tandatangani Integrasi Satu SP Satu PLN	Synergizing with SP in PLN Group, PLN Enjiniring' Labor Union Signed Integration of One SP One PLN
61	5 September 2024 September 5, 2024	Dukung Pembangunan Infrastruktur Ketenagalistrikan, PLN Enjiniring Tanda Tangani Kerjasama Pekerjaan Jasa Enjiniring Ekstention IBT 3 Ngimbang dengan PLN Unit Induk Transmisi Jawa Timur dan Bali	Supporting the Development of Electricity Infrastructure, PLN Enjiniring Signed Cooperation on Engineering Services Work for IBT 3 Ngimbang Extension with PLN East Java and Bali Transmission Main Unit
62	6 September 2024 September 6, 2024	Peresmian PLTS Ground-Mounted 100 MWp: PLN Enjiniring Berperan Penting dalam Desain Kajian Bisnis dan Dokumen Grid Study	Inauguration of 100 MWp Ground-Mounted Solar Power Plant: PLN Enjiniring Played an Important Role in the Design of Business Studies and Grid Study Documents
63	6 September 2024 September 6, 2024	Guna Mencapai NZE 2060, PLN Enjiniring Tampilkan Strategi Renewable Energy di Seminar Nasional 2024	To Achieve NZE 2060, PLN Enjiniring Showcased Renewable Energy Strategy at the 2024 National Seminar
64	9 September 2024 September 9, 2024	Tingkatkan Keandalan Listrik, PLN Enjiniring Dukung Proyek Gardu Induk dan Transmisi Tersebar PLN UIP JBTB	Improving Electricity Reliability, PLN Enjiniring Supported PLN UIP JBTB's Main Substation and Distributed Transmission Projects
65	10 September 2024 September 10, 2024	Peresmian Proyek ACCESS di Sumba: PLN Enjiniring Tunjukkan Komitmen pada Elektrifikasi dan Green Energy	Inauguration of the ACCESS Project in Sumba: PLN Enjiniring Demonstrated Commitment to Electrification and Green Energy
66	13 September 2024 September 13, 2024	Pencapaian PLN Enjiniring di Top GRC Awards 2024: Menegaskan Komitmen Tinggi Terhadap Sustainability dan Praktik GRC	PLN Enjiniring's Achievements at the 2024 Top GRC Awards: Affirming High Commitment to Sustainability and GRC Practices
67	13 September 2024 September 13, 2024	Tingkatkan Eksistensi Energi Ramah Lingkungan, PLN Enjiniring Paparkan Konsep Hingga Tantangan Kendaraan Listrik di Indonesia Sustainability Forum	Increasing the Existence of Environmentally Friendly Energy, PLN Enjiniring Explained the Concept and Challenges of Electric Vehicles in the Indonesia Sustainability Forum

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68	18 September 2024 September 18, 2024	PLN Enjiniring Berperan Aktif dalam ICT-PEP 2024: Mendorong Pemanfaatan Teknologi untuk Kebijakan Sustainability Energy	PLN Enjiniring Played an Active Role in ICT-PEP 2024: Encouraging the Use of Technology for Sustainable Energy Policies
69	18 September 2024 September 18, 2024	Bincang Pagi PLN Enjiniring: Mengintegrasikan Keberlanjutan dalam Upaya Menuju Engineering Excellence Center	PLN Enjiniring Morning Talk: Integrating Sustainability in Efforts Towards an Engineering Excellence Center
70	27 September 2024 September 27, 2024	Dorong Transisi Energi dan Green Energy, PLN Enjiniring Siapkan Strategi Pengembangan Distribution System Operator di Indonesia	Encouraging Energy Transition and Green Energy, PLN Enjiniring Prepared a Strategy for Developing Distribution System Operators in Indonesia
71	28 September 2024 September 28, 2024	PLN Enjiniring Tingkatkan Kompetensi Engineer melalui Pelatihan Sertifikasi Remote Pilot dan Pengoperasian Drone untuk Optimalisasi Teknologi Pemetaan	PLN Enjiniring Improved Engineer Competence through Remote Pilot Certification Training and Drone Operations for Optimization of Mapping Technology
72	30 September 2024 September 30, 2024	Berkontribusi Besar Dalam Jasa Konsultansi Enjiniring Ketenagalistrikan, PLN Enjiniring Terima Tanda Kehormatan di Malam Penghargaan Majalah Listrik Indonesia	Majorly Contributing to Electrical Engineering Consulting Services, PLN Enjiniring Received Honorary Medal at the Indonesian Electricity Magazine Awards Night
73	30 September 2024 September 30, 2024	DIRUT PLN Enjiniring Dorong Peran Aktif Srikandi PLN Dalam Mewujudkan Lingkungan Kerja Inklusif	President Director of PLN Enjiniring Encouraged the Active Role of Srikandi PLN in Realizing an Inclusive Work Environment
74	4 Oktober 2024 October 17, 2024	Dedikasi Penuh Terhadap Energi Ramah Lingkungan, PLN Enjiniring Paparkan Rencana Investasi untuk Proyek Energi Angin di Indonesia	Having Full Dedication to Environmentally Friendly Energy, PLN Enjiniring Presented Investment Plans for Wind Energy Projects in Indonesia
75	1 Oktober 2024 October 1, 2024	Optimalkan Dukungan untuk Mencapai 60 GW Energi Terbarukan, PLN Enjiniring Selenggarakan FGD Transforming Towards Excellence	Optimizing Support to Achieve 60 GW of Renewable Energy, PLN Enjiniring Held FGD Transforming Towards Excellence
76	3 Oktober 2024 October 3, 2024	Peringati HUT ke-22, PLN Enjiniring Selenggarakan Kegiatan Donor Darah untuk Mendukung Ketersediaan Darah bagi Masyarakat	Commemorating Its 22nd Anniversary, PLN Enjiniring Held Blood Donation Activity to Support Blood Availability for the Community
77	5 Oktober 2024 October 5, 2024	Semangat Kolaborasi dan Inovasi Menuju Engineering Excellence, Powering The Future, PLN Enjiniring Rayakan Ulang Tahun ke-22	Spirit of Collaboration and Innovation Towards Engineering Excellence, Powering The Future, PLN Enjiniring Celebrated Its 22nd Anniversary
78	9 Oktober 2024 October 9, 2024	Sinergi Inovatif untuk Keberlanjutan: PLN Enjiniring Jalin Kerja Sama Strategis dengan BIDR dan TBEA di China	Innovative Synergy for Sustainability: PLN Enjiniring Established Strategic Cooperation with BIDR and TBEA in China
79	9 Oktober 2024 October 9, 2024	PLNE Runner Turut Kontribusi Kurangi Emisi Karbon dalam PLN Electric Run 2024	PLNE Runner Contributed to Reducing Emissions Carbon in the 2024 PLN Electric Run
80	17 Oktober 2024 October 17, 2024	PLN Enjiniring Perkuat Dukungan Transisi Energi melalui Inovasi Carbon Capture for Coal Power Plant di Enlit Asia 2024	PLN Enjiniring Strengthened Support for Energy Transition through Carbon Capture Innovation for Coal Power Plant at the 2024 Enlit Asia
81	21 Oktober 2024 October 21, 2024	Tingkatkan Keandalan Jaringan Transmisi wilayah Jawa Timur dan Bali, PLN Enjiniring Tandatangani Perjanjian untuk Pembangunan Infrastruktur Energi yang Berkelanjutan	Increasing the Reliability of Transmission Networks in East Java and Bali, PLN Enjiniring Signed Agreement for Sustainable Energy Infrastructure Development
82	24 Oktober 2024 October 24, 2024	Jawab Tantangan Go Global, PLN Enjiniring Tanda Tangan MoU untuk Mendukung Kerja Sama dengan Timor Leste	Answering the Challenge of Going Global, PLN Enjiniring Signed MoU to Support Cooperation with Timor Leste
83	25 Oktober 2024 October 25, 2024	Kembangkan Pasar Oksigen Rendah Karbon, Tim GOXY PLN Enjiniring Raih Juara III di Seleksi Penghargaan Karya Inovasi HLN ke-79	Developing Low Carbon Oxygen Market, GOXY PLN Enjiniring Team Won Third Place in the 79th HLN Innovation Works Award Selection
84	29 Oktober 2024 October 29, 2024	Tegaskan Komitmen Mendukung Kemandirian Energi dan Transisi Energi Berkelanjutan, PLN Enjiniring Memperingati Hari Listrik Nasional dan Hari Sumpah Pemuda.	Strengthening Commitment to Supporting Energy Independence and Sustainable Energy Transition, PLN Enjiniring Commemorated National Electricity Day and Youth Pledge Day.
85	5 November 2024 November 5, 2024	PLN Enjiniring Tunjukkan Komitmen Terhadap Transformasi Human Capital Berkelanjutan, Raih Top Human Capital Award 2024 di Hari Listrik Nasional	PLN Enjiniring Demonstrated Commitment to Sustainable Human Capital Transformation and Won the 2024 Top Human Capital Award on National Electricity Day
86	7 November 2024 November 7, 2024	PLN Enjiniring Dukung UMKM Ninauka Go Internasional, Perkuat Pemberdayaan Perempuan Baduy di Indonesia-Japan Friendship Festival 2024	PLN Enjiniring Supported Ninauka MSME to Go International, Strengthened Baduy Women's Empowerment at the 2024 Indonesia-Japan Friendship Festival

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87	8 November 2024 November 8, 2024	PLN Enjiniring Dukung UMKM, Optimalisasi Kolaborasi Teknologi Monitoring Sedimentasi dengan TechnoGIS Indonesia	PLN Enjiniring Supported MSME and Optimized Collaboration of Sedimentation Monitoring Technology with TechnoGIS Indonesia
88	11 November 2024 November 11, 2024	Langkah Strategis Menuju Kesejahteraan dan Produktivitas Karyawan, PLN Enjiniring Teken Kesepakatan PKB dengan DPD SP PLN Enjiniring	Having Strategic Steps Towards Employee Welfare and Productivity, PLN Enjiniring Signed PKB Agreement with PLN Enjiniring's DPD SP
89	11 November 2024 November 11, 2024	Kobarkan Semangat Hari Pahlawan, Engineer PLN Enjiniring Ungkap Solusi Green Energy di ICST 2024	Igniting the Spirit of Heroes' Day, PLN Enjiniring Engineers Revealed Green Energy Solutions at the 2024ICST
90	12 November 2024 November 12, 2024	Perkuat Integritas dan Kerja Sama dengan Mitra, PLN Enjiniring Gelar Multi Stakeholder Forum tahun 2024	Strengthening Integrity and Cooperation with Partners, PLN Enjiniring Held the 2024 Multi Stakeholder Forum
91	12 November 2024 November 12, 2024	Sambut Hari Pahlawan, PLN Enjiniring Dukung Workshop Pemberdayaan Wanita melalui Srikandi Movement di Lampung	Welcoming Heroes' Day, PLN Enjiniring Supported Women's Empowerment Workshop through Srikandi Movement in Lampung
92	14 November 2024 November 14, 2024	Menjembatani Dunia Akademik dan Industri, PLN Enjiniring Sambut Kunjungan Mahasiswa IT PLN untuk Wujudkan Transformasi Energi Ramah Lingkungan	Bridging the Academic World and Industry, PLN Enjiniring Welcomed the Visitation of IT PLN Students to Realize Green Energy Transformation
93	18 November 2024 November 18, 2024	Dukung Komitmen Transisi Energi, PLN Enjiniring Berperan dalam COLONY Summit PLN 2024	Supporting Energy Transition Commitment, PLN Enjiniring Played Role in the 2024 COLONY Summit PLN
94	19 November 2024 November 19, 2024	Perkuat Partnership dalam Pengembangan Green Energy, PLN Enjiniring ikuti Diskusi Eksklusif COP 29 bersama S&P Global Commodity Insights	Strengthening Partnership in Green Energy Development, PLN Enjiniring Participated in Exclusive COP 29 Discussion with S&P Global Commodity Insights
95	22 November 2024 November 22, 2024	Komit Terhadap Digitalisasi Layanan, PLN Enjiniring Raih Penghargaan pada Ajang BUMN Branding & Marketing Award 2024	Committed to Service Digitalization, PLN Enjiniring Won the 2024 BUMN Branding & Marketing Award
96	22 November 2024 November 22, 2024	Komit Terhadap Digitalisasi Layanan, PLN Enjiniring Raih Penghargaan pada Ajang BUMN Branding & Marketing Award 2024	Committed to Service Digitalization, PLN Enjiniring Won the 2024 BUMN Branding & Marketing Award
97	29 November 2024 November 29, 2024	DIRUT PLN Enjiniring Paparkan Upaya Wujudkan Energi Bersih, Ramah Lingkungan, dan Terjangkau untuk Mendorong Pertumbuhan Ekonomi Hingga 8%	DIRECTOR OF PLN Enjiniring Explained Efforts to Realize Clean, Green, and Affordable Energy to Drive Economic Growth by Up to 8%
98	30 November 2024 November 30, 2024	DIRRENBANG PLN Dukung Tim GOXY PLN Enjiniring dalam Pengembangan Green Oxygen sebagai Solusi Efisiensi Energi dan Lingkungan	DIRRENBANG PLN Supported GOXY Team PLN Enjiniring in Developing Green Oxygen as Energy and Environmental Efficiency Solution
99	2 Desember 2024 December 2, 2024	PLN Enjiniring Tunjukkan Komitmen Kolaborasi Global di Electricity Connect 2024 untuk Dukung Transisi Energi dan Masa Depan Energi Rendah Karbon	PLN Enjiniring Demonstrated Commitment to Global Collaboration at the 2024 Electricity Connect to Supporting Energy Transition and Low Carbon Energy Future
100	3 Desember 2024 December 3, 2024	PLN Enjiniring Memperkuat Peran dalam Pengembangan Ekosistem Kendaraan Listrik di Indonesia	PLN Enjiniring Strengthened Role in Developing Electric Vehicle Ecosystem in Indonesia
101	4 Desember 2024 December 4, 2024	PLN Enjiniring Gaungkan Transisi Energi Hijau untuk Masa Depan Indonesia pada Electricity Connect 2024	PLN Enjiniring Echoed Green Energy Transition for Indonesia's Future at the 2024 Electricity Connect
102	4 Desember 2024 December 4, 2024	Sambut Tahun Baru dengan Green Energy: PLN Enjiniring Lakukan Aksi Tanam Pohon pada Hari Menanam Pohon Indonesia	Welcoming the New Year with Green Energy: PLN Enjiniring Planted Trees on Indonesian Tree Planting Day
103	5 Desember 2024 December 5, 2024	Dorong Kepemimpinan Perempuan: Direktur Utama PLN Enjiniring Tekankan Pentingnya Kesetaraan Gender di CEO Insight Women's Leader Discussion	Encouraging Women's Leadership: PLN Enjiniring's President Director Emphasized Importance of Gender Equality at CEO Insight Women's Leader Discussion
104	6 Desember 2024 December 6, 2024	PLN Enjiniring Paparkan Studi Dampak PLTS pada Sistem JAMALI dalam Acara Electricity Connect 2024 untuk Mendukung Energi Terbarukan dan Keberlanjutan	PLN Enjiniring Presented Study on Impact of Solar Power Plants on JAMALI System at the 2024 Electricity Connect Event to Support Renewable Energy and Sustainability

No	Tanggal Rilis Release Date	Judul Berita	News Title
105	10 Desember 2024 December 10, 2024	Tingkatkan Layanan Digital Jelang Tahun Baru, PLN Enjiniring Raih Prestasi di TOP DIGITAL Awards 2024	Enhancing Digital Services Ahead of New Year, PLN Enjiniring Won the 2024 Achievement at TOP DIGITAL Awards
106	10 Desember 2024 December 10, 2024	Sambut Tahun Baru, PLN Enjiniring Kembali Torehkan Prestasi pada Ajang Penghargaan Indonesia Customer Experience Champion 2024	Welcoming the New Year, PLN Enjiniring Regained an Achievement at the 2024 Indonesia Customer Experience Champion Awards
107	11 Desember 2024 December 11, 2024	Sambut Tahun Baru, PLN Enjiniring Terus Konsisten Terapkan Sistem Manajemen Anti Penyyuapan	Welcoming the New Year, PLN Enjiniring Continued to Consistently Implement the Anti-Bribery Management System
108	12 Desember 2024 December 12, 2024	PLN Enjiniring Sambut Tahun Baru dengan Komitmen Kuat pada Pengelolaan Risiko di Forum Manajemen Risiko PT PLN (Persero) 2024	PLN Enjiniring Welcomed the New Year with a Strong Commitment to Risk Management at the 2024 PT PLN (Persero) Risk Management Forum
109	13 Desember 2024 December 13, 2024	Peringati HAKORDIA, PLN Enjiniring Paparkan Inovasi Center of Excellence di KM-Fest 2024 Jelang Nataru	Commemorating HAKORDIA, PLN Enjiniring Presentd Innovation Center of Excellence at the 2024 KM-Fest, Prior to Christmas and New Year Holidays
110	16 Desember 2024 December 16, 2024	PLN Enjiniring Sambut Tahun Baru dengan Semangat Baru, Perkuat Sinergi untuk Masa Depan yang Cerah	PLN Enjiniring Welcomed the New Year with New Spirit, Strengthens Synergy for a Bright Future
111	17 Desember 2024 December 17, 2024	PLN Enjiniring Hadir di Seminar Internasional PII 2024, Bahas Strategi Industrialisasi Berkelanjutan Menuju Indonesia Emas 2045 Jelang Nataru	PLN Enjiniring Attended the 2024 PII International Seminar and Discussed Sustainable Industrialization Strategy Towards Golden Indonesia 2045, Prior to Christmas and New Year Holidays
112	18 Desember 2024 December 18, 2024	Sambut Tahun Baru, PLN Enjiniring Berkomitmen Dukung Transformasi Hukum dalam Eksekusi Bisnis PLN	Welcoming the New Year, PLN Enjiniring Committed to Supporting Legal Transformation in PLN's Business Execution
113	30 Desember 2024 December 30, 2024	Kawal Transformasi Human Capital Berkelanjutan, PLN Enjiniring Hadiri HR Gathering di Monash University Indonesia	Monitoring Sustainable Human Capital Transformation, PLN Enjiniring Attended HR Gathering at Monash University Indonesia

Transparansi Penyampaian Laporan

Sekretaris 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:

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:

No.	Jenis Laporan Type of Report	Jatuh Tempo Internal Internal Due Date	Jatuh Tempo penyampaian ke PLN Submission Due Date to PLN
1	Laporan Realisasi Program Investasi Investment Program Realization Report	tanggal 5 5th	tanggal 7 7th 7
2	Laporan Beyond kWH & Laporan Sinergi SHAP Beyond kWH Report & SHAP Synergy Report	tanggal 5 5th	tanggal 7 7th
3	Laporan Realisasi Kinerja Performance Realization Report	tanggal 5 5th	tanggal 8 8th
4	Laporan Progress Rencana Kerja Manajemen (RKM) Management Work Plan (RKM) Progress Report	tanggal 5 5th	tanggal 8 8th
5	Laporan Manajemen Triwulanan Quarterly Management Report	tanggal 7 7th	tanggal 12 12th

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 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.

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.

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 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.

PLN Enjiniring's code of ethics was updated in the second semester of 2023 through the GRC process within PLN Enjiniring. The update consisted of adjusting the vision and mission of PLN Enjiniring by referring to the PLN Enjiniring's Long-Term Company Plan (RJPP) and the addition of a professional engineer code of ethics, which was a guideline for PLN Enjiniring engineers in working, behaving, and interacting with colleagues and stakeholders. The updating process of code of ethics had not been completed until the end of 2023 and only signed by the Board of Directors and Board of Commissioners in the first semester of 2024 as well as disseminated to 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.

Penyebarluasan Kode Etik

Pedoman Perilaku (*Code of Conduct*) yang memuat tingkah laku moral dan etika dari seluruh insan PLN Enjiniring dijabarkan melalui beberapa dokumen sebagai berikut:

1. Peraturan Direksi PT PLN Enjiniring Nomor: 0013.P/DIR/2023 tentang Pedoman Perilaku dan Etika Bisnis serta Panduan Perilaku Do's and Don'ts
2. Pedoman Perilaku dan Etika Bisnis PT PLN Enjiniring
3. Buku Saku *Code of Conduct* PT PLN Enjiniring.

Dokumen terkait Kode Etik tersebut telah disampaikan melalui *email blasting*, diunggah melalui Aplikasi DLI dalam *website Knowledge Management System* PLN Enjiniring, serta telah disosialisasikan kepada seluruh insan PLN Enjiniring pada tanggal 24 April 2024. Lembar komitmen yang terdapat dalam Buku Saku *Code of Conduct* ditanda-tangani oleh insan PLN Enjiniring dan di-*collect* melalui media *google forms*.

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 2024 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).

Dissemination of the Code of Ethics

The Code of Conduct, which contains the moral and ethical behavior of PLN Enjiniring personnel, is outlined in the following documents, as follows:

1. Regulation of the Board of Directors of PT PLN Enjiniring Number: 0013.P/DIR/2023 concerning the Guidelines for Business Conduct and Ethics and the Guidelines for Do's and Don'ts
2. Business Conduct and Ethics Guidelines of PT PLN Enjiniring
3. Pocket Book of PT PLN Enjiniring's Code of Conduct.

Documents related to the Code of Ethics was submitted via email blasting, uploaded via the DLI Application on the PLN Enjiniring Knowledge Management System website, and disseminated to PLN Enjiniring employees on April 24, 2024. The commitment sheet contained in the Code of Conduct Pocket Book was signed by PLN Enjiniring employees and collected via Google Forms.

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 2024 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).

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/penyungkapan 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. 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.

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. As per 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 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 management is conducted by a third party, the WBS 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.

Perlindungan bagi *Whistleblower*

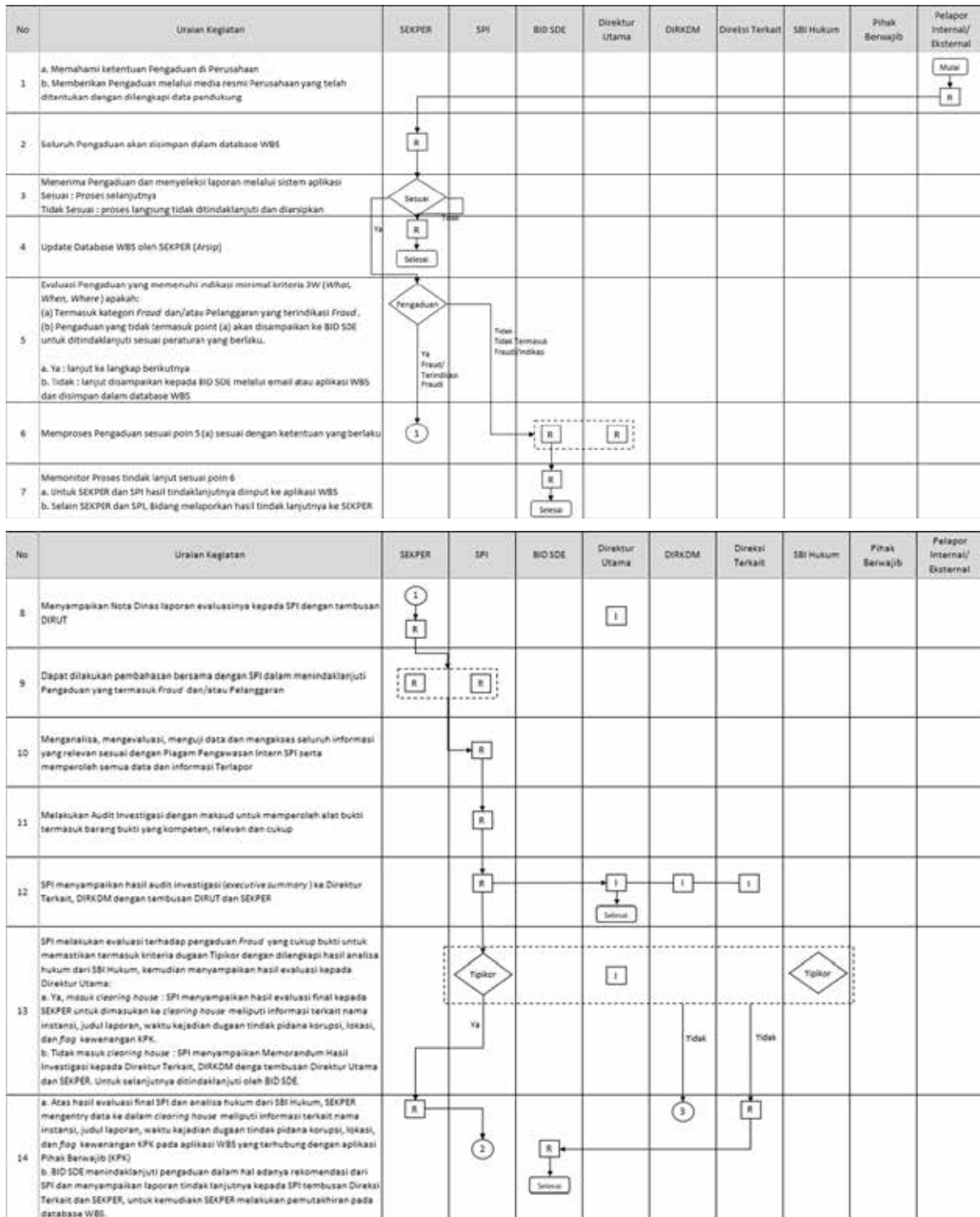
1. Setiap Pelapor dan/atau Saksi dapat diberikan fasilitas perlindungan atas dasar permintaan Pelapor dan/atau Saksi tersebut dengan ketentuan:
 - a. Dalam hal Pelapor dan/atau Saksi merupakan Pegawai Perusahaan, SEKPER berkoordinasi dengan BID SDE sesuai kewenangannya.
 - b. Dalam hal Pelapor dan/atau 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 mutasi.
 - 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.

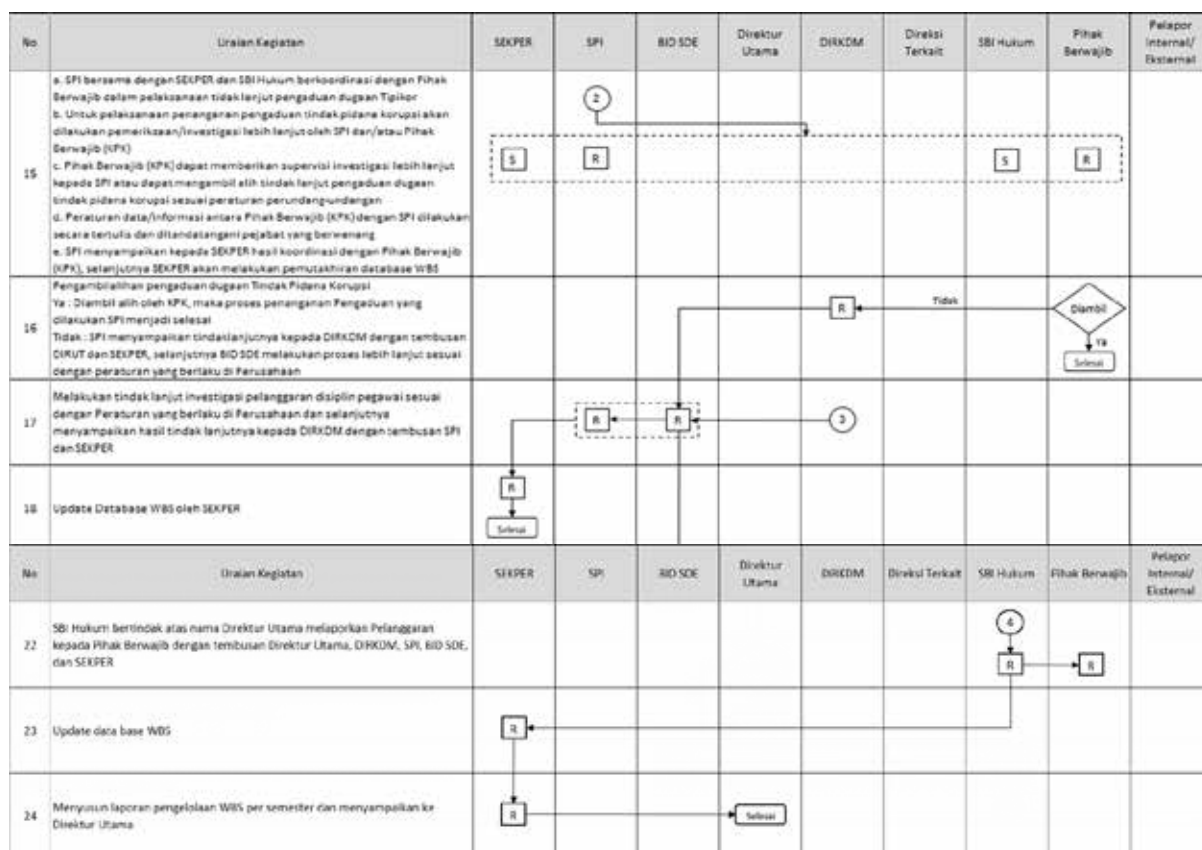
Protection for *Whistleblowers*

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
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





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);
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*).

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. Asset Misappropriation, including but not limited to cash, inventory and all other assets;
3. Fraudulent Statements, including but not limited to financial, 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:

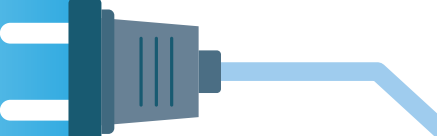
Violation Report Manager

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:

WHISTLEBLOWING SYSTEM




	Dasar Hukum Legal Basis	Peraturan Direksi PT PLN Enjiniring Nomor: 010.P/DIR/2023 Tentang Sistem Pengaduan Pelanggaran (<i>Whistleblowing System</i>) Regulation of the Board of Directors of PT PLN Enjiniring Number: 010.P/DIR/2023 Concerning the Violation Complaint System (<i>Whistleblowing System</i>)	
	Sarana Web Web Resources	 https://cos.pin.co.id  0811-1995-177  wbs@pine.co.id  Direktur Utama President Director	
	Prinsip Umum General Principles	1. Pelanggaran terhadap disiplin perusahaan, kode etik, dan penyalahgunaan wewenang di Perusahaan merupakan tindakan pelanggaran yang harus dicegah bersama. 2. Tindakan pelanggaran yang dilakukan oleh pegawai masih sering terjadi karena diantaranya disebabkan oleh sifat permissive (Pembiaran). 3. Diperlukan pelaporan tindak pelanggaran melalui Sistem Pelaporan Pelanggaran atau <i>Whistle Blowing System</i> (WBS) milik Perusahaan. 1. Violations of company discipline, code of ethics, and abuse of authority in the Company are acts of violation that must be prevented together. 2. Violations committed by employees still often occur because some are caused by a permissive nature (Neglect). 3. Reporting of violations is required through the Company's Violation Reporting System or Whistle Blowing System (WBS).	

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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:

GCG PLN-E

- Pedoman Perilaku & GCG
- Pedoman Pengadaan
- CSR
- Laporan Tahunan
- Laporan Keuangan
- Pelaporan WBS
- Gratifikasi
- Kebijakan Anti Penyuapan

Pelaporan WBS



Jumlah Pengaduan dan Sanksi/Tindak Lanjut atas Pengaduan di Tahun 2024

Selama tahun 2024, tidak terdapat pengaduan melalui *whistleblowing system* PLN Enjiniring.

Number of Complaints and Sanctions/Follow-Up on Complaints In 2024

During 2024, 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.

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.

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..

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.



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 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 2024

Selama tahun 2024 terdapat 1 (satu) pelaporan penolakan dan/atau penerimaan gratifikasi dari Insan PLN Enjiniring melalui aplikasi COS dan telah ditindaklanjuti.

vAll 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 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 2024

During 2024, there was 1 (one) report of rejection and/or acceptance of gratuities from PLN Engineering personnel via the COS application and this case had been followed up.

Pelatihan/Sosialisasi Anti Korupsi Kepada Karyawan

Pada tahun 2024 telah dilakukan sosialisasi dan awareness anti korupsi kepada karyawan melalui beberapa media, antara lain:

1. Sosialisasi dan awareness melalui aplikasi COS yang memuat materi tentang Fraud, Gratifikasi, Integrity Due Diligence, Konflik Kepentingan, Sistem Manajemen Anti Penyuapan, Sistem Manajemen Kepatuhan, dan Whistle Blowing System, dilaksanakan pada Mei 2024
2. Sosialisasi kebijakan tentang Pengelolaan Konflik Kepentingan di Lingkungan PT PLN Enjiniring, dilaksanakan pada bulan Mei 2024
3. Sosialisasi dan awareness melalui aplikasi COS yang memuat materi tentang *Fraud Risk Management*, Gratifikasi dan Konflik Kepentingan, *Integrity Due Diligence*, Regulasi Gratifikasi, Sistem Manajemen Anti Penyuapan, dan *Whistle Blowing System*, dilaksanakan pada September 2024
4. Sosialisasi dan awareness "Meningkatkan Budaya Anti Gratifikasi" di Lingkungan PT PLN Enjiniring Tahun 2024, dilaksanakan pada bulan Desember 2024
5. Imbauan Pencegahan dan Pengendalian Gratifikasi Pada Perayaan Hari Raya Natal Tahun 2024 dan Perayaan Tahun Baru 2025 melalui email dan media sosial PT PLN Enjiniring, dilaksanakan pada bulan Desember 2024

Anti-Corruption Training/Dissemination to Employees

The dissemination and anti-corruption awareness were performed for employees through several media in 2024, including:

1. Dissemination and awareness through the COS application, containing materials on Fraud, Gratification, Integrity Due Diligence, Conflict of Interest, Anti-Bribery Management System, Compliance Management System, and Whistle Blowing System, implemented in May 2024.
2. Dissemination of the policy on Conflict of Interest Management in the environment of PT PLN Enjiniring, implemented in May 2024
3. Dissemination and awareness through the COS application, containing materials on Fraud Risk Management, Gratification and Conflict of Interest, Integrity Due Diligence, Gratification Regulation, Anti-Bribery Management System, and Whistle Blowing System, implemented in September 2024.
4. Dissemination and awareness of "Improving Anti-Gratification Culture" in the environment of PT PLN Enjiniring in 2024, implemented in December 2024.
5. Request for Prevention and Control of Gratification during Christmas Celebrations in 2024 and New Year Celebrations in 2025 through email and social media of PT PLN Enjiniring, implemented in December 2024.



Insider Trading

Sampai dengan 31 Desember 2024, PLN Enjiniring belum menjadi Emiten yang menerbitkan efek bersifat ekuitas atau Perusahaan Publik sehingga tidak terdapat informasi terkait *Insider Trading*.

Penerapan Pedoman Tata Kelola Perusahaan Terbuka

Sampai dengan 31 Desember 2024, PLN Enjiniring belum menjadi Emiten yang menerbitkan efek bersifat ekuitas atau Perusahaan Publik sehingga tidak terdapat informasi terkait Penerapan Pedoman Tata Kelola Perusahaan Terbuka.

Insider Trading

As of December 31, 2024, PLN Enjiniring has not yet become an Issuer of equity securities or a Public Company, therefore, there is no information related to Insider Trading.

Implementation of Public Company Corporate Governance Guidelines

As of December 31, 2024, PLN Enjiniring had not become an Issuer that issued equity securities or a Public Company, so there was no information regarding the Implementation of the Public Company Governance Guidelines.

Good Corporate Governance Assessment

■ Good Corporate Governance Assessment

Pada tahun 2024, dilaksanakan *Assessment Good Corporate Governance* (GCG) Tahun 2024 oleh assessor independen, MUC Consulting, 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.

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).

In 2024, the 2024 Good Corporate Governance (GCG) Assessment was conducted by an independent assessor, MUC Consulting, 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 the assessment and evaluation of the implementation of Good Corporate Governance in State-Owned Enterprises.

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.

Skor Penilaian

Assessment Score

Aspek Pengujian/Indikator Parameter Testing Aspects/Parameter Indicators		Bobot Weight	Capaian Tahun 2024 The 2024 Achievement		Penjelasan Explanation
			Skor Score	% Capaian % Achievement	
I	Komitmen terhadap Penerapan Tata Kelola Perusahaan yang Baik secara Berkelanjutan Commitment to Sustainable Good Corporate Governance Implementation	7.00	6.772	96.738	Sangat Baik Very Good
II	Pemegang Saham dan RUPS Shareholders and GMS	9.00	8.408	93.425	Sangat Baik Very Good
III	Dewan Komisaris Board of Commissioners	35.00	34.147	97.562	Sangat Baik Very Good
IV	Direksi Directors	35.00	34.117	97.478	Sangat Baik Very Good
V	Pengungkapan Informasi dan Transparansi Information Disclosure and Transparency	9.00	6.347	70.520	Cukup Baik Fairly Good
VI	Aspek Lainnya Other Aspects	5.00	1.000	20.000	-
	Skor Keseluruhan Overall Score	100.00	90.791	90.791	Sangat Baik Very Good
Klasifikasi Kualitas Penerapan GCG Classification of GCG Implementation Quality					Baik Good

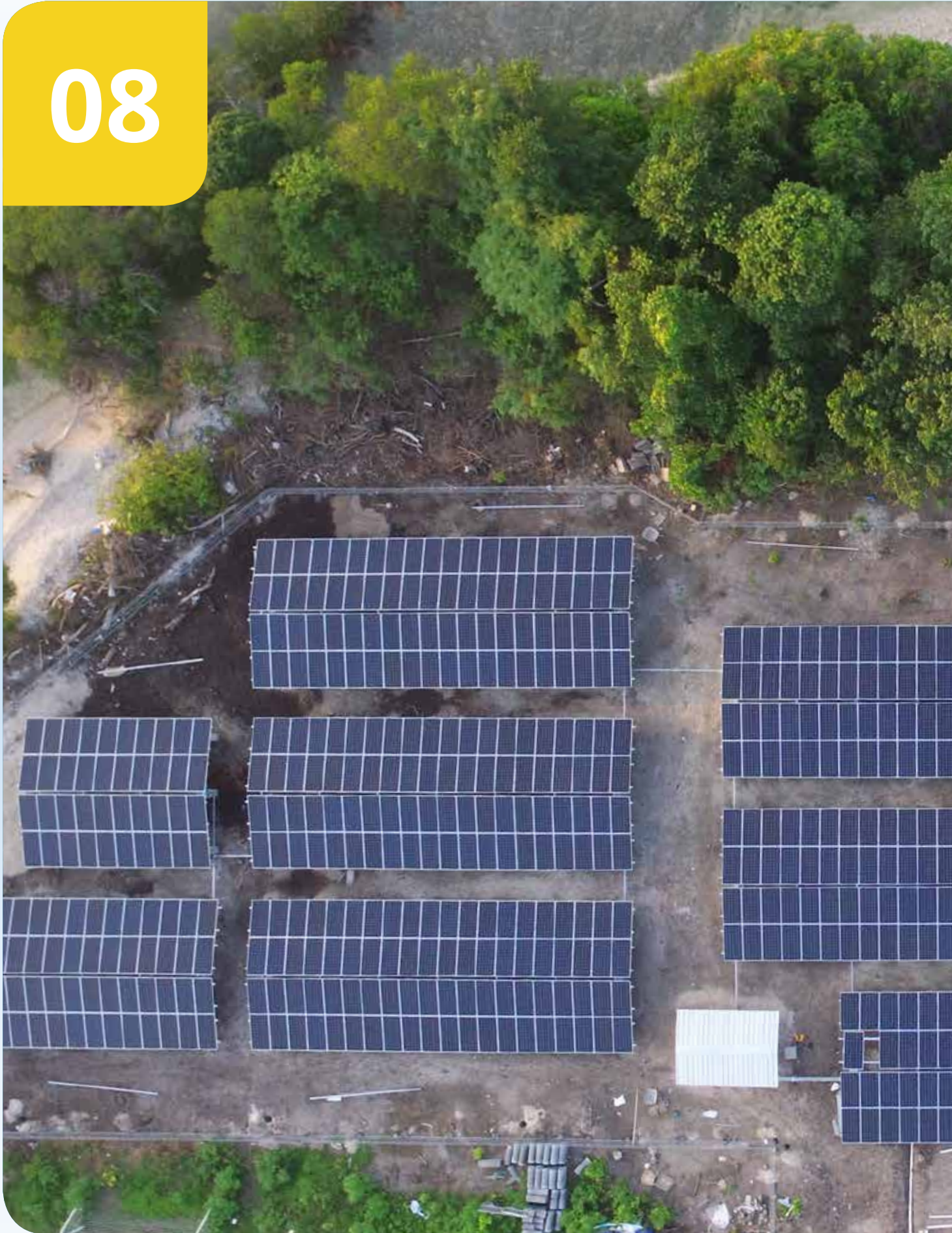
Rekomendasi dan Tindaklanjutnya

Recommendations and Follow-up

No.	Rekomendasi Recommendation		Tindak Lanjut Follow up
1.	Memutakhirkan Pedoman Tata Kelola Perusahaan yang Baik (GCG Code) yang Baik (GCG Code) yang mengacu pada Peraturan Menteri BUMN RI Nomor PER-1/MBU/03/2023, Peraturan Menteri BUMN RI Nomor PER-2/MBU/03/2023 dan Peraturan Menteri BUMN RI Nomor PER-3/MBU/03/2023.	Updating the Good Corporate Governance Code referring to the Regulation of the Minister of SOEs of the Republic of Indonesia Number PER-1/MBU/03/2023, Regulation of the Minister of SOEs of the Republic of Indonesia Number PER-2/MBU/03/2023 and Regulation of the Minister of SOEs of the Republic of Indonesia Number PER-3/MBU/03/2023.	On Progress
2.	Mendorong pencapaian target skor <i>assessment</i> GCG.	Encouraging the achievement of the GCG assessment score target.	On Progress
3.	- Menetapkan jabatan Direksi secara definitif selambat-lambatnya 30 hari sejak masa jabatan tersebut berakhir. - Komposisi jumlah Direksi sesuai kebutuhan Perusahaan.	- Determining the position of the Board of Directors definitively no later than 30 days after the end of the term of office. - The composition of the number of the Board of Directors was according to the Company's necessity.	On Progress
4.	Menyampaikan rencana pemberhentian anggota Direksi secara lisan maupun tertulis.	Submitting the plan to dismiss members of the Board of Directors verbally or in writing.	On Progress
5.	Jumlah Dewan Komisaris tidak melebihi jumlah anggota Direksi, dan terdapat Komisaris Independen yang memiliki kompetensi di bidang keuangan dan auditing.	The number of Board of Commissioners did not exceed the number of members of the Board of Directors, and there were Independent Commissioners, who had competence in the finance and auditing sectors.	On Progress
6.	Menetapkan jumlah maksimum jabatan Dewan Komisaris yang boleh dipegang oleh seorang Anggota Dewan Komisaris.	Determining the maximum number of positions on the Board of Commissioners that might be held by a Member of the Board of Commissioners.	On Progress
7.	RUPS memberikan pengesahan/persetujuan rancangan RKAP secara tepat waktu. (paling lambat 30 hari setelah tahun anggaran berjalan)	The GMS provided ratification/approval of the draft RKAP in a timely manner (no later than 30 days after the current fiscal year)	On Progress
8.	Pemegang Saham memberikan persetujuan penunjukan Auditor Eksternal termasuk angka honor atas jasa audit yang disampaikan oleh Dewan Komisaris.	Shareholders provided approval for the appointment of the External Auditor, including the honorarium figure for audit services submitted by the Board of Commissioners.	On Progress
9.	Menetapkan pembagian tugas Anggota Dewan Komisaris dengan mencakup seluruh bidang tugas Direksi.	Determining the division of tasks of the Members of the Board of Commissioners by covering all areas of the Board of Directors' duties.	On Progress
10.	Melengkapi muatan Board Manual dengan ketentuan tentang tingkat kesegeraan untuk mengkomunikasikan keputusan Dewan Komisaris kepada Direksi, maksimal 7 hari sejak disahkan/ ditandatangani.	Completing the Board Manual with provisions on the level of urgency to communicate the Board of Commissioners' decree to the Board of Directors, a maximum of 7 days after being ratified/signed.	On Progress
11.	Menyampaikan kepada RUPS terkait besarnya honorarium/imbal jasa yang diusulkan untuk eksternal auditor.	Submitting to the GMS regarding the amount of honorarium/reward proposed for the external auditor.	On Progress
12.	Melampirkan Pakta Integritas dalam Usulan Tindakan Direksi yang harus mendapatkan rekomendasi dari Dewan Komisaris dan persetujuan RUPS.	Attaching the Integrity Pact in the Proposed Board of Directors' Actions which must obtain recommendations from the Board of Commissioners and approval from the GMS.	On Progress
13.	- Mendokumentasikan Indikator pencapaian kinerja Dewan Komisaris beserta target-targetnya yang disetujui oleh RUPS setiap tahun berdasarkan usulan dari Dewan Komisaris. - Dewan Komisaris atau Komite Dewan Komisaris mengevaluasi pencapaian kinerja masing-masing Anggota Dewan Komisaris dan dituangkan dalam risalah Rapat Dewan Komisaris.	- Documenting the Board of Commissioners' performance achievement indicators along with their targets approved by the GMS annually based on proposals from the Board of Commissioners. - The Board of Commissioners or the Board of Commissioners Committee evaluated the performance achievements of each Member of the Board of Commissioners and stated in the minutes of the Board of Commissioners' Meeting.	On Progress
14.	Sekretaris Dewan Komisaris mendistribusikan bahan-bahan rapat kepada peserta rapat paling lambat 3 (tiga) hari sebelum diadakan rapat.	The Secretary of the Board of Commissioners distributed meeting materials to meeting participants no later than 3 (three) days before the meeting was held.	On Progress
15.	Mendokumentasikan progres monitoring tindak lanjut hasil keputusan, rekomendasi dan arahan Dewan Komisaris (status selesai, proses dan belum).	Documenting the progress of monitoring the follow-up of the results of the Board of Commissioners' resolutions, recommendations, and directions (status completed, on progress, and not completed yet).	On Progress

No.	Rekomendasi Recommendation		Tindak Lanjut Follow up
16.	Komite Nominasi dan Remunerasi menyusun laporan triwulanan dan tahunan kepada Dewan Komisaris, minimal memuat perbandingan realisasi kegiatan dengan program kerja tahunan serta substansi hasil kegiatan dan rekomendasinya.	The Nomination and Remuneration Committee prepared quarterly and annual reports to the Board of Commissioners, containing at least a comparison of the realization of activities with the annual work program as well as the substance of the results of the activities and their recommendations.	On Progress
17.	Mengesahkan Pedoman Uraian Jabatan	Ratifying the Job Description Guidelines	On Progress
18.	Menghindari adanya penyimpangan atas prosedur (SOP).	Avoiding any deviations from the procedures (SOP).	On Progress
19.	Melakukan pemutakhiran Pedoman RJPP yang mengacu pada PER-2/MBU/03/2023 Tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara.	Updating the RJPP Guidelines referring to PER-2/MBU/03/2023 Concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises.	On Progress
20.	- Melakukan pemutakhiran Pedoman RKAP yang mengacu pada PER-2/MBU/03/2023 Tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara - Menyampaikan rancangan RKAP kepada Dewan Komisaris tepat waktu atau sesuai jadwal waktu ditentukan yaitu 15 September sebelum tahun RKAP.	- Updating the RKAP Guidelines referring to PER-2/MBU/03/2023 concerning Guidelines for Governance and Activities of Significant State-Owned Enterprises - Submitting the draft RKAP to the Board of Commissioners on time or according to the specified time schedule, such as September 15 before the RKAP year.	On Progress
21.	Melakukan pengisian jabatan kosong.	Filling vacant positions.	On Progress
22.	Mengesahkan draft IT Master Plan (ITMP).	Ratifying IT Master Plan (ITMP) draft.	On Progress
23.	Mengupayakan tidak terjadi penurunan skor KPI dibandingkan skor KPI tahun sebelumnya.	Striving for non-occurrence of KPI score decreasing than the previous KPI score.	On Progress
24.	Menyampaikan Laporan Manajemen TW I kepada Dewan Komisaris tepat waktu (disampaikan tanggal 16 Juli 2024)	Submitting the Q1 Management Report to the Board of Commissioners on time (submitted on July 16, 2024)	On Progress
25.	Melaksanakan program jaminan kualitas dan peningkatan Fungsi Audit Internal, yang mencakup seluruh aspek dari aktivitas fungsi pengawasan intern. (3 tahun sekali)	Implementing a quality assurance program and improving the Internal Audit Function, which covered aspects of the internal audit function activities (every 3 years)	On Progress
26.	Sekretaris Perusahaan mengikuti pelatihan dibidang hukum.	The Corporate Secretary followed training in the legal aspect.	On Progress
27.	Sekretaris Perusahaan menjalankan pelaksanaan dan pendokumentasian Risalah Rapat Direksi. (Risalah rapat sudah selesai dan diedarkan ke seluruh Direksi maksimal selambat-lambatnya 7 (tujuh) hari setelah rapat selesai dilaksanakan.	The Corporate Secretary conducted the implementation and documentation of the Minutes of the Board of Directors Meeting. (The minutes of the meeting had been completed and circulated to the Directors no later than 7 (seven) days after the meeting was completed.	On Progress
28.	Melaksanakan RUPS RKAP tepat waktu yaitu paling lambat 30 hari setelah tahun anggaran berjalan.	Establishing RKAP GMS ring on schedule, minimally 30 days after the current fiscal year hari setelah tahun anggaran berjalan.	On Progress
29.	Melengkapi muatan Laporan Tahunan Bab Profil dengan uraian antara lain: - Struktur organisasi meliputi nama dan jabatan untuk pejabat satu level dibawah Direksi. - Masa berlaku sertifikasi yang diterima Perusahaan baik yang berskala nasional maupun internasional.	Completing the contents of the Annual Report Profile Chapter with the following descriptions as follows: - Organizational structure including names and positions for officials one level below the Board of Directors. - Validity period of certification received by the Company, both national and international.	On Progress
30.	Melengkapi muatan Laporan Tahunan Bab Analisa Pembahasan Manajemen dengan uraian antara lain: - Bahasan tentang struktur modal (<i>capital structure</i>) terkait tingkat likuiditas perusahaan (<i>liquidity</i>). - Informasi keuangan yang telah dilaporkan yang mengandung kejadian yang sifatnya luar biasa dan jarang terjadi. - Bahasan tentang dampak perubahan harga terhadap penjualan atau pendapatan bersih Perusahaan serta laba operasi Perusahaan selama 2 (dua) tahun.	Completing the contents of Annual Report of the Management Discussion Analysis Chapter with the following descriptions as follows: - Discussion of capital structure related to the company's liquidity level. - Reported financial information containing extraordinary and rare events. - Discussion of the impact of price changes on the Company's sales or net income and the Company's operating profit for 2 (two) years.	On Progress

No.	Rekomendasi Recommendation	Tindak Lanjut Follow up	
31.	Melengkapi muatan Laporan Tahunan Bab Tata Kelola Perusahaan dengan uraian antara lain: - Prosedur penetapan dan besarnya remunerasi anggota Dewan Komisaris. - Besarnya remunerasi anggota Direksi. - Uraian mengenai aktivitas berkaitan dengan tanggung jawab sosial Perusahaan terutama mengenai komitmen Perusahaan terhadap perlindungan Produk dan Pelanggan dalam Laporan Sustainability Report serta memuat informasi tentang biaya yang telah dikeluarkan. - Uraian mengenai aktivitas dan biaya yang dikeluarkan berkaitan dengan tanggung jawab sosial Perusahaan terutama mengenai "Community Development Program" yang telah dilakukan dalam Sustainability Report. - Uraian mengenai aktivitas dan biaya yang dikeluarkan berkaitan dengan tanggung jawab sosial Perusahaan terutama aktivitas lingkungan, dalam <i>Sustainability Report</i> belum memuat informasi tentang sertifikasi atas pengelolaan lingkungan.	Completing the contents of the Annual Report Corporate Governance Chapter with the following descriptions as follows: - Procedures for determining and the amount of remuneration for members of the Board of Commissioners. - The amount of remuneration for members of the Board of Directors. - Description of activities related to the Company's social responsibility, especially regarding the Company's commitment to protect Products and Customers in the Sustainability Report, and information on costs that had been incurred. - Description of activities and costs incurred related to the Company's social responsibility, especially regarding the "Community Development Program" that had been carried out in the Sustainability Report. - Description of activities and costs incurred related to the Company's social responsibility, especially environmental activities, in the Sustainability Report had not contained information on certification of environmental management.	On Progress
32.	Perusahaan berpartisipasi dalam <i>Annual Report Award</i> (ARA). Perusahaan memperoleh juara dalam <i>Annual Report Award</i> (ARA).	The Company participated in the Annual Report Award (ARA). The Company seized the rank in the Annual Report Award (ARA).	On Progress
33.	• Perusahaan berpartisipasi dan memperoleh penghargaan dalam <i>Sustainability Reporting Award</i>. • Perusahaan memperoleh Penghargaan lain di bidang publikasi.	• The Company participated and achieved award in the Sustainability Reporting Award. • The Company achieved other awards in the publication sector.	On Progress
34.	• Memiliki bidang/area yang menjadi <i>best practices</i> di industrinya atau menjadi tujuan <i>benchmark</i> bagi Perusahaan terdiri dari proses, fungsi pendukung dan strategi. • Mencapai kinerja terbaik di sektor usaha BUMN atau di industrinya sehingga menjadi <i>best practices</i> atau menjadi tujuan <i>benchmark</i> bagi Perusahaan lain (baik bagi BUMN maupun Perusahaan swasta).	• Having a field/area that was the best practice in its industry or became a benchmark goal for the Company, consisting of processes, supporting functions, and strategies. • Achieving the best performance in the SOE business sector or in its industry so that it became the best practice or became a benchmark goal for other Companies (both for SOE and private Companies).	On Progress
35.	Tidak terdapat perkara hukum terkait tindak pidana korupsi.	None of legal case related to corruption criminal acts was available.	On Progress





Tanggung Jawab Sosial Perusahaan

Corporate Social Responsibility (CSR)

Dalam menjalankan kegiatan usahanya, PLN Enjiniring senantiasa berupaya bahwa setiap keputusan dan aktivitas bisnis yang dilakukan mampu memberikan manfaat bagi para pemangku kepentingannya. Perusahaan memandang bahwa tanggung jawab sosial merupakan sebuah kebutuhan yang pada akhirnya akan memberikan dampak positif terhadap nilai perusahaan. Berkaitan dengan hal tersebut, arah pelaksanaan tanggung jawab sosial adalah dalam upaya meningkatkan peran perusahaan dalam pencapaian tujuan pembangunan berkelanjutan atau *Sustainable Development Goals* (SDGs).

Sesuai Surat Edaran Otoritas Jasa Keuangan No. 16 /SEOJK.04/2021 Tentang Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik, informasi tanggung jawab sosial perusahaan khususnya terkait tata kelola keberlanjutan, kinerja ekonomi berkelanjutan, kinerja lingkungan berkelanjutan dan kinerja sosial berkelanjutan disampaikan pada Laporan Keberlanjutan yang disajikan secara terpisah dari Laporan Tahunan.

In carrying out its business activities, PLN Enjiniring always strives that every decision and business activity carried out can provide benefits to its stakeholders. The company views social responsibility as a necessity that will ultimately have a positive impact on the company's value. In this regard, the direction of implementing social responsibility is in an effort to increase the company's role in achieving sustainable development goals or Sustainable Development Goals (SDGs).

In accordance with the Circular Letter of the Financial Services Authority No. 16 / SEOJK.04 / 2021 Concerning the Form and Content of the Annual Report of Issuers or Public Companies, information on corporate social responsibility, especially related to sustainable governance, sustainable economic performance, sustainable environmental performance and sustainable social performance, is submitted in the Sustainability Report which is presented separately from the Annual Report.

09



Referensi OJK

OJK References

Kriteria Criteria	Penjelasan Explanation	Halaman Page
UMUM / GENERAL		
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.		✓
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.		✓
Laporan tahunan mencantumkan identitas perusahaan dengan jelas. The annual report clearly states the company identity.	Nama perusahaan dan tahun <i>annual report</i> ditampilkan di: / The company name and year of the annual report are displayed on:	
	1. Sampul muka. / Face cover.	✓
	2. Samping. / Side.	✓
	3. Sampul belakang. / Back cover.	✓
	4. Setiap halaman. / Every page.	✓
Laporan tahunan ditampilkan di <i>website</i> perusahaan. The annual report should be available on the company website.		✓
KILAS KINERJA / PERFORMANCE HIGHLIGHTS		
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.	Informasi memuat antara lain: / Information includes, among others:	
	1. Pendapatan/penjualan. / Sales revenue.	20
	2. Laba bruto. / Gross profit.	20
	3. Laba (rugi). / Profit (loss)	20
	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.	20
	5. Total laba (rugi) komprehensif. / Total comprehensive profit (loss).	20
	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.	20
	7. Laba (rugi) per saham. / Earnings (loss) per share.	20
	8. Jumlah aset. / Total assets.	18
	9. Investasi pada entitas asosiasi. / Investments in associates.	18
	10. Jumlah liabilitas. / Total liabilities.	19
	11. Jumlah ekuitas. / Total equity.	19
	12. Rasio laba (rugi) terhadap jumlah aset. / Ratio of profit (loss) to total assets.	22
	13. Rasio laba (rugi) terhadap ekuitas. / Profit (loss) to equity ratio.	22
	14. Rasio laba (rugi) terhadap pendapatan/penjualan. / Profit (loss) to revenue/sales ratio.	22
	15. Rasio lancar. / Current ratio.	22
	16. Rasio liabilitas terhadap ekuitas. / Liability to equity ratio.	22

Kriteria Criteria	Penjelasan Explanation	Halaman Page
	17. Rasio liabilitas terhadap jumlah aset. / Ratio of liabilities to total assets.	22
	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.	22
Informasi Saham Stock Information	Informasi saham bagi Perusahaan Terbuka paling sedikit memuat: / Information on shares for Public Companies at least contains:	
	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: a. Jumlah saham yang beredar. / Number of outstanding shares. b. 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. c. 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. d. Volume perdagangan pada bursa efek tempat saham dicatatkan. / Volume trading on the stock exchange where the shares are listed.	24
	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.	
	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: a. Tanggal pelaksanaan aksi korporasi. / The date of implementation of the corporate action. b. 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. c. Jumlah saham beredar sebelum dan sesudah aksi korporasi. / The number of outstanding shares before and after the corporate action. d. Jumlah efek konversi yang dilaksanakan (jika ada). / The number of effect conversions implemented (if any). e. Harga saham sebelum dan sesudah aksi korporasi. / Stock prices before and after corporate actions.	24
	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.	NA

Kriteria Criteria	Penjelasan Explanation	Halaman Page
	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>).	NA
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).	44-45
	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.	44
	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.	44-45
	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.	45-46
	e. Kendala yang dihadapi Emiten atau Perusahaan Publik. / Obstacles faced by Issuers or Public Companies.	46-47
	2. Gambaran tentang prospek usaha Emiten atau Perusahaan Publik. / An overview of the business prospects of the Issuer or Public Company.	47-49
	3. Penerapan tata kelola Emiten atau Perusahaan Publik. / Implementation of Issuer or Public Company governance.	49-51
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.	54-57
	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.	58
	3. Pandangan atas penerapan tata kelola Emiten atau Perusahaan Publik. / Views on the implementation of governance of the Issuer or Public Company.	58-61

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.	64-65
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	68
Nama dan alamat kantor cabang atau kantor perwakilan (jika ada) Name and address of 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 2. Name and address of the branch/representative office, including: a. Address b. Phone number c. Email address d. Website address	68
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.	70
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.	71-73
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.	74-75
	2. Kegiatan usaha yang dijalankan. / Business Activities Undertaken.	75
	3. Produk dan/atau jasa yang dihasilkan. / Products and/or services produced.	76-77

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.	78-79
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.	80-81
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.	79
Profil Direksi Board of Directors Profile	Profil Direksi, paling sedikit memuat: Profile of the Board of Directors, at least contains: 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: 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 penunjukkan (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.	82-85 86

Kriteria Criteria	Penjelasan Explanation	Halaman Page
	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.	86-87
Profil Dewan Komisaris Board of Commissioners Profile	Profil Dewan Komisaris, paling sedikit memuat: Profile of the Board of Commissioners, at least contains: 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: 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.	88-91
	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.	92
	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.	N/A
	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.	92

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Jumlah karyawan dan data pengembangan kompetensi karyawan. Number of employees and employee competency development data.	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.	93-94
	Pengungkapan informasi dapat disajikan dalam bentuk tabel. Disclosure of information can be presented in tabular form.	
Komposisi pemegang saham Shareholder composition	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: 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.	95
	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 disclosedthe.	95
	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).	95
	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.	95
	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: 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	95
	Informasi di atas dapat disajikan dalam bentuk tabel. / The above information can be presented in tabular form.	

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Pemegang saham utama dan pengendali Major and controlling shareholder	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. 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.	96
Daftar entitas anak perusahaan asosiasi, perusahaan ventura List of associate subsidiaries, venture companies	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.	96-97
Kronologis pencatatan saham (termasuk <i>private placement</i>) 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	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).	100
Informasi Pencatatan Efek Lainnya Other Securities Listing Information	Informasi pencatatan efek lainnya selain efek yang belum jatuh tempo pada tahun buku paling sedikit memuat nama efek, tahun penerbitan, tingkat suku bunga/ imbal hasil, tanggal jatuh tempo, nilai penawaran, dan peringkat efek (jika ada) Information on the recording of other securities other than securities that have not matured in the financial year must include at least the name of the securities, year of issuance, interest rate/yield, maturity date, offering value and securities rating (if any)	100
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)	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: 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. 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.	101

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Nama dan alamat lembaga dan/atau profesi penunjang. Name and address of supporting institution and/or profession.	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.	101
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.	116-118
	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.	116-118
	b. Peningkatan/penurunan kapasitas produksi. / Increase/decrease in production capacity.	116-118
	c. Penjualan/pendapatan usaha. / Sales/business income.	119
	d. Profitabilitas. / Profitability.	119
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.	120-121, 122-125
	2. Liabilitas jangka pendek, liabilitas jangka panjang dan total liabilitas. / Short term liabilities, long term liabilities and total liabilities.	121-122, 125-126
	3. Ekuitas. / Equity.	122, 126-127
	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).	127-130
	5. Arus kas. / Cash flow.	130-133
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).	133-135
	2. Tingkat kolektibilitas piutang. / Receivables collectibility level.	135-136
Bahasan tentang struktur modal (<i>capital structure</i>) dan kebijakan manajemen atas struktur modal (<i>capital structure policy</i>). Discussion on capital structure and management policies on capital structure (<i>capital structure policy</i>).	Penjelasan atas: / Top explanation:	
	1. Rincian struktur modal (<i>capital structure</i>) yang terdiri dari utang berbasis bunga/sukuk dan ekuitas. / Details of the capital structure (<i>capital structure</i>), which consists of interest-based debt/sukuk and equity.	136-137
	2. Kebijakan manajemen atas struktur modal (<i>capital structure policies</i>). / Management policies on capital structure (<i>capital structure policies</i>).	137
	3. Dasar pemilihan kebijakan manajemen. / Basis for selection of management policies.	137

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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: 1. Nama pihak yang melakukan ikatan. / The name of the party making the bond. 2. Tujuan dari ikatan tersebut. / The purpose of the bond. 3. Sumber dana yang diharapkan untuk memenuhi ikatan- ikatan tersebut. / Source of funds expected to fulfill these ties. 4. Mata uang yang menjadi denominasi. / The currency to be denominated. 5. 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.	138
	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: 1. Jenis investasi barang modal. / Types of investment in capital goods. 2. Tujuan investasi barang modal. / The purpose of investing in capital goods. 3. Nilai investasi barang modal yang dikeluarkan pada tahun buku terakhir. / Investment value of capital goods issued in the last financial year.	139
	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.	139
	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.	139-142
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:	
	1. Pendapatan/penjualan. / Sales revenue.	143
	2. Laba (rugi). / Profit (loss).	143
	3. Struktur modal (<i>capital structure</i>). / Capital structure (capital structure).	144
	4. Hal lainnya yang dianggap penting bagi Emiten atau Perusahaan Publik. / Other matters deemed important by the Issuer or Public Company.	144-146
	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:	
	1. Pendapatan/penjualan. / Sales revenue.	147
	2. Laba (rugi). / Profit and loss.	147
	3. Struktur modal (<i>capital structure</i>). / Capital structure (capital structure).	147
	4. Kebijakan dividen. / Dividend policy.	147-148
	5. Hal lainnya yang dianggap penting bagi Emiten atau Perusahaan Publik. / Other matters deemed important by the Issuer or Public Company.	148

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Uraian tentang aspek pemasaran. Description of the marketing aspect.	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.	113-115
Uraian mengenai dividen selama 2 (dua) tahun buku terakhir. Description of dividends for the last 2 (two) financial years.	Uraian mengenai dividen selama 2 (dua) tahun buku terakhir, paling sedikit: Description of dividends for the last 2 (two) financial years, at least: 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. Catatan: apabila tidak ada pembagian dividen, agar diungkapkan alasannya. Notes: if there is no distribution of dividends, please state the reasons.	149
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)	Memuat uraian mengenai: / Contains descriptions of: 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). 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. 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.	150
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.	Memuat uraian mengenai: / Contains descriptions of: 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.	154 153 153 154 155

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	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: 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>armslength 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>arms 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.	155
	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. 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. 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.	154
	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.	N/A
	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.	151-155
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.	Uraian memuat antara lain: / The description contains, among others:	
	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.	156
	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.	

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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.	Uraian memuat antara lain: / The description contains, among others: 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. 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.	156
TATA KELOLA PERUSAHAAN / CORPORATE GOVERNANCE		
RUPS. GMS.	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: 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. 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.	201-211
Direksi. Directors.	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.	212-215
	2. Pernyataan bahwa Direksi memiliki pedoman atau piagam (<i>charter</i>) Direksi. / Statement that the Board of Directors has a guideline or charter (<i>charter</i>) of the Board of Directors.	217
	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.	218-238

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	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).	238-240
	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.	241
Dewan Komisaris. Board of Commissioners.	1. Tugas dan tanggung jawab Dewan Komisaris. / Duties and responsibilities of the Board of Commissioners.	241-242
	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.	247
	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. Informasi tingkat kehadiran anggota Dewan Komisaris dalam rapat Dewan Komisaris, rapat Dewan Komisaris bersama Direksi, 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 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. 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. Information includes, among others: a. Meeting date. b. Meeting participants. c. Meeting agenda.	249-256

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	4. Pelatihan dan/atau peningkatan kompetensi anggota Dewan Komisaris: / Training and/or competency improvement for members of the Board of Commissioners: a. 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). b. 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).	256-257
	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: a. Prosedur pelaksanaan penilaian kinerja. / Procedure for implementing performance appraisal. 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. c. Pihak yang melakukan penilaian. / The party making the assessment.	258-264
	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: 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.	264-267
Nominasi dan remunerasi Direksi dan Dewan Komisaris. Nomination and remuneration of the Board of Directors and Board of Commissioners.	Paling sedikit memuat: / Least load: 1. 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. 2. 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: a. Prosedur penetapan remunerasi Direksi dan Dewan Komisaris. / Procedure for determining remuneration for the Board of Directors and Board of Commissioners. b. Pengungkapan indikator untuk penetapan remunerasi Direksi. / Disclosure of indicators for determining the remuneration of the Board of Directors. c. Struktur remunerasi Direksi dan Dewan Komisaris seperti, gaji, tunjangan, tantiem/bonus dan lainnya; dan Catatan: apabila tidak terdapat bonus kinerja, bonus non kinerja, dan opsi saham yang diterima setiap anggota Dewan Komisaris dan Direksi, agar diungkapkan. The remuneration structure for the Board of Directors and the Board of Commissioners such as salaries, allowances, bonuses/bonuses and others; And 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.	270 270 270 271-272

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	d. Besarnya remunerasi masing-masing anggota Direksi dan anggota Dewan Komisaris; Pengungkapan informasi dapat disajikan dalam bentuk tabel. 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.	272
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.	Paling sedikit memuat: / Least load: a. Nama. / Name b. Dasar hukum pengangkatan Dewan Pengawas Syariah. / The legal basis for the appointment of the Sharia Supervisory Board. c. Periode penugasan Dewan Pengawas Syariah. / The assignment period of the Sharia Supervisory Board. d. Tugas dan tanggung jawab Dewan Pengawas Syariah. / Duties and responsibilities of the Sharia Supervisory Board. 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.	N/A
Komite Audit. Audit Committee.	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: 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 audit. / Period and tenure of audit committee members.	278-281
	7. Uraian tugas dan tanggung jawab. / Description of duties and responsibilities.	275-276
	8. Pernyataan independensi komite audit. / Audit committee independence statement.	281-282
	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).	282
	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.	283-285
	11. Pelaksanaan kegiatan komite audit pada tahun buku sesuai dengan yang dicantumkan dalam pedoman atau piagam (<i>charter</i>) komite audit. / Implementation of audit committee activities in the financial year according to what is stated in the audit committee guidelines or charter.	285-286

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Komite atau fungsi nominasi dan remunerasi Emiten atau Perusahaan Publik. Issuer or Public Company nomination and remuneration committee or function.	Paling sedikit memuat: / Least load:	
	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: 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.	289-290
	7. Pernyataan independensi komite. / Committee independence statement.	291
	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).	291
	9. Uraian tugas dan tanggung jawab. / Description of duties and responsibilities.	286-287
	10. Pernyataan bahwa telah memiliki pedoman atau piagam (<i>charter</i>). / Statement that already has a guideline or charter.	288
	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.	291-293
	12. Uraian singkat pelaksanaan kegiatan pada tahun buku. / A brief description of the implementation of activities in the financial year.	294
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.	Paling sedikit memuat: / Least load:	
	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: 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.	296-299
	7. Pernyataan independensi komite. / Committee independence statement.	299
	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).	299-300
	9. Uraian tugas dan tanggung jawab. / Description of duties and responsibilities.	294-295
	10. Pernyataan bahwa telah memiliki pedoman atau piagam (<i>charter</i>) komite. / Statement that already has guidelines or committee charter.	295
	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.	300-303

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	12. Uraian singkat pelaksanaan kegiatan komite pada tahun buku. / A brief description of the implementation of the committee's activities in the financial year.	303
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. 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.	306
	5. Pelatihan dan/atau peningkatan kompetensi yang diikuti dalam tahun buku. / Training and/or competency improvement attended in the financial year.	307
	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.	307-308
Unit Audit Internal Internal Audit Unit	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. 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).	309-310
	4. Jumlah pegawai (auditor internal) pada unit audit internal. / Number of employees (internal auditors) in the internal audit unit.	312-313
	5. Pelatihan dan/atau peningkatan kompetensi yang diikuti dalam tahun buku. / Training and/or competency improvement attended in the financial year.	312
	6. Struktur dan kedudukan unit audit internal. / The structure and position of the internal audit unit.	309
	7. Uraian tugas dan tanggung jawab. / Description of duties and responsibilities.	310-311
	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.	310
	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.	314-318
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.	332-333
	2. Penjelasan kesesuaian sistem pengendalian intern dengan kerangka yang diakui secara internasional (COSO – <i>internal control framework</i>). / Explanation of the suitability of the internal control system with the internationally recognized framework (COSO – internal control framework).	334
	3. Tinjauan atas efektivitas sistem pengendalian internal. / Review of the effectiveness of the internal control system.	334-335
	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.	335

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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.	335-346
	2. Jenis risiko dan cara pengelolaannya. / Types of risk and how to manage them.	346-365
	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.	368-371
	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.	371
Perkara hukum yang berdampak material yang dihadapi Oleh emiten atau perusahaan publik, entitas anak, Anggota direksi dan anggota dewan komisaris (jika ada). 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).	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.	372
	Catatan: dalam hal perusahaan, entitas anak, anggota Dewan Komisaris, dan anggota Direksi tidak memiliki perkara penting, agar diungkapkan. 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.	
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). 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).		372
Informasi mengenai kode etik Emiten atau Perusahaan Publik. Information regarding the code of ethics of Issuers or Public Companies.	1. Pokok-pokok kode etik. / Principles of the code of ethics.	380
	2. Pernyataan bahwa kode etik berlaku bagi seluruh level organisasi. / A statement that the code of ethics applies to all levels of the organization.	380
	3. Bentuk sosialisasi kode etik dan upaya penegakannya / Forms of dissemination of the code of ethics and enforcement efforts	381
	Catatan: Apabila tidak terdapat pelanggaran kode etik pada tahun buku terakhir, agar diungkapkan. Notes: If there is no violation of the code of ethics in the last financial year, please disclose it.	

Kriteria Criteria	Penjelasan Explanation	Halaman Page
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 (<i>management stock ownership program</i>/MSOP) dan/atau Program kepemilikan saham oleh karyawan (<i>employee stock ownership program</i>/ESOP). 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).	Dalam hal pemberian kompensasi berupa program Kepemilikan saham oleh manajemen (<i>management stock Ownership program</i>/MSOP) dan/atau program Kepemilikan saham oleh karyawan (<i>employee stock Ownership program</i>/ESOP). Informasi yang diungkapkan Paling sedikit memuat: 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: 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.	381
Uraian singkat mengenai kebijakan pengungkapan Informasi mengenai A brief description of the Information disclosure policy regarding	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.	382
Uraian mengenai sistem pelaporan pelanggaran (<i>whistleblowing system</i>) di Emiten atau Perusahaan Publik. Description of the whistleblowing system at the Issuer or Public Company.	1. Cara penyampaian laporan pelanggaran. / How to submit a violation report.	382
	2. Perlindungan bagi pelapor. / Protection for reporters.	383
	3. Penanganan pengaduan. / The handling of complaints.	384-385
	4. Pihak yang mengelola pengaduan. / The party managing the complaint.	386
	5. Hasil dari penanganan pengaduan, paling sedikit: / The results of handling complaints, at least: 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.	387
	Dalam hal emiten atau perusahaan publik tidak memiliki Sistem pelaporan pelanggaran (<i>whistleblowing system</i>), 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.	
Uraian mengenai kebijakan anti korupsi Emiten atau Perusahaan Publik. Description of the Issuer's or Public Company's anti-corruption policy.	1. Program dan prosedur yang dilakukan dalam Mengatasi praktik korupsi, balas jasa (<i>kickbacks</i>), <i>Fraud</i> , 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.	387-389
	2. Pelatihan/sosialisasi anti korupsi kepada karyawan Emiten atau Perusahaan Publik. / Anti-corruption training/socialization for employees of Issuers or Public Companies.	390
	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.	
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.	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).	391
	Pengungkapan informasi dapat disajikan dalam bentuk tabel / Disclosure of information can be presented in tabular form.	
TANGGUNG JAWAB SOSIAL PERUSAHAAN / CORPORATE SOCIAL RESPONSIBILITY		
Tanggung Jawab Sosial Perusahaan. Corporate social responsibility.	Disajikan dalam Laporan Keberlanjutan / Presented in the Sustainability Report	398

PT PRIMA LAYANAN NASIONAL ENJINIRING

**LAPORAN KEUANGAN/
*FINANCIAL STATEMENTS***

**31 DESEMBER 2024/
*31 DECEMBER 2024***

**PERNYATAAN DIREKSI
TENTANG TANGGUNG JAWAB
ATAS LAPORAN KEUANGAN
PADA TANGGAL DAN UNTUK TAHUN YANG
BERAKHIR PADA 31 DESEMBER 2024**

**DIRECTOR'S STATEMENT
RELATING TO THE RESPONSIBILITY
ON THE FINANCIAL STATEMENTS
AS AT AND FOR THE YEAR ENDED
31 DECEMBER 2024**

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>	:	Plt. Direktur Keuangan, Manajemen Risiko & Human Capital/ <i>Act. Director of Finance, Risk Management & Human capital</i>

Menyatakan bahwa:

Stated that:

1. Direksi bertanggung jawab atas penyusunan dan penyajian Laporan Keuangan.	1. <i>The Board of Directors are responsible for the preparation and presentation of the Financial Statements.</i>
2. Laporan Keuangan telah disusun dan disajikan sesuai dengan Standar Akuntansi Keuangan di Indonesia.	2. <i>The Financial Statements have been prepared and presented in accordance with Indonesian Financial Accounting Standards.</i>
a. Semua informasi dalam Laporan Keuangan telah dimuat secara lengkap dan benar;	a. <i>All information contained in the Financial Statement is complete and correct;</i>
b. Laporan Keuangan tidak mengandung informasi atau fakta material yang tidak benar dan tidak menghilangkan informasi atau fakta material.	b. <i>The 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.	3. <i>We are responsible for the internal control system of the Company.</i>

Demikianlah pernyataan ini dibuat dengan sebenarnya.

The statement is made truthfully.

Jakarta, 13 Juni/June 2025

 Chairani Rachmatullah Direktur Utama/ President Director	 Martono Plt. Direktur Keuangan, Manajemen Risiko & Human Capital/ <i>Act. Director of Finance, Risk Management & Human Capital</i>



**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 PT Prima Layanan Nasional Enjiniring ("Perusahaan"), yang terdiri dari laporan posisi keuangan tanggal 31 Desember 2024, serta laporan laba rugi dan penghasilan komprehensif lain, laporan perubahan ekuitas dan laporan arus kas untuk tahun yang berakhir pada tanggal tersebut, serta catatan atas laporan keuangan, termasuk informasi kebijakan akuntansi material.

Menurut opini kami, laporan keuangan terlampir menyajikan secara wajar, dalam semua hal yang material, posisi keuangan Perusahaan tanggal 31 Desember 2024, serta kinerja keuangan dan arus kasnya 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 pada laporan kami. Kami independen terhadap Perusahaan berdasarkan ketentuan etika yang relevan dalam audit kami atas laporan keuangan 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

Manajemen bertanggung jawab atas penyusunan dan penyajian wajar laporan keuangan tersebut sesuai dengan Standar Akuntansi Keuangan di Indonesia, dan atas pengendalian internal yang dianggap perlu oleh manajemen untuk memungkinkan penyusunan laporan keuangan yang bebas dari kesalahan penyajian material, baik yang disebabkan oleh kecurangan maupun kesalahan.

Opinion

We have audited the financial statements of PT Prima Layanan Nasional Enjiniring (the "Company"), which comprise the statement of financial position as at 31 December 2024, and the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Company as at 31 December 2024, and its financial performance and its 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 Financial Statements paragraph of our report. We are independent of the Company in accordance with the ethical requirements that are relevant to our audit of the 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 Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Indonesian Financial Accounting Standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Kantor Akuntan Publik Rintis, Jumadi, Rianto & Rekan

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Nomor Izin Usaha: KEP-315/KM.1/2024.

01028/2.1457/AU.1/05/1789-4/1/VI/2025



Dalam penyusunan laporan keuangan, manajemen bertanggung jawab untuk menilai kemampuan Perusahaan 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 Perusahaan 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 Perusahaan.

Tanggung Jawab Auditor terhadap Audit atas Laporan Keuangan

Tujuan kami adalah untuk memperoleh keyakinan memadai tentang apakah laporan keuangan 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 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, 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 menyatakan opini atas keefektifitasan pengendalian internal Perusahaan.

In preparing the financial statements, management is responsible for assessing the Company'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 Company or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Company's financial reporting process.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the 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 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 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 Company'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 Perusahaan 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 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 Perusahaan tidak dapat mempertahankan kelangsungan usaha.
- Mengevaluasi penyajian, struktur dan isi laporan keuangan secara keseluruhan, termasuk pengungkapannya, dan apakah laporan keuangan mencerminkan transaksi dan peristiwa yang mendasarinya dengan suatu cara yang mencapai penyajian wajar.
- *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 Company'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 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 Company to cease to continue as a going concern.*
- *Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.*

Kami mengomunikasikan kepada pihak yang bertanggung jawab atas tata kelola 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,
13 Juni/June 2025


Firman Sababalat, CPA
Izin Akuntan Publik/Public Accountant License No. AP.1789



Prima Layanan Nasional Enjiniring
01028/2.1457/AU.1/05/1789-4/1/VI/2025

PT PRIMA LAYANAN NASIONAL ENJINIRING

Lampiran 1/1 Schedule

**LAPORAN POSISI KEUANGAN
PADA TANGGAL 31 DESEMBER 2024**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2024**

(Expressed in millions of Rupiah, unless otherwise stated)

	<u>Catatan/ Notes</u>	<u>2024</u>	<u>2023</u>	
ASET				ASSETS
ASET LANCAR				CURRENT ASSETS
Kas dan setara kas	6	424,486	453,269	Cash and cash equivalents
Rekening bank yang dibatasi penggunaannya	7	16,783	9,414	Restricted cash in banks
Piutang usaha	8	600,013	363,388	Trade receivables
Piutang lain-lain	9	84,395	86,796	Other receivables
Piutang sewa pembiayaan	10	44,513	39,523	Finance lease receivables
Aset kontrak	11	324,377	185,122	Contract assets
Pajak dibayar di muka	21a	31,882	12,347	Prepaid taxes
Biaya dibayar di muka dan uang muka		<u>19,017</u>	<u>9,346</u>	Prepaid expenses and advances
Jumlah Aset Lancar		<u>1,545,466</u>	<u>1,159,205</u>	Total Current Assets
ASET TIDAK LANCAR				NON-CURRENT ASSETS
Rekening bank yang dibatasi penggunaannya	7	-	16,749	Restricted cash in banks
Piutang sewa pembiayaan	10	63,627	108,140	Finance lease receivables
Investasi pada ventura bersama	12	14,618	13,949	Investments in joint venture
Aset tetap		17,553	9,898	Fixed assets
Pajak dibayar di muka	21a	30,424	23,459	Prepaid taxes
Biaya dibayar di muka dan uang muka		-	14	Prepaid expenses and advances
Aset tak berwujud		11,655	6,093	Intangible assets
Aset tidak lancar lainnya		<u>8,961</u>	<u>2,852</u>	Other non-current assets
Jumlah Aset Tidak Lancar		<u>146,838</u>	<u>181,154</u>	Total Non-current Assets
JUMLAH ASET		<u>1,692,304</u>	<u>1,340,359</u>	TOTAL ASSETS

PT PRIMA LAYANAN NASIONAL ENJINIRING

Lampiran 1/2 Schedule

LAPORAN POSISI KEUANGAN
PADA TANGGAL 31 DESEMBER 2024

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2024

(Expressed in millions of Rupiah, unless otherwise stated)

	Catatan/ Notes	2024	2023	
LIABILITAS DAN EKUITAS				LIABILITIES AND EQUITY
LIABILITAS JANGKA PENDEK				CURRENT LIABILITIES
Utang usaha	13	215,127	146,369	Trade payables
Uang muka dari pelanggan		9,125	17,803	Advances from customer
Utang lain-lain		9,093	10,167	Other payables
Liabilitas kontrak	14	196,301	138,640	Contract liabilities
Biaya masih harus dibayar	15	26,237	41,439	Accrued expenses
Liabilitas sewa	16	18,715	8,440	Lease liabilities
Utang pajak	21b			Taxes payable
- Pajak penghasilan badan		1,128	110	Corporate income taxes -
- Pajak lainnya		83,551	61,975	Other taxes -
Liabilitas imbalan pasca kerja	22	6,364	4,148	Post-employment benefit obligation
Jumlah Liabilitas Jangka Pendek		565,641	429,091	Total Current Liabilities
LIABILITAS JANGKA PANJANG				NON-CURRENT LIABILITIES
Utang lain-lain		661	119	Other payables
Liabilitas sewa	16	9,187	-	Lease liabilities
Liabilitas imbalan pasca kerja	22	63,452	57,097	Post-employment benefit obligation
Jumlah Liabilitas Jangka Panjang		73,300	57,216	Total Non-current Liabilities
JUMLAH LIABILITAS		638,941	486,307	TOTAL LIABILITIES
EKUITAS				EQUITY
Modal saham - nilai nominal				Share capital - par value of
Rp1.000 (nilai penuh)				Rp1,000 (full amount)
per saham; modal dasar				per share; authorised
- 25.000.000 saham; ditempatkan				- 25,000,000 shares;
dan disetor penuh				issued and fully paid
- 25.000.000 saham	17	25,000	25,000	- 25,000,000 shares
Saldo laba				Retained earnings
- Ditentukan penggunaannya		5,169	5,169	Appropriated -
- Belum ditentukan penggunaannya		995,016	802,452	Unappropriated -
Tambahan modal disetor		40,609	40,609	Additional paid-in capital
Rugi komprehensif lain		(12,431)	(19,178)	Other comprehensive loss
JUMLAH EKUITAS		1,053,363	854,052	TOTAL EQUITY
JUMLAH LIABILITAS DAN EKUITAS		1,692,304	1,340,359	TOTAL LIABILITIES AND EQUITY

PT PRIMA LAYANAN NASIONAL ENJINIRING

Lampiran 2 Schedule

**LAPORAN POSISI LABA RUGI DAN PENGHASILAN
KOMPREHENSIF LAIN
UNTUK TAHUN YANG BERAKHIR
31 DESEMBER 2024**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**STATEMENT OF PROFIT OR LOSS AND OTHER
COMPREHENSIVE INCOME
FOR THE YEAR ENDED
31 DECEMBER 2024**

(Expressed in millions of Rupiah, unless otherwise stated)

	<u>Catatan/ Notes</u>	<u>2024</u>	<u>2023</u>	
Pendapatan	18	1,049,618	867,837	Revenues
Beban pokok pendapatan	19	<u>(624,288)</u>	<u>(570,876)</u>	Cost of revenues
Laba bruto		425,330	296,961	Gross profit
Beban usaha	20	(208,225)	(184,555)	Operating expenses
Penghasilan bunga		14,554	13,864	Finance income
Laba investasi pada ventura bersama	12	1,344	1,576	Gain on investment in joint ventures
Beban bunga		-	(518)	Interest expenses
Beban lain-lain - bersih		<u>(3,491)</u>	<u>(7,716)</u>	Other expense - net
Laba sebelum pajak		229,512	119,612	Profit before tax
Beban pajak penghasilan	21c	<u>(12,948)</u>	<u>(13,097)</u>	Income tax expenses
Laba tahun berjalan		<u>216,564</u>	<u>106,515</u>	Profit for the year
Penghasilan/(rugi) komprehensif lain tahun berjalan				Other comprehensive income/(loss) for the year
Pos-pos yang tidak akan direklasifikasi ke laba rugi:				Items that will not be subsequently reclassified to profit or loss:
Pengukuran kembali imbalan pasca kerja karyawan	22	638	(15,596)	Remeasurement of post- employment benefit obligation
Pengukuran kembali nilai wajar atas investasi saham		<u>6,109</u>	<u>(5,630)</u>	Remeasurement of fair value of investments in shares
Penghasilan/(rugi) komprehensif lain		<u>6,747</u>	<u>(21,226)</u>	Other comprehensive income/(loss)
Jumlah penghasilan komprehensif tahun berjalan		<u>223,311</u>	<u>85,289</u>	Total comprehensive income for the year

PT PRIMA LAYANAN NASIONAL ENJINIRING

Lampiran 3 Schedule

LAPORAN PERUBAHAN EKUITAS
UNTUK TAHUN YANG BERAKHIR
31 DESEMBER 2024

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED
31 DECEMBER 2024

(Expressed in millions of Rupiah, unless otherwise stated)

	Catatan/ Notes	Modal ditempatkan disetor/ Issued and paid-up capital	Tambahan modal disetor/ Additional paid-in capital	Saldo laba/Retained earnings		Pengukuran kembali imbalan pasca kerja karyawan/ Remeasurement of post-employment benefit obligation	Komponen ekuitas lain/ Other components of equity Perubahan nilai wajar aset keuangan pada nilai wajar melalui penghasilan komprehensif lainnya/ Changes in fair value of financial assets measured at fair value through other comprehensive income	Jumlah ekuitas/ Total equity	
				Ditentukan penggunaannya/ Appropriated	Belum ditentukan penggunaannya/ Unappropriated				
Saldo per 1 Januari 2023		25,000	3,652	5,169	741,894	(7,090)	9,138	777,763	Balance as at 1 January 2023
Dividen tunai	17	-	-	-	(9,000)	-	-	(9,000)	Cash dividend
Laba tahun berjalan		-	-	-	106,515	-	-	106,515	Profit for the year
Rugi komprehensif lain tahun berjalan		-	-	-	-	(15,596)	(5,630)	(21,226)	Other comprehensive loss 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	40,609	5,169	802,452	(22,686)	3,508	854,052	Balance as at 31 December 2023
Dividen tunai	17	-	-	-	(24,000)	-	-	(24,000)	Cash dividend
Laba tahun berjalan		-	-	-	216,564	-	-	216,564	Profit for the year
Penghasilan komprehensif lain tahun berjalan		-	-	-	-	638	6,109	6,747	Other comprehensive income for the year
Saldo per 31 Desember 2024		25,000	40,609	5,169	995,016	(22,048)	9,617	1,053,363	Balance as at 31 December 2024

Catatan atas laporan keuangan merupakan bagian yang tidak terpisahkan dari laporan keuangan.

The accompanying notes form an integral part of the financial statements.

PT PRIMA LAYANAN NASIONAL ENJINIRING

Lampiran 4/1 Schedule

**LAPORAN ARUS KAS
UNTUK TAHUN YANG BERAKHIR
31 DESEMBER 2024**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED
31 DECEMBER 2024**

(Expressed in millions of Rupiah, unless otherwise stated)

	<u>2024</u>	<u>2023</u>	
ARUS KAS DARI AKTIVITAS OPERASI			CASH FLOW FROM OPERATING ACTIVITIES
Laba sebelum pajak	229,512	119,612	Profit before tax
Penyesuaian untuk merekonsiliasi laba sebelum pajak:			Adjustments to reconcile profit before tax:
Laba investasi pada ventura bersama	(1,344)	(1,576)	Gain on investments in joint ventures
Beban imbalan pasca kerja (Pemulihan)/penyisihan untuk penurunan nilai piutang usaha dan piutang lain-lain - neto	13,623	10,517	Post-employment benefit expense
Penyusutan aset tetap dan aset hak guna	(422)	339	Net allowances for (recovery)/impairment of trade and other receivables
Amortisasi perangkat lunak	14,903	12,575	Depreciation of fixed assets and right-of-use assets
Beban bunga	9,248	5,531	Amortisation of software
Penghasilan bunga	-	518	Interest expenses
	<u>(14,554)</u>	<u>(13,864)</u>	Finance income
Arus kas operasi sebelum perubahan modal kerja	<u>250,966</u>	<u>133,652</u>	Operating cash flows before changes in working capital
Perubahan modal kerja:			Changes in working capital:
Piutang usaha	(236,203)	(262,501)	Trade receivables
Piutang lain-lain	2,401	(62,917)	Other receivables
Aset kontrak	(139,255)	(63,259)	Contract assets
Pajak dibayar di muka	(26,500)	20,451	Prepaid taxes
Biaya dibayar di muka dan uang muka	702	(4,964)	Prepaid expenses and advances
Aset tak berwujud	(14,810)	(6,135)	Intangible assets
Aset tidak lancar lainnya	-	592	Other non-current assets
Utang usaha	68,758	89,261	Trade payables
Uang muka dari pelanggan	(8,678)	4,177	Advances from customer
Utang lain-lain	(532)	4,105	Other payables
Liabilitas kontrak	57,661	57,900	Contract liabilities
Utang pajak lainnya	21,576	41,745	Other taxes payable
Biaya masih harus dibayar	(15,202)	(4,494)	Accrued expenses
Penempatan rekening bank yang dibatasi penggunaannya	(337)	(9,385)	Placement of restricted cash in banks
Penarikan rekening bank yang dibatasi penggunaannya	9,717	337	Withdrawal of restricted cash in banks
Penerimaan dari pelanggan atas piutang sewa pembiayaan	39,523	35,092	Receipts from customers of finance lease receivables
Penerimaan restitusi pajak pertambahan nilai	-	26,432	Restitution of value added tax
Pembayaran bunga	-	(518)	Payments for interest expenses
Penerimaan bunga	14,554	13,864	Interest received
Pembayaran imbalan pasca kerja	(4,414)	(2,730)	Payments of post-employment benefit
Pembayaran pajak penghasilan badan	<u>(11,930)</u>	<u>(30,246)</u>	Payments of corporate income tax
Kas bersih diperoleh/(digunakan) untuk aktivitas operasi	<u>7,997</u>	<u>(19,541)</u>	Net cash provided from/(used in) operating activities
ARUS KAS DARI AKTIVITAS INVESTASI			CASH FLOW FROM INVESTING ACTIVITIES
Penerimaan dividen	675	-	Receipts of dividends
Pelepasan aset tetap	-	111	Disposal of fixed asset
Perolehan aset tetap	<u>(11,270)</u>	<u>(599)</u>	Acquisition of fixed asset
Kas bersih digunakan untuk aktivitas investasi	<u>(10,595)</u>	<u>(488)</u>	Net cash used in investing activities

PT PRIMA LAYANAN NASIONAL ENJINIRING

Lampiran 4/2 Schedule

LAPORAN ARUS KAS
UNTUK TAHUN YANG BERAKHIR
31 DESEMBER 2024

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED
31 DECEMBER 2024

(Expressed in millions of Rupiah, unless otherwise stated)

	<u>2024</u>	<u>2023</u>	
ARUS KAS DARI AKTIVITAS PENDANAAN			CASH FLOW FROM FINANCING ACTIVITIES
Pembayaran liabilitas sewa	(2,185)	(3,992)	Payments of lease liabilities
Pembayaran dividen	(24,000)	(9,000)	Payment of dividends
Pembayaran atas pinjaman jangka panjang	-	(24,008)	Payments for long-term loan
Kas bersih digunakan untuk aktivitas pendanaan	<u>(26,185)</u>	<u>(37,000)</u>	Net cash used in financing activities
PENURUNAN BERSIH KAS DAN SETARA KAS	(28,783)	(57,029)	NET DECREASE IN CASH AND CASH EQUIVALENTS
KAS DAN SETARA KAS AWAL TAHUN	<u>453,269</u>	<u>510,298</u>	CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR
KAS DAN SETARA KAS AKHIR TAHUN	<u>424,486</u>	<u>453,269</u>	CASH AND CASH EQUIVALENTS AT END OF YEAR

PT PRIMA LAYANAN NASIONAL ENJINIRING

Lampiran 5/1 Schedule

CATATAN ATAS LAPORAN KEUANGAN 31 DESEMBER 2024

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

NOTES TO THE FINANCIAL STATEMENT 31 DECEMBER 2024

(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. 8 tanggal 16 Agustus 2024 dari Shahreza Annaz, S.H., M.Kn., notaris di Jakarta terkait dengan perubahan susunan anggota dewan direksi Perusahaan. Akta ini disahkan oleh Kementerian Hukum dan Hak Asasi Manusia dalam Surat Keputusan No. AHU-AH.01.09-0251799 tanggal 13 September 2024.

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 injiniring, pengadaan dan konstruksi, operasi dan pemeliharaan pada bidang ketenagalistrikan dan non-ketenagalistrikan. Aktivitas tersebut adalah sebagai berikut:

- a. Jasa konsultasi injiniring 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 distribusi listrik.

Pada tanggal 31 Desember 2024 jumlah karyawan Perusahaan adalah sebanyak 776 dan pada tanggal 31 Desember 2023, jumlah karyawan Perusahaan dan entitas anaknya sebanyak 799 (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. 8 dated 16 August 2024 of Shahreza Annaz, S.H., M.Kn., a notary in Jakarta regarding changes to the composition of the Company's board of directors. The Deed was approved by the Ministry of Law and Human Rights in Decree No. AHU-AH.01.09-0251799 dated 13 September 2024.

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 2024 total number of employees was 776 and as at 31 December 2023, the Company and its subsidiary total number of employees was 799 (unaudited), respectively.

PT PRIMA LAYANAN NASIONAL ENJINIRING

Lampiran 5/2 Schedule

CATATAN ATAS LAPORAN KEUANGAN
31 DESEMBER 2024

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

NOTES TO THE FINANCIAL STATEMENT
31 DECEMBER 2024

(Expressed in millions of Rupiah, unless otherwise stated)

1. UMUM (lanjutan)

b. Susunan pengurus dan informasi lain

Susunan Dewan Komisaris Perusahaan adalah sebagai berikut:

	2024
Komisaris	
Komisaris Utama	Bob Saril
Komisaris	M.R. Karliansyah
Komisaris	Edward Siagian
Komisaris	Fritz Edward Siregar

Susunan Dewan Direksi Perusahaan adalah sebagai berikut:

	2024
Direktur	
Direktur Utama	Chairani Rachmatullah
Direktur	Martono
Direktur	Kurnia Rumdhony
Direktur	-

Susunan Komite Audit Perusahaan adalah sebagai berikut:

	2024
Komite Audit	
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.

1. GENERAL (continued)

b. Management and other information

The composition of the Company's Board of Commissioners was as follows:

	2023	
		Commissioner
Bob Saril		President Commissioner
M.R. Karliansyah		Commissioner
Edward Siagian		Commissioner
Fritz Edward Siregar		Commissioner

The composition of the Company's Board of Directors was as follows:

	2023	
		Director
Chairani Rachmatullah		President Director
Martono		Director
Kurnia Rumdhony		Director
Muhammad Firmansyah		Director

The composition of the Company's Audit Committee was as follows:

	2023	
		Audit Committee
Edward Siagian		Chairman
Binara Nainggolan		Secretary
Risma Royani		Member
Rusdi Karim		Member

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.

2. PENERAPAN PERNYATAAN STANDAR AKUNTANSI KEUANGAN ("PSAK") BARU DAN AMENDEMENT SERTA INTERPRETASI STANDAR AKUNTANSI KEUANGAN ("ISAK")

Mulai dari 1 Januari 2024, referensi terhadap masing-masing PSAK dan ISAK telah diubah sesuai dengan penerbitan oleh Dewan Standar Akuntansi Keuangan Institut Akuntan Indonesia.

Penerapan dari amendemen terhadap standar akuntansi, yang berlaku efektif sejak tanggal 1 Januari 2024 tidak menyebabkan perubahan signifikan atas kebijakan akuntansi Perusahaan dan tidak memberikan dampak yang material terhadap jumlah yang dilaporkan di laporan keuangan pada tahun berjalan:

- Amendemen PSAK No. 201, "Penyajian Laporan Keuangan" tentang kewajiban diklasifikasikan sebagai lancar atau tidak lancar;
- Amendemen PSAK No. 201, "Penyajian Laporan Keuangan" - Liabilitas Jangka Panjang dengan Kovenan;
- Amendemen PSAK No. 116, "Sewa" - Liabilitas Sewa pada Transaksi Jual dan Sewa Balik;
- Amendemen PSAK No. 207, "Laporan Arus Kas" dan amendemen PSAK No. 107 "Instrumen Keuangan: Pengungkapan" - Pengaturan Pembiayaan Pemasok.

2. NEW AND AMENDMENTS TO STATEMENTS OF FINANCIAL ACCOUNTING STANDARD ("SFAS") AND INTERPRETATION OF FINANCIAL ACCOUNTING STANDARDS ("IFAS")

Beginning 1 January 2024, reference to the individual SFAS and IFAS has been changed as published by the Financial Accounting Standards Board of Indonesia Institute of Accountants.

The adoption of the following amendments to accounting standards, which are effective from 1 January 2024 did not result in substantial changes to the Company's accounting policies and had no material effect on the amounts reported in the financial statements for the current year:

- Amendment of SFAS No. 201, "Presentation of Financial Statements" regarding the classification of liabilities as current or non-current;
- Amendment of SFAS No. 201, "Presentation of Financial Statements" - Non-current Liabilities with Covenants;
- Amendment of SFAS No. 116, "Leases" - Lease Liability in a Sale and Leaseback;
- Amendment of SFAS No. 207, "Statement of Cash Flows" and amendment of SFAS No. 107 "Financial Instrument: Disclosure" - Supplier Finance Agreements.

**CATATAN ATAS LAPORAN KEUANGAN
31 DESEMBER 2024**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE FINANCIAL STATEMENT
31 DECEMBER 2024**

(Expressed in millions of Rupiah, unless otherwise stated)

2. PENERAPAN PERNYATAAN STANDAR AKUNTANSI KEUANGAN ("PSAK") BARU DAN AMENDEMENT SERTA INTERPRETASI STANDAR AKUNTANSI KEUANGAN ("ISAK") (lanjutan)

Standar dan interpretasi standar akuntansi baru tertentu telah dikeluarkan tetapi tidak wajib diterapkan pada tahun yang berakhir 31 Desember 2024 dan belum diterapkan secara dini oleh Perusahaan adalah sebagai berikut:

- PSAK No. 117 "Kontrak Asuransi";
- Amendemen PSAK No. 117 Kontrak Asuransi tentang penerapan awal PSAK 117 dan PSAK 109 - informasi komparatif; dan
- Amendemen PSAK No. 221, "Pengaruh Perubahan Kurs Valuta Asing".

Pada tanggal 31 Desember 2024, Perusahaan masih menilai dampak dari standar akuntansi dan interpretasi baru.

3. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL

Berikut ini adalah kebijakan akuntansi penting yang diterapkan dalam penyusunan laporan keuangan Perusahaan. Kebijakan ini telah diaplikasikan secara konsisten terhadap semua tahun yang disajikan, kecuali dinyatakan lain.

a. Pernyataan kepatuhan

Laporan keuangan telah disusun dan disajikan sesuai dengan Standar Akuntansi Keuangan di Indonesia yang mencakup PSAK dan ISAK.

b. Dasar penyusunan laporan keuangan

Laporan keuangan, kecuali untuk laporan arus kas, disusun berdasarkan akrual basis. Laporan keuangan 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 disusun dengan menggunakan metode tidak langsung dengan mengelompokkan arus kas ke dalam aktivitas operasi, investasi dan pendanaan.

Kecuali dinyatakan lain, kebijakan akuntansi telah diterapkan secara konsisten dengan laporan keuangan Perusahaan untuk tahun yang berakhir 31 Desember 2024 yang telah disusun berdasarkan Standar Akuntansi Keuangan di Indonesia.

Penyusunan laporan keuangan 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 Perusahaan. Area yang kompleks atau memerlukan pertimbangan yang lebih tinggi atau area dimana asumsi dan estimasi dapat berdampak signifikan terhadap laporan keuangan diungkapkan di Catatan 4.

2. NEW AND AMENDMENTS TO STATEMENTS OF FINANCIAL ACCOUNTING STANDARD ("SFAS") AND INTERPRETATION OF FINANCIAL ACCOUNTING STANDARDS ("IFAS") (continued)

Certain new accounting standards and interpretations have been published that are not mandatory for the year ended 31 December 2024 and have not been early adopted by the Company's are as follows:

- SFAS No. 117 "Insurance Contracts";
- The amendments to SFAS 117, "Insurance Contract" about initial application of SFAS 117 and SFAS 109 - comparative information; and
- Amendment of SFAS No. 221, "Lack of Exchangeability".

As at 31 December 2024, the Company is still assessing the impact of the new accounting standard and interpretation.

3. MATERIAL ACCOUNTING POLICY INFORMATION

Presented below are the significant accounting policies adopted in preparing the financial statements of the Company. These policies have been consistently applied to all of the years presented, unless otherwise stated.

a. Statement of compliance

The financial statements were prepared and presented in accordance with Indonesian Financial Accounting Standards including SFAS and IFAS.

b. Basis of preparation of the financial statements

The financial statements, except for the statements of cash flows, are prepared on the accrual basis. The preparation and presentation of the 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 statements of cash flows have been prepared using the indirect method by classifying cash flows on the basis of operating, investing and financing activities.

Unless otherwise stated, the accounting policies applied are consistent with the Company's financial statement for the year ended 31 December 2024 which has been prepared based on Financial Accounting Standards in Indonesia.

The preparation of 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 Company'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.

**CATATAN ATAS LAPORAN KEUANGAN
31 DESEMBER 2024**

(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE FINANCIAL STATEMENT
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(Expressed in millions of Rupiah, unless otherwise stated)

**3. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)****c. Akuntansi atas pengaturan bersama**

Berdasarkan PSAK 111 Pengaturan Bersama, investasi dalam pengaturan bersama diklasifikasikan sebagai operasi bersama atau ventura bersama. Klasifikasi tersebut bergantung pada hak dan kewajiban kontraktual masing-masing investor, bukan pada struktur hukum pengaturan bersama. Perusahaan mempunyai operasi bersama dan ventura bersama.

i. Operasi bersama

Perusahaan mengakui hak langsungnya atas aset, liabilitas, pendapatan dan beban operasi bersama serta bagiannya atas aset, liabilitas, pendapatan dan beban yang dimiliki bersama.

ii. 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 Perusahaan atas nilai wajar aset neto teridentifikasi dari ventura bersama dan dimasukkan dalam jumlah tercatat investasi.

- Metode ekuitas

Dalam menerapkan metode ekuitas, bagian Perusahaan atas laba rugi ventura bersama setelah perolehan diakui dalam laba rugi, dan bagian Perusahaan 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 Perusahaan atas rugi ventura bersama sama dengan atau melebihi kepentingannya pada ventura bersama, termasuk piutang tidak lancar tanpa jaminan, maka Perusahaan menghentikan pengakuan bagiannya atas rugi lebih lanjut, kecuali Perusahaan memiliki kewajiban untuk melakukan pembayaran atau telah melakukan pembayaran atas nama ventura bersama.

**3. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)****c. Joint arrangements accounting**

Under SFAS 111 Joint Arrangements investments in joint arrangements are classified as either joint operations or joint ventures. The classification depends on the contractual rights and obligations of each investor, rather than the legal structure of the joint arrangement. The Company has a joint operation and joint ventures.

i. Joint operation

The Company recognises its direct right to the assets, liabilities, revenues and expenses of joint operation and its share of any jointly held or incurred assets, liabilities revenue or expenses.

ii. 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 Company'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.

- Equity method

In applying the equity method of accounting, the Company'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 Company'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 Company does not recognise further losses, unless it has obligations to make or has made payments on behalf of a joint venture.

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3. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)

c. Akuntansi atas pengaturan bersama (lanjutan)

iii. Ventura bersama (lanjutan)

- Metode ekuitas (lanjutan)

Keuntungan yang belum direalisasi atas transaksi antara Perusahaan dengan ventura bersama dieliminasi sebesar bagian Perusahaan 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 Perusahaan.

Dividen yang akan diterima dari ventura bersama diakui sebagai pengurang jumlah tercatat investasi.

Pada setiap tanggal pelaporan, Perusahaan menentukan apakah terdapat bukti objektif bahwa telah terjadi penurunan nilai atas investasi pada ventura bersama. Jika bukti tersebut ada, maka Perusahaan 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 Perusahaan tidak lagi memiliki pengaruh signifikan. Perusahaan 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.

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.

3. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)

c. Joint arrangements accounting (continued)

iii. Joint ventures (continued)

- Equity method (continued)

Unrealised gains on transactions between the Company and a joint ventures are eliminated to the extent of the Company'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 Company.

Dividend receivables from a joint venture are recognised as reductions in the carrying amount of the investment.

At each reporting date, the Company determines whether there is any objective evidence that the investment in a joint venture is impaired. If any such evidence exists, the Company 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 Company loses significant influence. The Company 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.

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.

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**3. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

d. Penjabaran mata uang asing

i. Mata uang fungsional dan penyajian

Akun-akun yang disertakan dalam laporan keuangan diukur menggunakan mata uang dari lingkungan ekonomi utama dimana entitas tersebut beroperasi ("mata uang fungsional").

Laporan keuangan disajikan dalam Rupiah Indonesia ("Rp"), yang merupakan mata uang Perusahaan dan penyajian Perusahaan.

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, berdasarkan kurs tengah yang diterbitkan Bank Indonesia, adalah sebagai berikut:

	<u>2024*</u>	<u>2023*</u>
Mata uang		
US\$	16,162	15,416
SGD	11,919	11,711
CNY	2,214	2,169

*) dalam nilai penuh

e. Transaksi dengan pihak berelasi

Perusahaan melakukan transaksi dengan pihak-pihak berelasi sesuai yang didefinisikan oleh PSAK No. 224, "Pengungkapan Pihak-Pihak Berelasi".

Saldo dan transaksi yang material antara Perusahaan dengan entitas berelasi dengan Pemerintah diungkapkan dalam catatan atas laporan keuangan yang relevan.

Perusahaan 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.

**3. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

d. Foreign currency translation

i. Functional and presentation currency

Items included in the financial statements are measured using the currency of the primary economic environment in which the entity operates (the "functional currency").

The financial statements are presented in Indonesian Rupiah ("Rp"), which is the Company's functional and the Company'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 statement of financial position dates, based on the middle rates published by Bank Indonesia, were as follows:

e. Transactions with related parties

The Company has transactions with related parties as defined under SFAS No. 224, "Related Party Disclosures", as follows:

Significant transactions and balances of the Company with Government-related entities are disclosed in the relevant notes to the financial statements.

The Company 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.

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**3. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

e. Transaksi dengan pihak berelasi (lanjutan)

Kebijakan Perusahaan 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

Perusahaan 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 Perusahaan dan persyaratan kontraktual arus kas - apakah penentuan arus kasnya "semata-mata dari pembayaran pokok dan bunga".

Perusahaan 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".

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.

**3. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

e. Transactions with related parties (continued)

The Company'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 Company 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 Company'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 Company 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.

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.

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**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

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".
- 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.

**3. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

f. Financial assets (continued)

**i. Classification, recognition and measurement
(continued)**

Financial assets measured at FVTPL

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.
- 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.

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**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)

- Investasi ekuitas di mana Perusahaan 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.

Perusahaan 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 Perusahaan telah mentransfer secara substansial seluruh risiko dan manfaat atas kepemilikan aset.

g. Penurunan nilai aset keuangan

Perusahaan 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.

Perusahaan 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.

**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)

- *Equity investments where the Company 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 Company 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 Company has transferred substantially all the risks and rewards of ownership.

g. Impairment of financial assets

The Company 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.

The Company 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.

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**3. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

g. Penurunan nilai aset keuangan (lanjutan)

Pada setiap periode pelaporan, Perusahaan menilai apakah risiko kredit dari instrumen keuangan telah meningkat secara signifikan sejak pengakuan awal. Ketika melakukan penilaian, Perusahaan menggunakan perubahan atas risiko gagal bayar yang terjadi sepanjang perkiraan usia instrumen keuangan daripada perubahan atas jumlah KKE. Dalam melakukan penilaian, Perusahaan 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.

Perusahaan 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 dijaminkan serta tidak dibatasi penggunaannya yang tidak digunakan sebagai jaminan atau tidak dibatasi penggunaannya.

**3. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

g. Impairment of financial assets (continued)

At each reporting date, the Company assesses whether the credit risk on a financial instrument has increased significantly since initial recognition. When making the assessment, the Company 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 Company 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 Company 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.

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3. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL (lanjutan)

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.

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. 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.

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.

3. MATERIAL ACCOUNTING POLICY INFORMATION (continued)

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.

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. 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.

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.

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3. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)

I. Penurunan nilai aset nonkeuangan (lanjutan)

Beban dan pembalikan penurunan nilai disajikan secara terpisah dalam laba rugi, setelah penyajian laba usaha.

m. 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.

n. Pengakuan pendapatan dan beban

Pendapatan

Perusahaan telah menerapkan PSAK No. 115, 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, Perusahaan 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).

3. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)

I. Impairment of non-financial assets (continued)

Impairment charges and reversals are disclosed in a separate line item within profit or loss, below the operating profit line.

m. 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.

n. Revenue and expense recognition

Revenue

The Company has applied SFAS No. 115, 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 Company 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).

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3. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)

n. Pengakuan pendapatan dan beban (lanjutan)

Kewajiban pelaksanaan dapat dipenuhi saat:

- a. Pada waktu tertentu (biasanya untuk janji dalam memindahkan barang ke pelanggan); atau
- b. Sepanjang waktu (biasanya untuk janji dalam memberikan layanan pada pelanggan). Untuk kewajiban pelaksanaan yang dipenuhi sepanjang waktu, Perusahaan 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

o. 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 Perjanjian Kerja Bersama ("PKB"), mana yang lebih tinggi. Karena Peraturan Ketenagakerjaan atau PKB menentukan rumus tertentu untuk menghitung jumlah minimal imbalan pensiun, pada dasarnya, program pensiun berdasarkan Peraturan Ketenagakerjaan atau PKB 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)

n. Revenue and expense recognition (continued)

A performance obligation may be satisfied at:

- a. Point in time (typically for promises to transfer goods to a customer); or
- b. Over time (typically for promises to transfer services to a customer). For a performance obligation satisfied over time, the Company 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.

o. 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 Collective Labour Agreement (the "CLA"), whichever is higher. Since the Manpower Regulations or the CLA sets the formula for determining the minimum amount of benefits, in substance, pension plans under the Manpower Regulations or the CLA 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.

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3. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)

o. 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

Perusahaan memberikan imbalan pascakerja lainnya seperti uang cuti besar dan penghargaan kesetiaan kerja. Nilai imbalan yang diberikan didasari pada PKB.

Cuti besar diberikan kepada karyawan yang telah bekerja sekurang-kurangnya enam tahun terus menerus. Penghargaan kesetiaan kerja diberikan setiap delapan tahun bagi pegawai yang telah bekerja selama enam belas tahun terus menerus.

Perhitungan imbalan kerja jangka Panjang ditentukan dengan menggunakan metode *Projected Unit Credit*. Jumlah yang diakui sebagai liabilitas imbalan kerja jangka Panjang di laporan posisi keuangan merupakan nilai kini liabilitas imbalan kerja pasti.

p. Provisi

Provisi diakui ketika Perusahaan memiliki kewajiban kini (baik bersifat hukum maupun konstruktif) sebagai akibat peristiwa masa lalu, kemungkinan besar Perusahaan 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)

o. *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

Company provides other long-term benefits such as long-service leave and loyalty benefit. The benefits paid are based on the CLA.

The long-service leave is given to employees who have worked for at least six years continuously. The loyalty benefit is given every eight years for employees who have worked for sixteen years continuously.

Long-term benefits are determined using the Projected Unit Credit Method. The long-term employee benefits liabilities recognised in the statement of financial position represent the present value of the defined benefit obligation.

p. *Provisions*

Provisions are recognised when the Company has a present obligation (legal or constructive) as a result of a past event, when it is probable that the Company 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.

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**3. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

p. 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.

q. Sewa

Perusahaan sebagai penyewa

Untuk menilai apakah kontrak memberikan hak untuk mengendalikan penggunaan aset identifikasi, Perusahaan akan menilai apakah:

- Perusahaan memiliki hak untuk mendapatkan secara substansial seluruh manfaat ekonomis dari penggunaan aset identifikasi; dan
- Perusahaan memiliki hak untuk mengarahkan penggunaan aset identifikasi.

Pada tanggal permulaan sewa, Perusahaan 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, Perusahaan 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 Perusahaan.

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, Perusahaan menggunakan suku bunga pinjaman inkremental sebagai tingkat bunga diskonto.

**3. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

p. 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.

q. Leases

The Company as a lessee

To assess whether a contract conveys the right to control the use of an identified asset, the Company will assess whether:

- *The Company has the right to obtain substantially all the economic benefits from use of the asset throughout the period of use; and*
- *The Company has the right to direct the use of the asset.*

At the commencement date of the lease, the Company 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 Company 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 Company.

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 Company uses its incremental borrowing rate as the discount rate.

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3. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)

q. Sewa (lanjutan)

Perusahaan sebagai penyewa (lanjutan)

Modifikasi sewa

Untuk modifikasi sewa yang tidak dicatat sebagai sewa terpisah, pada tanggal efektif modifikasi sewa, Perusahaan:

- 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 Perusahaan 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. Perusahaan 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.

Perusahaan sebagai pesewa

Ketika Perusahaan bertindak sebagai pesewa, Perusahaan mengklasifikasi masing-masing sewanya baik sewa operasi atau sewa pembiayaan.

Untuk mengklasifikasi masing-masing sewa, Perusahaan 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, Perusahaan mempertimbangkan beberapa indikator seperti apakah masa sewa adalah sebagian besar dari umur ekonomik aset pendasar.

Dalam sewa pembiayaan, di mana Perusahaan mengalihkan secara substansial seluruh risiko dan manfaat yang terkait dengan kepemilikan aset, Perusahaan 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 Perusahaan sebagai pesewa dalam sewa pembiayaan.

Perusahaan mengakui pembayaran sewa yang diterima dari sewa operasi sebagai pendapatan dengan dasar garis lurus selama masa sewa.

3. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)

q. Leases (continued)

The Company 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 Company:

- *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 Company'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 Company 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 Company as a lessor

When the Company 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 Company 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 Company 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 Company transfers substantially all the risks and rewards related to the ownership of the leased item, the Company 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 Company's net investment as lessors in finance leases.

The Company recognises lease payments received under operating leases as income on the straight-line basis over the lease term.

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**3. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

r. 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 Perusahaan diakui sebagai liabilitas dalam laporan keuangan pada periode ketika dividen diumumkan.

s. Perpajakan

Pajak penghasilan final

Sesuai dengan ketentuan perpajakan yang berlaku, sebagian penghasilan Perusahaan 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 Perusahaan, yang dijelaskan dalam Catatan 3, manajemen Perusahaan 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)**

r. 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 Company's shareholders are recognised as liabilities in the financial statement in the period when the dividends are declared.

s. Taxation

Final income tax

According to the tax regulation, certain Company 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 Company's accounting policies, which are described in Note 3, the Company'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.

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**4. PERTIMBANGAN KRITIS AKUNTANSI DAN ESTIMASI
AKUNTANSI YANG SIGNIFIKAN (lanjutan)**

Pertimbangan kritis dalam penerapan kebijakan akuntansi

Dalam proses penerapan kebijakan akuntansi yang dijelaskan dalam Catatan 3, Perusahaan telah menentukan hal-hal berikut yang memerlukan pertimbangan signifikan:

Sewa

Penentuan apakah suatu perjanjian mengandung unsur sewa membutuhkan pertimbangan yang cermat untuk menilai apakah perjanjian tersebut memberikan hak untuk mendapatkan secara substansial seluruh manfaat ekonomi dari penggunaan aset identifikasian dan hak untuk mengarahkan penggunaan aset identifikasian, bahkan jika hak tersebut tidak dijabarkan secara eksplisit di perjanjian.

Perusahaan mempunyai beberapa perjanjian sewa di mana bertindak sebagai penyewa untuk beberapa aset tertentu. Perusahaan mengevaluasi apakah terdapat risiko dan manfaat kepemilikan yang signifikan dari aset sewaan yang dialihkan kepada berdasarkan PSAK 116, yang mensyaratkan Perusahaan untuk membuat pertimbangan dan estimasi dari pengalihan risiko dan manfaat terkait atas kepemilikan aset sewaan.

Karena Perusahaan tidak dapat dengan mudah menentukan suku bunga implisit, manajemen menggunakan suku bunga pinjaman inkremental Grup sebagai tingkat diskonto. Ada beberapa faktor yang perlu dipertimbangkan dalam menentukan suku bunga pinjaman inkremental, yang banyak di antaranya memerlukan pertimbangan untuk dapat secara andal mengukur penyesuaian yang diperlukan untuk sampai pada tingkat diskonto akhir. Dalam menentukan suku bunga pinjaman inkremental, Perusahaan mempertimbangkan faktor-faktor utama berikut: risiko kredit korporat Perusahaan, jangka waktu sewa, jangka waktu pembayaran sewa, lingkungan ekonomi, waktu di mana sewa dimasukkan, dan mata uang di mana pembayaran sewa ditentukan.

Dalam menentukan jangka waktu sewa, Perusahaan mempertimbangkan semua fakta dan keadaan yang menimbulkan insentif ekonomi untuk menggunakan opsi perpanjangan, atau tidak menggunakan opsi penghentian. Opsi perpanjangan (atau periode setelah opsi penghentian kontrak kerja) hanya termasuk dalam jangka waktu sewa jika cukup pasti akan diperpanjang (atau tidak dihentikan).

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:

**4. CRITICAL ACCOUNTING JUDGMENTS AND
SIGNIFICANT ACCOUNTING ESTIMATES (continued)**

Critical judgements in applying accounting policies

In the process of applying the accounting policies described in Note 3, the Company has identified the following matters under which significant judgements are made:

Leases

Determining whether an arrangement is or contains a lease requires careful judgement to assess whether the arrangement conveys a right to obtain substantially all the economic benefits from use of the asset throughout the period of use and right to direct the use of the asset, even if the right is not explicitly specified in the arrangement.

The Company has various lease agreements where the Company acts as a lessee in respect of certain assets. The Company evaluates whether significant risks and rewards of ownership of the leased asset are transferred to the lessee based on SFAS 116, which requires the Company to make judgements and estimates of transfer of risks and rewards of ownership of the leased asset.

Since the Company could not readily determine the implicit rate, management uses the Group's incremental borrowing rate as a discount rate. There are a number of factors to consider in determining an incremental borrowing rate, many of which need judgement in order to be able to reliably quantify any necessary adjustments to arrive at the final discount rates. In determining the incremental borrowing rate, the Company considers the following main factors: the Company's corporate credit risk, the lease term, the lease payment term, the economic environment, the time at which the lease is entered into, and the currency in which the lease payments are denominated.

In determining the lease term, the Company considers all facts and circumstances that create an economic incentive to exercise an extension option, or not exercise a termination option. Extension options (or periods after termination options) are only included in the lease term if the lease is reasonably certain to be extended (or not terminated).

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:

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**4. PERTIMBANGAN KRITIS AKUNTANSI DAN ESTIMASI
AKUNTANSI YANG SIGNIFIKAN (lanjutan)****Sumber ketidakpastian estimasi (lanjutan)**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 Perusahaan diakui di penghasilan komprehensif lain dan ketika terjadi. Perusahaan berkeyakinan bahwa asumsi tersebut adalah wajar dan sesuai, perbedaan signifikan dalam pengalaman aktual Perusahaan atau perubahan signifikan dalam asumsi Perusahaan 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 22.

Pajak penghasilan

Perhitungan beban pajak penghasilan Perusahaan 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 Perusahaan, 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

Perusahaan 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 18.

**4. CRITICAL ACCOUNTING JUDGMENTS AND
SIGNIFICANT ACCOUNTING ESTIMATES (continued)****Sources of estimation uncertainty (continued)**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 Company'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 Company's actual experiences or significant changes in the Company'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 22.

Income taxes

The calculations of income tax expense for the Company 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 Company, 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 Company 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 18.

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5. 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 PT Rekadaya ElektriKA Consult ("REC"), yang merupakan entitas anak dari Perusahaan, kepada PT Indonesia Comnets Plus ("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:

5. 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 PT Rekadaya ElektriKA Consult ("REC"), which is the subsidiary of the Company, to PT Indonesia Comnets Plus ("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:

	31 Desember/ December 2023	
Imbalan yang diterima	108,772	Consideration received
	<u>Nilai buku/ Book value</u>	
Kas dan bank	(114,788)	Cash and banks
Piutang usaha	(476)	Trade receivables
Aset lancar lainnya	(3,031)	Other current assets
Aset tak berwujud	(131)	Intangible assets
Pajak dibayar dimuka	(6,440)	Prepaid taxes
Utang pajak lainnya	13,376	Other taxes payables
Biaya masih harus dibayar	2,718	Accrued expenses
Nilai bersih buku aset yang dilepas	(108,772)	Book value of asset disposed - net
Kepentingan non - pengendali	-	Non - controlling interest
	<u>(108,772)</u>	

6. KAS DAN SETARA KAS

6. CASH AND CASH EQUIVALENTS

	2024	2023	
Kas	1,434	1,660	Cash on hand
Kas di bank			Cash in banks
Pihak berelasi (Catatan 23)	224,606	195,864	Related parties (Note 23)
Pihak ketiga	1,046	110	Third party
Deposito			Deposits
Pihak berelasi (Catatan 23)	195,000	253,235	Related parties (Note 23)
Pihak ketiga	2,400	2,400	Third party
Jumlah	<u>424,486</u>	<u>453,269</u>	Total

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7. REKENING BANK YANG DIBATASI PENGGUNAANNYA

Akun ini merupakan rekening bank yang digunakan sebagai jaminan bank garansi untuk pelaksanaan proyek. Pada tanggal 31 Desember 2024 dan 2023, saldo rekening bank yang dibatasi penggunaannya masing-masing sebagai berikut:

	2024	2023
Pihak berelasi (Catatan 23)	34	9,414
Pihak ketiga	16,749	16,749
Jumlah	16,783	26,163
Bagian lancar	16,783	9,414
Bagian tidak lancar	-	16,749

7. 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 2024 and 2023, the restricted bank account balances were as follows:

Related parties (Note 23)
Third parties
Total
Current portion
Non-current portion

8. PIUTANG USAHA

	2024	2023
Piutang usaha		
Pihak berelasi (Catatan 23)	581,734	362,634
Pihak ketiga	25,850	8,747
Jumlah	607,584	371,381
Cadangan kerugian penurunan nilai		
Pihak berelasi	(596)	(1,948)
Pihak ketiga	(6,975)	(6,045)
Jumlah	(7,571)	(7,993)
Jumlah piutang usaha - neto	600,013	363,388

8. TRADE RECEIVABLES

Trade receivables
Related parties (Note 23)
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:

	2024	2023
Belum jatuh tempo	294,995	56,253
Sudah jatuh tempo		
1 s/d 60 hari	132,969	255,835
61 s/d 90 hari	67,050	9,145
Lebih dari 90 hari	112,570	50,148
	607,584	371,381
Cadangan kerugian penurunan nilai	(7,571)	(7,993)
Jumlah piutang usaha - neto	600,013	363,388

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:

	2024	2023
Saldo awal	7,993	7,654
Penambahan	-	2,425
Pemulihan	(422)	(792)
Dampak pelepasan entitas anak	-	(1,294)
Saldo akhir	7,571	7,993

Beginning balance
Additions
Reversal
Effect of divestment of subsidiary
Ending balance

Manajemen Perusahaan menyatakan bahwa cadangan penurunan nilai telah cukup untuk menutupi kemungkinan atas tidak tertagihnya piutang usaha.

The management of the Company states that the allowance for impairment is adequate to cover any loss from uncollectible accounts.

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9. PIUTANG LAIN-LAIN

	2024	2023
Piutang lain-lain		
Pihak berelasi (Catatan 23)	103,541	100,377
Pihak ketiga	<u>3,102</u>	<u>8,667</u>
Jumlah	<u>106,643</u>	<u>109,044</u>
Cadangan kerugian penurunan nilai		
Pihak berelasi	(22,248)	(22,248)
Pihak ketiga	<u>-</u>	<u>-</u>
Jumlah	<u>(22,248)</u>	<u>(22,248)</u>
Jumlah piutang lain-lain - neto	<u>84,395</u>	<u>86,796</u>

Pergerakan perubahan cadangan kerugian penurunan nilai adalah sebagai berikut:

	2024	2023
Saldo awal	22,248	22,248
Penambahan/(pemulihan)	<u>-</u>	<u>-</u>
Saldo akhir	<u>22,248</u>	<u>22,248</u>

Manajemen Perusahaan menyatakan bahwa cadangan penurunan nilai telah cukup untuk menutupi kemungkinan atas tidak tertagihnya piutang lain-lain.

9. OTHER RECEIVABLES

Other receivables
Related parties (Note 23)
Third parties

Total

Allowances for impairment losses
Related parties
Third parties

Total

Total other receivables - net

The movement of changes in the allowance for impairment losses is as follows:

Beginning balance
Additions/(reversal)

Ending balance

The management of the Company states that the allowance for impairment is adequate to cover any loss from uncollectible accounts.

10. PIUTANG SEWA PEMBIAYAAN

	2024	2023
Pihak berelasi (Catatan 23)		
PLN	<u>108,140</u>	<u>147,663</u>

Rekonsiliasi antara piutang sewa pembiayaan bruto dengan piutang sewa pembiayaan neto sebagaimana yang dilaporkan dalam laporan posisi keuangan adalah sebagai berikut:

	2024	2023
Piutang sewa pembiayaan bruto:		
- Jatuh tempo dalam waktu satu tahun	55,050	55,050
- Jatuh tempo dalam waktu dua sampai lima tahun	68,813	123,864
Dikurangi:		
Pendapatan keuangan sewa yang belum terealisasi	<u>(15,723)</u>	<u>(31,251)</u>
Piutang sewa pembiayaan bersih	<u>108,140</u>	<u>147,663</u>
Dikurangi: Jatuh tempo dalam waktu satu tahun	<u>(44,513)</u>	<u>(39,523)</u>
Bagian jangka panjang	<u>63,627</u>	<u>108,140</u>

Piutang sewa bagian tidak lancar akan terealisasi dalam jangka waktu dua sampai lima tahun.

10. FINANCE LEASE RECEIVABLES

Related party (Note 23)
PLN

The reconciliation of gross finance lease receivables with the net finance lease receivables as reported in the statement of financial position is as follows:

Gross finance lease receivables:

Due within one year -

Due within two until five years -

Less:

Unearned finance lease income

Net finance lease receivables

Less: Due within one year

Long-term portion

The non-current portion of finance lease receivables will be realised within two until five years.

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10. 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.

10. 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.

11. ASET KONTRAK

11. CONTRACT ASSETS

	2024	2023	
Pihak berelasi (Catatan 23)	287,454	146,242	Related parties (Note 23)
Pihak ketiga	36,923	38,880	Third parties
Jumlah	324,377	185,122	Total

12. INVESTASI PADA VENTURA BERSAMA

12. INVESTMENTS IN JOINT VENTURE

Rincian investasi pada ventura bersama sebagai berikut:

The details of investments in joint venture are as follows:

	Domisili/ Domicile	Jenis usaha/ Nature of business	Tahun operasi komersial/ Commercial Operations	Persentase kepemilikan/ Percentage of ownership	
				2024 %	2023 %
<u>Investasi pada ventura bersama/ Investment in joint venture</u>					
PT Crompton Prima Switchgear Indonesia ("CPSI")*	Jakarta	Peralatan pengontrol dan pendistribusian listrik/ Electricity control and distribution	2014	49	49
PT Pura Daya Prima ("PDP")	Jakarta	Pembangkit listrik/ Power plant	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:

	2024				
	Saldo awal/ Beginning balance	Cadangan penurunan nilai/ Allowance for impairment	Bagian laba diserap tahun berjalan/ Share of profit for the year	Dividen/ Dividend	Saldo akhir/ Ending balance
Ventura bersama/Joint venture PDP	13,949	-	1,344	(675)	14,618
	2023				
	Saldo awal/ Beginning balance	Cadangan penurunan nilai/ Allowance for impairment	Bagian laba diserap tahun berjalan/ Share of profit for the year	Dividen/ Dividend	Saldo akhir/ Ending balance
Ventura bersama/Joint venture PDP	12,373	-	1,576	-	13,949

* Nilai investasi Perusahaan di CPSI sudah mengalami penurunan nilai seluruhnya sejak 31 Desember 2020.

* The Company's investment in CPSI has been fully impaired as of 31 December 2020.

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12. INVESTASI PADA VENTURA BERSAMA (lanjutan)

PDP

Berikut ini adalah ringkasan informasi keuangan entitas PDP pada 31 Desember 2024 dan 2023 yang dicatat dengan menggunakan metode ekuitas.

	2024	2023
Aset lancar	40,164	34,042
Aset tidak lancar	67,949	67,721
	<u>108,113</u>	<u>101,763</u>
Liabilitas jangka pendek	(2,710)	(945)
Liabilitas jangka panjang	(7,950)	(7,828)
	<u>(10,660)</u>	<u>(8,773)</u>
Aset bersih	97,453	92,990
Bagian atas aset bersih	<u>14,618</u>	<u>13,949</u>
	<u>2024</u>	<u>2023</u>
Pendapatan	133,989	127,988
Beban pokok penjualan	(102,589)	(98,383)
Beban umum dan administrasi	(16,629)	(15,685)
(Rugi)/penghasilan lain-lain - neto	<u>(1,029)</u>	<u>779</u>
Laba sebelum pajak	13,742	14,699
Beban pajak penghasilan	<u>(3,529)</u>	<u>(3,603)</u>
Laba tahun berjalan	10,213	11,096
Penghasilan komprehensif lainnya	<u>(1,249)</u>	<u>(590)</u>
Jumlah penghasilan komprehensif tahun berjalan	<u>8,964</u>	<u>10,506</u>
Bagian Perusahaan atas laba investasi	1,344	1,576
Dividen yang diterima dari investasi	<u>675</u>	<u>-</u>

12. INVESTMENTS IN JOINT VENTURE (continued)

PDP

The following table is the summarised financial information of PDP as of 31 December 2024 and 2023, which has been accounted for using the equity method.

	2024	2023
Current assets		
Non-current assets		
	<u>108,113</u>	<u>101,763</u>
Current liabilities		
Non-current liabilities		
	<u>(10,660)</u>	<u>(8,773)</u>
Net asset	97,453	92,990
Share of net assets	<u>14,618</u>	<u>13,949</u>
	<u>2024</u>	<u>2023</u>
Revenue	133,989	127,988
Cost of goods sold	(102,589)	(98,383)
Operating expenses	(16,629)	(15,685)
Other (expense)/income - net	<u>(1,029)</u>	<u>779</u>
Profit before tax	13,742	14,699
Income tax expense	<u>(3,529)</u>	<u>(3,603)</u>
Profit for the year	10,213	11,096
Other comprehensive income	<u>(1,249)</u>	<u>(590)</u>
Total comprehensive income for the year	<u>8,964</u>	<u>10,506</u>
The Company's shares of profit	1,344	1,576
Dividend received from investments	<u>675</u>	<u>-</u>

13. UTANG USAHA

Akun ini merupakan utang sehubungan dengan pembelian material dan jasa konstruksi kepada subkontraktor.

	2024	2023
Pihak berelasi (Catatan 23)	8,350	-
Pihak ketiga	<u>206,777</u>	<u>146,369</u>
Jumlah	<u>215,127</u>	<u>146,369</u>

13. TRADE PAYABLES

This account represents payables from purchase of material and construction service to subcontractors.

	2024	2023
Related parties (Note 23)	8,350	-
Third parties	<u>206,777</u>	<u>146,369</u>
Total	<u>215,127</u>	<u>146,369</u>

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14. LIABILITAS KONTRAK

14. CONTRACT LIABILITIES

	2024	2023	
Pihak berelasi (Catatan 23)	192,394	136,812	Related party (Note 23)
Pihak ketiga	3,907	1,828	Third parties
Jumlah	196,301	138,640	Total

15. BIAYA MASIH HARUS DIBAYAR

15. ACCRUED EXPENSES

	2024	2023	
Bonus dan insentif	16,253	26,403	Bonus and incentive
Beban operasional	3,114	3,903	Operational expenses
Lain-lain	6,870	11,133	Others
Jumlah	26,237	41,439	Total

16. LIABILITAS SEWA

16. LEASE LIABILITIES

a. Berdasarkan jatuh tempo

a. Based on maturities

Nilai tunai pembayaran minimum atas liabilitas sewa tanggal 31 Desember 2024 dan 2023 adalah sebagai berikut:

The present value of minimum lease payments for the lease liabilities as at 31 December 2024 and 2023 are as follows:

	2024	2023	
Pembayaran sewa minimum yang jatuh tempo dalam waktu:			Minimum lease payments due:
Tidak lebih dari satu tahun	18,210	8,456	Not later than a year
Lebih dari satu tahun dan kurang dari lima tahun	10,474	-	More than one year and not later than five year
Jumlah pembayaran minimum sewa	28,684	8,456	Total minimum lease payments
Dikurang: bunga	(782)	(16)	Less: interest
Nilai tunai pembayaran minimum sewa pembiayaan masa datang	27,902	8,440	Present value of future minimum lease payments
Dikurang: bagian jatuh tempo dalam satu tahun	(18,715)	(8,440)	Less: current maturities
Bagian jangka panjang	9,187	-	Long-term maturities

b. Berdasarkan pemberi sewa

b. Based on lessor

	2024	2023	
Pihak berelasi (Catatan 23)	27,382	7,140	Related party (Note 23)
Pihak ketiga	520	1,300	Third parties
Jumlah	27,902	8,440	Total

17. MODAL SAHAM

17. SHARE CAPITAL

	2024 dan/and 2023		
Pemegang saham/Shareholders	Jumlah saham/ Number of shares	Persentase kepemilikan/ Percentage of ownership (%)	Jumlah/ Amount
PLN	24,975,000	99.90%	24,975
Yayasan Pendidikan dan Kesejahteraan PT PLN (Persero) ("YPK PLN")	25,000	0.10%	25
Jumlah/Total	25,000,000	100.00%	25,000

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17. MODAL SAHAM (lanjutan)

Cadangan wajib

Undang-Undang Perseroan Terbatas Republik Indonesia No. 40/2007 yang diterbitkan pada bulan Agustus 2007, mengharuskan Perusahaan untuk membentuk cadangan wajib sampai Cadangan menjadi paling sedikit 20% dari modal yang telah ditempatkan dan disetor penuh. Tidak ada Batasan waktu tertentu yang ditetapkan untuk pembentukan cadangan wajib tersebut. Pada tanggal 31 Desember 2024 dan 2023, Perusahaan telah membentuk cadangan wajib sebesar Rp5.169.

Dividen tunai

Berdasarkan Rapat Umum Pemegang Saham Mayoritas Perusahaan tanggal 29 Juni 2024, Perusahaan mendeklarasikan dividen tahun 2024 dengan menggunakan laba bersih tahun buku 2023 sebesar Rp24.000. Dividen dibayarkan kepada pemegang saham sesuai kepemilikan sahamnya secara bertahap pada November dan Desember 2024.

Berdasarkan Rapat Umum Pemegang Saham Mayoritas Perusahaan tanggal 2 Agustus 2023 Perusahaan 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.

17. SHARE CAPITAL (continued)

Statutory reserve

The Limited Liability Company Law of the Republic of Indonesia No. 40/2007, introduced in August 2007, requires the Company to establish a statutory reserve from net profits amounting to at least 20% of issued and paid-up capital. There is no set period of time over which this reserve should be established. On 31 December 2024 and 2023, the Company has established the statutory reserve amounting to Rp5,169.

Cash dividend

Based on the General Meeting of the Company's Majority Shareholders dated 29 June 2024, the Company declared dividend for 2024 using net profit for the year 2023 amounting to Rp24,000. Dividend paid to shareholders according to their share ownership in stages in November and December 2024.

Based on the General Meeting of the Company's Majority Shareholders dated 2 August 2023, the Company 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.

18. PENDAPATAN

	<u>2024</u>	<u>2023</u>
Jasa enjiniring	890,819	643,627
Jasa non-enjiniring	158,799	224,210
Jumlah	<u>1,049,618</u>	<u>867,837</u>

Manajemen memperkirakan bahwa harga transaksi yang dialokasikan untuk kontrak pekerjaan yang belum diselesaikan pada tanggal 31 Desember 2024 sebesar Rp1.416.003 akan diakui sebagai pendapatan selama rentang waktu antara 1-3 tahun ke depan.

Lihat Catatan 23 untuk rincian transaksi dengan pihak berelasi.

18. REVENUES

Engineering services
Non-engineering services

Total

Management expects that the transaction price allocated to the unsatisfied contracts as of 31 December 2024 amounting to Rp1,416,003 will be recognised as revenue within the next 1-3 years.

Refer to Note 23 for details of transactions with related parties.

19. BEBAN POKOK PENDAPATAN

	<u>2024</u>	<u>2023</u>
Subkontraktor	352,825	246,836
Gaji dan kesejahteraan karyawan	98,748	162,246
Perjalanan dinas dan transportasi	57,551	35,499
Beban pajak final	19,887	15,625
Sewa	12,275	17,221
Material	6,246	23,389
Lain-lain	76,756	70,060
Jumlah	<u>624,288</u>	<u>570,876</u>

Subcontractors
Salary and welfare benefits
Business trip and transportation
Final income tax
Rental
Material
Others

Total

19. COST OF REVENUES

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20. BEBAN USAHA

20. OPERATING EXPENSES

	2024	2023	
Gaji dan kesejahteraan karyawan	136,333	125,058	Salary and welfare benefits
Tunjangan pajak penghasilan karyawan	30,169	20,039	Employee income tax allowances
Lain-lain	41,723	39,458	Others
Jumlah	208,225	184,555	Total

21. PERPAJAKAN

21. TAXATION

a. Pajak dibayar di muka

a. Prepaid taxes

	2024	2023	
<u>Bagian lancar</u>			<u>Current portion</u>
Pajak pertambahan nilai ("PPN")	29,403	12,347	Value added tax ("VAT")
Pajak penghasilan:			Income tax:
Pasal 21	2,479	-	Article 21
	31,882	12,347	
<u>Bagian tidak lancar</u>			<u>Non-current portion</u>
PPN	30,424	23,459	VAT
Jumlah	62,306	35,806	Total

b. Utang pajak

b. Taxes payable

	2024	2023	
Pajak penghasilan badan	1,128	110	Corporate income tax
Pajak lainnya:			Other taxes:
PPN - Wajib pungut	64,099	40,412	VAT - VAT collector
Pasal 4(2)	18,296	11,767	Article 4(2)
Lainnya	1,156	9,796	Others
	83,551	61,975	
Jumlah	84,679	62,085	Total

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:

	2024	2023	
Laba sebelum pajak penghasilan	229,512	119,612	Profit before tax
Beban pajak sesuai tarif yang berlaku	50,493	26,315	Tax expenses at prevailing rate
Beban yang tidak dapat dikurangkan	5,261	15,903	Non-deductible expenses
Penghasilan bukan objek pajak	(3,498)	(3,397)	Income not subject to tax
Pendapatan yang telah dikenakan pajak final konstruksi dan biaya-biaya yang berkaitan	(39,308)	(25,724)	Income already subjected to final tax and related expense
Beban pajak kini	12,948	13,097	Current tax expense

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21. PERPAJAKAN (lanjutan)

d. Tarif pajak

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%.

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.

e. Surat ketetapan pajak

Pada November 2024, Perusahaan menerima Surat Ketetapan Pajak Lebih Bayar ("SKPLB") dari Kantor Pajak, yang menyatakan Perusahaan memiliki lebih bayar atas pajak pertambahan nilai untuk tahun 2021 sebesar Rp4.414 dari Rp4.414 yang diajukan pengembalian oleh Perusahaan. Pada Januari 2025, Perusahaan telah menerima pengembalian atas SKPLB tersebut.

Pada Desember 2024, Perusahaan menerima Surat SKPLB dari Kantor Pajak, yang menyatakan Perusahaan memiliki lebih bayar atas pajak pertambahan nilai untuk tahun 2022 sebesar Rp7.926 dari Rp7.933 yang diajukan pengembalian oleh Perusahaan. Pada Januari 2025, Perusahaan telah menerima pengembalian sebesar Rp7.916 setelah dikurangi dengan Surat Tagihan Pajak ("STP") atas PPN untuk masa September 2022 sebesar Rp10.

Pada Agustus 2023, Perusahaan menerima 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 STP atas PPN 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 ini diterbitkan, Perusahaan sedang diaudit oleh Kantor Pajak atas lebih bayar pajak pertambahan nilai untuk tahun 2023 sebesar Rp17.056.

21. TAXATION (continued)

d. Tax rates

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%.

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.

e. Tax assessment letters

In November 2024, 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 2021 amounting to Rp4,414 of Rp4,414 submitted for refund by the Company. In January 2025, the Company had received the refund of SKPLB.

In December 2024, the Company received a SKPLB from the Tax Office, which stated that the Company had the overpayment of value added tax for the year 2022 amounting to Rp7,926 of Rp7,933 submitted for refund by the Company. In January 2025, the Company had received the refund of Rp7,916 after offset by the Tax Collection Letter ("STP") of VAT for September 2022 amounting to Rp10.

In August 2023, the Company received a 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 STP of VAT 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 Rp8,612 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 report is published, the Company is being audited by the Tax Office for overpayment of value added tax for 2023 amounting to Rp17,056.

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21. PERPAJAKAN (lanjutan)

f. Aturan model Pilar Dua *Organization for Economic Cooperation and Development* ("OEC")

Peraturan Menteri Keuangan ("PMK") No. PMK- 136 Tahun 2024 ("PMK-136") telah diundangkan di Indonesia, yurisdiksi dimana tempat Perseroan didirikan, dan akan berlaku mulai 1 Januari 2025. Dikarenakan PMK-136 belum efektif pada tanggal pelaporan, Perusahaan tidak memiliki exposure atas pajak kini. Perusahaan menerapkan pengecualian untuk mengakui dan mengungkapkan informasi tentang aset dan kewajiban pajak tangguhan terkait pajak penghasilan Pilar Dua, sebagaimana diatur dalam amendemen terhadap PSAK 212 "Pajak Penghasilan" yang diterbitkan pada bulan Desember 2023.

PMK No. 136/2024 telah diberlakukan di Indonesia, yurisdiksi di mana Perusahaan didirikan, dan akan mulai berlaku pada 1 Januari 2025. Karena PMK No. 136/2024 belum efektif pada tanggal pelaporan, Perusahaan tidak memiliki eksposur pajak terkait saat ini. Pada tanggal 31 Desember 2024, Perusahaan masih menilai dampak dari peraturan ini.

21. TAXATION (continued)

f. *Organization for Economic Cooperation and Development* ("OEC") *Pillar Two model rules*

The Ministry of Finance ("MoF") Regulation No. PMK-136 Tahun 2024 ("PMK-136") was enacted in Indonesia, the jurisdiction in which the Company is incorporated, and will come into effect from 1 January 2025. Since the PMK-136 was not effective at the reporting date, the Company has no related current tax exposure. The Company applies the exception to recognise and disclose information about deferred tax assets and liabilities related to Pillar Two income taxes, as provided in the amendment to PSAK 212 "Income Taxes" issued in December 2023.

PMK No. 136/2024 was enacted in Indonesia, the jurisdiction in which the Company is incorporated, and will come into effect from 1 January 2025. Since the PMK No. 136/2024 was not effective at the reporting date, the Company has no related current tax exposure. As of 31 December 2024, the Company is still assessing the impact of this regulation.

22. LIABILITAS IMBALAN KERJA

22. EMPLOYMENT BENEFIT LIABILITIES

	2024	2023	
Liabilitas diakui di laporan posisi keuangan:			Liabilities recognized on statements of financial position:
Imbalan pasca kerja	65,624	56,655	Post-employment benefits
Imbalan jangka panjang lain	4,192	4,590	Other long-term benefits
Jumlah	69,816	61,245	Total
Bagian jangka panjang	(63,452)	(57,097)	Non-current portion
Jumlah bagian jangka pendek	6,364	4,148	Total current portion
Beban diakui di laba rugi:			Expense recognised in profit or loss:
Imbalan pasca kerja	12,242	11,937	Post-employment benefits
Imbalan jangka panjang lain	1,381	(1,420)	Other long-term benefits
Jumlah	13,623	10,517	Total
Pengukuran kembali program imbalan Pasti diakui di (penghasilan)/kerugian Komprehensif lain:			Remeasurements on defined benefit plan recognised in other comprehensive (income)/loss:
Imbalan pasca kerja	(638)	15,596	Post-employment benefits
<u>Imbalan pasca kerja</u>			<u>Post-employment benefits</u>
Perusahaan memberikan imbalan pasca kerja tanpa pendanaan kepada karyawan tetap berdasarkan Peraturan Kerja Bersama 2023 - 2025.			The Company provides post-employment benefits without funding for permanent employees based on the Peraturan Kerja Bersama 2023 - 2025.
<u>Imbalan kerja jangka panjang lainnya</u>			<u>Other long-term benefits</u>
Perusahaan juga memberikan imbalan pasca kerja jangka panjang tanpa pendanaan berupa tunjangan uang cuti besar dan penghargaan kesetiaan kerja			The Company also provides unfunded long-term benefits such as long-service leave and loyalty benefit
<u>Asumsi yang digunakan dalam perhitungan liabilitas imbalan kerja</u>			<u>Assumptions used in calculations of employment benefit liabilities</u>

	2024	2023	
Tingkat kematian	TMI-2019	CSO-58	Mortality rate
Umur pensiun normal	56 tahun/years	56 tahun/years	Normal retirement age
Tingkat pengunduran diri			Resignation rate
Usia 18 s.d 49 tahun	0,20%	0,20%	Age 18 up to 49 years old
Usia 50 s.d 55 tahun	0,03%	0,03%	Age 50 up to 55 years old

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22. LIABILITAS IMBALAN KERJA (lanjutan)

Penilaian aktuarial atas program pensiun dan imbalan jangka panjang lainnya untuk tahun yang berakhir pada tanggal 31 Desember 2024 dan 2023, dilakukan oleh Perusahaan konsultan aktuarial terdaftar, Kantor Konsultan Aktuarial ("KKA") Tubagus Syafrial dan Amran Nangasan, dengan laporan No. 469/IPK/KKA-TBA/I-2025 tanggal 28 Mei 2025 dan No. 425/IPK/KKA-TBA/III-2024 tanggal 27 Maret 2024.

i. Imbalan pasca kerja

Pergerakan kewajiban imbalan pasca kerja selama tahun berjalan adalah sebagai berikut:

	2024	2023
Pada awal tahun	56,655	31,266
Dibebankan ke laba rugi:		
Biaya jasa kini	8,492	7,979
Beban bunga	3,750	2,346
Biaya jasa lalu - <i>vested</i>	-	1,612
Jumlah	12,242	11,937

Pengukuran kembali:
(Keuntungan)/kerugian aktuarial dari perubahan:

Asumsi demografi	(184)	-
Asumsi keuangan	(1,973)	3,608
Penyesuaian atas pengalaman	1,519	11,988

Jumlah	(638)	15,596

Pembayaran manfaat	(2,635)	(1,669)

Pelepasan	-	(475)

Pada akhir tahun	65,624	56,655

Asumsi aktuarial utama yang digunakan adalah sebagai berikut:

	2024	2023
Tingkat diskonto	7,14%	6,92%
Tingkat kenaikan gaji	7,12%	7,12%

Sensitivitas dari kewajiban imbalan pasca kerja lainnya terhadap perubahan asumsi aktuarial utama adalah sebagai berikut:

Dampak atas kewajiban imbalan pasti/ Impact on defined benefit obligation		
Perubahan asumsi/ Change in assumption	Kenaikan asumsi/ Increase in assumption	Penurunan asumsi/ Decrease in assumption
Tingkat diskonto	1%	(8,450)
Tingkat kenaikan gaji	1%	10,411

22. EMPLOYMENT BENEFIT LIABILITIES (continued)

The actuarial calculations of pension plan and other long-term benefits for the years ended 31 December 2024 and 2023 were prepared by a registered actuarial consulting firm, Kantor Konsultan Aktuarial ("KKA") Tubagus Syafrial and Amran Nangasan with report No. 469/IPK/KKA-TBA/V-2025 tanggal 28 May 2025 and No. 425/IPK/KKA-TBA/III-2024 dated 27 March 2024.

i. Post-employment benefits

The movement in the post-employment benefit obligations during the year is as follows:

	2024	2023
At the beginning of the year	56,655	31,266
Charge to profit or loss:		
Current service cost	8,492	7,979
Interest cost	3,750	2,346
Past service cost - <i>vested</i>	-	1,612
Total	12,242	11,937

Remeasurements:
Actuarial (gain)/loss from change in:
 Demographic assumption
 Financial assumption
 Experience adjustment

Total	(638)	15,596

benefits payment	(2,635)	(1,669)

Divestment	-	(475)

At the end of the year	65,624	56,655

The principal actuarial assumptions used were as follows:

	2024	2023
Mortality rate	7,14%	6,92%
Rate of salary increase	7,12%	7,12%

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		
Perubahan asumsi/ Change in assumption	Kenaikan asumsi/ Increase in assumption	Penurunan asumsi/ Decrease in assumption
Discount rate	1%	(8,450)
Future salary growth rate	1%	10,411

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22. LIABILITAS IMBALAN KERJA (lanjutan)

ii. Imbalan kerja jangka panjang lainnya

Pergerakan kewajiban imbalan pasca kerja selama tahun berjalan adalah sebagai berikut:

	2024	2023
Pada awal tahun	4,590	6,596
Dibebankan ke laba rugi:		
Biaya jasa kini	1,105	1,184
Beban bunga	241	201
Biaya jasa lalu - vested	-	(3,264)
	1,346	(1,879)
Kerugian/(keuntungan) aktuarial dari perubahan:		
Asumsi demografi	31	-
Asumsi keuangan	(59)	28
Kombinasi perubahan asumsi	(1)	-
Penyesuaian atas pengalaman	64	431
	35	459
Pembayaran manfaat	(1,779)	(586)
Pada akhir tahun	4,192	4,590

Asumsi aktuarial utama yang digunakan adalah sebagai berikut:

	2024	2023
Tingkat diskonto	7,03%	6,50%
Tingkat kenaikan gaji	7,12%	7,12%

Sensitivitas dari kewajiban imbalan pasca kerja lainnya terhadap perubahan asumsi aktuarial utama adalah sebagai berikut:

	Dampak atas kewajiban imbalan pasti/ Impact on defined benefit obligation		
	Perubahan asumsi/ Change in assumption	Kenaikan asumsi/ Increase in assumption	Penurunan asumsi/ Decrease in assumption
Tingkat diskonto	1%	(120)	128
Tingkat kenaikan gaji	1%	151	(142)

Analisa jatuh tempo yang diharapkan dari imbalan pasca kerja yang tidak terdiskonto dan imbalan pasca kerja jangka panjang lainnya adalah sebagai berikut:

	Kurang dari 1 tahun/ Less than a year	Antara 1-2 tahun/ Between 1-2 years	Antara 2-5 tahun/ Between 2-5 years	Lebih dari 5 tahun/ More than 5 years	Jumlah/ Total
Imbalan pasca kerja program pensiun	4,058	-	9,016	859,237	872,311
Imbalan jangka panjang lainnya	2,306	168	3,174	8,926	14,574
Jumlah	6,364	168	12,190	868,163	886,885

22. EMPLOYMENT BENEFIT LIABILITIES (continued)

ii. Other long-term benefits

The movement in the post-employment benefit obligations during the year is as follows:

At the beginning of the year
Charge to profit or loss:
Current service cost
Interest cost
Past service cost - vested
Actuarial loss/(gain) from change in:
Demographic assumption
Financial assumption
Combination of assumption changes
Experience adjustment
Benefits payment
At the end of the year

The principal actuarial assumptions used were as follows:

Mortality rate
Rate of salary increase

The sensitivity of the other post-employment benefit obligations to changes in the weighted principal assumptions are as follows:

Discount rate
Future salary growth rate

The expected maturity analysis of undiscounted post-employment benefit and other long-term post-employment benefit liabilities is as follows:

Post-employment benefit pension plan
Other post-employment benefit
Total

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23. SIFAT DAN TRANSAKSI PIHAK BERELASI

23. 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 Perusahaan:

Below is the list of related parties with which the Company has transactions:

Pihak berelasi/Related parties	Sifat hubungan/Nature of relationship	Sifat transaksi/Nature of transaction
PLN	Entitas pemegang saham utama/ Ultimate parent entity	Piutang usaha, piutang lain-lain, piutang sewa pembiayaan, aset kontrak, uang muka dari pelanggan, utang usaha, liabilitas kontrak, pinjaman jangka panjang, dan pendapatan jasa engineering/ Trade receivable, other receivables, finance lease receivable, contract asset, advances from customer, trade payables, contract liability, long-term loan, and revenue from engineering services
PT Bank Mandiri (Persero) Tbk ("Bank Mandiri")	Entitas berelasi dengan Pemerintah/ Government-related entity	Penempatan kas dan setara kas dan rekening bank yang dibatasi penggunaannya/ Placement of cash and cash equivalents and restricted cash in bank
PT Bank Rakyat Indonesia (Persero) Tbk ("Bank Rakyat Indonesia")	Entitas berelasi dengan Pemerintah/ Government-related entity	Penempatan kas dan setara kas dan rekening bank yang dibatasi penggunaannya/ Placement of cash and cash equivalents and restricted cash in bank
PT Bank Syariah Indonesia (Persero) Tbk ("Bank Syariah Indonesia")	Entitas berelasi dengan Pemerintah/ Government-related entity	Penempatan kas dan setara kas/ Placement of cash and cash equivalents
PT Bank Negara Indonesia (Persero) Tbk ("Bank Negara Indonesia")	Entitas berelasi dengan Pemerintah/ Government-related entity	Penempatan kas dan setara kas/ Placement of cash and cash equivalents
PT Indonesia Power ("IP")	Entitas sepengendali/ Entity under common control	Piutang usaha, aset kontrak, liabilitas kontrak dan pendapatan jasa engineering/ Trade receivable, contract asset, contract liability and revenue from engineering services
ICON	Entitas sepengendali/ Entity under common control	Piutang usaha, aset kontrak, dan piutang lain-lain/ Trade receivable, contract asset, and other receivable
PT Nusantara Power ("NP")	Entitas sepengendali/ Entity under common control	Piutang usaha, aset kontrak, piutang lain-lain, dan pendapatan jasa engineering, pendapatan jasa engineering dan non-engineering/ Trade receivable, contract asset, other receivable, and revenue from engineering and non-engineering services
PT Energi Primer Indonesia ("EPI")	Entitas sepengendali/ Entity under common control	Piutang usaha, aset kontrak, dan pendapatan jasa engineering/ Trade receivable, contract asset, and revenue from engineering services
PT PLN Batam ("PLNB")	Entitas sepengendali/ Entity under common control	Piutang usaha, aset kontrak, dan pendapatan jasa engineering/ Trade receivable, contract asset, and revenue from engineering services
CPSI	Pengendalian bersama CG International Holdings Singapore Pte. Ltd dan Perusahaan/ Joint venture between CG International Holdings Singapore Pte. Ltd and the Company	Piutang lain-lain/ Other receivable
Dewan Komisaris dan Direksi/ Board of Commissioners and Directors	Personil manajemen kunci/ Key management personnel	Gaji dan imbalan jangka pendek lainnya/ Salaries and other short-term benefit

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23. SIFAT DAN TRANSAKSI PIHAK BERELASI (lanjutan)

23. NATURE OF RELATIONSHIPS AND TRANSACTIONS
WITH RELATED PARTIES (continued)

Saldo dan transaksi dengan pihak berelasi

Balances and transactions with related parties

	Catatan/ Notes	2024	2023	
Kas dan setara kas	6			Cash and cash equivalents
Bank Rakyat Indonesia		201,426	100,013	Bank Syariah Indonesia
Bank Negara Indonesia		139,554	198,966	Bank Negara Indonesia
Bank Mandiri		73,626	145,120	Bank Mandiri
Bank Syariah Indonesia		5,000	5,000	Bank Rakyat Indonesia
Subjumlah		<u>419,606</u>	<u>449,099</u>	Subtotal
Rekening bank yang dibatasi penggunaannya	7			Restricted cash in bank
Bank Mandiri		34	8,864	Bank Mandiri
Bank Rakyat Indonesia		-	550	Bank Rakyat Indonesia
Subjumlah		<u>34</u>	<u>9,414</u>	Subtotal
Piutang usaha	8			Trade receivables
PLN		526,083	337,269	PLN
NP		27,433	15,955	NP
PLNB		15,499	-	PLNB
IP		6,487	2,549	IP
EPI		3,277	243	EPI
ICON		375	839	ICON
Lain-lain		2,580	5,779	Others
Subjumlah		<u>581,734</u>	<u>362,634</u>	Subtotal
Piutang lain-lain	9			Other receivables
PLN		73,652	38,348	PLN
CPSI		22,248	22,248	CPSI
NP		3,321	2,325	NP
ICON		1,682	36,482	ICON
Batam		1,271	-	Batam
Lain-lain		1,367	974	Others
Subjumlah		<u>103,541</u>	<u>100,377</u>	Subtotal
Piutang sewa pembiayaan	10			Finance lease receivables
PLN		<u>108,140</u>	<u>147,663</u>	PLN
Aset kontrak	11			Contract assets
PLN		152,851	110,301	PLN
NP		74,384	21,226	NP
IP		1,657	1,317	IP
EPI		191	2,552	EPI
Lain-lain		58,371	10,846	Others
Subjumlah		<u>287,454</u>	<u>146,242</u>	Subtotal
Utang usaha	13			Trade payables
PLN		<u>8,350</u>	-	PLN
Liabilitas kontrak	14			Contract liabilities
PLN		178,237	125,278	PLN
IP		4,662	7,326	IP
Lain-lain		9,495	4,208	Others
Subjumlah		<u>192,394</u>	<u>136,812</u>	Subtotal
Liabilitas sewa				Lease liabilities
PLN	16	<u>27,382</u>	<u>7,140</u>	PLN
Pendapatan	18			Revenues
PLN		811,019	631,298	PLN
NP		130,607	138,486	NP
IP		17,573	16,017	IP
PLNB		17,460	3,340	PLNB
Lain-lain		21,152	22,074	Others
Subjumlah		<u>997,811</u>	<u>811,215</u>	Subtotal

Pada 31 Desember 2024 dan 2023, Perusahaan memberikan kompensasi kepada Komisaris dan Direksi berupa gaji, fasilitas dan tunjangan masing-masing sebesar Rp 20.145 dan Rp18.039.

On 31 December 2024 and 2023, the Company provided compensation to its Commissioners and Directors, which included salaries, facilities and allowances amounting to Rp20,145 and Rp18,039, respectively.

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24. REKONSILIASI LIABILITAS YANG TIMBUL DARI AKTIVITAS PENDANAAN

Tabel di bawah ini menjelaskan perubahan dalam liabilitas Perusahaan 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 Perusahaan sebagai arus kas dari aktivitas pendanaan.

2024				
	Saldo awal/ Beginning balance	Nonkas/ Non-cash	Arus Kas/ Cashflow	Saldo akhir/ Ending balance
Liabilitas sewa	8,440	21,647	(2,185)	27,902
				Lease liabilities
2023				
	Saldo awal/ Beginning balance	Nonkas/ Non-cash	Arus Kas/ Cashflow	Saldo akhir/ Ending balance
Pinjaman jangka panjang	24,008	-	(24,008)	-
Liabilitas sewa	1,692	8,456	(1,708)	8,440
				Long-term loan
				Lease liabilities

25. KOMITMEN DAN KONTIJENSI

a. Kerja sama operasi

Nama Proyek/ Project Name	Porsi Grup/ Group's portion	Nilai Kontrak/ Value of contract	Pemberi kerja Owner	Tanggal Kontrak Date of the contract	Periode Kontrak/ Contract Period
PLTMG Luwuk 40MW	91.64%	269,857	PT PLN (PERSERO)	Januari 2023/ January 2023	19 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 Rp269.857.

Untuk menyelesaikan proyek tersebut, Perusahaan membentuk kerjasama operasi dengan PT APCA Tirta Engineering ("APCA") pada tanggal 30 Januari 2023. Jangka waktu penyelesaian yaitu 19 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. Proses negosiasi dan amendemen perjanjian ini diperkirakan akan selesai akhir Juni 2025.

b. Kontrak signifikan

Pada tanggal 16 Agustus 2024, Perusahaan mengadakan Perjanjian dengan PT PLN (Persero) Kantor Pusat Divisi Perencanaan Sistem Ketenagalistrikan dengan nomor kontrak 1269.PJ/DAN.01.02/F01040200/2024 tentang Pekerjaan Jasa Penyusunan Feasibility Study (FS) Pembangkit Non EBT Pada Divisi Perencanaan Sistem Ketenagalistrikan Tahun 2024 dengan nilai Perjanjian Rp131.942, jangka waktu Perjanjian ini adalah 545 hari sejak Perjanjian ditandatangani.

24. RECONCILIATION OF LIABILITIES ARISING FROM FINANCING ACTIVITIES

The table below details the changes in the Company'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 Company's statement of cash flows as cash flows from financing activities.

25. 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 Rp269,857.

To complete this project, the Company formed a joint operation with PT APCA Tirta Engineering ("APCA") on 30 January 2023. The completion period is 19 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. The negotiation and amendment process of the agreement is expected to be completed by the end of June 2025.

b. Contract significant

On August 16, 2024, the Company entered into an agreement with PT PLN (Persero) Central Office of the Electric System Planning Division with contract number is 1269.PJ/DAN.01.02/F01040200/2024, regarding service work for preparing a Feasibility Study (FS) for non-renewable energy power plants within the Electric System Planning Division for the year 2024 with an agreement value is Rp131,942. The duration of this agreement is 545 days, starting from the signing date.

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25. KOMITMEN DAN KONTIJENSI (lanjutan)

b. Kontrak signifikan (lanjutan)

Pada tanggal 16 Agustus 2024, Perusahaan mengadakan Perjanjian dengan PT PLN (Persero) dengan nomor kontrak 1270.PJ/DAN.01.02/F01040200/2024 tentang Pekerjaan Jasa Penyusunan Feasibility Study (FS) Pembangkit EBT Pada Divisi Perencanaan Sistem Ketenagalistrikan Tahun 2024 dengan nilai Perjanjian Rp94.468, jangka waktu Perjanjian ini adalah 690 hari sejak Kick Off Meeting Perjanjian.

Pada tanggal 27 Juni 2024, Perusahaan mengadakan Perjanjian dengan PT PLN (Persero) dengan nomor kontrak 0529.PJ/DAN.01.02/F01040200/2024 tentang Pekerjaan Jasa Penyusunan Feasibility Study (FS) Pada Divisi Perencanaan Sistem Ketenagalistrikan Tahun 2024 dengan nilai Perjanjian Rp39.247, jangka waktu Perjanjian ini adalah 870 hari sejak Perjanjian ditandatangani.

Pada tanggal 28 Juni 2024, Perusahaan mengadakan Perjanjian dengan PT Kayan Hydropower Nusantara kontrak MI/KHN-05/2024(PSFEL3) tentang Professional Services For Mentarang Induk Hydroelectric Plant Power Evacuation System Study Front End Loading 3 (FEL 3) dengan nilai perjanjian Rp24.693, jangka waktu Perjanjian ini adalah 660 hari sejak Perjanjian ditandatangani.

25. COMMITMENTS AND CONTINGENCIES (continued)

b. Contract significant (continued)

On August 16, 2024, the Company entered into an agreement with PT PLN (Persero) Central Office of the Electric System Planning Division with contract number is 1270.PJ/DAN.01.02/F01040200/2024, regarding service work for preparing a Feasibility Study (FS) for renewable energy power plants within the Electric System Planning Division for the year 2024 with an agreement value is Rp94,468. The duration of this agreement is 690 days, starting from the Kick-Off Meeting of the Agreement.

On June 27, 2024, the Company entered into an agreement with PT PLN (Persero) Central Office of the Electric System Planning Division with contract number is 0529.PJ/DAN.01.02/F01040200/2024, regarding service work for preparing a Feasibility Study (FS) in the Electric System Planning Division for the year 2024 with an agreement value is Rp39,247. The duration of the agreement is 870 days, starting from the signing date.

On June 28, 2024, the Company entered into an agreement with PT Kayan Hydropower Nusantara contract number MI/KHN-05/2024(PSFEL3), regarding Professional Services for Mentarang Induk Hydroelectric Plant Power Evacuation System Study Front End Loading 3 (FEL 3) with an agreement value of Rp24,693. The duration of this Agreement is 660 days, starting from the signing date.

26. INSTRUMEN KEUANGAN DAN MANAJEMEN RISIKO KEUANGAN

a. Kategori dan klasifikasi instrumen keuangan

Pada tanggal 31 Desember 2024, Perusahaan mengklasifikasikan kas dan setara kas, rekening bank yang dibatasi penggunaannya, piutang usaha, piutang lain-lain, piutang sewa pembiayaan dan aset kontrak sebesar Rp 1.558.194 sebagai aset keuangan yang diukur pada biaya perolehan diamortisasi (2023: Rp1.262.401) dan aset tidak lancar lainnya sebesar Rp8.934 sebagai aset keuangan yang diukur pada nilai wajar melalui penghasilan komprehensif lainnya (2023: Rp2.824).

Pada tanggal 31 Desember 2024, Perusahaan mengklasifikasikan utang usaha, utang lain-lain, liabilitas kontrak, biaya masih harus dibayar dan liabilitas sewa sebesar Rp459.067 sebagai kewajiban keuangan yang diukur pada biaya perolehan diamortisasi (2023: Rp345.174).

26. FINANCIAL INSTRUMENTS AND FINANCIAL RISK MANAGEMENT

a. Categories and classes of financial instrument

As at 31 December 2024, the Company's classified its cash and cash equivalents, restricted cash in banks, trade receivables, other receivables, finance lease receivables and contract assets amounting to Rp 1,558,194 as financial assets at amortised cost (2023: Rp1,262,401) and other non-current assets amounting to Rp8,934 as financial assets measured at fair value through other comprehensive income (2023: Rp2,824).

As at 31 December 2024, the Company classified its trade payables, other payables, contract liabilities, accrued expenses and lease liabilities amounting to Rp458,067 as financial liabilities carried at amortised cost (2023: Rp 345,174).

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**26. INSTRUMEN KEUANGAN DAN MANAJEMEN RISIKO
KEUANGAN (lanjutan)****b. Tujuan dan kebijakan manajemen risiko keuangan**

Tujuan dan kebijakan manajemen risiko keuangan Perusahaan 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. Perusahaan beroperasi dengan pedoman yang telah ditentukan oleh Direksi.

i. Manajemen risiko mata uang asing

Secara kas, mayoritas transaksi Perusahaan dilakukan dalam mata uang Rupiah sehingga mengurangi dampak dari fluktuasi nilai tukar mata uang asing. Oleh karena itu, Perusahaan menilai bahwa risiko nilai tukar mata uang asing adalah minimal.

ii. Manajemen risiko kredit

Risiko kredit timbul dari risiko kegagalan pihak ketiga untuk memenuhi kewajiban kontraktual yang dapat mengakibatkan kerugian keuangan kepada Perusahaan. 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.

Perusahaan melakukan pendekatan persuasif kepada pelanggan. Jika pelanggan tidak melakukan pembayaran pada waktu yang telah ditentukan, Perusahaan akan mengirimkan surat pemberitahuan kembali ke pelanggan untuk melakukan pembayaran.

Nilai tercatat aset keuangan pada laporan keuangan setelah dikurangi dengan penyisihan untuk kerugian mencerminkan eksposur Perusahaan terhadap risiko kredit.

Pelanggan Perusahaan terdiri dari pihak berelasi 95,06% dan pihak ketiga 4,94%. Untuk tahun-tahun yang berakhir 31 Desember 2024 dan 2023, PLN memiliki kontribusi 77,27% dan 72,74% masing-masing dari jumlah penjualan bersih. Manajemen berkeyakinan bahwa risiko kredit terbatas karena tidak pernah ada kegagalan kredit dari PLN.

Pada tanggal 31 Desember 2024, total maksimum eksposur dari risiko kredit adalah Rp1.556.760 (2023: Rp1.260.740), yang berasal dari kas di bank, deposito, rekening bank yang dibatasi penggunaannya, piutang usaha, piutang lain-lain, piutang sewa pembiayaan dan aset kontrak.

**26. FINANCIAL INSTRUMENTS AND FINANCIAL RISK
MANAGEMENT (continued)****b. Financial risk management objectives and policies**

The objective and policies of the Company's financial risk management is to ensure that adequate financial resources are available for the operation and development of its business while managing the Company's exposure to financial risks, which comprise market risk (including foreign currency risk), credit risk and liquidity risk. The Company operates within a defined policy approved by the Directors.

i. Foreign currency risk management

On a cash basis, the majority of the Company's transactions are denominated in Rupiah, which reduces the impact of fluctuations in foreign exchange rates. Therefore, the Company assesses the foreign exchange risk as minimal.

ii. Credit risk management

Credit risk arises from the risk that counterparties will default on their contractual obligations resulting in financial loss to the Company. This risk is caused mostly by customers who do not pay on time and delays in the completion of the Company's work. The risk-management effort to minimise the risk of uncollectible receivables is by rescheduling customer payments.

The Company takes a persuasive approach to its customers. If the customer does not pay at the time that has been determined, the Company will send a notice back to the customer to make a payment.

The carrying value of financial assets on the financial statements net of an allowance for losses reflects the Company's exposure to credit risk.

The Company's customers consist of related parties 95.06% and third parties 4.94%. For the years ended 31 December 2024 and 2023, PLN accounted for 77.27% and 72.74% of the total net sales, respectively. Management believes that the credit risk is limited because there has been no credit default from PLN.

As at 31 December 2024, the total maximum exposure from credit risk was Rp1.556.760 (2023: Rp1,260,740), which consists of cash in banks, deposits, restricted cash in bank, trade receivables, other receivables, finance lease receivables and contract assets.

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26. INSTRUMEN KEUANGAN DAN MANAJEMEN RISIKO KEUANGAN (lanjutan)

b. Tujuan dan kebijakan manajemen risiko keuangan (lanjutan)

iii. Manajemen risiko likuiditas

Risiko likuiditas didefinisikan sebagai risiko bahwa Perusahaan 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 Perusahaan. Perusahaan 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 Perusahaan 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 Perusahaan untuk liabilitas keuangan dengan pembayaran yang telah disepakati pada periode 31 Desember 2024 dan 2023:

	2024				Jumlah/ Total
	Dalam satu tahun/ <i>Within one year</i>	Lebih dari satu tahun tetapi tidak lebih dari tiga tahun/ <i>Over one year but not longer than three years</i>	Lebih dari tiga tahun tetapi tidak lebih dari lima tahun/ <i>Over three years but not longer than five years</i>	Lebih dari lima tahun/ <i>More than five years</i>	
Liabilitas Keuangan					
Utang usaha	215,127	-	-	-	215,127
Utang lain-lain	9,093	661	-	-	9,754
Biaya yang masih harus dibayar	9,984	-	-	-	9,984
Liabilitas sewa	18,210	10,474	-	-	28,684
Jumlah	252,414	11,135	-	-	263,549
	2023				Jumlah/ Total
	Dalam satu tahun/ <i>Within one year</i>	Lebih dari satu tahun tetapi tidak lebih dari tiga tahun/ <i>Over one year but not longer than three years</i>	Lebih dari tiga tahun tetapi tidak lebih dari lima tahun/ <i>Over three years but not longer than five years</i>	Lebih dari lima tahun/ <i>More than five years</i>	
Liabilitas Keuangan					
Utang usaha	146,369	-	-	-	146,369
Utang lain-lain	10,167	119	-	-	10,286
Biaya yang masih harus dibayar	15,036	-	-	-	15,036
Liabilitas sewa	9,380	-	-	-	9,380
Jumlah	180,952	119	-	-	181,071

26. FINANCIAL INSTRUMENTS AND FINANCIAL RISK MANAGEMENT (continued)

b. Financial risk management objectives and policies (continued)

iii. Liquidity risk management

Liquidity risk is defined as the risk that the Company 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 Company's short-term, medium-term, and long-term funding and liquidity management requirements. The Company 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 Company 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 Company remaining contractual maturities for its financial liabilities with an agreed repayment period as of 31 December 2024 and 2023:

Financial Liabilities
Trade payables
Other payables

Accrued expenses
Lease liabilities

Total

Financial Liabilities
Trade payables
Other payables

Accrued expenses
Lease liabilities

Total

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26. 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 Perusahaan 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

Perusahaan mengelola risiko modal untuk memastikan bahwa mereka akan mampu untuk melanjutkan kelangsungan usaha dan untuk memastikan pemenuhan batasan rasio kecukupan modal. Struktur modal Perusahaan terdiri dari ekuitas pemegang saham induk, yang terdiri dari modal saham (Catatan 17) dan saldo laba.

Direksi Perusahaan secara berkala melakukan tinjauan struktur permodalan. Sebagai bagian dari tinjauan ini, Direksi mempertimbangkan biaya permodalan dan risiko yang berhubungan.

Perusahaan berusaha untuk meminimalkan biaya modal sehingga dapat memaksimalkan nilai Perusahaan. Oleh karena itu, kebijakan Perusahaan dalam mencari pendanaan akan selalu memperhitungkan risiko keuangan yang mungkin timbul di masa depan.

26. 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 Company 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 Company 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 Company's capital structure consists of equity shareholders, capital stock (Note 17), and retained earnings.

The Directors of the Company periodically review the Company's capital structure. As part of this review, the Directors consider the cost of capital and related risks.

The Company seeks to minimise the cost of capital in order to maximise its value. Therefore, the Company has a policy of seeking funding in which it always takes into account the financial risk that may arise in the future.

27. TRANSAKSI NON KAS

27. NON-CASH TRANSACTIONS

	2024	2023	
Penambahan aset hak-guna melalui liabilitas sewa	21,648	10,740	Additions of right-of-use assets through lease liabilities
Pelepasan atas aset melalui piutang	-	(21,379)	Divestment of asset through receivables

28. TANGGUNG JAWAB MANAJEMEN ATAS LAPORAN KEUANGAN

Penyusunan dan penyajian wajar laporan keuangan merupakan tanggung jawab manajemen dan telah disetujui oleh Direksi untuk diterbitkan pada tanggal 13 Juni 2025.

28. MANAGEMENT'S RESPONSIBILITY FOR THE FINANCIAL STATEMENTS

The preparation and fair presentation of the financial statements were the responsibilities of the management and approved by the Directors for issuance on 13 June 2025.

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29. PERISTIWA SETELAH PERIODE PELAPORAN

Berdasarkan Surat Keputusan Dewan Komisaris No. 08/SK/KOM.PLN-E/2025 Tanggal 29 April 2025, para Komisaris menyetujui susunan Komite Audit Perusahaan adalah sebagai berikut:

29. EVENT AFTER THE REPORTING PERIOD

Based on Board of Commissioner's Decree No. 08/SK/KOM.PLN.E/2025 dated 29 April 2025, Board of Commissioner approved the change of the Company's Audit Committee as follows:

2025

Ketua
Sekretaris
Anggota

Edward Siagian
Risma Royani
Kurniawan Andriyanto

Chairman
Secretary
Member

2024

LAPORAN TAHUNAN
ANNUAL REPORT



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